

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 24pt; 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>12/31/2019</u> and ending <u>12/30/2020</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>NOURYON CHEMICALS RETIREMENT PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>12/31/2017</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>12/31/2017</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>12/31/2017</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>NOURYON CHEMICALS LLC</u> <u>131 S DEARBORN ST. SUITE 1000</u> <u>CHICAGO, IL 60603-5566</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>83-1177040</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>312-544-7000</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>325100</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>83-1177040</u>	2c Plan Sponsor's telephone number <u>312-544-7000</u>	2d Business code (see instructions) <u>325100</u>	
2b Employer Identification Number (EIN) <u>83-1177040</u>					
2c Plan Sponsor's telephone number <u>312-544-7000</u>					
2d Business code (see instructions) <u>325100</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.	10/14/2021	RICK KOZAK
	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	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
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 1569
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) 614 6a(2) 517 6b 402 6c 459 6d 1378 6e 142 6f 1520 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:

1A 1C 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
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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)** ☐ 0 **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) <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> 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 12/31/2019 and ending 12/30/2020

► **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 <u>NOURYON CHEMICALS RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>NOURYON CHEMICALS LLC</u>	D Employer Identification Number (EIN) <u>83-1177040</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>12</u> Day <u>31</u> Year <u>2019</u>		
2	Assets:		
	a Market value	2a	<u>111609064</u>
	b Actuarial value	2b	<u>105219911</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	<u>408</u>	<u>39039280</u>
	b For terminated vested participants.....	<u>547</u>	<u>23829753</u>
	c For active participants	<u>614</u>	<u>49236429</u>
	d Total.....	<u>1569</u>	<u>111149974</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>5.42</u> %
6	Target normal cost.....	6	<u>2000000</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	<div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 5px;"></div> <div style="text-align: center;">Signature of actuary</div> <div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 5px;"></div> <div style="text-align: center;">Type or print name of actuary</div> <div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 5px;"></div> <div style="text-align: center;">Firm name</div> <div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 5px;"></div> <div style="text-align: center;">Address of the firm</div>	<div style="text-align: center; margin-bottom: 5px;"><u>08/19/2021</u></div> <div style="text-align: center;">Date</div> <div style="text-align: center; margin-bottom: 5px;"><u>20-06431</u></div> <div style="text-align: center;">Most recent enrollment number</div> <div style="text-align: center; margin-bottom: 5px;"><u>312-288-7700</u></div> <div style="text-align: center;">Telephone number (including area code)</div>
	<u>MICHAEL ERAZMUS</u> <u>WILLIS TOWERS WATSON US LLC</u> <u>WILLIS TOWER</u> <u>233 SOUTH WACKER DRIVE SUITE 1800</u> <u>CHICAGO, IL 60606</u>	

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	312097
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	312097
10 Interest on line 9 using prior year's actual return of <u>20.70</u> %	0	64604
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		1669889
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>5.59</u> %		93347
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		1763236
d Portion of (c) to be added to prefunding balance		1763236
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	2139937

Part III Funding Percentages

14 Funding target attainment percentage	14	91.94 %
15 Adjusted funding target attainment percentage	15	91.94 %
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	97.20 %
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
01/08/2021	717835	0			
08/03/2021	782319	0			
Totals ▶			18(b)	1500154	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	1399411

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
0	0	0	0

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**

65

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** 2000000**b** Excess assets, if applicable, but not greater than line 31a **31b** 0**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 9025488 Installment 1534438**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** 3534438**35** Balances elected for use to offset funding requirement Carryover balance 0 Prefunding balance 2139937 Total balance 2139937**36** Additional cash requirement (line 34 minus line 35) **36** 1394501**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 1399411**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 4910**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 12/31/2019 and ending 12/30/2020	
A Name of plan NOURYON CHEMICALS RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NOURYON CHEMICALS LLC	D Employer Identification Number (EIN) 83-1177040

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
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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 50	NONE	802828	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TOWERS WATSON INVESTMENT SERVICE

52-1868818

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	203958	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

THOMPSON HINE LLP

34-0575300

(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?
29 50	NONE	38714	Yes ☐ No ☒	Yes ☐ No ☐		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)

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?
25 50	NONE	31161	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

PARAMETRIC

20-0292745

(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?
28 50	NONE	27371	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BLACKROCK

45-2873215

(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	NONE	8573	Yes ☐ No ☒	Yes ☐ No ☐		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)

LEGAL AND GENERAL INVESTMENT

20-8058531

(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 50	NONE	5459	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 ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	NICOLE M STOPOULOS	b EIN:	53-0181291
c Position:	ACTUARY		
d Address:	233 SOUTH WACKER DRIVE SUITE 1800 CHICAGO, IL 60606	e Telephone:	312-288-7700

Explanation: REASSIGNMENT OF ROLES WITHIN WILLIS TOWERS WATSON

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 <div style="border: 1px solid black; padding: 5px; font-size: 1.2em; font-weight: bold;">2019</div> This Form is Open to Public Inspection.
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For calendar plan year 2019 or fiscal plan year beginning 12/31/2019 and ending 12/30/2020

A Name of plan <u>NOURYON CHEMICALS RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>NOURYON CHEMICALS LLC</u>	D Employer Identification Number (EIN) <u>83-1177040</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK MSCI ACWI EQ IND NON LEND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u>		
c EIN-PN <u>45-1743707-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>31805483</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>WTW GRP TRST LONG CREDIT FD</u>		
b Name of sponsor of entity listed in (a): <u>TOWERS WATSON INVESTMENT SERVICES</u>		
c EIN-PN <u>82-6695738-004</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>7436908</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>LEGAL AND GEN TREAS 15 STRIP CIT FD</u>		
b Name of sponsor of entity listed in (a): <u>RELIANCE TRUST COMPANY OF DELAWARE</u>		
c EIN-PN <u>35-7085469-021</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>COLTV SHORT-TERM INVESTMENT FUND</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST GLOBAL INVESTMENTS</u>		
c EIN-PN <u>45-6138589-084</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2812984</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SSGA LONG US GOV BOND NON LEND FD</u>		
b Name of sponsor of entity listed in (a): <u>STATE STREET GLOBAL ADVISORS TRUST CO</u>		
c EIN-PN <u>04-0025081-142</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>9957609</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK TREAS 10 YR NON LEND FD</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u>		
c EIN-PN <u>47-4226866-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2696783</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK TREAS 15 YR NON LEND FD</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u>		
c EIN-PN <u>45-3856099-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3542911</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK TREAS 20 YR NON LEND FD

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN 45-3856189-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2305752
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK TREAS 25 YR NON LEND FD

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN 45-3856224-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5854820
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a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA INTERM US GOV BOND NON LEND FD

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

c EIN-PN 04-0025081-144	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3471124
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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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
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2019
		This Form is Open to Public Inspection

For calendar plan year 2019 or fiscal plan year beginning 12/31/2019 and ending 12/30/2020		
A Name of plan NOURYON CHEMICALS RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 NOURYON CHEMICALS LLC	D Employer Identification Number (EIN) 83-1177040	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	-13906	255033
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	3141968	1500154
(2) Participant contributions.....	1b(2)		
(3) Other.....	1b(3)	16982	11000329
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	984009	2444946
(2) U.S. Government securities	1c(2)	149740	0
(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)	82415707	69884374
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities.....	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	25077538	28246316

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(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	111772038	113331152

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	30504	93405
k Total liabilities (add all amounts in lines 1g through 1j)	1k	30504	93405

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	111741534	113237747
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	1500154	
(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)		1500154
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	34813	
(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)		34813
(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)	454481	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	298618	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		155863
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-294315	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-294315

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		12536048
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		925754
d Total income. Add all income amounts in column (b) and enter total	2d		14858317

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11335602	
(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)		11335602
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)	1088755	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	33594	
(4) Other	2i(4)	904153	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		2026502
j Total expenses. Add all expense amounts in column (b) and enter total	2j		13362104

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1496213
l Transfers of assets:			
(1) To this plan	2l(1)		
(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: **BAKER TILLY US, LLP**

(2) EIN: **39-0859910**

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.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?.....	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?.....	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?.....	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ 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 4318452. (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 12/31/2019 and ending 12/30/2020		
A Name of plan NOURYON CHEMICALS RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NOURYON CHEMICALS LLC		D Employer Identification Number (EIN) 83-1177040
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 58
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	14a	
	b The plan year immediately preceding the current plan year	14b	
	c The second preceding plan year	14c	
15	Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
	a The corresponding number for the plan year immediately preceding the current plan year	15a	
	b The corresponding number for the second preceding plan year	15b	
16	Information with respect to any employers who withdrew from the plan during the preceding plan year:		
	a Enter the number of employers who withdrew during the preceding plan year	16a	
	b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17	If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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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	<p>If the total number of participants is 1,000 or more, complete lines (a) through (c)</p> <p>a Enter the percentage of plan assets held as: Stock: <u>19.0</u> % Investment-Grade Debt: <u>56.0</u> % High-Yield Debt: <u>10.0</u> % Real Estate: <u>0.0</u> % Other: <u>15.0</u> %</p> <p>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</p> <p>c What duration measure was used to calculate line 19(b)? ☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):</p>
20	<p>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.</p> <p>a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No</p> <p>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 _____</p>

Nouryon Chemicals Retirement Plan

Financial Statements and
Supplementary Information

December 30, 2020 and 2019

Nouryon Chemicals Retirement Plan

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December 30, 2020

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Independent Auditors' Report

To the Participants and the Nouryon Chemicals North American Pension Committee of
Nouryon Chemicals Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Nouryon Chemicals Retirement Plan (the Plan), which comprise the statements of net assets available for benefits as of December 30, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years ended December 30, 2020 and 2019, and the statement of accumulated plan benefits as of December 30, 2019, and the statement of changes in accumulated plan benefits for the year then ended, and the related notes to the 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 accounting principles generally accepted in the United States of America; this includes 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit 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, 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 5, which was certified by The Northern Trust Company, the trustee of the Plan (Trustee), except for comparing such information with the related information included in the financial statement. We have been informed by the plan administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the Trustee as of December 30, 2020 and 2019, and for the years ended December 30, 2020 and 2019, that the information provided to the plan administrator by the Trustee 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.

Other Matter

The supplementary schedules of Schedule H, Line 4(i)- Schedule of Assets (Held at End of Year), Schedule H, Line 4(j) - Schedule of Reportable Transactions as of and for the year ended December 30, 2020 are required by the DOL's Rules and Regulations for Reporting and Disclosure under the 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 supplementary schedules.

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

The form and content of the information included in the financial statements and supplementary schedules, other than that derived from the information certified by the Trustee, 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 the ERISA.

A handwritten signature in black ink that reads "Baker Tilly US, LLP". The signature is written in a cursive, flowing style.

Chicago, Illinois
October 13, 2021

Nouryon Chemicals Retirement Plan

Statements of Net Assets Available for Benefits
December 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Assets		
Investments at fair value	<u>\$ 100,575,636</u>	<u>\$ 108,613,088</u>
Receivables:		
Company contributions	1,500,154	3,141,968
Accrued income	329	13,525
Due from broker	<u>11,000,000</u>	<u>3,457</u>
Total receivables	<u>12,500,483</u>	<u>3,158,950</u>
Cash, noninterest bearing	<u>255,033</u>	<u>-</u>
Total assets	<u>113,331,152</u>	<u>111,772,038</u>
Liabilities		
Accrued expenses	<u>93,405</u>	<u>30,504</u>
Total liabilities	<u>93,405</u>	<u>30,504</u>
Net assets available for benefits	<u><u>\$ 113,237,747</u></u>	<u><u>\$ 111,741,534</u></u>

See notes to financial statements

Nouryon Chemicals Retirement Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Additions		
Investment income:		
Net appreciation in fair value of investments	\$ 13,323,350	\$ 20,960,512
Interest and dividends	34,813	84,534
Company contribution	<u>1,500,154</u>	<u>4,891,968</u>
 Total additions	 <u>14,858,317</u>	 <u>25,937,014</u>
Deductions		
Benefits paid to participants	11,335,602	25,182,645
Administrative expenses	<u>2,026,502</u>	<u>2,740,538</u>
 Total deductions	 <u>13,362,104</u>	 <u>27,923,183</u>
 Net increase/decrease	 1,496,213	 (1,986,169)
Net Assets Available for Benefits		
Beginning of year	<u>111,741,534</u>	<u>113,727,703</u>
 End of year	 <u>\$ 113,237,747</u>	 <u>\$ 111,741,534</u>

See notes to financial statements

Nouryon Chemicals Retirement Plan

Statement of Accumulated Plan Benefits

December 30, 2019

Vested Benefits

Participants currently receiving payments	\$ 48,768,243
Other participants	<u>88,459,571</u>
Total vested benefits	137,227,814

Nonvested Benefits

Total actuarial present value of accumulated plan benefits	<u><u>\$ 137,227,814</u></u>
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See notes to financial statements

Nouryon Chemicals Retirement Plan

Statement of Changes in Accumulated Plan Benefits

Year Ended December 30, 2019

Actuarial Present Value of Accumulated Plan Benefits, Beginning of Year	<u>\$ 143,855,279</u>
Increase (decrease) due to:	
Actuarial (gains)/losses	262,487
Increase in the discount period	5,513,086
Actual benefits paid	(25,182,645)
Assumption changes	12,113,380
Plan amendments	<u>666,227</u>
Net decrease	<u>(6,627,465)</u>
Actuarial Present Value of Accumulated Plan Benefits, End of Year	<u><u>\$ 137,227,814</u></u>

See notes to financial statements

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

1. Description of the Plan

The following description of the Nouryon Chemicals Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory, defined benefit pension plan covering certain eligible employees of Nouryon Chemicals LLC (Nouryon) (the Company). The Plan is subject to the provisions of the Employee Retirement Income Securities Act of 1974 (ERISA).

The Plan is administered by the Nouryon Chemicals LLC North American Pension Committee (Committee). The Committee has overall responsibility for the operation and administration of the Plan. The Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Investment Committee of the Company.

Plan Freeze

The Plan was closed to all new entrants as of November 30, 2013. Benefit accruals within the Plan freeze in accordance with the applicable supplement and formula. Cash balance participants that have interest credits will continue to increase participant account balances.

Payment of Benefits

A vested participant who retires at the normal retirement date (the first day of the month following his or her 65th birthday) and has completed five years of service is entitled to normal retirement benefits in the form of a joint and survivor annuity or, if the participant waives the joint and survivor annuity option, a single life annuity, or equal installments over the assumed life expectancy of the participant, or over the assumed joint life expectancy of the participant and his or her beneficiary with a 10-year certain option. The monthly amount of the annuity is either determined by a formula times years of credited service, as defined by the Plan, to a maximum of 40 years, or a cash balance credit. A lump-sum distribution is available for participants whose present value of benefits is \$5,000 or less.

A participant who has attained the age of 55 and has completed at least 10 years of eligible service may elect early retirement. The annual amount of early retirement benefits is determined as described above for normal benefits, but is reduced by 0.5 percent for each month by which the date the retirement income commences preceding age 62.

The spouse of a vested participant, upon the death of the vested participant, is entitled to 50 percent of the benefits that would have been payable to the vested participant. For a participant who is not married, upon the death of the vested participant, a retirement benefit may be paid to the beneficiary in the form of monthly installments.

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

Effective January 1, 1998, certain component entities of the Plan converted to a cash balance plan, as defined in the Plan document. Employees participating in the cash balance formula may elect commencement of benefits at any age following termination of employment and the completion of three years of service. The cash balance feature offers the option of an annuity or lump sum upon retirement. Pay credits for the cash balance feature will not be credited after December 31, 2006; however, cash balance interest credits will continue to accrue.

The spouse or other beneficiary of a vested participant who has a cash balance account will be paid 100 percent of the value of that account in the form of a lump sum. A spouse may instead elect the value in the form of an annuity.

