Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**Annual Return/Report of Employee Benefit Plan** This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▸ **Complete all entries in accordance with the instructions to the Form 5500.**	OMB Nos. 1210-0110 1210-0089 **2024** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

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. . . . . ▸ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
J.M. HUBER COPORATION 401(K) SAVINGS PLAN

1b Three-digit plan number (PN) ▸ 001

1c Effective date of plan
12/09/1947

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
J.M. HUBER CORPORATION

CUMBERLAND CENTER II,
3100 CUMBERLAND BLVD., SUITE 600
ATLANTA, GA 30339

2b Employer Identification Number (EIN)
13-0860350

2c Plan Sponsor's telephone number
732-549-8600

2d Business code (see instructions)
325900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2025	ANN ANTON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2025	ANN ANTON
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	3435
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	2337
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	2285
b	Retired or separated participants receiving benefits	**6b**	112
c	Other retired or separated participants entitled to future benefits	**6c**	934
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	3331
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	36
f	Total. Add lines **6d** and **6e**.	**6f**	3367
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	3375
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	3112
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	72
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J

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

9a Plan funding arrangement (check all that apply)
- **(1)** ☐ Insurance
- **(2)** ☐ Code section 412(e)(3) insurance contracts
- **(3)** ☒ Trust
- **(4)** ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)
- **(1)** ☐ Insurance
- **(2)** ☐ Code section 412(e)(3) insurance contracts
- **(3)** ☒ Trust
- **(4)** ☐ General assets of the sponsor

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

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

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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______________________

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

A Name of plan J.M. HUBER COPORATION 401(K) SAVINGS PLAN	**B** Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 J.M. HUBER CORPORATION	**D** Employer Identification Number (EIN) 13-0860350

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

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

WELLINGTON MANAGEMENT

04-2683227

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

STATE STREET BANK & TRUST COMPANY

04-1867445

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

PRUDENTIAL TRUST CO

23-6994310

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

SOUND SHORE MANAGEMENT, INC.

13-2509779

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

THE VANGUARD GROUP, INC.

23-1945930

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

GALLIARD CAPITAL MANAGEMENT

41-1813702

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

MAWER COLLECTIVE INVESTMENT TRUST

38-7140710

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

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

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

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

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

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

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

(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?
49 57	RECORD KEEPER	234654	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

STATE STREET BANK & TRUST COMPANY

04-1867445

(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?
25	TRUSTEE	178967	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

TOWERS WATSON

52-1868818

(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	INVEST ADVISOR	138728	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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)

VOYA INSTITUTIONAL TRUST COMPANY

04-3516284

(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?
20 25	TUST/CUSTODY	64982	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

EISNER AMPER, LLC

87-1363769

(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	AUDITOR	55125	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

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

A Name of plan
J.M. HUBER COPORATION 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
J.M. HUBER CORPORATION

D Employer Identification Number (EIN)
13-0860350

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA S & P INDEX
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS
c EIN-PN 04-0025081-097 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 139893185

a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA GLOBAL EQUITY EX US INDEX FUND
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS
c EIN-PN 90-0337987-242 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 21918800

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC CIFII GROWTH SERIES I
b Name of sponsor of entity listed in (a): WELLINGTON MANAGMENT CO LLP
c EIN-PN 04-2755549-000 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 45783429

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2065 NL SF CL K
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS
c EIN-PN 32-6528132-047 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2924762

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2020 NL SF CL K
b Name of sponsor of entity listed in (a): STATE STREEET GLOBAL ADVISORS
c EIN-PN 90-0337987-399 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12669170

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2025 NL SF CL K
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS
c EIN-PN 90-0337987-400 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 29671427

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2030 NL SF CL K
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS
c EIN-PN 90-0337987-401 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30486237

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2035 NL SF CL K

b Name of sponsor of entity listed in (a): TARGET RETIREMENT

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-402	C	25960635

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2040 NL SF CL K

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-403	C	25921186

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2045 NL SF CL K

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-404	C	22737237

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2050 NL SF CL K

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-405	C	16298730

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2055 NL SF CL K

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-322	C	18573204

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT INCOME NL SF

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-407	C	24995118

a Name of MTIA, CCT, PSA, or 103-12 IE: MAWER INTERNATIONAL EQUITY

b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7140710-001	C	2440021

a Name of MTIA, CCT, PSA, or 103-12 IE: TARGET RETIREMENT 2060 NL SF CL K

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-421	C	4529258

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU CORE PLUS BOND FD

b Name of sponsor of entity listed in (a): PRUDENTIAL TRUST CO.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
23-6994310-165	C	14814465

a Name of MTIA, CCT, PSA, or 103-12 IE: SOUNDSHORE INSTITUTIONAL LARGE CAP

b Name of sponsor of entity listed in (a): SOUND SHORE MANAGEMENT, INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
13-2509799-000	C	45783430

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

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

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

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**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

A Name of plan
J.M. HUBER COPORATION 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
J.M. HUBER CORPORATION

D Employer Identification Number (EIN)
13-0860350

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	12245839	10553527
(2) Participant contributions	1b(2)	645493	54213
(3) Other	1b(3)	0	15731753
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	8936044	3838947
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	10858093	10199070
(9) Value of interest in common/collective trusts	1c(9)	518735304	502694080
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	46386642	54873227
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	115856890	94529407

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	713664305	692474224
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j	106871	72628
k	Total liabilities (add all amounts in lines 1g through1j)	1k	106871	72628
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	713557434	692401596

Part II Income and Expense Statement

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

	Income		(a) Amount	(b) Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	25852078	
	(B) Participants	2a(1)(B)	22179794	
	(C) Others (including rollovers)	2a(1)(C)	2933051	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		50964923
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	460964	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		460964
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	655884	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		655884
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		87715092
(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)		2795752
c Other income	2c		3495973
d Total income. Add all **income** amounts in column (b) and enter total	2d		146088588
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	80891344	
(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)		80891344
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	672456	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		672456
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		81563800
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		64524788
l Transfers of assets:			
(1) To this plan	2l(1)		15702561
(2) From this plan	2l(2)		101383187

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) [X] 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)** [X] 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: EISNER AMPER, LLC **(2)** EIN: 87-1363769

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

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

Part IV Compliance Questions

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

During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No
If "Yes," enter the amount of any plan assets that reverted to the employer this year ______________.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)
CP KELCO NONUNION 401(K) RETIREMENT SAVINGS PLAN	51-0400757	002

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year ____________________.

SCHEDULE R (Form 5500)	Retirement Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**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

A Name of plan
J.M. HUBER CORPORATION 401(K) SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
J.M. HUBER CORPORATION

D Employer Identification Number (EIN)
13-0860350

Part I Distributions

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1**

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

EIN(s): 04-3581074 ____________

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

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month ______ Day ______ Year ______

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? .... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? .... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? .... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) .... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? .... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _______ Day _______ Year _______

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) ____________

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _______ Day _______ Year _______

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) ____________

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _______ Day _______ Year _______

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) ____________

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _______ Day _______ Year _______

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) ____________

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _______ Day _______ Year _______

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) ____________

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _______ Day _______ Year _______

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) ____________

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

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

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

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

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: _______% Private Equity: _______% Investment-Grade Debt and Interest Rate Hedging Assets: _______%
High-Yield Debt: _______% Real Assets: _______% Cash or Cash Equivalents: _______% Other: _______%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation.____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number__________.

J.M. HUBER CORPORATION
401(k) SAVINGS PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2024 and 2023
(with supplemental information)

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

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INDEPENDENT AUDITORS' REPORT

To the Plan Administrator, Participants and Beneficiaries
of the J.M. Huber Corporation 401(k) Savings Plan

Opinion

We have audited the financial statements of the J.M. Huber Corporation 401(k) Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

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 Auditors' 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 audit opinion.

Emphasis of Matter – Plan Merger

As further discussed in Note A[1] to the financial statements, pursuant to the Plan amendment approved by the J.M. Huber Corporation 401(k) Savings Plan Administrative Committee and Plan sponsor management, the AMI, LLC 401(k) Plan was merged into the Plan effective December 31, 2024. 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.

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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 Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including the form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

EisnerAmper LLP

EISNERAMPER LLP
Iselin, New Jersey
October 15, 2025

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Statements of Net Assets Available for Benefits

	December 31, 2024	December 31, 2023
ASSETS		
Investments at fair value	**$ 561,406,254**	$ 574,057,990
Investments at contract value	**94,529,407**	115,856,890
Total investments	**655,935,661**	689,914,880
Receivables:		
Dividends and interest receivable	**29,192**	-
Employer contribution receivable	**10,553,527**	12,245,839
Participant contribution receivable	**54,213**	645,493
Notes receivable from participants	**10,199,070**	10,858,093
Total receivables	**20,836,002**	23,749,425
Transfer receivable from related plan (see Note A[1])	**15,702,561**	-
Total assets	**692,474,224**	713,664,305
LIABILITIES		
Accrued transfer to related plan (see Note A[1])	**72,628**	-
Accrued investment fees	**-**	106,871
Total liabilities	**72,628**	106,871
Net assets available for benefits	**$ 692,401,596**	$ 713,557,434

See accompanying notes to financial statements

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2024	Year Ended December 31, 2023
Additions to/(deductions from) net assets attributed to:		
Investment income:		
Net realized/unrealized appreciation in value of investments	**$ 90,510,843**	$ 93,568,837
Interest	**3,495,973**	3,438,556
Dividends	**655,884**	731,522
Total investment income	**94,662,700**	97,738,915
Interest income on notes receivable from participants	**460,965**	691,039
Contributions:		
Participant	**22,179,795**	21,511,864
Employer	**25,852,078**	26,662,029
Rollover	**2,933,051**	2,503,367
Total contributions	**50,964,924**	50,677,260
Benefits paid to participants	**(80,891,345)**	(68,172,222)
Administrative expenses	**(672,456)**	(886,252)
Net increase prior to plan transfers	**64,524,788**	80,048,740
Transfer from related plan (see Note A[1])	**15,702,561**	-
Transfer to related plan (see Note A[1])	**(101,383,187)**	-
Net (decrease) increase	**(21,155,838)**	80,048,740
Net assets available for benefits - beginning of year	**713,557,434**	633,508,694
Net assets available for benefits - end of year	**$ 692,401,596**	$ 713,557,434

See accompanying notes to financial statements

NOTE A - DESCRIPTION OF THE PLAN

The following brief description of the J.M. Huber Corporation 401(k) Savings Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for further information.

