

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.5em; font-weight: bold;">2019</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2019 or fiscal plan year beginning <u>01/01/2019</u> and ending <u>12/31/2019</u>	
A	This return/report is for: <div style="display: flex; justify-content: space-between;"> <div> ☐ a multiemployer plan </div> <div> ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) </div> </div>
	☒ a single-employer plan <div style="margin-left: 100px;">☐ a DFE (specify) _____</div>
B	This return/report is: <div style="display: flex; justify-content: space-between;"> <div> ☐ the first return/report ☐ an amended return/report </div> <div> ☐ the final return/report ☐ a short plan year return/report (less than 12 months) </div> </div>
C	If the plan is a collectively-bargained plan, check here. ☒
D	Check box if filing under: <div style="display: flex; justify-content: space-between;"> <div> ☒ Form 5558 ☐ special extension (enter description) </div> <div> ☐ automatic extension </div> <div> ☐ the DFVC program </div> </div>

Part II	Basic Plan Information —enter all requested information									
1a	Name of plan <u>LAFARGEHOLCIM US PENSION PLAN FOR HOURLY COMPENSATED EMPLOYEES (MULTI-PLANT)</u>									
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">1b</td> <td>Three-digit plan number (PN) ▶</td> <td><u>002</u></td> </tr> <tr> <td>1c</td> <td>Effective date of plan</td> <td><u>05/01/1963</u></td> </tr> </table>	1b	Three-digit plan number (PN) ▶	<u>002</u>	1c	Effective date of plan	<u>05/01/1963</u>			
1b	Three-digit plan number (PN) ▶	<u>002</u>								
1c	Effective date of plan	<u>05/01/1963</u>								
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>HOLCIM PARTICIPATIONS (US) INC.</u> <u>6211 ANN ARBOR ROAD</u> <u>DUNDEE, MI 48131</u>									
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">2b</td> <td>Employer Identification Number (EIN)</td> <td><u>54-1527022</u></td> </tr> <tr> <td>2c</td> <td>Plan Sponsor's telephone number</td> <td><u>734-529-2411</u></td> </tr> <tr> <td>2d</td> <td>Business code (see instructions)</td> <td><u>327300</u></td> </tr> </table>	2b	Employer Identification Number (EIN)	<u>54-1527022</u>	2c	Plan Sponsor's telephone number	<u>734-529-2411</u>	2d	Business code (see instructions)	<u>327300</u>
2b	Employer Identification Number (EIN)	<u>54-1527022</u>								
2c	Plan Sponsor's telephone number	<u>734-529-2411</u>								
2d	Business code (see instructions)	<u>327300</u>								

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2020	SANDRA FINK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2019)
v. 190130

3a Plan administrator's name and address ☐ Same as Plan Sponsor BENEFIT PLAN DESIGN COMMITTEE C/O HOLCIM (US) INC. 6211 ANN ARBOR ROAD DUNDEE, MI 48131	3b Administrator's EIN 54-1527022 3c Administrator's telephone number 734-529-2411
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 433
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 33 6a(2) 30 6b 212 6c 142 6d 384 6e 38 6f 422 6g 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B 1I 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2019 Form M-1 annual report. If the plan was not required to file the 2019 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

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

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

A Name of plan <u>LAFARGEHOLCIM US PENSION PLAN FOR HOURLY COMPENSATED EMPLOYEES (MULTI-PLANT)</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>HOLCIM PARTICIPATIONS (US) INC.</u>	D Employer Identification Number (EIN) <u>54-1527022</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2019</u>	
2 Assets:	
a Market value	2a <u>18285973</u>
b Actuarial value	2b <u>19586666</u>
3 Funding target/participant count breakdown	(1) Number of participants (2) Vested Funding Target (3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	<u>247</u> <u>14385683</u> <u>14385683</u>
b For terminated vested participants.....	<u>154</u> <u>4261753</u> <u>4261753</u>
c For active participants	<u>33</u> <u>746101</u> <u>841597</u>
d Total.....	<u>434</u> <u>19393537</u> <u>19489033</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>5.38</u> %
6 Target normal cost.....	6 <u>377000</u>

Statement by Enrolled Actuary

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

SIGN HERE		<u>10/09/2020</u>
	Signature of actuary	Date
<u>AL-KARIM ALIDINA</u>	Type or print name of actuary	<u>20-06110</u>
		Most recent enrollment number
<u>AON CONSULTING, INC.</u>	Firm name	<u>202-223-0673</u>
		Telephone number (including area code)
<u>2001 K STREET NW SUITE 625 NORTH WASHINGTON, DC 20006</u>	Address of the firm	

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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

**Schedule SB (Form 5500) 2019
v. 190130**

Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	527756
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	491164
9 Amount remaining (line 7 minus line 8)	0	36592
10 Interest on line 9 using prior year's actual return of <u>-7.60</u> %	0	-2781
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.55</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	33811

Part III Funding Percentages		
14 Funding target attainment percentage	14	100.32 %
15 Adjusted funding target attainment percentage	15	100.50 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	101.45 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
11/27/2019	300000	0			
12/30/2019	4600000	0			
Totals ▶			18(b)	4900000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	4652526
20 Quarterly contributions and liquidity shortfalls:		
a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.74 %2nd segment:
5.35 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

61

23 Mortality table(s) (see instructions)☐

Prescribed - combined

☒

Prescribed - separate

☐

Substitute

Part VI Miscellaneous Items**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) **31a** 377000**b** Excess assets, if applicable, but not greater than line 31a **31b** 63822**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 313178**35** Balances elected for use to offset funding requirement Carryover balance 0 Prefunding balance 0 Total balance 0**36** Additional cash requirement (line 34 minus line 35) **36** 313178**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 4652526**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 4339348**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2019
		This Form is Open to Public Inspection.

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019		
A Name of plan LAFARGEHOLCIM US PENSION PLAN FOR HOURLY COMPENSATED EMPLOYEES (MULTI-PLANT)	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 HOLCIM PARTICIPATIONS (US) INC.	D Employer Identification Number (EIN) 54-1527022	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
NORTHERN TRUST CORPORATION
36-2723087

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

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 14 17 50	NONE KNOWN	72562	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PLANTE & MORAN PLLC

38-1357951

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE KNOWN	19030	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SEI INVESTMENTS COMPANY

23-1707341

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28 33 49 50 51 52	NONE KNOWN	11335	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

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

THE NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50 62	NONE KNOWN	8562	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

AON CONSULTING, INC.

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50	NONE KNOWN	7228	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2019 This Form is Open to Public Inspection
For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019		
A Name of plan LAFARGEHOLCIM US PENSION PLAN FOR HOURLY COMPENSATED EMPLOYEES (MULTI-PLANT)	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 HOLCIM PARTICIPATIONS (US) INC.	D Employer Identification Number (EIN) 54-1527022	

Part I	Asset and Liability Statement		(a) Beginning of Year	(b) End of Year
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.				
	Assets			
a Total noninterest-bearing cash	1a			
b Receivables (less allowance for doubtful accounts):				
(1) Employer contributions.....	1b(1)			
(2) Participant contributions.....	1b(2)			
(3) Other.....	1b(3)			
c General investments:				
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)			
(2) U.S. Government securities	1c(2)			
(3) Corporate debt instruments (other than employer securities):				
(A) Preferred	1c(3)(A)			
(B) All other.....	1c(3)(B)			
(4) Corporate stocks (other than employer securities):				
(A) Preferred	1c(4)(A)			
(B) Common.....	1c(4)(B)			
(5) Partnership/joint venture interests	1c(5)			
(6) Real estate (other than employer real property).....	1c(6)			
(7) Loans (other than to participants)	1c(7)			
(8) Participant loans.....	1c(8)			
(9) Value of interest in common/collective trusts	1c(9)			
(10) Value of interest in pooled separate accounts	1c(10)			
(11) Value of interest in master trust investment accounts	1c(11)	18285973	25448310	
(12) Value of interest in 103-12 investment entities.....	1c(12)			
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)			
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)			
(15) Other.....	1c(15)			

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities	1d(1)	
(2)	Employer real property	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	18285973 25448310
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness	1i	
j	Other liabilities	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	18285973 25448310

Part II Income and Expense Statement

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

		(a) Amount	(b) Total
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	4900000
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers)	2a(1)(C)	
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	4900000
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans	2b(1)(E)	
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	0
(2)	Dividends: (A) Preferred stock	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		4292223
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		9192223

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1694176	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1694176
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	103703	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	30216	
(4) Other	2i(4)	212432	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		346351
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2040527

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		7151696
l Transfers of assets:			
(1) To this plan	2l(1)		10641
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? ☒ Yes ☐ No

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

(1) Name: PLANTE & MORAN, PLLC

(2) EIN: 38-1357951

d The opinion of an independent qualified public accountant is **not attached** because:

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

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)

	Yes	No	Amount
4a		X	
4b		X	

	Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
4d		X	
e Was this plan covered by a fidelity bond?	X		10000000
4e	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)		X	
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4243202. (See instructions.)

