

Form 5500-SF Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Short Form Annual Return/Report of Small Employee Benefit Plan This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ► Complete all entries in accordance with the instructions to the Form 5500-SF.	OMB Nos. 1210-0110 1210-0089 2020 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A	This return/report is for: ☒ a single-employer plan ☐ a multiple-employer plan (not multiemployer) (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
B	This return/report is ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information	
1a	Name of plan <u>RETIREMENT PLAN OF W. R. GRACE & CO.-CONN. CHEMICAL GROUP (BATON ROUGE PLANT)</u>	1b Three-digit plan number (PN) <u>202</u>
		1c Effective date of plan <u>04/03/2018</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>W.R. GRACE & CO. -CT</u> <u>7500 GRACE DRIVE, BUILDING 100</u> <u>COLUMBIA, MD 21044</u>	2b Employer Identification Number (EIN) <u>13-5114230</u> 2c Sponsor's telephone number <u>410-531-4000</u> 2d Business code (see instructions) <u>325100</u>
3a	Plan administrator's name and address ☐ Same as Plan Sponsor. <u>ADMINISTRATIVE COMMITTEE</u> <u>7500 GRACE DRIVE, BUILDING 100</u> <u>COLUMBIA, MD 21044</u>	3b Administrator's EIN <u>13-2880089</u> 3c Administrator's telephone number <u>410-531-4000</u>
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
5a	Total number of participants at the beginning of the plan year	5a <u>61</u>
b	Total number of participants at the end of the plan year	5b <u>59</u>
c	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	5c
d(1)	Total number of active participants at the beginning of the plan year	5d(1) <u>58</u>
d(2)	Total number of active participants at the end of the plan year	5d(2) <u>56</u>
e	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	5e <u>1</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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, 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.	10/06/2021	KERRIE WOLFE
	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

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) ☒ Yes ☐ No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) ☒ Yes ☐ No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** 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 4306016. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	302246	515470
b Total plan liabilities	7b		
c Net plan assets (subtract line 7b from line 7a)	7c	302246	515470
8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from:			
(1) Employers	8a(1)	206963	
(2) Participants	8a(2)		
(3) Others (including rollovers)	8a(3)		
b Other income (loss)	8b	26948	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		233911
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	19	
e Certain deemed and/or corrective distributions (see instructions) .	8e		
f Administrative service providers (salaries, fees, commissions)	8f		
g Other expenses	8g	20668	
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		20687
i Net income (loss) (subtract line 8h from line 8c)	8i		213224
j Transfers to (from) the plan (see instructions)	8j		

Part IV Plan Characteristics

- 9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1B
- b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

Part V Compliance Questions

10 During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		☒	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		☒	
c Was the plan covered by a fidelity bond?	10c	☒		15000000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		☒	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)	10e		☒	
f Has the plan failed to provide any benefit when due under the plan?	10f		☒	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g		☒	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h			
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	10i			

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 12 below.....	☒ Yes ☐ No
a Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40.....	11a 0
b PBGC missed contribution reporting requirements. If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, 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 _____	

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above.	☐ Yes ☐ No
a 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 letter ruling granting the waiver. Month _____ Day _____ Year _____	
If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.	
b Enter the minimum required contribution for this plan year	12b
c Enter the amount contributed by the employer to the plan for this plan year	12c
d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	12d
e Will the minimum funding amount reported on line 12d be met by the funding deadline?.....	☐ Yes ☐ No ☐ N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year?	☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year.....	13a
b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐ Yes ☒ No
c 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.)	
13c(1) Name of plan(s):	13c(2) EIN(s)
	13c(3) PN(s)

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020	
▶ 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 RETIREMENT PLAN OF W. R. GRACE & CO.-CONN. CHEMICAL GROUP (BATON ROUGE PLANT)	B Three-digit plan number (PN) ▶ 202
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF W.R. GRACE & CO. -CT	D Employer Identification Number (EIN) 13-5114230
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 01 Day 01 Year 2020			
2	Assets:			
	a Market value	2a	294828	
	b Actuarial value	2b	293957	
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.....	0	0	0
	b For terminated vested participants.....	3	9134	9134
	c For active participants	58	172588	208736
	d Total.....	61	181722	217870
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	6.11 %	
6	Target normal cost.....	6	119606	

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.