[1] General:

The Plan is a defined contribution plan sponsored by J.M. Huber Corporation (the "Company") covering substantially all employees of the Company and its U.S. affiliates, which are participating companies. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan generally defines an employee as any person employed by the Company or any affiliated or participating company who is not part of an excluded class of employees. Eligible employees may enroll in the Plan at any time after beginning employment. The Plan was restated effective January 1, 2021, incorporating all prior amendments.

Prior to November 11, 2024, State Street Corporation was the directed trustee of the Plan. Effective November 11, 2024, Voya Institutional Trust Company, through an agreement with Voya Institutional Plan Services, LLC, succeeded to State Street Corporation as directed trustee for the Plan's investments, with the exception of the Galliard Stable Value Fund and the U.S. Large Cap Fund, where State Street Corporation maintained custodial services. As a result, effective November 11, 2024, approximately $619,000,000 in investment assets were transferred in kind from State Street Corporation to Voya Institutional Trust Company on behalf of Voya Institutional Plan Services, LLC.

Effective November 15, 2024, CP Kelco U.S., Inc. ("CP Kelco"), a participating employer, was acquired by an unrelated entity. As a result of the acquisition, the Plan was amended effective November 15, 2024, and participants whose account balances arose from being employees of CP Kelco U.S. Inc. became 100% vested in their account balances and were no longer eligible to participate in the Plan. In conjunction with the acquisition, all CP Kelco participant balances were divested to a newly formed plan. The transfer of assets occurred on November 18, 2024, at which time investment assets of approximately $100,007,000 were liquidated and transferred to the newly formed plan. In conjunction with the transfer of assets, approximately $1,303,000 of notes receivable from participant balances were transferred in kind to the newly formed plan. Participants employed by CP Kelco during the period from January 1, 2024 through November 15, 2024 were entitled to receive additional matching contributions as 401(k) true-up contributions (see Note A[3]) based on eligible wages earned, as defined, to be accrued as of December 31, 2024 and subsequently remitted to the Plan after year end. As a result, approximately $73,000 was recorded as employer contributions during the year ended December 31, 2024 and transferred to the divested plan in January of 2025.

Effective December 31, 2024, pursuant to resolutions by those charged with governance of the Plan and Plan amendments, the AMI, LLC 401(k) Plan was merged into the Plan. As of December 31, 2024, a total of $15,702,561 was accrued as a transfer from a related plan on the accompanying statement of net assets available for benefits as of December 31, 2024. The transfer of assets occurred on January 3, 2025, at which time investment assets of approximately $15,050,000 were liquidated and transferred to the Plan. In conjunction with the transfer of assets, approximately $650,000 of notes receivable from participant balances were transferred in kind to the Plan. Prior to the transfer, all accounts in the AMI, LLC 401(k) Plan became 100% vested. Participants joining the Plan from the AMI, LLC 401(k) Plan will be credited with service for years of employment with Active Minerals International, LLC. In conjunction with the Plan merger, effective January 1, 2025, Active Minerals International, LLC became a participating employer under the Plan.

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

[2] Administration:

The Administrative Committee is responsible for administering Plan operations and monitoring Plan investments and third-party service providers. The Administrative Committee is appointed by the Board of Directors of the Company.

[3] Contributions:

Eligible employees may contribute from 1% to 75% of their eligible compensation, as defined by the Plan, as pre-tax 401(k) contributions. Eligible employees who are age 50 or older by the end of a Plan year may make annual catch-up 401(k) contributions to the Plan. Effective June 2021, eligible employees may contribute from 1% to 75% of their eligible compensation, as defined, on an after-tax basis as Roth 401(k) contributions. In no event may a participant's combined pre-tax and Roth 401(k) contributions exceed any statutory limitations. Employees have the option of rolling over their accumulated Plan benefits from their previous employers' tax qualified pension, profit sharing and 401(k) plans into the Plan.

The Company matches participants' pre-tax and Roth 401(k) contributions in the form of matching contributions. Effective January 1, 2019, the Company matches 125% of a participant's 401(k) contributions up to the first 5% of his or her eligible compensation, as defined, except for eligible employees of Huber Specialty Hydrates ("HSH") represented by a union ("HSH Union Employees").

Effective January 1, 2022, the Company matches 100% of a HSH Union Employee's 401(k) contributions up to the first 5% of his or her eligible compensation.

The Company also makes regular non-elective employer contributions on behalf of each eligible participant who is employed on the last day of the Plan year equal to 5% of the participant's eligible compensation, as defined, for the Plan year, and for certain HSH Union Employees, as described in the Plan, a larger percentage of their eligible compensation. Participation in the regular non-elective contribution feature begins on the January 1 coincident with or immediately following an eligible employee's hire date. For the years ended December 31, 2024 and 2023, regular non-elective employer contributions approximated $10,345,000 and $11,530,000, respectively.

At the end of each Plan year, the Company also contributes additional matching contributions as 401(k) true-up contributions on behalf of each participant who is eligible for such contributions. For the years ended December 31, 2024 and 2023, 401(k) true-up contributions approximated $668,000 and $665,000, respectively.

The Company may also contribute amounts on behalf of all participants, other than highly compensated employees, as defined, and HSH Union Employees, representing fail-safe contributions. Such contributions may be made as required to ensure compliance with the enhanced safe harbor matching formula under Section 401(k)(12)(B)(iii) of the Internal Revenue Code of 1986 (the "Code" or "IRC"), as amended, when the definition of eligible pay does not satisfy the nondiscrimination testing requirements for the Plan year.

The Plan includes an automatic contribution arrangement, under which new and newly eligible employees are automatically enrolled in the pre-tax 401(k) feature of the Plan. If an eligible employee covered by the arrangement does not make an affirmative contribution election within 30 days after his or her hire or rehire date to contribute a specific percent or zero (0%) of his or her eligible compensation, the employee is automatically enrolled at a default contribution percentage rate, with the default investment option being an age appropriate Target Date Fund, as defined in the Plan, based on the participant's assumed retirement date horizon.

NOTE A - DESCRIPTION OF THE PLAN (continued)

[4] Participant accounts:

Effective January 1, 2022, the default contribution rate is 5% for all covered employees, including the HSH Union Employees. Participants direct the investment of all participant and employer contributions into various investment options offered by the Plan.

Each participant's account is credited with the participant's contributions and allocations of (a) Company contributions, (b) the Plan's earnings, and may be charged with an allocation of administrative expenses paid by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions, as defined. The benefit to which a participant is entitled is the value of the participant's vested account balance at the relevant time.

The Plan allows participants to change their investment elections prospectively and to transfer their funds between investment accounts on any business day. The Plan also allows participants to change their contribution percentage rate daily. Participants may begin or cease their contributions at any time.

[5] Vesting:

Participants are immediately 100% vested in their contributions, plus actual earnings thereon. They are also immediately 100% vested in the value of the portion of their Plan account balance consisting of any rollover contributions, matching contributions, true-up matching contributions and fail-safe contributions made on their behalf, plus the actual earnings thereon. Vesting in the portion of their Plan account balance consisting of Company non-elective employer contributions, plus actual earnings thereon, is as follows:

Years of Service	Vesting
Less than 2 years	0%
2 years	20%
3 years	50%
4 years	60%
5 or more years	100%

Participants who reach age 65, die or become disabled while employed by the Company automatically become 100% vested.

[6] Notes receivable from participants:

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Participants may borrow from their Plan accounts a minimum of $1,000, up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Loan terms range from 1 to 5 years, while loans for the purchase of a primary residence may have a term up to 177 months. The loans are secured by a participant's vested account balance and bear interest at a rate of prime plus 2%. Principal and interest are repaid through periodic payroll deductions. Interest rates on outstanding loan balances range from 4.25% to 10.50% at December 31, 2024 and 2023. Principal and interest are paid ratably through payroll deductions. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan document. Related fees are recorded as administrative expenses and are expensed when they are incurred.

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

[7] Forfeitures:

Employees who terminate employment with the Company or its affiliates forfeit any non-vested portion of the value of their Plan account balance attributable to Company non-elective contributions and earnings thereon. Forfeitures may be used to reduce future employer contributions or make restorative payments. During the years ended December 31, 2024 and 2023, forfeitures of approximately $453,000 and $265,000, respectively, were used to reduce employer contributions. As of December 31, 2024 and 2023, the employer contribution receivable was reduced by forfeitures of approximately $495,000 and $440,000, respectively, from forfeitures available at the time the amount was paid. At December 31, 2024 and 2023, forfeited non-vested accounts approximated $493,000 and $409,000, respectively.

[8] Payment of benefits:

Under the Plan document, a participant who terminates employment is entitled to have his or her entire vested account balance paid in a single lump sum or substantially equal periodic payments (installments) payable over a specific period or in a specific dollar amount at such intervals (monthly, quarterly, annually or at such other interval as is administratively feasible) as he or she may elect, and/or designated partial lump sums. A participant who has attained at least age 62, has 30 years of vesting service (as defined in the Plan), or has 10 years of vesting service and is at least age 55 also may elect specific installment payment methods upon termination of employment. Participants who elect installment payments must meet the minimum distribution requirements of the Code, as amended. Upon termination of employment, a participant may continue to have his or her Plan accounts participate in the Plan’s investment performance until the accounts are completely distributed. The beneficiary or beneficiaries of a deceased participant receive the full benefits of the participant.

Benefits are distributable upon a participant’s termination of employment due to his or her retirement, death, long-term disability or other termination. Payment can be made as a single lump sum, as partial lump sums or as periodic installment payments. Participants may elect rollovers of any eligible rollover distributions made under the Plan. If the value of a participant’s total vested benefits at the date he or she terminates employment is $1,000 or less, the entire amount will automatically be paid out as a single lump sum.

A participant may elect to receive an in-service hardship distribution of the value of his or her vested account balance consisting of 401(k) contributions only (no earnings), and of Company non-elective contributions and earnings. A distribution will be made on account of hardship if it is necessary in light of a participant’s immediate and heavy financial need when there are no other resources reasonably available to the participant. A distribution based upon financial hardship cannot exceed the amount required to meet the immediate financial need.

In February 2021, the Plan implemented the Age 59½ Withdrawal Option feature. Participants that reach age 59½ may take in-service withdrawals from their Plan account without tax penalties. The withdrawals of pre-tax amounts are subject to regular income taxes unless rolled into another qualified plan or an Individual Retirement Account (“IRA”). Roth 401(k) contributions and earnings thereon can be withdrawn 100% tax free after age 59½ provided that the distribution is made after a five-taxable-year period of participation is completed (this period begins on January 1 of the first year in which the participant makes a Roth contribution under the Plan).

