

<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>Annual Return/Report of Employee Benefit Plan</div> <div>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).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div></div>
B	This return/report is: <div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☐ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan CHEMTURA CORPORATION RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/01/1942
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) LANXESS CORPORATION 111 RIDC PARK WEST DRIVE PITTSBURGH, PA 15275
2b	Employer Identification Number (EIN) 26-0081950
2c	Plan Sponsor's telephone number 203-573-2656
2d	Business code (see instructions) 325100

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.	08/29/2024	DAVID ORT
	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

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 1699
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(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) 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	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 167 6a(2) 149 6b 869 6c 575 6d 1593 6e 95 6f 1688 6g(1) 6g(2) 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 1D

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
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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 _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
▶ 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 CHEMTURA CORPORATION 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 LANXESS CORPORATION	D Employer Identification Number (EIN) 26-0081950
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	159333567	
b	Actuarial value	2b	175266924	
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	911	133403784	133403784
b	For terminated vested participants	621	33653961	33653961
c	For active participants	167	12922555	13590935
d	Total	1699	179980300	180648680
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.15 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	1700000	
c	Target normal cost	6c	1700000	

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

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>JOANN M BRAUN</div> <div>Type or print name of actuary</div> <div>WILLIS TOWERS WATSON US LLC</div> <div>Firm name</div> <div>3001 SUMMER STREET FLOOR 5 STAMFORD, CT 06905</div> <div>Address of the firm</div>	<div>06/13/2024</div> <div>Date</div> <div>23-08305</div> <div>Most recent enrollment number</div> <div>203-326-5400</div> <div>Telephone number (including area code)</div>
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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	38774661
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3349444
9 Amount remaining (line 7 minus line 8)	0	35425217
10 Interest on line 9 using prior year's actual return of <u>-15.41</u> %	0	-5459026
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.32</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	29966191

Part III Funding Percentages

14 Funding target attainment percentage	14	80.43 %
15 Adjusted funding target attainment percentage	15	80.43 %
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	91.38 %
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
Totals ►			18(b)	0	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	0

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
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 61
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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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 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? 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
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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
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....		31a	1700000
b Excess assets, if applicable, but not greater than line 31a		31b	0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		35347947	3434248
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	5134248
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	5134248	5134248
36 Additional cash requirement (line 34 minus line 35).....		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
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 the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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<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
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

<div>A</div> <div>Name of plan</div> <div>CHEMTURA CORPORATION RETIREMENT PLAN</div>	<div>B</div> <div>Three-digit plan number (PN)</div> <div>▶</div> <div>001</div>
<div>C</div> <div>Plan sponsor's name as shown on line 2a of Form 5500</div> <div>LANXESS CORPORATION</div>	<div>D</div> <div>Employer Identification Number (EIN)</div> <div>26-0081950</div>

Part I

Service Provider Information (see instructions)

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

(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)

SEI INVESTMENTS

23-3060382

(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?
19 21 25 27 28 51 52 62	TRUSTEE, ADVISOR	645291	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(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 15 50	NONE	538606	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:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500) 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
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CHEMTURA CORPORATION RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 LANXESS CORPORATION	D Employer Identification Number (EIN) 26-0081950	

Part I	Asset and Liability Statement
---------------	--------------------------------------

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	316296	376184
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	26243124	15020760
(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)	19758438	13563220
(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)	113015708	124853360
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

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	159333566	153813524
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	159333566	153813524

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)		
(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)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)	2208	
(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)		2208
(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)	4856763	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		4856763
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	55541881	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	55365760	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		176121
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-1043670	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		-1617840
(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)		8413824
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		10787406

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	13836918	
(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)		13836918
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	144000	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	645291	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	394606	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1286633	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2470530
j Total expenses. Add all expense amounts in column (b) and enter total	2j		16307448

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-5520042
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 Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **SCHNEIDER DOWNS & CO., INC.**

(2) EIN: **25-1408703**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? 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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
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.			

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 Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 522718.

<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>2023</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CHEMTURA CORPORATION RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 LANXESS CORPORATION		D Employer Identification Number (EIN) 26-0081950
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): 23-3060382		
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 0
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) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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 deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	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
----------------	---

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b):	
a Enter the percentage of plan assets held as: Public Equity: <u>18.0</u> % Private Equity: <u>0.0</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>67.0</u> % High-Yield Debt: <u>6.0</u> % Real Assets: <u>9.0</u> % Cash or Cash Equivalents: <u>0.0</u> % Other: <u>0.0</u> %	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:	
☐ Yes.	
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.	
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.	
☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
-----------------	---------------------------------

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).	
☐ Design-based safe harbor method	
☐ "Prior year" ADP test	
☐ "Current year" ADP test	
☒ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	

CHEMTURA CORPORATION RETIREMENT PLAN
Pittsburgh, Pennsylvania

Financial Statements and Supplementary Information
As of December 31, 2023 and 2022 and for
the years ended December 31, 2023 and 2022

and Independent Auditor's Report Thereon



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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Chemtura Corporation Retirement Plan
Pittsburgh, Pennsylvania

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the Chemtura Corporation Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date on which the financial statements are available to be issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements. In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2023 and reportable transactions for the year ended December 31, 2023 are presented for the purpose of additional analysis and not a required part of the financial statements, but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Schneider Downs & Co, Inc.

Pittsburgh, Pennsylvania
August 28, 2024

CHEMTURA CORPORATION RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31	
	2023	2022
ASSETS		
Investments, at fair value	\$ 153,437,340	\$ 159,017,270
RECEIVABLES		
Interest and dividends receivable	376,184	316,296
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 153,813,524</u>	<u>\$ 159,333,566</u>

See notes to financial statements.

CHEMTURA CORPORATION RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ADDITIONS:		
Investment income:		
Net appreciation in fair value of investments	\$ 5,928,435	-
Interest and dividends	<u>4,858,971</u>	<u>\$ 3,814,261</u>
Total Additions	10,787,406	3,814,261
DEDUCTIONS:		
Net depreciation in fair value of investments	-	33,579,330
Benefits paid to participants	13,836,918	14,536,727
Administrative expenses	<u>2,470,530</u>	<u>2,361,773</u>
Total Deductions	<u>16,307,448</u>	<u>50,477,830</u>
Net Decrease In Net Assets Available For Benefits	(5,520,042)	(46,663,569)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>159,333,566</u>	<u>205,997,135</u>
End of year	<u><u>\$ 153,813,524</u></u>	<u><u>\$ 159,333,566</u></u>

See notes to financial statements.

CHEMTURA CORPORATION RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 1 - DESCRIPTION OF PLAN

The following brief description of the Chemtura Corporation Retirement Plan (Plan) is provided for general information purposes only. Participants should refer to the Plan document or the summary Plan description for complete information.

General - The Plan is a noncontributory defined benefit pension plan providing retirement, disability and death benefits to all eligible employees.

The Plan covers certain domestic employees of Chemtura Corporation (Company) who have reached the age of 21 and who have at least one year of service and have completed 1,000 hours of employment. Employees are credited for all years of service. A minimum of five years of vesting service or attainment of age 55 is required to receive benefits. Effective January 1, 2000, all newly hired corporate employees of the Company were no longer eligible to participate in the Plan. Effective January 1, 2001, all newly hired non-bargaining employees of the Company are no longer eligible to participate in the Plan, and at December 31, 2005, the Plan was frozen to all non-bargaining participants, and no additional incremental benefits will accrue to the participants.

LANXESS Corporation is the Plan Sponsor and responsible for the administration of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Vesting and Benefits - Normal retirement age under the Plan is age 65. The Plan permits early retirement with actuarially reduced benefits at age 55, with benefits reduced for each month prior to age 65. Participants may elect to receive their pension benefits in the form of a qualified joint and survivor annuity or any of the optional forms of benefits payments set forth in the Plan, including a single life annuity. Monthly benefits under the Plan accrued based upon a percentage of "Final Average Earnings," as defined, multiplied by credited years of service less a percentage of Social Security Retirement benefits multiplied by credited service.

Death and Disability Benefits - A participant may elect to receive a reduced amount of retirement income, which would continue after the participant's lifetime in accordance with various options provided in the Plan. In the case of death of an active participant with at least five years of vesting service prior to retirement or attainment of age 55, there is a benefit payable to the surviving spouse equal to 50% of the benefit the participant has accrued prior to the date of death, payable at early retirement under the Qualified Joint and Survivor Annuity Option. Disability retirement income benefits equal to the participant's accrued benefit are payable at age 50 to participants disabled with at least 15 years of vesting service.

Funding Policy - The contribution to provide benefits under the Plan is made by the Company based upon an amount determined by Willis Towers Watson, the consulting actuary. It is the Company's policy to comply with the minimum funding requirements of ERISA, and such policy has been complied with for the years ended December 31, 2023 and 2022.

The Company has the right, in its sole discretion, to terminate the Plan at any time and without notice. Should the Plan terminate at some future time, its net assets generally will not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated Plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

CHEMTURA CORPORATION RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A summary of accounting policies consistently applied by the Plan administrator in the preparation of the accompanying statements of net assets available for benefits and related statements of changes in net assets available for benefits and the related notes to the (financial statements) follows:

Basis of Accounting - The accompanying 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 management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein at the date of the financial statements. Actual results could differ from those estimates.

Valuation of Investments and Income Recognition - The Plan's investments are stated at fair value, which is the price that would be received to sell an asset or paid to transfer a liability (i.e., exit price) in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurement.

Purchases and sales of investments are recorded on a trade-date basis. Net appreciation (depreciation) in the fair value of investments is composed of the unrealized appreciation (depreciation) on investments held during the year and the realized gains and losses on investments sold during the year. Interest income is recorded when earned. Dividends are recorded on the ex-dividend date.

Payment of Benefits - Benefit payments are recorded when paid.

Plan Expenses - All expenses that arise in connection with the administration of the Plan, including but not limited to the compensation of the trustee and professional service organizations engaged by the Plan, shall be paid from the Plan to the extent not paid by the Company.

Subsequent Events - Subsequent events are defined as events or transactions that occur after the statement of net assets available for benefits date, but before the financial statements are issued or are available to be issued. Management has evaluated subsequent events through August 28, 2024, the date that the financial statements were issued, and determined that there have been no events that have occurred that would require adjustments to the disclosures in the financial statements.

NOTE 3 - 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 service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. Benefits under the Plan are accumulated based on employees' compensation during each year of credited service. 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 - retirement, death, disability and termination of employment - are included to the extent they are deemed 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.

CHEMTURA CORPORATION RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 3 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (Continued)

The actuarial present value of accumulated plan benefits has been determined by Willis Towers Watson, the Plan's actuary. It 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 retirement, death, disability or withdrawal) between the valuation date and the expected date of payment. Actuarial valuations are based on demographic information as of the beginning of the plan year.

Among the significant assumptions used in the valuations of accumulated plan benefits as of January 1:

	<u>2023</u>	<u>2022</u>
Interest rate	5.50 %	2.80 %
Life expectancy of participants	RP-2014 mortality, with MP-2021 scales	Pri-2012 mortality, with MP-2021 scales
Average retirement age	61	61

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to be terminated, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. Had the valuations been performed as of December 31, there would be no material differences.

The composition of the actuarial present value of accumulated plan benefits as of January 1, 2023 is:

Vested benefits:	
Participants currently receiving payments	\$ 128,193,013
Other participants	45,216,651
	<u>173,409,664</u>
Non-vested benefits	628,862
Total Accumulated Plan Benefits	<u>\$ 174,038,526</u>

The actuarial present value of accumulated plan benefits as of January 1, 2023, and the changes in the benefits are presented below:

Actuarial present value of accumulated plan benefits, January 1, 2022	\$ 230,738,035
Benefits accumulated	111,028
Actuarial losses	304,082
Decrease in the discount period	6,260,260
Benefits paid	(14,536,727)
Actuarial assumption changes	<u>(48,838,152)</u>
Actuarial present value of accumulated plan benefits, January 1, 2023	<u>\$ 174,038,526</u>

CHEMTURA CORPORATION RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 4 - FAIR VALUE MEASUREMENT

Financial Accounting Standards Board Accounting Standards Codification topic Fair Value Measurement provides a framework for measuring fair value under U.S. GAAP, among other things, requires enhanced disclosures about assets and liabilities recognized at fair value.

This topic defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., exit price) in an orderly transaction between market participants at the measurement date. This topic requires disclosures that categorize assets and liabilities measured at fair value into one of three different levels, depending on the assumptions (i.e., inputs) used in the valuation. Level 1 provides the most reliable measure of fair value, while Level 3 generally requires significant management judgment. Financial assets and liabilities are classified in their entirety based on the lowest level of input significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The fair value hierarchy is defined 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 to the valuation methodology include:

- 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 Plan's investments consist of government securities, registered investment companies and a common collective trust. Government securities are valued based upon pricing vendors from using observable inputs. Shares of registered investment companies are valued at quoted market prices.

Common Collective Trust Funds - The SEI Core Property Collective Investment Trust is a collective trust fund that is valued based on the units of the collective trust fund held by the Plan at year-end times the respective unit value. The unit values of the collective trust fund are based on significant observable inputs, although it is not based on quoted market prices in an active market. The Plan's investment in the collective trust fund is not subject to any withdrawal or redemption restrictions. The Plan has no unfunded commitments relating to the collective trust fund at December 31, 2023 and 2022.

There have been no changes in the methodologies used at December 31, 2023 and 2022.

CHEMTURA CORPORATION RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 4 - FAIR VALUE MEASUREMENT (Continued)

The valuations of the Plan's investments at December 31 according to the fair value hierarchy are summarized as follows:

		2023			
		Level 1	Level 2	Level 3	Total
Registered investment companies	\$	124,853,360	-	-	\$ 124,853,360
Government securities		-	\$ 15,020,760	-	15,020,760
		124,853,360	15,020,760	-	139,874,120
Common collective trust (a)		-	-	-	13,563,220
Total Investments At Fair Value	\$	<u>124,853,360</u>	<u>\$ 15,020,760</u>	<u>-</u>	<u>\$ 153,437,340</u>
		2022			
		Level 1	Level 2	Level 3	Total
Registered investment companies	\$	113,015,708	-	-	\$ 113,105,708
Government securities		-	\$ 26,243,124	-	26,243,124
		113,015,708	26,243,124	-	139,258,832
Common collective trust (a)		-	-	-	19,758,438
Total Investments At Fair Value	\$	<u>113,015,708</u>	<u>\$ 26,243,124</u>	<u>-</u>	<u>\$ 159,017,270</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value 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 financial statements of net assets available for plan benefits.