Effective September 25, 2019, the Plan was amended to provide for a Lump Sum Window Opportunity (the Opportunity). The Opportunity offered certain participants who had vested benefits the chance to receive their vested pension benefit from the Plan as a single lump sum, if a valid election was made during the window election period that ran from October 7, 2019 through November 15, 2019. Valid elections were processed, and the associated benefits were paid. As of the date of the financial statements being issued, the impact on the Plan was approximately \$13,900,000.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires plan management to make estimates and assumptions that affect the reported amounts of net assets available for benefits, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Investment Committee determines the Plan's valuation policies utilizing information provided by The Northern Trust Company, the trustee of the Plan (Trustee). See Note 6 for a discussion of fair value measurements.

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

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in net depreciation in fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the services employees have rendered. Accumulated Plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of the employees who have died, and (3) present employees or their beneficiaries. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances such as retirement, death, disability, and termination of employment are included, to the extent they are attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The computation of the actuarial present value of accumulated plan benefits was made as of December 31, 2019. Had the valuation been performed as of December 30, 2019 there would be no material differences.

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

The significant actuarial assumptions used in the valuation at December 30, 2019 and December 30, 2018, were as follows:

Mortality Rate: December 30, 2019 - The Pri-2012 mortality table with white collar adjustment for male and female employees and annuitants (including separate survivor rates for contingent annuitants), projected generationally from 2012 using Scale MP-2020.

December 30, 2018 - The Pri-2012 mortality table with white collar adjustment for male and female employees and annuitants (including separate survivor rates for contingent annuitants), projected generationally from 2012 using Scale MP-2019.

Assumed Retirement Age: Actives

<u>Age</u>	<u>Retirement Rate</u>
55-57	0.07
58-61	0.10
62-64	0.20
65-69	0.35
70	1.00

Inactives: Retirement age is assumed to be age 65 or earliest unreduced age for all deferred vested inactives.

Discount Rate: 3.17 percent at December 30, 2019, changed from 4.20 percent at December 30, 2018

The change in actuarial assumptions consisted mainly of the update in the discount rate and the update to the mortality projection scale.

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

3. Funding Policy

The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. No participant contributions are permitted. The minimum funding requirements of ERISA were met for 2020 and 2019.

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

4. Plan Termination

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- a) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding plan termination.
- b) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations.
- c) All other vested benefits (that is, vested benefits not insured by PBGC).
- d) All non-vested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Company and the level of benefits guaranteed by the PBGC.

5. Information Certified by Trustee (Unaudited)

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified that the following information included in the accompanying financial statements and supplementary schedules is complete and accurate:

- Investments at fair value, accrued income and due from broker as shown in the statement of net assets available for benefits as of December 30, 2020 and 2019.
- Net appreciation and interest and dividends as shown in the statement of changes in net assets available for benefits for the years ended December 30, 2019 and 2020.
- Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 30, 2020.
- Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended December 30, 2020.

The Plan's independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplementary schedules.

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

6. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance are described as follows:

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

Level 2 - Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability; and
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

The following is a description of the valuation methodologies used for assets measured at fair value.

Cash and cash equivalents. Valued at the account balance.

Government securities. Valued using pricing models maximizing the use of observable inputs for similar securities.

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

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

Qualified investor funds. The Towers Watson Alternative Credit Fund (ACF Fund) and the Towers Watson Diversifying Strategies Fund (DSF Fund) are sub-fund of the Towers Watson Investment Management Master Trust Ireland (Trust). The Trust has been authorized as a Qualifying Investor Alternative Investment Fund (QIAIF) regulated by the Central Bank of Ireland. The Trust uses a Master Feeder structure with underlying sub-funds. The assets of each sub-fund belong exclusively to such sub-fund. These funds have an alternative investment strategy to seek an attractive risk-adjusted total return on a medium and long term basis through primarily investing in a portfolio of alternative investment funds and or managed accounts. Each sub-funds' net asset value per share is calculated by dividing the net assets attributable to the holders of each class of redeemable shares with the total number of redeemable shares for each respective class. No investor shall be permitted to redeem their share of the funds for a period of one year following the date on which those shares were subscribed.

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

The following table sets forth by level, within the fair value hierarchy, the assets and liabilities measured at fair value:

Assets at Fair Value as of December 30, 2020				
	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	\$ 2,444,946	\$ -	\$ -	\$ 2,444,946
Total assets and liabilities in the hierarchy	<u>\$ 2,444,946</u>	<u>\$ -</u>	<u>\$ -</u>	<u>2,444,946</u>
Investments measured at net asset value (a)				<u>98,130,690</u>
Total investments at fair value				<u>\$100,575,636</u>

Assets at Fair Value as of December 30, 2019				
	Level 1	Level 2	Level 3	Total
Government securities	\$ 149,740	\$ -	\$ -	\$ 149,740
Cash and cash equivalents	<u>970,103</u>	<u>-</u>	<u>-</u>	<u>970,103</u>
Total assets and liabilities in the hierarchy	<u>\$ 1,119,843</u>	<u>\$ -</u>	<u>\$ -</u>	<u>1,119,843</u>
Investments measured at net asset value (a)				<u>107,493,245</u>
Total investments at fair value				<u>\$108,613,088</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

The following table sets forth additional disclosures of investments, the fair value of which are estimated using the net asset value per share (or its equivalent) as of December 30, 2020 and 2019:

Investment	2020 Fair Value	2019 Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Shares of Collective Trusts:					
Short term investment fund (a)	\$ 2,812,984	\$ 3,798,636	\$ -	Immediate	None
CF Willis Towers Watson Group Trust					
Long Credit Fund (b)	7,436,908	44,927,132	-	Immediate	None
CF Blackrock MSCI ACWI Equity Index Fund (c)	-	20,101,141	-	Immediate	None
CF Blackrock MSCI ACWI Eqt Index Non Lendable Fund (d)	31,805,482	-	-	Immediate	None
CF Blackrock Treasury U.S. 15 YR Key Rate DUR NL FD (e)	3,542,911		-	Immediate	None
CF Blackrock Treasury U.S. 20 YR Key Rate DUR NL FD (e)	2,305,752		-	Immediate	None
CF Blackrock Treasury U.S. 25 YR Key Rate DUR NL FD (e)	5,854,820		-	Immediate	None
CF Blackrock Treasury U.S. 10 YR Key Rate DUR NL FD (e)	2,696,783		-	Immediate	None
CF INTERMED U.S. US Govt Bond Index NL (CM1E) (g)	3,471,124		-	Immediate	None
CF SSGA Long US Govt Bond Index NL FUND (CM1D) (h)	9,957,610		-		
CF Legal & General Treasury 15+ Strips Collective Investment Trust Fund (l)		13,588,798	-	Immediate	None
Qualified Investor Funds:					
Towers Watson Alternative Credit Fund (m)	17,067,905	13,387,076	-	Quarterly	50 days
Towers Watson Diversifying Strategies Fund (n)	11,178,411	11,690,462	-	Quarterly	50 days
Total	<u>\$ 98,130,690</u>	<u>\$ 107,493,245</u>			

(a) The fund is composed of high-grade money market instruments with short-term maturities.

(b) The fund's investment objective is to achieve a total return from current income and capital appreciation by investing in a diversified portfolio of fixed-income securities with a focus on U.S. investment-grade corporate debt securities.

(c) The fund's investment objective is to seek to track the investment results of an index composed of developed market equities.

Nouryon Chemicals Retirement Plan

Notes to Financial Statements

December 30, 2020 and 2019

- (d) The fund seeks to track the investment results of an index composed of large and mid-capitalization developed and emerging market equities.
- (e) The funds seek to track the investment results of an index composed of U.S. Treasury bonds.
- (f) The fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the Bloomberg Barclays U.S. Intermediate Government Bond Index over the long term.
- (g) The Fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the Bloomberg Barclays U.S. Long Government Bond Index over the long term.
- (h) The purpose of the group trust is to provide for the collective investment and reinvestment of assets of certain tax-exempt employee benefit plans that are participating plan under the declaration of the trust.
- (i) The fund invests in a range of portfolio funds across different strategies. The portfolio funds may invest in or trade in a global range of securities and/or instruments including, but not limited to, leveraged loans, high yield bonds, structured credit, securitized credit, emerging market debt, distressed debt, global government bonds, global investment grade credit, convertible bonds, direct loans, equity, and other liquid and illiquid credit strategies.
- (j) The fund will invest in a range of portfolio funds that will typically exhibit some or all of the following characteristics: low correlation/beta to equity and credit markets over the long term, systematic processes to select and weight securities and markets with moderate use of active management and broad coverage and diversity in the asset class or strategy.

7. Derivative Instruments

The Plan has limited involvement with derivative financial instruments and does not use them for trading or speculative purposes. As part of an overall portfolio strategy, the Trustee for the Plan uses cash, including cash equivalents and futures contracts to manage exposure to U.S. Treasury securities. Cash equivalents are defined as highly liquid debt instruments maturing within ninety days at the time of purchase. Daily margin settlement for future contract results in maintaining a zero market value for these contracts. Gains and losses attributable to changes in market value are reflected in unrealized and realized gains and losses in the accompanying financial statements. Total net realized and unrealized gains/(losses) attributable to U.S. treasury securities short-term future contracts were \$(92,154) and \$(92,455) for the years ended December 30, 2020 and December 30, 2019, respectively.

As of December 30, 2020 and December 30, 2019, the Plan held derivative securities as follows:

	Fair Value 2020	Fair Value 2019	Notional Value 2020	Notional Value 2019
Derivative assets	\$ 4,871,235	\$ 9,688,357	\$ 4,871,235	\$ 9,688,357
Derivative liabilities	(4,871,235)	(9,688,357)	(4,871,235)	(9,688,357)

Nouryon Chemicals Retirement Plan

Notes to Financial Statements
December 30, 2020 and 2019

8. Related- Party and Party In Interest Transactions

The Plan's investments are administered under a contract with Trustee. Contributions are held and managed by Trustee, who invests cash received, interest, and dividend income and makes distributions to participants. These transactions qualify as party in interest transactions which are exempt from the prohibited transactions rules of ERISA.

As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

9. Concentrations

The Plan holds certain investments that represent 10 percent or more of the Plan's net assets available for benefits. As of December 30, 2020 and 2019 the Plan had investments totaling \$60,051,798 and \$103,694,609 that were concentrated in three fund and five funds, respectively.

10. Income Tax Status

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated September 12, 2019, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

U.S. GAAP requires management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

11. Risk and Uncertainties

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

In addition, the Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

12. Subsequent Events

The Plan has evaluated subsequent events for recognition or disclosure through October 13, 2021 the date the financial statements were available to be issued. There were no subsequent events requiring disclosure.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Non-Interest Bearing Cash - USD</i>			
USD - United States dollar	255,033.200	255,033.20	255,033.20
Total - all currencies		255,033.20	255,033.20
Total Non-Interest Bearing Cash - USD		255,033.20	255,033.20
<i>Receivables - Other - USD</i>			
Pending trade sales: United States dollar	0.000	11,000,000.00	11,000,000.00
Total - all currencies		11,000,000.00	11,000,000.00
Total Receivables - Other - USD		11,000,000.00	11,000,000.00
<i>Interest Bearing Cash - USD</i>			
USD - United States dollar	2,444,945.700	2,444,945.70	2,444,945.70
Total - all currencies		2,444,945.70	2,444,945.70
Total Interest Bearing Cash - USD		2,444,945.70	2,444,945.70
<i>Value of Interest in Common/Collective Trusts</i>			
United States - USD			
CF BLACKROCK MSCI ACWI EQT INDEXNON LENDABLE FD CUSIP: 7F999L213	1,386,726.280	23,576,535.21	31,805,482.47
CF BLACKROCK TSY U.S. 15 YR KEY RATE DUR NL FD CUSIP: 4FR999X19	132,595.650	4,000,000.00	3,542,911.22
CF BLACKROCK TSY U.S. 20 YR KEY RATE DUR NL FD CUSIP: 4FR999X43	92,269.300	2,500,000.00	2,305,752.05
CF BLACKROCK TSY U.S. 25 YR KEY RATE DUR NL FD CUSIP: 4FR999X68	240,112.380	6,500,000.00	5,854,819.60
CF BLACKROCK TSY US10 YR KEY RATE DUR NL FD A CUSIP: 4FR999X84	129,206.390	3,000,000.00	2,696,783.37

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Value of Interest in Common/Collective Trusts</i>			
United States - USD			
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	123,163.760	3,478,483.14	3,471,124.25
CF SSGA LONG US GOVT BOND INDEX NL FUND (CM1D) CUSIP: 7D9915161	174,946.580	10,499,611.10	9,957,609.44
CF WILLIS TOWERS WATSON GROUP TRUST LONGCREDIT FUND CUSIP: 12999GH39	535,137.124	5,386,511.02	7,436,907.64
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	2,812,984.320	2,812,984.32	2,812,984.32
Total United States - USD		61,754,124.79	69,884,374.36
Total Value of Interest in Common/Collective Trusts		61,754,124.79	69,884,374.36
<i>Other</i>			
Emerging Markets Region - USD			
FUT MAR 21 ICUS MSCI EMG CUSIP: 999599GH0	5.000	313,435.00	322,575.00
FUT MAR 21 ICUS MSCI EMG CUSIP: 999599GH0	-5.000	-313,435.00	-322,575.00
Total Emerging Markets Region - USD		0.00	0.00
International Region - USD			
FUT MAR 21 ICUS MSCI EAF CUSIP: 999599GH0	-7.000	-735,764.97	-751,800.00
FUT MAR 21 ICUS MSCI EAF CUSIP: 999599GH0	7.000	735,764.97	751,800.00
Total International Region - USD		0.00	0.00
Ireland - USD			
CF TOWERS WATSON ALTERNATIVE CREDIT FUND USD Z SHARES UNHEDGED CUSIP: 32599TH25	13,049.830	13,249,995.16	16,721,027.75
CF TOWERS WATSON DIVERSIFYING STRATEGIES USD Z SHARES UNHEDGED CUSIP: 325997KL7	11,073.000	11,479,718.22	11,062,194.97
Total Ireland - USD		24,729,713.38	27,783,222.72

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Other</i>			
United States - USD			
FUT MAR 21 CBT UL T-BONDS CUSIP: 999599GH0	7.000	1,524,031.25	1,489,687.50
FUT MAR 21 CBT UL T-BONDS CUSIP: 999599GH0	-7.000	-1,524,031.25	-1,489,687.50
FUT MAR 21 EMINI S&P 500 CUSIP: 999599GH0	8.000	1,467,520.00	1,489,680.00
FUT MAR 21 EMINI S&P 500 CUSIP: 999599GH0	-8.000	-1,467,520.00	-1,489,680.00
FUT MAR 21 U.S. T-BONDS CUSIP: 999599GH0	4.000	701,648.44	691,375.00
FUT MAR 21 U.S. T-BONDS CUSIP: 999599GH0	-4.000	-701,648.44	-691,375.00
FUT MAR 21 5 YR T NOTE CUSIP: 999599GH0	-1.000	-125,915.15	-126,117.19
FUT MAR 21 5 YR T NOTE CUSIP: 999599GH0	1.000	125,915.15	126,117.19
Total United States - USD		0.00	0.00
Total Other		24,729,713.38	27,783,222.72
Total		100,183,817.07	111,367,575.98