Plan participants born before July 1, 1949 who are no longer actively employed with the Company may delay taking any payments until the year in which they attain age 70½. Plan participants born after June 30, 1949 who are no longer actively employed with the Company may delay taking any payments until the year in which they attain age 72. Once they reach age 70½ or age 72 (as applicable), in accordance with Internal Revenue Service (“IRS”) rules, the participant must start receiving annual required minimum distributions from the Plan.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

[1] Basis of accounting:

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP"). Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts, because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

[2] Subsequent events:

The Plan has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

[3] Investment valuation and income recognition:

The Plan's investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note C for discussion of fair value measurements.

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

[4] Payment of benefits:

Benefits are recorded when paid.

[5] Plan expenses:

Certain expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. For the 2024 and 2023 Plan years, investment advisory fees, Plan audit, trustee and custodial fees and recordkeeping fees incurred in connection with the administration of the Plan were paid by the Plan. Investment related expenses are included in the net appreciation in value of investments.

[6] Use of estimates:

The preparation of financial statements in conformity with U.S. GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates and assumptions.

NOTE C - FAIR VALUE MEASUREMENTS

The Financial Accounting Standard Board's ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

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

Level 2 – Inputs to the valuation methodology include: (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; or (4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation methodologies used for investment assets measured at fair value. There have been no changes in the methodologies used as of December 31, 2024 and 2023.

Collective short-term investment fund – The Plan's investment in the Allspring Collective Investment Fund (formerly Wells Fargo Short-Term Investment Fund) is valued at net asset value ("NAV"). The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value and is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Underlying investments are valued based on the latest published market quotations when available. When not available, fair values are determined by the fund manager by reference to quoted market values or other financial data pertaining to investments of similar nature, quality and yield.

Mutual funds – The Plan's investments in mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trust funds – The Plan's investments in common/collective trusts are valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common/collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

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

The following tables set forth, by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2024 and 2023:

Investment Assets at Fair Value as of December 31, 2024

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 37,755,316	$ -	$ -	$ 37,755,316
Total investment assets in the fair value hierarchy	37,755,316	-	-	37,755,316
Investments measured at NAV (A):				
Collective short-term investment fund (B)				3,838,947
Common/collective trust funds (C)				519,811,991
Investments at fair value	$ 37,755,316	$ -	$ -	$ 561,406,254

Investment Assets at Fair Value as of December 31, 2023

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 23,712,362	$ -	$ -	$ 23,712,362
Total investment assets in the fair value hierarchy	23,712,362	-	-	23,712,362
Investments measured at NAV (A):				
Collective short-term investment fund (B)				8,936,044
Common/collective trust funds (C)				541,409,584
Investments at fair value	$ 23,712,362	$ -	$ -	$ 574,057,990

(A) Certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

(B) The collective short-term investment fund seeks to achieve its investment objective by investing in a variety of high-quality short-term instruments, while maintaining a dollar-weighted average portfolio maturity of 60 days or less, accruing on a straight-line basis the difference between anticipated principal receipt on maturity, and customarily holding the fund's assets until maturity. Admissions to and withdrawals from the fund are made daily.

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

(C) The Plan's investments in common/collective trust funds contain no restrictions on the Plan's ability to redeem its investment. There are no unfunded commitments related to any of the investments in the common/collective trust funds. The investment strategies of significant common/collective trust funds held by the Plan are as follows:

State Street S&P 500 Index Fund – The fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the S&P 500 over the long term, while providing participants the ability to purchase and redeem units on an "as of" basis. The assets of the State Street S&P 500 Index Fund are managed by State Street Global Advisors in a common/collective trust fund. The Plan holds Class N units within the fund.

State Street Global Advisors Retirement Income Fund, 2020 – 2065 Funds – The Plan's investments in the funds represent Class C units of ownership in the State Street Global Advisors Target Retirement Non-Lending Series Funds. Each fund seeks to achieve its objective by investing in a set of underlying collective investment funds representing various asset classes. Each fund (other than the Retirement Income Fund) is managed to a specific retirement year (target date) included in its name. These funds are designed for the participant to choose the single fund with the year closest to when he or she expects to retire. The investment mix and risk exposure in each fund will shift to become more conservative as the participant ages. Once a fund reaches its target retirement date, it will begin a five-year transition period to the State Street Global Advisors Target Retirement Income Fund, resulting at the end of that five-year period in an allocation to stocks and real estate that will remain fixed at approximately 35% of assets. The remainder of the fund will be invested in fixed-income securities.

U.S. Large Cap Fund – This portfolio typically invests in U.S. large capitalization stocks generally of broad economic sectors. The total portfolio should exhibit characteristics representative of a core equity investment style, with characteristics that are similar to the Russell 1000 Index. The fund uses a "multi-manager" approach whereby the fund's assets are allocated to one or more Sub-Advisors and each Sub-Advisor acts independently from the others. The fund is expected to deploy a diversified blend of U.S. large capitalization value and growth-oriented investment strategies and be invested in a broad cross-section of economic and industry sectors. The fund invests 50% in the Wellington Growth Collective Investment Fund and 50% in the SoundShore Institutional Commingled/Collective Investment Fund.

NOTE D - CONTRACT VALUE INVESTMENTS

The Plan offers a Galliard Stable Value Option, which is comprised of a portfolio of synthetic investment contracts under an investment advisory agreement with Galliard Capital Management, Inc. dated April 10, 2008, as amended. The underlying contracts meet the fully benefit-responsive investment contract criteria and, therefore, are reported at contract value. Contract value is the relevant measurement for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses. The following represents the disaggregation of contracts held under the Stable Value Option:

	December 31,	
	2024	**2023**
Voya Retirement Insurance and Annuity Company	**$ 20,804,415**	$ 25,507,738
Pacific Life Insurance Company	**26,355,972**	32,283,937
Prudential Life Insurance Company of America	**26,573,954**	32,570,298
TransAmerica Premier Life	**20,795,066**	25,494,917
	$ 94,529,407	$ 115,856,890

The Plan owns the underlying assets of the synthetic investment contract. A synthetic investment contract includes a wrapper contract, which is an agreement for the wrap issuer, such as a bank or insurance company, to make payments to the Plan in certain circumstances. The wrapper contract includes certain conditions and limitations on the underlying assets owned by the Plan. The contracts accrue interest based on crediting interest rates established by the contract issuers. The contracts include wrapper contracts that provide a guarantee that the crediting rate will not fall below 0 percent. As of December 31, 2024 and 2023, crediting interest rates range from 3.10% to 3.33% and 2.50% to 3.05%, respectively. Cash flow volatility, as well as asset underperformance, can be passed through to the Plan through adjustments to future contract crediting rates. Formulas are provided in each contract that adjusts renewal crediting rates to recognize the difference between the fair value and the book value of the underlying assets. Crediting rates are reviewed quarterly for resetting.

The existence of certain conditions can limit the Plan's ability to transact at contract value with the issuers of its investment contracts. Specifically, any event outside the normal operation of the fund that causes a withdrawal from an investment contract may result in a negative market value adjustment with respect to such withdrawal; in addition, the failure of the Plan to qualify under Section 401(a) of the IRC, or the failure of the trust to be tax-exempt under Section 501(a) of the IRC, premature termination of the contracts, Plan termination or merger, changes to the Plan's prohibition on competing investment options, or bankruptcy of the Plan sponsor or other Plan sponsor events that significantly impact the Plan's normal operations. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants. Certain contracts with the insurance companies prohibit transfer of assets to a competing investment option for a period of 90 days.

NOTE E - RELATED PARTIES AND PARTY-IN-INTEREST TRANSACTIONS

Members of the Administrative Committee are participants in the Plan. Certain Plan investments are shares of commingled funds managed by State Street Global Advisors, an affiliate of State Street. State Street is a directed custodian of the Plan. Further, certain Plan investments include Voya Retirement Insurance and Annuity, an affiliate of Voya Financial. Voya Financial is the trustee and recordkeeper of the Plan. The transactions with these parties qualify as party-in-interest transactions. Fees paid by the Plan for the investment management and trustee services approximated $478,000 and $744,000 for the years ended December 31, 2024 and 2023, respectively. The Plan also pays accounting and investment advisory fees. As service providers to the Plan, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to these service providers approximated $194,000 and $142,000 for the years ended December 31, 2024 and 2023, respectively.

NOTE F - RISKS AND UNCERTAINTIES

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

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

Volatility in the financial markets may significantly impact the subsequent valuation of the Plan's investments. Accordingly, the valuation of investments at December 31, 2024 may not necessarily be indicative of amounts that could be realized in a current market exchange.

NOTE G - MUTUAL FUND FEES

Certain investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads or 12b-1 fees. 12b-1 fees are ongoing fees allowable under Section 12b-1 of the Investment Company Act of 1940. These annual fees are used to pay for marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity, and thus not separately identifiable as an expense.

NOTE H - TAX STATUS

The IRS has determined and informed the Company by a letter dated February 23, 2016, stating that the Plan meets the requirements for tax qualification in accordance with applicable sections of the IRC and, therefore, the related trust is exempt from taxation. The Plan has been amended since receiving the tax determination letter. However, the Plan administrator and the Plan sponsor believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC in all material respects.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or government authority. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE I - PLAN TERMINATION

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

SUPPLEMENTAL INFORMATION

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Employer Identification No. 13-0860350, Plan No. 001
Schedule H of Form 5500
Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
	Cash and cash equivalents:		
	Allspring Collective Investment Trust - Short term Investment Fund A	Short-term securities	$ 3,838,947
	Guaranteed investment contracts:		
	Galliard Stable Value Fund:		
*	Voya Ret Ins and Annuity	Guaranteed investment contract	20,804,415
	Pacific Life	Guaranteed investment contract	26,355,972
	Prudential Insurance Co. of America	Guaranteed investment contract	26,573,954
	Transamerica Premier Life	Guaranteed investment contract	20,795,066
			94,529,407
	Common/collective trust funds:		
*	State Street Global Equity ex U.S. Index Funds	Common/collective trust fund	21,918,800
*	State Street S&P 500 Index Fund	Common/collective trust fund	139,893,185
	Mawer International Equity (CIT)	Common/collective trust fund	2,440,021
*	SSGA Retirement Income Fund	Common/collective trust fund	24,995,118
*	SSGA 2020 Fund	Common/collective trust fund	12,669,170
*	SSGA 2025 Fund	Common/collective trust fund	29,671,427
*	SSGA 2030 Fund	Common/collective trust fund	30,486,237
*	SSGA 2035 Fund	Common/collective trust fund	25,960,635
*	SSGA 2040 Fund	Common/collective trust fund	25,921,186
*	SSGA 2045 Fund	Common/collective trust fund	22,737,237
*	SSGA 2050 Fund	Common/collective trust fund	16,298,730
*	SSGA 2055 Fund	Common/collective trust fund	18,573,204
*	SSGA 2060 Fund	Common/collective trust fund	4,529,258
*	SSGA 2065 Fund	Common/collective trust fund	2,924,762
	Prudential Bond Fund	Common/collective trust fund	14,814,465
			393,833,435
	Multi-manager fund:		
	U.S. SMID Cap Fund:		
	Wellington Small Cap Value Fund	Common/collective trust fund	17,293,786
	Meridian Growth Institutional Fund	Mutual fund	17,117,911
			34,411,697
	U.S. large cap fund:		
	Wellington Growth	Common/collective trust fund	45,783,429
	SoundShore Institutional Large Cap Value	Common/collective trust fund	45,783,430
			91,566,859
	Mutual funds:		
	Vanguard Ext Market IND Fund	Mutual fund	14,263,785
	Vanguard Total World Stock Index	Mutual fund	7,155,652
	Vanguard Total Market Bond Index	Mutual fund	16,335,879
			37,755,316
*	**Notes receivable from participants**	Interest rates 4.25% - 10.50% with maturities through 2039	10,199,070
			$ 666,134,731

* Party-in-interest, as defined by ERISA.