<div>SIGN HERE</div>	Signature of actuary		09/22/2021	
TRICIA SCHWABENBAUER		Date		20-07200
Type or print name of actuary		Most recent enrollment number		
AON CONSULTING, INC.		410-547-2990		
Firm name		Telephone number (including area code)		
111 S. CALVERT STREET SUITE 2010 BALTIMORE, MD 21202				
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 ☐

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	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>0.00</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		27
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>5.96</u> %		2
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		29
d Portion of (c) to be added to prefunding balance		0
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	0

Part III Funding Percentages

14 Funding target attainment percentage	14	134.92 %
15 Adjusted funding target attainment percentage	15	134.92 %
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	129.33 %
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
04/15/2021	46963	0			
09/15/2021	160000	0			
Totals ▶			18(b)	206963	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	188137

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:
4.75 %2nd segment:
5.50 %3rd segment:
6.27 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

62

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** 119606**b** Excess assets, if applicable, but not greater than line 31a **31b** 76087**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 43519**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** 43519**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 188137**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 144618**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)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2020

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		1								
25-29		2								
30-34		7								
35-39		10								
40-44		12								
45-49		12								
50-54		10								
55-59		3								
60-64		1								
65-69										
70+										

N-58

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
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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 2019), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	4.75%
2nd Segment Rate	5.50%
3rd Segment Rate	6.27%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2019), without regard to interest rate stabilization
1st Segment Rate	2.79%
2nd Segment Rate	3.92%
3rd Segment Rate	4.38%
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	See Table 2.
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-26
Withdrawal Rates	See Table 3.
Disability Rates	See Table 4.
Form of Benefit Payment	See Table 5.
Decrement Timing	Beginning of year decrements
Surviving Spouse Benefit	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of \$230,000.

Schedule SB Attachment (Form 5500)—2020 Plan Year
 Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
 (Baton Rouge Plant)
 EIN: 13-5114230 PN: 202

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
 2018 Plan Year

5.25%
 The applicable third segment rate limitation is 6.29%.

2019 Plan Year

5.75%
 The applicable third segment rate limitation is 6.11%.

2020 Plan Year

5.25%
 The applicable third segment rate limitation is 5.94%.

Trust Expenses Included in Target Normal Cost

\$10,241, actual expenses from prior year with a 5.00% load

Actuarial Method

Standard unit credit cost method

Valuation Date

January 1, 2020

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Table 1

Retirement Rates—Active Participants

<u>Age</u>	<u>Rate</u>
55	6.00%
56	5.00%
57	5.00%
58	8.00%
59	8.00%
60	9.00%
61	10.00%
62	12.00%
63	14.00%
64	23.00%
65	27.00%
66	28.00%
67	26.00%
68	25.00%
69	50.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Table 2

Retirement Rates—Terminated Vested Participants

<u>Age</u>	<u>Rate</u>
55	11.00%
56	9.00%
57	8.00%
58	10.00%
59	10.00%
60	13.00%
61	13.00%
62	15.00%
63	15.00%
64	18.00%
65+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Table 3—Page 1 of 2

Withdrawal Rates

Age	Years of Service			
	0-1	2-4	5-9	10+
20	18.00%	18.00%	15.00%	11.00%
21	22.00%	19.00%	15.00%	11.00%
22	24.00%	19.00%	15.00%	11.00%
23	25.00%	19.00%	15.00%	11.00%
24	20.00%	14.00%	14.00%	11.00%
25	20.00%	12.00%	13.00%	11.00%
26	18.00%	17.00%	8.00%	11.00%
27	13.00%	15.00%	9.00%	11.00%
28	10.00%	16.00%	11.00%	11.00%
29	10.00%	14.00%	12.00%	11.00%
30	12.00%	14.00%	10.00%	11.00%
31	13.00%	13.00%	12.00%	11.00%
32	14.00%	15.00%	11.00%	11.00%
33	12.00%	12.00%	11.00%	11.00%
34	13.00%	12.00%	13.00%	11.00%
35	12.00%	9.00%	11.00%	9.00%
36	12.00%	9.00%	11.00%	7.00%
37	12.00%	9.00%	10.00%	7.00%
38	20.00%	11.00%	10.00%	5.00%
39	20.00%	12.00%	10.00%	9.00%
40	20.00%	12.00%	12.00%	7.00%
41	13.00%	11.00%	11.00%	7.00%
42	12.00%	11.00%	10.00%	5.00%
43	13.00%	12.00%	10.00%	5.00%
44	14.00%	10.00%	7.00%	5.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Table 3—Page 2 of 2