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2019</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019		
A Name of plan LAFARGEHOLCIM US PENSION PLAN FOR HOURLY COMPENSATED EMPLOYEES (MULTI-PLANT)		B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 HOLCIM PARTICIPATIONS (US) INC.		D Employer Identification Number (EIN) 54-1527022
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-3046063		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 5
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month Day Year If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2019 v. 190130		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

- 14** Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year

b The plan year immediately preceding the current plan year

c The second preceding plan year

14a	
14b	
14c	

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

a The corresponding number for the plan year immediately preceding the current plan year

b The corresponding number for the second preceding plan year

15a	
15b	

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

a Enter the number of employers who withdrew during the preceding plan year

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers

16a	
16b	

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

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

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

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

- a** Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

- b** Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

- c** What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

Holcim Participations (US) Inc. Defined Benefit Plans

LafargeHolcim US Pension Plan
LafargeHolcim US Hourly Pension Plan (Steelworkers)
LafargeHolcim US Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Cement)
LafargeHolcim US Hourly Pension Plan (Cement-Boilermakers)
LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant)
LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle)
LafargeHolcim US Pension Plan for Hourly Compensated Employees (Aggregates and Concrete)

Modified Cash Basis Financial Report
December 31, 2019

Holcim Participations (US) Inc. Defined Benefit Plans

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Independent Auditor's Report

To the Benefit Plan Design Committee
Holcim Participations (US) Inc.

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of LafargeHolcim US Pension Plan; LafargeHolcim US Hourly Pension Plan (Steelworkers); LafargeHolcim US Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Cement); LafargeHolcim US Hourly Pension Plan (Cement-Boilermakers); LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant); LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle); and LafargeHolcim US Pension Plan for Hourly Compensated Employees (Aggregates and Concrete) (collectively, the "Plans"), which comprise the statements of net assets available for benefits - modified cash basis as of December 31, 2019 and 2018 and the related statements of changes in net assets available for benefits - modified cash basis for the years then ended and the statements of accumulated plan benefits - modified cash basis as of December 31, 2018 and the statements of changes in accumulated plan benefits - modified cash basis for the year then ended, and the related notes to the modified cash basis financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 2; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by The Northern Trust Company and Fidelity Management Trust Company (collectively, the "Trustees"), except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the Trustees hold the Plans' investment assets and execute related transactions. The plan administrator has obtained certifications from the Trustees as of and for the years ended December 31, 2019 and 2018 that the information provided to the plan administrator is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

To the Benefit Plan Design Committee
Holcim Participations (US) Inc.

Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements and supplemental schedules are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Other Matter

The modified cash basis supplemental schedules of assets held at end of year - LafargeHolcim US Pension Plan as of December 31, 2019 and reportable transactions - LafargeHolcim US Pension Plan and nonexempt transactions - LafargeHolcim US Pension Plan for the year ended December 31, 2019 are required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on these supplemental schedules.

Report on Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified by the Trustees, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Plante & Moreau, PLLC

Toledo, Ohio
September 29, 2020

Holcim Participations (US) Inc. Defined Benefit Plans

Statements of Net Assets Available for Benefits - Modified Cash Basis

	December 31, 2019						
	LafargeHolcim US Pension Plan	LafargeHolcim US Pension Plan for Blue Circle	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Cement)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Aggregates and Concrete)	Total (Memorandum Only)
Assets							
Investments - At fair value - (Note 4)							
Plan's interest in the Holcim Participations (US) Inc.							
Master Retirement Trust:							
Accrued income and other receivables	\$ 3,716,556	\$ 235,915	\$ 81,980	\$ 123,132	\$ 156,108	\$ 96,544	\$ 4,613,585
Common collective trust funds	463,112,122	29,396,895	10,215,376	15,343,157	19,452,234	12,030,229	574,889,054
Limited partnership and real estate investment trust	6,444,544	409,079	142,154	213,511	270,692	167,409	8,000,000
Fixed-income securities	299,949,952	19,039,873	6,616,327	9,937,504	12,598,884	7,791,749	372,345,958
Interest-bearing cash	19,337,588	1,227,489	426,551	640,665	812,242	502,329	24,004,914
Payables and unsettled trades	(24,438,451)	(1,551,275)	(539,066)	(809,659)	(1,026,495)	(634,833)	(30,336,921)
Total investments - At fair value	768,122,311	48,757,976	16,943,322	25,448,310	32,263,665	19,953,427	953,516,590
Investments at contract value	97,992	-	-	-	-	-	97,992
Net Assets Available for Benefits	\$ 768,220,303	\$ 48,757,976	\$ 16,943,322	\$ 25,448,310	\$ 32,263,665	\$ 19,953,427	\$ 953,614,582

Holcim Participations (US) Inc. Defined Benefit Plans

Statements of Net Assets Available for Benefits - Modified Cash Basis

	December 31, 2018						
	LafargeHolcim US Pension Plan	LafargeHolcim US Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Cement)	LafargeHolcim US Hourly Pension Plan (Cement-Boilermakers)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Aggregates and Concrete)	Total (Memorandum Only)

Holcim Participations (US) Inc. Defined Benefit Plans

Statements of Changes in Net Assets Available for Benefits - Modified Cash Basis

Year Ended December 31, 2019									
	LafargeHolcim US Pension Plan	LafargeHolcim US Pension Plan for Blue Circle	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Cement)	LafargeHolcim US Hourly Pension Plan (Cement- Boilermakers)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Aggregates and Concrete)	Total (Memorandum Only)	
Additions									
Employer contributions	\$ 176,037,000	\$ -	\$ -	\$ 2,019,000	\$ 4,900,000	\$ 7,241,000	\$ 4,493,000	\$ 194,690,000	
Investment income: (Note 4)	11,848	-	-	-	-	-	-	11,848	
Interest and dividends									
Plan's interest in the Holcim Participations (US) Inc.									
Master Retirement Trust investment gain - Net of investment expenses	122,580,803	9,996,610	3,467,814	8,343,201	4,292,223	5,190,694	3,289,325	157,160,670	
Total additions	298,629,651	9,996,610	3,467,814	10,362,201	9,192,223	12,431,694	7,782,325	351,862,518	
Deductions									
Benefits paid directly to participants or beneficiaries	57,978,052	2,816,909	1,112,917	2,797,088	1,694,176	1,740,560	1,242,219	69,381,921	
Administrative expenses	6,188,742	637,562	138,175	577,395	346,351	266,743	242,670	8,397,638	
Total deductions	64,166,794	3,454,471	1,251,092	3,374,483	2,040,527	2,007,303	1,484,889	77,779,559	
Transfers In	-	3,055	14,487	27,723	10,641	-	-	55,906	
Transfers Out	(20,367)	(17,997)	-	(14,487)	-	-	(3,055)	(55,906)	
Net Increase	234,442,490	6,527,197	2,231,209	7,000,954	7,162,337	10,424,391	6,294,381	274,082,959	
Net Assets Available for Benefits									
Beginning of year	533,777,813	42,230,779	14,712,113	35,026,625	18,285,973	21,839,274	13,659,046	679,531,623	
End of year	\$ 768,220,303	\$ 48,757,976	\$ 16,943,322	\$ 42,027,579	\$ 25,448,310	\$ 32,263,665	\$ 19,953,427	\$ 953,614,582	