** All or a portion of this security participates in Securities Lending.

5500 Supplemental Schedules

31 DEC 19 - 30 DEC 20

Account number AKNOCH
Account Name NOURYON CHEMICALS RET PLAN

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◆ 5% Report - Part A

Single Transaction in Excess of 5%

Security Description / Asset ID	Shares/Par Value	Date	Acquisition Price	Disposition Price	Lease Rental	Expenses Incurred	Cost	Current Value on Transaction Date	Net Gain/Loss
Value of Interest in Common/Collective Trusts									
United States - USD									
CF BLACKROCK MSCI ACWI EQT INDEXNON LENDABLE FD CUSIP: 7F999L213	545,040.970	30 Mar 20	15.5950			0.00	8,500,000.00	8,500,000.00	0.00
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	442,591.480	28 Jul 20	28.2420			0.00	12,500,000.00	12,500,000.00	0.00
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	-212,924.810	29 Dec 20		28.1780		0.00	6,013,581.92	6,000,000.00	-13,581.92
CF L&G LDI TRANSITION PORTFOLIO 7 FD CUSIP: 4H2999L31	59,996.216	18 Mar 20	99.9990			0.00	5,999,621.56	5,999,621.56	0.00
CF L&G LDI TRANSITION PORTFOLIO 7 FD CUSIP: 4H2999L31	-59,996.216	23 Mar 20		101.4330		0.00	5,999,621.56	6,085,632.18	86,010.62
CF LEGAL & GENERAL TREASURY 15+ STRIPS C OLLECTIVE INV TRUST FUND CUSIP: 81099LH16	-46,429.512	18 Mar 20		129.2200		0.00	4,412,196.53	5,999,621.56	1,587,425.03
CF LEGAL & GENERAL TREASURY 15+ STRIPS C OLLECTIVE INV TRUST FUND CUSIP: 81099LH16	-70,306.468	22 Jul 20		154.0100		0.00	6,681,223.65	10,827,899.14	4,146,675.49
CF SSGA LONG US GOVT BOND INDEX NL FUND (CM1D) CUSIP: 7D9915161	174,953.060	28 Jul 20	60.0030			0.00	10,500,000.00	10,500,000.00	0.00
CF WILLIS TOWERS WATSON GROUP TRUST LONG CREDIT FUND CUSIP: 12999GH39	-524,510.280	27 Mar 20		11.4390		0.00	5,279,544.77	6,000,000.00	720,455.23
CF WILLIS TOWERS WATSON GROUP TRUST LONG CREDIT FUND CUSIP: 12999GH39	-2,649,415.066	24 Jul 20		13.8140		0.00	26,668,124.50	36,600,000.00	9,931,875.50
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	10,827,899.140	24 Jul 20	1.0000			0.00	10,827,899.14	10,827,899.14	0.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	13,600,000.000	28 Jul 20	1.0000			0.00	13,600,000.00	13,600,000.00	0.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	-6,002,651.620	27 Jul 20		1.0000		0.00	6,002,651.62	6,002,651.62	0.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	-16,500,000.000	4 Aug 20		1.0000		0.00	16,500,000.00	16,500,000.00	0.00

NOTE: TRANSACTIONS ARE BASED ON THE 2019-12-30 VALUE (INCLUDING ACCRUALS) OF 109,114,446.08

5500 Supplemental Schedules

31 DEC 19 - 30 DEC 20

Account Name NOURYON CHEMICALS RET PLAN
Account number AKNOCH

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◆ 5% Report - Part B

Series of Non-Security Transactions with Same Party in Excess of 5%

Security Description / Asset ID	Shares/Par Value	Date	Acquisition Price	Disposition Price	Lease Rental	Expenses Incurred	Cost	Current Value on Transaction Date	Net Gain/Loss
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THERE ARE NO REPORTABLE TRANSACTIONS

NOTE: TRANSACTIONS ARE BASED ON THE 2019-12-30 VALUE (INCLUDING ACCRUALS) OF 109,114,446.08

5500 Supplemental Schedules

31 DEC 19 - 30 DEC 20

Account number AKNOCH
Account Name NOURYON CHEMICALS RET PLAN

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◆ 5% Report - Part C Summary

Series of Transactions by Issue in Excess of 5%

Security Description / Asset ID	Number of Transactions	Transaction Aggregate		Lease Rental	Expenses Incurred	Cost of Asset	Current Value of Asset on Transaction
		Acquisition Price	Disposition Price				
CF BLACKROCK MSCI ACWI EQT INDEXNON LENDABLE FD CUSIP: 7F999L213	Total acquisitions	2	13,000,000.00		0.00	13,000,000.00	13,000,000.00
	Total dispositions	6			0.00	7,012,140.82	8,005,116.23
CF BLACKROCK TSY U.S. 25 YR KEY RATE DUR NL FD CUSIP: 4FR999X68	Total acquisitions	3	6,500,000.00		0.00	6,500,000.00	6,500,000.00
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	Total acquisitions	1	12,500,000.00		0.00	12,500,000.00	12,500,000.00
	Total dispositions	3			0.00	9,021,516.86	9,000,399.81
CF L&G LDI TRANSITION PORTFOLIO 7 FD CUSIP: 4H2999L31	Total acquisitions	1	5,999,621.56		0.00	5,999,621.56	5,999,621.56
	Total dispositions	1			0.00	5,999,621.56	6,085,632.18
CF LEGAL & GENERAL TREASURY 15+ STRIPS C OLLECTIVE INV TRUST FUND CUSIP: 81099LH16	Total dispositions	6			0.00	11,096,876.42	16,832,979.36
CF SSGA LONG US GOVT BOND INDEX NL FUND (CM1D) CUSIP: 7D9915161	Total acquisitions	1	10,500,000.00		0.00	10,500,000.00	10,500,000.00
	Total dispositions	1			0.00	388.90	.364.62
CF WILLIS TOWERS WATSON GROUP TRUST LONG CREDIT FUND CUSIP: 12999GH39	Total dispositions	4			0.00	31,947,669.27	42,600,000.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	Total acquisitions	33	39,052,321.22		0.00	39,052,321.22	39,052,321.22
	Total dispositions	56			0.00	40,043,816.29	40,043,816.29

NOTE: TRANSACTIONS ARE BASED ON THE 2019-12-30 VALUE (INCLUDING ACCRUALS) OF 109,114,446.08

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26 Schedule of Active Participant Data as of December 31, 2019

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	1	0	0	0	0	0	0	0	0	1
35-39	1	2	2	3	0	0	0	0	0	0	8
40-44	0	1	12	6	8	0	0	0	0	2	29
45-49	2	9	25	17	14	1	1	0	0	1	70
50-54	2	6	31	19	45	17	5	0	0	0	125
55-59	5	7	22	34	42	35	21	4	1	1	172
60-64	5	6	9	23	37	27	26	8	3	0	144
65-69	0	1	3	4	6	10	9	16	4	4	57
70 & over	0	0	1	2	1	0	1	3	0	0	8
Total	15	33	105	108	153	90	63	31	8	8	614

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Nouryon Chemicals Retirement Plan
 EIN / PN: 83-1177040/001
 Plan Sponsor: Nouryon Chemicals LLC
 Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

Applicable month	August 2019
Interest rate basis	3-Segment Rates

Interest rates for valuation and lump sum conversions:

	Reflecting Corridors	Not Reflecting Corridors
First segment rate	3.74%	2.78%
Second segment rate	5.35%	3.94%
Third segment rate	6.11%	4.41%
Effective interest rate	5.42%	N/A

Annual rates of increase:

Interest crediting rate for RAP and HRAP - 2020	4.225%
Interest crediting rate for RAP and HRAP - 2021+	4.30% for 2021 grading up linearly to 4.750% for 2027+

Administrative Expenses:

Plan-related expenses based on prior year's expenses and Nouryon's best estimate of current year expenses were added to the target normal cost. For plan year 2019, the estimate of plan-related expenses is \$2,000,000.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Mortality:

- ▶ Healthy For all participants: Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2017) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2017).
- ▶ Disabled Alternative disabled life mortality tables as defined under Revenue Ruling 96-7.
- ▶ Lump sum conversion mortality 417(e)(3) Applicable Mortality Table for 2019

Termination

(not due to disability or retirement):

Rates varying by age and location

Representative Termination Rates

Percentage leaving during the year		
Attained Age	ANI Nonunion and ICI	ANI Union
20	0%	0%
25	0%	2%
30	12%	2%
35	11%	5%
40	9%	5%
45	7%	5%
50	6%	5%
55	7%	5%

Disability:

- ▶ Actives

Representative Disability Rates

Percentage disabled during the year	
Attained Age	Rate
25	0.20%
30	0.20
40	0.40
50	0.45
55	0.60
60	1.90

Plan Name: Nouryon Chemicals Retirement Plan
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Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Retirement:

Rates at which participants are assumed to retire by age are shown below

► Actives

Percentage retiring during the year			
Age	ANI Nonunion	ANI Union	ICI
Under Age 55	0%	0%	0%
55	5%	2%	7%
56	5%	2%	7%
57	5%	2%	7%
58	7%	2%	10%
59	7%	2%	10%
60	7%	2%	10%
61	7%	2%	10%
62	15%	15%	20%
63	15%	15%	20%
64	15%	15%	20%
65	20%	30%	35%
66	30%	40%	35%
67	30%	40%	35%
68	30%	50%	35%
69	30%	50%	35%
70 and older	100%	100%	100%

► Inactives:

ICI Consolidated: Retirement age is assumed to be age 65.

All others: Retirement age is assumed to be age 65 or earliest unreduced age for all deferred vested inactive groups.

Terminated vested participants over Normal Retirement Age are assumed to retire immediately with make-up payments from Normal Retirement Date, increased with interest based on the first segment rate of the “applicable interest rate” as defined in Section 417(e)(3) of the code for the month of September preceding the valuation date.

Form of payment:

► Actives

RAP and HRAP Cash Balance: 85% assumed to elect a lump sum and 15% assumed to elect a life annuity. 80% are assumed to elect to begin payment immediately and 20% are assumed to defer payment to age 65.

Traditional Benefits (LS option): For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated –

Plan Name: Nouryon Chemicals Retirement Plan
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Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

	National Starch (Non Paints) Salaried participants, 85% assumed to elect a lump sum and 15% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity.
▶ Inactive (Terminated Vested) Participants	
RAP and HRAP Cash Balance:	90% assumed to elect a lump sum and 10% assumed to elect a life annuity. Those who terminated in the two years prior to the valuation date are assumed to elect an immediate payment and all others are assumed to defer payment to age 65.
Traditional Benefits (LS option):	For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated – National Starch (Non Paints) Salaried participants, 75% assumed to elect a lump sum and 25% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity, except for former participants in the Closed/Sold locations Chemicals Edison and Wheeling Stamping are assumed to elect a 10-year certain and continuous annuity.

Percentage married:

▶ ICI Consolidated:	90%
▶ All Others:	80%

Spouse age:

Spouses of male participants assumed to be 3 years younger than participants.

Spouses of female participants assumed to be same age as participants.

Valuation earnings:	Not applicable.
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Methods

▶ Valuation date	First day of plan year.
▶ Funding target	Present value of accrued benefits as required by regulations under IRC §430.
▶ Target Normal Cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
▶ Actuarial value of assets	For the 2019 plan year, the actuarial value of assets is equal to the average of the fair market value of assets on the valuation date and 12 months preceding the valuation date, adjusted contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in

Plan Name: Nouryon Chemicals Retirement Plan
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SCHEDULE SB ATTACHMENTS

IRS Notice 2009-22). Asset values can be no less than 90% of fair market value and no more than 110% of fair market value, including discounted contributions receivable for the prior plan year.

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits Not Valued

All benefits were valued except those described as not valued in the Plan Provisions section.

Assumptions Rationale – Significant Economic Assumptions

Discount Rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash Balance Interest Crediting rate	The cash balance interest crediting rate (ICR) is based on the 10-year Treasury rate, subject to a minimum (floor) of 4.00% for the Nouryon Chemicals Retirement Plan (RAP Salaried Plan). The long-term assumption for 10-year Treasury rates is 4.75% and has been set by the Company based on a projection of future market rates. The resulting assumption is a select and ultimate table of rates which reflects both current conditions and expected future conditions. We believe that the selected assumption does not significantly conflict with other economic assumptions used.
Lump sum conversion rate	The lump sum interest rates are set equal to the segment rates as required by IRC §430.

Assumptions Rationale – Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Employee Turnover Termination	Termination rates were updated based on the results of an experience study conducted in 2015 by the predecessor plan, with

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

annual consideration of whether any conditions have changed that would be expected to produce different experience in the future.

Retirement

Retirement rates were updated based on the results of an experience study conducted in 2015 by the predecessor plan, with annual consideration of whether any conditions have changed that would be expected to produce different experience in the future.

Benefit commencement date for deferred benefits:

- ▶ Preretirement death benefit For preretirement pension death benefits, surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer.
- ▶ Deferred vested benefit Deferred vested pension participants are assumed to begin benefits at the earliest unreduced age because it is expected that many participants will retire and begin benefits when unreduced benefits are first available.

Form of Payment

The assumed form of payment elections for active and terminated vested participants were updated based on the results of an experience study conducted in 2015 by the predecessor plan, with annual consideration of whether any conditions have changed that would be expected to produce different experience in the future.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the new tables, based on RP-2014 and subsequent Society of Actuaries studies, published by the IRS in October 2017 in regulation §1.430(h)(3)-1

Plan Name: Nouryon Chemicals Retirement Plan
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- The lump sum conversion mortality table was updated to the 417(e) Applicable Mortality Table for 2019.
- The assumed plan-related expenses added to the target normal cost were changed from \$2,300,000 for the 2018 plan year to \$2,000,000 for the 2019 plan year to reflect anticipated experience. The methodology to determine the assumed plan-related expenses, however, has not changed from the prior year.

Plan Name:	Nouryon Chemicals Retirement Plan
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Plan Sponsor:	Nouryon Chemicals LLC
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Sources of Valuation Data

The primary source of participant data for the current valuation is a census of all participants supplied by Nouryon Chemicals LLC through Willis Towers Watson eepoint. The data was provided as of December 31, 2019.

Missing or Incomplete Data

We made the following assumptions for missing or incomplete data. For missing dates (hire, birth, retirement), we used the average data for all similar participants in that plan. For missing benefits for deferred inactives or participants currently receiving benefits, we used the benefit from the prior year's data if available; otherwise, we estimated the benefit according to the plan provisions. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assets

The asset data supplied by the Trustee was used by Willis Towers Watson without further audit. Nouryon Chemicals LLC provided the dates and amounts of the prior plan year contributions that were paid in 2020. All of this information has been relied upon by Willis Towers Watson. We are not aware of any errors or omissions in the asset data that would have a significant effect on the results of our calculations.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

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Model Descriptions and Disclosures (in accordance with ASOP No. 56)

Quantify

Quantify is the Willis Towers Watson centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.

Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.

Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.

Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.

Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.

Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

Published Demographic Tables

Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

5500 Supplemental Schedules

31 DEC 19 - 30 DEC 20

Account number AKNOCH
Account Name NOURYON CHEMICALS RET PLAN

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◆ 5% Report - Part A

Single Transaction in Excess of 5%

Security Description / Asset ID	Shares/Par Value	Date	Acquisition Price	Disposition Price	Lease Rental	Expenses Incurred	Cost	Current Value on Transaction Date	Net Gain/Loss
Value of Interest in Common/Collective Trusts									
United States - USD									
CF BLACKROCK MSCI ACWI EQT INDEXNON LENDABLE FD CUSIP: 7F999L213	545,040.970	30 Mar 20	15.5950			0.00	8,500,000.00	8,500,000.00	0.00
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	442,591.480	28 Jul 20	28.2420			0.00	12,500,000.00	12,500,000.00	0.00
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	-212,924.810	29 Dec 20		28.1780		0.00	6,013,581.92	6,000,000.00	-13,581.92
CF L&G LDI TRANSITION PORTFOLIO 7 FD CUSIP: 4H2999L31	59,996.216	18 Mar 20	99.9990			0.00	5,999,621.56	5,999,621.56	0.00
CF L&G LDI TRANSITION PORTFOLIO 7 FD CUSIP: 4H2999L31	-59,996.216	23 Mar 20		101.4330		0.00	5,999,621.56	6,085,632.18	86,010.62
CF LEGAL & GENERAL TREASURY 15+ STRIPS C OLLECTIVE INV TRUST FUND CUSIP: 81099LH16	-46,429.512	18 Mar 20		129.2200		0.00	4,412,196.53	5,999,621.56	1,587,425.03
CF LEGAL & GENERAL TREASURY 15+ STRIPS C OLLECTIVE INV TRUST FUND CUSIP: 81099LH16	-70,306.468	22 Jul 20		154.0100		0.00	6,681,223.65	10,827,899.14	4,146,675.49
CF SSGA LONG US GOVT BOND INDEX NL FUND (CM1D) CUSIP: 7D9915161	174,953.060	28 Jul 20	60.0030			0.00	10,500,000.00	10,500,000.00	0.00
CF WILLIS TOWERS WATSON GROUP TRUST LONG CREDIT FUND CUSIP: 12999GH39	-524,510.280	27 Mar 20		11.4390		0.00	5,279,544.77	6,000,000.00	720,455.23
CF WILLIS TOWERS WATSON GROUP TRUST LONG CREDIT FUND CUSIP: 12999GH39	-2,649,415.066	24 Jul 20		13.8140		0.00	26,668,124.50	36,600,000.00	9,931,875.50
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	10,827,899.140	24 Jul 20	1.0000			0.00	10,827,899.14	10,827,899.14	0.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	13,600,000.000	28 Jul 20	1.0000			0.00	13,600,000.00	13,600,000.00	0.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	-6,002,651.620	27 Jul 20		1.0000		0.00	6,002,651.62	6,002,651.62	0.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	-16,500,000.000	4 Aug 20		1.0000		0.00	16,500,000.00	16,500,000.00	0.00

NOTE: TRANSACTIONS ARE BASED ON THE 2019-12-30 VALUE (INCLUDING ACCRUALS) OF 109,114,446.08

5500 Supplemental Schedules

31 DEC 19 - 30 DEC 20

Account Name NOURYON CHEMICALS RET PLAN
Account number AKNOCH

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◆ 5% Report - Part B

Series of Non-Security Transactions with Same Party in Excess of 5%

Security Description / Asset ID	Shares/Par Value	Date	Acquisition Price	Disposition Price	Lease Rental	Expenses Incurred	Cost	Current Value on Transaction Date	Net Gain/Loss
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THERE ARE NO REPORTABLE TRANSACTIONS

NOTE: TRANSACTIONS ARE BASED ON THE 2019-12-30 VALUE (INCLUDING ACCRUALS) OF 109,114,446.08

5500 Supplemental Schedules

31 DEC 19 - 30 DEC 20

Account number AKNOCH
Account Name NOURYON CHEMICALS RET PLAN

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◆ 5% Report - Part C Summary

Series of Transactions by Issue in Excess of 5%

Security Description / Asset ID	Number of Transactions	Transaction Aggregate		Lease Rental	Expenses Incurred	Cost of Asset	Current Value of Asset on Transaction
		Acquisition Price	Disposition Price				
CF BLACKROCK MSCI ACWI EQT INDEXNON LENDABLE FD CUSIP: 7F999L213	Total acquisitions	2	13,000,000.00		0.00	13,000,000.00	13,000,000.00
	Total dispositions	6			0.00	7,012,140.82	8,005,116.23
CF BLACKROCK TSY U.S. 25 YR KEY RATE DUR NL FD CUSIP: 4FR999X68	Total acquisitions	3	6,500,000.00		0.00	6,500,000.00	6,500,000.00
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	Total acquisitions	1	12,500,000.00		0.00	12,500,000.00	12,500,000.00
	Total dispositions	3			0.00	9,021,516.86	9,000,399.81
CF L&G LDI TRANSITION PORTFOLIO 7 FD CUSIP: 4H2999L31	Total acquisitions	1	5,999,621.56		0.00	5,999,621.56	5,999,621.56
	Total dispositions	1			0.00	5,999,621.56	6,085,632.18
CF LEGAL & GENERAL TREASURY 15+ STRIPS C OLLECTIVE INV TRUST FUND CUSIP: 81099LH16	Total dispositions	6			0.00	11,096,876.42	16,832,979.36
CF SSGA LONG US GOVT BOND INDEX NL FUND (CM1D) CUSIP: 7D9915161	Total acquisitions	1	10,500,000.00		0.00	10,500,000.00	10,500,000.00
	Total dispositions	1			0.00	388.90	.364.62
CF WILLIS TOWERS WATSON GROUP TRUST LONG CREDIT FUND CUSIP: 12999GH39	Total dispositions	4			0.00	31,947,669.27	42,600,000.00
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	Total acquisitions	33	39,052,321.22		0.00	39,052,321.22	39,052,321.22
	Total dispositions	56			0.00	40,043,816.29	40,043,816.29

NOTE: TRANSACTIONS ARE BASED ON THE 2019-12-30 VALUE (INCLUDING ACCRUALS) OF 109,114,446.08

**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**

For calendar plan year 2019 or fiscal plan year beginning 12/31/2019 and ending 12/30/2020

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
NOURYON CHEMICALS RETIREMENT PLAN

B Three-digit plan number (PN) 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Nouryon Chemicals LLC

D Employer Identification Number (EIN)
83-1177040

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 12 Day 31 Year 2019

2 Assets:	2a	<u>111,609,064</u>
a Market value	2b	<u>105,219,911</u>
b Actuarial value		

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>408</u>	<u>39,039,280</u>	<u>39,039,280</u>
b For terminated vested participants	<u>547</u>	<u>23,829,753</u>	<u>23,829,753</u>
c For active participants	<u>614</u>	<u>48,280,941</u>	<u>49,236,429</u>
d Total	<u>1,569</u>	<u>111,149,974</u>	<u>112,105,462</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>5.42%</u>
6 Target normal cost	6	<u>2,000,000</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**

Michael Erazmus

Signature of actuary

Michael Erazmus

Type or print name of actuary

Willis Towers Watson US LLC

Firm name

Willis Tower
233 South Wacker Drive Suite 1800
Chicago IL 60606

Address of the firm

8/19/2021

Date

2006431

Most recent enrollment number

312-288-7700

Telephone number (including area code)

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	312,097
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	312,097
10 Interest on line 9 using prior year's actual return of <u>20.70%</u>	0	64,604
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		1,669,889
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>5.59%</u>		93,347
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.....		1,763,236
d Portion of (c) to be added to prefunding balance.....		1,763,236
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	2,139,937

Part III Funding Percentages

14 Funding target attainment percentage	14	91.94%
15 Adjusted funding target attainment percentage.....	15	91.94%
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	97.20%
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
01/08/2021	717,835	0			
08/03/2021	782,319	0			
Totals ▶			18(b)	1,500,154	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	1,399,411

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	
0	0	0	0	0

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 65
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	2,000,000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	9,025,488		1,534,438
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	3,534,438	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	2,139,937	2,139,937
36 Additional cash requirement (line 34 minus line 35)	36	1,394,501	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	1,399,411	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	4,910	
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 ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Nouryon Chemicals LLC
EIN/PN	83-1177040/001
Plan Name	Nouryon Chemicals Retirement Plan
Valuation Date	December 31, 2019
Enrolled Actuary	Michael Erazmus
Enrollment Number	20-06431

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of December 31, 2019

For each active participant, an expected retirement age was calculated weighted in proportion to the probability (as shown in the retirement rates tables in the attachments to Schedule SB, Part V – Statement of Actuarial Assumptions/Methods) that the individual would remain an active participant to each age and then retire at that age. The plan's weighted average retirement age of 65 is the arithmetic average of the expected retirement ages of all participants on December 31, 2019, based on all current decrements assumed.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

Applicable month	August 2019
Interest rate basis	3-Segment Rates

Interest rates for valuation and lump sum conversions:

	Reflecting Corridors	Not Reflecting Corridors
First segment rate	3.74%	2.78%
Second segment rate	5.35%	3.94%
Third segment rate	6.11%	4.41%
Effective interest rate	5.42%	N/A

Annual rates of increase:

Interest crediting rate for RAP and HRAP - 2020	4.225%
Interest crediting rate for RAP and HRAP - 2021+	4.30% for 2021 grading up linearly to 4.750% for 2027+

Administrative Expenses:

Plan-related expenses based on prior year's expenses and Nouryon's best estimate of current year expenses were added to the target normal cost. For plan year 2019, the estimate of plan-related expenses is \$2,000,000.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Mortality:

- ▶ Healthy For all participants: Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2017) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2017).
- ▶ Disabled Alternative disabled life mortality tables as defined under Revenue Ruling 96-7.
- ▶ Lump sum conversion mortality 417(e)(3) Applicable Mortality Table for 2019

Termination

(not due to disability or retirement):

Rates varying by age and location

Representative Termination Rates

Percentage leaving during the year		
Attained Age	ANI Nonunion and ICI	ANI Union
20	0%	0%
25	0%	2%
30	12%	2%
35	11%	5%
40	9%	5%
45	7%	5%
50	6%	5%
55	7%	5%

Disability:

- ▶ Actives

Representative Disability Rates

Percentage disabled during the year	
Attained Age	Rate
25	0.20%
30	0.20
40	0.40
50	0.45
55	0.60
60	1.90

Plan Name: Nouryon Chemicals Retirement Plan
 EIN / PN: 83-1177040/001
 Plan Sponsor: Nouryon Chemicals LLC
 Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Retirement:

Rates at which participants are assumed to retire by age are shown below

► Actives

Percentage retiring during the year			
Age	ANI Nonunion	ANI Union	ICI
Under Age 55	0%	0%	0%
55	5%	2%	7%
56	5%	2%	7%
57	5%	2%	7%
58	7%	2%	10%
59	7%	2%	10%
60	7%	2%	10%
61	7%	2%	10%
62	15%	15%	20%
63	15%	15%	20%
64	15%	15%	20%
65	20%	30%	35%
66	30%	40%	35%
67	30%	40%	35%
68	30%	50%	35%
69	30%	50%	35%
70 and older	100%	100%	100%

► Inactives:

ICI Consolidated: Retirement age is assumed to be age 65.

All others: Retirement age is assumed to be age 65 or earliest unreduced age for all deferred vested inactive groups.

Terminated vested participants over Normal Retirement Age are assumed to retire immediately with make-up payments from Normal Retirement Date, increased with interest based on the first segment rate of the "applicable interest rate" as defined in Section 417(e)(3) of the code for the month of September preceding the valuation date.

Form of payment:

► Actives

RAP and HRAP Cash Balance: 85% assumed to elect a lump sum and 15% assumed to elect a life annuity. 80% are assumed to elect to begin payment immediately and 20% are assumed to defer payment to age 65.

Traditional Benefits (LS option): For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated –

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	National Starch (Non Paints) Salaried participants, 85% assumed to elect a lump sum and 15% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity.
▶ Inactive (Terminated Vested) Participants	
RAP and HRAP Cash Balance:	90% assumed to elect a lump sum and 10% assumed to elect a life annuity. Those who terminated in the two years prior to the valuation date are assumed to elect an immediate payment and all others are assumed to defer payment to age 65.
Traditional Benefits (LS option):	For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated – National Starch (Non Paints) Salaried participants, 75% assumed to elect a lump sum and 25% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity, except for former participants in the Closed/Sold locations Chemicals Edison and Wheeling Stamping are assumed to elect a 10-year certain and continuous annuity.

Percentage married:

▶ ICI Consolidated:	90%
▶ All Others:	80%

Spouse age:

Spouses of male participants assumed to be 3 years younger than participants.

Spouses of female participants assumed to be same age as participants.

Valuation earnings:	Not applicable.
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Methods

▶ Valuation date	First day of plan year.
▶ Funding target	Present value of accrued benefits as required by regulations under IRC §430.
▶ Target Normal Cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
▶ Actuarial value of assets	For the 2019 plan year, the actuarial value of assets is equal to the average of the fair market value of assets on the valuation date and 12 months preceding the valuation date, adjusted contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in

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IRS Notice 2009-22). Asset values can be no less than 90% of fair market value and no more than 110% of fair market value, including discounted contributions receivable for the prior plan year.

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits Not Valued

All benefits were valued except those described as not valued in the Plan Provisions section.

Assumptions Rationale – Significant Economic Assumptions

Discount Rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash Balance Interest Crediting rate	The cash balance interest crediting rate (ICR) is based on the 10-year Treasury rate, subject to a minimum (floor) of 4.00% for the Nouryon Chemicals Retirement Plan (RAP Salaried Plan). The long-term assumption for 10-year Treasury rates is 4.75% and has been set by the Company based on a projection of future market rates. The resulting assumption is a select and ultimate table of rates which reflects both current conditions and expected future conditions. We believe that the selected assumption does not significantly conflict with other economic assumptions used.
Lump sum conversion rate	The lump sum interest rates are set equal to the segment rates as required by IRC §430.

Assumptions Rationale – Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Employee Turnover Termination	Termination rates were updated based on the results of an experience study conducted in 2015 by the predecessor plan, with

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annual consideration of whether any conditions have changed that would be expected to produce different experience in the future.

Retirement

Retirement rates were updated based on the results of an experience study conducted in 2015 by the predecessor plan, with annual consideration of whether any conditions have changed that would be expected to produce different experience in the future.

Benefit commencement date for deferred benefits:

- ▶ Preretirement death benefit For preretirement pension death benefits, surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer.
- ▶ Deferred vested benefit Deferred vested pension participants are assumed to begin benefits at the earliest unreduced age because it is expected that many participants will retire and begin benefits when unreduced benefits are first available.

Form of Payment

The assumed form of payment elections for active and terminated vested participants were updated based on the results of an experience study conducted in 2015 by the predecessor plan, with annual consideration of whether any conditions have changed that would be expected to produce different experience in the future.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the new tables, based on RP-2014 and subsequent Society of Actuaries studies, published by the IRS in October 2017 in regulation §1.430(h)(3)-1

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- The lump sum conversion mortality table was updated to the 417(e) Applicable Mortality Table for 2019.
- The assumed plan-related expenses added to the target normal cost were changed from \$2,300,000 for the 2018 plan year to \$2,000,000 for the 2019 plan year to reflect anticipated experience. The methodology to determine the assumed plan-related expenses, however, has not changed from the prior year.

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Sources of Valuation Data

The primary source of participant data for the current valuation is a census of all participants supplied by Nouryon Chemicals LLC through Willis Towers Watson eepoint. The data was provided as of December 31, 2019.

Missing or Incomplete Data

We made the following assumptions for missing or incomplete data. For missing dates (hire, birth, retirement), we used the average data for all similar participants in that plan. For missing benefits for deferred inactives or participants currently receiving benefits, we used the benefit from the prior year's data if available; otherwise, we estimated the benefit according to the plan provisions. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assets

The asset data supplied by the Trustee was used by Willis Towers Watson without further audit. Nouryon Chemicals LLC provided the dates and amounts of the prior plan year contributions that were paid in 2020. All of this information has been relied upon by Willis Towers Watson. We are not aware of any errors or omissions in the asset data that would have a significant effect on the results of our calculations.

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Model Descriptions and Disclosures (in accordance with ASOP No. 56)

Quantify

Quantify is the Willis Towers Watson centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.

Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.

Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.

Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.

Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.

Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

Published Demographic Tables

Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise.

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions – Nouryon Chemicals Retirement Plan

The Nouryon Chemicals Retirement Plan was established as a new plan after being spun-off from the AkzoNobel Retirement Plan on December 31, 2017. The following summarizes the plan provisions applicable to the primary groups that participate in the plan.

A bulk lump sum window was offered to a select group of terminated vested participants in late 2019. The Plan was amended to provide a temporary benefit enhancement equal to the greater of (1) \$500 or (2) 5% of the original lump sum value for participants who elected to receive their benefits as a lump sum during the window.

