J.M. Huber Corporation

January 2023

401(k) Savings Plan Summary Plan Description (SPD)

FOR ALL ELIGIBLE EMPLOYEES

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About This Summary

This booklet is called a Summary Plan Description (SPD). It provides a summary of the J.M. Huber Corporation 401(k) Savings Plan, which was previously called the J.M. Huber Corporation Employee Savings Plan (the "401(k) Plan" or "Plan"), and provides answers to commonly asked questions about the Plan. You should refer to the Summary Plan Description first when you have any questions about the Plan. Every effort has been made to accurately describe essential Plan provisions. But keep in mind that this Summary Plan Description is a summary only. It is not the official Plan document and does not summarize every detail addressed in the Plan or present certain technical aspects of the Plan that may affect your right to participate or to benefits under the Plan. The actual terms of the Plan are contained in the official Plan document. In the event of any ambiguity in or omission from this Summary Plan Description, or any conflict or inconsistency between this Summary Plan Description and the official Plan document, the official Plan document will control.

You or your beneficiary, or any authorized representative, may examine the official Plan document during regular business hours at the Plan Administrative Committee's office at J.M. Huber Corporation, 3100 Cumberland Blvd. Suite 600, Atlanta, GA 30339. You may also obtain a copy by written request made to the Director of Benefits & HR Services, J.M. Huber Corporation, 3100 Cumberland Blvd. Suite 600, Atlanta, GA 30339 (see **Plan Administrative Information**).

This edition of the Summary Plan Description describes the terms of the Plan in effect for all eligible employees *except* eligible employees of Huber Specialty Hydrates, LLC ("HSH") who are represented by a collective bargaining agent. If you are an eligible employee of HSH who is represented by a collective bargaining agent, ask for the special Summary Plan Description that describes the terms of the Plan applicable to represented employees covered by the Plan.

This edition of the Summary Plan Description generally is effective as of January 2023. It reflects that Natural Soda, LLC became a participating employer in this Plan as of January 1, 2023, and that all accounts held under the Natural Soda 401(k) Plan on December 31, 2022, have been transferred to this Plan.

If you are no longer employed by the Company, **some of the provisions described in this Summary Plan Description may not apply to you depending on when your employment may have ended.** Read this Summary Plan Description carefully as it gives you a detailed description of the Plan, how it works, what benefits it provides, how benefits may be obtained, and how they may be lost. If the summary does not answer your questions, or if you need further information, please contact the Plan Administrative Committee. Because of the many detailed provisions of the Plan, no one other than the Committee and its delegated representatives are authorized to advise you as to your benefits. For this reason, Huber cannot be bound by statements made by unauthorized personnel. Please note that participation in the Plan is neither an offer nor a guarantee of future employment.

Finally, please note that the Plan permits you to direct the investment of your Plan accounts in accordance with the limits and restrictions described in this Summary Plan Description and other investment literature provided to you. Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), provides that if a plan provides a participant with an opportunity to control his plan investments, the plan's trustees and other fiduciaries generally are not responsible for any investment losses attributable to the participant's investment decisions. In other words, if you control the investment of your Plan account, then you are responsible for the investment results – including both earnings and losses attributable to your investment decisions. In structuring the Plan to allow participant-directed investments, Huber has intended for the Plan to qualify as an "ERISA §404(c) plan," and the Plan's fiduciaries may be relieved of any liability for losses experienced as a result of your investment instructions.

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Introduction

Planning for your future financial security is one of the most important and difficult things you have to do. And, with people living longer and retirement expenses getting higher, you need to be more involved.

Huber encourages you to play an active role in planning your financial future by contributing to the 401(k) Savings Plan through convenient payroll deductions, and lets you share in the success of the Company at the same time through contributions made by Huber on your behalf.

Here are some highlights of the 401(k) Savings Plan:

> Obtain information about your account via:
>
> ***Internet:*** **https://jmhuber.voya.com available 24 hours a day, 7 days a week**
>
> ***Telephone:*** **1-800-35-HUBER (1-800-354-8237) representatives are available 8 a.m. to 8 p.m. ET Monday through Friday**

- ***Your Employee 401(k) Contributions.*** You can elect to contribute up to 75% of your eligible pay as Pre-tax 401(k) contributions and/or as Roth 401(k) contributions, up to Internal Revenue Service (IRS) limits. In the year you contribute on a pre-tax basis, you pay less in current income taxes but your future distributions are taxable. Roth contributions are taxable in the year made, but your Roth account grows on a tax-free basis (qualified distributions of Roth amounts are tax-free). No traditional (non-Roth) employee after-tax contributions are permitted to be made to the Plan.

- ***Company Matching Contributions.*** Each pay period, for every $1.00 you contribute to the Plan, J.M. Huber Corporation will add an additional $1.25 to your account, up to the first 5% of your eligible pay (125% match up to 5%),subject to IRS limits.

- ***Non-elective Employer Contributions***. Huber will contribute 5% of your eligible pay for the year as a Non-elective employer contribution, subject to IRS limits. This contribution is made on an annual basis after the end of the year, regardless of the Company's profitability that year. You must be eligible for the Non-elective employer contribution feature and employed by the Company on the last day of the Plan year (December 31) in order to receive a Non-elective employer contribution for that year.

- ***Investing your accounts***. You decide how all of the contributions made on your behalf to the Plan are invested. You can choose among a wide range of investment funds.

- ***Changing your Plan elections***. You can change your elections for the amount you save in the 401(k) feature, and change your investment elections for future contributions made to the Plan.

- ***Accessing your account information***. You may access your Plan account information and perform a variety of transactions 24 hours a day, seven days a week through the Plan's automated telephone information line or website.

- ***Accessing your savings***. You can receive the vested value of your accounts when you leave Huber for any reason. You also have access to your Plan accounts while an active employee, through loans and in-service withdrawals.

Participation

Generally, you are eligible to participate in the Plan if you are an active employee of Huber or a participating affiliate of the Company, unless you are covered by a collective bargaining agreement under which you do not participate in the Plan.

Participating affiliates include:

- C.P. Kelco U.S., Inc.
- Huber Engineered Woods LLC
- Huber International Corp.
- Huber Resources Corp.
- J.M. Huber Micropowders Inc.
- Huber Specialty Hydrates, LLC
- Huber Carbonates LLC
- Miller Chemical & Fertilizer, LLC
- Natural Soda, LLC (effective January 1, 2023)

WHEN PARTICIPATION BEGINS

Non-elective Employer Contribution Feature. Generally you will begin to participate in the Non-elective employer contribution feature of the Plan, under which a Company non-elective contribution is made to your account each year, as of the first January 1 that coincides with or next follows your date of hire. For example, if you are hired on January 1, 2024, you will immediately become a participant in the Non-elective employer contribution feature on that date. If you are hired on January 15, 2024, you will become a participant in the Non-elective employer contribution feature on January 1, 2025; a non-elective employer contribution will not be made on your behalf for 2024, but if you are still employed by the Company on December 31, 2025, the Company will make a non-elective employer contribution on your behalf for 2025.

If you were previously employed by Huber or a participating affiliate of the Company, but left prior to January 1, 2000, and you are reemployed after December 31, 1999, you will participate in the Non-elective employer contribution feature as of your date of reemployment. If you are transferred from one participating affiliate to another, your participation will continue without interruption.
Non-elective employer contributions are made annually following the end of the Plan year. For example, the Non-elective employer contribution for 2023 will be paid to the Plan after December 31, 2023.

Special rules may apply if your employer became a participating affiliate through an acquisition. For example, you may not be able to participate in the Non-elective Employer Contribution feature until the first January 1 that coincides with or next follows the date your employer was acquired and became a participating affiliate in the Plan.

401(k) Feature. Generally, you will begin to participate in the 401(k) feature as soon as administratively possible after you affirmatively elect to enroll or are automatically enrolled in that feature.

ENROLLING IN THE 401(K) FEATURE

You may enroll in the 401(k) feature of the Plan and begin making 401(k) contributions as Pre-tax elective deferrals and/or as Roth elective deferrals as soon as administratively possible following your date of hire. You must be enrolled in the Plan's 401(k) feature to begin making 401(k) contributions and start receiving Company Matching contributions.

Following your date of hire, a personal identification number (PIN) will be sent to you. Your PIN and Social Security number allow you to enroll through the Plan Information Line (**1-800-35-HUBER**), the Plan's toll-free, automated voice response system, or through Internet access at (**https://jmhuber.voya.com**)**,** the Plan website. When you enroll, you will choose:

- How much you want to contribute to your account;
- Whether you want to make Pre-tax elective deferrals and/or Roth elective deferrals; and
- The funds in which you want to invest (your investment mix allocation).

Your contributions will be deducted from your paycheck, beginning with the first payroll period administratively possible after you make your election. The Company will match those contributions $1.25 for every $1.00 you contribute up to the first 5% of your eligible pay, subject to IRS limits. You can also make rollover contributions to the Plan, including direct rollovers of designated Roth contribution amounts held in your account under a prior employer's tax qualified 401(k) or 403(b) retirement plan (these are called Roth rollover contributions).

Automatic Enrollment for New Hires and Rehires. If you are an eligible new hire or rehire, unless you affirmatively enroll in the 401(k) feature within 30 days after your hire or rehire date, you will be automatically enrolled approximately 30 days after that date at a contribution rate of 5% of your eligible pay, with your contributions being made as Pre-tax elective deferrals.

If you do not want to contribute 5% of your eligible pay as Pre-tax elective deferrals, you must visit the Plan's website at https://jmhuber.voya.com or call the Plan information line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943)** within 30 days following your hire or rehire date and affirmatively decline enrollment by electing a zero (0%) contribution or affirmatively enroll at another contribution rate, and you can also affirmatively elect to contribute on a Roth (after-tax) basis. If you do nothing, you will be automatically enrolled at the 5% rate and your Pre-tax elective deferrals will begin being deducted from your paycheck the first pay period administratively possible after you are automatically enrolled.

Unless you access the Plan's website at https://jmhuber.voya.com or call the Plan information line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) to select how your contributions will be invested, they will be invested under the default investment election which is the State Street Global Advisors Target Retirement Fund keyed to your projected retirement date assuming you retire at age 65.

If you are automatically enrolled in the 401(k) feature, be sure to designate a beneficiary by following the instructions below for **Naming a Beneficiary**.

It's a good idea to check your elections and any changes you request on a regular basis. If you discover an error or discrepancy on your pay stub, contact your local Human Resources immediately. If the error or discrepancy appears on your account statement, contact Voya through the Plan Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) and speak with a Customer Service Associate.

Electing Automatic Increases in Your Contribution Rate. You can elect to have your 401(k) contribution rate automatically increase, either once or in set increments, at a specific date or over a time frame you select (for example, on a monthly, quarterly, semi-annual or annual basis). It's an easy, automatic way to increase your contribution rate and your savings.

Through the Contribution Rate Escalator election, you set:

- **The increase amount:** Contribution increases must be in whole percentage increments.
- **Start date**: The date on which the increase will take effect. This may be a specific date or may be a time frame, such as the first day of the next week, month, quarter, or year.
- **Maximum contribution rate:** The contribution rate at which increases should stop. You can select this to be any amount, keeping in mind the Huber Plan limits for the year which cap your combined Pre-tax elective deferrals and Roth elective deferrals at 75% of your eligible pay and IRS limits which cap your combined Pre-tax elective deferrals and Roth elective deferrals for 2023 at $22,500 ($30,000 for participants who are at least age 50 by the end of the year). The escalator will stop when the limit you have selected has been reached or you reach either the IRS limits or the Plan limits, whichever occurs earlier.
- **Frequency of increases**: When the increases will take place. You can decide if it is just a one-time event on a date you select, or whether the increase will occur on a monthly, quarterly, semi-annual or annual basis.

If you want to elect the Contribution Rate Escalator, log onto your account at the Plan's website https://jmhuber.voya.com or contact Voya through the Plan Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) and speak with a Customer Service Associate.

Any changes you make to your contribution percentage will usually take effect as soon as administratively possible, and usually within one to two pay periods, depending on when you make the change.

Naming a Beneficiary

When you become a participant in the Plan you should name a beneficiary to receive your benefits in the event of your death. Please note the following when selecting your beneficiary:

- You can designate a person, trust, estate, or charity as your beneficiary;
- If you are married and do not designate a beneficiary, your spouse will automatically be your beneficiary;

- If you are married and wish to designate someone other than your spouse as your primary beneficiary, your spouse must provide notarized, written consent; and
- If you are not married and do not designate a beneficiary, the balance in your Plan accounts will be paid to your estate.

You can add or change your beneficiary for any reason and at any time by accessing your account at https://jmhuber.voya.com. Select Personal Information, and then select Beneficiary Information.

It is a good idea to check your beneficiary information on a regular basis, and after a divorce or death in your family, as you may wish to change your beneficiary to reflect changes in your family.

Please note that your divorce will **not** automatically revoke any beneficiary designation you may have filed naming your former spouse as your beneficiary. If you want to remove your former spouse as your beneficiary, you will need to file a new beneficiary designation form.

When Participation Ends

You will continue to participate in the Plan until your employment with the Company ends. If your employment ends for any reason and you are subsequently reemployed, you will resume participation in the Plan on the date you resume employment.

Special Participation Rules for Employees Participating in the CP Kelco 401(k) Retirement Savings Plan on December 31, 2005

If you were a participant in the CP Kelco 401(k) Retirement Savings Plan on December 31, 2005 and you were not represented by a union, you automatically became a participant in this Plan on January 1, 2006. You began participating in the Non-elective employer contribution feature of the Plan, under which a Company Non-elective employer contribution is made to your account each year provided that you remain employed with the Company on the last day of the year. If you were making any Tax Deferred Contributions to the CP Kelco 401(k) Retirement Savings Plan, you were automatically enrolled in the 401(k) feature of this Plan on January 1, 2006 at the same contribution percentage you last elected in the CP Kelco 401(k) Retirement Savings Plan.

Special Participation and Vesting Rules for Employees Transferring From Almatis, Inc. to Huber Specialty Hydrates, LLC From March 31, 2012 Through April 30, 2012

If you are an eligible employee who transferred from Almatis, Inc. to Huber Specialty Hydrates, LLC in the period from March 31, 2012 through April 30, 2012, you will automatically begin participating in the Non-elective employer contribution feature on your first day of employment with Huber Specialty Hydrates, LLC. To receive a Company Non-elective employer contribution for any year, remember that you must remain in the active employ of the Company on the last day of the Plan Year. You will also be credited with your past service with Almatis, Inc. and Alcoa, to the extent that your service was recognized under the Almatis, Inc. Savings Plan, for purposes of calculating your period of vesting service under this Plan. (See **Vesting** below, for an explanation as to how you obtain a permanent right to the value of your Plan accounts.)

SPECIAL PARTICIPATION AND VESTING RULES FOR EMPLOYEES PARTICIPATING IN THE NATURAL SODA 401(K) PLAN ON DECEMBER 31, 2022

Natural Soda, LLC became a participating employer in this Plan on January 1, 2023, and all Natural Soda 401(k) Plan accounts were transferred to this Plan as of January 1, 2023. If you are an employee or former employee of Natural Soda, LLC with a Natural Soda 401(k) Plan account on December 31, 2022, you became 100% vested in your Natural Soda 401(k) Plan account on January 1, 2023. If you were an employee of Natural Soda, LLC on January 1, 2023, you became eligible to participate in the Non-elective employer contribution feature of this Plan on that date. Under this feature of the Plan, the Company will make a Non-elective employer contribution to your account each year provided that you remain employed with the Company on the last day of the year. Your prior service with Natural Soda, LLC will be credited under this Plan for purposes of determining your vested percentage in any Non-elective employer contributions made to your account under this Plan.