Withdrawal Rates

Age	Years of Service			
	0-1	2-4	5-9	10+
45	14.00%	11.00%	9.00%	5.00%
46	14.00%	10.00%	6.00%	5.00%
47	15.00%	9.00%	7.00%	5.00%
48	15.00%	8.00%	7.00%	4.00%
49	10.00%	9.00%	8.00%	6.00%
50	10.00%	9.00%	8.00%	4.00%
51	10.00%	10.00%	8.00%	5.00%
52	12.00%	10.00%	7.00%	5.00%
53	14.00%	10.00%	7.00%	5.00%
54	15.00%	10.00%	7.00%	6.00%
55+	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Table 4

Disability Rates

Age	Rate	Age	Rate
18	0.04%	45	0.16%
19	0.04%	46	0.19%
		47	0.22%
20	0.04%	48	0.26%
21	0.04%	49	0.29%
22	0.04%		
23	0.04%	50	0.33%
24	0.04%	51	0.37%
		52	0.41%
25	0.04%	53	0.45%
26	0.05%	54	0.50%
27	0.05%		
28	0.05%	55	0.55%
29	0.05%	56	0.61%
		57	0.72%
30	0.05%	58	0.83%
31	0.05%	59	0.91%
32	0.05%		
33	0.06%	60	1.04%
34	0.06%	61	1.19%
		62	1.37%
35	0.06%	63	1.57%
36	0.07%	64	2.04%
37	0.07%		
38	0.07%	65+	0.00%
39	0.08%		
40	0.08%		
41	0.09%		
42	0.09%		
43	0.10%		
44	0.13%		

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Table 5

Form of Benefit Payment	
Payment Form	Probability
5 Year Certain and Life	55.00%
100% Joint and Survivor Annuity	20.00%
75% Joint and Survivor Annuity	10.00%
50% Joint and Survivor Annuity	15.00%

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.	<small>OMB No. 1210-0110</small> 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

► **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 Retirement Plan of W.R. Grace & Co.-Conn. Chemical Group (Baton Rouge Plant)	B Three-digit plan number (PN) ►	202
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF W.R. Grace & Co.-CT	D Employer Identification Number (EIN) 13-5114230	
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>2020</u>		
2	Assets:		
	a Market value.....	2a	294,828
	b Actuarial value.....	2b	293,957
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	0	0
	b For terminated vested participants	3	9,134
	c For active participants.....	58	172,588
	d Total.....	61	181,722
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	6.11%
6	Target normal cost.....	6	119,606

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	Tricia Schwabenbauer Signature of actuary	<u>09/22/2021</u> Date <u>2007200</u> Most recent enrollment number <u>410-547-2990</u> Telephone number (including area code)
Tricia Schwabenbauer Type or print name of actuary Aon Consulting, Inc. Firm name 111 S. Calvert Street Suite 2010 Baltimore MD 21202 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) 2020
v. 200204

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	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>0.00</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		27
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>5.96</u> %		2
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		29
d Portion of (c) to be added to prefunding balance		0
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	0

Part III Funding Percentages

14 Funding target attainment percentage	14	134.92%
15 Adjusted funding target attainment percentage	15	134.92%
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	129.33%
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
04/15/2021	46,963	0			
09/15/2021	160,000	0			
Totals ▶			18(b)	206,963	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	188,137

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: 4.75 %	2nd segment: 5.50 %	3rd segment: 6.27 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 62
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	119,606	
b Excess assets, if applicable, but not greater than line 31a	31b	76,087	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	43,519	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35).....	36	43,519	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	188,137	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	144,618	
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)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)