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Plan Provisions – Nouryon Chemicals Retirement Plan

Plan name	Salaried Plan — Retirement Account Plan (RAP)	Effective date	12/31/1975
Plan number	001	Restated effective date	12/31/1997
Type of plan	Final Average Pay (former ANRP formula) Cash Balance		
Plan configuration	Merger of many previously separate plans. Some common provisions, with individual company variations for service dates, benefit formulas, minimums and offsets. Closed/Sold and HRAP were merged in effective December 30, 2008.		
Eligibility to participate	Salaried and certain hourly employees on later of date of hire or age 21. Effective January 1, 1998, participants between the ages of 40 and 55 had the option to remain under the ANRP formula or to choose the cash balance. Participants beyond age 55 or who had 30 years of service remained under the ANRP formula and participants under age 40 fall under the cash balance provisions. All new participants after January 1, 1998 will be under the cash balance provisions. Employees hired on or after October 1, 2006 are not eligible.		
Benefit service	Former ANRP: All continuous service (see comments) Cash Balance: One year for each 12-month period of 1,000 hours Benefit service is frozen at the earlier of December 31, 2006 or date of termination.		
Vesting	0% first 5 years of service — 100% thereafter. Effective December 31, 2008, 0% first 3 years of service — 100% thereafter.		
Normal form	Life Annuity		

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Benefit	Eligibility	Annual Amount
<u>ANRP Formula</u>		
Normal retirement	Age 65 and 5 years service (age 65 if employed on 12/31/1988)	<p>The sum of (1), (2), and (3), all of which were frozen as of December 31, 2006, but not less than (4):</p> <ol style="list-style-type: none">(1) 1.1% of final average earnings (highest 60 months out of last 120) up to Social Security covered compensation times benefit service up to 35 years.(2) 1.6% of final average earnings in excess of Social Security covered compensation times benefit service up to 35 years.(3) 1.1% of final average earnings times benefit service in excess of 35 years, but not more than 40 years.(4) The benefit accrued as of December 30, 1989. <p>Note: Participants over age 55 or with 30 years of service at January 1, 1998 may receive their benefits in a lump sum payment.</p> <p>For benefit service earned before January 1, 1991, earnings refers to base compensation paid plus shift differential (for employees of Reliance Universal, earnings include that portion of earned commission necessary to increase earnings to \$50,000).</p> <p>For benefit service earned between January 1, 1991 and December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and the portion of the EVA bonus that is equal to the historical percentage of the performance related bonus (PRP).</p> <p>For benefit service earned after December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and EVA bonuses paid under designated programs.</p>

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Benefit	Eligibility	Annual Amount														
<u>ANRP Formula</u> (cont'd.)																
Normal retirement (cont'd.)		<p>For the portion of the EVA bonus considered PRP bonus to be used for service between January 1, 1991 and December 31, 2000, the following percentage of the EVA bonus will be used for the pay grade levels shown below. For participants not in these grade levels, the EVA bonus equals the PRP bonus.</p> <table><tr><th>Grade</th><th>PRP %</th></tr><tr><td>SE1</td><td>63%</td></tr><tr><td>SE2</td><td>55%</td></tr><tr><td>SE3</td><td>50%</td></tr><tr><td>TE</td><td>44%</td></tr><tr><td>TEA</td><td>44%</td></tr><tr><td>TEC</td><td>44%</td></tr></table> <p>All earnings are limited as required by IRC Section 401(a)(17). Minimum Final Average Earnings: \$35,280 (\$39,600 for Intervet). Social Security covered compensation is the average of the Social Security wage bases for the 35-year period ending in the year of an employee's Social Security retirement age.</p>	Grade	PRP %	SE1	63%	SE2	55%	SE3	50%	TE	44%	TEA	44%	TEC	44%
Grade	PRP %															
SE1	63%															
SE2	55%															
SE3	50%															
TE	44%															
TEA	44%															
TEC	44%															
Early retirement	Age 55 and 10 years service	Reduced ½% per month from age 62.														
Postponed retirement	Over age 65	Normal retirement benefit including continued service and earnings.														
Disability retirement	Receipt of Social Security benefit and Akzo Nobel LTD plan benefits	Benefit service continues to normal retirement date or December 31, 2006, if earlier. Final average earnings and Social Security covered compensation determined at date of disability. Payments begin at age 65, or when the LTD benefits end, if later.														
Deferred vested retirement	Age 55 and 5 years service	Reduced ½% per month from age 65.														

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Benefit	Eligibility	Annual Amount
<u>ANRP Formula</u> (cont'd.)		
Preretirement death:		
Prior to earliest retirement date	5 years service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary at date first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years service	50% joint and survivor reduced for early commencement, payable immediately after death. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary immediately after death.
Prior plan benefits	Participation in prior plan	See the table on the following page for an outline of those groups with prior plan benefits.
Comments	<p>(1) Pre-1976 Benefit Service: in accordance with prior plans. Post-1975 benefit service: full year credit for 1,000 hours; 1/12 of a year credit for each month during which at least 83 hours worked.</p> <p>(2) For certain groups, benefit service begins on a specified "future service only" date. See the table on the following page for an outline of ANRP benefit service dates.</p> <p>(3) Benefit service is frozen as of December 31, 2006.</p> <p>(4) Earnings received after December 31, 2006 will not be used to determine any benefits under the ANRP formula.</p> <p>(5) Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.</p>	

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An outline of the applicable ANRP Benefit Service dates and provisions for Prior Plan Benefits (if any) as follows:

Company	ANRP Service Date	Prior Plan Participation Date	Prior Plan Benefit
ANI	Date of Hire	10/30/1975	Minimum of Prior Plan prospective benefit
Akzo Chemicals Inc.			
Pioneer Chemicals	Date of Hire	6/29/1977	Minimum of Pioneer Prior Plan prospective benefit
Noury Chemicals	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit
Stauffer	Date of Hire ^(a)	7/22/1987	Minimum of Cheseborough Pond's Prior Plan benefit accrued to 12/31/1987 plus RAP benefit for future accruals (offset of insured annuity covering accrued benefit through 7/31/1985)
New Brunswick (Interstab)	Date of Hire ^(b)	12/31/1989	Minimum of Interstab Prior Plan accrued benefit to 12/31/1989
Filtrol	Date of Hire	12/31/1989	Minimum of Filtrol Prior Plan benefit accrued to 12/31/1989 plus RAP benefit for future accruals
Other	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit

^(a) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan. In addition, certain service while an hourly employee or in the participant's waiting period will be included.

^(b) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan.

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Benefit	Eligibility	Annual Amount												
<u>Cash Balance Formula</u>														
Retirement	5 year service	<p>Cash balance formula with each year's accrual as the sum of (1), (2), and (3):</p> <p>(1) A percentage of annual pay, as follows:</p> <table><tr><th>Service</th><th>Percentage</th></tr><tr><td>Less than 5</td><td>4%</td></tr><tr><td>5 to 9</td><td>5%</td></tr><tr><td>10 – 14</td><td>6%</td></tr><tr><td>15 – 19</td><td>7%</td></tr><tr><td>20 or more</td><td>8%</td></tr></table> <p>No accruals after December 31, 2006.</p> <p>(2) 4% of annual pay in excess of 80% of the Social Security wage base.</p> <p>No accruals after December 31, 2006.</p> <p>(3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.</p>	Service	Percentage	Less than 5	4%	5 to 9	5%	10 – 14	6%	15 – 19	7%	20 or more	8%
Service	Percentage													
Less than 5	4%													
5 to 9	5%													
10 – 14	6%													
15 – 19	7%													
20 or more	8%													
Comments	<p>(1) Participants at January 1, 1998 have an opening balance based on pre-1998 service and earnings and the former ANRP formula.</p> <p>(2) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and EVA bonuses.</p> <p>(3) Pay credits will no longer be credited after December 31, 2006.</p> <p>(4) Earnings received after December 31, 2006 will not be used to determine any benefits under the RAP formula.</p> <p>(5) Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.</p>													
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2006.												
Preretirement death	Vested	Account balance is payable to beneficiary.												

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Changes in Benefits Valued Since Prior Year

No Changes in RAP Plan Provisions Since Prior Year.

Plan Provisions – Former HRAP Plan

Eligibility to participate EKA Columbus Union Hourly employees on the later of date of hire or age 21. Effective February 1, 2003 plan was extended to Functional Chemicals LIMA union employees.

Benefit service One year for each 12 month period. For LIMA employees, benefit service is frozen at the earlier of December 31, 2007 or date of termination. For Columbus employees, benefit service is frozen at the earlier of January 19, 2009 or date of termination.

Normal form Life Annuity, Lump Sum optional.

Benefit

Eligibility

Annual Amount

Retirement formula

Cash balance formula with each year's accrual as the sum of (1), (2), and (3):

- (1) A percentage of annual pay, as follows:

<i>Service</i>	<i>Percentage</i>
Less than 5	4%
5 – 9	5%
10 – 14	6%
15 – 19	7%
20 or more	8%

No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees.

- (2) 4% of annual pay in excess of 80% of the Social Security wage base.

No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees.

- (3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.

Comments

(1) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and performance-related bonuses.

(2) Pay credits will no longer be credited after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.

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- (3) Earnings received after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees will not be used to determine any benefits under the HRAP formula.

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Benefit	Eligibility	Annual Amount
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits.	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.
Preretirement death	Vested	Account balance is payable to beneficiary.

Changes in Benefits Valued Since Prior Year

No Changes in Former HRAP Plan Provisions Since Prior Year.

Plan Provisions – Former Closed/Sold Plan

Eligibility to participate	All participants are inactive.
Benefit service	N/A
Normal form	10 year certain and life annuity for Wheeling Stamping and Chemicals Edison. Life annuity for all others.

Salt Master

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Diamond Crystal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Washington Courthouse

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years service	Reduced 3/10% per month from age 65.
Vested Retirement	Age 55 and	Reduced 3/10% per month from age 65.

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5 years of service

Wheeling Stamping

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 55 and 10 years of service	Reduced 4/10% per month from age 65.

Muscatine

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.
Vested Retirement	Age 55 and 5 years of service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Muscatine – White Metal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 60 and 10 years service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 60 and 10 years of service	Reduced 4/10% per month from age 65.

Coatings Louisville

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 15 years service	Reduced 4/12% per month from age 65.
	Age 55 and 30 years service	Reduced 4/12% per month from age 62.
	Age 58 and 30 years service	Unreduced
Vested Retirement	Age 55 and 15 years of service	Reduced 4/12% per month from age 65.

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Chemicals Edison

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit.
Early retirement	Age 55 and 10 years service	Reduced 1/2% per month from age 62.
Vested Retirement	Age 60 and 10 years of service	Reduced 1/2% per month from age 65.

Notes: As of April 25, 1997, Salt was sold and all active participants in Salt Master Plan became inactive.

The Diamond Crystal Hourly Plan merged into the Salt Master Plan effective December 30, 1998.

The Courtaulds Wheel Stamping Pension Plan merged into the Salt Master Plan effective December 30, 2001. The merged plan was renamed as the Pension Plan for Closed/Sold units.

The Coatings Louisville Hourly Plan merged into the Pension Plan for Closed/Sold units effective December 30, 2005.

The Chemicals Edison Plan merged into the Pension for Closed/Sold units effective December 30, 2006.

Changes in Benefits Valued Since Prior Year

No Changes in Former Closed/Sold Plan Provisions Since Prior Year.

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Plan Provisions – Akzo Nobel Master Hourly Retirement Plan

Plan name	Coatings Master	Effective date	1/1/1990
Plan number	106		
Type of plan	Dollar per month/Final average pay with dollar per month minimum benefit.		
Plan configuration	Merger of several previously separate plans. Each unit has its own unique set of plan provisions. Coatings Hanna plan was merged in effective November 30, 2005 and Powder Coatings was merged in effective December 31, 2005. Chemicals Master was merged in effective December 31, 2008.		
Eligibility to participate	Bargained employees at specified plants. For Powder Coatings, employees hired on or after May 1, 2007 are not eligible.		
Benefit service	All unbroken service (see comments). For Pasadena and Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination. For Powder Coatings, benefit service will be frozen on May 1, 2017.		
Vesting	0% first 5 years of service — 100% thereafter (see comments).		
Normal form	Life Annuity; lump sum is available for participants retiring from the Pasadena, Morris, McCook, Deer Park, and Powder Coatings location.		

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BAXLEY

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years service	\$20.00 per month times years of benefit service. For former Monsanto employees, offset by prior plan benefit accrued to 9/30/1986.
Early retirement	Age 55 and 10 years service	Reduced ¼% per month from age 65.
Postponed retirement	Over age 65 and 5 years service	Normal retirement formula reflecting continued benefit service.
Disability retirement	15 years service and eligible for Social Security disability	\$10.00 per month times years of benefit service (maximum 30 years), payable immediately through age 65, then regular retirement benefit at age 65.
Preretirement death:		
Prior to earliest retirement date	5 years service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years service	50% joint and survivor, reduced for early commencement, payable immediately after death.

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Comments

- (1) Baxley: Pre-1976 Benefit Service: Full years and completed months.
Post-1975 Benefit Service: Full year credit for 2,080 hours; pro rata credit for less than 2,080 hours.
Baxley location was sold May, 2006.

Changes in Coatings Master Plan Provisions Since Prior Year

No Changes in Coatings Master Plan Provisions Since Prior Year.

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Plan Provisions – Former Chemicals Master Plan

Eligibility to participate Bargaining unit employees (hourly at Pasadena) active at work, after a specified waiting period (see comments). Pasadena employees hired on or after December 31, 2006 are not eligible.

Vesting 0% for first 5 years of service from date of hire — 100% thereafter.

Benefit Service As defined in the plan document (see comment).

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years service	Benefit unit times years of benefit service (see comments).
Early retirement	Age 55 and 10 years service	Normal retirement formula reduced ½% per month from age 62.
Postponed retirement	Over age 65	Normal retirement formula reflecting continued benefit service.
Disability retirement	10 years service	<p>2 times accrued benefit, payable immediately; reduced to 1 times accrued benefit at age 65 or when eligible for Social Security disability benefits, if earlier.</p> <p>For the Pasadena location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); no additional benefit service is granted after December 31, 2006; payments begin at normal retirement (or when long-term disability ends, if earlier).</p> <p>For the McCook location, \$82 per month per year of benefit service.</p> <p>For the Morris location, \$78 per month per year of benefit service.</p>
Preretirement death:		
Prior to earliest retirement date	5 years service	42½% of accrued benefit, payable immediately; adjusted for employee/spouse age difference; unadjusted if orphans' benefit (no surviving spouse).
After earliest retirement date	Age 55 and 10 years service	50% joint and survivor, reduced for early commencement, payable immediately after death.

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Comments

- (1) Effective Date is July 30, 1973 for Morris, January 1, 1976 for Noury, and September 1, 1979 for Pasadena.
- (2) The waiting period for participation is 90 days for Pasadena and McCook; 30 days for McCook-Pilot and Morris; 0 days for Noury.
- (3) Pre-1976 Benefit Service: In accordance with prior plans. Post-1975 Benefit Service: Full year credit for 1,700 hours; pro rata credit to the nearest 1/10th of a year for less than 1,700 hours. For the Morris location only, effective January 1, 1996, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours. For the McCook location only, effective January 1, 1995, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours.
- (4) Benefit service was frozen as follows:

Location Freeze Date

Pasadena	December 31, 2006
McCook	June 30, 2007 (plant closure)
Morris	June 30, 2008
Burt	December 31, 2007

- (5) The applicable benefit unit for each location is as follows:

<i>Location</i>	<i>Effective on Current Valuation Date</i>	<i>Effective at End of Plan Year *</i>	<i>Effective Ultimately *</i>
Pasadena	\$60.00	\$60.00	\$60.00
McCook	\$41.00	\$41.00	\$41.00
Morris	\$40.00	\$40.00	\$40.00
Burt	\$37.00	\$37.00	\$37.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Changes in Benefits Valued Since Prior Year

No Changes in Former Chemicals Master Plan Provisions Since Prior Year

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Plan Provisions – Former Chemicals Consolidated Plan (previously merged into Chemicals Master Plan)

Eligibility to participate	Hourly employees with one year of service. Deer Park employees hired on or after December 31, 2006 are not eligible.	
Vesting	0% for first 5 years of service — 100% thereafter; all plan members are fully vested in the benefit accrued to 12/31/1987 (see comments).	
Benefit	Eligibility	Benefit Amount
Normal retirement	Age 65	<p>For the Deer Park location: 0.75% of final average earnings (see comments) up to \$4,800 plus 1.25% of final average earnings in excess of \$4,800 times benefit service. Benefit accrued to 7/31/1985 is funded by an insured annuity. Minimum benefit: \$30/year times benefit service not in excess of 35 years.</p> <p>For the Gallipolis Ferry and LeMoyne locations: Monthly benefit unit times years of benefit service (see comments). Benefit accrued to 7/31/1985 is funded by an insured annuity. Effective August 31, 2010 benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 will cease.</p>
Early retirement	Age 55 and one year service (55 and 5 years of service for Deer Park if hired after March 1, 2003)	<p>For the Deer Park location, reduced 5% per year from age 65. For the Gallipolis Ferry and Lemoyne locations, reduced 3% per year from age 65 to 60 and 5% per year from age 60 to 55. Participants who have attained age 55 and completed 10 years of service are eligible for an unreduced benefit at age 62 and 6% per year reduction from age 62 (3% per year reduction from age 62 to age 60 and 5% per year reduction from age 60 to age 55 for LeMoyne).</p>
Deferred vested retirement	5 years service	Reduced 6-2/3% per year from age 65 to age 60 and by 3-1/3% per year from age 60 to age 55.
Postponed retirement	Over age 65	Normal retirement formula reflecting continued benefit service and earnings.
Disability retirement	40 and 10 years service (5 years of service only for Gallipolis Ferry location)	Accrued benefit, payable immediately, plus a temporary supplement equal to \$2.00 per month times benefit service to date of disability, payable until age 65 if denied Social Security disability. For the LeMoyne location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); payments begin at the date benefit service ceases.