Holcim Participations (US) Inc. Defined Benefit Plans

Statements of Changes in Net Assets Available for Benefits - Modified Cash Basis

	Year Ended December 31, 2018									
	LafargeHolcim US Pension Plan	LafargeHolcim US Hourly Pension Plan (Steelworkers)	LafargeHolcim US Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Cement)	LafargeHolcim US Hourly Pension Plan (Cement- Boilermakers)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle)	LafargeHolcim US Pension Plan for Hourly Compensated Employees (Aggregates and Concrete)	Total (Memorandum Only)		
Additions										
Employer contributions	\$ 900,000	\$ -	\$ -	\$ 675,000	\$ 1,170,000	\$ 1,280,000	\$ 160,000	\$ 4,185,000		
Investment loss: (Note 4)										
Interest and dividends	58,558	-	-	-	-	-	-	58,558		
Plan's interest in the Holcim Participations (US) Inc. Master Retirement Trust										
investment gain - Net of investment expenses	(27,917,471)	(3,502,189)	(1,216,229)	(2,906,555)	(1,508,444)	(1,806,532)	(1,136,128)	(39,993,548)		
Net realized and unrealized losses on investments	(9,995,603)	-	-	-	-	-	-	(9,995,603)		
Other income	1,164,853	-	-	-	-	-	-	1,164,853		
Total net additions	(35,789,663)	(3,502,189)	(1,216,229)	(2,231,555)	(338,444)	(526,532)	(976,128)	(44,580,740)		
Deductions										
Benefits paid directly to participants or beneficiaries	61,797,837	3,005,833	1,046,902	2,883,317	1,648,904	1,669,466	1,298,736	73,350,995		
Administrative expenses	6,894,749	365,937	209,633	561,404	273,233	359,887	304,231	8,969,074		
Total deductions	68,692,586	3,371,770	1,256,535	3,444,721	1,922,137	2,029,353	1,602,967	82,320,069		
Net Decrease	(104,482,249)	(6,873,959)	(2,472,764)	(5,676,276)	(2,260,581)	(2,555,885)	(2,579,095)	(126,900,809)		
Net Assets Available for Benefits										
Beginning of year	638,260,062	49,104,738	17,184,877	40,702,901	20,546,554	24,395,159	16,238,141	806,432,432		
End of year	\$ 533,777,813	\$ 42,230,779	\$ 14,712,113	\$ 35,026,625	\$ 18,285,973	\$ 21,839,274	\$ 13,659,046	\$ 679,531,623		

Holcim Participations (US) Inc. Defined Benefit Plans

Statements of Accumulated Plan Benefits - Modified Cash Basis

	December 31, 2018						
	LafargeHolcim US Pension Plan	LafargeHolcim US Hourly Pension Plan (Steelworkers)	LafargeHolcim US Heritage Hourly Pension Plan (Blue Circle)	LafargeHolcim US Hourly Pension Plan (Cement-Boilermakers)	LafargeHolcim US Hourly Pension Plan for Compensated Employees (Multi-Plant)	LafargeHolcim US Hourly Pension Plan for Compensated Employees (Presque Isle)	LafargeHolcim US Hourly Pension Plan for Compensated Employees (Aggregates and Concrete)
Actuarial Present Value of Accumulated Plan Benefits							
Vested benefits:							
Participants currently receiving benefit payments	\$ 440,969,877	\$ 24,952,012	\$ 9,188,129	\$ 29,097,603	\$ 13,762,430	\$ 16,206,612	\$ 11,559,961
Participants with deferred benefits	140,409,430	8,609,646	-	2,901,898	710,996	5,919,737	1,016,891
	102,700,931	4,927,625	2,208,540	4,562,440	4,107,458	439,710	1,940,571
Total vested benefits	684,080,238	38,489,283	11,396,669	36,561,941	18,580,884	22,566,059	14,517,423
Nonvested benefits	398,854	779,904	-	267,654	80,134	343,346	132,881
Total Actuarial Present Value of Accumulated Plan Benefits	\$ 684,479,092	\$ 39,269,187	\$ 11,396,669	\$ 36,829,595	\$ 18,661,018	\$ 22,909,405	\$ 14,650,304

Holcim Participations (US) Inc. Defined Benefit Plans

Statements of Changes in Accumulated Plan Benefits - Modified Cash Basis

	Year Ended December 31, 2018						
	LafargeHolcim US Pension Plan for Blue Circle	LafargeHolcim US Hourly Pension Plan (Steelworkers)	LafargeHolcim US Heritage Hourly Pension Plan (Cement)	LafargeHolcim US Hourly Pension Plan (Cement-Makers)	LafargeHolcim US Pension Plan for Compensated Employees (Multi-Plant)	LafargeHolcim US Pension Plan for Compensated Employees (Presque Isle)	LafargeHolcim US Pension Plan for Compensated Employees (Aggregates and Concrete)
Actuarial Present Value of Accumulated Plan Benefits - Beginning of year	\$ 705,517,695	\$ 39,583,720	\$ 12,401,268	\$ 38,303,812	\$ 19,358,806	\$ 23,130,167	\$ 15,105,372
Increase (decrease) during the year attributable to:							
Benefits accumulated	38,821,852	2,286,162	713,128	2,212,989	1,112,782	1,338,456	867,928
Benefits payments	(61,797,837)	(3,005,833)	(1,046,902)	(2,883,317)	(1,648,904)	(1,669,466)	(1,298,736)
Plan amendments	-	90,186	-	-	-	-	-
Assumption changes (Note 2)	(4,324,224)	(155,159)	(50,431)	(129,535)	52,062	(87,417)	(62,471)
Other	6,261,606	470,111	(620,394)	(674,354)	(213,728)	197,665	38,211
Net decrease	(21,038,603)	(314,533)	(1,004,599)	(1,474,217)	(697,788)	(220,762)	(455,068)
Actuarial Present Value of Accumulated Plan Benefits - End of year	\$ 684,479,092	\$ 39,269,187	\$ 11,396,669	\$ 36,829,595	\$ 18,661,018	\$ 22,909,405	\$ 14,650,304

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 1 - Plan Description

The descriptions of the following plans provide only general information. Participants should refer to the plans' legal documents for a more complete description of each of the plans' provisions. The financial statements include the following plans (collectively, the "Plans").

- LafargeHolcim US Pension Plan (the "LHUSPP Plan")
- LafargeHolcim US Hourly Pension Plan (Steelworkers) (the "Steelworkers Plan")
- LafargeHolcim US Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Cement) (the "Cement Plan")
- LafargeHolcim US Hourly Pension Plan (Cement-Boilermakers) (the "Cement-Boilermakers Plan")
- LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant) (the "Multi-Plant Plan")
- LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle) (the "Presque Isle Plan")
- LafargeHolcim US Pension Plan for Hourly Compensated Employees (Aggregates and Concrete) (the "Aggregates and Concrete Plan")

General

During 2018, the Plans were amended to change the plan sponsor from Lafarge North America Inc. to Holcim Participations (US) Inc. (the "Company"), an entity related through common ownership. The change in the plan sponsor had no effect on the Plans. All the Plans are noncontributory defined benefit plans and subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The LHUSPP Plan covers substantially all United States salaried, union, and nonunion hourly employees of Holcim (US) Inc.; hourly employees included in the collective bargaining agreement between Holcim (US) Inc. as successor to St. Lawrence Cement Co., LLC and the Local 2-00033 of the Paper, Allied Industrial Chemical and Energy Workers International (PACE) District Counsel No. 1; and hourly employees included in the collective bargaining agreement between Holcim (US) Inc. as successor to St. Lawrence Cement Co., LLC and the Cement, Lime, Gypsum, and Allied Division of the International Brotherhood of Boilermakers Local Lodge D 50, Catskill, New York. Effective December 31, 2015, the LHUSPP Plan was frozen to prohibit new entrants and to stop all future benefit accruals.