NOTE 5 - TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated September 18, 2020 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and has no income subject to unrelated business income tax. Therefore, no provision for income taxes has been included in the Plan's financial statements.

CHEMTURA CORPORATION RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 5 - TAX STATUS (Continued)

U.S. GAAP require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes that the Plan is no longer subject to income tax examinations for years prior to 2020.

NOTE 6 - INFORMATION CERTIFIED BY TRUSTEE (UNAUDITED)

Management has elected the method of annual reporting permitted by ERISA Section 103(a)(3)(c) pursuant to 29 CFR 520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, SEI Private Trust Company (trustee), a qualified institution, has certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedules are complete and accurate:

- Investments shown in the statements of net assets available for benefits as of December 31, 2023 and 2022.
- Interest and dividends and net appreciation (depreciation) in fair value of investments as shown in the statement of changes in net assets available for benefits for the years ended December 31, 2023 and 2022.
- Investment information included in supplemental schedules of assets (held at end of year) as of December 31, 2023 and reportable transactions for the year ended December 31, 2023, as shown on the ERISA-required supplemental schedules.

At request of management, the Plan's independent auditor did not perform auditing procedures with respect to this certified investment information, except for comparing such certified information to the related information included in the financial statement and ERISA-required supplemental schedules.

NOTE 7 - RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan invests in certain funds managed by the trustee of the Plan. As discussed in Note 2, the Company may pay certain administrative expenses or perform administrative functions on behalf of the Plan for which no fees are charged. These transactions qualify as party-in-interest transactions that are allowable under ERISA.

CHEMTURA CORPORATION RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 8 - RISKS AND UNCERTAINTIES

The Plan invests in various investment instruments, primarily government securities, registered investment companies and a common collective trust. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is 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 statements of net assets available for benefits.

Plan contributions are made, and the actuarial present value of accumulated plan benefits is 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.

SUPPLEMENTARY INFORMATION

CHEMTURA CORPORATION RETIREMENT PLAN

EIN: 26-0081950

PLAN NUMBER: 001

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
*	SEI Investments Company	SEI Intermediate Duration Credit Fund A	\$ 90,551,044	\$ 80,690,577
*	SEI Investments Company	SEI Core Property Collective Investment Trust	4,712,676	13,563,220
*	SEI Investments Company	SEI Large Cap Index Fund	12,536,859	12,669,324
*	SEI Investments Company	SEI Long Duration Credit Fund A	14,239,338	12,359,522
*	SEI Investments Company	SEI World Equity Ex U.S Fund	10,243,324	10,227,005
	U.S Treasury	U.S Treasury Strips Z Coupon 08/15/2038	6,426,010	6,508,926
	U.S Treasury	U.S Treasury Strips Z Coupon 02/15/2033	5,903,949	5,742,522
*	SEI Investments Company	SE High Yield Bond Fund	4,122,008	3,816,705
*	SEI Investments Company	SE Emerging Markets Equity Fund A	2,602,497	2,579,883
*	SEI Investments Company	SEI Small Cap Fund	2,539,881	2,510,344
	U.S Treasury	U.S Treasury Strips Z Coupon 05/15/2043	1,606,989	1,561,224
	U.S Treasury	U.S Treasury Strips Z Coupon 08/15/2029	1,290,887	1,208,088
			<u>\$ 156,775,462</u>	<u>\$ 153,437,340</u>

* Represents party-in-interest

See independent auditor's report.

CHEMTURA CORPORATION RETIREMENT PLAN

EIN: 26-0081950

PLAN NUMBER: 001

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Loss
<i>Series transactions of the same issue, when aggregated, involving an amount in excess of 5% of the beginning value of Plan assets.</i>						
* SEI Investments Company	SEI Intermediate Duration Credit Fund A	\$ 8,971,017	(A) -	\$ 8,971,017	\$ 8,971,017	-
* SEI Investments Company	SEI Intermediate Duration Credit Fund A	-	\$ 11,844,002	(A) 13,592,729	11,844,002	\$ (1,748,727)
* SEI Investments Company	SEI World Equity EX-US Fund	6,977,297	(B) -	6,977,297	6,977,297	-
* SEI Investments Company	SEI World Equity EX-US Fund	-	5,056,759	(B) 5,393,259	5,056,759	(336,500)
* SEI Investments Company	SEI Large Cap Index Fund	9,529,158	(C) -	9,529,158	9,529,158	-
* SEI Investments Company	SEI Large Cap Index Fund	-	6,975,251	(C) 6,810,355	6,975,251	164,896
U.S Treasury	U.S Treasury Strips Z Coupon 02/15/2037	-	9,187,340	(D) 11,326,852	9,187,340	(2,139,512)
U.S Treasury	U.S Treasury Strips Z Coupon 08/15/2038	7,403,077	(E) -	7,403,077	7,403,077	-
U.S Treasury	U.S Treasury Strips Z Coupon 08/15/2038	-	990,408	(E) 977,067	990,408	13,341

* Considered to be party-in-interest to the Plan.

(A) Consists of 13 purchase and 1 sale transactions.

(B) Consists of 10 purchase and 30 sales transactions.

(C) Consists of 14 purchases and 36 sales transactions.

(D) Consists of 2 sales transactions.

(E) Consists of 2 purchases and 1 sale transactions.

See independent auditor's report.

CHEMTURA CORPORATION RETIREMENT PLAN

EIN: 26-0081950

PLAN NUMBER: 001

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (CONTINUED)

(a) Identity of Issue, Borrower, Lessor or Similar Party	(b) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Loss
<i>Single transactions involving an amount in excess of 5% of the beginning value of Plan assets.</i>						
* SEI Investments Company	SEI Daily Income Trust Government Fund	\$ 15,936,127	-	\$ 15,936,127	\$ 15,936,127	-
* SEI Investments Company	SEI Daily Income Trust Government Fund	-	\$ 15,935,492	15,935,492	15,935,492	-
* SEI Investments Company	SEI Intermediate Duration Credit Fund A	-	11,844,002	13,592,729	11,844,002	\$ (1,748,727)
U.S Treasury	U.S Treasury Strips Z Coupon 02/15/2037	-	9,182,217	11,320,526	9,182,217	(2,138,309)

* Considered to be party-in-interest to the Plan.

See independent auditor's report.

CHEMTURA CORPORATION RETIREMENT PLAN

EIN: 52-2183153

PLAN NUMBER: 001

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (CONTINUED)

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
<i>Single transaction with one broker in an amount in excess of 5% of the beginning value of Plan assets.</i>						
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 8/15/27	-	\$ 353,983	\$ 381,141	\$ 353,983	\$ (27,158)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 11/15/51	-	651,273	952,156	651,273	(300,883)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 8/15/29	-	2,617,722	2,907,383	2,617,722	(289,661)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 2/15/32	-	2,484,903	2,856,859	2,484,903	(371,956)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 8/15/32	-	4,863,298	5,639,421	4,863,298	(776,123)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 2/15/33	\$ 4,014,052	-	4,014,052	4,014,052	-
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 2/15/37	-	9,187,340	11,326,852	9,187,340	(2,139,512)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 8/15/38	7,393,004	-	7,393,004	7,393,004	-
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 11/15/41	-	3,093,831	4,148,284	3,093,831	(1,054,453)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 5/15/43	1,848,604	-	1,848,604	1,848,604	-
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 2/15/33	-	864,581	897,915	864,581	(33,334)
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 8/15/38	-	990,408	977,067	990,408	13,341
Goldman Sachs & Co.	U.S Treasury Strips Z Coupon 5/15/43	-	244,317	244,637	244,317	(320)

See independent auditor's report.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2023

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	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	2	0	0	0	0	0	2
40-44	0	0	0	0	0	1	0	0	0	0	1
45-49	0	0	0	0	0	10	4	0	0	0	14
50-54	0	0	0	0	1	10	18	5	0	0	34
55-59	0	0	0	1	2	13	21	10	8	0	55
60-64	0	0	0	0	0	6	10	5	12	8	41
65-69	0	0	0	0	1	1	2	2	3	8	17
70 & over	0	0	0	0	0	1	1	0	0	1	3
Total	0	0	0	1	6	42	56	22	23	17	167

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

Plan Name: Chemtura Corporation Retirement Plan

EIN / PN: 26-0081950/001

Plan Sponsor: LANXESS Corporation

Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

Reflecting Corridors

Not Reflecting Corridors

- First segment rate 4.75% 1.41%
- Second segment rate 5.00% 3.09%
- Third segment rate 5.74% 3.58%
- Effective interest rate 5.15% 3.10%

Annual rates of increase

- Compensation N/A
- Future Social Security wage bases 2.50%
- Statutory limits on compensation 2.00%

Plan-related expenses \$1,700,000

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality	
<ul style="list-style-type: none">• Healthy	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-2021) 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-2021).
<ul style="list-style-type: none">• Disabled	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-2021) 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-2021).

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Termination

Rates varying by age

Representative Termination Rates

Percentage leaving during the year	
Attained Age	Rate
20	10.0%
25	10.0%
30	8.0%
35	7.0%
40	6.0%
45	5.0%
50	4.5%
55	0.0%
60	0.0%
65	0.0%

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Disability

The rates at which participants become disabled by age and location are shown below:

Percentage becoming disabled during the year		
Age	Chemtura Pension, Perth Amboy Hourly, RCC, and Sybron	Uniroyal Plan B and Uniroyal Plan C
25	0.09%	0.206%
30	0.10%	0.203%
35	0.13%	0.211%
40	0.20%	0.237%
45	0.33%	0.289%
50	0.58%	0.380%
55	1.02%	0.529%
60	1.60%	0.762%
65	2.28%	0.000%

Retirement

Rates varying by age, average age 61.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below:

Percentage retiring during the year	
Age	Rate
55	8.0%
56	10.0%
57	10.0%
58	10.0%
59	10.0%
60	15.0%
61	15.0%
62	22.0%
63	20.0%
64	20.0%
65	30.0%
66	40.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit The later of age 65 or termination of employment; age 62 if service at termination is 25 years or greater; age 62 for Perth Amboy; age 60 for Morgantown.
- Disability benefit The later of disablement and age 50 with 15 years of service; 15 years of service for Morgantown, Mapleton, and Uniroyal Plan C; otherwise age 65.
- Retirement benefit Upon termination of employment

Form of payment

100% of participants are assumed to elect a single life annuity

Percent married

85% of males; 75% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement

Spouse age

Wife three years younger than husband

Covered pay

N/A

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month.

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 Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

plan assets during the plan year as required by regulations under IRC §430.

Decrement timing

The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Actuarial value of assets for determining minimum required contributions

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate 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 described in the Plan Provisions section of this report were valued. Willis Towers Watson has reviewed the plan provisions with LANXESS Corporation and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor furnished participant data as of January 1, 2023. Information on assets provided by SEI, while information on contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions for Contributions

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.
Rates of increase in:	
<ul style="list-style-type: none">• Compensation	N/A
<ul style="list-style-type: none">• National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages based on forecasts by economists.
<ul style="list-style-type: none">• Assumed return for asset smoothing	The assumed return of 5.92% used for asset smoothing is the EROA of 6.50% limited to the third segment rate.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). Administrative expenses are estimated by reflecting the actual expenses paid from the trust in the preceding year adjusted for the current plan year PBGC premiums.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2007, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Disability	<p>Disability rates were based on an experience study conducted in 2007, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.</p> <p>Assumed disability rates differ by location because of expected differences in disability rates by location.</p>
Retirement	Retirement rates were based on an experience study conducted in 2007, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Benefit commencement date for deferred benefits:	
<ul style="list-style-type: none">• Preretirement death benefit	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. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
<ul style="list-style-type: none">• Deferred vested benefit	Deferred vested participants' assumed commencement age is the age at which unreduced benefits are available.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Percent married

The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age.

Spouse age

The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age.

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 and reflect the interest rate stabilization provisions of ARPA.

The mortality table used to calculate the funding target and target normal cost was updated to include one additional year of projected mortality improvement, as required by IRC §430.