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2024 and 2023
(with supplemental information)

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

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INDEPENDENT AUDITORS' REPORT

To the Plan Administrator, Participants and Beneficiaries
of the J.M. Huber Corporation 401(k) Savings Plan

Opinion

We have audited the financial statements of the J.M. Huber Corporation 401(k) Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

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 Auditors' 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 audit opinion.

Emphasis of Matter – Plan Merger

As further discussed in Note A[1] to the financial statements, pursuant to the Plan amendment approved by the J.M. Huber Corporation 401(k) Savings Plan Administrative Committee and Plan sponsor management, the AMI, LLC 401(k) Plan was merged into the Plan effective December 31, 2024. 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.

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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 Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including the form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

EisnerAmper LLP

EISNERAMPER LLP
Iselin, New Jersey
October 15, 2025

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Statements of Net Assets Available for Benefits

	December 31,	
	2024	**2023**
ASSETS		
Investments at fair value	**$ 561,406,254**	$ 574,057,990
Investments at contract value	**94,529,407**	115,856,890
Total investments	**655,935,661**	689,914,880
Receivables:		
Dividends and interest receivable	**29,192**	-
Employer contribution receivable	**10,553,527**	12,245,839
Participant contribution receivable	**54,213**	645,493
Notes receivable from participants	**10,199,070**	10,858,093
Total receivables	**20,836,002**	23,749,425
Transfer receivable from related plan (see Note A[1])	**15,702,561**	-
Total assets	**692,474,224**	713,664,305
LIABILITIES		
Accrued transfer to related plan (see Note A[1])	**72,628**	-
Accrued investment fees	**-**	106,871
Total liabilities	**72,628**	106,871
Net assets available for benefits	**$ 692,401,596**	$ 713,557,434

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2024	Year Ended December 31, 2023
Additions to/(deductions from) net assets attributed to:		
Investment income:		
Net realized/unrealized appreciation in value of investments	**$ 90,510,843**	$ 93,568,837
Interest	**3,495,973**	3,438,556
Dividends	**655,884**	731,522
Total investment income	**94,662,700**	97,738,915
Interest income on notes receivable from participants	**460,965**	691,039
Contributions:		
Participant	**22,179,795**	21,511,864
Employer	**25,852,078**	26,662,029
Rollover	**2,933,051**	2,503,367
Total contributions	**50,964,924**	50,677,260
Benefits paid to participants	**(80,891,345)**	(68,172,222)
Administrative expenses	**(672,456)**	(886,252)
Net increase prior to plan transfers	**64,524,788**	80,048,740
Transfer from related plan (see Note A[1])	**15,702,561**	-
Transfer to related plan (see Note A[1])	**(101,383,187)**	-
Net (decrease) increase	**(21,155,838)**	80,048,740
Net assets available for benefits - beginning of year	**713,557,434**	633,508,694
Net assets available for benefits - end of year	**$ 692,401,596**	$ 713,557,434

See accompanying notes to financial statements

NOTE A - DESCRIPTION OF THE PLAN

The following brief description of the J.M. Huber Corporation 401(k) Savings Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for further information.

[1] General:

The Plan is a defined contribution plan sponsored by J.M. Huber Corporation (the "Company") covering substantially all employees of the Company and its U.S. affiliates, which are participating companies. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan generally defines an employee as any person employed by the Company or any affiliated or participating company who is not part of an excluded class of employees. Eligible employees may enroll in the Plan at any time after beginning employment. The Plan was restated effective January 1, 2021, incorporating all prior amendments.

Prior to November 11, 2024, State Street Corporation was the directed trustee of the Plan. Effective November 11, 2024, Voya Institutional Trust Company, through an agreement with Voya Institutional Plan Services, LLC, succeeded to State Street Corporation as directed trustee for the Plan's investments, with the exception of the Galliard Stable Value Fund and the U.S. Large Cap Fund, where State Street Corporation maintained custodial services. As a result, effective November 11, 2024, approximately $619,000,000 in investment assets were transferred in kind from State Street Corporation to Voya Institutional Trust Company on behalf of Voya Institutional Plan Services, LLC.

Effective November 15, 2024, CP Kelco U.S., Inc. ("CP Kelco"), a participating employer, was acquired by an unrelated entity. As a result of the acquisition, the Plan was amended effective November 15, 2024, and participants whose account balances arose from being employees of CP Kelco U.S. Inc. became 100% vested in their account balances and were no longer eligible to participate in the Plan. In conjunction with the acquisition, all CP Kelco participant balances were divested to a newly formed plan. The transfer of assets occurred on November 18, 2024, at which time investment assets of approximately $100,007,000 were liquidated and transferred to the newly formed plan. In conjunction with the transfer of assets, approximately $1,303,000 of notes receivable from participant balances were transferred in kind to the newly formed plan. Participants employed by CP Kelco during the period from January 1, 2024 through November 15, 2024 were entitled to receive additional matching contributions as 401(k) true-up contributions (see Note A[3]) based on eligible wages earned, as defined, to be accrued as of December 31, 2024 and subsequently remitted to the Plan after year end. As a result, approximately $73,000 was recorded as employer contributions during the year ended December 31, 2024 and transferred to the divested plan in January of 2025.

Effective December 31, 2024, pursuant to resolutions by those charged with governance of the Plan and Plan amendments, the AMI, LLC 401(k) Plan was merged into the Plan. As of December 31, 2024, a total of $15,702,561 was accrued as a transfer from a related plan on the accompanying statement of net assets available for benefits as of December 31, 2024. The transfer of assets occurred on January 3, 2025, at which time investment assets of approximately $15,050,000 were liquidated and transferred to the Plan. In conjunction with the transfer of assets, approximately $650,000 of notes receivable from participant balances were transferred in kind to the Plan. Prior to the transfer, all accounts in the AMI, LLC 401(k) Plan became 100% vested. Participants joining the Plan from the AMI, LLC 401(k) Plan will be credited with service for years of employment with Active Minerals International, LLC. In conjunction with the Plan merger, effective January 1, 2025, Active Minerals International, LLC became a participating employer under the Plan.

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

[2] Administration:

The Administrative Committee is responsible for administering Plan operations and monitoring Plan investments and third-party service providers. The Administrative Committee is appointed by the Board of Directors of the Company.

[3] Contributions:

Eligible employees may contribute from 1% to 75% of their eligible compensation, as defined by the Plan, as pre-tax 401(k) contributions. Eligible employees who are age 50 or older by the end of a Plan year may make annual catch-up 401(k) contributions to the Plan. Effective June 2021, eligible employees may contribute from 1% to 75% of their eligible compensation, as defined, on an after-tax basis as Roth 401(k) contributions. In no event may a participant's combined pre-tax and Roth 401(k) contributions exceed any statutory limitations. Employees have the option of rolling over their accumulated Plan benefits from their previous employers' tax qualified pension, profit sharing and 401(k) plans into the Plan.

The Company matches participants' pre-tax and Roth 401(k) contributions in the form of matching contributions. Effective January 1, 2019, the Company matches 125% of a participant's 401(k) contributions up to the first 5% of his or her eligible compensation, as defined, except for eligible employees of Huber Specialty Hydrates ("HSH") represented by a union ("HSH Union Employees").

Effective January 1, 2022, the Company matches 100% of a HSH Union Employee's 401(k) contributions up to the first 5% of his or her eligible compensation.

The Company also makes regular non-elective employer contributions on behalf of each eligible participant who is employed on the last day of the Plan year equal to 5% of the participant's eligible compensation, as defined, for the Plan year, and for certain HSH Union Employees, as described in the Plan, a larger percentage of their eligible compensation. Participation in the regular non-elective contribution feature begins on the January 1 coincident with or immediately following an eligible employee's hire date. For the years ended December 31, 2024 and 2023, regular non-elective employer contributions approximated $10,345,000 and $11,530,000, respectively.

At the end of each Plan year, the Company also contributes additional matching contributions as 401(k) true-up contributions on behalf of each participant who is eligible for such contributions. For the years ended December 31, 2024 and 2023, 401(k) true-up contributions approximated $668,000 and $665,000, respectively.

The Company may also contribute amounts on behalf of all participants, other than highly compensated employees, as defined, and HSH Union Employees, representing fail-safe contributions. Such contributions may be made as required to ensure compliance with the enhanced safe harbor matching formula under Section 401(k)(12)(B)(iii) of the Internal Revenue Code of 1986 (the "Code" or "IRC"), as amended, when the definition of eligible pay does not satisfy the nondiscrimination testing requirements for the Plan year.

The Plan includes an automatic contribution arrangement, under which new and newly eligible employees are automatically enrolled in the pre-tax 401(k) feature of the Plan. If an eligible employee covered by the arrangement does not make an affirmative contribution election within 30 days after his or her hire or rehire date to contribute a specific percent or zero (0%) of his or her eligible compensation, the employee is automatically enrolled at a default contribution percentage rate, with the default investment option being an age appropriate Target Date Fund, as defined in the Plan, based on the participant's assumed retirement date horizon.

NOTE A - DESCRIPTION OF THE PLAN (continued)

[4] Participant accounts:

Effective January 1, 2022, the default contribution rate is 5% for all covered employees, including the HSH Union Employees. Participants direct the investment of all participant and employer contributions into various investment options offered by the Plan.