If you were an employee of Natural Soda LLC on January 1, 2023 who was making employee 401(k) contributions to the Natural Soda 401(k) Plan on December 31, 2022, you were automatically enrolled in the 401(k) feature of this Plan on January 1, 2023 at the same contribution percentage applicable to you under the Natural Soda 401(k) Plan. If you were an employee of Natural Soda LLC on January 1, 2023 who was not making any employee 401(k) contributions to the Natural Soda 401(k) Plan on December 31, 2022, you became subject to the automatic enrollment rules described above in ***Automatic Enrollment for New Hires and Rehires*** as if you were a new hire on January 1, 2023.

Contributions To Your Accounts

Your Plan accounts grow through contributions made by you and Huber. Huber will make a contribution each year under the Non-elective employer contribution feature. You and the Company make contributions under the 401(k) feature.

ELIGIBLE PAY

The amounts of your contributions are determined based on your eligible pay with the Company (see the box on the right).

For Plan purposes, your 'eligible pay" generally includes the following:

- Base pay;
- Overtime pay;
- Commissions;
- Incentive bonuses, including management incentive plan (MIP) payments, spot bonuses (including President's Awards), and safety bonuses;
- Sales incentive pay (SIP);
- Shift differential;
- Team pay;
- Sick pay except when paid by a third party and not from Company payroll;
- Vacation pay;
- Vacation buy-back;
- Funeral, jury duty, or holiday pay; and
- Differential wages while performing qualified military service limited to the first two weeks or 10 days of the period in which you perform military service.

It does not include:

- Cash Profit-Sharing payments, cash pro-rata payments or cash restoration payments;
- Payment of relocation expenses;
- Retention, sign-on or relocation bonuses;
- Taxable fringe benefits;
- Deferred salary, wages or other compensation;
- Workers' Compensation payments;
- Severance pay;
- Long-term incentive plan (LTIP) payments including payments under any incentive plan, program or arrangement where payment is based on performance that extends over a period longer than 12 months;
- Miscellaneous awards and prizes; and
- Reimbursement of expenses.

NON-ELECTIVE EMPLOYER CONTRIBUTION FEATURE

Following each Plan Year, Huber will contribute 5% of your *eligible pay* for that year to your account under the Plan. This contribution is made each year regardless of the Company's profitability. However, you must be eligible for the Non-elective employer contribution feature and must be employed on the last day of the Plan Year (December 31) in order to receive a contribution for that year.

401(K) SAVINGS FEATURE

Under the 401(k) Savings feature of the Plan, your account can grow in several ways:

- Your Employee 401(k) contributions;
- Company Matching contributions;
- Rollover contributions (including Roth rollovers which are rollovers of designated Roth amounts held under a prior employer's plan); and
- Investment growth.

YOUR 401(K) CONTRIBUTIONS

Under the 401(k) Savings feature, you can contribute between 1% and 75% of your eligible pay to the Plan as Pre-Tax elective deferrals and/or Roth elective deferrals, but your total elective deferrals (Pre-Tax and Roth combined) cannot exceed Internal Revenue Service (IRS) limits. You must contribute in whole percentages, in 1% increments (2%, 3% and so on). Your contributions are deducted automatically from your paycheck each pay period and change automatically when your pay changes. All contributions will be deposited in your account under the Plan.

CHANGING YOUR 401(K) CONTRIBUTIONS

You can increase, decrease, restart, or suspend the amount you contribute as Pre-Tax elective deferrals and/or as Roth elective deferrals as of the first day of any pay period. To make a change simply call the Plan Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**), or visit via the Internet at **https://jmhuber.voya.com**, and follow the instructions.

Your new contribution election will remain in effect until the earlier of:

- The effective date of any subsequent change to your contributions; or
- The date you terminate employment.

It's a good idea to check your elections and any changes you request on a regular basis. If you discover an error or discrepancy on your pay stub, contact your local Human Resources immediately. If the error or discrepancy appears on your account statement, contact Voya through the Plan Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**), and speak with a Customer Service Associate.

PRE-TAX ELECTIVE DEFERRALS

These are amounts the Company contributes to the Plan on your behalf as 401(k) contributions when you elect to defer a percentage of your eligible pay to the Plan on a pre-tax basis. At the time that your Pre-tax elective deferrals are contributed to the Plan, they are not subject to federal income tax but they are subject to Social Security taxes. Whether and when your Pre-tax elective deferrals are subject to state income tax depends upon state law. The amounts held in your Pre-Tax elective deferral account will grow on a tax-deferred basis until distributed, at which time the amounts will be subject to federal income tax, but you can further postpone the federal income tax if you roll over your distribution into another retirement plan or an individual retirement account (IRA).

Even though your taxable income is reduced when you make Pre-tax elective deferrals to the Plan, your Pre-tax elective deferrals do not reduce your Social Security taxes or benefits or the level of your other pay-related benefits – such as basic life insurance. The value of these benefits continues to be based on your pay (as defined under those plans) before you contribute to the Plan.

ROTH ELECTIVE DEFERRALS

You can designate that some or all of your 401(k) contributions be made on an after-tax basis as Roth elective deferrals. Because Roth elective deferrals are after-tax contributions, you pay federal (and state, where applicable) income tax and Social Security taxes at the time you contribute. Your Roth elective deferrals are credited to a separate account, and any associated earnings accumulate on a tax-deferred basis, and when distributed as a "qualified" distribution, will be tax-free (state law will apply in determining if earnings are subject to state income tax). If the distribution is not a "qualified" distribution, accumulated earnings will be taxed at distribution, but not your Roth contributions. To be a "qualified" distribution, the distribution must occur after --

- you reach age 59 ½ (or die or become disabled) <u>and</u>
- you have had a Roth account holding Roth amounts in the Plan for at least five (5) years.

Generally, your five (5) year period for participating in the Roth feature is measured from the first year you make a Roth contribution to the Plan. But if you elect a direct rollover of your Roth amounts held under a prior employer's plan to this Plan, years completed towards meeting the five (5) year requirement under your prior employer's plan will "carryover" and count under this Plan. Here are examples of how the rules work.

Example: 2021 is the first year you contribute Roth elective deferrals to the Plan. Your birthday is March 1 and you will not turn age 59 ½ until September 1, 2027. In order for earnings accumulated on your Roth account to be tax-free on distribution, you must be at least age 59 ½ (or have died or become disabled) and the distribution cannot be made before January 1, 2026. Your five (5) year period starts January 1, 2021 and will end December 31, 2025. However, you must wait until September 1, 2027 when you reach age 59 ½ in order for your distribution of Roth amounts to be entirely tax-free.

Example: You have a Roth contribution account under a prior employer's 401(k) plan and the first year you made Roth contributions to that account was 2018. In 2021 you start making Roth elective deferrals to this Plan. In September 2022, you elect a direct rollover of your Roth account in your prior employer's plan to this Plan. You reach age 59 ½ on September 1, 2022. Starting on January 1, 2023, a distribution made from your Roth account under the Huber Plan will be a "qualified" distribution because it is made after you have attained age 59 ½ and after the five (5) year period has been met (your five (5) year period starts on January 1, 2018 and ends on December 31, 2022).

Important! Your total 401(k) contributions – the sum of your Pre-tax elective deferrals and Roth elective deferrals made in a year -- cannot exceed the maximum amount the IRS permits to be deferred for that year, which in 2023 is $22,500 (or $30,000 if you are eligible to make age 50 Catch-up 401(k) Contributions).

The tax rules governing Roth elective deferrals are complicated. Huber cannot provide any tax advice. You should consult your personal tax advisor regarding the financial impact of designating Roth elective deferrals, and how they might fit into your retirement income planning.

COMPANY MATCHING CONTRIBUTIONS

To help you accumulate retirement savings, Huber will match a portion of your 401(k) contributions. Each pay period, for every $1.00 you contribute to the Plan, J.M. Huber Corporation will contribute an additional $1.25 to your account, up to the first 5% of your eligible pay (this is a 125% match).

For example, if your eligible pay for the year is $40,000 and you elect to contribute 5% of pay (or $2,000) through the 401(k) feature, Huber will match your 401(k) contributions with employer contributions of $2,500.

By your contributing $2,000 through payroll deduction, your Plan account will be credited with a total of $4,500.

Your 401(k) Contribution	Company matching contribution	Total contribution
5% X $40,000 = $2,000	125% X $2,000 = $2,500	$4,500

Your 401(k) contributions above 5% of your eligible pay are not matched by the Company, but they share in the investment results of the Plan and grow on a tax-deferred basis. If your 401(k) contributions end for any reason, your Company Matching contributions will also stop.

TRUE-UP CONTRIBUTIONS

If, during any year, you change the percentage of pay that you are contributing to the Plan as Pre-Tax elective deferrals or as Roth elective deferrals, the total amount of your Company Matching contributions for that year may be less than it would have been had you maintained the same contribution percentage throughout the entire year. If it is less, Huber will make an additional Matching contribution (this is called a “true-up contribution”) for the year to reflect the maximum Matching contributions you would have received that year if your total 401(k) contributions had been made at a uniform rate throughout the year.

For example, if your eligible pay is $5,000 a month, and you contribute 5% of your eligible pay as Pre-Tax elective deferrals for the entire year, you will make total 401(k) Contributions of $3,000 (5% of $5,000 multiplied by 12 months). In this case, you will receive Company Matching contributions of $3,750 (125% of the first 5% of $60,000).

However, if you contribute 10% of your eligible pay as Pre-Tax elective deferrals for the first six months of the year and 0% during the rest of the year, you again will make total 401(k) contributions of $3,000 (10% of $5,000 multiplied by 6 months). In this case, you will receive Company Matching contributions of only $1,875 (125% of the first 5% of $30,000). Because this is $1,125 less than you would have received if you contributed 5% over the entire year, Huber will make a true-up contribution of $1,875 to your Matching contribution account.

COMPENSATION LIMIT

Federal law limits the amount that can be considered as eligible pay for Plan purposes each year. For 2023, the limit is $330,000. The IRS will adjust this compensation limit from time-to-time to reflect changes in the cost of living.

IRS CONTRIBUTION LIMITATIONS

Federal law also limits the total amount you may contribute to the Plan each year as Pre-tax elective deferrals and as Roth elective deferrals, combined. For 2023, the limit is $22,500 for most participants (if you are age 50 or older, you can make additional Pre-tax and/or Roth elective deferrals; see **Catch-Up 401(k) Contributions**.) Federal law also limits the combined amount you and the Company may contribute to the Plan each year. For 2023, the limit is the lesser of $66,000 or 100% of your “compensation” for the year, as defined by the IRS. The IRS will adjust the $66,000 limit from time-to-time to reflect changes in the cost of living.

See https://www.irs.gov/retirement-plans/plan-participant-employee/retirement-topics-401k-and-profit-sharing-plan-contribution-limits for the latest inflation-adjusted IRS contribution limitations.

CATCH-UP 401(K) CONTRIBUTIONS

If you are or will be at least 50 years old by the end of a calendar year, you may elect to make additional 401(k) contributions for that year called "catch-up" contributions (like regular 401(k) contributions, Catch-up 401(k) contributions can be made either as Pre-tax or as Roth elective deferrals).

Catch-up 401(k) contributions are over and above the regular 401(k) contributions you make under the 401(k) feature and are not subject to any other Plan contribution limits except that the total of your regular 401(k) contributions (both Pre-tax and Roth elective deferrals) and your Catch-up 401(k) contributions cannot exceed more than 75% of your eligible pay for the year.

The annual limits on the total amount of regular 401(k) contributions and Catch-up 401k) contributions permitted in 2023 are as follows:

Maximum Regular 401(k) Contribution	Maximum Catch-up 401(k) Contribution	Total Annual 401(k) Contribution
$22,500	$7,500	$30,000

These dollar limits are imposed under the Internal Revenue Code. Both the Catch-up 401(k) contribution limit and the regular 401(k) contribution limit are indexed to inflation.

Catch-up 401(k) contributions are included with your regular 401(k) contributions in applying the Plan's Matching contribution formula.

SPECIAL RULES WHEN YOU PARTICIPATE IN ANOTHER EMPLOYER'S SECTION 401(K) PLAN DURING THE SAME YEAR

The annual limit on the total dollar amount of 401(k) contributions you can make in any one year applies with respect to all Section 401(k) plans in which you participate during the calendar year, including the Huber 401(k) Savings Plan. There is only one dollar limit and it does not matter how many different 401(k) plans you participate in – the limit applies to your total amount of 401(k) elective deferrals (Pre-tax and Roth elective deferrals and Catch-up 401(k) contributions) made to all of those plans for the same calendar year.

For example, if you start work at Huber in June 2023 and you already made $10,000 of 401(k) contributions to your prior employer's plan in the first five months of 2023, you are only permitted to make another $12,500 of 401(k) contributions to the Huber Plan during the rest of 2023. If you will be age 50 or older by December 31, 2023, you can also contribute an additional $7,500 to the Huber Plan as a Catch-up 401(k) contribution in 2023. But your total 401(k) contributions to both plans combined cannot exceed the $22,500 and $7,500 limits noted above.

Huber cannot monitor whether you have made any 401(k) contributions to a prior employer's plan – therefore, you will need to monitor your own contribution history in this regard. If your total 401(k) contributions made in a calendar year to both the Huber Plan and another 401(k) plan exceed the permitted limit ($22,500 and an additional $7,500 as Catch-up 401(k) contributions, in 2023), then to avoid adverse tax consequences, you must notify Huber by the following March 1 of the amount of the excess 401(k) contributions you want assigned to the Huber Plan (if any) so that that amount can be refunded to you by April 15.

Any excess 401(k) contributions returned to you will be distributed first from your Pre-tax elective deferrals and then from any Roth elective deferrals you have made.

SPECIAL RULES REGARDING MILITARY LEAVE

If you return to work after a period of active service in the U.S. military for which you were granted a military leave of absence, you may qualify to make up any 401(k) contributions that you missed during your absence. Any applicable Company Matching contributions will be made if and when you elect to make these make-up contributions.

To be eligible for make-up contributions, the combined total of all of your military leaves of absence may not exceed five years, and you must:

- Be called to active or inactive duty by a branch of the U.S. uniformed services for training or other reasons;
- Provide your business sector with advance notice of your leave, in accordance with its procedures;
- Be released from active service without a dishonorable discharge; and
- Report back to work in a timely manner (in accordance with federal law) after completing your service.

The election period for make-up contributions begins on the date that you return to work at the Company and ends on the earlier of:

- Five years after the date you return to work, or
- A period that equals three times your military leave of absence period. For example, if your leave of absence lasts six months, your election period is 18 months.

There are exceptions to these rules. For more information about eligibility for military leave of absence, make-up contributions and any other benefit to which you may be entitled if you report back to work in a timely manner, contact your local Human Resources department.

ROLLOVER CONTRIBUTIONS

When you join the 401(k) Savings Plan, you may have an account balance from another employer's qualified retirement plan. You may rollover your account from the other plan to this Plan and continue deferring income taxes on that money.

To qualify for rollover treatment, rollovers must be from another qualified retirement plan, such as a 401(k) plan, 403(b) plan, or governmental 457(b) plan.

In order to rollover any Roth 401(k) contribution amounts or traditional employee after-tax contribution amounts held in a prior employer's 401(k), 403(b) or governmental 457(b) plan, you must elect a direct rollover to the Plan — the Plan cannot accept an indirect “60-day” rollover of Roth or other after-tax amounts from another plan.