Change in methods since prior valuation

There have been no changes in methods since the prior valuation.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

Plan Name	Chemtura Corporation Retirement Plan
Plan Sponsor EIN	26-0081950
ERISA Plan #	001
Plan Year Ending	12/31/2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	X
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

<div>SCHEDULE SB (Form 5500) <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>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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 CHEMTURA CORPORATION 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 Lanxess Corporation		D Employer Identification Number (EIN) 26-0081950	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500	

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2023			
2 Assets:			
a Market value.....	2a	159,333,567	
b Actuarial value	2b	175,266,924	
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	911	133,403,784	133,403,784
b For terminated vested participants.....	621	33,653,961	33,653,961
c For active participants.....	167	12,922,555	13,590,935
d Total	1,699	179,980,300	180,648,680
4 If the plan is in at-risk status, check the box and complete lines (a) and (b).....			
a Funding target disregarding prescribed at-risk assumptions.....	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate.....	5	5.15%	
6 Target normal cost			
a Present value of current plan year accruals.....	6a	0	
b Expected plan-related expenses	6b	1,700,000	
c Target normal cost.....	6c	1,700,000	

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

<div>SIGN HERE</div> <div>Joann M Braun</div> <div>Signature of actuary</div> <div>Joann M Braun</div> <div>Type or print name of actuary</div> <div>Willis Towers Watson US LLC</div> <div>Firm name</div> <div>3001 Summer Street Floor 5 Stamford CT 06905</div> <div>Address of the firm</div>	<div>06/13/2024</div> <div>Date</div> <div>2308305</div> <div>Most recent enrollment number</div> <div>203-326-5400</div> <div>Telephone number (including area code)</div>
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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	38,774,661
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3,349,444
9	Amount remaining (line 7 minus line 8)	0	35,425,217
10	Interest on line 9 using prior year's actual return of <u>-15.41</u> %	0	-5,459,026
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.32</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	29,966,191

Part III	Funding Percentages		
14	Funding target attainment percentage	14	80.43 %
15	Adjusted funding target attainment percentage	15	80.43 %
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	91.38 %
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
	Totals ▶	18(b)	18(c)
		0	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	0
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
	0	0	0
			(4) 4th
			0

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? 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 6c).....	31a	1,700,000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	35,347,947	3,434,248	
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	5,134,248	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	5,134,248	5,134,248
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	LANXESS Corporation
EIN/PN	26-0081950/001
Plan Name	Chemtura Corporation Retirement Plan
Valuation Date	January 1, 2023
Enrolled Actuary	Joann M. Braun, F.S.A, E.A.
Enrollment Number	23-08305

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 January 1, 2023

See Appendix A for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

<u>Age</u>	<u>Rate of Retirement</u>	<u>Population Survivorship</u>	<u>Number Retiring</u>	<u>Weighted Retirement by Age</u>	<u>Average Retirement Age</u>
55	0.0800	100,000	8,000	440,000	
56	0.1000	92,000	9,200	515,200	
57	0.1000	82,800	8,280	471,960	
58	0.1000	74,520	7,452	432,216	
59	0.1000	67,068	6,707	395,701	
60	0.1500	60,361	9,054	543,251	
61	0.1500	51,307	7,696	469,459	
62	0.2200	43,611	9,594	594,854	
63	0.2000	34,017	6,803	428,609	
64	0.2000	27,213	5,443	348,330	
65	0.3000	21,771	6,531	424,527	
66	0.4000	15,239	6,096	402,321	
67	0.3000	9,144	2,743	183,787	
68	0.3000	6,401	1,920	130,571	
69	0.3000	4,480	1,344	92,744	
70	1.0000	<u>3,136</u>	<u>3,136</u>	<u>219,539</u>	
Total		693,068	100,000	6,093,068	60.9

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

Reflecting Corridors

Not Reflecting Corridors

- First segment rate 4.75% 1.41%
- Second segment rate 5.00% 3.09%
- Third segment rate 5.74% 3.58%
- Effective interest rate 5.15% 3.10%

Annual rates of increase

- Compensation N/A
- Future Social Security wage bases 2.50%
- Statutory limits on compensation 2.00%

Plan-related expenses \$1,700,000

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality	
<ul style="list-style-type: none">• Healthy	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-2021) 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-2021).
<ul style="list-style-type: none">• Disabled	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-2021) 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-2021).

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Termination

Rates varying by age

Representative Termination Rates

Percentage leaving during the year	
Attained Age	Rate
20	10.0%
25	10.0%
30	8.0%
35	7.0%
40	6.0%
45	5.0%
50	4.5%
55	0.0%
60	0.0%
65	0.0%

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Disability

The rates at which participants become disabled by age and location are shown below:

Percentage becoming disabled during the year		
Age	Chemtura Pension, Perth Amboy Hourly, RCC, and Sybron	Uniroyal Plan B and Uniroyal Plan C
25	0.09%	0.206%
30	0.10%	0.203%
35	0.13%	0.211%
40	0.20%	0.237%
45	0.33%	0.289%
50	0.58%	0.380%
55	1.02%	0.529%
60	1.60%	0.762%
65	2.28%	0.000%

Retirement

Rates varying by age, average age 61.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below:

Percentage retiring during the year	
Age	Rate
55	8.0%
56	10.0%
57	10.0%
58	10.0%
59	10.0%
60	15.0%
61	15.0%
62	22.0%
63	20.0%
64	20.0%
65	30.0%
66	40.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

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Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit The later of age 65 or termination of employment; age 62 if service at termination is 25 years or greater; age 62 for Perth Amboy; age 60 for Morgantown.
- Disability benefit The later of disablement and age 50 with 15 years of service; 15 years of service for Morgantown, Mapleton, and Uniroyal Plan C; otherwise age 65.
- Retirement benefit Upon termination of employment

Form of payment

100% of participants are assumed to elect a single life annuity

Percent married

85% of males; 75% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement

Spouse age

Wife three years younger than husband

Covered pay

N/A

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month.

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

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plan assets during the plan year as required by regulations under IRC §430.

Decrement timing

The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Actuarial value of assets for determining minimum required contributions

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate 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 described in the Plan Provisions section of this report were valued. Willis Towers Watson has reviewed the plan provisions with LANXESS Corporation and, based on that review, is not aware of any significant benefits required to be valued that were not.

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Sources of Data and Other Information

The plan sponsor furnished participant data as of January 1, 2023. Information on assets provided by SEI, while information on contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions for Contributions

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.
Rates of increase in:	
<ul style="list-style-type: none">• Compensation	N/A
<ul style="list-style-type: none">• National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages based on forecasts by economists.
<ul style="list-style-type: none">• Assumed return for asset smoothing	The assumed return of 5.92% used for asset smoothing is the EROA of 6.50% limited to the third segment rate.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). Administrative expenses are estimated by reflecting the actual expenses paid from the trust in the preceding year adjusted for the current plan year PBGC premiums.

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Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2007, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Disability	<p>Disability rates were based on an experience study conducted in 2007, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.</p> <p>Assumed disability rates differ by location because of expected differences in disability rates by location.</p>
Retirement	Retirement rates were based on an experience study conducted in 2007, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Benefit commencement date for deferred benefits:	
<ul style="list-style-type: none">• Preretirement death benefit	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. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
<ul style="list-style-type: none">• Deferred vested benefit	Deferred vested participants' assumed commencement age is the age at which unreduced benefits are available.

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Percent married

The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age.

Spouse age

The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age.

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 and reflect the interest rate stabilization provisions of ARPA.

The mortality table used to calculate the funding target and target normal cost was updated to include one additional year of projected mortality improvement, as required by IRC §430.

Change in methods since prior valuation

There have been no changes in methods since the prior valuation.

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions – Chemtura Pension (Main Plan)

Prior plan name:	Witco Corporation Retirement Plan
Plan Effective Date:	July 1, 1942
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. The plan was closed to new entrants hired after January 1, 2000. All OSi non-bargained employees participate in this plan, but those hired before May 31, 1996 retain OSi plan provisions as described in the IRS Plan 055 Plan Provisions summary.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Benefits were frozen as of December 31, 2005. Earnings prior to 2006 were base pay plus commissions.
Average final 60 months' pay:	Average of participant's monthly earnings for the 60 months preceding termination. Earnings earned during 1992 will be used in place of actual pay for each of 1992 and the three previous years.
Social Security PIA:	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings are assumed.
Accrued benefit: *	1.5% of participant's average final 60 months' pay times credited service minus 1.5% of participant's Social Security PIA times credited service to a maximum of 50% of PIA. This benefit shall be no less than participant's accrued benefit as of 12/31/93.

* Concarb participants may elect to receive their past service benefits as a lump sum.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:**	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
	55 and	25	Accrued benefit payable unreduced at 62; for commencement prior to 62, accrued benefit reduced 5/9% for each month prior to age 62.
Disability:***	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. Vested terminated employees with 25 or more years of service are entitled to the enhanced early retirement factors described above.
Pre-ret death:****	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

** Special early retirement available to certain employees whose jobs have been eliminated due to economic conditions.

*** Participant must be disabled for at least 6 months.

**** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Plan Appendices

Participants covered under certain predecessor plans may have provisions which differ from those of the main plan document. These provisions are set forth in the Appendices to the plan, and are summarized in the following pages.

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Plan Provisions – Chemtura Pension (Aldridge) – Plan Appendix D

Prior plan name:	Retirement Plan for Aldridge Hourly Paid Bargaining Unit Employees of the Metal Treating Chemicals Division of Witco Chemical Corporation (Cleveland, OH)
Merger date:	December 30, 1992
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus 1/12 th of a participant's future service retirement income, for each year beginning 1/1/1976, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (DeSoto Santa Fe Springs Hourly) – Plan Appendix E

Prior plan name:	Retirement Plan for Hourly Paid Employees of the Organics Division of Witco Corporation (Former De Soto Santa Fe Springs, California)
Merger date:	December 30, 1992
Type of plan:	Flat dollar multiplier
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	\$15 times months of credited service after 12/31/88.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit payable unreduced at age 62. Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (1951 Richardson Pension Plan) – Plan Appendix F

Prior plan name:	1951 Pension Plan of the Richardson Company Subsidiary of Witco Corporation
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Five-year certain and life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Total remuneration excluding employer contribution to or benefits from any qualified plan or stock, stock option, group insurance, life, accident, disability or health plan.
Accrued benefit:	The greater of (i) 0.75% of participant's final average earnings multiplied by credited service plus 0.75% of participant's final average earnings over Social Security Covered Compensation multiplied by credited service; (ii) 0.33% of participant's final average earnings multiplied by credited service plus \$5.50 multiplied by credited service.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	15	Accrued benefit reduced 4/10% for each month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		10	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (1966 Richardson Plan) – Plan Appendix G

Prior plan name:	The Richardson Company 1966 Divisional Pension Plan for Hourly-Rated Employees
Merger date:	December 31, 1993
Type of plan:	Flat dollar multiplier
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	N/A
Accrued benefit:	A monthly benefit equal to credited service multiplied by the benefit rate:

Location	Benefit Rate
Detroit, Michigan	\$16.50
Chicago, Illinois	\$11.00
Orland Park, Illinois	\$7.75

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% per month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		15	If commencing before age 65 and before eligible for unreduced Social Security benefits, double the normal retirement pension. Otherwise, the normal retirement pension.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Sherex) – Plan Appendix H

Prior plan name:	Sherex Pension Plan
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 from the Sherex Pension Plan.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the Sherex accrued benefit reduced 5.0% per year from 65 to 57 and 6% per year from 57 to 55.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the Sherex benefit reduced 6.0% per year from 65 to 60 and 4% per year from 60 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Continental Carbon) – Plan Appendix I

Prior plan name:	Employees Retirement Plan of Continental Carbon Company, Subsidiary of Witco Corporation
Purchase Agreement date:	May 25, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	1.6% of participant's final average earnings multiplied by credited service minus 1.5% of participant's Social Security Primary Benefit multiplied by credited service to a maximum of 50% of the Social Security Primary Benefit.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50		Accrued benefit reduced actuarially.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Each continuing employee as of May 25, 1995 is 100% vested.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (OSi Specialties) – Plan Appendix J

Prior plan name:	The Retirement Program for Employees of Osi Specialties, Inc. and its Participating Subsidiary Companies
Merger date:	December 1, 2000
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	Immediately upon hire. A participant who is or was an employee of OSi Specialties, Inc., who was not covered under a collective bargaining agreement and was a participant in the OSi Plan on December 1, 2000 shall be entitled to benefits as described in this Appendix.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations.
Vesting service:	A year of vesting is credited for each year of Credited Service.
Pension earnings:	Base pay plus commissions, shift differential, incentive compensation awards, and special awards.
Final average monthly pay:	The greater of (i) the monthly average of the highest three Pension earnings in the last 10 full calendar years preceding termination or retirement, or (ii) the average of the 36 full calendar months of Pension earnings (excluding incentive compensation) plus the monthly average of the incentive compensation related to the three full calendar years preceding termination or retirement.
Social Security PIA:	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings assumed.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Accrued benefit:

The greater of (i) 1.5% of final average monthly pay times credited service, minus 1.5% of Social Security PIA times credited service to a maximum of 50% of PIA; (ii) 1.2% of final average monthly pay times credited service plus \$12; or (iii) \$12 plus \$6 times first 10 years of credited service plus \$9 times the next 10 years of credited service plus \$12 times credited service in excess of 20 years plus 2% of final average monthly pay plus 1% of final average monthly pay times credited service up to 8 years. Accrued benefit is reduced for benefits payable from:

- (a) any public pension derived from credited service, and for which benefits have been provided by an employer, except for Social Security benefits or a military pension;
- (b) the amount of any vested benefit under any retirement or pension plan of any employer, including the Union Carbide plan, attributable to credited service, which have been paid for by an employer or such company;
- (c) the amount of any retirement or separation benefit (other than a layoff allowance or severance payment) which the participant or surviving spouse receives or is entitled to receive under any other private plan under the law of any foreign government, if any employer or any affiliate contributed, directly or indirectly, toward the cost of such benefit;
- (d) the benefits under any pension plan of a predecessor corporation are those benefits which may be payable thereunder without actuarial adjustment under the contingent annuitant or other option provided, but with actuarial adjustment for early commencement.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50 and	10	Accrued benefit payable unreduced if age 62 with 10 years of vesting service, or age plus vesting service equals 85 ("rule of 85"), otherwise accrued benefit payable reduced by 5/12% per month for each month prior to eligibility for unreduced benefit.
Disability:*		10	Accrued benefit payable immediately until retirement; service (but not pay) credited while disabled up to a maximum of 30 years of credited service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit projected to 65 and prorated, payable unreduced at 65. For commencement prior to 65, reduced 5/9% for each month from 62 to 65, and 5/12% for each month from 50 to 62.
Pre-ret death:		5	If eligible for early, 50% of accrued benefit payable immediately adjusted .5% for each year spouse's age is more than 5 years younger. Otherwise, payment is deferred to employee's age 50.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Ponca City Salaried) – Plan Appendix K

Prior plan name:	Retirement Plan for Salaried Bargaining Unit Employees of the Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Oildale) – Plan Appendix L

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Oildale, CA)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1975, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000, with a minimum benefit of \$186 multiplied by years of benefit service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Sunray) – Plan Appendix M

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Sunray, TX)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	N/A
Vesting service:	N/A
Pension earnings:	N/A
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55*		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Age 50 for benefits under Continental Carbon Plan.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Phenix City) – Plan Appendix N

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Phenix City, AL)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Santa Fe Springs) – Plan Appendix O

Prior plan name:	Retirement Plan for Employees of Emery Chemicals Division of National Distillers and Chemical Corporation
Merger date:	December 31, 1997
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Former Witco Salaried and Nonbargaining Hourly formula, with a minimum benefit of \$20 multiplied by years of benefit service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65 or	5	Accrued benefit payable immediately.
Early:*		10	Accrued benefit reduced 6/10% for each month preceding normal retirement date.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at normal retirement date. For commencement prior to normal retirement date, accrued benefit reduced 6/10% for each month preceding normal retirement date.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* No earlier than the three-year period immediately preceding the participant's normal retirement date.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (1959 Richardson Plan) – Plan Appendix P

Prior plan name: 1959 Pension Plan of the Richardson Company, Subsidiary of Witco Corporation

Merger date: December 31, 1997

Type of plan: Flat dollar multiplier

Normal form: Five-year certain and life annuity

Membership service: Closed group of former employees.