Each participant's account is credited with the participant's contributions and allocations of (a) Company contributions, (b) the Plan's earnings, and may be charged with an allocation of administrative expenses paid by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions, as defined. The benefit to which a participant is entitled is the value of the participant's vested account balance at the relevant time.

The Plan allows participants to change their investment elections prospectively and to transfer their funds between investment accounts on any business day. The Plan also allows participants to change their contribution percentage rate daily. Participants may begin or cease their contributions at any time.

[5] Vesting:

Participants are immediately 100% vested in their contributions, plus actual earnings thereon. They are also immediately 100% vested in the value of the portion of their Plan account balance consisting of any rollover contributions, matching contributions, true-up matching contributions and fail-safe contributions made on their behalf, plus the actual earnings thereon. Vesting in the portion of their Plan account balance consisting of Company non-elective employer contributions, plus actual earnings thereon, is as follows:

Years of Service	Vesting
Less than 2 years	0%
2 years	20%
3 years	50%
4 years	60%
5 or more years	100%

Participants who reach age 65, die or become disabled while employed by the Company automatically become 100% vested.

[6] Notes receivable from participants:

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Participants may borrow from their Plan accounts a minimum of $1,000, up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Loan terms range from 1 to 5 years, while loans for the purchase of a primary residence may have a term up to 177 months. The loans are secured by a participant's vested account balance and bear interest at a rate of prime plus 2%. Principal and interest are repaid through periodic payroll deductions. Interest rates on outstanding loan balances range from 4.25% to 10.50% at December 31, 2024 and 2023. Principal and interest are paid ratably through payroll deductions. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan document. Related fees are recorded as administrative expenses and are expensed when they are incurred.

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

[7] Forfeitures:

Employees who terminate employment with the Company or its affiliates forfeit any non-vested portion of the value of their Plan account balance attributable to Company non-elective contributions and earnings thereon. Forfeitures may be used to reduce future employer contributions or make restorative payments. During the years ended December 31, 2024 and 2023, forfeitures of approximately $453,000 and $265,000, respectively, were used to reduce employer contributions. As of December 31, 2024 and 2023, the employer contribution receivable was reduced by forfeitures of approximately $495,000 and $440,000, respectively, from forfeitures available at the time the amount was paid. At December 31, 2024 and 2023, forfeited non-vested accounts approximated $493,000 and $409,000, respectively.

[8] Payment of benefits:

Under the Plan document, a participant who terminates employment is entitled to have his or her entire vested account balance paid in a single lump sum or substantially equal periodic payments (installments) payable over a specific period or in a specific dollar amount at such intervals (monthly, quarterly, annually or at such other interval as is administratively feasible) as he or she may elect, and/or designated partial lump sums. A participant who has attained at least age 62, has 30 years of vesting service (as defined in the Plan), or has 10 years of vesting service and is at least age 55 also may elect specific installment payment methods upon termination of employment. Participants who elect installment payments must meet the minimum distribution requirements of the Code, as amended. Upon termination of employment, a participant may continue to have his or her Plan accounts participate in the Plan's investment performance until the accounts are completely distributed. The beneficiary or beneficiaries of a deceased participant receive the full benefits of the participant.

Benefits are distributable upon a participant's termination of employment due to his or her retirement, death, long-term disability or other termination. Payment can be made as a single lump sum, as partial lump sums or as periodic installment payments. Participants may elect rollovers of any eligible rollover distributions made under the Plan. If the value of a participant's total vested benefits at the date he or she terminates employment is $1,000 or less, the entire amount will automatically be paid out as a single lump sum.

A participant may elect to receive an in-service hardship distribution of the value of his or her vested account balance consisting of 401(k) contributions only (no earnings), and of Company non-elective contributions and earnings. A distribution will be made on account of hardship if it is necessary in light of a participant's immediate and heavy financial need when there are no other resources reasonably available to the participant. A distribution based upon financial hardship cannot exceed the amount required to meet the immediate financial need.

In February 2021, the Plan implemented the Age 59½ Withdrawal Option feature. Participants that reach age 59½ may take in-service withdrawals from their Plan account without tax penalties. The withdrawals of pre-tax amounts are subject to regular income taxes unless rolled into another qualified plan or an Individual Retirement Account ("IRA"). Roth 401(k) contributions and earnings thereon can be withdrawn 100% tax free after age 59½ provided that the distribution is made after a five-taxable-year period of participation is completed (this period begins on January 1 of the first year in which the participant makes a Roth contribution under the Plan).

Plan participants born before July 1, 1949 who are no longer actively employed with the Company may delay taking any payments until the year in which they attain age 70½. Plan participants born after June 30, 1949 who are no longer actively employed with the Company may delay taking any payments until the year in which they attain age 72. Once they reach age 70½ or age 72 (as applicable), in accordance with Internal Revenue Service ("IRS") rules, the participant must start receiving annual required minimum distributions from the Plan.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

[1] Basis of accounting:

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP"). Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts, because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

[2] Subsequent events:

The Plan has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

[3] Investment valuation and income recognition:

The Plan's investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note C for discussion of fair value measurements.

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

[4] Payment of benefits:

Benefits are recorded when paid.

[5] Plan expenses:

Certain expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. For the 2024 and 2023 Plan years, investment advisory fees, Plan audit, trustee and custodial fees and recordkeeping fees incurred in connection with the administration of the Plan were paid by the Plan. Investment related expenses are included in the net appreciation in value of investments.

[6] Use of estimates:

The preparation of financial statements in conformity with U.S. GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates and assumptions.

NOTE C - FAIR VALUE MEASUREMENTS

The Financial Accounting Standard Board's ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

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

Level 2 – Inputs to the valuation methodology include: (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; or (4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation methodologies used for investment assets measured at fair value. There have been no changes in the methodologies used as of December 31, 2024 and 2023.

Collective short-term investment fund – The Plan's investment in the Allspring Collective Investment Fund (formerly Wells Fargo Short-Term Investment Fund) is valued at net asset value ("NAV"). The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value and is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Underlying investments are valued based on the latest published market quotations when available. When not available, fair values are determined by the fund manager by reference to quoted market values or other financial data pertaining to investments of similar nature, quality and yield.

Mutual funds – The Plan's investments in mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trust funds – The Plan's investments in common/collective trusts are valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common/collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

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

The following tables set forth, by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2024 and 2023:

Investment Assets at Fair Value as of December 31, 2024

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 37,755,316	$ -	$ -	$ 37,755,316
Total investment assets in the fair value hierarchy	37,755,316	-	-	37,755,316
Investments measured at NAV (A):				
Collective short-term investment fund (B)				3,838,947
Common/collective trust funds (C)				519,811,991
Investments at fair value	$ 37,755,316	$ -	$ -	$ 561,406,254

Investment Assets at Fair Value as of December 31, 2023

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 23,712,362	$ -	$ -	$ 23,712,362
Total investment assets in the fair value hierarchy	23,712,362	-	-	23,712,362
Investments measured at NAV (A):				
Collective short-term investment fund (B)				8,936,044
Common/collective trust funds (C)				541,409,584
Investments at fair value	$ 23,712,362	$ -	$ -	$ 574,057,990

(A) Certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

(B) The collective short-term investment fund seeks to achieve its investment objective by investing in a variety of high-quality short-term instruments, while maintaining a dollar-weighted average portfolio maturity of 60 days or less, accruing on a straight-line basis the difference between anticipated principal receipt on maturity, and customarily holding the fund's assets until maturity. Admissions to and withdrawals from the fund are made daily.

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

(C) The Plan's investments in common/collective trust funds contain no restrictions on the Plan's ability to redeem its investment. There are no unfunded commitments related to any of the investments in the common/collective trust funds. The investment strategies of significant common/collective trust funds held by the Plan are as follows:

State Street S&P 500 Index Fund – The fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the S&P 500 over the long term, while providing participants the ability to purchase and redeem units on an "as of" basis. The assets of the State Street S&P 500 Index Fund are managed by State Street Global Advisors in a common/collective trust fund. The Plan holds Class N units within the fund.

State Street Global Advisors Retirement Income Fund, 2020 – 2065 Funds – The Plan's investments in the funds represent Class C units of ownership in the State Street Global Advisors Target Retirement Non-Lending Series Funds. Each fund seeks to achieve its objective by investing in a set of underlying collective investment funds representing various asset classes. Each fund (other than the Retirement Income Fund) is managed to a specific retirement year (target date) included in its name. These funds are designed for the participant to choose the single fund with the year closest to when he or she expects to retire. The investment mix and risk exposure in each fund will shift to become more conservative as the participant ages. Once a fund reaches its target retirement date, it will begin a five-year transition period to the State Street Global Advisors Target Retirement Income Fund, resulting at the end of that five-year period in an allocation to stocks and real estate that will remain fixed at approximately 35% of assets. The remainder of the fund will be invested in fixed-income securities.

U.S. Large Cap Fund – This portfolio typically invests in U.S. large capitalization stocks generally of broad economic sectors. The total portfolio should exhibit characteristics representative of a core equity investment style, with characteristics that are similar to the Russell 1000 Index. The fund uses a "multi-manager" approach whereby the fund's assets are allocated to one or more Sub-Advisors and each Sub-Advisor acts independently from the others. The fund is expected to deploy a diversified blend of U.S. large capitalization value and growth-oriented investment strategies and be invested in a broad cross-section of economic and industry sectors. The fund invests 50% in the Wellington Growth Collective Investment Fund and 50% in the SoundShore Institutional Commingled/Collective Investment Fund.

NOTE D - CONTRACT VALUE INVESTMENTS

The Plan offers a Galliard Stable Value Option, which is comprised of a portfolio of synthetic investment contracts under an investment advisory agreement with Galliard Capital Management, Inc. dated April 10, 2008, as amended. The underlying contracts meet the fully benefit-responsive investment contract criteria and, therefore, are reported at contract value. Contract value is the relevant measurement for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses. The following represents the disaggregation of contracts held under the Stable Value Option:

	December 31, 2024	December 31, 2023
Voya Retirement Insurance and Annuity Company	**$ 20,804,415**	$ 25,507,738
Pacific Life Insurance Company	**26,355,972**	32,283,937
Prudential Life Insurance Company of America	**26,573,954**	32,570,298
TransAmerica Premier Life	**20,795,066**	25,494,917
	$ 94,529,407	$ 115,856,890

The Plan owns the underlying assets of the synthetic investment contract. A synthetic investment contract includes a wrapper contract, which is an agreement for the wrap issuer, such as a bank or insurance company, to make payments to the Plan in certain circumstances. The wrapper contract includes certain conditions and limitations on the underlying assets owned by the Plan. The contracts accrue interest based on crediting interest rates established by the contract issuers. The contracts include wrapper contracts that provide a guarantee that the crediting rate will not fall below 0 percent. As of December 31, 2024 and 2023, crediting interest rates range from 3.10% to 3.33% and 2.50% to 3.05%, respectively. Cash flow volatility, as well as asset underperformance, can be passed through to the Plan through adjustments to future contract crediting rates. Formulas are provided in each contract that adjusts renewal crediting rates to recognize the difference between the fair value and the book value of the underlying assets. Crediting rates are reviewed quarterly for resetting.