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Benefit	Eligibility	Benefit Amount
Preretirement death:		
Prior to earliest retirement date	5 years service	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable when participant would have been first eligible to receive benefits (see comments).
After earliest retirement date	Age 55	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable immediately after death (see comments).

- Comments**
- (1) Benefit Service: Elapsed time measured in months in year of hire, and year of termination. Full year credit for 1,000 hours, no credit for less than 1,000 hours in interim years. For Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination.
 - (2) Vesting Service: Full year credit for 1,000 hours. No credit for less than 1,000 hours.
 - (3) Earnings: Hourly rate of pay times 2,080 hours.
 - (4) Final Average Earnings: Average of the earnings on the 5 consecutive September 1 during the final 10 years of service that produce the highest average. Earnings received after December 31, 2006 will not be used to determine any benefits under the Deer Park formula.
 - (5) Spouse's benefit for death of terminated vested participant under age 55: 50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.
 - (6) Spouse's benefit for death of terminated vested participant age 55 and over: 50% joint and survivor, reduced for early commencement, payable immediately after death.
 - (7) The applicable benefit unit for each location is as follows:

Location	Effective on Current Valuation Date	Effective at End of Plan Year *	Effective Ultimately *
LeMoyne	\$44.00	\$44.00	\$44.00
Gallipolis Ferry	\$47.00	\$47.00	\$47.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Effective August 31, 2010, benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 were frozen. All other participants (55 or older as of August 31, 2010) were given the option to elect to have benefit accruals frozen as of August 31, 2010 or will have their benefit accruals frozen as of August 31, 2014.

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Changes in Benefits Valued Since Prior Year

No Changes in Chemicals Consolidated Plan Provisions Since Prior Year.

Plan Provisions – Akzo Nobel Consolidated Pension Plan for Employees of ICI

The Akzo Nobel Consolidated Pension Plan for Employees of ICI is a merger of previously separate plans. Effective April 1, 2008, assets and liabilities for certain participants of the National Starch and Chemical Company Consolidated Pension Plan were merged into the ICI Paints Salaried Pension Plan. The plan was renamed the Akzo Nobel Consolidated Pension Plan for Employees of ICI effective December 31, 2009. Below is a summary of the plan provisions applicable to the main groups that participate in the plan. The plan provisions are summarized as follows:

ALCO/Chattanooga Union

In addition, Legacy Groups of inactive participants and beneficiaries with annuity benefits participate in the Plan. These legacy groups no longer accrue benefits under the Plan; therefore only eligibility and retirement reduction plan provisions for these groups have been summarized. Legacy Groups consist of participants from the following prior plans:

Hazelton Union *

Plainfield Union *

* A small group of identified participants with frozen annuity benefits under these former pension plans were transferred to the ICI Paints Plan as part of the National Starch & Chemical Company merger effective April 1, 2008. There are not a significant amount of participants in these locations, therefore plan provisions have not been summarized.

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Plan Provisions – ALCO/Chattanooga Union

Covered Employees	Chattanooga, Tennessee participating members in International Union, Allied Industrial Workers of America, AFL-CIO, Local #919. Plan closed to new entrants on January 1, 2011.
Participation Date	Immediate upon completion of one hour of service.

Definitions

Vesting service	One year for each 12-month period of 1,000 or more hours of service plus any service allowed as credited service not already included.
Credited service	One year for each 12-month period credited with number of regularly scheduled annual hours of service. Partial service awarded for at least 83 hours of service at a rate of 1/12 of a year for each 83 additional hours of service maximum of one year. Effective March 31, 2011, credited service under the plan was frozen.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with five years of vesting service.
Monthly pension benefit	\$45.00 per month multiplied by credited service. Effective March 31, 2011, benefit accruals under the plan were frozen.
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced according to the 50% joint and survivor option.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and attainment of age 55 and completing 15 years of vesting service.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.
Disability	Total and permanent disability and receiving a Social Security disability benefit prior to NRD and after completing 15 years of vesting service. Effective March 31, 2011, disability benefits under the plan were eliminated.
Preretirement death benefit	Death after completing five years of vesting service prior to commencement of benefits.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit determined as of early retirement date, reduced for each year of payment before age 65. Benefit reduced 6.6667% per year for
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first five years and reduced by 3.3333% per year for the next five years by which benefit commencement precedes the participant's age 65. Pension benefit will be unreduced if participant is at least age 55 with 85 points (age plus credited service) at early retirement date.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

Monthly pension benefit determined as of termination date payable at participant's NRD. If termination occurred after 15 years of vesting service may elect pension benefit as early as age 55 reduced 8% per year for the first five years and reduced by 4% per year for the next five years by which benefit commencement precedes the participant's NRD.

Disablement

Monthly pension benefit determined as of date of disability payable immediately. Benefit reduced 6.6667% per year for first five years, reduced by 3.3333% per year for the next five years, and actuarially reduced thereafter, by which benefit commencement precedes the participant's age 65.

Effective March 31, 2011, disability benefits under the plan were eliminated.

Preretirement death

If participant was eligible for early retirement as of date of death, monthly preretirement death benefit payable at ERD.

If participant was not eligible for early retirement as of date of death, monthly preretirement death benefit payable at NRD. Or reduced vested termination benefit but no earlier than earliest retirement age.

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 100% joint and survivor annuity, 75% joint and survivor annuity, or (for married participants) a life annuity. A lump sum form of payment is also available.

Maximum on benefits and pay

All benefits for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Changes in ALCO/Chattanooga Union Plan Provisions Since Prior Year

None.

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Appendix B Supplement: Detailed Summary of Payment Forms and Applicable Conversion Factors for 2019 Plan Year (12/31/2019)

RAP, ANRP and HRAP Optional Forms:

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50%	0.99	0.98	0.97	0.94	0.91
75%	0.95	0.94	0.93	0.90	0.87
100%	0.91	0.90	0.89	0.86	0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

Conversion from a single life annuity to a Life Annuity with 5 Years Certain: 0.98

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93

ANRP Optional Forms:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 2.13%, 3.07%, and 3.65% and the 417(e)(3) Applicable Mortality Table for 2019.

Salt – Manistee-Akron-St. Clair Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Salt Master Optional Forms:

Conversion from a single life annuity to 25% Joint and Survivor Annuity: - 0.95 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.87 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

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Conversion from a single life annuity to 100% Joint and Survivor Annuity: - 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93

Thatcher Plastic NonWhite Metal and Washington Court House/Plastic Tubes Optional Forms:

Conversion from a single life annuity to 50% or 75% Joint and Survivor Annuity or 50% Joint and Survivor Pop-Up Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Thatcher Plastic White Metal Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Wheeling Stamping Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 66.67%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Male Group Annuity Mortality Table.

Edison Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Life Annuity with 5 or 15 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Full Cash Refund: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Louisville Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.885 increased by 0.004 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.004 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 66 2/3% Joint and Survivor Annuity: - 0.855 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years provided that the factor shall not be greater than 1.00.

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Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.840 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.92

Baxley Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

Conversion from a single life annuity to a Life Annuity with Five or Ten Years Certain: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

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Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms:

Conversion from a single life annuity to a Joint and Survivor Annuity: 8% compounded using mortality rates as provided in the Appendix of the plan document.

Sample factors if spouse five years younger than participant:

Age	Spouse Age	100%	50%	75%
55	50	.8614	.9255	.8923
56	51	.8542	.9214	.8866
57	52	.8469	.9171	.8806
58	53	.8392	.9126	.8744
59	54	.8314	.9079	.8679
60	55	.8233	.9030	.8613
61	56	.8150	.8981	.8546
62	57	.8066	.8930	.8476
63	58	.7981	.8878	.8405
64	59	.7895	.8823	.8333
65	60	.7808	.8769	.8261

Sample factors if spouse same age as participant:

Age	Spouse Age	100%	50%	75%
55	55	.8805	.9365	.9077
56	56	.8748	.9332	.9030
57	57	.8687	.9298	.8982
58	58	.8625	.9262	.8932
59	59	.8561	.9224	.8880
60	60	.8495	.9186	.8827
61	61	.8429	.9148	.8774
62	62	.8362	.9108	.8719
63	63	.8294	.9068	.8663
64	64	.8224	.9026	.8606
65	65	.8157	.8985	.8551

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Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms (continued):

Sample factors if spouse five years older than participant:

Age	Spouse Age	100%	50%	75%
55	60	.9015	.9482	.9321
56	61	.8971	.9457	.9207
57	62	.8924	.9432	.9171
58	63	.8877	.9405	.9134
59	64	.8828	.9377	.9095
60	65	.8779	.9350	.9055
61	66	.8729	.9321	.9016
62	67	.8679	.9293	.8975
63	68	.8629	.9264	.8935
64	69	.8578	.9235	.8894
65	70	.8529	.9206	.8855

Deer Park and LeMoyne Life Annuity Other Optional Forms:

Conversion from a single life annuity to a Life Annuity with Ten Year Certain:

Ten Year C&L Factors for the Pru Annuity	
Age	Factor
0	0.0000
55	0.9758
56	0.9729
57	0.9695
58	0.9658
59	0.9614
60	0.9567
61	0.9515
62	0.9454
63	0.9390
64	0.9317
65+	0.9239

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 2.13%, 3.07%, and 3.65% and the 417(e)(3) Applicable Mortality Table for 2018.

Pasadena, Morris, McCook and Burt Joint & Survivor Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01

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for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: 0.87 increase by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Annuity: 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Pasadena, Morris and McCook Lump Sum optional form:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates 2.13%, 3.07%, and 3.65% and the 417(e)(3) Applicable Mortality Table for 2018.

Morris and McCook Pop-Up optional forms:

Conversion from a single life annuity to 50% Joint and Survivor Pop-Up Annuity: - 0.90 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Pop-Up Annuity: 0.82 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Ardasley, Monongahela and Weston Optional Forms:

Table of Joint and Survivor Adjustment Factors

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50%	0.99	0.98	0.97	0.94	0.91
75%	0.95	0.94	0.93	0.90	0.87
100%	0.91	0.90	0.89	0.86	0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

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Conversion from a single life annuity to a Life Annuity with Ten Years Certain: 0.93

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Alco Union and ICI Americas Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 8% and the 1994 Group Annuity Reserving Mortality Table.

ICI Americas Optional Forms:

Conversion from a single life annuity to the Life Annuity with 5 or 10 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1994 Group Annuity Reserving Mortality Table.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26 Schedule of Active Participant Data as of December 31, 2019

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	1	0	0	0	0	0	0	0	0	1
35-39	1	2	2	3	0	0	0	0	0	0	8
40-44	0	1	12	6	8	0	0	0	0	2	29
45-49	2	9	25	17	14	1	1	0	0	1	70
50-54	2	6	31	19	45	17	5	0	0	0	125
55-59	5	7	22	34	42	35	21	4	1	1	172
60-64	5	6	9	23	37	27	26	8	3	0	144
65-69	0	1	3	4	6	10	9	16	4	4	57
70 & over	0	0	1	2	1	0	1	3	0	0	8
Total	15	33	105	108	153	90	63	31	8	8	614

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Nouryon Chemicals Retirement Plan
 EIN / PN: 83-1177040/001
 Plan Sponsor: Nouryon Chemicals LLC
 Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of December 31, 2019

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	12/31/2019	5,927,197	7.00000	5,927,197	963,097
2. Shortfall	12/31/2018	3,499,798	6.00000	3,098,291	571,341
Total				9,025,488	1,534,438

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Nouryon Chemicals LLC
EIN/PN	83-1177040/001
Plan Name	Nouryon Chemicals Retirement Plan
Valuation Date	December 31, 2019
Enrolled Actuary	Michael Erazmus
Enrollment Number	20-06431

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of December 31, 2019

For each active participant, an expected retirement age was calculated weighted in proportion to the probability (as shown in the retirement rates tables in the attachments to Schedule SB, Part V – Statement of Actuarial Assumptions/Methods) that the individual would remain an active participant to each age and then retire at that age. The plan's weighted average retirement age of 65 is the arithmetic average of the expected retirement ages of all participants on December 31, 2019, based on all current decrements assumed.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions – Nouryon Chemicals Retirement Plan

The Nouryon Chemicals Retirement Plan was established as a new plan after being spun-off from the AkzoNobel Retirement Plan on December 31, 2017. The following summarizes the plan provisions applicable to the primary groups that participate in the plan.

A bulk lump sum window was offered to a select group of terminated vested participants in late 2019. The Plan was amended to provide a temporary benefit enhancement equal to the greater of (1) \$500 or (2) 5% of the original lump sum value for participants who elected to receive their benefits as a lump sum during the window.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Plan Provisions – Nouryon Chemicals Retirement Plan

Plan name	Salaried Plan — Retirement Account Plan (RAP)	Effective date	12/31/1975
Plan number	001	Restated effective date	12/31/1997
Type of plan	Final Average Pay (former ANRP formula) Cash Balance		
Plan configuration	Merger of many previously separate plans. Some common provisions, with individual company variations for service dates, benefit formulas, minimums and offsets. Closed/Sold and HRAP were merged in effective December 30, 2008.		
Eligibility to participate	Salaried and certain hourly employees on later of date of hire or age 21. Effective January 1, 1998, participants between the ages of 40 and 55 had the option to remain under the ANRP formula or to choose the cash balance. Participants beyond age 55 or who had 30 years of service remained under the ANRP formula and participants under age 40 fall under the cash balance provisions. All new participants after January 1, 1998 will be under the cash balance provisions. Employees hired on or after October 1, 2006 are not eligible.		
Benefit service	Former ANRP: All continuous service (see comments) Cash Balance: One year for each 12-month period of 1,000 hours Benefit service is frozen at the earlier of December 31, 2006 or date of termination.		
Vesting	0% first 5 years of service — 100% thereafter. Effective December 31, 2008, 0% first 3 years of service — 100% thereafter.		
Normal form	Life Annuity		

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
<u>ANRP Formula</u>		
Normal retirement	Age 65 and 5 years service (age 65 if employed on 12/31/1988)	<p>The sum of (1), (2), and (3), all of which were frozen as of December 31, 2006, but not less than (4):</p> <ol style="list-style-type: none">(1) 1.1% of final average earnings (highest 60 months out of last 120) up to Social Security covered compensation times benefit service up to 35 years.(2) 1.6% of final average earnings in excess of Social Security covered compensation times benefit service up to 35 years.(3) 1.1% of final average earnings times benefit service in excess of 35 years, but not more than 40 years.(4) The benefit accrued as of December 30, 1989. <p>Note: Participants over age 55 or with 30 years of service at January 1, 1998 may receive their benefits in a lump sum payment.</p> <p>For benefit service earned before January 1, 1991, earnings refers to base compensation paid plus shift differential (for employees of Reliance Universal, earnings include that portion of earned commission necessary to increase earnings to \$50,000).</p> <p>For benefit service earned between January 1, 1991 and December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and the portion of the EVA bonus that is equal to the historical percentage of the performance related bonus (PRP).</p> <p>For benefit service earned after December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and EVA bonuses paid under designated programs.</p>

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount														
<u>ANRP Formula</u> (cont'd.)																
Normal retirement (cont'd.)		<p>For the portion of the EVA bonus considered PRP bonus to be used for service between January 1, 1991 and December 31, 2000, the following percentage of the EVA bonus will be used for the pay grade levels shown below. For participants not in these grade levels, the EVA bonus equals the PRP bonus.</p> <table><tr><th>Grade</th><th>PRP %</th></tr><tr><td>SE1</td><td>63%</td></tr><tr><td>SE2</td><td>55%</td></tr><tr><td>SE3</td><td>50%</td></tr><tr><td>TE</td><td>44%</td></tr><tr><td>TEA</td><td>44%</td></tr><tr><td>TEC</td><td>44%</td></tr></table> <p>All earnings are limited as required by IRC Section 401(a)(17). Minimum Final Average Earnings: \$35,280 (\$39,600 for Intervet). Social Security covered compensation is the average of the Social Security wage bases for the 35-year period ending in the year of an employee's Social Security retirement age.</p>	Grade	PRP %	SE1	63%	SE2	55%	SE3	50%	TE	44%	TEA	44%	TEC	44%
Grade	PRP %															
SE1	63%															
SE2	55%															
SE3	50%															
TE	44%															
TEA	44%															
TEC	44%															
Early retirement	Age 55 and 10 years service	Reduced ½% per month from age 62.														
Postponed retirement	Over age 65	Normal retirement benefit including continued service and earnings.														
Disability retirement	Receipt of Social Security benefit and Akzo Nobel LTD plan benefits	Benefit service continues to normal retirement date or December 31, 2006, if earlier. Final average earnings and Social Security covered compensation determined at date of disability. Payments begin at age 65, or when the LTD benefits end, if later.														
Deferred vested retirement	Age 55 and 5 years service	Reduced ½% per month from age 65.														