Credited service: A year of credited service is credited for each year of vesting service

Vesting service: Same as Main Plan

Pension earnings: N/A

Accrued benefit: A monthly benefit equal to credited service multiplied by the benefit rate:

Participant was employed on or after the following date:	Benefit Rate:
Before 8/1/1985	\$15.00
8/1/1985	\$15.75
8/1/1986	\$16.25
8/1/1987	\$16.75
8/1/1992	\$17.75
8/1/1993	\$18.25

Pre-62 Supplement: Available for a participant retiring with 30 or more years of service payable from early retirement date until age 62.

Employer-option early retirement benefit: Monthly benefit equal to \$34.50 multiplied by years of benefit service.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% for each month under age 62 or under 30 years of service, whichever reduction is lesser.
Special early retirement	62 and or 55 and	10 30	Accrued benefit payable immediately if employed on or after 8/1/1993
Disability:*		10	Accrued benefit payable immediately. Monthly benefit of \$34.50 multiplied by years of benefit service is provided prior to age 65.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 4/10% for each month preceding normal retirement date.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Compton) – Plan Appendix Q

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Compton, CA)
Merger date:	December 31, 1997
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Years of vesting service prior to March 1, 1990
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 0.8% of earnings up to the Social Security taxable wage base and 2.0% of earnings over the Social Security taxable wage base.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	12	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:*	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Omaha) – Plan Appendix R

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Omaha, NE)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000, with a minimum benefit equal to \$12.00 multiplied by years of benefit service. This minimum only applies to participants who are employees on or after November 1, 1991.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Ponca City Hourly) – Plan Appendix S

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Brainards & La Porte) Plan Appendix T

Prior plan name:	Retirement Plan for the Hourly Paid Employees of Witco Corporation (Brainards, NJ & LaPorte, TX)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	10 year certain and life
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service.
Credited service:	A year of service is credited for each year in which the employee completes 2,080 hours of service.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay plus commissions
Average monthly earnings:	Monthly average earnings for the period 1/1/74 (or date of hire if later) to date of determination.
Integration level:	Various amounts ranging from \$7,800 to \$13,200 depending on year of birth.
Accrued benefit:	5/8% of average monthly earnings multiplied by credited service plus 1-2/3% of the excess of average monthly earnings over 1/12th integration level multiplied by the lesser of 15 or credited service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. If participant has completed 10 years of vesting service, use early retirement reductions for commencement prior to age 65.
Pre-ret death:**		5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants who have attained age 40 and 5 years of service are eligible for a pre-retirement death benefit calculated as if earnings and service had continued to NRD.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Trainer) – Plan Appendix U

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Trainer, Pennsylvania)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership or December 31, 1975 if later.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Chicago Clearing) – Appendix V

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Chicago Clearing, Illinois)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Morgantown) – Plan Appendix W

Prior plan name:	Morgantown Pension Plan
Merger date:	August 1, 2003
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	1 year of service under GE plan at closing date.
Credited service:	Elapsed time. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Plan Covered Compensation	For 2003, \$30,000. For all calendar years after 2003, the amount defined as “covered compensation” by section 401(l) of the Code for any employee attaining age 65 in that calendar year, less \$7,500. For participants who are over age 65 in any calendar year, the amount defined as “covered compensation” by section 401(1) of the Code for the calendar year in which the participant attained age 65, less \$7,500 or if the participant reached age 65 in 2003; \$3,000.
Accrued benefit:	For each year of participation 1.45% earnings up to Plan Covered Compensation plus 1.90% earnings over Plan Covered Compensation. This benefit shall be no less than a flat dollar amount multiplied by years of benefit service, where the dollar amount (ranging from \$336 to \$480) is based on the amount of annual compensation.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	60		Benefit computed in the same manner as the Normal Retirement Benefit, except that the participant shall be treated as if he remained employed until his Normal Retirement age and the benefit shall be based only on compensation and actual years of service earned by the participant as of his actual date of retirement. Prior to age 60, accrued benefit reduced 3-1/3% per year to age 55.
Disability:		15	A participant who retires under Disability Retirement at age 60 or older shall receive a benefit computed in the same manner as the early (age 60) retirement benefit. A participant who retires prior to age 60 under Disability Retirement shall receive a benefit computed in the same manner as the Normal Retirement Benefit, but only using compensation earned by the participant as of the date of his disability retirement. Such amount shall than be reduced by 2% per year prior to age 60, to a maximum reduction of 12% at or before age 54.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit payable unreduced at 60. For commencement prior to age 60, use early retirement reductions. All participants under this Appendix are fully vested.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Age 60 Retirement Supplement *	60	5	\$168 per year for each year of benefit service. This payment shall continue at least until the attainment of eligibility for Social Security benefits. This benefit shall continue to be paid beyond Social Security eligibility, until the participant becomes eligible for 80% Social Security benefits, dies, or becomes rehired.
Special Early Retirement Supplement *	60	25	If retired prior to 1/1/2006, and after having attained age 60 but before having attained 80% Social Security eligibility, \$350 per month in addition to the Age 60 Retirement Supplement, payable until the participant attains 80% Social Security eligible age, dies, or becomes rehired.

* In no event will the supplemental payments payable to the participant exceed the amount of the participant's unreduced Social Security benefits.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Mapleton) – Plan Appendix X

Prior plan name:	Pension Plan for Certain Union Employees of Sherex Chemical Company, Inc.
Merger date:	September 1, 1999
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	First of the month following date of hire. Closed to new hires after October 31, 2010.
Credited service:	A year of service is credited for each year in which the employee completes 1,800 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Pension earnings:	Base pay
Accrued benefit:	The greater of \$50 times months of credited service or, for each year during which a participant has completed 350 hours of service, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000. This benefit shall be no less than the benefit accrued as of 12/31/84.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65 and	5	Accrued benefit payable immediately.
Early:	55 and	5	Prior to age 62, accrued benefit reduced 5% for each year from 55 to 62. Otherwise, unreduced accrued benefit payable immediately.
		30	Unreduced accrued benefit payable immediately.
Disability:		15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

The Mapleton plant is closed as of March 31, 2023. The changes in benefits were reflected as required by regulations under IRC §430 and §436.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Gretna) – Plan Appendix Y

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Gretna, Louisiana)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000. Effective 6/1/90, this benefit shall be no less than \$216 times credited service plus \$120 times pre-participant service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Memphis) – Plan Appendix Z

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Memphis, Tennessee)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	<p>The January 1 or July 1 following the completion of 1 year of vesting service.</p> <p>This location was sold on February 29, 2008.</p>
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year beginning 1/1/87, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:		5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Newark) – Plan Appendix AA

Prior plan name:	Pension Plan for Hourly Employees in the Newark Plant of Crompton Corporation
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Attainment of age 21 and completion of 12 months of service with at least 1,000 hours of service

Definitions

Vesting service	Years of service from the later of date of hire with at least 1,000 hours of pension service
Pension service	One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and up to one year while in layoff. Not to exceed 30 years.
Normal retirement date (NRD)	First of month coinciding with or next following the later of attainment of age 65 or five years of vesting service

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
\$ 7.50	01/01/1981 - 01/01/1984
\$ 9.00	01/01/1984 - 01/01/1987
\$10.00	01/01/1987 - 01/01/1988
\$11.00	01/01/1988 - 01/01/1989
\$12.00	01/01/1989 - 01/01/1990
\$13.00	01/01/1990 - 01/01/1991
\$14.00	01/01/1991 - 01/01/1992
\$15.00	01/01/1992 - 01/01/1993
\$16.00	01/01/1993 - 01/01/1994
\$17.00	01/01/1994 - 01/01/1995
\$18.00	01/01/1995 - 01/01/1996
\$19.00	01/01/1996 - 01/01/1997
\$20.00	01/01/1997 - 01/01/1998
\$21.00	01/01/1998 - 01/01/1999
\$22.00	01/01/1999 - 01/01/2000
\$23.00	01/01/2000 - 01/01/2001
\$24.00	01/01/2001 -

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of vesting service

Postponed retirement

Retirement after NRD

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 66-2/3% or 50% joint and survivor annuity. No optional forms are available for participants receiving a disability pension.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Nutley) – Plan Appendix BB

Prior plan name: Nutley Defined Benefit Pension Plan of Crompton Corporation

Covered Employees Closed group of former employees

Merger Date December 31, 2005

Participation Date Date of becoming a covered employee

Definitions

Vesting service Years of service from the later of date of hire with at least 1,000 hours of service

Pension service One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and disability if the employee returns to work

Normal retirement date (NRD) First of month coinciding with or next following the attainment of age 65

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
\$ 2.00	- 01/01/1975
\$ 4.00	01/01/1975 - 01/01/1977
\$ 5.00	01/01/1977 - 01/01/1979
\$ 7.00	01/01/1979 - 01/01/1980
\$ 8.00	01/01/1980 - 01/01/1981
\$ 9.00	01/01/1981 - 01/01/1982
\$10.00	01/01/1982 - 01/01/1983
\$11.00	01/01/1983 - 01/01/1985
\$12.00	01/01/1985 - 01/01/1990
\$13.00	01/01/1990 - 01/01/1993
\$14.00	01/01/1993 - 01/01/1994
\$15.00	01/01/1994 - 01/01/1995
\$16.00	01/01/1995 - 01/01/1996
\$17.00	01/01/1996 - 01/01/1997
\$18.00	01/01/1997 - 01/01/1998
\$19.00	01/01/1998 - 01/01/1999
\$20.00	01/01/1999 - 01/01/2000
\$21.00	01/01/2000 - 01/01/2001
\$22.00	01/01/2001 -

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of vesting service

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse
Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Disablement	The monthly pension benefit determined as of date of disability payable at NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75% or 50% joint and survivor annuity or a lump sum payment.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Uniroyal Plan A) – Plan Appendix CC

Prior plan name: Uniroyal Chemical Company, Inc. Retirement Plan A

Covered Employees Closed group of former employees

Merger Date December 31, 2005

Participation Date Date of becoming a covered employee

Definitions

Vesting service Years and months of service from the later of date of hire and age 18

Pension service Years and months of service from date of hire including periods of authorized leave of absence and disability if the employee returns to work, and including up to two years while on layoff

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 A monthly benefit of the employee's pension service multiplied by the benefit rate:

Benefit Rate	Effective Date
\$ 21.00	05/01/1993
\$ 22.00	05/01/1994
\$ 23.00	05/01/1995
\$ 25.00	05/01/1996
\$ 29.00	05/01/1997
\$ 30.00	05/01/1998
\$ 32.00	05/01/1999
\$ 35.00	05/01/2000
\$ 37.00	05/01/2001

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

**Monthly preretirement
death benefit**

50% of the monthly pension benefit as of the date of death,
reduced for the 50% joint and survivor election and reduced for
payment as early as the participant's 55th birthday

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or completing 30 years of vesting service. Upon plant closing, the earlier of on or after both attaining age 55 and completing five years of vesting service or completing 25 years of vesting service
Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) completing 30 years of vesting service; (c) attaining age 55 and completing 5 years of vesting service and termination of employment occurs as a result of a plant closing; (d) completing 25 years of vesting service and termination of employment occurs as a result of a plant closure; or (e) attaining age 55 and completing 10 years of vesting service and no longer physically/mentally able to fulfill job requirements and cannot qualify to transfer within local plant.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Supplemental retirement	Monthly benefit equal to \$200 plus \$10 multiplied by the number of years that retirement age is beyond age 55 plus \$10 multiplied by the number of years of vesting service at retirement exceeds 30 years, payable as a temporary life annuity until age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	<p>Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement plus (1) or (2) below:</p> <p>If Social Security disability is granted on initial application, a lump sum benefit equal to the benefit rate times pension service times the number of months from retirement to Social Security award</p> <p>If Social Security disability is denied, a monthly benefit payable to the earlier of attaining eligibility for full unreduced primary Social Security benefit or eligibility for a Social Security disability benefit, and equal to the smaller of the monthly pension benefit determined as of the date of disablement, and the Social Security disability benefit</p>
Preretirement death	<p>If the participant had attained age 55 and completed 10 years of vesting service or had completed 30 years of vesting service or had met the NRD eligibility, then 50% of the monthly pension benefit that would have been payable if the participant had retired at the date of death.</p> <p>Otherwise, the monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.</p>

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as a five year certain and 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 5-year certain annuity followed by a 100% or 50% joint and survivor annuity, or a five, ten, and fifteen-year certain and life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Uniroyal Plan B) – Plan Appendix DD

Prior plan name:	Uniroyal Chemical Corporation, Inc. Retirement Plan B
Covered Employees	Employees hired on or before December 31, 1994 who are not represented by a collective bargaining agent. Certain hourly-rate employees are excluded. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence and disability. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Pensionable pay	Benefits are frozen as of December 31, 1998. Earnings prior to 1999 were regular salary plus Section 125 and 401(k) deferrals plus overtime plus shift differential plus vacation plus sales incentives plus Management Incentive Plan awards plus profit sharing bonuses. Excludes lump sum vacation payments, termination allowances, special Long-Term Incentive Plan awards, relocation expenses, foreign service allowances, long-term service bonuses formerly paid under the Uniroyal Chemical Capital Accumulation Plan, imputed income on group life insurance, supplemental pension or death benefit payments and payments in connection with mortgage differentials, car finance charge reimbursements or tuition reimbursements.