Effective December 31, 2017, the Lafarge North America Inc. Retirement Plan (the "LNARP Plan") was merged into the LHUSPP Plan. The benefits of the LNARP Plan will continue to be subject to the provisions of the LNARP Plan, which have been incorporated into the LHUSPP Plan. The LNARP Plan provides for pension and disability benefits, covering salaried and certain hourly employees of Lafarge North America Inc. who have completed one year of service and are age 21 or older. The LNARP Plan also provides for disability benefits and special death benefits before or after retirement. Effective January 1, 2009, the LNARP Plan was frozen to prohibit new entrants. Effective June 30, 2015, the LNARP Plan was frozen to stop future benefit accruals.

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 1 - Plan Description (Continued)

The Steelworkers Plan was established on December 31, 2014. The Steelworkers Plan consists of a basic plan document and several supplements relating to certain locations and/or unions. The Steelworkers Plan provides for pension and disability benefits to hourly compensated employees who meet specific service and age requirements of the Company's facilities located at Ravana, New York (Ravana Supplement); Oswego, New York (Oswego Supplement); Detroit, Michigan (Great Lakes Supplement); Marblehead, Ohio (Marblehead Stone Supplement); Whitehall, Pennsylvania (Whitehall Supplement); Sparrows Point, Maryland (Newcem Supplement); and Grove, Kentucky (Grove Supplement) and are covered by certain collective bargaining agreements. Effective December 31, 2014, the Steelworkers Plan was frozen to prohibit new entrants of the Oswego Supplement and Ravana Supplement. Effective August 1, 2015, the Steelworkers Plan was frozen to prohibit new entrants of the Great Lakes Supplement and the Marblehead Stone Supplement. Effective January 1, 2016, the Steelworkers Plan was frozen to prohibit new entrants of the Grove Supplement, Whitehall Supplement, and Newcem Supplement. Effective December 31, 2017, the Steelworkers Plan was frozen to stop the accrual of benefits for Great Lakes Supplement, Grove Supplement, Newcem Supplement, Oswego Supplement, and Whitehall Supplement employees. The Steelworkers Plan was frozen to stop the accrual of benefits for Marblehead Stone Supplement and Ravana Supplement employees effective February 28, 2018 and December 31, 2018, respectively.

The Blue Circle Inc. Pension Plan for Cement Union Hourly Employees (the "Cement-Union Plan") was established on May 1, 1981. On January 1, 2002, all employees transferred employment to the Company. At that time, the Cement Plan was established in order to provide a comparable benefit as the Cement-Union Plan. The Cement Plan provides for pension and disability benefits to certain hourly compensated employees who work at specific plan locations or are covered by certain collective bargaining agreements. The Cement Plan consists of several supplements relating to certain locations and/or unions. Due to the sale of locations and merged plans, as of December 31, 2014, there are no participants accruing benefits in the Cement Plan.

The Cement-Boilermakers Plan was adopted by the Company on May 23, 1983. The Cement-Boilermakers Plan provides for pension and disability benefits to certain hourly compensated employees covered by certain supplements, as defined in the plan document. The Cement-Boilermakers Plan was amended on December 30, 2015 to:

- 1) Clarify applicability of the Cement-Boilermakers Plan as of the restatement effective date, January 1, 2015
- 2) Fully vest those employees who terminated employment in the Davenport Purchase Agreement effective April 16, 2015
- 3) Freeze the plan for new entrants from the Seattle location effective January 1, 2016, increase the Seattle multipliers, and freeze accrued benefits effective December 31, 2017 for Seattle employees (effective February 15, 2016 for employees hired on or after August 1, 2015)

The Cement-Boilermakers Plan was frozen to stop future benefit accruals effective February 7, 2017 for Paulding employees and effective December 31, 2017 for Seattle employees.

The Multi-Plant Plan was established on May 1, 1963. The Multi-Plant Plan provides for pension benefits to certain employees who work at the Joppa, Illinois plant and members of the Local Union No. 3907 of the United Mineworkers of America and participants covered by the former Blue Circle Inc. Pension Plan (BCIPP). The accrual of benefits was frozen for participants at various dates, with all accruals being frozen by December 31, 2017.

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 1 - Plan Description (Continued)

The Presque Isle Plan was established by the Company on January 1, 2002. Effective January 1, 2015, the plan was frozen to prohibit new entrants hired on or after the effective date. The Presque Isle Plan provides for pension and disability benefits to certain hourly compensated employees who meet specified service requirements of certain aggregates facilities located in Presque Isle, Michigan. Effective April 8, 2018, the Presque Isle Plan was frozen to stop the accrual of benefits.

The Aggregates and Concrete Plan was established by the Company on June 1, 1952. The Aggregates and Concrete Plan provides for pension and disability benefits to certain hourly compensated employees covered by various collective bargaining agreements. The accrual of benefits was frozen for participants at various dates depending on location, with all accruals of benefits being frozen by October 1, 2017.

Eligibility and Vesting

Eligibility and vesting differs between the Plans and various supplements. Participants should refer to the plan agreement for the specific eligibility and vesting requirements.

Pension Benefits

The normal monthly retirement benefit is calculated as set forth in the applicable attachments to the Plans. The normal benefit is adjusted for early or late retirement, disability, or upon the participant's death, as stated in the Plans.

Payment of Benefits

Distributions are payable upon retirement, death, disability, or termination of employment in the form of a lump-sum amount equal to the vested value of the participant's accumulated plan benefits if less than \$5,000 or in various installment annuities.

Funding

Contributions are made by the Company in actuarially determined amounts. The Company's policy is to make contributions necessary to satisfy ERISA funding standards. Annual contributions meet the minimum funding requirements of ERISA for the years ended December 31, 2019 and 2018.

Party-in-interest Transactions

Certain plan assets are in investment funds managed by Fidelity Management Trust Company, The Northern Trust Company, and Aetna Life Insurance Company, the trustees and custodian of the Plans; therefore, these transactions qualify as party-in-interest transactions, as defined under ERISA guidelines.

Note 2 - Summary of Significant Accounting Policies

Basis of Presentation

The Plans prepare their financial statements on the modified cash basis of accounting. Revenue is recorded when received, rather than when earned; expenses are recorded when paid, rather than when the obligation is incurred; and investments are recognized at fair value. Accordingly, the financial statements are not intended to be in conformity with accounting principles generally accepted in the United States of America.

Memorandum-only Totals

The memorandum-only total column in the statements of net assets available for benefits - modified cash basis represents solely a total of the individual plans. This column is unaudited and is provided for information only.

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 2 - Summary of Significant Accounting Policies (Continued)

Investment in Master Trust

The Plans' investments are held in the Holcim Participations (US) Inc. Master Retirement Trust (formerly known as Lafarge North America Inc. Master Retirement Trust), herein referred to as the "Master Trust," which was established for the investment of assets of the Plans. During the years ended December 31, 2019 and 2018, assets in the Master Trust were held by The Northern Trust Company (the "Trustee"). Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

The fair value of the Plans' interest in the Master Trust is based on the beginning of the year value of the Plans' interest plus actual contributions and allocated investment income, less actual distributions and administrative expenses, as well as certain allocated administrative expenses. See Note 4 for additional information.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plans' provisions to the service that employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date.

Actuarial Assumptions

The actuarial present value of accumulated plan benefits is determined by an actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and probability of payment between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuation of the Plans at December 31, 2018 are summarized as follows:

Actuarial cost method	Standard unit credit cost method
Retirement age	Various rates of retirement are assumed beginning at age 55. All participants are assumed to retire by age 65.
Assumed rate of return	5.75 percent per annum for LHUSPP, 6.00 percent for per annum for all other plans.
Mortality basis	Healthy: RP-2014 Table, with a 1.5 percent decrease in mortality rates projected from base year 2006 with MP-2018 (except for LHUSPP and former BCIPP, which reflect a 2.9 percent decrease in mortality rates) Disabled: RP-2014 Table projected from base year 2006 with MP-2018

The foregoing actuarial assumptions are based on the presumption that the Plans will continue. Were the Plans to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Benefit Payments

Benefits are recorded when paid.