Plan Name: Nouryon Chemicals Retirement Plan
 EIN / PN: 83-1177040/001
 Plan Sponsor: Nouryon Chemicals LLC
 Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
<u>ANRP Formula</u> (cont'd.)		
Preretirement death:		
Prior to earliest retirement date	5 years service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary at date first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years service	50% joint and survivor reduced for early commencement, payable immediately after death. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary immediately after death.
Prior plan benefits	Participation in prior plan	See the table on the following page for an outline of those groups with prior plan benefits.
Comments	<p>(1) Pre-1976 Benefit Service: in accordance with prior plans. Post-1975 benefit service: full year credit for 1,000 hours; 1/12 of a year credit for each month during which at least 83 hours worked.</p> <p>(2) For certain groups, benefit service begins on a specified "future service only" date. See the table on the following page for an outline of ANRP benefit service dates.</p> <p>(3) Benefit service is frozen as of December 31, 2006.</p> <p>(4) Earnings received after December 31, 2006 will not be used to determine any benefits under the ANRP formula.</p> <p>(5) Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.</p>	

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

An outline of the applicable ANRP Benefit Service dates and provisions for Prior Plan Benefits (if any) as follows:

Company	ANRP Service Date	Prior Plan Participation Date	Prior Plan Benefit
ANI	Date of Hire	10/30/1975	Minimum of Prior Plan prospective benefit
Akzo Chemicals Inc.			
Pioneer Chemicals	Date of Hire	6/29/1977	Minimum of Pioneer Prior Plan prospective benefit
Noury Chemicals	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit
Stauffer	Date of Hire ^(a)	7/22/1987	Minimum of Cheseborough Pond's Prior Plan benefit accrued to 12/31/1987 plus RAP benefit for future accruals (offset of insured annuity covering accrued benefit through 7/31/1985)
New Brunswick (Interstab)	Date of Hire ^(b)	12/31/1989	Minimum of Interstab Prior Plan accrued benefit to 12/31/1989
Filtrol	Date of Hire	12/31/1989	Minimum of Filtrol Prior Plan benefit accrued to 12/31/1989 plus RAP benefit for future accruals
Other	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit

^(a) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan. In addition, certain service while an hourly employee or in the participant's waiting period will be included.

^(b) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan.

Plan Name: Nouryon Chemicals Retirement Plan
 EIN / PN: 83-1177040/001
 Plan Sponsor: Nouryon Chemicals LLC
 Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount												
<u>Cash Balance Formula</u>														
Retirement	5 year service	<p>Cash balance formula with each year's accrual as the sum of (1), (2), and (3):</p> <p>(1) A percentage of annual pay, as follows:</p> <table><tr><th>Service</th><th>Percentage</th></tr><tr><td>Less than 5</td><td>4%</td></tr><tr><td>5 to 9</td><td>5%</td></tr><tr><td>10 – 14</td><td>6%</td></tr><tr><td>15 – 19</td><td>7%</td></tr><tr><td>20 or more</td><td>8%</td></tr></table> <p>No accruals after December 31, 2006.</p> <p>(2) 4% of annual pay in excess of 80% of the Social Security wage base.</p> <p>No accruals after December 31, 2006.</p> <p>(3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.</p>	Service	Percentage	Less than 5	4%	5 to 9	5%	10 – 14	6%	15 – 19	7%	20 or more	8%
Service	Percentage													
Less than 5	4%													
5 to 9	5%													
10 – 14	6%													
15 – 19	7%													
20 or more	8%													
Comments	<p>(1) Participants at January 1, 1998 have an opening balance based on pre-1998 service and earnings and the former ANRP formula.</p> <p>(2) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and EVA bonuses.</p> <p>(3) Pay credits will no longer be credited after December 31, 2006.</p> <p>(4) Earnings received after December 31, 2006 will not be used to determine any benefits under the RAP formula.</p> <p>(5) Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.</p>													
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2006.												
Preretirement death	Vested	Account balance is payable to beneficiary.												

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

No Changes in RAP Plan Provisions Since Prior Year.

Plan Provisions – Former HRAP Plan

Eligibility to participate EKA Columbus Union Hourly employees on the later of date of hire or age 21. Effective February 1, 2003 plan was extended to Functional Chemicals LIMA union employees.

Benefit service One year for each 12 month period. For LIMA employees, benefit service is frozen at the earlier of December 31, 2007 or date of termination. For Columbus employees, benefit service is frozen at the earlier of January 19, 2009 or date of termination.

Normal form Life Annuity, Lump Sum optional.

Benefit

Eligibility

Annual Amount

Retirement formula

Cash balance formula with each year's accrual as the sum of (1), (2), and (3):

- (1) A percentage of annual pay, as follows:

<i>Service</i>	<i>Percentage</i>
Less than 5	4%
5 – 9	5%
10 – 14	6%
15 – 19	7%
20 or more	8%

No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees.

- (2) 4% of annual pay in excess of 80% of the Social Security wage base.

No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees.

- (3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.

Comments

(1) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and performance-related bonuses.

(2) Pay credits will no longer be credited after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.

Plan Name: Nouryon Chemicals Retirement Plan
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Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

- (3) Earnings received after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees will not be used to determine any benefits under the HRAP formula.

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits.	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.
Preretirement death	Vested	Account balance is payable to beneficiary.

Changes in Benefits Valued Since Prior Year

No Changes in Former HRAP Plan Provisions Since Prior Year.

Plan Provisions – Former Closed/Sold Plan

Eligibility to participate	All participants are inactive.
Benefit service	N/A
Normal form	10 year certain and life annuity for Wheeling Stamping and Chemicals Edison. Life annuity for all others.

Salt Master

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Diamond Crystal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Washington Courthouse

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years service	Reduced 3/10% per month from age 65.
Vested Retirement	Age 55 and	Reduced 3/10% per month from age 65.

Plan Name: Nouryon Chemicals Retirement Plan
 EIN / PN: 83-1177040/001
 Plan Sponsor: Nouryon Chemicals LLC
 Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

5 years of service

Wheeling Stamping

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 55 and 10 years of service	Reduced 4/10% per month from age 65.

Muscatine

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.
Vested Retirement	Age 55 and 5 years of service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Muscatine – White Metal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 60 and 10 years service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 60 and 10 years of service	Reduced 4/10% per month from age 65.

Coatings Louisville

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 15 years service	Reduced 4/12% per month from age 65.
	Age 55 and 30 years service	Reduced 4/12% per month from age 62.
	Age 58 and 30 years service	Unreduced
Vested Retirement	Age 55 and 15 years of service	Reduced 4/12% per month from age 65.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Chemicals Edison

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit.
Early retirement	Age 55 and 10 years service	Reduced 1/2% per month from age 62.
Vested Retirement	Age 60 and 10 years of service	Reduced 1/2% per month from age 65.

Notes: As of April 25, 1997, Salt was sold and all active participants in Salt Master Plan became inactive.

The Diamond Crystal Hourly Plan merged into the Salt Master Plan effective December 30, 1998.

The Courtaulds Wheel Stamping Pension Plan merged into the Salt Master Plan effective December 30, 2001. The merged plan was renamed as the Pension Plan for Closed/Sold units.

The Coatings Louisville Hourly Plan merged into the Pension Plan for Closed/Sold units effective December 30, 2005.

The Chemicals Edison Plan merged into the Pension for Closed/Sold units effective December 30, 2006.

Changes in Benefits Valued Since Prior Year

No Changes in Former Closed/Sold Plan Provisions Since Prior Year.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Plan Provisions – Akzo Nobel Master Hourly Retirement Plan

Plan name	Coatings Master	Effective date	1/1/1990
Plan number	106		
Type of plan	Dollar per month/Final average pay with dollar per month minimum benefit.		
Plan configuration	Merger of several previously separate plans. Each unit has its own unique set of plan provisions. Coatings Hanna plan was merged in effective November 30, 2005 and Powder Coatings was merged in effective December 31, 2005. Chemicals Master was merged in effective December 31, 2008.		
Eligibility to participate	Bargained employees at specified plants. For Powder Coatings, employees hired on or after May 1, 2007 are not eligible.		
Benefit service	All unbroken service (see comments). For Pasadena and Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination. For Powder Coatings, benefit service will be frozen on May 1, 2017.		
Vesting	0% first 5 years of service — 100% thereafter (see comments).		
Normal form	Life Annuity; lump sum is available for participants retiring from the Pasadena, Morris, McCook, Deer Park, and Powder Coatings location.		

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

BAXLEY

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years service	\$20.00 per month times years of benefit service. For former Monsanto employees, offset by prior plan benefit accrued to 9/30/1986.
Early retirement	Age 55 and 10 years service	Reduced ¼% per month from age 65.
Postponed retirement	Over age 65 and 5 years service	Normal retirement formula reflecting continued benefit service.
Disability retirement	15 years service and eligible for Social Security disability	\$10.00 per month times years of benefit service (maximum 30 years), payable immediately through age 65, then regular retirement benefit at age 65.
Preretirement death:		
Prior to earliest retirement date	5 years service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years service	50% joint and survivor, reduced for early commencement, payable immediately after death.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date	December 31, 2019

SCHEDULE SB ATTACHMENTS

Comments

- (1) Baxley: Pre-1976 Benefit Service: Full years and completed months.
 Post-1975 Benefit Service: Full year credit for 2,080 hours; pro rata credit
 for less than 2,080 hours.
 Baxley location was sold May, 2006.

Changes in Coatings Master Plan Provisions Since Prior Year

No Changes in Coatings Master Plan Provisions Since Prior Year.

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date December 31, 2019

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Chemicals Master Plan

Eligibility to participate Bargaining unit employees (hourly at Pasadena) active at work, after a specified waiting period (see comments). Pasadena employees hired on or after December 31, 2006 are not eligible.

Vesting 0% for first 5 years of service from date of hire — 100% thereafter.

Benefit Service As defined in the plan document (see comment).

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years service	Benefit unit times years of benefit service (see comments).
Early retirement	Age 55 and 10 years service	Normal retirement formula reduced ½% per month from age 62.
Postponed retirement	Over age 65	Normal retirement formula reflecting continued benefit service.
Disability retirement	10 years service	<p>2 times accrued benefit, payable immediately; reduced to 1 times accrued benefit at age 65 or when eligible for Social Security disability benefits, if earlier.</p> <p>For the Pasadena location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); no additional benefit service is granted after December 31, 2006; payments begin at normal retirement (or when long-term disability ends, if earlier).</p> <p>For the McCook location, \$82 per month per year of benefit service.</p> <p>For the Morris location, \$78 per month per year of benefit service.</p>
Preretirement death:		
Prior to earliest retirement date	5 years service	42½% of accrued benefit, payable immediately; adjusted for employee/spouse age difference; unadjusted if orphans' benefit (no surviving spouse).
After earliest retirement date	Age 55 and 10 years service	50% joint and survivor, reduced for early commencement, payable immediately after death.

Plan Name: Nouryon Chemicals Retirement Plan
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Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Comments

- (1) Effective Date is July 30, 1973 for Morris, January 1, 1976 for Noury, and September 1, 1979 for Pasadena.
- (2) The waiting period for participation is 90 days for Pasadena and McCook; 30 days for McCook-Pilot and Morris; 0 days for Noury.
- (3) Pre-1976 Benefit Service: In accordance with prior plans. Post-1975 Benefit Service: Full year credit for 1,700 hours; pro rata credit to the nearest 1/10th of a year for less than 1,700 hours. For the Morris location only, effective January 1, 1996, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours. For the McCook location only, effective January 1, 1995, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours.
- (4) Benefit service was frozen as follows:

Location Freeze Date

Pasadena	December 31, 2006
McCook	June 30, 2007 (plant closure)
Morris	June 30, 2008
Burt	December 31, 2007

- (5) The applicable benefit unit for each location is as follows:

<i>Location</i>	<i>Effective on Current Valuation Date</i>	<i>Effective at End of Plan Year *</i>	<i>Effective Ultimately *</i>
Pasadena	\$60.00	\$60.00	\$60.00
McCook	\$41.00	\$41.00	\$41.00
Morris	\$40.00	\$40.00	\$40.00
Burt	\$37.00	\$37.00	\$37.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Changes in Benefits Valued Since Prior Year

No Changes in Former Chemicals Master Plan Provisions Since Prior Year

Plan Name: Nouryon Chemicals Retirement Plan
 EIN / PN: 83-1177040/001
 Plan Sponsor: Nouryon Chemicals LLC
 Valuation Date: December 31, 2019

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Chemicals Consolidated Plan (previously merged into Chemicals Master Plan)

Eligibility to participate Hourly employees with one year of service. Deer Park employees hired on or after December 31, 2006 are not eligible.

Vesting 0% for first 5 years of service — 100% thereafter; all plan members are fully vested in the benefit accrued to 12/31/1987 (see comments).

Benefit

Eligibility

Benefit Amount

Normal retirement

Age 65

For the Deer Park location: 0.75% of final average earnings (see comments) up to \$4,800 plus 1.25% of final average earnings in excess of \$4,800 times benefit service. Benefit accrued to 7/31/1985 is funded by an insured annuity. Minimum benefit: \$30/year times benefit service not in excess of 35 years.

For the Gallipolis Ferry and LeMoyne locations: Monthly benefit unit times years of benefit service (see comments). Benefit accrued to 7/31/1985 is funded by an insured annuity. Effective August 31, 2010 benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 will cease.

Early retirement

Age 55 and one year service (55 and 5 years of service for Deer Park if hired after March 1, 2003)

For the Deer Park location, reduced 5% per year from age 65. For the Gallipolis Ferry and Lemoyne locations, reduced 3% per year from age 65 to 60 and 5% per year from age 60 to 55. Participants who have attained age 55 and completed 10 years of service are eligible for an unreduced benefit at age 62 and 6% per year reduction from age 62 (3% per year reduction from age 62 to age 60 and 5% per year reduction from age 60 to age 55 for LeMoyne).