The Plan can accept pre-tax amounts rolled over from a conduit IRA, but the Plan cannot accept any after-tax amounts from an IRA. The Plan cannot accept rollovers from Roth IRAs.

To make a rollover contribution, you must complete and submit a form provided by Huber.

While you are always 100% vested in your rollover contributions, please note that the Company does not match your rollover contributions.

Employee Voluntary After-Tax and Voluntary Deductible (Before-Tax) Contributions

If you were a participant in this Plan before 1995, you were able to make Voluntary After-tax and Voluntary Deductible (before-tax) contributions to the Plan. Due to changes in the law and Plan design, these types of contributions are no longer permitted, but any of these amounts already held in your accounts will continue to share in the tax-deferred treatment of the 401(k) Savings Plan.

Retirement Plan Contributions

If you were a participant in the J.M. Huber Corporation Retirement Plan as of December 31, 2004, your accounts in the Retirement Plan – both your Retirement account and any Retirement Rollover account which you may have had under that plan – were transferred to this Plan as of January 1, 2005. All of these accounts also continue to share in the tax-deferred treatment of the 401(k) Savings Plan. Certain special rules apply to distributions from the Retirement accounts (see **Payment of Your Account**.)

Profit-Sharing Contributions

If you were a participant in the Plan prior to January 1, 2006, the Company made Profit-Sharing contributions on your behalf to the Plan. Effective January 1, 2006, no further Profit-Sharing contributions are being made to the Plan. However, any Profit-Sharing contributions already held in your account under the Plan will continue to share in the tax-deferred treatment of the 401(k) Savings Plan.

Roth 401(k) In-Plan Conversions

A Roth 401(k) in-Plan conversion allows you to convert your eligible vested pre-tax balances into Roth after-tax amounts by rolling them into a designated Roth account within the Plan, even if your pre-tax amounts are not currently available to you for withdrawal. Examples of eligible assets include your vested Company Matching contribution and vested Non-elective employer contribution amounts, as well as your Pre-tax elective deferral amounts.

The amount converted, to the extent not previously includable in your taxable income, will be included in your federal taxable income in the year converted. Therefore, when deciding whether to make a Roth 401(k) in-Plan conversion, you should carefully consider all factors, including whether you have adequate resources outside of the Plan to pay the additional taxes you will owe.

This decision will affect your personal income taxes. Huber cannot provide you with tax advice. You should consult your personal tax advisor for assistance in evaluating whether to elect a Roth 401(k) in-Plan conversion.

Once you elect to make a Roth 401(k) in-Plan conversion, your election cannot be changed.

Note: A Roth 401(k) in-Plan conversion does not affect when any converted assets in your Roth account will be eligible for withdrawal. If you convert money to a Roth account that was already immediately available for withdrawal, this money will still be available for immediate withdrawal.

If you convert money that was not available for a withdrawal, those assets will remain unavailable for a withdrawal, just as before the conversion.

Investing Your Accounts

You have a wide choice of investment funds for investing contributions made to your account under the Plan. Each fund is managed by a professional investment firm. The funds differ in their investment objectives and opportunities for risk and return. How you invest your contributions is entirely up to you; Huber cannot give investment advice.

INVESTMENT FUND OPTIONS

The Plan offers ten Core Funds and ten Target Retirement Funds. Core Funds are individual funds covering specific asset classes, giving you the ability to build a diversified investment portfolio to meet a variety of goals. You can invest in any combination of the Core Funds but all allocations that you make to each fund must be in 1% increments.

Your Core fund options are as follows:

STABILITY OF PRINCIPAL

- Galliard Stable Value Fund

BONDS

- Prudential Core Plus Bond Fund
- Vanguard Total Bond Market Index Fund

LARGE CAP

- SSgA (State Street) S&P 500 Index Fund
- U.S. Large Cap Fund (50% Wellington Large Cap Growth Fund & 50% Sound Shore Large Cap Value Fund) *

SMALL/MID

- Vanguard Extended Market Index Fund
- U.S. Small-Mid Cap Fund (50% Wellington Small Cap Value Fund & 50% Meridian Growth Institutional Fund) *

GLOBAL / INTERNATIONAL

- Vanguard Total World Stock Index Fund
- SSgA (State Street) ACWI ex US Index Fund
- Mawer International Equity Fund

Target Retirement Funds are individual portfolios that include a well-diversified, risk appropriate investment mix that corresponds to a target retirement year. These funds are designed so you only have to choose one – simply select the State Street Target Retirement Fund with the year closest to when you expect to retire, then direct your contributions to that Fund. The investment mix and risk exposure in your Target Retirement Fund will shift to become more conservative as you age.

Your State Street Target Retirement Fund options are as follows:

- Target Retirement Income
- Target Retirement 2020
- Target Retirement 2025
- Target Retirement 2030
- Target Retirement 2035
- Target Retirement 2040
- Target Retirement 2045
- Target Retirement 2050
- Target Retirement 2055
- Target Retirement 2060
- Target Retirement 2065

MULTI-MANAGER FUNDS *

Multi-manager funds refer to investments that are comprised of multiple underlying investment fund strategies which are designed to provide diversification of individual manager risks. The intent is to identify and combine managers with different investing styles and strengths to create a more balanced investment over time.

The Plan has two actively managed investment options that are referred to as "multi-manager funds" and they are the U.S. Small-Mid (SMID) Cap Fund and the U.S. Large Cap Fund. Both of these investment options are invested in two different underlying funds as follows:

U.S. Small-Mid (SMID) Cap Fund invested 50% in Wellington Small Cap Value Fund & 50% in Meridian Growth Institutional Fund
U.S. Large Cap Fund invested 50% in Wellington Large Cap Growth Fund & 50% Sound Shore Large Cap Value Fund

DEFAULT INVESTMENT ELECTION

Beginning in January 2012, if you do not make an investment election for contributions made to your account under the Plan, all of the contributions will be invested in the State Street Target Retirement Fund keyed to your projected retirement date assuming retirement at age 65. You may change that default investment election at any time through calling the Plan Information Line or accessing the Plan's website.

CHANGING YOUR INVESTMENT ELECTION

You may change your investment election for future contributions made to the Plan daily through calling the Plan Information Line or accessing the Plan's website. The allocation of future contributions must be in 1% increments that add up to 100%. The investment election you make will apply to all of your accounts within the Plan.

TRANSFERRING EXISTING ACCOUNT BALANCES

You can transfer your existing Plan account balances among the ten Core Funds and ten Target Retirement Funds on a daily basis through calling the Plan Information Line or accessing the Plan's website. You may transfer a whole percentage or a whole dollar amount from one investment fund to another.

DAILY VALUATION

All investment fund options in the Plan are valued daily and have same day trading, allowing you to monitor or maintain your investment on a daily basis. The current market value of your Plan accounts is equal to the sum of all the contributions in your accounts, plus or minus any investment gains or losses. Stated another way, the current market value is equal to the number of units and/or shares in your account times the current price of the units and/or shares. You can check the current market value of your Plan accounts through calling the Plan Information Line or accessing the Plan's website.

DESCRIPTION OF FUND OPTIONS

Your account under the Plan may be invested in any one or more of the following investment fund options available during 2023. Please note that the available investment fund options and the fund managers for any options are subject to change at any time.

Fund Name / Fund Type / Manager	Asset Class	Investment Objectives and Approach
Galliard Stable Value Fund Separate Account *Galliard Capital Management*	Bonds and Cash	This fund is a conservative investment option that aims to provide safety of principal and a stable credited rate of interest while generating competitive returns over time compared to other comparable investments. The fund is primarily comprised of investment contracts issued by financial institutions and other eligible stable value investments. The contract issuers and securities utilized in the portfolio are rated investment grade by one of the nationally recognized rating organizations at the time of purchase.
Prudential Core Plus Bond Fund Collective Investment Trust *Prudential Trust Company*	Bonds	The fund seeks to outperform the Bloomberg Barclays Capital U.S. Aggregate Bond Index over a full market cycle but there is no assurance that its objective will be met. The fund is invested primarily in fixed income securities in the U.S. investment grade sector, as well as U.S. fixed income securities below investment grade, the debt of developed international markets and the debt of emerging markets.
Vanguard Total Bond Market Index (VBTIX) Mutual Fund *The Vanguard Group, Inc.*	Bonds	The investment seeks the performance of Bloomberg Barclays U.S. Aggregate Float Adjusted Index ("Index"). The Index represents a wide spectrum of public, investment-grade, taxable, fixed income securities in the United States-including government, corporate, and international dollar-denominated bonds, as well as mortgage-backed and asset-backed securities-all with maturities of more than 1 year. All of its investments will be selected through the sampling process, and at least 80% of its assets will be invested in bonds held in the Index.
State Street S&P 500 Index Fund Collective Investment Trust *State Street Global Advisors*	Stocks	The fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the Standard & Poor's 500 (S&P 500) Index ("S&P Index") over the long term. The fund attempts to invest in the equity securities comprising the S&P Index, in approximately the same proportions as they are represented in the S&P Index.

Fund Name / Fund Type / Manager	Asset Class	Investment Objectives and Approach
US Large Cap Fund Multi-Manager *50% Wellington Growth collective investment trust and 50% Sound Shore collective investment trust*	Stocks	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.
Vanguard Extended Market Index Fund (VIEIX) Mutual Fund *The Vanguard Group, Inc.*	Stocks	The investment seeks to track a benchmark index that measures the investment return of small- and mid-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of S&P Completion Index, a broadly diversified index of stocks of small and mid-size U.S. companies. It invests by sampling the index, meaning that it holds a broadly diversified collection of securities that, in the aggregate, approximates the full index in terms of key characteristics. These characteristics include industry weightings and market capitalization, as well as certain financial measures, such as price/earnings ratio and dividend yield.
US Small-Mid (SMID) Cap Fund Multi-Manager Fund *50% Wellington Small Cap Value collective investment trust & 50% Meridian Growth Institutional mutual fund (MRRGX)*	Stocks	This portfolio typically invests in U.S. small-mid 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 2500 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. small-mid capitalization value and growth oriented investment strategies and be invested in a broad cross-section of economic and industry sectors. .
State Street Global Equity ex U.S. Index Fund Collective Investment Trust *State Street Global Advisors*	Stocks	The fund seeks an investment return that approximates as closely as practical, before expenses, the performance of the MSCI ACWI ex-US Index ("Index") over the long term. State Street Global Advisors will typically attempt to invest in the equity securities comprising the Index, in approximately the same proportions as they are represented in the Index. The Index is a broad equity index consisting of companies in developed and 24 emerging market countries, excluding the United States.
Vanguard Total World Stock Index Fund (VTWIX) Mutual Fund *The Vanguard Group, Inc.*	Stocks	The investment seeks to track the performance of a benchmark index that measures the investment return of stocks of companies located in developed and emerging markets around the world. The fund employs an indexing investment approach designed to track the performance of the FTSE Global All Cap Index ("Index"). The fund invests all, or substantially all, of its assets in common stock in the Index and by holding a representative sample of securities that resembles the full index in terms of key risk factors and other characteristics.

Fund Name / Fund Type / Manager	Asset Class	Investment Objectives and Approach
Mawer International Equity Fund Collective Investment Trust *Mawer Investment Management Limited*	Stocks	The Manager employs a highly disciplined, research-driven, bottom-up process and long term holding period to allow for investor recognition or corporate growth. In order to achieve its investment strategy objectives, the Manager systematically creates a broadly diversified portfolio of wealth-creating companies with excellent management teams bought at what the Manager perceives to be discounts to their intrinsic values. The Fund invests primarily in equity and equity-related securities of entities outside the United States. The amount invested in any one country will vary depending upon individual company by company opportunities in each area. The Fund will diversify through individual companies, industries, countries, and currencies.
Target Retirement Funds Collective Investment Trust Fund Age-Based *State Street Global Advisors (SSGA)*	Blend of stocks, bonds and cash	The Target Retirement Funds seek an investment return that approximates, as closely as practicable, before expenses, the performance of a custom benchmark index ("Index") over the long term. Each Fund seeks to achieve its objective by investing in a set of underlying State Street Global Advisors collective trust funds representing various asset classes. Each Fund (other than the Target Retirement Income Fund) is managed to a specific retirement year (target date) included in its name. Over time, the allocation to asset classes and funds change according to a predetermined "glide path." (The glide path represents the shifting of asset classes over time and does not apply to the Income Fund). Each Fund's asset allocation will become more conservative as it approaches its target retirement date.

For more detailed fund related information and to check for any changes in investment fund options or fund managers, please access the Fund Fact sheets that are available on the Plan website https://jmhuber.voya.com by accessing the Investments tab and selecting Fund Information. A free paper copy of the information available on the website can be obtained by calling the Plan's Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943)** or by mailing a request for the information to: Voya, Attn: J.M. Huber, Plan Administration, P.O. Box 24747, Jacksonville, FL 32241.

Plan Fees and Expenses

Each of the investment funds is managed by an investment management company which charges annual fees for their services. Fees are deducted directly from fund returns, lowering returns by the amount of the fee. For example, if a fund had an investment return of 10% for the year and its annual investment management fee is 1%, the annual return you would receive and see on your account statement would be 9%. Many of the Plan's funds have a fixed fee structure and others charge different fees depending on how much money is invested in the funds from all Plan participants.

In addition, administration fees associated with Plan operations, such as recordkeeping and other participant administrative type services, trustee functions, ERISA required annual audit and investment consulting advisory services are charged against the investment returns of all the funds. In 2019, the administration fees are estimated to be about 0.10% of your account balance.   Unless stated otherwise, the summary of Investment Returns included with your quarterly account statement and the fund investment performance shown on the Fund Fact sheets do not reflect the administration fees that are deducted.

On an individual basis, employees are eligible to borrow from their Plan accounts subject to certain limits. When your loan is processed, your account will be charged a one-time, non-refundable loan application fee of $50.00.

Specific information about investment fees and administration fees is contained in the Disclosure of Plan-Related and Investment-Related Information ("Participant Fee Disclosure") which is available on the Plan website https://jmhuber.voya.com. A free paper copy of the Participant Fee Disclosure can be obtained by calling the Plan's Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) or by mailing a request for the information to: Voya, Attn: J.M. Huber, Plan Administration, P.O. Box 24747, Jacksonville, FL 32241.

IMPORTANT NOTE ABOUT INVESTMENT DECISIONS

The value of your investments will fluctuate in response to changing market conditions. You must consider the risks and potential rewards of each of the investment fund options. You should always carefully weigh your investment elections and decide on the best investment strategy for your situation. For example, if you are ready to retire or terminate employment and anticipate rolling over your entire account balance under the Plan to an IRA, you may wish to consider an investment strategy designed to preserve principal before requesting a distribution and rollover. Keep in mind that until Voya receives formal notice from Huber of your retirement or other termination of employment, determines that your Distribution Request is in good order and liquidates your Plan account in accordance with your request, your Plan account is subject to current market conditions which may include stock market volatility.

Although Huber provides you with summary information about the investment fund options which are available, it is important that you understand that Huber cannot give you investment advice or manage your account for you, and Huber is not responsible for the results of your investment decisions. For more information, you may wish to consult with a professional financial or investment advisor. Fund fact sheets, prospectuses and other financial reports and materials regarding each of the investment fund options, and other educational material are available through logging onto the Plan's website at **https://jmhuber.voya.com** or calling the Plan Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**).(See **Account Information**. Please note, not all funds have prospectuses.) In maintaining a Plan that allows you as a participant to direct your own investments, Huber intends for the Plan to qualify as a "Section 404(c) Plan" under ERISA, and the Plan fiduciaries may be relieved of any liability for losses experienced as a result of your investment instructions.