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Covered Compensation	Maximum average wage for benefit determination purposes under the Social Security Act for an individual who was born in the same year as the participant, assuming that the wage base remains constant from the calendar year of termination until the participant's normal retirement age under the Social Security Act.
Monthly pension benefit	<p>One-twelfth of the sum of the pre-1990 and post-1989 normal retirement allowances:</p> <ol style="list-style-type: none">1. Pre-1990 Allowance <p>The sum of the Base component and the Excess Component:</p><p>Base component: 1.25% of pre-1990 ten-year Final Average Pay for pre-1990 pension service</p><p>Excess Component: 0.35% of pre-1990 ten-year Final Average Pay in excess of \$24,000 for pre-1990 pension service up to 35 years</p>2. Post-1989 Allowance <p>For each plan year after 1989 and prior to 1999, the sum of the Base Component and Excess Component:</p><p>Base Component: 1.25% of earnings</p><p>Excess Component: 0.35% of earnings over the lesser of 50% of the Social Security Wage Base and 150% of Covered Compensation, based on pension service up to 35 years.</p>
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or attaining age 55 and completing 30 years of vesting service or age plus vesting service of 80 years (75 years if permanently incapable of performing work). Upon plant closing, the earlier of on or after both attaining age 55 and completing 10 years of vesting service or age plus vesting service of 75 years.

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Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work); (c) sum of age plus vesting service of 75 years and termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years and termination occurs as a result of the Employer's assignment of the Naugatuck Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement with the excess component reduced 4.8% for each year of payment before age 62
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62; special unreduced benefit rules apply upon (a) attaining age 55 and completing 30 years of vesting service or; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work) or; (c) sum of age plus vesting service of 75 years if termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years if termination occurs as a result of the Employer's assignment of the Naugatuck Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Monthly pension benefit determined as of actual retirement date

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Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit payable at age 65 as if the participant continued working until NRD at the same rate of pay received immediately prior to disability payable immediately without reduction for early commencement
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, or 50% joint and survivor annuity, and a five-year or ten-year certain and life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Uniroyal Plan C) – Plan Appendix EE

Prior plan name:	Uniroyal Chemical Company, Inc. Retirement Plan C
Covered Employees	Hourly rate employees at the Gastonia, NC plant. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
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	A monthly benefit of \$13.00 multiplied by years of pension service prior to January 1, 1999
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55 th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and on or after both attaining age 62 and completing 10 years of vesting service. Upon plant closing, on or after both attaining age 55 and completing 15 years of vesting

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service. There is no adjustment for participants with 25 or more years of vesting service.

Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

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Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 for a married participant are a life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Great Lakes – Salaried Employees) – Plan Appendix FF

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Each employee of the Company, or any of its affiliates that are participating in the plan, except for any employee who is a member of collective bargaining group whose collective bargaining agreement does not provide for participation in the plan. Excludes: Four Seasons, AQUATERRA, OSCA, hourly employees at Ashley, IN, and hourly employees at Lime-o-Sol.
Merger date:	December 31, 2005
Participation Date:	Later of completion of one year of eligibility service and the date the employer becomes a participating employer under the plan.

Definitions

Vesting service	<p>Prior to 1985:</p> <p>One year of vesting service for each calendar year of 1,000 or more hours of service</p> <p>After 1984 and prior to 1993:</p> <p>One year of vesting service for each year of employment on an elapsed time basis</p> <p>After 1992:</p> <p>One year of vesting service for each year of employment determined in complete and fractional years. Part-time employees will receive one year of vesting service for each plan year credited with 1,000 hours of service</p> <p>Effective with the December 31, 2005 merger all active participants were 100% vested</p>
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Pension service

Prior to 1976:

In accordance with plan provision then in effect

After 1976 and prior to 1985:

One year of pension service for each plan year of 1,000 or more hours, with prorated credit in the first and last year of employment

After 1984 and prior to 1993:

Vesting service while an active participant

After 1992 and prior to 2001:

Part-time employees receive pension service for each year of vesting service

After 2000:

“active participant” is replaced with “eligible employee”

Former Anzon salaried employees, former FMC employees, and former Optical Monomers employees receive credit for prior plan service

Participants at the Adrian, Michigan location continue to accrue service. For all others, benefits are frozen as of December 31, 2005 and no pension service is granted for employment after that date.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65 with 5 years of participation service

Pensionable pay

Total direct cash compensation including bonuses and overtime plus Section 125 and 401(k) deferrals. Benefits are frozen as of December 31, 2005 for all employees except those at the Adrian, Michigan location.

Average earnings

The average of the highest five consecutive complete calendar years of pensionable pay ending on the participant's termination date or retirement date.

Covered Compensation

The average (without indexing) of the maximum Social Security taxable wage bases for each of the calendar years during the 35

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year period ending with the last day of the calendar year in which the participant reaches Social Security retirement age.

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Monthly pension benefit

One-twelfth of the sum of the (1) and (2):

- (1) 1.00% of average earnings times years of pension service prior to December 31, 2005, plus
- (2) 0.65% of average earnings in excess of Covered Compensation times years of pension service prior to December 31, 2005, up to 35 years

Salaried Anzon benefits are offset by the prior plan benefit. Nitro benefits are offset by prior benefits provided by Aetna and Prudential.

Former Dupont employees' benefits are offset by prior benefits if they were not paid out at the time of the acquisition. If prior benefits were paid out, benefit is calculated based on service with Great Lakes Chemical Corporation only.

For participants formerly in the QO Belle Glade, Memphis Union or Arkansas Chemical Hourly Plans, this benefit shall not be less than the participant's accrued benefit under the prior plan as the merger date, plus the benefit accrue under the current plan for service on or after the merger date.

For participants in the Aqua Chem or Aqua Clear Industries, LLC, benefits accrue for service on or after the acquisition date (May 3, 1993 and July 14, 2000 respectively).

Any eligible employee who transfers to employment in The Works on or after October 27, 2003 as an other than hourly employee shall continue to be considered an eligible employee for purposes of determining pension service.

For all other participants, the benefit shall not be less than the participant's accrued benefit under the prior plan as of December 31, 1992 (December 31, 1988 for super highly compensated employees) plus the benefit accrued under the current plan for pension service on or after January 1, 1993 (January 1, 1989 for super highly compensated employees) until the freeze date of December 31, 2005.

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

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Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 5 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
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD. Benefits calculated under prior plans (PART A) are reduced using prior plan factors.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD.
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50 survivor annuity, and then died

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Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, 66.667%, or 50% joint and survivor annuity, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Belle Glade) – Plan Appendix FF-1

Prior plan name:	Belle Glade Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Bell Glade Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Memphis Union) – Plan Appendix FF-2

Prior plan name:	Memphis Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Memphis Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Arkansas Chemicals) – Plan Appendix FF-3

Prior plan name:	Arkansas Chemicals, Inc. Pension Plan
Merger date:	December 31, 1995
Type of plan:	N/A
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	Benefit under the Arkansas Chemicals, Inc. Pension Plan as of December 31, 1995.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Plan Provisions – Chemtura Pension (Anzon Transferring Employees) – Plan Appendix FF-4

Prior plan name:	N/A
Merger date:	October 31, 1997
Type of plan:	N/A
Normal form:	Life annuity
Membership service:	Closed group of former employees

Plan Name:	Chemtura Corporation Retirement Plan
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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Provisions – Chemtura Pension (Great Lakes – Lake Charles Hourly Employees) – Plan Appendix FF-5

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Any employee of Bio-Lab, Inc. who is a member of a collective bargaining unit that has bargained for participation in the plan.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	<p>Vesting service shall comprise the sum of (a), (b), and (c)</p> <p>(a) For service prior to January 1, 1956, the years of continuous service since the employee's last break in service excluding service before attainment of age 30, plus</p> <p>(b) All service between January 1, 1956 and January 1, 1976 reduced for absence from service or periods of disability between January 1, 1969 and 1976 (except for breaks due to military service) which are in excess of 30 days. Service prior to a break-in-service is lost., plus</p> <p>(c) All service after January 1, 1976 reduced for breaks in service of one year or more but excluding military service.</p> <p>Service under the prior Olin plan is recognized under this plan for participants as of January 1, 1995.</p>
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Benefit service

A year of pension service after December 31, 1988 is a calendar year during which an employee has worked at least 1,000 hours. Partial service is given for partial years based on the full year 1,000 hour requirement. An adjustment is made to reflect a partial year in each participant's first and last plan years of service based upon a full year of 1,950 hours. Pension service prior to 1989 consists of pension service under the prior Olin plan for participants as of January 1, 1989.

Benefits were frozen as of December 31, 2008 for employees who were under age 40 and under 10 years of service on August 15, 2008, or who elected to have their benefit frozen and join a defined contribution plan. For all those employees whose benefits were frozen, no pension service is granted for employment after December 31, 2008.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65

Monthly pension benefit

A monthly benefit of the employee's benefit service multiplied by the benefit rate less the vested accrued benefit from the prior Lake Charles Hourly Retirement Plan:

Effective Date	Benefit Rate
08/15/1997	\$ 31.50
08/15/1998	\$ 33.00
08/15/1999	\$ 34.50
08/15/2000	\$ 35.50
08/15/2001	\$ 36.50
08/15/2002	\$ 37.50
08/15/2003	\$ 38.50
08/15/2004	\$ 42.50

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

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Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining 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

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 4.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 50% survivor annuity, and then died

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Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, 50%, or 25% joint and survivor annuity, a Social Security level income option, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Great Lakes – Nitro Hourly Employees) – Plan Appendix FF-6

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	<p>Any employee, other than a leased employee, who, as of any date on or after the closing date of July 31, 1999 is both employed by the Company at its Nitro, West Virginia location on an hourly basis and is covered by the collective bargaining agreement.</p> <p>Closed group of former employees.</p>
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	<p>Vesting service shall comprise the sum of (a) and (b):</p> <p>(a) For an employee who is a former FMC employee, the employee's years of vesting service prior to July 31, 1999 as determined under the prior FMC plan, plus</p> <p>(b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.</p>
Pension service	<p>Pension service shall comprise the sum of (a) and (b):</p> <p>(a) For an employee who is a former FMC employee, the employee's years of pension service prior to July 31, 1999 as determined under the prior FMC plan, plus</p> <p>(b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.</p>
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

A monthly benefit of the employee's pension service multiplied by the benefit rate:

Effective Date	Years of Pension Service	Service Segment Rate
01/01/2001	1-10 years	\$ 32.50
01/01/2001	11-20 years	\$ 33.50
01/01/2001	Over 21 years	\$ 34.50

Effective Date	Benefit Rate
03/02/2001	\$ 35.50
03/02/2002	\$ 36.50
03/02/2003	\$ 37.50

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of pension service

Postponed retirement

Retirement after NRD

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Disability

First day of the month following the 13-week period as specified in the collective bargaining agreement of total and permanent disability and after completing 10 years of pension service

Preretirement death benefit

Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

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 3.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 100% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 100% 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 75% joint and survivor annuity, and a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Pentech/QO) – Plan Appendix FF-7

Prior plan name:	QO Salaried Pension Plan
Merger date:	December 31, 1992
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. For each year of service: 1.75% of earnings up to 80% of the Social Security taxable wage base plus 2.5% of earnings in excess of the Social Security taxable wage base, with a minimum benefit equal to \$216 multiplied by years of benefit service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 9% for each year from 60 to 65 and 7% from 60 to 59, 6% from 59 to 58, 6% from 58 to 56, and 5% from 56 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (FMC Corporation) – Plan Appendix FF-8

Prior plan name: FMC Nonunion Pension Plan

Merger date: July 31, 1999

Type of plan: Final average pay

Normal form: Life annuity

Membership service: Closed group of former employees.