EIN: 13-5114230 PN: 202

Schedule SB, line 15—Reconciliation of Differences Between Valuation Results and
Amounts Used to Calculate AFTAP

The 2020 AFTAP for Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant) was originally issued on September 30, 2020. The 2020 AFTAP was reissued on September 21, 2021 to reflect the American Rescue Plan Act (ARPA). The inputs used in each certification are outlined below:

	Certification Date	
	9/30/2020	9/21/2021
Funding Target	\$234,693	\$217,870
Value of Plan Assets	293,957	293,957
Funding Standard Carryover Balance	0	0
Prefunding Balance	0	0
Annuities Purchased for NHCE's	0	0
Securities Posted	0	0
Certified AFTAP	125.25%	134.92%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

Schedule SB, line 19—Discounted Employer Contributions
Year applied for contributions: 2020

Date	Amount	Days to Discount to 1/1/2020 at 6.11%	Interest Adjusted Contribution
April 15, 2021	\$ 46,963	470	\$ 43,517
September 15, 2021	<u>160,000</u>	623	<u>144,620</u>
Total Contribution	\$ 206,963		\$ 188,137

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)

EIN: 13-5114230 PN: 202

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 beginning of year.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	6.00%	1.0000	3.30
56	5.00%	0.9400	2.63
57	5.00%	0.8930	2.55
58	8.00%	0.8484	3.94
59	8.00%	0.7805	3.68
60	9.00%	0.7180	3.88
61	10.00%	0.6534	3.99
62	12.00%	0.5881	4.38
63	14.00%	0.5175	4.56
64	23.00%	0.4451	6.55
65	27.00%	0.3427	6.01
66	28.00%	0.2502	4.62
67	26.00%	0.1801	3.14
68	25.00%	0.1333	2.27
69	50.00%	0.1000	3.45
70	100.00%	0.0500	3.50
Weighted Average			62.45

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant)

EIN: 13-5114230 PN: 202

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 2019), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	4.75%
2nd Segment Rate	5.50%
3rd Segment Rate	6.27%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2019), without regard to interest rate stabilization
1st Segment Rate	2.79%
2nd Segment Rate	3.92%
3rd Segment Rate	4.38%
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	See Table 2.
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-26
Withdrawal Rates	See Table 3.
Disability Rates	See Table 4.
Form of Benefit Payment	See Table 5.
Decrement Timing	Beginning of year decrements
Surviving Spouse Benefit	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of \$230,000.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

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
2018 Plan Year

5.25%
The applicable third segment rate limitation is 6.29%.

2019 Plan Year

5.75%
The applicable third segment rate limitation is 6.11%.

2020 Plan Year

5.25%
The applicable third segment rate limitation is 5.94%.

Trust Expenses Included in Target Normal Cost

\$10,241, actual expenses from prior year with a 5.00% load

Actuarial Method

Standard unit credit cost method

Valuation Date

January 1, 2020

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

Table 1

Retirement Rates—Active Participants

<u>Age</u>	<u>Rate</u>
55	6.00%
56	5.00%
57	5.00%
58	8.00%
59	8.00%
60	9.00%
61	10.00%
62	12.00%
63	14.00%
64	23.00%
65	27.00%
66	28.00%
67	26.00%
68	25.00%
69	50.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

Table 2

Retirement Rates—Terminated Vested Participants

<u>Age</u>	<u>Rate</u>
55	11.00%
56	9.00%
57	8.00%
58	10.00%
59	10.00%
60	13.00%
61	13.00%
62	15.00%
63	15.00%
64	18.00%
65+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant)