Vesting

Vesting refers to your ownership of the money in your account. You are always 100% vested in the value of your 401(k) contributions (both Pre-tax and Roth), Company Matching contributions, Rollover contributions (including any Rollover contributions which you may have made to the Retirement Plan and any rollovers of designated Roth contribution amounts from another plan), and any investment earnings on this money. You are also 100% vested in the value of any Voluntary After-tax contributions and Voluntary Deductible (before-tax) contributions held in your accounts under the Plan.

The vesting schedule for your Non-elective employer contributions, Company Profit-Sharing contributions, and any contributions Huber made on your behalf to the Retirement Plan – and the earnings on this money – will depend on when Huber or a participating affiliate first hired you.

- If you were an active employee of Huber at any time before January 1, 2000, you are fully vested in the value of all your accounts.

- If you are an employee of C.P. Kelco U.S., Inc. and were a participant in the CP Kelco 401(k) Retirement Savings Plan on December 31, 2005, you are fully vested in the value of all your accounts.

- If you were first hired by Huber or a participating affiliate (or otherwise became an eligible employee) on or after January 1, 2000, or you are an employee of C.P. Kelco U.S., Inc. but were not a participant in the CP Kelco 401(k) Retirement Savings Plan on December 31, 2005, or you are an employee of Natural Soda, LLC, you will become vested in the value of your Non-elective employer contributions, Company Profit-Sharing contributions, and any contributions made on your behalf to the Retirement Plan, and the earnings on this money, over five years as shown in the table below:

If you complete a period of vesting service that totals --	And you terminate employment prior to December 31, 2007, your vested interest is --	Or you terminate employment on or after December 31, 2007, your vested interest is --
Less than 2 whole years	0%	0%
At least 2 whole years	0%	20%
At least 3 whole years	50%	50%
At least 4 whole years	50%	60%
At least 5 whole years	100%	100%

You will also become 100% vested in the value of your Non-elective employer contributions, Company Profit-Sharing contributions, and any contributions made on your behalf to the Retirement Plan, and the earnings on this money, if any of the following events occur:

- You reach age 65 while employed by the Company;

- You terminate employment because of a permanent and total disability which has been continuous for at least six months, and for which benefits are payable under the J.M. Huber Corporation Long Term Disability Plan; or
- You die while employed by the Company or while performing qualified military service. (Qualified military service generally is service in the uniformed services of the United States for a period of more than 30 days, where your right to re-employment by the Company at the end of your military duty period is protected under Federal law.)

Unless one of the special events noted above has occurred, whether you are vested will depend on your period of vesting service, which is generally the length of time that you have worked for the Company. That length of time will be determined according to the "elapsed time" method. In general, your period of vesting service will be the total period of time that has elapsed between your first day of work and your last day of work. If you leave the Company and then return to work, your prior period of service will be included in calculating your total period of vesting service. The number of years, months, or days that elapse during each separate period of service are added together and then rounded down to the nearest whole number of years to determine your total period of vesting service. Any time less than a whole year is disregarded.

For example, if your total service is three years, 11 months, and two days, your total period of vesting service is three whole years.

If you are a former Almatis, Inc. employee who transferred to Huber Specialty Hydrates, LLC during the period from March 31, 2012 through April 30, 2012, your prior service with Almatis, Inc. and Alcoa (credited to you under the Almatis, Inc. Savings Plan) will count in determining your period of vesting service under the Plan.

If you are an employee or former employee of Natural Soda, LLC, all your prior service with Natural Soda, LLC will count in determining your period of vesting service under this Plan.

Breaks in Your Vesting Service

Under certain circumstances, if you stop working but later return to work, you will be treated as if you had not stopped working and the period of your absence from work will count in determining your total period of vesting service.

- If you quit, retire, or are discharged, but are rehired within 12 months of the day you were first absent from work, your period of absence will count as a period of vesting service just as if you had never terminated employment but had continued to work all along.
- If you stop working for a reason other than quitting, retiring, or being discharged – for example, if you are on sick leave – the period that you are absent also will count as a period of vesting service, but not beyond the first 12 months that you remain absent for that reason. If you remain absent beyond 12 months, the first anniversary of the day you were first absent is treated as your last day of work for purposes of starting to measure the time that elapses until you return to work. The only exception is where you remain absent because you took time off to have, adopt, or care for a child for a period immediately following birth or adoption or are on family or medical leave. In that event, although you are not credited for any additional time that you remain absent beyond the end of the first 12 months, the starting point for measuring the time that elapses until your return is postponed to the second anniversary of the day you're first absent.

- If you were an active employee of Huber at any time before January 1, 2000, and return at any time, you are fully vested in the value of all your accounts.
- If you are 100% vested at the time you terminate employment and are later rehired by the Company, you will be immediately 100% vested upon your rehire.

Restoring Forfeited Amounts

If at the time your employment ends, you have made no 401(k) contributions and you are zero percent (0%) vested in your Non-elective employer contribution account, you will forfeit the entire amount in your account at the time your employment ends.

If you have made any 401(k) contributions but you are not 100% vested in your Non-elective employer contribution account when your employment ends, you will forfeit the non-vested portion of your account at the earlier of the time you take a distribution or five years after your last day of work. If you return to work before five years have elapsed since your last day of work, the non-vested portion of your account will be restored, in the same amount that was forfeited without any adjustment for earnings. If five or more years elapse before you return to work at the Company, the non-vested portion of your account will not be restored.

Loans

You may borrow from all of your Plan accounts except any Retirement or Retirement Rollover account, by requesting a loan. The loan feature allows you to borrow money from your accounts without taking a taxable distribution. You may take a loan for any reason. When you repay your loan, you will repay your accounts on an after-tax basis with interest.

In general, you are eligible to take a loan from your Plan accounts if you:

- Are an active employee participating in the Plan;
- Have a vested account balance of at least $2,000; and
- Have not defaulted on a Plan loan that is the same type of loan (either General Purpose or Primary Residential as explained below) as you wish to take.

After you pay off an existing Plan loan, you must wait fifteen (15) calendar days before you can apply for a new Plan loan.

TYPES OF PLAN LOANS

There are two types of loans permitted under the Plan: General Purpose and Primary Residential.

General Purpose loans can be used for any purpose and have terms ranging from 12 months to 57 months.

Primary Residential loans can be used only to purchase your principal residence and may have a term of up to 177 months. You must provide valid supporting documentation that the loan proceeds are being used to purchase your principal residence.

You may have up to two outstanding loans at any time. For example, you may have two General Purpose loans, or one General Purpose loan and one Primary Residential loan at any given time.

HOW MUCH YOU CAN BORROW

The amount of your loan must be in whole dollars, and the minimum amount that you can borrow is $1,000. The maximum amount that you can borrow is the lesser of:

- 50% of your vested Plan account balance; or
- $50,000, less your highest outstanding loan balance from the previous 12 months.

For example, on January 1 you have a vested account balance in the Plan of $100,000 and borrow $30,000. You repay the loan in full by June 1. On November 1, the maximum available loan is $20,000 (the maximum loan amount less the highest outstanding balance during the previous 12 months).

If you have a Retirement account or Retirement Rollover account, you cannot borrow from those accounts, but the balances in those accounts will be included in calculating the maximum amount available to you for a loan.

INTEREST RATE

Loans will have an interest rate equal to the prime interest rate as published in the Wall Street Journal in effect on the last day of the month prior to the loan request, plus 2%.

HOW YOUR LOAN IS WITHDRAWN FROM YOUR PLAN ACCOUNTS

Amounts borrowed will be charged against your vested accounts in the following order:

- Non-elective employer contributions
- Profit-Sharing contributions
- Company Matching contributions
- CODA Profit-Sharing contributions
- Employee 401(k) contributions
- Voluntary Deductible contributions
- Post-86 Employee Voluntary After-Tax contributions
- Pre-87 Employee Voluntary After-tax contributions
- Rollover contributions

If any of the above contribution sources contain “Roth” money, your loan amount will first be charged against available pre-tax and traditional after-tax amounts in an account before the “Roth” amounts will be charged. The loan amount will be withdrawn from the investment funds for each of the above accounts on a pro rata basis.

REPAYING YOUR LOAN

Loan repayments of principal and interest will be withheld from your after-tax pay according to your payroll schedule and automatically credited to your Plan account based on your current investment elections. Loans may not be refinanced but you can always pay off your loan with a lump-sum payment. Partial payments are not permitted. Once you pay off your loan, you must wait at least fifteen (15) calendar days before applying for a new loan. Any application for a new loan made before the fifteen (15) calendar day waiting period has ended, will be rejected.

If you terminate your employment with the Company and have an outstanding loan, you must repay the loan by the end of the “grace period.” The grace period is the calendar quarter following the calendar quarter in which the most recent payment is due. If you do not repay your loan by the end of the grace period, the entire unpaid balance of the loan will be reported to the IRS as a distribution and will be subject to applicable taxes. And, if you are under age 59 ½, you may be subject to the additional 10% early withdrawal tax.

If you are on unpaid military leave and have an outstanding loan, you may suspend payment of the loan until your return to work. Interest will continue to accrue on the outstanding portion of the loan during the leave period. Your loan payments will resume upon return to work. If you fail to return to work within the prescribed period allowed by law, you must repay the loan within the grace period.

DEFAULTING ON A LOAN

The entire unpaid balance of your loan from the Plan will be considered in default if any of the following occur:

- You fail to make any payment of principal, interest, or late payment by the end of the grace period;
- You fail to provide adequate documentation that the loan satisfies all requirements for a Primary Residential loan (if the loan is intended to be a Residential loan);
- You terminate employment with the Company for any reason (including your death) and the entire unpaid balance of the loan is not repaid by the end of the grace period; or
- You assign any collateral furnished as security for the loan to another creditor (other than an assignment pursuant to a valid levy by the IRS).

Please note that if you begin a proceeding in bankruptcy or one is commenced against you, that will not result in your Plan loan being considered in default. Instead, you continue to be obligated to pay the amount of the loan through payroll withholding unless and until you affirmatively revoke your authorization to have loan repayment amounts deducted from your wages. If you revoke your authorization and the entire unpaid balance of the loan is not repaid by the end of the grace period, the entire unpaid balance of your loan will default.

If you wish to revoke your authorization to have loan repayment amounts deducted from your wages, you must complete and submit a "Revocation of Payroll Withholding Authorization for Plan Loan" form to the Corporate Payroll department.

EXTENDED ROLLOVER OPPORTUNITY FOR QUALIFIED PLAN LOAN OFFSET AMOUNTS

Generally, if you have a Plan loan that is in good standing at the time your employment ends, the entire unpaid loan balance will become due upon your termination of employment and if it is not repaid by the end of the grace period, the loan will be canceled and your Plan account balance will be "offset" by the unpaid portion of the loan. As a loan offset, the amount is treated as an actual distribution to you and may be eligible for a tax-free rollover if you rollover the plan loan offset amount to an IRA or another qualified retirement plan (of course, you need to have the funds available from another source to rollover the plan loan offset amount to your IRA or other plan). Under the 2017 Tax Act, the required timeframe for the rollover is extended from 60 days following your receipt of the distribution to the due date (including extensions) for filing your federal income tax return for the year in which the distribution occurs.

REQUESTING A LOAN

To process a General Purpose loan or to see how such a loan can affect your account, call the Plan Information Line at 1-800-35-HUBER (1-800-354-8237) or, if you are hearing impaired, 1-877-225-3934 (international number is 1-617-847-1024) or visit the Plan's website and follow the instructions. This loan process is fully automated and requires no paperwork.

To process a Primary Residential loan or to see how such a loan could affect your account, call the Plan Information Line or visit the Plan's website and request a residential loan package. You must sign and return the Promissory Note and Truth-in-Lending Statement, along with proper documentation, within 30 days of the request. If the loan is approved, you will receive a check and disclosure statement within 3 to 5 business days.

The Recordkeeper will automatically charge a $50 processing fee to your Plan account. However, there is no monthly maintenance fee. Loans outstanding prior to March 1, 1999 will continue to be charged a monthly maintenance fee of $1.50 per loan.

Please note that any application you make for a Plan loan will be rejected if it is made within fifteen (15) calendar days after you pay off a prior Plan loan – you will be required to wait at least fifteen (15) calendar days from the date you pay off a prior Plan loan before you may apply for a new Plan loan.

In-Service Withdrawals

Generally, you cannot withdraw amounts from the Plan before retiring or terminating employment with Huber. However, certain contribution amounts held by the Plan (Rollover, Voluntary After-tax and Voluntary (Deductible) contribution amounts) may be withdrawn at any time,

Once you reach age 59 ½, you can withdraw all your vested accounts held under the Plan except for any Retirement Plan balances you may have.

Also, if you experience a financial hardship, you may take a financial hardship withdrawal.

VOLUNTARY AFTER-TAX CONTRIBUTIONS, VOLUNTARY DEDUCTIBLE CONTRIBUTIONS, AND ROLLOVER CONTRIBUTIONS

You may request an in-service distribution at any time of the following amounts held in your Plan accounts which generally will be depleted in the following order:

- Pre-87 Employee Voluntary After-Tax contributions
- Post-86 Employee Voluntary After-Tax contributions
- Voluntary Deductible contributions
- Rollover contributions

An in-service distribution from these sources must be for at least $500 or, if less, the total balance available for distribution. If you have both “Roth” money and “traditional” money (pre-tax or traditional after-tax amounts) in any of these contribution sources, you must specify whether and to what extent your distribution will be comprised of “Roth” amounts or of “traditional” amounts (pre-tax and traditional after-tax amounts). Your election of “Roth” amounts will be processed separately from your election of “traditional” amounts and each distribution will be taken pro rata from the above contribution sources and investment funds.

If you have Voluntary After-Tax contributions, you may request an in-service distribution of all or a portion of the current value of that account as of any date by calling the Plan Information Line. After-tax contributions made before January 1, 1987 (“Pre-87”) may be withdrawn without pro rata earnings. After-tax contributions made after December 31, 1986 (“Post-86”) must be withdrawn with pro rata earnings. A 10% additional tax may be imposed on the earnings portion attributable to distribution of your voluntary after-tax contributions made after 1986.

If you have Voluntary Deductible (Before-Tax) contributions*,* you may request an in-service distribution of all or a portion of the current value of that account as of any date. This request may only be made through the Plan Information Line by dialing 1-800-35-HUBER (1-800-354-8237) or, if you are hearing impaired, 1-877-225-3934. The international number is 1-617-847-1024. A 10% additional tax may be imposed on any voluntary deductible contributions that are withdrawn before age 59 ½.

AGE 59 ½ WITHDRAWALS

After reaching age 59 ½, you can elect to take an in-service withdrawal from your vested balances held under the Plan except for Retirement Plan balances. This type of in-service withdrawal may be taken at any time. Age 59 ½ in-service withdrawals will be taken from your vested account balances generally in the following order:

- Pre-87 Employee Voluntary After-Tax contributions
- Post-86 Employee Voluntary After-Tax contributions
- Voluntary Deductible contributions
- Rollover contributions
- CODA Profit-Sharing contributions
- Employee 401(k) contributions
- Profit-Sharing contributions
- Company Matching contributions
- Non-elective employer contributions

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If you have both “Roth” money and “traditional” money (pre-tax or traditional after-tax amounts) in any of these contribution sources, you must specify whether and to what extent your distribution will be comprised of “Roth” amounts or of “traditional” amounts (pre-tax and traditional after-tax amounts). Your election of “Roth” amounts will be processed separately from your election of “traditional” amounts and each distribution will be taken pro rata from all of the above contribution sources and investment funds.