Accrued benefit: The following description applies to service accruing through July 31, 1999. 1% of final average earnings up to the Social Security Covered Compensation Base plus 1.5% of final average earnings in excess of the Social Security Covered Compensation Base multiplied by years of credited service at age 65 up to 35 years plus 1.5% of final average earnings multiplied by years of credited service at age 65 in excess of 35 years. The accrued benefit is then multiplied by the ratio of actual years of credited service to expected years of credited service at age 65 and then offset by any deferred annuity payable under a Group Annuity Contract.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:*	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 6% for each year from 65.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* The 10-year service requirement does not apply for those who became a participant before January 1, 1984.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (BioLab) – Plan Appendix FF-9

Prior plan name:	BioLab Pension Plan
Merger date:	December 31, 1992
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. 1.75% of final average earnings multiplied by years of benefit service less 1.67% of Primary Social Security Benefit multiplied by years of benefit service not in excess of 30 years. This benefit has a minimum of the benefit determined under the Former Witco Salaried and Nonbargaining Hourly formula for the same service period.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 or	5	Accrued benefit reduced actuarially for each month from 62.
Disability:*		10	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Kendall) – Plan Appendix GG

Prior plan name:	Salaried Employees Retirement Plan of Kendall Refining Company, Division of Witco Corporation
Merger date:	December 30, 1991
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan, plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 under the prior plan.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Perth Amboy Hourly) – Plan Appendix HH

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Perth Amboy, NJ)
Merger date:	December 31, 2014
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. Closed to new hires after October 31, 2006.
Credited service:	From date of membership. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no credited service is granted for employment after October 31, 2006.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no earnings are granted for employment after October 31, 2006.
Accrued benefit:	Past service benefit plus, for each year after 8/1/87, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000. This benefit shall be no less than \$192 times credited service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participant is also vested if (1) they were vested on December 31, 1988 or; (2) were employed and participating in the plan on October 31, 2006.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Marshall Hourly) – Plan Appendix II

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Marshall, Texas)
Merger date:	December 31, 2014
Type of plan:	Career Pay Closed group of former employees
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service. This location was sold in 2007. No accruals after July 30, 2010.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year after 1/1/84, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Sybron) – Plan Appendix JJ

Prior Plan Name	Retirement Plan Sybron Chemicals Inc. for Union Employees
Merger Date	January 1, 2018
Covered Employees	Closed group of former employees who were covered under a collective bargaining agreement with United Steelworkers of America, AFL-CIO-CIC, Local #12238 and 13939
Plan Freeze	On May 2, 2008, the Birmingham Plant was shut down. Service is frozen as of the shutdown date. Non-vested participants were fully vested in their benefit upon plan freeze
Participation Date	Date of hire

Definitions

Monthly pension benefit A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Retirement Date
\$14.00	04/01/1986 - 03/31/1987
\$15.00	04/01/1987 - 03/31/1988
\$16.00	04/01/1988 - 03/31/1989
\$17.00	04/01/1989 - 03/31/1990
\$18.50	04/01/1990 - 03/31/1991
\$19.50	04/01/1991 - 03/31/1992
\$20.50	04/01/1992 - 03/31/1993
\$22.50	04/01/1993 - 03/31/1994
\$23.50	04/01/1994 - 03/31/1996
\$24.00	04/01/1996 - 03/31/1997
\$24.50	04/01/1997 - 03/31/1998
\$25.00	04/01/1998 - 03/31/1999
\$26.00	04/01/1999 - 03/31/2000
\$27.00	04/01/2000 - 03/31/2001
\$28.00	04/01/2001 - 05/02/2002
\$30.00	05/03/2002 - 05/02/2003
\$31.00	05/03/2003 - 05/02/2004
\$32.00	05/03/2004 - 05/02/2005
\$33.00	05/03/2005 - 05/02/2006
\$34.00	05/03/2006 - 05/02/2007
\$35.00	05/03/2007 and after

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65
Early retirement	Age 55 and 10 years of service prior to plan freeze
Postponed retirement	Retirement after NRD
Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date
Disability	10 years of service prior to plan freeze
Preretirement death benefit	Actives or inactives with three years of service prior to plan freeze

Benefits Paid Upon the Following Events

Normal retirement	\$35.00 times years of benefit service
Early retirement	Accrued normal retirement benefit reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months, for commencement prior to age 65. However, the reductions begin at age 62 with a breakpoint of 24 months for participants with 30 years of service prior to plan freeze
Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65
Vested termination	Accrued benefit payable at age 65, or for participants with 10 years of service at age 55 or later reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months for commencement prior to age 65
Disablement	Unreduced accrued benefit at time of disability, payable immediately
Preretirement death	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable on an actuarially equivalent 50% joint and survivor annuity beginning on the later of employee's death or early retirement eligibility

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis

Optional forms of payment 50% or 100% joint and survivor annuity

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Rhein Chemie Corporation) – Plan Appendix KK

Prior Plan Name	Rhein Chemie Corporation Retirement Plan for Union Employees at Little Rock, AR (“RCC”)
Merger Date	January 1, 2018
Plan History	The Tire Curing Bladders, LLC (“TCB LLC”) entered into an asset purchase agreement with Pirelli Tire, LLC effective April 30, 2005. Under such agreement TCB LLC has established this plan solely for the participants of the Pirelli Tire Retirement Pension Plan (the “Pirelli Tire Plan”) as of August 15, 2004 that were subject to the Little Rock collective bargaining agreement of which such employees continue to remain employed with the Employer on or after April 30, 2005. LANXESS U.S. acquired TCB LLC in 2012 and now maintains the plan.
Covered Employees	Employees who were part of Pirelli Tire Retirement Pension Plan as of August 15, 2004 and continued to be employed on or after April 30, 2005
Plan Freeze	On August 15, 2004, service was frozen for all active participants. Non-vested participants were fully vested in their benefit upon termination.

Eligibility for Benefits

Normal retirement	Age 65 and five years of service
Early retirement	Age 55 and 10 years of service
Unreduced Early Retirement	Age 62 and 10 years of service, or 30 years of service
Special Early Retirement	Age 55 and 30 years of service
Postponed retirement	Retirement after NRD
Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Disability	10 years of service and total disability
Preretirement death	Five years of service and married at least one year
Supplemental Postretirement Death	Retired from active status, or retired from terminated vested status after age 60, and married for at least one year
Transition Survivor Income	Thirty days of credit service at death
Bridge Survivor	Age 45 at death
Special Medicare	Age 65

Benefits Paid Upon the Following Events

Normal retirement	<p>A + B, subject to a minimum monthly benefit of \$41.00 multiplied by the participant's credit service:</p> <ul style="list-style-type: none">• 0.5% of final compensation (monthly) prior to the participant's fifth anniversary date, multiplied by his full years of past service to said anniversary date• 0.5% of final compensation (monthly) up to \$3,000 plus 1% of final compensation over \$3,000, multiplied by his credit service between said anniversary date and his normal retirement date
Early retirement	Accrued normal retirement benefit reduced 4/10% for each month that the commencement date precedes the month in which the participant attains age 65
Unreduced Early Retirement	Monthly benefit unreduced normal retirement benefit
Special Early Retirement	<p>Pre-62: Monthly benefit of \$50 multiplied by credit service plus \$10 multiplied by credit service after age 55</p> <p>Post-62: Unreduced normal retirement benefit</p>
Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Vested termination Accrued benefit at termination if benefits deferred to normal retirement age
Actuarial equivalent of accrued benefit at termination if commencing before
normal retirement age

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Disablement	Unreduced accrued benefit at time of disability, payable in the sixth month following the disability
Preretirement death	<p>For active participants: qualified joint and survivor annuity (QJSA) deferred to participant's earliest retirement age, reduced based on actuarial equivalence if commencing immediately</p> <p>For terminated vested participants: deferred vested benefit payable as a QJSA at the earliest retirement date, reduced by 0.5% for each year of coverage</p>
Supplemental Postretirement Death	Lump sum of \$4,000
Transition Survivor Income	Monthly benefit of \$500 less any qualified preretirement survivor annuity payable, subject to a maximum of \$300, payable until survivor reaches age 62 for at most two years
Bridge Survivor	Monthly benefit of \$500 less any qualified preretirement survivor annuity payable, subject to a maximum of \$300, payable two years after death and until survivor reaches age 62 or remarries
Special Medicare	Monthly benefit of \$50, subject to maximum of the standard monthly premium for Medicare Part B coverage

Other Plan Provisions

Forms of payment	Single participant: Five-year certain and life annuity Married participant: 50% joint and survivor annuity
Optional forms of payment	10- and 15-year certain and life annuity; 50% and 100% joint and survivor annuity with pop-up; cash refund annuity

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2023

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	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	2	0	0	0	0	0	2
40-44	0	0	0	0	0	1	0	0	0	0	1
45-49	0	0	0	0	0	10	4	0	0	0	14
50-54	0	0	0	0	1	10	18	5	0	0	34
55-59	0	0	0	1	2	13	21	10	8	0	55
60-64	0	0	0	0	0	6	10	5	12	8	41
65-69	0	0	0	0	1	1	2	2	3	8	17
70 & over	0	0	0	0	0	1	1	0	0	1	3
Total	0	0	0	1	6	42	56	22	23	17	167

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

Plan Name: Chemtura Corporation Retirement Plan

EIN / PN: 26-0081950/001

Plan Sponsor: LANXESS Corporation

Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	190,011	672,103	14,110,128	14,972,242
2024	473,887	1,421,697	13,611,205	15,506,789
2025	629,602	1,613,644	13,098,454	15,341,700
2026	750,622	1,830,590	12,557,369	15,138,581
2027	863,870	2,023,902	12,009,735	14,897,507
2028	951,069	2,258,995	11,461,974	14,672,038
2029	1,012,530	2,437,847	10,907,017	14,357,394
2030	1,062,571	2,512,115	10,349,339	13,924,025
2031	1,100,009	2,611,394	9,788,446	13,499,849
2032	1,121,949	2,685,911	9,229,082	13,036,942
2033	1,133,793	2,722,384	8,676,527	12,532,704
2034	1,139,621	2,755,344	8,131,705	12,026,670
2035	1,136,912	2,765,480	7,594,985	11,497,377
2036	1,127,036	2,736,773	7,067,983	10,931,792
2037	1,110,815	2,693,332	6,552,155	10,356,302
2038	1,087,784	2,642,257	6,048,772	9,778,813
2039	1,061,050	2,588,061	5,556,874	9,205,985
2040	1,030,057	2,519,945	5,079,825	8,629,827
2041	993,607	2,437,984	4,620,878	8,052,469
2042	953,054	2,350,922	4,179,029	7,483,005
2043	908,845	2,252,917	3,755,380	6,917,142
2044	861,653	2,148,416	3,351,020	6,361,089
2045	811,457	2,038,451	2,967,122	5,817,030
2046	759,294	1,920,662	2,605,032	5,284,988
2047	705,950	1,799,126	2,266,221	4,771,297
2048	652,140	1,674,518	1,952,151	4,278,809
2049	598,112	1,551,044	1,664,145	3,813,301
2050	544,341	1,426,454	1,403,169	3,373,964
2051	491,565	1,298,757	1,169,707	2,960,029

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2052	440,235	1,172,702	963,704	2,576,641
2053	391,007	1,049,730	784,518	2,225,255
2054	344,331	931,222	630,969	1,906,522
2055	300,576	818,429	501,410	1,620,415
2056	260,043	712,437	393,785	1,366,265
2057	222,926	614,127	305,772	1,142,825
2058	189,328	524,141	234,902	948,371
2059	159,263	442,863	178,682	780,808
2060	132,662	370,416	134,717	637,795
2061	109,383	306,691	100,790	516,864
2062	89,238	251,372	74,921	415,531
2063	72,016	203,960	55,404	331,380
2064	57,473	163,834	40,812	262,119
2065	45,343	130,292	29,981	205,616
2066	35,353	102,588	21,981	159,922
2067	27,232	79,981	16,090	123,303
2068	20,714	61,750	11,757	94,221
2069	15,557	47,224	8,570	71,351
2070	11,534	35,783	6,227	53,544
2071	8,442	26,877	4,502	39,821
2072	6,101	20,020	3,234	29,355

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2023

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2023	20,324,186	15.00000	20,324,186	1,861,303
2. Shortfall	01/01/2022	(10,674,518)	14.00000	(10,273,126)	(986,448)
3. Shortfall	01/01/2021	27,449,054	13.00000	25,296,887	2,559,393
Total				35,347,947	3,434,248

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions – Chemtura Pension (Main Plan)

Prior plan name:	Witco Corporation Retirement Plan
Plan Effective Date:	July 1, 1942
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. The plan was closed to new entrants hired after January 1, 2000. All OSi non-bargained employees participate in this plan, but those hired before May 31, 1996 retain OSi plan provisions as described in the IRS Plan 055 Plan Provisions summary.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Benefits were frozen as of December 31, 2005. Earnings prior to 2006 were base pay plus commissions.
Average final 60 months' pay:	Average of participant's monthly earnings for the 60 months preceding termination. Earnings earned during 1992 will be used in place of actual pay for each of 1992 and the three previous years.
Social Security PIA:	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings are assumed.
Accrued benefit: *	1.5% of participant's average final 60 months' pay times credited service minus 1.5% of participant's Social Security PIA times credited service to a maximum of 50% of PIA. This benefit shall be no less than participant's accrued benefit as of 12/31/93.

* Concarb participants may elect to receive their past service benefits as a lump sum.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:**	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
	55 and	25	Accrued benefit payable unreduced at 62; for commencement prior to 62, accrued benefit reduced 5/9% for each month prior to age 62.
Disability:***	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. Vested terminated employees with 25 or more years of service are entitled to the enhanced early retirement factors described above.
Pre-ret death:****	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

** Special early retirement available to certain employees whose jobs have been eliminated due to economic conditions.

*** Participant must be disabled for at least 6 months.

**** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Plan Appendices

Participants covered under certain predecessor plans may have provisions which differ from those of the main plan document. These provisions are set forth in the Appendices to the plan, and are summarized in the following pages.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Aldridge) – Plan Appendix D

Prior plan name:	Retirement Plan for Aldridge Hourly Paid Bargaining Unit Employees of the Metal Treating Chemicals Division of Witco Chemical Corporation (Cleveland, OH)
Merger date:	December 30, 1992
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus 1/12 th of a participant's future service retirement income, for each year beginning 1/1/1976, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (DeSoto Santa Fe Springs Hourly) – Plan Appendix E

Prior plan name:	Retirement Plan for Hourly Paid Employees of the Organics Division of Witco Corporation (Former De Soto Santa Fe Springs, California)
Merger date:	December 30, 1992
Type of plan:	Flat dollar multiplier
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	\$15 times months of credited service after 12/31/88.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit payable unreduced at age 62. Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (1951 Richardson Pension Plan) – Plan Appendix F

Prior plan name:	1951 Pension Plan of the Richardson Company Subsidiary of Witco Corporation
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Five-year certain and life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Total remuneration excluding employer contribution to or benefits from any qualified plan or stock, stock option, group insurance, life, accident, disability or health plan.
Accrued benefit:	The greater of (i) 0.75% of participant's final average earnings multiplied by credited service plus 0.75% of participant's final average earnings over Social Security Covered Compensation multiplied by credited service; (ii) 0.33% of participant's final average earnings multiplied by credited service plus \$5.50 multiplied by credited service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	15	Accrued benefit reduced 4/10% for each month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		10	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (1966 Richardson Plan) – Plan Appendix G

Prior plan name: The Richardson Company 1966 Divisional Pension Plan for Hourly-Rated Employees

Merger date: December 31, 1993

Type of plan: Flat dollar multiplier

Normal form: Life annuity

Membership service: Closed group of former employees.