EIN: 13-5114230 PN: 202

Table 3—Page 1 of 2

Withdrawal Rates

Age	Years of Service			
	0-1	2-4	5-9	10+
20	18.00%	18.00%	15.00%	11.00%
21	22.00%	19.00%	15.00%	11.00%
22	24.00%	19.00%	15.00%	11.00%
23	25.00%	19.00%	15.00%	11.00%
24	20.00%	14.00%	14.00%	11.00%
25	20.00%	12.00%	13.00%	11.00%
26	18.00%	17.00%	8.00%	11.00%
27	13.00%	15.00%	9.00%	11.00%
28	10.00%	16.00%	11.00%	11.00%
29	10.00%	14.00%	12.00%	11.00%
30	12.00%	14.00%	10.00%	11.00%
31	13.00%	13.00%	12.00%	11.00%
32	14.00%	15.00%	11.00%	11.00%
33	12.00%	12.00%	11.00%	11.00%
34	13.00%	12.00%	13.00%	11.00%
35	12.00%	9.00%	11.00%	9.00%
36	12.00%	9.00%	11.00%	7.00%
37	12.00%	9.00%	10.00%	7.00%
38	20.00%	11.00%	10.00%	5.00%
39	20.00%	12.00%	10.00%	9.00%
40	20.00%	12.00%	12.00%	7.00%
41	13.00%	11.00%	11.00%	7.00%
42	12.00%	11.00%	10.00%	5.00%
43	13.00%	12.00%	10.00%	5.00%
44	14.00%	10.00%	7.00%	5.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

Table 3—Page 2 of 2

Withdrawal Rates

Age	Years of Service			
	0-1	2-4	5-9	10+
45	14.00%	11.00%	9.00%	5.00%
46	14.00%	10.00%	6.00%	5.00%
47	15.00%	9.00%	7.00%	5.00%
48	15.00%	8.00%	7.00%	4.00%
49	10.00%	9.00%	8.00%	6.00%
50	10.00%	9.00%	8.00%	4.00%
51	10.00%	10.00%	8.00%	5.00%
52	12.00%	10.00%	7.00%	5.00%
53	14.00%	10.00%	7.00%	5.00%
54	15.00%	10.00%	7.00%	6.00%
55+	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

Table 4

Disability Rates

Age	Rate	Age	Rate
18	0.04%	45	0.16%
19	0.04%	46	0.19%
		47	0.22%
20	0.04%	48	0.26%
21	0.04%	49	0.29%
22	0.04%		
23	0.04%	50	0.33%
24	0.04%	51	0.37%
		52	0.41%
25	0.04%	53	0.45%
26	0.05%	54	0.50%
27	0.05%		
28	0.05%	55	0.55%
29	0.05%	56	0.61%
		57	0.72%
30	0.05%	58	0.83%
31	0.05%	59	0.91%
32	0.05%		
33	0.06%	60	1.04%
34	0.06%	61	1.19%
		62	1.37%
35	0.06%	63	1.57%
36	0.07%	64	2.04%
37	0.07%		
38	0.07%	65+	0.00%
39	0.08%		
40	0.08%		
41	0.09%		
42	0.09%		
43	0.10%		
44	0.13%		

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

Table 5

Form of Benefit Payment

<u>Payment Form</u>	<u>Probability</u>
5 Year Certain and Life	55.00%
100% Joint and Survivor Annuity	20.00%
75% Joint and Survivor Annuity	10.00%
50% Joint and Survivor Annuity	15.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant)

EIN: 13-5114230 PN: 202

Schedule SB, Part V—Summary of Plan Provisions

General Information

Original Effective Date	April 3, 2018
Effective Date of Last Amendment	N/A
Plan Year	January 1st to December 31st
Employer Fiscal Year	January 1st to December 31st
Employer ID Number	13-5114230
Plan Administrator's ID Number	13-5114230
Plan Number	202
Plan Administrator	Administrative Committee

Eligibility Later of Age 21 or January 1 following date of hire.

Service

Credited Service	From date of hire.
Vesting Service	1,000 hours of service.

Normal Retirement

Eligibility	Age 65.
Benefit	Benefit Level per month multiplied by Credited Service:

Effective Date	Benefit Level
04/03/2018	\$50.00

Average Compensation N/A.

Early Retirement

Eligibility	Age 55 and 10 years of service.
Benefit	Accrued Benefit reduced 7/12% per month preceding age 60.