FINANCIAL HARDSHIP WITHDRAWALS

You may request a withdrawal from your Plan account if you experience a “financial hardship.” Under IRS guidelines, a financial hardship exists only if you have insufficient cash or other liquid assets reasonably available to meet an immediate and heavy financial need.

This kind of need includes:

- Costs directly related to the purchase of a principal residence for you, excluding mortgage payments;
- Funds to prevent your eviction from, or foreclosure on the mortgage on, your principal residence;
- Post-secondary tuition expenses and related educational expenses for you and your dependents for the next 12 months only;
- Funds to obtain medical care or pay for medical expenses incurred by you, your spouse or dependent that would be deductible under the Internal Revenue Code (without regard to any deductible limit) which are not otherwise covered by insurance;
- Payment for burial or funeral expenses for your deceased parent, spouse, children or dependents;
- Expenses for the repair of damage to your principal residence that would qualify for the casualty deduction under Section 165 of the Internal Revenue Code without regard to whether the loss exceeds 10% of your Federal adjusted gross income or is attributable to a Federally-declared disaster; and
- Expenses and losses you incur on account of a Federally-declared disaster where your principal residence or principal place of employment is located in the area FEMA designates for individual assistance.

Note: The amount distributed may not exceed the amount required to satisfy the hardship, plus any amount necessary to cover taxes due on the hardship distribution.

REQUESTING A FINANCIAL HARDSHIP WITHDRAWAL

To request a financial hardship withdrawal, you must provide the following information:

- Evidence of your financial hardship;
- The dollar amount reasonably necessary to relieve the financial hardship; and
- Your written certification that you have insufficient cash or other liquid assets reasonably available to satisfy the financial hardship.

Important! You will not qualify to receive a financial hardship withdrawal unless you --

- **Have taken all other distributions currently available to you under the Plan and all other plans maintained by Huber and any Huber affiliate, including any distributions currently available to you under the CP Kelco 401(k) Retirement Savings Plan, and**
- **Have obtained all currently available nontaxable (at the time of the loan) loans under the Plan and all other plans maintained by Huber and any Huber affiliate, including any currently available nontaxable loan under the CP Kelco 401(k) Retirement Savings Plan, unless the taking of the loan in itself will create an immediate and heavy financial need**.

A hardship withdrawal will be taken from your vested balances generally in the following order:

- Pre-87 Employee After-Tax contributions
- Post-86 Employee After-Tax contributions
- Voluntary Deductible contributions
- Rollover contributions
- CODA Profit-Sharing contributions (not including earnings)
- Employee 401(k) contributions (not including earnings)
- Profit-Sharing contributions (vested amounts only)
- Non-elective employer contributions (vested amounts only)

If you have both "Roth" money and "traditional" money (pre-tax or traditional after-tax amounts) in any of these contribution sources, you must specify whether and to what extent your distribution will be comprised of "Roth" amounts or of "traditional" amounts (pre-tax and traditional after-tax amounts). Your election of "Roth" amounts will be processed separately from your election of "traditional" amounts and each distribution will be taken pro rata from all of the above contribution sources and investment funds.

SPECIAL IN-SERVICE DISTRIBUTION RULES FOR EMPLOYEES PARTICIPATING IN THE CP KELCO 401(K) RETIREMENT SAVINGS PLAN ON DECEMBER 31, 2005

If you were a participant in the CP Kelco 401(k) Retirement Savings Plan on December 31, 2005, your accounts in that plan were transferred to this Plan during January 2006. You may request an in-service distribution upon attaining age 59 ½. The amount that you may withdraw is limited to the balance in your Tax-Deferred Contributions account, Regular Matching Contributions account, and Safe Harbor Non-elective Contributions account under the CP Kelco 401(k) Retirement Savings Plan, determined as of the transfer date.

SPECIAL DISTRIBUTIONS RELATING TO QUALIFIED MILITARY SERVICE

If you are a member of a reserve component ordered or called to active duty after September 11, 2001, you may be eligible to take a Qualified Reservist Distribution from your Employee 401(k) Contributions account. You must be in military service for a period of more than 179 days or for an indefinite period. This distribution is available only during the period beginning on the date you are ordered or called to active duty and ending at the close of your active duty period. A Qualified Reservist Distribution is not subject to the 10% early distribution penalty tax. Also, at any time during the two-year period beginning on the day after your last day of active duty, you may make one or more repayment contributions to an IRA, up to the total amount of your Qualified Reservist Distribution, and the dollar or compensation limitations that may apply to contributions to an IRA do not apply to these repayments. However, you will not receive any tax deduction for your repayment of your Qualified Reservist Distribution to an IRA.

If you are an employee on a qualified military leave for at least 30 days, you will be eligible to take a HEART Act deemed severance distribution from your Employee 401(k) Contributions and Matching Contribution accounts. Your distribution will be subject to the 10% early distribution penalty tax (unless an exception to that tax applies). Also, your ability to make 401(k) contributions will be suspended for 6 months following the distribution.

Payment of Your Account

You are eligible to receive your benefit once your employment ends for any reason including retirement, disability, or death. If you're not fully vested in all your accounts, you are only eligible to receive your vested amount.

If you are requesting a distribution upon or after your retirement or other termination of employment with Huber, CP Kelco or any other participating affiliate, Voya must receive formal notice from your employer confirming that you have terminated employment before the Plan can accept and process your request for a distribution. Any Distribution Request Voya receives before it receives formal notice of your retirement or other termination of employment will not be treated as a valid election and you will need to submit a new Distribution Request.

When and How Benefits Are Paid to You

If your total vested amount is $1,000 or less, you cannot defer payment. Your entire vested account will be paid to you in a single, lump sum cash payment as soon as administratively possible.

If you have any residual balances greater than $5.00 left in your account, the balances will be paid in the same manner as the original payment request. Otherwise, any residual balances less than $5.00 will be paid as a lump sum cash payment.

To avoid receipt of the lump sum cash amount, you may elect a direct rollover of your taxable balance to another qualified retirement plan or an IRA. If you elect a direct rollover, you can avoid any withholding tax on the distribution.

If your total vested amount is more than $1,000, you have choices as to when and how you receive benefits. You are able to receive

- your account in a single Lump Sum at any time (other than a Retirement Plan account you have, where it is used to purchase an annuity),
- a Partial Distribution of a specific sum you request, at any time ("off cycle payments"), or
- substantially equal Installment Payments in a dollar amount you elect, every month, quarter or year, as you choose.

Partial Distributions cannot be requested if you are receiving Installment Payments but you can elect to receive the balance of your account at any time as a single lump sum.

If you elect a Partial Distribution and your account contains both "Roth" money and "traditional" money (pre-tax or traditional after-tax amounts), you must specify whether and to what extent your distribution will be comprised of "Roth" amounts or of "traditional" amounts (pre-tax and traditional after-tax amounts). Your election of "Roth" amounts will be processed separately from your election of "traditional" amounts and each distribution will be taken pro rata from all contribution sources and investment funds.

If you elect Installment Payments, the payments will be taken pro rata from all your contribution sources and investment funds and set up to payout your account based on the amount and frequency you elect.

If your total vested amount is more than $1,000, you can delay taking payments if you have not yet reached the age you are required to start taking payments. You may continue to transfer your account balance among the different investment funds the same as active employees. Your account balance will remain invested in the funds you've previously selected until you choose to transfer to other funds or request a distribution.

Federal law requires payment of a **Minimum Required Distribution (MRD)** amount to you by April 1 of the year following the year you attain your "MRD age" or retire from the Company, whichever is later. Your "MRD age" is age 70 ½ if you were born before July 1, 1949, age 72 if you were born after June 30, 1949 but before 1951, age 73 if you were born after 1950 but before 1960, and age 75 if you were born in 1960 or later. Under IRS rules, once you reach your "MRD age," you must start receiving distributions in at least the minimum amount required under those rules. See **Minimum Required Distribution Rules**.

Under IRS rules if you leave Huber before the year in which you reach age 55, any payment made before you reach age 59 ½ that is not rolled over to another qualified retirement plan or IRA may be subject to a 10% additional tax. The 10% additional tax does not apply where you are receiving a series of substantially equal installments paid on at least an annual basis over your remaining life expectancy or the joint life expectancy of you and your beneficiary. Contact a Voya Transition Counselor by calling the Plan Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) for information regarding developing an installment payment plan that will allow you to avoid the additional tax. For more information regarding the 10% additional tax, see **How Taxes Affect Your Benefits**.

If you have a Retirement Plan account, certain special rules apply. See **Special Rules If You Have a Retirement Plan Account**.

If you are a **Plan Retiree** who has received one or more payments by December 31, 2012, you can continue to receive payments under the methods available on that date. In addition, all of the other options described above are available to you. **Important!** If you're receiving Installments calculated under the Life Expectancy or Amortization Method, even though you are now permitted to stop or change the amount of your payments, if you do stop or change the payment amounts, you may incur the 10% additional tax on all your previous installments unless you've received installments for at least five (5) years <u>and</u> are at least age 59 1/2. See **Special Rules If You Are a Plan Retiree** for more information.

SPECIAL RULES IF YOU HAVE A RETIREMENT PLAN ACCOUNT

If you have a Retirement Plan account and your vested accounts total at least $1,000, the law requires that your Retirement account be paid as an annuity, unless you waive the annuity and elect payment in another form and if you are married, your spouse consents to the waiver. If you do not waive the annuity, then

- ***If you are not married***, your Retirement account will be used to purchase a Life Annuity from an insurance company which will provide monthly payments to you for as long as you live, or
- ***If you are married***, your Retirement account will be used to purchase a Qualified Joint and Survivor Annuity from an insurance company which will provide monthly payments to you for as long as you live and, after your death if your spouse survives you, monthly payments to your spouse for your spouse's life at either 50% or 75% of the monthly amount paid to you during your life.

You may waive the annuity and receive your Retirement account the same way as your other Plan accounts are paid. However, if you are married, your waiver of the annuity cannot be honored unless your spouse consents to your waiver. If your spouse consents to your waiver, your Retirement account will be distributed in the same way as all your other Plan accounts. If your spouse does not consent to your waiver, the amount in your Retirement account will be used to purchase a Qualified Joint and Survivor Annuity.

ONE PLAN MEANS ONE ELECTION

Because the 401(k) Savings Plan is a single plan, an election to take a distribution will apply to all of your vested amounts held under the Plan. However, if you have a Retirement account, your Retirement account still requires a waiver of the annuity in order to permit you to receive payment in any other form such as a lump sum or installments, and under most circumstances you must elect to waive the annuity (with spousal consent if you are married) whenever you first request a distribution.

If you waive the annuity and start receiving payments, and later stop payments or change your payment method, if you have a new spouse at the time of the change or when payments restart, you will need to obtain your new spouse's consent if you have any remaining balance left in your Retirement account at that time.

If the annuity is not waived (or if spousal consent is not obtained), then your Retirement account automatically will be used to purchase an annuity and the balance of your Plan accounts will be paid according to the distribution form that you elect.

SPECIAL RULES IF YOU ARE A PLAN RETIREE

You are considered a ***Plan Retiree*** if you terminate employment at the Company after:

- Completing 30 years of vesting service,
- Reaching age 55 with at least 10 years of vesting service,
- Reaching age 62, or
- Becoming permanently and totally disabled for a continuous period of at least six months for which benefits are payable under the J.M. Huber Corporation Long Term Disability Plan, and

- The total vested value of your account in the Plan exceeds $1,000.

If you satisfy these conditions but you haven't started to receive any payments by December 31, 2012, including any off-cycle payment, you have the same payment options that are available to participants who are not Plan Retirees.

If you are a Plan Retiree who started receiving installments under the Life Expectancy Method, Amortization Method or Age 85 Payout Method or off-cycle payments by December 31, 2012, you can continue to receive payments under those methods, but you are not required to continue to receive payments under those methods. Any of the payment options available to other participants are also available to you.

Warning! If you've been receiving installments calculated under the Life Expectancy or Amortization Methods and you elect to stop them or to change the amount of the payment, all the amounts you've received to date may become subject to the 10% additional tax. (The 10% additional tax will not apply if the only change you make is to convert from the Amortization Method to the Life Expectancy Method.) The 10% additional tax could apply if you retired before the year you turned age 55 and began payments before age 59 1/2. However, you can avoid the 10% additional tax if you delay changing or stopping payments under the Life Expectancy or Amortization Methods until you are at least age 59 1/2 and have received your installment payments for at least five (5) years. Please note that the IRS has updated the IRS Uniform Lifetime Table and its other life expectancy tables which are used in determining installments payable to Plan Retirees under the Life Expectancy and Amortization Methods. Under IRS guidance issued in 2022 (Notice 2022-6), a change to the new tables will be allowed on a one-time basis without triggering the 10% additional tax. For more information regarding the updated tables and whether you may want to change to using the new tables, consult with your personal tax advisor or contact a Voya Transition Counselor by calling the Plan Information Line at 1-800-35-HUBER (1-800-354-8237) (hearing-impaired participants call 1-877-225-3943). See **Appendix A** for more information regarding the Life Expectancy, Amortization and Age 85 Payout Methods.

MINIMUM REQUIRED DISTRIBUTION RULES

Once you reach your "MRD age," unless you are still an active employee, you must start receiving an annual **Minimum Required Distribution (MRD)** amount from the Plan. Your "MRD age" is age 70 ½ if you were born before July 1, 1949, age 72 if you were born after June 30, 1949 but before 1951, age 73 if you were born after 1950 but before 1960, and age 75 if you were born in 1960 or later. If you continue working at the Company after you reach your "MRD age," the MRD rules will only start to apply to you at the time that you retire. The date you are required to start receiving MRDs (your **Required Beginning Date**) is April 1 of the year following either the year you reach your "MRD age" or the year in which you retire, whichever is later.

Each year your MRD amount will be calculated by dividing the value of your account on the previous December 31st by the factor in the IRS Uniform Lifetime Table that corresponds to your age that year. The IRS Joint and Last Survivor Table may apply if your spouse is your sole beneficiary and more than 10 years younger than you. **Please note that the IRS has updated the IRS Uniform Lifetime Table as well as the other life expectancy tables applicable in determining MRDs, and the updated tables will apply in determining MRD amounts starting in 2022.**

As required by law, distributions of MRD amounts were waived for 2020, but you were able to continue to elect to take distributions of equivalent amounts during that year. The amounts required to be distributed under the MRD rules are minimum amounts and do not affect your ability to elect amounts that exceed the minimum amounts required to be paid to you under the MRD rules. See **Appendix B** for more information regarding the Minimum Required Distribution rules.

WHAT HAPPENS TO YOUR BENEFIT WHEN YOU DIE

Upon your death your vested Plan account balances will be paid as follows:

- ***If you are not married***, your designated beneficiary may elect to receive your Plan accounts (including any Retirement account) as a single lump sum, as installments, as partial distributions of specific dollar sums, or as a direct rollover to an inherited IRA, subject to IRS rules.
- ***If you are married***, your spouse may elect to receive your Plan accounts as a single lump sum, as a direct rollover to your spouse's own IRA, as installments or as partial distributions of specific dollar sums, subject to IRS rules. If you have a Retirement account and your death occurs while you are still working or before payments begin, your Retirement Account must be used to purchase a Qualified Pre-retirement Survivor Annuity ("QPSA") unless you or your spouse waive the annuity. A Qualified Pre-retirement Survivor Annuity is an annuity contract that is purchased from an insurer using the balance in your Retirement account, which provides a lifetime monthly benefit to your spouse. If you or your spouse waive the QPSA, your Retirement account will be paid in the same manner as your other accounts.
- ***If the total value of your vested accounts is $1,000 or less at the time of your death***, payment will automatically be made to your spouse or other beneficiary in a single lump sum as soon as administratively possible.