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 2 - Summary of Significant Accounting Policies (Continued)

Annuity Purchase

In September 2017, the LHUSPP Plan purchased an annuity contract for \$38,956,499 through The Prudential Insurance Company of America (Prudential) to settle the benefit obligations of certain participants currently receiving benefits. Under the agreement, Prudential assumed the obligation to pay future pension benefits for the covered participants starting December 1, 2017. In March 2018, the LHUSPP Plan received a refund of \$798,371 from Prudential related to the annuity contract purchase.

Additionally, in March 2018, the LHUSPP Plan received a refund of \$360,981 from Prudential related to the annuity contract purchased by the LNARP Plan in 2017, prior to the LNARP Plan's merger into the LHUSPP Plan. The refunds have been included in the accompanying statements of changes in net assets available for benefits - modified cash basis for the year ended December 31, 2018.

Administrative Expenses

Various administrative costs are paid by the Company.

Use of Estimates

The preparation of financial statements in conformity with the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties

Contributions to the Plans and the Plans' accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. It is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the financial statements.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including September 29, 2020, which is the date the financial statements were available to be issued.

Note 3 - Unaudited Information

The Northern Trust Company holds the master trust investments and executes all related investment transactions. The master trust investment balances and related income and losses included in the accompanying financial statements, including master trust information, are based solely on information certified by The Northern Trust Company.

Fidelity Management Trust Company (Fidelity) held the assets of the LHUSPP Plan that were outside of the Master Trust, other than the unallocated contract, and executed all related investment transactions for the year ended December 31, 2018. During 2019, the assets held by Fidelity were transferred to the Master Trust. The investment balances and related investment results included in the accompanying financial statements and supplemental schedule of reportable transactions, other than the master trust investments and the unallocated contract, are based solely on information certified by Fidelity Management Trust Company.

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 3 - Unaudited Information (Continued)

The LHUSPP Plan's investments in the unallocated contract totaling \$97,992 and \$105,464 at December 31, 2019 and 2018, respectively, and related investment income of \$6,080 and \$5,875 for the years ended December 31, 2019 and 2018, respectively, were not certified by Fidelity Management Trust Company or The Northern Trust Company.

Note 4 - Investments

With the exception of certain of the LHUSPP Plan investments, the Plans' investments are in the Master Trust, which was established for the investment of assets of the Plans. The LHUSPP Plan has investments in the Master Trust and outside of the Master Trust. Each participating benefit plan has an undivided interest in the Master Trust. The fair value of the Plans' interest in the Master Trust represents each plan's allocated portion. Investment income and administrative expenses relating to the Master Trust are allocated to the individual plans based upon average monthly balances invested by each plan.

At December 31, 2019 and 2018, the Plans' respective interests in the Master Trust were as follows:

	2019	2018
LHUSPP	80.6 %	69.7 %
Steelworkers	5.1	8.8
Cement	1.8	3.1
Cement-Boilermakers	4.4	7.3
Multi-Plant	2.6	3.8
Presque Isle	3.4	4.5
Aggregates and Concrete	2.1	2.8
Total	100.0 %	100.0 %

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

Level 1

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Plans have the ability to access.

Level 2

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Plans' assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

Mutual Funds

Mutual funds are valued at quoted prices reported in active markets.

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 4 - Investments (Continued)

Money Market Fund

The money market fund is valued at quoted prices reported in active markets.

Common Collective Trust Funds

The common collective trust funds are valued at net asset value (NAV) per share or its equivalent of the funds, which is based on the fair value of the funds' underlying assets.

Unallocated Contract

The unallocated contract is valued at contract value. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees. Because the investment is valued at contract value as opposed to fair value, it has been excluded from the fair value disclosures below.

Real Estate Investment Trust

The investment in the real estate investment trust is valued at net asset value per share (or its equivalent) based on audited financial statements.

Interest-bearing Cash

The fair value of these investments is based on their outstanding balances.

Fixed Income Securities

The government securities and corporate fixed income securities are valued using quoted market prices and/or other market data for the same or comparable instruments and transactions in establishing the prices, discounted cash flow models, and other pricing models. These models are primarily industry standard models that consider various assumptions, including time value and yield curve, as well as other relevant economic measures.

Limited Partnership

The investment in the limited partnership is valued at net asset value per share (or its equivalent) of the fund based on audited financial statements of the fund, where available, with adjustments to account for partnership activity and other applicable valuation adjustments.

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 4 - Investments (Continued)

The following tables present information about the master trust investments at December 31, 2019 and 2018. The Plans' interest in the net assets of the Master Trust are presented in the accompanying financial statements.

Master Trust Net Assets at December 31, 2019			
	Investments	Level 1	Level 2
Investments at fair value:			
Fixed-income securities:			
Government	\$ 196,558,355	\$ -	\$ 196,558,355
Corporate	175,787,603	-	175,787,603
Interest-bearing cash	24,004,914	-	24,004,914
Total	396,350,872	\$ -	\$ 396,350,872
Investments measured at NAV:			
Common collective trust funds	574,889,054		
Limited partnership and real estate investment trust	8,000,000		
Total master trust investments	\$ 979,239,926		

Master Trust Net Assets at December 31, 2018			
	Investments	Level 1	
Investments at fair value - Mutual funds	\$ 475,981,678	\$ 475,981,678	
Investments measured at NAV - Common collective trust funds	4,715,632		
Total master trust investments	\$ 480,697,310		

Investments in Entities that Calculate Net Asset Value per Share

The Master Trust holds shares or interests in investment companies at year end whereby the fair value of the investment held is estimated based on the net asset value per share (or its equivalent) of the investment company.

There were no unfunded commitments or redemption restrictions on the investments at December 31, 2018. The unfunded commitments and redemption restrictions for investments at December 31, 2019 are as follows:

- Common collective trust fund investments with a fair value of \$35,000,000 at December 31, 2019 are restricted to investors withdrawing all or a portion of their units only twice each calendar month, on each semimonthly valuation date. An investor will be permitted to withdraw units on a semimonthly valuation date upon at least 30 days' prior written notice to the fund. There are no restrictions on the remaining common collective trust fund investments. There were no unfunded commitments for any common collective trust funds.

Holcim Participations (US) Inc. Defined Benefit Plans

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 4 - Investments (Continued)

- The limited partnership investment with a fair value of \$500,000 at December 31, 2019 had unfunded commitments of \$9,500,000. Requests for redemption of shares may be made at any time after the redemption lockout period with 30 days' notification by submitting a redemption notice form signed by a representative of the investor and are effective at the end of the calendar quarter in which the request is received. The redemption lockout period will be a period of one year from the date the investor's shares were issued. The shares that are subject to a redemption notice may be redeemed in full or in installments on a pro rata basis as funds become available for such purpose, and the redemption price will be the value per share based on the investment manager's estimate of the fair value of the investment fund's net assets as computed under generally accepted accounting principles at such time that each payment is made. Redemptions are subject to the availability of cash flow arising from investing transactions, sales, and other fund operations occurring in the normal course of business.
- The real estate investment trust with a fair value of \$7,500,000 at December 31, 2019 had unfunded commitments of \$7,500,000. Any redemption request must be made in writing and delivered to the fund specifying the number of shares that an investor wishes to redeem. A request to redeem shares must be delivered to the fund prior to or on the 15th day of the second month of every quarter in order to be effective as of the last day of any such applicable calendar quarter.

The investment income (loss) for the Master Trust for the years ended December 31, 2019 and 2018 is as follows:

	2019	2018
Net realized and unrealized gains and losses on investments	\$ 146,855,415	\$ (57,284,005)
Interest and dividends	10,305,255	17,290,457
Total	<u>\$ 157,160,670</u>	<u>\$ (39,993,548)</u>

During 2019, non-master trust investments were transferred into the Master Trust, with the exception of the unallocated contract, which is at contract value. The following table presents information about the LHUSPP Plan non-master trust investments at December 31, 2018:

	Non-master Trust Assets Measured at Fair Value on a Recurring Basis at December 31, 2018	
	Investments (at Fair Value)	Level 1
Money market fund	\$ 3,982,245	\$ 3,982,245
Investments measured at NAV - Common collective trust funds (1)	194,746,604	
Total investments at fair value	<u>\$ 198,728,849</u>	

(1) There were no unfunded commitments or redemption restrictions on the investments at December 31, 2018.