The existence of certain conditions can limit the Plan's ability to transact at contract value with the issuers of its investment contracts. Specifically, any event outside the normal operation of the fund that causes a withdrawal from an investment contract may result in a negative market value adjustment with respect to such withdrawal; in addition, the failure of the Plan to qualify under Section 401(a) of the IRC, or the failure of the trust to be tax-exempt under Section 501(a) of the IRC, premature termination of the contracts, Plan termination or merger, changes to the Plan's prohibition on competing investment options, or bankruptcy of the Plan sponsor or other Plan sponsor events that significantly impact the Plan's normal operations. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants. Certain contracts with the insurance companies prohibit transfer of assets to a competing investment option for a period of 90 days.

NOTE E - RELATED PARTIES AND PARTY-IN-INTEREST TRANSACTIONS

Members of the Administrative Committee are participants in the Plan. Certain Plan investments are shares of commingled funds managed by State Street Global Advisors, an affiliate of State Street. State Street is a directed custodian of the Plan. Further, certain Plan investments include Voya Retirement Insurance and Annuity, an affiliate of Voya Financial. Voya Financial is the trustee and recordkeeper of the Plan. The transactions with these parties qualify as party-in-interest transactions. Fees paid by the Plan for the investment management and trustee services approximated $478,000 and $744,000 for the years ended December 31, 2024 and 2023, respectively. The Plan also pays accounting and investment advisory fees. As service providers to the Plan, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to these service providers approximated $194,000 and $142,000 for the years ended December 31, 2024 and 2023, respectively.

NOTE F - RISKS AND UNCERTAINTIES

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

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

Volatility in the financial markets may significantly impact the subsequent valuation of the Plan's investments. Accordingly, the valuation of investments at December 31, 2024 may not necessarily be indicative of amounts that could be realized in a current market exchange.

NOTE G - MUTUAL FUND FEES

Certain investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads or 12b-1 fees. 12b-1 fees are ongoing fees allowable under Section 12b-1 of the Investment Company Act of 1940. These annual fees are used to pay for marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity, and thus not separately identifiable as an expense.

NOTE H - TAX STATUS

The IRS has determined and informed the Company by a letter dated February 23, 2016, stating that the Plan meets the requirements for tax qualification in accordance with applicable sections of the IRC and, therefore, the related trust is exempt from taxation. The Plan has been amended since receiving the tax determination letter. However, the Plan administrator and the Plan sponsor believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC in all material respects.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or government authority. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE I - PLAN TERMINATION

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

SUPPLEMENTAL INFORMATION

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Employer Identification No. 13-0860350, Plan No. 001
Schedule H of Form 5500
Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
	Cash and cash equivalents:		
	Allspring Collective Investment Trust -		
	Short term Investment Fund A	Short-term securities	$ 3,838,947
	Guaranteed investment contracts:		
	Galliard Stable Value Fund:		
*	Voya Ret Ins and Annuity	Guaranteed investment contract	20,804,415
	Pacific Life	Guaranteed investment contract	26,355,972
	Prudential Insurance Co. of America	Guaranteed investment contract	26,573,954
	Transamerica Premier Life	Guaranteed investment contract	20,795,066
			94,529,407
	Common/collective trust funds:		
*	State Street Global Equity ex U.S. Index Funds	Common/collective trust fund	21,918,800
*	State Street S&P 500 Index Fund	Common/collective trust fund	139,893,185
	Mawer International Equity (CIT)	Common/collective trust fund	2,440,021
*	SSGA Retirement Income Fund	Common/collective trust fund	24,995,118
*	SSGA 2020 Fund	Common/collective trust fund	12,669,170
*	SSGA 2025 Fund	Common/collective trust fund	29,671,427
*	SSGA 2030 Fund	Common/collective trust fund	30,486,237
*	SSGA 2035 Fund	Common/collective trust fund	25,960,635
*	SSGA 2040 Fund	Common/collective trust fund	25,921,186
*	SSGA 2045 Fund	Common/collective trust fund	22,737,237
*	SSGA 2050 Fund	Common/collective trust fund	16,298,730
*	SSGA 2055 Fund	Common/collective trust fund	18,573,204
*	SSGA 2060 Fund	Common/collective trust fund	4,529,258
*	SSGA 2065 Fund	Common/collective trust fund	2,924,762
	Prudential Bond Fund	Common/collective trust fund	14,814,465
			393,833,435
	Multi-manager fund:		
	U.S. SMID Cap Fund:		
	Wellington Small Cap Value Fund	Common/collective trust fund	17,293,786
	Meridian Growth Institutional Fund	Mutual fund	17,117,911
			34,411,697
	U.S. large cap fund:		
	Wellington Growth	Common/collective trust fund	45,783,429
	SoundShore Institutional Large Cap Value	Common/collective trust fund	45,783,430
			91,566,859
	Mutual funds:		
	Vanguard Ext Market IND Fund	Mutual fund	14,263,785
	Vanguard Total World Stock Index	Mutual fund	7,155,652
	Vanguard Total Market Bond Index	Mutual fund	16,335,879
			37,755,316
*	**Notes receivable from participants**	Interest rates 4.25% - 10.50% with maturities through 2039	10,199,070
			$ 666,134,731

* Party-in-interest, as defined by ERISA.

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2024 and 2023
(with supplemental information)

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

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INDEPENDENT AUDITORS' REPORT

To the Plan Administrator, Participants and Beneficiaries
of the J.M. Huber Corporation 401(k) Savings Plan

Opinion

We have audited the financial statements of the J.M. Huber Corporation 401(k) Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

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 Auditors' 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 audit opinion.

Emphasis of Matter – Plan Merger

As further discussed in Note A[1] to the financial statements, pursuant to the Plan amendment approved by the J.M. Huber Corporation 401(k) Savings Plan Administrative Committee and Plan sponsor management, the AMI, LLC 401(k) Plan was merged into the Plan effective December 31, 2024. 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.

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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 Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including the form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

EisnerAmper LLP

EISNERAMPER LLP
Iselin, New Jersey
October 15, 2025

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Statements of Net Assets Available for Benefits

	December 31,	
	2024	**2023**
ASSETS		
Investments at fair value	**$ 561,406,254**	$ 574,057,990
Investments at contract value	**94,529,407**	115,856,890
Total investments	**655,935,661**	689,914,880
Receivables:		
Dividends and interest receivable	**29,192**	-
Employer contribution receivable	**10,553,527**	12,245,839
Participant contribution receivable	**54,213**	645,493
Notes receivable from participants	**10,199,070**	10,858,093
Total receivables	**20,836,002**	23,749,425
Transfer receivable from related plan (see Note A[1])	**15,702,561**	-
Total assets	**692,474,224**	713,664,305
LIABILITIES		
Accrued transfer to related plan (see Note A[1])	**72,628**	-
Accrued investment fees	**-**	106,871
Total liabilities	**72,628**	106,871
Net assets available for benefits	**$ 692,401,596**	$ 713,557,434

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2024	Year Ended December 31, 2023
Additions to/(deductions from) net assets attributed to:		
Investment income:		
Net realized/unrealized appreciation in value of investments	**$ 90,510,843**	$ 93,568,837
Interest	**3,495,973**	3,438,556
Dividends	**655,884**	731,522
Total investment income	**94,662,700**	97,738,915
Interest income on notes receivable from participants	**460,965**	691,039
Contributions:		
Participant	**22,179,795**	21,511,864
Employer	**25,852,078**	26,662,029
Rollover	**2,933,051**	2,503,367
Total contributions	**50,964,924**	50,677,260
Benefits paid to participants	**(80,891,345)**	(68,172,222)
Administrative expenses	**(672,456)**	(886,252)
Net increase prior to plan transfers	**64,524,788**	80,048,740
Transfer from related plan (see Note A[1])	**15,702,561**	-
Transfer to related plan (see Note A[1])	**(101,383,187)**	-
Net (decrease) increase	**(21,155,838)**	80,048,740
Net assets available for benefits - beginning of year	**713,557,434**	633,508,694
Net assets available for benefits - end of year	**$ 692,401,596**	$ 713,557,434

See accompanying notes to financial statements

NOTE A - DESCRIPTION OF THE PLAN

The following brief description of the J.M. Huber Corporation 401(k) Savings Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for further information.

[1] General:

The Plan is a defined contribution plan sponsored by J.M. Huber Corporation (the "Company") covering substantially all employees of the Company and its U.S. affiliates, which are participating companies. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan generally defines an employee as any person employed by the Company or any affiliated or participating company who is not part of an excluded class of employees. Eligible employees may enroll in the Plan at any time after beginning employment. The Plan was restated effective January 1, 2021, incorporating all prior amendments.

Prior to November 11, 2024, State Street Corporation was the directed trustee of the Plan. Effective November 11, 2024, Voya Institutional Trust Company, through an agreement with Voya Institutional Plan Services, LLC, succeeded to State Street Corporation as directed trustee for the Plan's investments, with the exception of the Galliard Stable Value Fund and the U.S. Large Cap Fund, where State Street Corporation maintained custodial services. As a result, effective November 11, 2024, approximately $619,000,000 in investment assets were transferred in kind from State Street Corporation to Voya Institutional Trust Company on behalf of Voya Institutional Plan Services, LLC.

Effective November 15, 2024, CP Kelco U.S., Inc. ("CP Kelco"), a participating employer, was acquired by an unrelated entity. As a result of the acquisition, the Plan was amended effective November 15, 2024, and participants whose account balances arose from being employees of CP Kelco U.S. Inc. became 100% vested in their account balances and were no longer eligible to participate in the Plan. In conjunction with the acquisition, all CP Kelco participant balances were divested to a newly formed plan. The transfer of assets occurred on November 18, 2024, at which time investment assets of approximately $100,007,000 were liquidated and transferred to the newly formed plan. In conjunction with the transfer of assets, approximately $1,303,000 of notes receivable from participant balances were transferred in kind to the newly formed plan. Participants employed by CP Kelco during the period from January 1, 2024 through November 15, 2024 were entitled to receive additional matching contributions as 401(k) true-up contributions (see Note A[3]) based on eligible wages earned, as defined, to be accrued as of December 31, 2024 and subsequently remitted to the Plan after year end. As a result, approximately $73,000 was recorded as employer contributions during the year ended December 31, 2024 and transferred to the divested plan in January of 2025.