Regardless of the payment method your beneficiary may elect, under IRS rules your accounts must be distributed no later than within a certain period after your death. Payments to individual beneficiaries generally must be completed by the end of the tenth (10th) year following the year you die. However, the "10-year rule" will not apply if your beneficiary is:

- your surviving spouse,
- your minor child,
- a disabled or chronically ill individual, or
- an individual who is not more than 10 years younger than you.

Instead, if payments begin within one year of your death, minimum payments may be made to those individuals over their life or life expectancy but at their death, any remaining balance must be distributed within 10 years. In addition, after your minor child reaches the age of majority, any remaining balance payable to your child must be distributed within 10 years. If you die prior to your **Required Beginning Date**, your surviving spouse can still elect to delay distributions until the end of the year you would have reached your "MRD age." The "MRD age" is age 70 ½ for persons born before July 1, 1949, age 72 for persons born after June 30, 1949 but before 1951, age 73 for persons born after 1950 but before 1960, and age 75 for persons born in 1960 or later. Please note that the above is only a general description and is subject to IRS rules. You should always consult with your personal tax advisor regarding the tax rules applicable to distributions.

DIRECT ROLLOVER BY NON-SPOUSE INDIVIDUAL BENEFICIARY TO AN INHERITED IRA

A special rollover opportunity is available for designated individual beneficiaries of a participant who are not the participant's spouse. If you are named as the participant's designated beneficiary but are not his spouse, you may make a direct rollover of the vested Plan account you inherit, into a special IRA set up to receive the fund that qualifies as an inherited IRA. To qualify as an inherited IRA, the IRA must be identified as an IRA established for you as the beneficiary of the deceased participant that identifies both the deceased participant and you as the beneficiary, for example, "Individual Retirement Account for Tom Smith as beneficiary of John Smith." The IRA can hold only the amount being distributed from this Plan. You cannot rollover any other amount into the IRA or make any contributions to the IRA and cannot rollover any amount out of the IRA. If you choose to make a direct rollover to an inherited IRA, you will be required to receive payments from the IRA in accordance with IRS regulations. Consult with your personal tax advisor for more information.

HOW TO NAME A BENEFICIARY

You can, in many cases, elect or change your beneficiary in seconds on the 401(k) Savings Plan website at https://jmhuber.voya.com. There is no need to complete and return paper forms. After you log on to the website, to designate or change a beneficiary, follow the simple online instructions. You can log on at any time and change your beneficiary as often as you wish.

You may name both primary beneficiary(ies) and contingent beneficiary(ies). If your primary beneficiary(ies) do not survive you, the vested value of your accounts will be paid to your contingent beneficiary(ies) (in the portion you have designated to each contingent beneficiary that survives you). Your contingent beneficiary(ies) only take any portion of your account if all your primary beneficiaries die before you. If none of your primary or contingent beneficiaries survive you or if you have no Beneficiary Designation on file with the Plan at the time of your death, payment will be made to your spouse (if he or she survives you) or if you have no surviving spouse, payment will be made to your estate in a single lump sum.

If you are married and designating anyone other than your spouse as your primary beneficiary for any portion of your account, you and your spouse must both fill out and return the Beneficiary Designation Form located in the Forms section of the Plan website. Your spouse must provide written consent to your designation of anyone else as your primary beneficiary, which must be witnessed by a notary public. If you and your spouse do not both complete and submit the form, the designation of anyone other than your spouse as your primary beneficiary will not be valid.

NOTE: If you were a participant in the Plan prior to January 1, 2005, you may already have filed two separate Beneficiary Designations – one for the Retirement Plan and the other for the Profit-Sharing & Employee Savings Plan. If so, each of those designations will continue to be recognized. However, if you want to change your beneficiary – you must log onto the website, and make the change by following the simple online instruction. (Unless you complete a new Beneficiary Designation form, any Beneficiary Designation which you filed with respect to your accounts held under the Retirement Plan prior to January 1, 2005, automatically will apply to all of your Retirement accounts held under this Plan on and after January 1, 2005.)

Whoever becomes your actual beneficiary upon your death may designate his own primary beneficiary(ies) and contingent beneficiary(ies) (these are called “second-tier beneficiaries”) to take any amounts still owing upon his death. To do so, your beneficiary must complete his own Beneficiary Designation form upon first receiving your accounts. Upon your beneficiary’s death, any balance remaining in your account will be distributed as soon as administratively feasible to any surviving second-tier beneficiary in a single lump sum payment, and if there are none, then to the estate of your beneficiary in a single lump sum payment.

If You Die Without Naming a Beneficiary

If you die without naming a beneficiary, distribution of your remaining accounts will be made in accordance with the law and the Plan guidelines.

- ***If you are married,*** your surviving spouse will receive the proceeds of your account balance. (See **What Happens to Your Benefit When You Die**.) If your spouse predeceases you or dies at the same time as you, the proceeds will be paid to your estate in a single lump sum cash payment.
- ***If you are not married,*** the proceeds will be paid to your estate in a single lump sum cash payment.

Alternate Payees – Qualified Domestic Relations Orders

Generally, unless you have died, Federal law prohibits the payment of the proceeds in your accounts to someone other than you – an “Alternate Payee.” An exception to this rule is made for a Qualified Domestic Relations Order (“QDRO”). A QDRO is a special order issued by the court in a divorce, child support or similar proceeding. In this situation, your spouse, or former spouse, or someone other than you or your beneficiary, may be entitled to a portion or all of your account balance based on the court order. In order to be enforceable, the court order must qualify as a QDRO. There are specific requirements the order must meet in order to be accepted by the Plan as a QDRO.

The J.M. Huber Savings Plan Domestic Relations Group administers QDROs under the Plan. If you are affected by such an order, contact the J.M. Huber Savings Plan Domestic Relations Group at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) to request a copy of the Plan’s QDRO procedures and a model QDRO for your use. If you would like to submit a QDRO draft or order for review, please send it to the following address:

> J.M. Huber QDRO Administration at Voya
> Post Office Box 57267
> Jacksonville, FL 32241-7267
> Phone: 904-791-2888
> Fax: 904-791-2328

Please note: The above address can only be used for submitting a QDRO draft or order for review. If an order is submitted to the J.M. Huber Savings Plan Domestic Relations Group for approval as a

QDRO or the Company or Plan Administrator believes that a QDRO may apply to your account, any distribution of the proceeds of your account will be delayed until a determination is made. (See **Assignment and Transfer of Benefits**.)

The fees associated with the Plan's review and determination as to whether a domestic relations order that affects you qualifies as a QDRO under federal law and the Plan provisions will be charged half to your account and half to your alternate payee's account.

SUMMARY OF DISTRIBUTION OPTIONS FOR PLAN PARTICIPANTS

This is only a summary of distribution options generally available under the Plan, and in the event of any inconsistency, the provisions of the Plan control. You should consult your personal tax advisor as to the tax consequences of receiving a distribution and as to whether and to what extent you may actually have a right to rollover any distribution.

Payments to Plan Participants	Available Options
Terminated with vested balance of $1,000 or less in account	• Lump Sum / Rollover
Terminated with vested balance greater than $1,000 in account (INCLUDING all *Plan Retirees)*	• Annuity for Retirement Account proceeds only (Single life for unmarried, Joint for married) • Lump Sum / Rollover • Substantially equal installments paid monthly, quarterly, or annually • Partial distributions of specific sums you elect, at any time (“off-cycle payments”) • Defer until your “MRD age” or any earlier age • Starting at your “MRD age”, Minimum Required Distributions calculated using the IRS Uniform Lifetime Table MUST be taken on an annual basis
***Plan Retiree,* terminated after:** • **30 years *vesting service* but prior to the calendar year in which he/she attains age 55** • **Becoming Disabled** **AND whose benefits have started by 12/31/12**	• Amortization Method • Life Expectancy Method (IRS Uniform Lifetime Table used to determine installment amount) • Rule of 85, available if a participant was in the Plan on 12/31/83 and retired prior to 7/1/06 (subject to additional 10% tax) • Defer until your “MRD age” or any earlier age (Amortization Method not available if deferred until age 59 ½ or later) • Off-cycle payments
***Plan Retiree*, terminated after:** • **Attaining age 55 & at least 10 years of vesting service** • **Attaining age 62** **AND whose benefits have started by 12/31/12**	• Life Expectancy Method (IRS Uniform Lifetime Table used to determine installment amount) • Rule of 85, available if a participant was in the Plan on 12/31/83 and retired prior to 7/1/06 • Defer until your “MRD age” or any earlier age • Off-cycle payments
***Plan Retiree* – at your “MRD age”** **AND your benefits have started by 12/31/12**	• Regardless of any installment method previously elected, the annual amount paid will be the Minimum Required Distribution (MRD) amount calculated using the IRS Uniform Lifetime Table. • Off-cycle payments
Alternate Payee, former spouse of Participant under a Qualified Domestic Relations Order ("QDRO")	• Distribution will be subject to the provisions of the QDRO and the Plan

SUMMARY OF DISTRIBUTION OPTIONS FOR PLAN BENEFICIARIES

This is only a summary of distribution options generally available under the Plan, and in the event of any inconsistency, the provisions of the Plan control. You should consult your personal tax advisor as to the tax consequences of receiving a distribution and as to whether and to what extent you may actually have a right to rollover any distribution.

Payments to Plan Beneficiaries	Available Options
When a Beneficiary is NOT Named	• Lump Sum to Spouse • If no Spouse, Lump Sum to Estate
When vested account balance is $1,000 or less	
Spouse	• Lump Sum / Rollover
Non-Spouse	• Lump Sum / Direct Rollover to inherited IRA
When vested account balance is greater than $1,000	
Spouse	• Annuity for Retirement Account proceeds only, unless waived • Lump Sum / Rollover • Substantially equal installments paid monthly, quarterly, or annually • Partial distributions of specific sums you elect, at any time (“off-cycle payments”)
Non-Spouse	• Lump Sum / Direct Rollover to inherited IRA • Substantially equal installments paid monthly, quarterly, or annually • Off-cycle payments
When *Participant* dies prior to his or her Required Beginning Date	
Spouse	• Annuity for Retirement Account proceeds only, unless waived • Lump Sum / Rollover • Substantially equal installments paid monthly, quarterly, or annually • Off-cycle payments • Defer until participant would reach his/her “MRD age” • Minimum Required Distributions over IRS-prescribed period
Non-Spouse	• Lump Sum / Direct Rollover to inherited IRA • Substantially equal installments paid monthly, quarterly, or annually • Off-cycle payments • Payments must begin in the year following the year of death; if payments do not start then, account must be depleted within 5 years after death • Minimum Required Distributions over IRS-prescribed period

Payments to Plan Beneficiaries	Available Options
When *Participant* dies after his or her Required Beginning Date	
Spouse	• Annuity for Retirement Account proceeds only, unless waived • Lump Sum / Rollover • Substantially equal installments paid monthly, quarterly, or annually • Off-cycle payments • Minimum Required Distributions over IRS-prescribed period
Non-Spouse	• Lump Sum / Direct Rollover to inherited IRA • Substantially equal installments paid monthly, quarterly, or annually • Off-cycle payments • Minimum Required Distributions over IRS-prescribed period
Beneficiary of a Deceased Beneficiary	• Lump Sum

Account Information

You can obtain information about your 401(k) Savings Plan account by logging onto your on-line account or contacting the Plan Information Line.

INTERNET

You can request Plan information or perform a variety of transactions through the Internet by visiting the Plan's website at https://jmhuber.voya.com.

Through the site, you can view your account information, see fund performance, make investment and contribution changes, request a loan, and see loan and withdrawal amounts. This site also includes:

- Plan highlights and fund information;
- Plan forms;
- Plan documents;
- Retirement planning information;
- Tools and calculators;
- Investment strategies and educational information; and
- Answers to frequently asked questions.

TELEPHONE

You can access your accounts by telephone through the Plan Information Line by simply dialing **1-800-35-HUBER (1-800-354-8237)** or, if you are hearing impaired, **1-877-225-3934.** The international number is **1-617-847-1024**.

Through the Plan Information Line, you have the following options:

- Hear daily updates of your account balances;
- Change your 401(k) contribution percentage;
- Change your investment elections for future contributions;
- Process transfers between investment funds;
- Request a General Purpose loan or Primary Residential loan package;
- Hear available amount for withdrawal and initiate a withdrawal;
- Request a PIN reminder or change your PIN; and
- Speak with a Customer Service Associate (CSA).

ACCOUNT STATEMENTS

You will receive a statement each calendar quarter that shows the activity in your Plan account for that quarter. The information on your statement includes:

- Contributions credited to your accounts;
- Vested value of your accounts;
- Any rollover contributions you made;
- Investment fund elections for future contributions;
- Asset allocation and balance by investment fund;
- Any loans you took or loan payments you made;
- Any withdrawals you made;
- Fund balance transfers;
- Account balance history;
- The rate of return for each of the investment funds;
- The investment gains or losses; and
- News about the Plan.

The statements are mailed approximately 20 days after the end of each calendar quarter to your address on file with Voya, as provided by the Company. If you have not received your statement, or if you discover an error or discrepancy, contact Voya through the Plan Information Line at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) and speak with a Customer Service Associate.

How Taxes Affect Your Benefits

Below is a general description of how taxes may affect your benefits and is subject to IRS rules. You should always consult your own personal tax advisor for assistance in determining when and how to take distributions from the Plan.

Distributions you receive from the Plan generally are subject to federal income tax at the time of payment (except for after-tax and Roth amounts) (see **Roth Elective Deferrals** for more information regarding qualified and non-qualified Roth distributions). There is an exception to the rule requiring immediate taxation if the distribution is an "eligible rollover distribution" that is directly rolled over into an IRA or another eligible retirement plan. However, a rollover of pre-tax amounts to a Roth IRA (a "Roth conversion") will trigger immediate taxation of those amounts, just as an in-Plan Roth conversion triggers immediate taxation.

A rollover can be accomplished in either of two ways: (1) you can take a distribution and deposit it in an IRA or another eligible retirement plan within 60 days after the distribution (this is called an indirect or "60-day" rollover); or (2) you can request a direct rollover to an IRA or another eligible retirement plan (this is called a direct trustee-to-trustee transfer). Federal income taxes will be withheld on the taxable portion of any eligible rollover distribution that is paid to you and not rolled over in a direct rollover. That means that if you take your distribution in cash and then wish to roll it over, you will need to use your own funds to cover the amount that has been withheld (which will be reported to the IRS and credited against your tax liability). In general, any payment you receive from the Plan will be an "eligible rollover distribution" except for –

- the portion of any payment that is required by law because you have attained your "MRD age,"
- a hardship withdrawal, or
- payments of substantially equal installments over a specified period of at least 10 years and payments under an annuity contract.