Note 5 - Tax Status

The Plans have each received a determination letter from the Internal Revenue Service indicating that the Plans, as designed, are qualified for tax-exempt treatment under the applicable section of the Internal Revenue Code (IRC) with the exception of the Steelworkers Plan. The Steelworkers Plan does not have a determination letter; however, the seven supplements that make up the plan (Great Lakes, Grove, Marblehead Stone, Newcem, Oswego, Ravena, and Whitehall) have all received determination letters. Accordingly, no provision for income taxes has been made in the accompanying financial statements.

Notes to Modified Cash Basis Financial Statements

December 31, 2019 and 2018

Note 6 - Plan Termination

Although it has expressed no intent to do so, the Company has the right under each plan to terminate any of the Plans subject to the provisions set forth in ERISA. Should any of the Plans terminate at some future time, the plan's net assets generally will not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

Note 7 - Nonexempt Transactions

During 2017, the LafargeHolcim US Pension Plan made an inadvertent loan to the Company. As a result, the schedule of nonexempt transactions has been included in the financial statements. There were no changes to the statements of net assets available for benefits - modified cash basis and changes in net assets available for benefits - modified cash basis. The inadvertent loan was repaid in 2018, and the Company paid lost earnings in 2019.

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2019

Attained Age	Number of Participants Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34		2								
35-39		2								
40-44		1	1							
45-49	1	4	4							
50-54		4		1						
55-59		6	2	1						
60-64		2		1						
65-69						1				
70+										

N-33

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2018), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	3.74%
2nd Segment Rate	5.35%
3rd Segment Rate	6.11%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2018), without regard to interest rate stabilization
1st Segment Rate	2.28%
2nd Segment Rate	3.81%
3rd Segment Rate	4.46%
Optional Payment Form Election Percentage	
Active Participants	
Former Lafarge North America Inc. Pension Plan for Hourly Compensated Employees (Multi-Plant)	40% life annuity. 60% joint and 75% survivor annuity.
Former Blue Circle Inc. Pension Plan:	28% life annuity. 21% joint and 50% survivor annuity. 21% joint and 100% survivor annuity. 30% lump sum.
Terminated Vested Participants	
Former Lafarge North America Inc. Pension Plan for Hourly Compensated Employees (Multi-Plant)	Normal form for unmarried participants.
Former Blue Circle Inc. Pension Plan:	Lump sum probabilities of 0%, 40%, 70%, and 100% depending on termination date; otherwise normal form for unmarried participants.
Optional Payment Form	
Conversion Interest Rate	Same as funding interest rates above, with a minimum value based on a 5.5% interest rate, for lump sums. For others, 7% for former Multi-Plant and 6% for former Blue Circle.

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Optional Payment Form
Conversion Mortality

Current IRC section 417(e) table for lump sums.
For others, UP 1984 Unisex Mortality Table for
former Multi-Plant and UP 1994 Mortality (blended
80% male and 20% female for participants and
20% male and 80% female for spouses) for
former Blue Circle

Retirement Age
Active Participants
Terminated Vested Participants

See Tables 1–2
Earlier of unreduced retirement age or 62

Mortality Rates
Healthy and Disabled

2019 static mortality table for annuitants and non-
annuitants per §1.430(h)(3)-1(e) and IRS Notice
2018-02

Withdrawal Rates

See Table 3

Disability Rates

See Tables 4–5

Decrement Timing

Middle of year decrements (except that retirement
is assumed to occur at the beginning of the year
for ages where the assumed retirement rate is
100%)

Surviving Spouse Benefit

It is assumed that 75% of males and 75% of
females have an eligible spouse, and that males
are 3 years older than their spouses.

Benefit Limits

Projected benefits are limited by the current IRC
section 415 maximum benefit of \$225,000.

Valuation of Plan Assets

Smoothed fair market value of assets over the
current and prior two years, adjusted for
contributions, benefit payments, administrative
expenses, and expected earnings. The average
value of assets calculated in this manner is further
limited to not less than 90% nor more than 110%
of fair market value.

A characteristic of this method is that the
expected distribution of the value of plan assets is
skewed toward understatement relative to the
corresponding market values for expected long-
term rates of return in excess of the third segment
rate under IRC section 430(h)(2)(C)(iii).

Expected Return on Assets
2017 Plan Year

6.50%, limited to 6.48%

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

2018 Plan Year	6.50%, limited to 6.29%
2019 Plan Year	6.50%, limited to 6.11%
Trust Expenses Included in Target Normal Cost	Expenses are assumed to be equal to the prior year's actual administrative expenses paid from the trust (excluding PBGC premiums), plus expected PBGC premiums for the current year, rounded to the nearest \$1,000.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2019

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Table 1

Retirement Rates— Former Blue Circle Inc. Pension Plan

<u>Age</u>	<u>Rate</u>
55	6.00%
56	6.00%
57	6.00%
58	6.00%
59	6.00%
60	6.00%
61	13.00%
62	20.00%
63	20.00%
64	20.00%
65	30.00%
66	30.00%
67	40.00%
68	40.00%
69	50.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Table 2—Page 1 of 2

Retirement Rates— Former Lafarge North America Inc. Pension Plan for Hourly Compensated Employees (Multi-Plant)

Age	Years of Service	
	0-29	30+
50	0.00%	3.00%
51	0.00%	3.00%
52	0.00%	3.00%
53	0.00%	3.00%
54	0.00%	3.00%
55	10.00%	10.00%
56	5.00%	10.00%
57	5.00%	10.00%
58	5.00%	10.00%
59	5.00%	10.00%
60	5.00%	25.00%
61	15.00%	25.00%
62	25.00%	50.00%
63	25.00%	50.00%
64	25.00%	50.00%
65	50.00%	100.00%
66	50.00%	100.00%
67+	100.00%	100.00%

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Table 3

Withdrawal Rates

Age	Rate	Age	Rate
15	8.86%	45	5.57%
16	8.86%	46	5.51%
17	8.86%	47	5.46%
18	8.86%	48	5.41%
19	8.86%	49	5.35%
20	8.86%	50	5.30%
21	8.86%	51	5.29%
22	8.86%	52	5.28%
23	8.86%	53	5.28%
24	8.86%	54+	5.27%
25	8.86%		
26	8.37%		
27	7.89%		
28	7.40%		
29	6.92%		
30	6.43%		
31	6.29%		
32	6.15%		
33	6.01%		
34	5.87%		
35	5.72%		
36	5.68%		
37	5.64%		
38	5.60%		
39	5.55%		
40	5.51%		
41	5.52%		
42	5.53%		
43	5.54%		
44	5.56%		

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Table 4

Disability Rates—Former Blue Circle Inc. Pension Plan

Age	Male	Female	Age	Male	Female
20	0.029%	0.030%	45	0.202%	0.323%
21	0.030%	0.032%	46	0.226%	0.354%
22	0.032%	0.035%	47	0.255%	0.391%
23	0.034%	0.038%	48	0.286%	0.434%
24	0.036%	0.042%	49	0.320%	0.480%
25	0.038%	0.047%	50	0.358%	0.533%
26	0.040%	0.052%	51	0.405%	0.592%
27	0.042%	0.058%	52	0.465%	0.660%
28	0.044%	0.065%	53	0.539%	0.745%
29	0.046%	0.072%	54	0.626%	0.847%
30	0.048%	0.080%	55	0.722%	0.952%
31	0.050%	0.089%	56	0.822%	1.045%
32	0.054%	0.099%	57	0.924%	1.115%
33	0.058%	0.110%	58	1.030%	1.130%
34	0.064%	0.123%	59	1.141%	1.144%
35	0.069%	0.136%	60	1.256%	1.159%
36	0.077%	0.150%	61	1.368%	1.173%
37	0.085%	0.165%	62	1.475%	1.188%
38	0.095%	0.180%	63	1.572%	1.234%
39	0.105%	0.195%	64	1.663%	1.292%
40	0.117%	0.211%	65	1.753%	1.358%
41	0.131%	0.229%	66	1.846%	1.430%
42	0.147%	0.250%	67	1.950%	1.505%
43	0.164%	0.273%	68	2.063%	1.582%
44	0.182%	0.296%	69	2.180%	1.664%
			70+	2.180%	1.664%