Effective December 31, 2024, pursuant to resolutions by those charged with governance of the Plan and Plan amendments, the AMI, LLC 401(k) Plan was merged into the Plan. As of December 31, 2024, a total of $15,702,561 was accrued as a transfer from a related plan on the accompanying statement of net assets available for benefits as of December 31, 2024. The transfer of assets occurred on January 3, 2025, at which time investment assets of approximately $15,050,000 were liquidated and transferred to the Plan. In conjunction with the transfer of assets, approximately $650,000 of notes receivable from participant balances were transferred in kind to the Plan. Prior to the transfer, all accounts in the AMI, LLC 401(k) Plan became 100% vested. Participants joining the Plan from the AMI, LLC 401(k) Plan will be credited with service for years of employment with Active Minerals International, LLC. In conjunction with the Plan merger, effective January 1, 2025, Active Minerals International, LLC became a participating employer under the Plan.

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

[2] Administration:

The Administrative Committee is responsible for administering Plan operations and monitoring Plan investments and third-party service providers. The Administrative Committee is appointed by the Board of Directors of the Company.

[3] Contributions:

Eligible employees may contribute from 1% to 75% of their eligible compensation, as defined by the Plan, as pre-tax 401(k) contributions. Eligible employees who are age 50 or older by the end of a Plan year may make annual catch-up 401(k) contributions to the Plan. Effective June 2021, eligible employees may contribute from 1% to 75% of their eligible compensation, as defined, on an after-tax basis as Roth 401(k) contributions. In no event may a participant's combined pre-tax and Roth 401(k) contributions exceed any statutory limitations. Employees have the option of rolling over their accumulated Plan benefits from their previous employers' tax qualified pension, profit sharing and 401(k) plans into the Plan.

The Company matches participants' pre-tax and Roth 401(k) contributions in the form of matching contributions. Effective January 1, 2019, the Company matches 125% of a participant's 401(k) contributions up to the first 5% of his or her eligible compensation, as defined, except for eligible employees of Huber Specialty Hydrates ("HSH") represented by a union ("HSH Union Employees").

Effective January 1, 2022, the Company matches 100% of a HSH Union Employee's 401(k) contributions up to the first 5% of his or her eligible compensation.

The Company also makes regular non-elective employer contributions on behalf of each eligible participant who is employed on the last day of the Plan year equal to 5% of the participant's eligible compensation, as defined, for the Plan year, and for certain HSH Union Employees, as described in the Plan, a larger percentage of their eligible compensation. Participation in the regular non-elective contribution feature begins on the January 1 coincident with or immediately following an eligible employee's hire date. For the years ended December 31, 2024 and 2023, regular non-elective employer contributions approximated $10,345,000 and $11,530,000, respectively.

At the end of each Plan year, the Company also contributes additional matching contributions as 401(k) true-up contributions on behalf of each participant who is eligible for such contributions. For the years ended December 31, 2024 and 2023, 401(k) true-up contributions approximated $668,000 and $665,000, respectively.

The Company may also contribute amounts on behalf of all participants, other than highly compensated employees, as defined, and HSH Union Employees, representing fail-safe contributions. Such contributions may be made as required to ensure compliance with the enhanced safe harbor matching formula under Section 401(k)(12)(B)(iii) of the Internal Revenue Code of 1986 (the "Code" or "IRC"), as amended, when the definition of eligible pay does not satisfy the nondiscrimination testing requirements for the Plan year.

The Plan includes an automatic contribution arrangement, under which new and newly eligible employees are automatically enrolled in the pre-tax 401(k) feature of the Plan. If an eligible employee covered by the arrangement does not make an affirmative contribution election within 30 days after his or her hire or rehire date to contribute a specific percent or zero (0%) of his or her eligible compensation, the employee is automatically enrolled at a default contribution percentage rate, with the default investment option being an age appropriate Target Date Fund, as defined in the Plan, based on the participant's assumed retirement date horizon.

NOTE A - DESCRIPTION OF THE PLAN (continued)

[4] Participant accounts:

Effective January 1, 2022, the default contribution rate is 5% for all covered employees, including the HSH Union Employees. Participants direct the investment of all participant and employer contributions into various investment options offered by the Plan.

Each participant's account is credited with the participant's contributions and allocations of (a) Company contributions, (b) the Plan's earnings, and may be charged with an allocation of administrative expenses paid by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions, as defined. The benefit to which a participant is entitled is the value of the participant's vested account balance at the relevant time.

The Plan allows participants to change their investment elections prospectively and to transfer their funds between investment accounts on any business day. The Plan also allows participants to change their contribution percentage rate daily. Participants may begin or cease their contributions at any time.

[5] Vesting:

Participants are immediately 100% vested in their contributions, plus actual earnings thereon. They are also immediately 100% vested in the value of the portion of their Plan account balance consisting of any rollover contributions, matching contributions, true-up matching contributions and fail-safe contributions made on their behalf, plus the actual earnings thereon. Vesting in the portion of their Plan account balance consisting of Company non-elective employer contributions, plus actual earnings thereon, is as follows:

Years of Service	Vesting
Less than 2 years	0%
2 years	20%
3 years	50%
4 years	60%
5 or more years	100%

Participants who reach age 65, die or become disabled while employed by the Company automatically become 100% vested.

[6] Notes receivable from participants:

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Participants may borrow from their Plan accounts a minimum of $1,000, up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Loan terms range from 1 to 5 years, while loans for the purchase of a primary residence may have a term up to 177 months. The loans are secured by a participant's vested account balance and bear interest at a rate of prime plus 2%. Principal and interest are repaid through periodic payroll deductions. Interest rates on outstanding loan balances range from 4.25% to 10.50% at December 31, 2024 and 2023. Principal and interest are paid ratably through payroll deductions. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan document. Related fees are recorded as administrative expenses and are expensed when they are incurred.

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

[7] Forfeitures:

Employees who terminate employment with the Company or its affiliates forfeit any non-vested portion of the value of their Plan account balance attributable to Company non-elective contributions and earnings thereon. Forfeitures may be used to reduce future employer contributions or make restorative payments. During the years ended December 31, 2024 and 2023, forfeitures of approximately $453,000 and $265,000, respectively, were used to reduce employer contributions. As of December 31, 2024 and 2023, the employer contribution receivable was reduced by forfeitures of approximately $495,000 and $440,000, respectively, from forfeitures available at the time the amount was paid. At December 31, 2024 and 2023, forfeited non-vested accounts approximated $493,000 and $409,000, respectively.

[8] Payment of benefits:

Under the Plan document, a participant who terminates employment is entitled to have his or her entire vested account balance paid in a single lump sum or substantially equal periodic payments (installments) payable over a specific period or in a specific dollar amount at such intervals (monthly, quarterly, annually or at such other interval as is administratively feasible) as he or she may elect, and/or designated partial lump sums. A participant who has attained at least age 62, has 30 years of vesting service (as defined in the Plan), or has 10 years of vesting service and is at least age 55 also may elect specific installment payment methods upon termination of employment. Participants who elect installment payments must meet the minimum distribution requirements of the Code, as amended. Upon termination of employment, a participant may continue to have his or her Plan accounts participate in the Plan's investment performance until the accounts are completely distributed. The beneficiary or beneficiaries of a deceased participant receive the full benefits of the participant.

Benefits are distributable upon a participant's termination of employment due to his or her retirement, death, long-term disability or other termination. Payment can be made as a single lump sum, as partial lump sums or as periodic installment payments. Participants may elect rollovers of any eligible rollover distributions made under the Plan. If the value of a participant's total vested benefits at the date he or she terminates employment is $1,000 or less, the entire amount will automatically be paid out as a single lump sum.

A participant may elect to receive an in-service hardship distribution of the value of his or her vested account balance consisting of 401(k) contributions only (no earnings), and of Company non-elective contributions and earnings. A distribution will be made on account of hardship if it is necessary in light of a participant's immediate and heavy financial need when there are no other resources reasonably available to the participant. A distribution based upon financial hardship cannot exceed the amount required to meet the immediate financial need.

In February 2021, the Plan implemented the Age 59½ Withdrawal Option feature. Participants that reach age 59½ may take in-service withdrawals from their Plan account without tax penalties. The withdrawals of pre-tax amounts are subject to regular income taxes unless rolled into another qualified plan or an Individual Retirement Account ("IRA"). Roth 401(k) contributions and earnings thereon can be withdrawn 100% tax free after age 59½ provided that the distribution is made after a five-taxable-year period of participation is completed (this period begins on January 1 of the first year in which the participant makes a Roth contribution under the Plan).

Plan participants born before July 1, 1949 who are no longer actively employed with the Company may delay taking any payments until the year in which they attain age 70½. Plan participants born after June 30, 1949 who are no longer actively employed with the Company may delay taking any payments until the year in which they attain age 72. Once they reach age 70½ or age 72 (as applicable), in accordance with Internal Revenue Service ("IRS") rules, the participant must start receiving annual required minimum distributions from the Plan.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

[1] Basis of accounting:

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP"). Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts, because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

[2] Subsequent events:

The Plan has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

[3] Investment valuation and income recognition:

The Plan's investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note C for discussion of fair value measurements.

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

[4] Payment of benefits:

Benefits are recorded when paid.

[5] Plan expenses:

Certain expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. For the 2024 and 2023 Plan years, investment advisory fees, Plan audit, trustee and custodial fees and recordkeeping fees incurred in connection with the administration of the Plan were paid by the Plan. Investment related expenses are included in the net appreciation in value of investments.

[6] Use of estimates:

The preparation of financial statements in conformity with U.S. GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates and assumptions.

NOTE C - FAIR VALUE MEASUREMENTS

The Financial Accounting Standard Board's ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

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

Level 2 – Inputs to the valuation methodology include: (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; or (4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation methodologies used for investment assets measured at fair value. There have been no changes in the methodologies used as of December 31, 2024 and 2023.

Collective short-term investment fund – The Plan's investment in the Allspring Collective Investment Fund (formerly Wells Fargo Short-Term Investment Fund) is valued at net asset value ("NAV"). The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value and is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Underlying investments are valued based on the latest published market quotations when available. When not available, fair values are determined by the fund manager by reference to quoted market values or other financial data pertaining to investments of similar nature, quality and yield.