Disability Benefits

Eligibility	Must qualify under company's long-term disability plan.
Benefit	Accrued benefit commencing at retirement. Reduced for early retirement.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant)

EIN: 13-5114230 PN: 202

Postponed Retirement
Eligibility

Actual retirement after age 65.

Benefit

A monthly benefit equal to the accrued benefit calculated as of the actual retirement date.

Preretirement Death
Eligibility

Five years of service or age 55.

Benefit

Accrued benefit at age 55.

Severance Benefit

Eligibility

Fewer Than Five Years of Service

0%

Five or More Years of Service

100%

Benefit

Accrued Benefit at age 65.

Temporary Early Retirement Allowance (TERA)

Eligibility

Age 55 and 15 years of service.

Benefit

**If at His Early Retirement
Date the Eligible Member:**

Amount	Has Attained Age	But has not Attained Age
\$5.00	60	62
\$4.60	59	60
\$4.20	58	59
\$3.80	57	58
\$3.40	56	57
\$3.00	55	56

Normal Form of Payment

Married

Reduced 50% joint and survivor with 5 year certain.

Single

Five year certain and life annuity.

Optional Methods of Settlement

Reduced benefit to be paid during participant's lifetime with the provision that after his death, a benefit equal to either 100%, 75%, or 50% is paid to his beneficiary with 5-year certain.

Plan Changes Since the Prior Year

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

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

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.

An election was made for the January 1, 2020 through December 31, 2020 plan year to retroactively apply the shortfall amortization relief under the American Rescue Plan Act (ARPA).

This Schedule SB reflects stabilized 2020 minimum funding interest rates that are adjusted for ARPA. Via this filing, W.R. Grace & Co. will irrevocably commit the Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant) to use of those rates for the 2020 plan year.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton
Rouge Plant)
EIN: 13-5114230 PN: 202

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the active retirement rates to better reflect anticipated future experience as the result of an assumption study.
- A change in the terminated vested retirement rates to better reflect anticipated future experience as the result of an assumption study.
- A change in the withdrawal rates to better reflect anticipated future experience as the result of an assumption study.
- A change in the unlimited expected rate of return on assets from 5.75% to 5.25%.

This change was made to better reflect the anticipated plan experience. This assumption change did not reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant)

EIN: 13-5114230 PN: 202

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2020

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		1								
25-29		2								
30-34		7								
35-39		10								
40-44		12								
45-49		12								
50-54		10								
55-59		3								
60-64		1								
65-69										
70+										

N-58

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Schedule SB, line 15—Reconciliation of Differences Between Valuation Results and
Amounts Used to Calculate AFTAP

The 2020 AFTAP for Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant) was originally issued on September 30, 2020. The 2020 AFTAP was reissued on September 21, 2021 to reflect the American Rescue Plan Act (ARPA). The inputs used in each certification are outlined below:

	Certification Date	
	9/30/2020	9/21/2021
Funding Target	\$234,693	\$217,870
Value of Plan Assets	293,957	293,957
Funding Standard Carryover Balance	0	0
Prefunding Balance	0	0
Annuities Purchased for NHCE's	0	0
Securities Posted	0	0
Certified AFTAP	125.25%	134.92%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2020

Date	Amount	Days to Discount to 1/1/2020 at 6.11%	Interest Adjusted Contribution
April 15, 2021	\$ 46,963	470	\$ 43,517
September 15, 2021	160,000	623	144,620
Total Contribution	\$ 206,963		\$ 188,137

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

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 beginning of year.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	6.00%	1.0000	3.30
56	5.00%	0.9400	2.63
57	5.00%	0.8930	2.55
58	8.00%	0.8484	3.94
59	8.00%	0.7805	3.68
60	9.00%	0.7180	3.88
61	10.00%	0.6534	3.99
62	12.00%	0.5881	4.38
63	14.00%	0.5175	4.56
64	23.00%	0.4451	6.55
65	27.00%	0.3427	6.01
66	28.00%	0.2502	4.62
67	26.00%	0.1801	3.14
68	25.00%	0.1333	2.27
69	50.00%	0.1000	3.45
70	100.00%	0.0500	3.50
Weighted Average			62.45

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
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Schedule SB, Part V—Summary of Plan Provisions

General Information

Original Effective Date	April 3, 2018
Effective Date of Last Amendment	N/A
Plan Year	January 1st to December 31st
Employer Fiscal Year	January 1st to December 31st
Employer ID Number	13-5114230
Plan Administrator's ID Number	13-5114230
Plan Number	202
Plan Administrator	Administrative Committee

Eligibility Later of Age 21 or January 1 following date of hire.