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Table 5

Disability Rates—Former Lafarge North America Inc. Pension Plan for Hourly Compensated Employees (Multi-Plant)

Age	Male	Female	Age	Male	Female
20	0.064%	0.055%	45	0.505%	0.522%
21	0.069%	0.060%	46	0.556%	0.570%
22	0.074%	0.066%	47	0.616%	0.628%
23	0.080%	0.074%	48	0.682%	0.695%
24	0.086%	0.084%	49	0.751%	0.770%
25	0.093%	0.096%	50	0.830%	0.854%
26	0.100%	0.108%	51	0.922%	0.947%
27	0.108%	0.121%	52	1.033%	1.052%
28	0.116%	0.135%	53	1.170%	1.181%
29	0.125%	0.149%	54	1.330%	1.334%
30	0.134%	0.165%	55	1.502%	1.490%
31	0.145%	0.181%	56	1.674%	1.630%
32	0.157%	0.198%	57	1.836%	1.733%
33	0.170%	0.215%	58	1.984%	1.753%
34	0.184%	0.234%	59	2.126%	1.773%
35	0.199%	0.252%	60	2.266%	1.793%
36	0.216%	0.272%	61	2.408%	1.813%
37	0.237%	0.293%	62	2.558%	1.833%
38	0.260%	0.314%	63	2.712%	1.903%
39	0.286%	0.335%	64	2.868%	1.992%
40	0.314%	0.357%	65	3.028%	2.095%
41	0.345%	0.383%	66	3.199%	2.207%
42	0.381%	0.413%	67	3.382%	2.322%
43	0.419%	0.447%	68	3.577%	2.441%
44	0.460%	0.482%	69	3.781%	2.567%
			70+	3.781%	2.567%

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

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

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

A Name of plan LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant)	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Holcim Participations (US) Inc.	D Employer Identification Number (EIN) 54-1527022	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B ☐ Other		
F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500		

Part I Basic Information				
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2019</u>				
2 Assets:				
a Market value.....	2a	18,285,973		
b Actuarial value	2b	19,586,666		
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target	
a For retired participants and beneficiaries receiving payment	247	14,385,683	14,385,683	
b For terminated vested participants	154	4,261,753	4,261,753	
c For active participants	33	746,101	841,597	
d Total	434	19,393,537	19,489,033	
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐				
a Funding target disregarding prescribed at-risk assumptions	4a			
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b			
5 Effective interest rate.....	5	5.38%		
6 Target normal cost	6	377,000		

Statement by Enrolled Actuary

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

SIGN HERE	Al-Karim Alidina AA Signature of actuary	<div style="font-size: 1.5em; margin-bottom: 10px;">10/9/2020</div> Date 2006110
Al-Karim Alidina Type or print name of actuary Aon Consulting, Inc. Firm name		Most recent enrollment number 202-223-0673 Telephone number (including area code)
2001 K Street NW Suite 625 North Washington DC 20006 Address of the firm		

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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2019
v. 190130

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year).....	0	527,756
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	491,164
9 Amount remaining (line 7 minus line 8).....	0	36,592
10 Interest on line 9 using prior year's actual return of <u>-7.60%</u>	0	-2,781
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.55%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance.....		
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	0	33,811

Part III Funding Percentages

14 Funding target attainment percentage	14	100.32%
15 Adjusted funding target attainment percentage.....	15	100.50%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	101.45%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
11/27/2019	300,000	0			
12/30/2019	4,600,000	0			
Totals ▶			18(b)	4,900,000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.....	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c	4,652,526

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☒ No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No
c If line 20a is "Yes," see instructions and complete the following table as applicable:	

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:				
a Segment rates:	1st segment: 3.74 %	2nd segment: 5.35 %	3rd segment: 6.11 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):												
a Target normal cost (line 6)	31a	377,000										
b Excess assets, if applicable, but not greater than line 31a	31b	63,822										
32 Amortization installments:	<table border="1"> <thead> <tr> <th></th> <th>Outstanding Balance</th> <th>Installment</th> </tr> </thead> <tbody> <tr> <td>a Net shortfall amortization installment</td> <td>0</td> <td>0</td> </tr> <tr> <td>b Waiver amortization installment</td> <td></td> <td></td> </tr> </tbody> </table>				Outstanding Balance	Installment	a Net shortfall amortization installment	0	0	b Waiver amortization installment		
	Outstanding Balance	Installment										
a Net shortfall amortization installment	0	0										
b Waiver amortization installment												
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33											
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	313,178										
		Carryover balance	Prefunding balance									
35 Balances elected for use to offset funding requirement		0	0									
36 Additional cash requirement (line 34 minus line 35)	36	313,178										
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	4,652,526										
38 Present value of excess contributions for current year (see instructions)												
a Total (excess, if any, of line 37 over line 36)	38a	4,339,348										
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0										
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0										
40 Unpaid minimum required contributions for all years	40	0										

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:	
a Schedule elected	☐ 2 plus 7 years ☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2019

Date	Amount	Days to Discount to 1/1/2019 at 5.38%	Interest Adjusted Contribution
November 27, 2019	\$ 300,000	330	\$ 286,118
December 30, 2019	<u>4,600,000</u>	363	<u>4,366,408</u>
Total Contribution	\$ 4,900,000		\$ 4,652,526

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
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Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

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Former Blue Circle (a)	(b)	(c)	(d) Product (a) × (b) × (c)
Age	Rate	Weight	(c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	6.00%	0.8306	2.92
59.5	6.00%	0.7807	2.79
60.5	6.00%	0.7339	2.66
61.5	13.00%	0.6899	5.52
62.5	20.00%	0.6002	7.50
63.5	20.00%	0.4801	6.10
64.5	20.00%	0.3841	4.96
65.5	30.00%	0.3073	6.04
66.5	30.00%	0.2151	4.29
67.5	40.00%	0.1506	4.07
68.5	40.00%	0.0903	2.48
69.5	50.00%	0.0542	1.88
70	100.00%	0.0271	1.90
Weighted Average			62.68

Multi-Plant Years of Service 0-29				(d) Product (a) × (b) × (c)
(a)	(b)	(c)		(c)
Age	Rate	Weight		(c)
50.5	0.00%	1.0000		0.00
51.5	0.00%	1.0000		0.00
52.5	0.00%	1.0000		0.00
53.5	0.00%	1.0000		0.00
54.5	0.00%	1.0000		0.00
55.5	10.00%	1.0000		5.55
56.5	5.00%	0.9000		2.54
57.5	5.00%	0.8550		2.46
58.5	5.00%	0.8123		2.38
59.5	5.00%	0.7716		2.30
60.5	5.00%	0.7331		2.22
61.5	15.00%	0.6964		6.42
62.5	25.00%	0.5919		9.25
63.5	25.00%	0.4440		7.05
64.5	25.00%	0.3330		5.37
65.5	50.00%	0.2497		8.18
66.5	50.00%	0.1249		4.15
67	100.00%	0.0624		4.18
Weighted Average				62.05

Multi-Plant Years of Service 30+				(d) Product (a) × (b) × (c)
(a)	(b)	(c)		(c)
Age	Rate	Weight		(c)
50.5	3.00%	1.0000		1.52
51.5	3.00%	0.9700		1.50
52.5	3.00%	0.9409		1.48
53.5	3.00%	0.9127		1.46
54.5	3.00%	0.8853		1.45
55.5	10.00%	0.8587		4.77
56.5	10.00%	0.7729		4.37
57.5	10.00%	0.6956		4.00
58.5	10.00%	0.6260		3.66
59.5	10.00%	0.5634		3.35
60.5	25.00%	0.5071		7.67
61.5	25.00%	0.3803		5.85
62.5	50.00%	0.2852		8.91
63.5	50.00%	0.1426		4.53
64.5	50.00%	0.0713		2.30
65	100.00%	0.0357		2.32
66	100.00%	0.0000		0.00
67	100.00%	0.0000		0.00
Weighted Average				59.14

Group	Number of Participants Exposed	Weighted Average Retirement Age
Former Blue Circle Inc. Pension Plan	16	62.68
Multi-Plant Years of Service - 0-29	7	62.05
Multi-Plant Years of Service - 30+	10	59.14
Total	33	61.47

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
EIN: 54-1527022 PN: 002

Schedule SB, Part V—Summary of Plan Provisions

Effective Date

May 1, 1963. Amended and restated effective January 1, 2017. The latest amendment dated December 20, 2017.