Credited service: Same as Main Plan

Vesting service: Same as Main Plan

Pension earnings: N/A

Accrued benefit: A monthly benefit equal to credited service multiplied by the benefit rate:

Location	Benefit Rate
Detroit, Michigan	\$16.50
Chicago, Illinois	\$11.00
Orland Park, Illinois	\$7.75

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% per month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		15	If commencing before age 65 and before eligible for unreduced Social Security benefits, double the normal retirement pension. Otherwise, the normal retirement pension.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Sherex) – Plan Appendix H

Prior plan name:	Sherex Pension Plan
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 from the Sherex Pension Plan.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the Sherex accrued benefit reduced 5.0% per year from 65 to 57 and 6% per year from 57 to 55.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the Sherex benefit reduced 6.0% per year from 65 to 60 and 4% per year from 60 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Continental Carbon) – Plan Appendix I

Prior plan name:	Employees Retirement Plan of Continental Carbon Company, Subsidiary of Witco Corporation
Purchase Agreement date:	May 25, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	1.6% of participant's final average earnings multiplied by credited service minus 1.5% of participant's Social Security Primary Benefit multiplied by credited service to a maximum of 50% of the Social Security Primary Benefit.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50		Accrued benefit reduced actuarially.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Each continuing employee as of May 25, 1995 is 100% vested.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (OSi Specialties) – Plan Appendix J

Prior plan name:	The Retirement Program for Employees of Osi Specialties, Inc. and its Participating Subsidiary Companies
Merger date:	December 1, 2000
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	Immediately upon hire. A participant who is or was an employee of OSi Specialties, Inc., who was not covered under a collective bargaining agreement and was a participant in the OSi Plan on December 1, 2000 shall be entitled to benefits as described in this Appendix.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations.
Vesting service:	A year of vesting is credited for each year of Credited Service.
Pension earnings:	Base pay plus commissions, shift differential, incentive compensation awards, and special awards.
Final average monthly pay:	The greater of (i) the monthly average of the highest three Pension earnings in the last 10 full calendar years preceding termination or retirement, or (ii) the average of the 36 full calendar months of Pension earnings (excluding incentive compensation) plus the monthly average of the incentive compensation related to the three full calendar years preceding termination or retirement.
Social Security PIA:	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings assumed.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Accrued benefit:

The greater of (i) 1.5% of final average monthly pay times credited service, minus 1.5% of Social Security PIA times credited service to a maximum of 50% of PIA; (ii) 1.2% of final average monthly pay times credited service plus \$12; or (iii) \$12 plus \$6 times first 10 years of credited service plus \$9 times the next 10 years of credited service plus \$12 times credited service in excess of 20 years plus 2% of final average monthly pay plus 1% of final average monthly pay times credited service up to 8 years. Accrued benefit is reduced for benefits payable from:

- (a) any public pension derived from credited service, and for which benefits have been provided by an employer, except for Social Security benefits or a military pension;
- (b) the amount of any vested benefit under any retirement or pension plan of any employer, including the Union Carbide plan, attributable to credited service, which have been paid for by an employer or such company;
- (c) the amount of any retirement or separation benefit (other than a layoff allowance or severance payment) which the participant or surviving spouse receives or is entitled to receive under any other private plan under the law of any foreign government, if any employer or any affiliate contributed, directly or indirectly, toward the cost of such benefit;
- (d) the benefits under any pension plan of a predecessor corporation are those benefits which may be payable thereunder without actuarial adjustment under the contingent annuitant or other option provided, but with actuarial adjustment for early commencement.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50 and	10	Accrued benefit payable unreduced if age 62 with 10 years of vesting service, or age plus vesting service equals 85 ("rule of 85"), otherwise accrued benefit payable reduced by 5/12% per month for each month prior to eligibility for unreduced benefit.
Disability:*		10	Accrued benefit payable immediately until retirement; service (but not pay) credited while disabled up to a maximum of 30 years of credited service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit projected to 65 and prorated, payable unreduced at 65. For commencement prior to 65, reduced 5/9% for each month from 62 to 65, and 5/12% for each month from 50 to 62.
Pre-ret death:		5	If eligible for early, 50% of accrued benefit payable immediately adjusted .5% for each year spouse's age is more than 5 years younger. Otherwise, payment is deferred to employee's age 50.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Ponca City Salaried) – Plan Appendix K

Prior plan name:	Retirement Plan for Salaried Bargaining Unit Employees of the Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Oildale) – Plan Appendix L

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Oildale, CA)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1975, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000, with a minimum benefit of \$186 multiplied by years of benefit service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Sunray) – Plan Appendix M

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Sunray, TX)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	N/A
Vesting service:	N/A
Pension earnings:	N/A
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55*		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Age 50 for benefits under Continental Carbon Plan.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Phenix City) – Plan Appendix N

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Phenix City, AL)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Santa Fe Springs) – Plan Appendix O

Prior plan name:	Retirement Plan for Employees of Emery Chemicals Division of National Distillers and Chemical Corporation
Merger date:	December 31, 1997
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Former Witco Salaried and Nonbargaining Hourly formula, with a minimum benefit of \$20 multiplied by years of benefit service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65 or	5	Accrued benefit payable immediately.
Early:*		10	Accrued benefit reduced 6/10% for each month preceding normal retirement date.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at normal retirement date. For commencement prior to normal retirement date, accrued benefit reduced 6/10% for each month preceding normal retirement date.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* No earlier than the three-year period immediately preceding the participant's normal retirement date.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (1959 Richardson Plan) – Plan Appendix P

Prior plan name: 1959 Pension Plan of the Richardson Company, Subsidiary of Witco Corporation

Merger date: December 31, 1997

Type of plan: Flat dollar multiplier

Normal form: Five-year certain and life annuity

Membership service: Closed group of former employees.

Credited service: A year of credited service is credited for each year of vesting service

Vesting service: Same as Main Plan

Pension earnings: N/A

Accrued benefit: A monthly benefit equal to credited service multiplied by the benefit rate:

Participant was employed on or after the following date:	Benefit Rate:
Before 8/1/1985	\$15.00
8/1/1985	\$15.75
8/1/1986	\$16.25
8/1/1987	\$16.75
8/1/1992	\$17.75
8/1/1993	\$18.25

Pre-62 Supplement: Available for a participant retiring with 30 or more years of service payable from early retirement date until age 62.

Employer-option early retirement benefit: Monthly benefit equal to \$34.50 multiplied by years of benefit service.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% for each month under age 62 or under 30 years of service, whichever reduction is lesser.
Special early retirement	62 and or 55 and	10 30	Accrued benefit payable immediately if employed on or after 8/1/1993
Disability:*		10	Accrued benefit payable immediately. Monthly benefit of \$34.50 multiplied by years of benefit service is provided prior to age 65.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 4/10% for each month preceding normal retirement date.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Compton) – Plan Appendix Q

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Compton, CA)
Merger date:	December 31, 1997
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Years of vesting service prior to March 1, 1990
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 0.8% of earnings up to the Social Security taxable wage base and 2.0% of earnings over the Social Security taxable wage base.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	12	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:*	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Omaha) – Plan Appendix R

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Omaha, NE)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000, with a minimum benefit equal to \$12.00 multiplied by years of benefit service. This minimum only applies to participants who are employees on or after November 1, 1991.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Ponca City Hourly) – Plan Appendix S

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Brainards & La Porte) Plan Appendix T

Prior plan name:	Retirement Plan for the Hourly Paid Employees of Witco Corporation (Brainards, NJ & LaPorte, TX)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	10 year certain and life
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service.
Credited service:	A year of service is credited for each year in which the employee completes 2,080 hours of service.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay plus commissions
Average monthly earnings:	Monthly average earnings for the period 1/1/74 (or date of hire if later) to date of determination.
Integration level:	Various amounts ranging from \$7,800 to \$13,200 depending on year of birth.
Accrued benefit:	5/8% of average monthly earnings multiplied by credited service plus 1-2/3% of the excess of average monthly earnings over 1/12th integration level multiplied by the lesser of 15 or credited service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. If participant has completed 10 years of vesting service, use early retirement reductions for commencement prior to age 65.
Pre-ret death:**		5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants who have attained age 40 and 5 years of service are eligible for a pre-retirement death benefit calculated as if earnings and service had continued to NRD.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Trainer) – Plan Appendix U

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Trainer, Pennsylvania)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership or December 31, 1975 if later.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Chicago Clearing) – Appendix V

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Chicago Clearing, Illinois)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Morgantown) – Plan Appendix W

Prior plan name:	Morgantown Pension Plan
Merger date:	August 1, 2003
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	1 year of service under GE plan at closing date.
Credited service:	Elapsed time. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Plan Covered Compensation	For 2003, \$30,000. For all calendar years after 2003, the amount defined as “covered compensation” by section 401(l) of the Code for any employee attaining age 65 in that calendar year, less \$7,500. For participants who are over age 65 in any calendar year, the amount defined as “covered compensation” by section 401(1) of the Code for the calendar year in which the participant attained age 65, less \$7,500 or if the participant reached age 65 in 2003; \$3,000.
Accrued benefit:	For each year of participation 1.45% earnings up to Plan Covered Compensation plus 1.90% earnings over Plan Covered Compensation. This benefit shall be no less than a flat dollar amount multiplied by years of benefit service, where the dollar amount (ranging from \$336 to \$480) is based on the amount of annual compensation.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	60		Benefit computed in the same manner as the Normal Retirement Benefit, except that the participant shall be treated as if he remained employed until his Normal Retirement age and the benefit shall be based only on compensation and actual years of service earned by the participant as of his actual date of retirement. Prior to age 60, accrued benefit reduced 3-1/3% per year to age 55.
Disability:		15	A participant who retires under Disability Retirement at age 60 or older shall receive a benefit computed in the same manner as the early (age 60) retirement benefit. A participant who retires prior to age 60 under Disability Retirement shall receive a benefit computed in the same manner as the Normal Retirement Benefit, but only using compensation earned by the participant as of the date of his disability retirement. Such amount shall than be reduced by 2% per year prior to age 60, to a maximum reduction of 12% at or before age 54.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit payable unreduced at 60. For commencement prior to age 60, use early retirement reductions. All participants under this Appendix are fully vested.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Age 60 Retirement Supplement *	60	5	\$168 per year for each year of benefit service. This payment shall continue at least until the attainment of eligibility for Social Security benefits. This benefit shall continue to be paid beyond Social Security eligibility, until the participant becomes eligible for 80% Social Security benefits, dies, or becomes rehired.
Special Early Retirement Supplement *	60	25	If retired prior to 1/1/2006, and after having attained age 60 but before having attained 80% Social Security eligibility, \$350 per month in addition to the Age 60 Retirement Supplement, payable until the participant attains 80% Social Security eligible age, dies, or becomes rehired.

* In no event will the supplemental payments payable to the participant exceed the amount of the participant's unreduced Social Security benefits.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Mapleton) – Plan Appendix X

Prior plan name:	Pension Plan for Certain Union Employees of Sherex Chemical Company, Inc.
Merger date:	September 1, 1999
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	First of the month following date of hire. Closed to new hires after October 31, 2010.
Credited service:	A year of service is credited for each year in which the employee completes 1,800 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Pension earnings:	Base pay
Accrued benefit:	The greater of \$50 times months of credited service or, for each year during which a participant has completed 350 hours of service, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000. This benefit shall be no less than the benefit accrued as of 12/31/84.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65 and	5	Accrued benefit payable immediately.
Early:	55 and	5	Prior to age 62, accrued benefit reduced 5% for each year from 55 to 62. Otherwise, unreduced accrued benefit payable immediately.
		30	Unreduced accrued benefit payable immediately.
Disability:		15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

The Mapleton plant is closed as of March 31, 2023. The changes in benefits were reflected as required by regulations under IRC §430 and §436.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Gretna) – Plan Appendix Y

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Gretna, Louisiana)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000. Effective 6/1/90, this benefit shall be no less than \$216 times credited service plus \$120 times pre-participant service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
 EIN / PN: 26-0081950/001
 Plan Sponsor: LANXESS Corporation
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Memphis) – Plan Appendix Z

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Memphis, Tennessee)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	<p>The January 1 or July 1 following the completion of 1 year of vesting service.</p> <p>This location was sold on February 29, 2008.</p>
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year beginning 1/1/87, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:		5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Newark) – Plan Appendix AA

Prior plan name:	Pension Plan for Hourly Employees in the Newark Plant of Crompton Corporation
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Attainment of age 21 and completion of 12 months of service with at least 1,000 hours of service

Definitions

Vesting service	Years of service from the later of date of hire with at least 1,000 hours of pension service
Pension service	One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and up to one year while in layoff. Not to exceed 30 years.
Normal retirement date (NRD)	First of month coinciding with or next following the later of attainment of age 65 or five years of vesting service

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
\$ 7.50	01/01/1981 - 01/01/1984
\$ 9.00	01/01/1984 - 01/01/1987
\$10.00	01/01/1987 - 01/01/1988
\$11.00	01/01/1988 - 01/01/1989
\$12.00	01/01/1989 - 01/01/1990
\$13.00	01/01/1990 - 01/01/1991
\$14.00	01/01/1991 - 01/01/1992
\$15.00	01/01/1992 - 01/01/1993
\$16.00	01/01/1993 - 01/01/1994
\$17.00	01/01/1994 - 01/01/1995
\$18.00	01/01/1995 - 01/01/1996
\$19.00	01/01/1996 - 01/01/1997
\$20.00	01/01/1997 - 01/01/1998
\$21.00	01/01/1998 - 01/01/1999
\$22.00	01/01/1999 - 01/01/2000
\$23.00	01/01/2000 - 01/01/2001
\$24.00	01/01/2001 -

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of vesting service

Postponed retirement

Retirement after NRD

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 66-2/3% or 50% joint and survivor annuity. No optional forms are available for participants receiving a disability pension.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Nutley) – Plan Appendix BB

Prior plan name: Nutley Defined Benefit Pension Plan of Crompton Corporation

Covered Employees Closed group of former employees

Merger Date December 31, 2005

Participation Date Date of becoming a covered employee

Definitions

Vesting service Years of service from the later of date of hire with at least 1,000 hours of service

Pension service One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and disability if the employee returns to work

Normal retirement date (NRD) First of month coinciding with or next following the attainment of age 65