Service

Credited Service	From date of hire.
Vesting Service	1,000 hours of service.

Normal Retirement

Eligibility	Age 65.
Benefit	Benefit Level per month multiplied by Credited Service:

Effective Date	Benefit Level
04/03/2018	\$50.00

Average Compensation N/A.

Early Retirement

Eligibility	Age 55 and 10 years of service.
Benefit	Accrued Benefit reduced 7/12% per month preceding age 60.

Disability Benefits

Eligibility	Must qualify under company's long-term disability plan.
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Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
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Benefit	Accrued benefit commencing at retirement. Reduced for early retirement.																							
Postponed Retirement Eligibility	Actual retirement after age 65.																							
Benefit	A monthly benefit equal to the accrued benefit calculated as of the actual retirement date.																							
Preretirement Death Eligibility	Five years of service or age 55.																							
Benefit	Accrued benefit at age 55.																							
Severance Benefit Eligibility																								
Fewer Than Five Years of Service	0%																							
Five or More Years of Service	100%																							
Benefit	Accrued Benefit at age 65.																							
Temporary Early Retirement Allowance (TERA) Eligibility	Age 55 and 15 years of service.																							
Benefit	<div><div>If at His Early Retirement Date the Eligible Member:</div><table><tr><th>Amount</th><th>Has Attained Age</th><th>But has not Attained Age</th></tr><tr><td>\$5.00</td><td>60</td><td>62</td></tr><tr><td>\$4.60</td><td>59</td><td>60</td></tr><tr><td>\$4.20</td><td>58</td><td>59</td></tr><tr><td>\$3.80</td><td>57</td><td>58</td></tr><tr><td>\$3.40</td><td>56</td><td>57</td></tr><tr><td>\$3.00</td><td>55</td><td>56</td></tr></table></div>			Amount	Has Attained Age	But has not Attained Age	\$5.00	60	62	\$4.60	59	60	\$4.20	58	59	\$3.80	57	58	\$3.40	56	57	\$3.00	55	56
Amount	Has Attained Age	But has not Attained Age																						
\$5.00	60	62																						
\$4.60	59	60																						
\$4.20	58	59																						
\$3.80	57	58																						
\$3.40	56	57																						
\$3.00	55	56																						
Normal Form of Payment																								
Married	Reduced 50% joint and survivor with 5 year certain.																							
Single	Five year certain and life annuity.																							
Optional Methods of Settlement	Reduced benefit to be paid during participant's lifetime with the provision that after his death, a benefit equal to either 100%, 75%, or 50% is paid to his beneficiary with 5-year certain.																							

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
EIN: 13-5114230 PN: 202

Plan Changes Since the Prior Year

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

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.

An election was made for the January 1, 2020 through December 31, 2020 plan year to retroactively apply the shortfall amortization relief under the American Rescue Plan Act (ARPA).

This Schedule SB reflects stabilized 2020 minimum funding interest rates that are adjusted for ARPA. Via this filing, W.R. Grace & Co. will irrevocably commit the Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group (Baton Rouge Plant) to use of those rates for the 2020 plan year.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Retirement Plan of W.R. Grace & Co. - Conn. Chemical Group
(Baton Rouge Plant)
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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the active retirement rates to better reflect anticipated future experience as the result of an assumption study.
- A change in the terminated vested retirement rates to better reflect anticipated future experience as the result of an assumption study.
- A change in the withdrawal rates to better reflect anticipated future experience as the result of an assumption study.
- A change in the unlimited expected rate of return on assets from 5.75% to 5.25%.

This change was made to better reflect the anticipated plan experience. This assumption change did not reduce the funding shortfall; as such, approval of the Commissioner is not required.