An additional early distribution penalty tax equal to 10% of the taxable amount must also be paid if the funds are not rolled over into an IRA or other eligible retirement plan. However, the 10% early distribution penalty tax generally will not apply where --

- Your accounts are paid to you after age 59 ½;
- Your accounts are paid to you after you leave the Company if you are at least age 55 in the year you leave;
- Your accounts are paid to you in the form of installments under the Life Expectancy Method or the Amortization Method, or as annuity payments under a Life Annuity or Qualified Joint and Survivor Annuity;
- Your accounts are paid because you become totally disabled or die;
- Corrective payments are made to you of contributions that exceed tax law limitations;
- Payments are made directly to the government to satisfy a federal tax levy on your accounts;
- Your accounts are used to pay tax-deductible medical expenses (without regard to whether you itemize deductions for the taxable year);
- Payments are directed to another person under a Qualified Domestic Relations Order; or

- Payments are excepted from the 10% early distribution penalty tax by federal legislation relating to certain emergencies and disasters.

Rolling Over a Roth Account to a Designated Roth Account in Another Plan

A distribution from a Roth account under the Plan may be rolled over to a Roth account in another 401(k) plan, a 403(b) plan, or a governmental 457(b) plan that accepts rollovers and you are a participant or a spousal beneficiary or spousal alternate payee under a QDRO (a non-spouse beneficiary cannot rollover amounts to another 401(k) or other qualified plan). However, you must elect a direct rollover for amounts that, disregarding the rollover, would not be included in your taxable income. This means that after-tax Roth contributions and the tax-free earnings (once the requirements for a qualified distribution are met) can only be rolled over directly. In a direct rollover of your Roth account to a Roth account in another plan, the five (5)-year period for determining if a distribution is qualified will carryover from this Plan to the recipient plan.

When a distribution from a Roth account is paid to you, only the taxable portion of the distribution can be rolled over in a 60-day rollover to another plan. This means that you can complete a 60-day rollover only if the earnings on your Roth account are taxable (the distribution is not a qualified distribution). Any nontaxable Roth amount distributed that you wish to rollover to another plan must be rolled over via a direct rollover. Also note that in a 60-day rollover of your taxable Roth earnings to a Roth account in another plan, the five (5)-year period will not carryover from this Plan to the plan receiving the rollover.

Rolling Over a Roth Account to a Roth IRA

If you are a participant, spousal beneficiary or spousal alternate payee under a QDRO, or a non-spouse beneficiary with a Roth account in the Plan, you can elect to rollover that account directly to a Roth IRA even if you would not otherwise be eligible to contribute to a Roth IRA. A participant, spousal beneficiary or spousal alternate payee under a QDRO (but not a non-spouse beneficiary) can also elect to roll over a Roth account in the Plan to a Roth IRA in a 60-day rollover. Once a Roth account is rolled over to a Roth IRA, the Roth IRA rules will apply which differ from the rules applicable to a Roth account held in a qualified plan.

Roth Conversion to a Roth IRA

A Roth conversion is a rollover distribution of non-Roth amounts held in a Plan account to a Roth IRA. If you are a participant or a spousal beneficiary or spousal alternate payee under a QDRO, you may make a Roth conversion of an eligible rollover distribution of pre-tax or traditional after-tax amounts held under the Plan to a Roth IRA, either by a direct rollover or a 60-day rollover. A non-spouse beneficiary can make a Roth conversion only by a direct rollover of an eligible rollover distribution to an inherited Roth IRA (a non-spouse beneficiary cannot make a Roth conversion via a 60-day rollover). The taxable amount in a Roth conversion will be subject to taxation in the year the rollover occurs.

VOLUNTARY AFTER-TAX CONTRIBUTIONS

If you have a Voluntary After-Tax contributions account and elect to receive installment payments, your after-tax contributions will not be taxable to you but you will be taxed on the earnings on these contributions. The non-taxable portion of your account will be prorated over your installment period or 20 years, whichever is less, unless you request a total distribution of the proceeds of your Voluntary After-tax contributions account prior to beginning installment payments.

Tax laws change, and the tax impact of receiving payments from the Plan will vary with your individual situation. Please obtain a copy of the Special Tax Notice regarding distribution alternatives and the tax consequences of such alternatives through the Plan Information Line, the Plan website, or your local Human Resources Department. Huber cannot provide you with tax advice. You should consult with your own personal tax advisor.

Claims and Appeal Procedures

Generally, whenever you are eligible for and want to initiate a distribution, you must submit a Distribution Request to Voya. You may mail or fax your properly completed and signed Distribution Request to Voya at the address set out on the form. A distribution will be made as soon as administratively possible after Voya determines that your Distribution Request is in good order.

If your total vested account balance in the Plan is $1,000 or less, regardless of whether you request a distribution, your account in the Plan will be paid as soon as administratively practicable after your employment ends.

CLAIM PROCEDURES

Claims and appeals relating to the Plan are handled by the J.M. Huber Corporation 401(k) Savings Plan Administrative Committee or its delegate, the J.M. Huber Corporation Corporate Benefits Department. You, your beneficiary, or an authorized representative has the right under ERISA and the Plan to file a written claim for benefits under the Plan. If you believe that you are entitled to benefits which are not being paid, or you deserve a larger benefit than the one being paid, and you wish to file a claim, send your written claim to the following address:

J.M. Huber Corporation
Corporate Benefits Department
3100 Cumberland Blvd. Suite 600
Atlanta, GA 30339

If your claim is denied in whole or in part, you will receive by mail, written notice of the decision within 90 days after the Corporate Benefits Department receives your claim. If more than 90 days is needed to make a decision, the law allows a 90-day extension, provided you are notified of the reason for the delay and the date by which a decision is expected to be made, before the initial 90-day period expires. The written notification of any adverse decision will include:

- The specific reason or reasons for the denial;
- Specific reference to pertinent Plan provisions on which the denial was based;
- A description of any additional material or information necessary to perfect the claim and an explanation of why the material or information is necessary; and
- Appropriate information as to the steps to be taken if you, your beneficiary, or your authorized representative wish to submit the claim for review.

The notice must also inform you of your right to bring a civil action under Section 502(a) of ERISA after the Plan's appeal process has been exhausted. If you submit your claim according to these procedures and you do not hear from the Corporate Benefits Department within the appropriate time frame, your claim is considered denied.

APPEAL PROCEDURES

The following procedures should be followed when appealing a denied claim.

A claimant can use the appeal procedures if:

- No reply at all is received within the initial 90-day notification period;
- The Corporate Benefits Department has extended the time for its initial decision by an additional 90 days, and no reply is received by the end of the extended period; or
- Written denial of the claim is received within the appropriate time frame and the claimant wants to appeal it.

If a claim for benefits is denied in whole or in part, you, your beneficiary or an authorized representative acting on behalf of you or your beneficiary may appeal by submitting to the J.M. Huber Corporation 401(k) Savings Plan Administrative Committee (the "Committee") a written request for review of your denied claim within 60 days after the notice of denial is received. Send your written request for review to the following address:

J.M. Huber Corporation
401(k) Savings Plan
Administrative Committee
Attention: Committee Chair
c/o J.M. Huber Corporation
3100 Cumberland Blvd. Suite 600
Atlanta, GA 30339

You have the right to be provided, upon request and free of charge, reasonable access to, and copies of, all Plan documents, records, and other information relevant to your claim for benefits ("relevance" is determined in accordance with applicable U.S. Department of Labor regulations). In your written request for review, you should set forth a written statement of the issues and include references to or copies of any documents in support of your claim for benefits or other matter under review.

The Committee holds regularly scheduled meetings on a quarterly basis, and your appeal generally will be considered no later than the date of the first quarterly meeting that follows receipt of your request for review, unless the request is not received until sometime within the 30-day period preceding the date of that meeting. If your request is not received until sometime within that 30-day period, your appeal generally will be considered no later than the date of the second meeting following the receipt of your request for review. If special circumstances require a further extension of time to process your appeal, a decision will be rendered not later than the third meeting following receipt of your request for review. If such an extension of time for review is required due to special circumstances, the Committee will notify you in writing of the extension, describing the special circumstances and the date as of which its decision will be made, prior to the commencement of the extension. The Committee will notify you of its decision on review as soon as possible, but not later than five days after the decision is made. The decision will be in writing and will include the specific reasons for what was decided, reference to the pertinent Plan provisions on which the decision was based, a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits, and a statement that you have a right to bring a civil action under Section 502(a) of ERISA. If you submit your appeal according to these procedures and you do not hear from the Committee within the appropriate time frame, you may consider your appeal denied.

The Committee and any person to whom the Committee may delegate responsibilities under the Plan shall have full and sole discretionary authority to interpret and construe all Plan documents and provisions, to make all interpretive and factual determinations concerning benefits and rights of participants and beneficiaries under the Plan, and otherwise to control and manage all aspects of the operation and administration of the Plan. Any construction of the terms of any Plan document including this summary and any determination of fact adopted by the Committee or its delegate shall be final, conclusive, and legally binding upon all persons claiming any interest in or under the Plan.

Please note that in any case, as a participant or beneficiary in the Plan, you may have further rights under ERISA. (See **Your Rights Under ERISA**.)

Please note that the provisions of the Plan require that you must pursue and fully exhaust all your Plan administrative claims and appeal rights described above before seeking any other legal recourse regarding claims for benefits. This means that you must present all your contentions and evidence in support of your claim to the Corporate Benefits Department and all your contentions and evidence in support of your appeal to the Committee. If your claim and your appeal are denied, you have a legal right to bring an action under ERISA but only where you have fully exhausted the Plan's administrative claims and appeal procedures.

YOUR DEADLINE FOR FILING A LEGAL ACTION

If you wish to file a lawsuit against the Plan to recover benefits you believe are due to you under the terms of the Plan or any law or to clarify or enforce your rights under the Plan, you may not file a lawsuit until you have exhausted the Plan's administrative claims and appeal procedures. The Plan requires that you must file suit by the earliest of:

- two (2) years from the date you have exhausted the Plan's administrative claims and appeal procedures (generally this will be the date of the decision of the Committee to grant or deny your appeal);
- three (3) years after you knew or reasonably should have known of the principal facts or conduct on which your claim is based; or
- the expiration of the statute of limitations otherwise applicable to your claim.

If you do not file suit by then, your suit will be time-barred. However, these limitations do not apply if and to the extent that your claim is governed by Section 413 of ERISA.

Please note that the Plan requires that judicial review of your claim to benefits will be limited to the Plan document and the administrative record developed before the Corporate Benefits Department and the Committee. Therefore, be sure to present all of your contentions and evidence in support of your claim and any appeal to the Corporate Benefits Department and the Committee.

Administration

Following is important information about the Plan, certain federal laws, and your rights under the Plan.

INTERNAL REVENUE SERVICE LIMITS

In addition to the limitations imposed on contributions and compensation described previously, the IRS sets certain limitations on the amount that employees can contribute to the Plan. These limitations normally affect only higher paid employees. To meet the IRS guidelines, the Company will regularly administer certain tests to the Plan.

TOP-HEAVY RULES

Under current law, if 60% or more of the value of all of the account balances under a plan belong to "key" employees, the plan is considered to be "top-heavy." Both "top-heavy" and "key" employees are terms defined under the Internal Revenue Code.

At present, the Plan is not expected to be top-heavy. In the unlikely event that the Plan becomes top-heavy, you will be notified, and special rules will take effect to keep the Plan qualified under IRS regulations.

ASSIGNMENT AND TRANSFER OF BENEFITS

Under the terms of the Plan, you or your beneficiary may not assign or transfer any portion of your account balances. However, the Company and the Plan must comply with any court ordered Qualified Domestic Relations Order (QDRO) and federal tax levies. A Qualified Domestic Relations Order is a court order that requires all or part of your vested Plan account balances to be paid to meet a property settlement agreement, alimony, or child or dependent support payments.

There are specific QDRO procedures the Plan must follow. The J.M. Huber Savings Plan Domestic Relations Group administers QDROs under the Plan. If you are affected by such an order, contact the J.M. Huber Savings Plan Domestic Relations Group at **1-800-35-HUBER (1-800-354-8237)** (hearing-impaired participants call **1-877-225-3943**) to request a copy of the Plan's QDRO procedures and a model QDRO for your use. If you would like to submit a QDRO draft or order for review, please send it to the following address:

J.M. Huber QDRO Administration at Voya
Post Office Box 57267
Jacksonville, FL 32241-7267
Phone: 904-791-2888
Fax: 904-791-2328

Please note: The above address can only be used for submitting a QDRO draft or order for review.

Obligation to Repay Amounts Distributed By Mistake

If the Plan mistakenly makes a distribution to anyone, the amount distributed by error is subject to an equitable lien which means that you, as the recipient, are deemed to have agreed upon acceptance of the payment, to return the amount to the Plan upon the Plan Administrator's request in the event that the Plan Administrator determines that the distribution was made by mistake. You also are deemed to have agreed that the Plan has a lien upon any interest you have in any property or funds whatsoever to secure your obligation to repay the erroneous distribution, and that your repayment obligation also may be satisfied by offsetting that obligation against any right you may have to future payments under the Plan. What this means is that the Plan Administrator can deduct the amount you owe the Plan from any future distribution that you may be entitled to receive.

Payment to Minors

If anyone entitled to income from the Plan is a minor or is judged to be physically or mentally incompetent, the Committee may direct the Trustee to pay the income to someone else for the benefit of the recipient (to a legal guardian, for example).

The Future of the Plan

Although Huber intends to continue the Plan indefinitely, the Company reserves the right to amend or terminate the Plan, remove or replace the Plan's record keeper, and change any of the investment fund options or investment managers, at any time and for any reason.

If the Company terminates the Plan for any reason, the assets in the Plan will be used for the exclusive benefit of Plan participants and their beneficiaries.

Benefits under the Plan are not guaranteed by the Pension Benefit Guaranty Corporation or any other federal agency.

Your Responsibility to Update Your Address

Participants, beneficiaries of deceased participants, and alternate payees under QDROs must provide us with updated change of address information as soon as reasonably possible after a change in address occurs. The Plan is entitled to rely on the last address shown on its records and has no obligation to search for or ascertain your whereabouts. As a condition to acceptance of benefits under the Plan, you are deemed to have agreed to accept all disclosures furnished to your most recent address as shown on Plan records.

Participants can provide their address information to their Local HR representative. Beneficiaries and alternate payees under QDROs can provide their address information to Voya.

PLAN ADMINISTRATIVE INFORMATION

Name of the Plan	**J.M. Huber Corporation Employee Savings Plan**
Plan Sponsor	J.M. Huber Corporation 3100 Cumberland Blvd. Suite 600 Atlanta, GA 30339
Plan Number	001
Employer Identification Number	13-0860350
Type of Plan	The Plan is an "employee pension benefit plan," a defined contribution plan, and an individual account plan under the Employee Retirement Income Security Act of 1974, as amended..
Plan Administrator	The Plan Administrator is a committee consisting of not less than five persons, as appointed by the Board of Directors (herein referred to as "Committee"). You can contact the Committee at the following address: J.M. Huber Corporation 401(k) Savings Plan Administrative Committee Attention: Committee Chair c/o J.M Huber Corporation 3100 Cumberland Blvd., Suite 600 Atlanta, GA 30339
Trustee	Voya Institutional Trust Company One Orange Way, C4S Windsor, CT 06095
Agent for Service of Legal Process	J.M. Huber Corporation 3100 Cumberland Blvd. Suite 600 Atlanta, GA 30339 Attention: General Counsel AND also send a copy to: J.M. Huber Corporation 401(k) Savings Plan Administrative Committee Attention: Committee Chair c/o J.M. Huber Corporation 3100 Cumberland Blvd., Suite 600 Atlanta, GA 30339
Plan Year	January 1 – December 31
Type of Administration	Trust Administration

YOUR RIGHTS UNDER ERISA

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

RECEIVE INFORMATION ABOUT YOUR PLAN BENEFITS

ERISA provides that all Plan participants are entitled to:

- Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites, all documents governing the Plan, including insurance contracts, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts, copies of the latest annual report (Form 5500 Series), and an updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a benefit at normal retirement age (age 65) and, if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a benefit, the statement will tell you how many more years you must work to get a right to a benefit. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

PRUDENT ACTIONS BY PLAN FIDUCIARIES

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate the Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

ENFORCE YOUR RIGHTS

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court, but only after you have fully exhausted the Plan's internal claims and appeals administrative process. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court.