Deferred vested retirement

5 years service

Reduced 6-2/3% per year from age 65 to age 60 and by 3-1/3% per year from age 60 to age 55.

Postponed retirement

Over age 65

Normal retirement formula reflecting continued benefit service and earnings.

Disability retirement

40 and 10 years service (5 years of service only for Gallipolis Ferry location)

Accrued benefit, payable immediately, plus a temporary supplement equal to \$2.00 per month times benefit service to date of disability, payable until age 65 if denied Social Security disability. For the LeMoyne location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); payments begin at the date benefit service ceases.

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Benefit	Eligibility	Benefit Amount
Preretirement death:		
Prior to earliest retirement date	5 years service	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable when participant would have been first eligible to receive benefits (see comments).
After earliest retirement date	Age 55	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable immediately after death (see comments).

- Comments**
- (1) Benefit Service: Elapsed time measured in months in year of hire, and year of termination. Full year credit for 1,000 hours, no credit for less than 1,000 hours in interim years. For Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination.
 - (2) Vesting Service: Full year credit for 1,000 hours. No credit for less than 1,000 hours.
 - (3) Earnings: Hourly rate of pay times 2,080 hours.
 - (4) Final Average Earnings: Average of the earnings on the 5 consecutive September 1 during the final 10 years of service that produce the highest average. Earnings received after December 31, 2006 will not be used to determine any benefits under the Deer Park formula.
 - (5) Spouse's benefit for death of terminated vested participant under age 55: 50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.
 - (6) Spouse's benefit for death of terminated vested participant age 55 and over: 50% joint and survivor, reduced for early commencement, payable immediately after death.
 - (7) The applicable benefit unit for each location is as follows:

Location	Effective on Current Valuation Date	Effective at End of Plan Year *	Effective Ultimately *
LeMoyne	\$44.00	\$44.00	\$44.00
Gallipolis Ferry	\$47.00	\$47.00	\$47.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Effective August 31, 2010, benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 were frozen. All other participants (55 or older as of August 31, 2010) were given the option to elect to have benefit accruals frozen as of August 31, 2010 or will have their benefit accruals frozen as of August 31, 2014.

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Changes in Benefits Valued Since Prior Year

No Changes in Chemicals Consolidated Plan Provisions Since Prior Year.

Plan Provisions – Akzo Nobel Consolidated Pension Plan for Employees of ICI

The Akzo Nobel Consolidated Pension Plan for Employees of ICI is a merger of previously separate plans. Effective April 1, 2008, assets and liabilities for certain participants of the National Starch and Chemical Company Consolidated Pension Plan were merged into the ICI Paints Salaried Pension Plan. The plan was renamed the Akzo Nobel Consolidated Pension Plan for Employees of ICI effective December 31, 2009. Below is a summary of the plan provisions applicable to the main groups that participate in the plan. The plan provisions are summarized as follows:

ALCO/Chattanooga Union

In addition, Legacy Groups of inactive participants and beneficiaries with annuity benefits participate in the Plan. These legacy groups no longer accrue benefits under the Plan; therefore only eligibility and retirement reduction plan provisions for these groups have been summarized. Legacy Groups consist of participants from the following prior plans:

Hazelton Union *

Plainfield Union *

* A small group of identified participants with frozen annuity benefits under these former pension plans were transferred to the ICI Paints Plan as part of the National Starch & Chemical Company merger effective April 1, 2008. There are not a significant amount of participants in these locations, therefore plan provisions have not been summarized.

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Plan Provisions – ALCO/Chattanooga Union

Covered Employees	Chattanooga, Tennessee participating members in International Union, Allied Industrial Workers of America, AFL-CIO, Local #919. Plan closed to new entrants on January 1, 2011.
Participation Date	Immediate upon completion of one hour of service.

Definitions

Vesting service	One year for each 12-month period of 1,000 or more hours of service plus any service allowed as credited service not already included.
Credited service	One year for each 12-month period credited with number of regularly scheduled annual hours of service. Partial service awarded for at least 83 hours of service at a rate of 1/12 of a year for each 83 additional hours of service maximum of one year. Effective March 31, 2011, credited service under the plan was frozen.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with five years of vesting service.
Monthly pension benefit	\$45.00 per month multiplied by credited service. Effective March 31, 2011, benefit accruals under the plan were frozen.
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced according to the 50% joint and survivor option.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and attainment of age 55 and completing 15 years of vesting service.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.
Disability	Total and permanent disability and receiving a Social Security disability benefit prior to NRD and after completing 15 years of vesting service. Effective March 31, 2011, disability benefits under the plan were eliminated.
Preretirement death benefit	Death after completing five years of vesting service prior to commencement of benefits.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit determined as of early retirement date, reduced for each year of payment before age 65. Benefit reduced 6.6667% per year for
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first five years and reduced by 3.3333% per year for the next five years by which benefit commencement precedes the participant's age 65. Pension benefit will be unreduced if participant is at least age 55 with 85 points (age plus credited service) at early retirement date.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

Monthly pension benefit determined as of termination date payable at participant's NRD. If termination occurred after 15 years of vesting service may elect pension benefit as early as age 55 reduced 8% per year for the first five years and reduced by 4% per year for the next five years by which benefit commencement precedes the participant's NRD.

Disablement

Monthly pension benefit determined as of date of disability payable immediately. Benefit reduced 6.6667% per year for first five years, reduced by 3.3333% per year for the next five years, and actuarially reduced thereafter, by which benefit commencement precedes the participant's age 65.

Effective March 31, 2011, disability benefits under the plan were eliminated.

Preretirement death

If participant was eligible for early retirement as of date of death, monthly preretirement death benefit payable at ERD.

If participant was not eligible for early retirement as of date of death, monthly preretirement death benefit payable at NRD. Or reduced vested termination benefit but no earlier than earliest retirement age.

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 100% joint and survivor annuity, 75% joint and survivor annuity, or (for married participants) a life annuity. A lump sum form of payment is also available.

Maximum on benefits and pay

All benefits for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Changes in ALCO/Chattanooga Union Plan Provisions Since Prior Year

None.

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Appendix B Supplement: Detailed Summary of Payment Forms and Applicable Conversion Factors for 2019 Plan Year (12/31/2019)

RAP, ANRP and HRAP Optional Forms:

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50%	0.99	0.98	0.97	0.94	0.91
75%	0.95	0.94	0.93	0.90	0.87
100%	0.91	0.90	0.89	0.86	0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

Conversion from a single life annuity to a Life Annuity with 5 Years Certain: 0.98

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93

ANRP Optional Forms:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 2.13%, 3.07%, and 3.65% and the 417(e)(3) Applicable Mortality Table for 2019.

Salt – Manistee-Akron-St. Clair Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Salt Master Optional Forms:

Conversion from a single life annuity to 25% Joint and Survivor Annuity: - 0.95 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.87 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

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Conversion from a single life annuity to 100% Joint and Survivor Annuity: - 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93

Thatcher Plastic NonWhite Metal and Washington Court House/Plastic Tubes Optional Forms:

Conversion from a single life annuity to 50% or 75% Joint and Survivor Annuity or 50% Joint and Survivor Pop-Up Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Thatcher Plastic White Metal Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Wheeling Stamping Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 66.67%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Male Group Annuity Mortality Table.

Edison Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Life Annuity with 5 or 15 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Full Cash Refund: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Louisville Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.885 increased by 0.004 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.004 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 66 2/3% Joint and Survivor Annuity: - 0.855 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years provided that the factor shall not be greater than 1.00.

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Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.840 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.92

Baxley Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

Conversion from a single life annuity to a Life Annuity with Five or Ten Years Certain: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

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Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms:

Conversion from a single life annuity to a Joint and Survivor Annuity: 8% compounded using mortality rates as provided in the Appendix of the plan document.

Sample factors if spouse five years younger than participant:

Age	Spouse Age	100%	50%	75%
55	50	.8614	.9255	.8923
56	51	.8542	.9214	.8866
57	52	.8469	.9171	.8806
58	53	.8392	.9126	.8744
59	54	.8314	.9079	.8679
60	55	.8233	.9030	.8613
61	56	.8150	.8981	.8546
62	57	.8066	.8930	.8476
63	58	.7981	.8878	.8405
64	59	.7895	.8823	.8333
65	60	.7808	.8769	.8261

Sample factors if spouse same age as participant:

Age	Spouse Age	100%	50%	75%
55	55	.8805	.9365	.9077
56	56	.8748	.9332	.9030
57	57	.8687	.9298	.8982
58	58	.8625	.9262	.8932
59	59	.8561	.9224	.8880
60	60	.8495	.9186	.8827
61	61	.8429	.9148	.8774
62	62	.8362	.9108	.8719
63	63	.8294	.9068	.8663
64	64	.8224	.9026	.8606
65	65	.8157	.8985	.8551

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Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms (continued):

Sample factors if spouse five years older than participant:

Age	Spouse Age	100%	50%	75%
55	60	.9015	.9482	.9321
56	61	.8971	.9457	.9207
57	62	.8924	.9432	.9171
58	63	.8877	.9405	.9134
59	64	.8828	.9377	.9095
60	65	.8779	.9350	.9055
61	66	.8729	.9321	.9016
62	67	.8679	.9293	.8975
63	68	.8629	.9264	.8935
64	69	.8578	.9235	.8894
65	70	.8529	.9206	.8855

Deer Park and LeMoyne Life Annuity Other Optional Forms:

Conversion from a single life annuity to a Life Annuity with Ten Year Certain:

Ten Year C&L Factors for the Pru Annuity	
Age	Factor
0	0.0000
55	0.9758
56	0.9729
57	0.9695
58	0.9658
59	0.9614
60	0.9567
61	0.9515
62	0.9454
63	0.9390
64	0.9317
65+	0.9239

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 2.13%, 3.07%, and 3.65% and the 417(e)(3) Applicable Mortality Table for 2018.

Pasadena, Morris, McCook and Burt Joint & Survivor Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01

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for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: 0.87 increase by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Annuity: 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Pasadena, Morris and McCook Lump Sum optional form:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates 2.13%, 3.07%, and 3.65% and the 417(e)(3) Applicable Mortality Table for 2018.

Morris and McCook Pop-Up optional forms:

Conversion from a single life annuity to 50% Joint and Survivor Pop-Up Annuity: - 0.90 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Pop-Up Annuity: 0.82 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Ardasley, Monongahela and Weston Optional Forms:

Table of Joint and Survivor Adjustment Factors

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50%	0.99	0.98	0.97	0.94	0.91
75%	0.95	0.94	0.93	0.90	0.87
100%	0.91	0.90	0.89	0.86	0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

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Conversion from a single life annuity to a Life Annuity with Ten Years Certain: 0.93

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Alco Union and ICI Americas Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 8% and the 1994 Group Annuity Reserving Mortality Table.

ICI Americas Optional Forms:

Conversion from a single life annuity to the Life Annuity with 5 or 10 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1994 Group Annuity Reserving Mortality Table.

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Non-Interest Bearing Cash - USD</i>			
USD - United States dollar	255,033.200	255,033.20	255,033.20
Total - all currencies		255,033.20	255,033.20
Total Non-Interest Bearing Cash - USD		255,033.20	255,033.20
<i>Receivables - Other - USD</i>			
Pending trade sales: United States dollar	0.000	11,000,000.00	11,000,000.00
Total - all currencies		11,000,000.00	11,000,000.00
Total Receivables - Other - USD		11,000,000.00	11,000,000.00
<i>Interest Bearing Cash - USD</i>			
USD - United States dollar	2,444,945.700	2,444,945.70	2,444,945.70
Total - all currencies		2,444,945.70	2,444,945.70
Total Interest Bearing Cash - USD		2,444,945.70	2,444,945.70
<i>Value of Interest in Common/Collective Trusts</i>			
United States - USD			
CF BLACKROCK MSCI ACWI EQT INDEXNON LENDABLE FD CUSIP: 7F999L213	1,386,726.280	23,576,535.21	31,805,482.47
CF BLACKROCK TSY U.S. 15 YR KEY RATE DUR NL FD CUSIP: 4FR999X19	132,595.650	4,000,000.00	3,542,911.22
CF BLACKROCK TSY U.S. 20 YR KEY RATE DUR NL FD CUSIP: 4FR999X43	92,269.300	2,500,000.00	2,305,752.05
CF BLACKROCK TSY U.S. 25 YR KEY RATE DUR NL FD CUSIP: 4FR999X68	240,112.380	6,500,000.00	5,854,819.60
CF BLACKROCK TSY US10 YR KEY RATE DUR NL FD A CUSIP: 4FR999X84	129,206.390	3,000,000.00	2,696,783.37

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Value of Interest in Common/Collective Trusts</i>			
United States - USD			
CF INTERMED U.S. GOVT BOND INDX NL (CM1E) CUSIP: IIN9901A6	123,163.760	3,478,483.14	3,471,124.25
CF SSGA LONG US GOVT BOND INDEX NL FUND (CM1D) CUSIP: 7D9915161	174,946.580	10,499,611.10	9,957,609.44
CF WILLIS TOWERS WATSON GROUP TRUST LONGCREDIT FUND CUSIP: 12999GH39	535,137.124	5,386,511.02	7,436,907.64
COLTV SHORT TERM INVT FD CUSIP: 195998AD1	2,812,984.320	2,812,984.32	2,812,984.32
Total United States - USD		61,754,124.79	69,884,374.36
Total Value of Interest in Common/Collective Trusts		61,754,124.79	69,884,374.36
<i>Other</i>			
Emerging Markets Region - USD			
FUT MAR 21 ICUS MSCI EMG CUSIP: 999599GH0	5.000	313,435.00	322,575.00
FUT MAR 21 ICUS MSCI EMG CUSIP: 999599GH0	-5.000	-313,435.00	-322,575.00
Total Emerging Markets Region - USD		0.00	0.00
International Region - USD			
FUT MAR 21 ICUS MSCI EAF CUSIP: 999599GH0	-7.000	-735,764.97	-751,800.00
FUT MAR 21 ICUS MSCI EAF CUSIP: 999599GH0	7.000	735,764.97	751,800.00
Total International Region - USD		0.00	0.00
Ireland - USD			
CF TOWERS WATSON ALTERNATIVE CREDIT FUND USD Z SHARES UNHEDGED CUSIP: 32599TH25	13,049.830	13,249,995.16	16,721,027.75
CF TOWERS WATSON DIVERSIFYING STRATEGIES USD Z SHARES UNHEDGED CUSIP: 325997KL7	11,073.000	11,479,718.22	11,062,194.97
Total Ireland - USD		24,729,713.38	27,783,222.72

** All or a portion of this security participates in Securities Lending.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
<i>Other</i>			
United States - USD			
FUT MAR 21 CBT UL T-BONDS CUSIP: 999599GH0	7.000	1,524,031.25	1,489,687.50
FUT MAR 21 CBT UL T-BONDS CUSIP: 999599GH0	-7.000	-1,524,031.25	-1,489,687.50
FUT MAR 21 EMINI S&P 500 CUSIP: 999599GH0	8.000	1,467,520.00	1,489,680.00
FUT MAR 21 EMINI S&P 500 CUSIP: 999599GH0	-8.000	-1,467,520.00	-1,489,680.00
FUT MAR 21 U.S. T-BONDS CUSIP: 999599GH0	4.000	701,648.44	691,375.00
FUT MAR 21 U.S. T-BONDS CUSIP: 999599GH0	-4.000	-701,648.44	-691,375.00
FUT MAR 21 5 YR T NOTE CUSIP: 999599GH0	-1.000	-125,915.15	-126,117.19
FUT MAR 21 5 YR T NOTE CUSIP: 999599GH0	1.000	125,915.15	126,117.19
Total United States - USD		0.00	0.00
Total Other		24,729,713.38	27,783,222.72
Total		100,183,817.07	111,367,575.98

** All or a portion of this security participates in Securities Lending.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of December 31, 2019

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	12/31/2019	5,927,197	7.00000	5,927,197	963,097
2. Shortfall	12/31/2018	3,499,798	6.00000	3,098,291	571,341
Total				9,025,488	1,534,438

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2019