Eligibility for Participation

The participants in this plan as of January 1, 2017 are represented by the Cement, Lime, Gypsum and Allied Workers Division, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, AFL-CIO (the "International Union"), Local Lodges No. D-75 at Fredonia and No. D-375 at Paulding and the United Steelworkers of America, AFL-CIO, CLC, Local Union No. 14532 at Oswego, New York.

Each employee is represented by a collective bargaining unit that bargained with the Company for coverage under this plan.

Effective August 1, 2008, certain employees formerly covered under the Lafarge North America Inc. Retirement Plan who were employed by an Employer at the Joppa, Illinois location and who are members of Local Union 3907 of the United Mine Workers of America became eligible to participate in this plan and ceased participation in the Retirement Plan.

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Multi-Plant)
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Normal Retirement

Eligibility

Age 65 and 5 years of eligibility service.

Benefit

For employees at the Oswego location, a monthly amount equal to the following benefit schedule multiplied by credited service:

Effective Date	Multiplier
01/01/2001	\$24.50
12/16/2001	\$25.50
12/16/2002	\$26.50
12/16/2003	\$28.50
12/16/2004	\$29.50
12/16/2005	\$30.50
12/16/2006	\$31.50
12/16/2007	\$32.50
12/16/2008	\$34.50
12/16/2009	\$36.50
12/16/2010	\$37.50
12/16/2011	\$39.00
12/16/2012	\$40.50
12/16/2013	\$42.00

For employees at the Joppa location, a monthly amount equal to the following benefit schedule multiplied by credited service:

Effective Date	Multiplier
08/01/2008	\$34.00
08/01/2010	\$35.00
08/01/2011	\$36.00
08/01/2012	\$37.00
08/01/2013	\$38.00
08/01/2014	\$39.00

Early Retirement

Eligibility

Age 55 with 10 years of credited service or 30 years of credited service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 0.3% for each month the early retirement precedes age 65.

Employees with 30 years of credited service are eligible for an unreduced normal retirement benefit.

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LafargeHolcim US Pension Plan for Hourly Compensated Employees
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Late Retirement

Eligibility

Retirement after normal retirement age.

Benefit

The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date.

Vested Termination

Eligibility

Five years of vesting service.

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.

Disability

Eligibility

Totally and permanently disabled with 10 years of credited service.

Benefit

The monthly disability benefit, payable immediately, will be equal to the disability multiplier times credited service. For all locations, the disability multiplier is equal to the normal retirement benefit multiplier plus \$1. The minimum monthly disability benefit is \$450.

Plant Shutdown Benefit

Eligibility

10 years of credited service and age plus credited service equal to 65 or more.

Benefit

A monthly benefit determined by multiplying the credited service at date of termination by the benefit factor in effect as of that date with no reduction for early payments.

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LafargeHolcim US Pension Plan for Hourly Compensated Employees
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Surviving Spouse
Eligibility

Death prior to actual retirement and eligible for early, postponed or deferred vested retirement benefits, with a surviving spouse.

Benefit

For employees who die after becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 66 2/3% of the amount payable if the participant had retired early with a 66 2/3% joint and survivor benefit.

For employees who die after becoming eligible for a deferred vested benefit, but before becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

Optional Forms of Annuity

Single life annuity
66-2/3% joint and survivor annuity
75% joint and survivor annuity
100% joint and survivor annuity
An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000

Actuarial Equivalence

UP 1984 Unisex Mortality Table and 7.00% interest rate.

Definitions

Credited Service

Before May 1, 1963, a full year of credited service is earned if the employee works 1,600 or more hours in one plan year. If the employee has less than 1,600 hours during any calendar year, a credit of 1/12 year will be given for each 133-1/3 compensated hours.

After May 1, 1963 and before April 30, 1967, a full year of credited service is earned if the employee works 1,400 or more hours in one plan year. If the employee

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has less than 1,400 hours during any calendar year, a credit of 1/12 year will be given for each 115 compensated hours.

After May 1, 1967, a full year of credited service is earned if the employee works 1,200 or more hours in one plan year. If the employee has more than 500 hours but less than 1,200 hours during any calendar year, a partial year of service is determined by dividing hours of service for the year by 1,200.

Eligibility Service

One year of eligibility service is earned if the employee works 1,000 or more hours in one plan year.

Schedule SB Attachment (Form 5500)—2019 Plan Year
LafargeHolcim US Pension Plan for Hourly Compensated Employees
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Blue Circle Inc. Pension Plan

Effective Date May 1, 1963. Amended and restated effective January 1, 2017. The latest amendment dated December 20, 2017.

Eligibility for Participation Employees of Blue Circle Cement Division or corporate headquarters staff of Blue Circle America Inc. are eligible to participate in the plan. Additionally, employees of Blue Circle Industries PLC (PLC) included on the Company's payroll under an agreement whereby PLC reimburses the Company for the cost of providing compensation and benefits are eligible to participate in the plan. However, the employees will not be eligible to participate in this plan if there is an agreement with PLC that the employee remains in a PLC plan.

Employees covered by a collective bargaining agreement, leased employees and Blue Circle employees who are not employed in the Cement Division, corporate headquarters, or PLC are not eligible to participate in the plan.

Normal Retirement
Eligibility

Age 65.

Benefit

The accrued benefit for an employee is equal to 1.33% of final average pensionable earnings multiplied by credited service (up to a maximum of 40).

As of January 1, 2002, there were no active employees, therefore, pay and service earned after December 31, 2001 are not included in the benefit calculation.

Early Retirement
Eligibility

Age 55 with 5 years of credited service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 0.3333% for each month the early retirement precedes age 65.

Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

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LafargeHolcim US Pension Plan for Hourly Compensated Employees
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Vested Termination

Eligibility

Five years of vesting service.

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.

Disability

Eligibility

Totally and permanently disabled.

Benefit

The monthly disability benefit, payable at normal retirement date, will be equal to the accrued benefit as of the disability date.

Surviving Spouse

Eligibility

Death prior to actual retirement and eligible for early, postponed or deferred vested retirement benefits, with a surviving spouse.

Benefit

For employees who die while actively employed and after becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 75% of the amount payable if the participant had retired early with a 75% joint and survivor benefit.

For all other employees who die after becoming eligible for a deferred vested benefit, a monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

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Optional Forms of Annuity

Single life annuity
5 year certain and life annuity
10 year certain and life annuity
15 year certain and life annuity
50% joint and survivor annuity
66-2/3% joint and survivor annuity
75% joint and survivor annuity
Level Income
Lump sum if the present value of the total benefit is less than \$1,000
An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000

Definitions

Final Average Earnings

Average earnings during any five consecutive calendar years producing the highest average in the last ten calendar years immediately prior to retirement.

Credited Service

Credited service is the period of employment with the company from the time the employees are covered by this plan to termination date. Credited service is frozen effective December 31, 2001.

Vesting Service

One year of vesting service is earned if the employee works 1,000 or more hours in one plan year.

Plan Changes Since the Prior Year

The funding and plan reporting valuations do not reflect any plan changes.

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Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.