If it should happen that plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees – for example, if it finds your claim is frivolous.

ASSISTANCE WITH YOUR QUESTIONS

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Glossary

Here are some important terms that will help you understand how the 401(k) Savings Plan works.

401(k) Savings feature – The Plan feature that allows you to elect to have from 1% to 75% of your eligible pay deducted from your paycheck each pay period and contributed to the Plan either on a before-tax basis as Pre-tax elective deferrals or on a Roth (after-tax) basis as Roth elective deferrals. Under this feature, the Company matches a portion of your total combined Pre-tax elective deferrals and Roth elective deferrals.

401(k) contributions – The amounts you elect to contribute to the Plan either on a before-tax basis as Pre-tax elective deferrals or on a Roth (after-tax) basis as Roth elective deferrals.

CODA Profit-Sharing contributions – The amounts you elected to defer between January 1, 1994 and January 1, 2000 under the Profit-Sharing Plan's cash option feature in effect before January 1, 2000.

Catch-up 401(k) contributions – Additional 401(k) contributions that are above the maximum 401(k) dollar limit on the total amount of Pre-tax elective deferrals and Roth elective deferrals a participant may make for the calendar year. The only participants permitted to make Catch-up 401(k) contributions are participants who are at least 50 years of age on or before December 31 of the calendar year in which the contributions are made.

Company – The term "Company" or "Huber" means the J.M. Huber Corporation and also includes each of the following participating affiliates (unless it is clear from the context that the term is meant to refer to J.M. Huber Corporation only):

- C. P. Kelco U.S., Inc.
- Huber Engineered Woods LLC
- Huber International Corp.
- Huber Resources Corp.
- J.M. Huber Micropowders Inc.
- Huber Specialty Hydrates, LLC
- Huber Carbonates, LLC
- Miller Chemical & Fertilizer, LLC
- Natural Soda, LLC (effective January 1, 2023)

Company Matching contributions – The amount the Company contributes to your 401(k) Savings account when you make your 401(k) contributions to the Plan.

Conduit IRA – An individual retirement account (IRA) that was established specifically to hold only amounts rolled over from another employer's tax-deferred retirement plan.

Direct rollover – A direct trustee-to-trustee transfer of an amount payable as an eligible retirement distribution from your Plan account into another employer's tax-qualified plan or an IRA.

Eligible pay – For Plan purposes, your "eligible pay" generally means your base pay, plus overtime, commissions, incentive bonuses, including management incentive plan payments (MIP), sales incentive pay (SIP), spot bonuses (including President's Awards), safety bonuses, shift differential, and team pay. It also includes sick pay (but only when paid from Company payroll and not when paid by a third-party such as an insurer), vacation pay, vacation buy-back, funeral, jury duty, and holiday pay, and differential wages paid in lieu of regular pay while performing qualified military service limited to the first two weeks or 10 days of the period in which you perform military service.

It does not include retention bonuses, sign-on bonuses, relocation bonuses, travel or relocation expenses, taxable fringe benefits, deferred salary or wages or other deferred compensation such as deferred MIP or LTIP, cash profit-sharing payments, cash pro-rata payments, cash restoration payments, Workers' Compensation payments, severance pay, long-term incentive plan (LTIP) payments including payments under any incentive plan, program or arrangement where payment is based on performance that extends over a period longer than 12 months, miscellaneous awards and prizes, and reimbursement of expenses.

Indirect (60-day) rollover – A rollover you make after receiving an eligible rollover distribution.

Installments – A benefit which is paid to you under the Plan in generally equal payments over a period which, where the installments are paid under the Life Expectancy Method or as IRS-mandated minimum required distributions (MRDs), may approximate life expectancy determined under either the IRS Uniform Lifetime Table, the IRS Single Life Table, and under certain limited circumstances, the IRS Joint and Last Survivor Table. The amount of each installment is determined by a number of factors, including the value of your account, your age, and your beneficiary's age, if applicable. Installments may also be paid over a period and at an interval (monthly, quarterly or annually) you select. **Note:** The IRS has updated the IRS Uniform Lifetime Table, the IRS Single Life Table, and the IRS Joint and Last Survivor Table and the new tables apply starting in 2022 for purposes of determining IRS-mandated minimum required distributions.

IRS Uniform Lifetime Table – The IRS actuarial table used in determining minimum required distributions to a participant during his or her lifetime.

IRS Single Life Table – The IRS actuarial table used in determining the single life expectancy of an individual beneficiary.

Lump-sum payment – A form of payment that allows you to receive your Plan benefits in a single payment after you terminate employment. In general, you may rollover a lump-sum distribution into another employer's tax-qualified plan or an IRA.

Non-elective employer contributions – The annual contribution in an amount equal to 5% of your *eligible pay* for the Plan year which is made by the Company after the end of the Plan year, to your Non-elective Employer Contribution account under the Plan. This contribution is made regardless of the Company's profitability.

Plan Retiree – The term "Plan Retiree" or "Retiree" means a Plan participant who terminates employment with the Company after (i.) completing 30 years of *vesting service*; (ii.) reaching age 55 with at least 10 years of *vesting service*; (iii.) reaching age 62; or (iv.) becoming permanently and totally disabled, with such disability being continuous for at least six months, for which benefits are payable under J.M. Huber Corporation's Long Term Disability Plan. This definition only applies to this Plan and does not apply to any other benefit plan or program maintained by the Company. For example, if you retire after reaching age 62, you will be considered a Plan Retiree, but must still satisfy the retiree eligibility requirements, which may be different, under any other Company benefit plan or program in order to be eligible for that benefit plan or program.

Plan year – The Plan year is the calendar year running from January 1 through December 31 of each year. Plan records are maintained on a calendar year basis.

Pre-tax elective deferrals – The amount from 1% to 75% of your eligible pay that you elect to contribute from your paycheck each pay period, before taxes are withheld, into your 401(k) Savings account under the Plan.

Pre-87 Employee After-Tax contributions – Any voluntary employee after-tax contributions made before January 1, 1987 to the Plan and any voluntary employee after-tax contributions made before January 1, 1987 by participants in the CP Kelco 401(k) Retirement Savings Plan whose accounts under the CP Kelco 401(k) Retirement Savings Plan were transferred to this Plan on December 31, 2005.

Post-86 Employee After-Tax contributions -- Any voluntary employee after-tax contributions made after December 31, 1986 to the Plan and any voluntary employee after-tax contributions made after December 31, 1986 by former participants in the CP Kelco 401(k) Retirement Savings Plan whose accounts under the CP Kelco 401(k) Retirement Savings Plan were transferred to this Plan on December 31, 2005.

Qualified Domestic Relations Order ("QDRO") – A court order, judgment, decree, or the like, that pertains to child support, alimony, or marital property and that meets specific legal requirements, and that may require that a portion of your accounts be paid to your former spouse or someone other than you or your beneficiary.

Retirement Plan – The J.M. Huber Corporation Retirement Plan. The Retirement Plan was merged into this Plan and all Retirement Plan accounts were transferred to this Plan on December 31, 2004.

Roth elective deferrals -- The amount from 1% to 75% of your eligible pay that you elect to contribute from your paycheck each pay period, after taxes are withheld, into your 401(k) Savings account under the Plan, that you designate as Roth contributions.

Roth IRA – An individual retirement account that is established to hold Roth (after-tax) contributions. Although contributions to a Roth IRA are not tax-deductible, all savings grow tax-deferred and your withdrawals, including investment earnings, will be tax-free if certain conditions are met.

Spouse – Your spouse is the person to whom you are lawfully married on the date your benefit payments commence or, if payments have not commenced prior to your death, the spouse to whom you are lawfully married at the time of your death. You are considered lawfully married to a person if that person is treated as your spouse for federal income tax purposes under the Internal Revenue Code. The Plan administrator may require that you or your spouse furnish appropriate proof of lawful marriage. A former spouse will be treated as your spouse or surviving spouse and your current spouse will not be treated as your spouse or surviving spouse to the extent provided in a QDRO.

Generally, If you are married at the time of your death, your spouse at that time will be entitled to your account balance unless (i) you have designated a different beneficiary AND (ii) that spouse has signed the Plan form consenting to the designation.

Vesting – This refers to your right to ownership of the money in your account.

Vesting Service – "Vesting service" means your total period of service with the Company determined according to the elapsed time method of crediting service.

Voluntary Deductible contributions --- Qualified voluntary employee (deductible) contributions made to the Plan prior to January 1, 1987. These amounts are also referred to as "accumulated deductible employee contributions."

Appendix A – Grandfathered Installment Payment Methods

A Plan Retiree who began receiving payments by December 31, 2012, could elect installments under any of the following methods:

Life Expectancy Method. Under this method, you receive a series of monthly, quarterly, semi-annual, or annual cash installments. The annual installment amount is calculated each year by dividing the value of your vested account balance on the previous December 31st by the factor on the IRS Uniform Lifetime Table that corresponds to the age you will attain during the year. In most instances the same IRS Uniform Lifetime Table will apply in determining the minimum amount you're required to receive each year once you reach your "MRD age" (your MRD amount) and as a result, your installments should be about the same amount throughout your life, regardless of your age. (See **APPENDIX B - MINIMUM REQUIRED DISTRIBUTION RULES.**)

Amortization Method. (Eligibility limited to Plan Retirees who began receiving installments calculated according to this method by December 31, 2003, or retired before the year they attain age 55 and began receiving installments prior to age 59 1/2.) Under this method, you receive a series of monthly, quarterly, semi-annual, or annual cash installments. A minimum annual distribution amount is calculated once when installments begin based on your vested account balance at that time, plus an assumed rate of interest during your estimated (single) life expectancy. There is a one-time option to convert to the Life Expectancy Method, but except for that, the minimum annual distribution under this option will remain fixed for all future years until you reach your "MRD age." Once you reach your "MRD age," your minimum annual distribution will become your MRD amount calculated using the IRS Uniform Lifetime Table. (See **APPENDIX B - MINIMUM REQUIRED DISTRIBUTION RULES.**)

Age 85 Payout Method. (Eligibility limited to Plan Retirees who began receiving installments calculated according to this method by June 30, 2006, and were participants in the Plan no later than December 31, 1983.) Under this method, you receive monthly, quarterly, semi-annual, or annual cash installments. Payments must begin by age 65 or at the time you leave the Company, if later. The minimum annual distribution amount is calculated once when installment payments begin and is an amount that will deplete the value of your vested accounts (determined when payments start) by age 85. The calculation of this payment does not take into consideration future earnings. The minimum annual distribution will remain fixed for all future years until you reach your "MRD age." Once you reach your "MRD age," unless you elected to receive installment payments under the Age 85 Payout Method before January 1, 1984, and you continue to receive installment payments after that date, your minimum annual distribution will become your MRD amount calculated using the IRS Uniform Lifetime Table. (See **APPENDIX B - MINIMUM REQUIRED DISTRIBUTION RULES.**)

Special Rule for Participants Who Elected Age 85 Payout Method Prior to January 1, 1984.

If you elected to receive installment payments under the ***Age 85 Payout Method*** before January 1, 1984, and you continue to receive installment payments after that date, you may continue to be paid under the Age 85 Payout Method, even after you reach your "MRD age." Also, the beneficiary you have designated as of December 31, 1983 may continue to be paid under the Age 85 Payout Method after your death. You may substitute a new beneficiary for the beneficiary that was designated as of December 31, 1983. However, if you name a new beneficiary, please note that the new beneficiary will not be paid under the Age 85 Payout Method. Instead, in calculating the distribution period for the new beneficiary, the remaining life expectancy of the beneficiary in effect as of December 31, 1983 will be used. In most cases, this means the length of the distribution period for the new beneficiary will be less and, in some cases, may require an immediate distribution to the new beneficiary.

Appendix B - Minimum Required Distribution Rules

Once you reach your "MRD age" and are no longer actively employed with Huber, you must start receiving an annual Minimum Required Distribution (MRD) from the Plan. If you are a Plan Retiree receiving installments under either the ***Life Expectancy, Amortization, or Age 85 Payout Method***, upon attaining your "MRD age," the minimum annual amount paid to you will be your MRD amount calculated using the IRS Uniform Lifetime Table. (There is an exception for certain Plan Retirees who elected to receive installment payments under the ***Age 85 Payout Method*** before January 1, 1984. See **Appendix A** for more information.) Each year your MRD amount will be calculated by dividing the value of your account on the previous December 31st (the value on the preceding business day will be used if the Stock Market is not open on the 31st) by the factor in the IRS Uniform Lifetime Table that corresponds to your age that year. **Please note that the IRS has updated the Uniform Lifetime Table and other life expectancy tables used to determine MRD amounts and these new tables must be used in determining MRDs starting in 2022.** For example, if you retired in 2015 at age 65 and your birthday is on August 1, you reached age 72 on August 1, 2022, and 2022 is the first year that the MRD rules apply to you. Since you reached age 72 in 2022, the factor used in determining your MRD amount for 2022 is 27.4. Assuming your account on December 31, 2021, was valued at $548,000, your MRD amount for 2022 would be $20,000 ($548,000 divided by 27.4). Even if you were previously receiving installments under the Age 85 Payout Method that totaled $14,000 for 2021, in 2022 your payments will be $20,000.

IRS UNIFORM LIFETIME TABLE (APPLICABLE STARTING IN 2022)

Age	MRD Factor	Age	MRD Factor	Age	MRD Factor
40	58.4	67	32	94	9.5
41	57.4	68	31.1	95	8.9
42	56.4	69	30.1	96	8.4
43	55.4	70	29.2	97	7.8
44	54.4	71	28.3	98	7.3
45	53.5	72	27.4	99	6.8
46	52.5	73	26.5	100	6.4
47	51.5	74	25.5	101	6
48	50.5	75	24.6	102	5.6
49	49.5	76	23.7	103	5.2
50	48.5	77	22.9	104	4.9
51	47.5	78	22	105	4.6
52	46.5	79	21.1	106	4.3
53	45.6	80	20.2	107	4.1
54	44.6	81	19.4	108	3.9
55	43.6	82	18.5	109	3.7
56	42.6	83	17.7	110	3.5
57	41.6	84	16.8	111	3.4
58	40.7	85	16	112	3.3
59	39.7	86	15.2	113	3.1
60	38.7	87	14.4	114	3
61	37.7	88	13.7	115	2.9
62	36.8	89	12.9	116	2.8
63	35.8	90	12.2	117	2.7
64	34.9	91	11.5	118	2.5
65	33.9	92	10.8	119	2.3
66	33	93	10.1	120+	2.0

Everyone who is the same age is treated the same way under the IRS Uniform Lifetime Table, regardless of the age of their beneficiary. The only time the IRS Uniform Lifetime Table is not used in determining your MRD amount is where your spouse is your sole beneficiary and is more than 10 years younger than you. In that case, your MRD amount will be determined according to the IRS Joint and Last Survivor table published by the IRS, if that results in a smaller MRD amount than using the Uniform Lifetime Table. **Please consult your personal tax advisor for more information regarding the minimum required distributions you are required to take during your lifetime and that your beneficiary will be required to take after your death.**

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