Mutual funds – The Plan's investments in mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trust funds – The Plan's investments in common/collective trusts are valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common/collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

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

The following tables set forth, by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2024 and 2023:

Investment Assets at Fair Value as of December 31, 2024

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 37,755,316	$ -	$ -	$ 37,755,316
Total investment assets in the fair value hierarchy	37,755,316	-	-	37,755,316
Investments measured at NAV (A):				
Collective short-term investment fund (B)				3,838,947
Common/collective trust funds (C)				519,811,991
Investments at fair value	$ 37,755,316	$ -	$ -	$ 561,406,254

Investment Assets at Fair Value as of December 31, 2023

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 23,712,362	$ -	$ -	$ 23,712,362
Total investment assets in the fair value hierarchy	23,712,362	-	-	23,712,362
Investments measured at NAV (A):				
Collective short-term investment fund (B)				8,936,044
Common/collective trust funds (C)				541,409,584
Investments at fair value	$ 23,712,362	$ -	$ -	$ 574,057,990

(A) Certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

(B) The collective short-term investment fund seeks to achieve its investment objective by investing in a variety of high-quality short-term instruments, while maintaining a dollar-weighted average portfolio maturity of 60 days or less, accruing on a straight-line basis the difference between anticipated principal receipt on maturity, and customarily holding the fund's assets until maturity. Admissions to and withdrawals from the fund are made daily.

NOTE C - FAIR VALUE MEASUREMENTS (CONTINUED)

(C) The Plan's investments in common/collective trust funds contain no restrictions on the Plan's ability to redeem its investment. There are no unfunded commitments related to any of the investments in the common/collective trust funds. The investment strategies of significant common/collective trust funds held by the Plan are as follows:

State Street S&P 500 Index Fund – The fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the S&P 500 over the long term, while providing participants the ability to purchase and redeem units on an "as of" basis. The assets of the State Street S&P 500 Index Fund are managed by State Street Global Advisors in a common/collective trust fund. The Plan holds Class N units within the fund.

State Street Global Advisors Retirement Income Fund, 2020 – 2065 Funds – The Plan's investments in the funds represent Class C units of ownership in the State Street Global Advisors Target Retirement Non-Lending Series Funds. Each fund seeks to achieve its objective by investing in a set of underlying collective investment funds representing various asset classes. Each fund (other than the Retirement Income Fund) is managed to a specific retirement year (target date) included in its name. These funds are designed for the participant to choose the single fund with the year closest to when he or she expects to retire. The investment mix and risk exposure in each fund will shift to become more conservative as the participant ages. Once a fund reaches its target retirement date, it will begin a five-year transition period to the State Street Global Advisors Target Retirement Income Fund, resulting at the end of that five-year period in an allocation to stocks and real estate that will remain fixed at approximately 35% of assets. The remainder of the fund will be invested in fixed-income securities.

U.S. Large Cap Fund – This portfolio typically invests in U.S. large capitalization stocks generally of broad economic sectors. The total portfolio should exhibit characteristics representative of a core equity investment style, with characteristics that are similar to the Russell 1000 Index. The fund uses a "multi-manager" approach whereby the fund's assets are allocated to one or more Sub-Advisors and each Sub-Advisor acts independently from the others. The fund is expected to deploy a diversified blend of U.S. large capitalization value and growth-oriented investment strategies and be invested in a broad cross-section of economic and industry sectors. The fund invests 50% in the Wellington Growth Collective Investment Fund and 50% in the SoundShore Institutional Commingled/Collective Investment Fund.

NOTE D - CONTRACT VALUE INVESTMENTS

The Plan offers a Galliard Stable Value Option, which is comprised of a portfolio of synthetic investment contracts under an investment advisory agreement with Galliard Capital Management, Inc. dated April 10, 2008, as amended. The underlying contracts meet the fully benefit-responsive investment contract criteria and, therefore, are reported at contract value. Contract value is the relevant measurement for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses. The following represents the disaggregation of contracts held under the Stable Value Option:

	December 31,	
	2024	**2023**
Voya Retirement Insurance and Annuity Company	**$ 20,804,415**	$ 25,507,738
Pacific Life Insurance Company	**26,355,972**	32,283,937
Prudential Life Insurance Company of America	**26,573,954**	32,570,298
TransAmerica Premier Life	**20,795,066**	25,494,917
	$ 94,529,407	$ 115,856,890

The Plan owns the underlying assets of the synthetic investment contract. A synthetic investment contract includes a wrapper contract, which is an agreement for the wrap issuer, such as a bank or insurance company, to make payments to the Plan in certain circumstances. The wrapper contract includes certain conditions and limitations on the underlying assets owned by the Plan. The contracts accrue interest based on crediting interest rates established by the contract issuers. The contracts include wrapper contracts that provide a guarantee that the crediting rate will not fall below 0 percent. As of December 31, 2024 and 2023, crediting interest rates range from 3.10% to 3.33% and 2.50% to 3.05%, respectively. Cash flow volatility, as well as asset underperformance, can be passed through to the Plan through adjustments to future contract crediting rates. Formulas are provided in each contract that adjusts renewal crediting rates to recognize the difference between the fair value and the book value of the underlying assets. Crediting rates are reviewed quarterly for resetting.

The existence of certain conditions can limit the Plan’s ability to transact at contract value with the issuers of its investment contracts. Specifically, any event outside the normal operation of the fund that causes a withdrawal from an investment contract may result in a negative market value adjustment with respect to such withdrawal; in addition, the failure of the Plan to qualify under Section 401(a) of the IRC, or the failure of the trust to be tax-exempt under Section 501(a) of the IRC, premature termination of the contracts, Plan termination or merger, changes to the Plan’s prohibition on competing investment options, or bankruptcy of the Plan sponsor or other Plan sponsor events that significantly impact the Plan’s normal operations. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants. Certain contracts with the insurance companies prohibit transfer of assets to a competing investment option for a period of 90 days.

NOTE E - RELATED PARTIES AND PARTY-IN-INTEREST TRANSACTIONS

Members of the Administrative Committee are participants in the Plan. Certain Plan investments are shares of commingled funds managed by State Street Global Advisors, an affiliate of State Street. State Street is a directed custodian of the Plan. Further, certain Plan investments include Voya Retirement Insurance and Annuity, an affiliate of Voya Financial. Voya Financial is the trustee and recordkeeper of the Plan. The transactions with these parties qualify as party-in-interest transactions. Fees paid by the Plan for the investment management and trustee services approximated $478,000 and $744,000 for the years ended December 31, 2024 and 2023, respectively. The Plan also pays accounting and investment advisory fees. As service providers to the Plan, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to these service providers approximated $194,000 and $142,000 for the years ended December 31, 2024 and 2023, respectively.

NOTE F - RISKS AND UNCERTAINTIES

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

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

Volatility in the financial markets may significantly impact the subsequent valuation of the Plan's investments. Accordingly, the valuation of investments at December 31, 2024 may not necessarily be indicative of amounts that could be realized in a current market exchange.

NOTE G - MUTUAL FUND FEES

Certain investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads or 12b-1 fees. 12b-1 fees are ongoing fees allowable under Section 12b-1 of the Investment Company Act of 1940. These annual fees are used to pay for marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity, and thus not separately identifiable as an expense.

NOTE H - TAX STATUS

The IRS has determined and informed the Company by a letter dated February 23, 2016, stating that the Plan meets the requirements for tax qualification in accordance with applicable sections of the IRC and, therefore, the related trust is exempt from taxation. The Plan has been amended since receiving the tax determination letter. However, the Plan administrator and the Plan sponsor believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC in all material respects.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or government authority. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE I - PLAN TERMINATION

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

SUPPLEMENTAL INFORMATION

J.M. HUBER CORPORATION 401(k) SAVINGS PLAN

Employer Identification No. 13-0860350, Plan No. 001
Schedule H of Form 5500
Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
	Cash and cash equivalents:		
	Allspring Collective Investment Trust -		
	Short term Investment Fund A	Short-term securities	$ 3,838,947
	Guaranteed investment contracts:		
	Galliard Stable Value Fund:		
*	Voya Ret Ins and Annuity	Guaranteed investment contract	20,804,415
	Pacific Life	Guaranteed investment contract	26,355,972
	Prudential Insurance Co. of America	Guaranteed investment contract	26,573,954
	Transamerica Premier Life	Guaranteed investment contract	20,795,066
			94,529,407
	Common/collective trust funds:		
*	State Street Global Equity ex U.S. Index Funds	Common/collective trust fund	21,918,800
*	State Street S&P 500 Index Fund	Common/collective trust fund	139,893,185
	Mawer International Equity (CIT)	Common/collective trust fund	2,440,021
*	SSGA Retirement Income Fund	Common/collective trust fund	24,995,118
*	SSGA 2020 Fund	Common/collective trust fund	12,669,170
*	SSGA 2025 Fund	Common/collective trust fund	29,671,427
*	SSGA 2030 Fund	Common/collective trust fund	30,486,237
*	SSGA 2035 Fund	Common/collective trust fund	25,960,635
*	SSGA 2040 Fund	Common/collective trust fund	25,921,186
*	SSGA 2045 Fund	Common/collective trust fund	22,737,237
*	SSGA 2050 Fund	Common/collective trust fund	16,298,730
*	SSGA 2055 Fund	Common/collective trust fund	18,573,204
*	SSGA 2060 Fund	Common/collective trust fund	4,529,258
*	SSGA 2065 Fund	Common/collective trust fund	2,924,762
	Prudential Bond Fund	Common/collective trust fund	14,814,465
			393,833,435
	Multi-manager fund:		
	U.S. SMID Cap Fund:		
	Wellington Small Cap Value Fund	Common/collective trust fund	17,293,786
	Meridian Growth Institutional Fund	Mutual fund	17,117,911
			34,411,697
	U.S. large cap fund:		
	Wellington Growth	Common/collective trust fund	45,783,429
	SoundShore Institutional Large Cap Value	Common/collective trust fund	45,783,430
			91,566,859
	Mutual funds:		
	Vanguard Ext Market IND Fund	Mutual fund	14,263,785
	Vanguard Total World Stock Index	Mutual fund	7,155,652
	Vanguard Total Market Bond Index	Mutual fund	16,335,879
			37,755,316
*	**Notes receivable from participants**	Interest rates 4.25% - 10.50% with maturities through 2039	10,199,070
			$ 666,134,731

* Party-in-interest, as defined by ERISA.