



REPUBLIC PLASTICS, Ltd.



January 19, 2023

REPUBLIC PLASTICS HEALTH & WELFARE PLAN - SUMMARY ANNUAL REPORT

Enclosed you will find a copy of the Republic Plastics Health & Welfare Plan Summary Annual Report which summarizes information provided to the IRS regarding the following employee benefit plans for the 5/1/21 to 4/30/22 plan year:

Plan	Insurance Carrier
SIS supplemental health	Fidelity Security Life
Dental	Metropolitan Life Insurance Company
Vision	Metropolitan Life Insurance Company
Life & AD&D	Metropolitan Life Insurance Company
Short Term Disability	Metropolitan Life Insurance Company
Long Term Disability	Metropolitan Life Insurance Company

This document is also available under the Employee Portal tab at www.republicplastics.com.

Please note that the default method for all future delivery of plan related documents and notices will be:

- 1) electronically delivered to the email address associated with your UKG account; and/or
- 2) posted electronically online under the Employee Portal tab at www.republicplastics.com.

When a new plan document is posted online, you will receive an email at the address associated with your UKG account. Note that where a plan document is superseded by a new version, the prior version will no longer be available.

We believe that electronic delivery of plan documents benefits both you and the plan. No further action is needed on your part to receive plan documents electronically.

You may request a paper copy of any plan document at no cost to you by contacting Human Resources in writing or via email to HR@republicplastics.com.

You have the right to opt out of electronic delivery of plan documents and receive only paper copies. You may do so by notifying Human Resources in writing or via email to HR@republicplastics.com. Paper copies will be provided at no cost to you.

If you have any questions, contact Human Resources at HR@republicplastics.com

SUMMARY ANNUAL REPORT FOR REPUBLIC PLASTICS HEALTH & WELFARE PLAN

This is a summary of the annual report of the Republic Plastics Health & Welfare Plan (Employer Identification Number 74-2861781, Plan Number 501) for the plan year 05/01/2021 through 04/30/2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Republic Plastics, LTD. has committed itself to pay certain Medical claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Fidelity Security Life and Metropolitan Life Insurance Company to pay certain Health, Dental, Vision, Life insurance, Temporary disability, Long-term disability, and AD&D claims incurred under the terms of the plan. The total premiums paid for the plan year ending 04/30/2022 were \$299,443.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Robert Chance, who is a representative of the plan administrator, at 355 Schumann Road, McQueeney, TX 78123 and phone number, 830-557-5574.

You also have the legally protected right to examine the annual report at the main office of the plan: 355 Schumann Road, McQueeney, TX 78123, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov and reference the OMB Control Number 1210-0040.

OMB Control Number 1210-0040 (expires 07/31/2023)