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
\$ 2.00	- 01/01/1975
\$ 4.00	01/01/1975 - 01/01/1977
\$ 5.00	01/01/1977 - 01/01/1979
\$ 7.00	01/01/1979 - 01/01/1980
\$ 8.00	01/01/1980 - 01/01/1981
\$ 9.00	01/01/1981 - 01/01/1982
\$10.00	01/01/1982 - 01/01/1983
\$11.00	01/01/1983 - 01/01/1985
\$12.00	01/01/1985 - 01/01/1990
\$13.00	01/01/1990 - 01/01/1993
\$14.00	01/01/1993 - 01/01/1994
\$15.00	01/01/1994 - 01/01/1995
\$16.00	01/01/1995 - 01/01/1996
\$17.00	01/01/1996 - 01/01/1997
\$18.00	01/01/1997 - 01/01/1998
\$19.00	01/01/1998 - 01/01/1999
\$20.00	01/01/1999 - 01/01/2000
\$21.00	01/01/2000 - 01/01/2001
\$22.00	01/01/2001 -

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of vesting service

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse
Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Disablement	The monthly pension benefit determined as of date of disability payable at NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75% or 50% joint and survivor annuity or a lump sum payment.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Uniroyal Plan A) – Plan Appendix CC

Prior plan name: Uniroyal Chemical Company, Inc. Retirement Plan A

Covered Employees Closed group of former employees

Merger Date December 31, 2005

Participation Date Date of becoming a covered employee

Definitions

Vesting service Years and months of service from the later of date of hire and age 18

Pension service Years and months of service from date of hire including periods of authorized leave of absence and disability if the employee returns to work, and including up to two years while on layoff

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 A monthly benefit of the employee's pension service multiplied by the benefit rate:

Benefit Rate	Effective Date
\$ 21.00	05/01/1993
\$ 22.00	05/01/1994
\$ 23.00	05/01/1995
\$ 25.00	05/01/1996
\$ 29.00	05/01/1997
\$ 30.00	05/01/1998
\$ 32.00	05/01/1999
\$ 35.00	05/01/2000
\$ 37.00	05/01/2001

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

**Monthly preretirement
death benefit**

50% of the monthly pension benefit as of the date of death,
reduced for the 50% joint and survivor election and reduced for
payment as early as the participant's 55th birthday

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or completing 30 years of vesting service. Upon plant closing, the earlier of on or after both attaining age 55 and completing five years of vesting service or completing 25 years of vesting service
Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) completing 30 years of vesting service; (c) attaining age 55 and completing 5 years of vesting service and termination of employment occurs as a result of a plant closing; (d) completing 25 years of vesting service and termination of employment occurs as a result of a plant closure; or (e) attaining age 55 and completing 10 years of vesting service and no longer physically/mentally able to fulfill job requirements and cannot qualify to transfer within local plant.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Supplemental retirement	Monthly benefit equal to \$200 plus \$10 multiplied by the number of years that retirement age is beyond age 55 plus \$10 multiplied by the number of years of vesting service at retirement exceeds 30 years, payable as a temporary life annuity until age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	<p>Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement plus (1) or (2) below:</p> <p>If Social Security disability is granted on initial application, a lump sum benefit equal to the benefit rate times pension service times the number of months from retirement to Social Security award</p> <p>If Social Security disability is denied, a monthly benefit payable to the earlier of attaining eligibility for full unreduced primary Social Security benefit or eligibility for a Social Security disability benefit, and equal to the smaller of the monthly pension benefit determined as of the date of disablement, and the Social Security disability benefit</p>
Preretirement death	<p>If the participant had attained age 55 and completed 10 years of vesting service or had completed 30 years of vesting service or had met the NRD eligibility, then 50% of the monthly pension benefit that would have been payable if the participant had retired at the date of death.</p> <p>Otherwise, the monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.</p>

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as a five year certain and 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 5-year certain annuity followed by a 100% or 50% joint and survivor annuity, or a five, ten, and fifteen-year certain and life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Uniroyal Plan B) – Plan Appendix DD

Prior plan name:	Uniroyal Chemical Corporation, Inc. Retirement Plan B
Covered Employees	Employees hired on or before December 31, 1994 who are not represented by a collective bargaining agent. Certain hourly-rate employees are excluded. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence and disability. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Pensionable pay	Benefits are frozen as of December 31, 1998. Earnings prior to 1999 were regular salary plus Section 125 and 401(k) deferrals plus overtime plus shift differential plus vacation plus sales incentives plus Management Incentive Plan awards plus profit sharing bonuses. Excludes lump sum vacation payments, termination allowances, special Long-Term Incentive Plan awards, relocation expenses, foreign service allowances, long-term service bonuses formerly paid under the Uniroyal Chemical Capital Accumulation Plan, imputed income on group life insurance, supplemental pension or death benefit payments and payments in connection with mortgage differentials, car finance charge reimbursements or tuition reimbursements.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Covered Compensation	Maximum average wage for benefit determination purposes under the Social Security Act for an individual who was born in the same year as the participant, assuming that the wage base remains constant from the calendar year of termination until the participant's normal retirement age under the Social Security Act.
Monthly pension benefit	<p>One-twelfth of the sum of the pre-1990 and post-1989 normal retirement allowances:</p> <ol style="list-style-type: none">1. Pre-1990 Allowance <p>The sum of the Base component and the Excess Component:</p><p>Base component: 1.25% of pre-1990 ten-year Final Average Pay for pre-1990 pension service</p><p>Excess Component: 0.35% of pre-1990 ten-year Final Average Pay in excess of \$24,000 for pre-1990 pension service up to 35 years</p>2. Post-1989 Allowance <p>For each plan year after 1989 and prior to 1999, the sum of the Base Component and Excess Component:</p><p>Base Component: 1.25% of earnings</p><p>Excess Component: 0.35% of earnings over the lesser of 50% of the Social Security Wage Base and 150% of Covered Compensation, based on pension service up to 35 years.</p>
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or attaining age 55 and completing 30 years of vesting service or age plus vesting service of 80 years (75 years if permanently incapable of performing work). Upon plant closing, the earlier of on or after both attaining age 55 and completing 10 years of vesting service or age plus vesting service of 75 years.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work); (c) sum of age plus vesting service of 75 years and termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years and termination occurs as a result of the Employer's assignment of the Naugatuck Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement with the excess component reduced 4.8% for each year of payment before age 62
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62; special unreduced benefit rules apply upon (a) attaining age 55 and completing 30 years of vesting service or; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work) or; (c) sum of age plus vesting service of 75 years if termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years if termination occurs as a result of the Employer's assignment of the Naugatuck Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Monthly pension benefit determined as of actual retirement date

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Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit payable at age 65 as if the participant continued working until NRD at the same rate of pay received immediately prior to disability payable immediately without reduction for early commencement
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, or 50% joint and survivor annuity, and a five-year or ten-year certain and life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

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Plan Provisions – Chemtura Pension (Uniroyal Plan C) – Plan Appendix EE

Prior plan name:	Uniroyal Chemical Company, Inc. Retirement Plan C
Covered Employees	Hourly rate employees at the Gastonia, NC plant. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
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	A monthly benefit of \$13.00 multiplied by years of pension service prior to January 1, 1999
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55 th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and on or after both attaining age 62 and completing 10 years of vesting service. Upon plant closing, on or after both attaining age 55 and completing 15 years of vesting

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service. There is no adjustment for participants with 25 or more years of vesting service.

Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Plan Name:	Chemtura Corporation Retirement Plan
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Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 for a married participant are a life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Plan Provisions – Chemtura Pension (Great Lakes – Salaried Employees) – Plan Appendix FF

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Each employee of the Company, or any of its affiliates that are participating in the plan, except for any employee who is a member of collective bargaining group whose collective bargaining agreement does not provide for participation in the plan. Excludes: Four Seasons, AQUATERRA, OSCA, hourly employees at Ashley, IN, and hourly employees at Lime-o-Sol.
Merger date:	December 31, 2005
Participation Date:	Later of completion of one year of eligibility service and the date the employer becomes a participating employer under the plan.

Definitions

Vesting service	<p>Prior to 1985:</p> <p>One year of vesting service for each calendar year of 1,000 or more hours of service</p> <p>After 1984 and prior to 1993:</p> <p>One year of vesting service for each year of employment on an elapsed time basis</p> <p>After 1992:</p> <p>One year of vesting service for each year of employment determined in complete and fractional years. Part-time employees will receive one year of vesting service for each plan year credited with 1,000 hours of service</p> <p>Effective with the December 31, 2005 merger all active participants were 100% vested</p>
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Pension service

Prior to 1976:

In accordance with plan provision then in effect

After 1976 and prior to 1985:

One year of pension service for each plan year of 1,000 or more hours, with prorated credit in the first and last year of employment

After 1984 and prior to 1993:

Vesting service while an active participant

After 1992 and prior to 2001:

Part-time employees receive pension service for each year of vesting service

After 2000:

“active participant” is replaced with “eligible employee”

Former Anzon salaried employees, former FMC employees, and former Optical Monomers employees receive credit for prior plan service

Participants at the Adrian, Michigan location continue to accrue service. For all others, benefits are frozen as of December 31, 2005 and no pension service is granted for employment after that date.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65 with 5 years of participation service

Pensionable pay

Total direct cash compensation including bonuses and overtime plus Section 125 and 401(k) deferrals. Benefits are frozen as of December 31, 2005 for all employees except those at the Adrian, Michigan location.

Average earnings

The average of the highest five consecutive complete calendar years of pensionable pay ending on the participant's termination date or retirement date.

Covered Compensation

The average (without indexing) of the maximum Social Security taxable wage bases for each of the calendar years during the 35

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year period ending with the last day of the calendar year in which the participant reaches Social Security retirement age.

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Monthly pension benefit

One-twelfth of the sum of the (1) and (2):

- (1) 1.00% of average earnings times years of pension service prior to December 31, 2005, plus
- (2) 0.65% of average earnings in excess of Covered Compensation times years of pension service prior to December 31, 2005, up to 35 years

Salaried Anzon benefits are offset by the prior plan benefit. Nitro benefits are offset by prior benefits provided by Aetna and Prudential.

Former Dupont employees' benefits are offset by prior benefits if they were not paid out at the time of the acquisition. If prior benefits were paid out, benefit is calculated based on service with Great Lakes Chemical Corporation only.

For participants formerly in the QO Belle Glade, Memphis Union or Arkansas Chemical Hourly Plans, this benefit shall not be less than the participant's accrued benefit under the prior plan as the merger date, plus the benefit accrue under the current plan for service on or after the merger date.

For participants in the Aqua Chem or Aqua Clear Industries, LLC, benefits accrue for service on or after the acquisition date (May 3, 1993 and July 14, 2000 respectively).

Any eligible employee who transfers to employment in The Works on or after October 27, 2003 as an other than hourly employee shall continue to be considered an eligible employee for purposes of determining pension service.

For all other participants, the benefit shall not be less than the participant's accrued benefit under the prior plan as of December 31, 1992 (December 31, 1988 for super highly compensated employees) plus the benefit accrued under the current plan for pension service on or after January 1, 1993 (January 1, 1989 for super highly compensated employees) until the freeze date of December 31, 2005.

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

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Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 5 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
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD. Benefits calculated under prior plans (PART A) are reduced using prior plan factors.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD.
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50 survivor annuity, and then died

Plan Name: Chemtura Corporation Retirement Plan
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Valuation Date: January 1, 2023

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Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, 66.667%, or 50% joint and survivor annuity, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Plan Provisions – Chemtura Pension (Belle Glade) – Plan Appendix FF-1

Prior plan name:	Belle Glade Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Belle Glade Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Plan Provisions – Chemtura Pension (Memphis Union) – Plan Appendix FF-2

Prior plan name:	Memphis Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Memphis Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Plan Provisions – Chemtura Pension (Arkansas Chemicals) – Plan Appendix FF-3

Prior plan name:	Arkansas Chemicals, Inc. Pension Plan
Merger date:	December 31, 1995
Type of plan:	N/A
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	Benefit under the Arkansas Chemicals, Inc. Pension Plan as of December 31, 1995.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Anzon Transferring Employees) – Plan Appendix FF-4

Prior plan name:	N/A
Merger date:	October 31, 1997
Type of plan:	N/A
Normal form:	Life annuity
Membership service:	Closed group of former employees

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Plan Provisions – Chemtura Pension (Great Lakes – Lake Charles Hourly Employees) – Plan Appendix FF-5

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Any employee of Bio-Lab, Inc. who is a member of a collective bargaining unit that has bargained for participation in the plan.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	<p>Vesting service shall comprise the sum of (a), (b), and (c)</p> <p>(a) For service prior to January 1, 1956, the years of continuous service since the employee's last break in service excluding service before attainment of age 30, plus</p> <p>(b) All service between January 1, 1956 and January 1, 1976 reduced for absence from service or periods of disability between January 1, 1969 and 1976 (except for breaks due to military service) which are in excess of 30 days. Service prior to a break-in-service is lost., plus</p> <p>(c) All service after January 1, 1976 reduced for breaks in service of one year or more but excluding military service.</p> <p>Service under the prior Olin plan is recognized under this plan for participants as of January 1, 1995.</p>
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Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

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Benefit service

A year of pension service after December 31, 1988 is a calendar year during which an employee has worked at least 1,000 hours. Partial service is given for partial years based on the full year 1,000 hour requirement. An adjustment is made to reflect a partial year in each participant's first and last plan years of service based upon a full year of 1,950 hours. Pension service prior to 1989 consists of pension service under the prior Olin plan for participants as of January 1, 1989.

Benefits were frozen as of December 31, 2008 for employees who were under age 40 and under 10 years of service on August 15, 2008, or who elected to have their benefit frozen and join a defined contribution plan. For all those employees whose benefits were frozen, no pension service is granted for employment after December 31, 2008.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65

Monthly pension benefit

A monthly benefit of the employee's benefit service multiplied by the benefit rate less the vested accrued benefit from the prior Lake Charles Hourly Retirement Plan:

Effective Date	Benefit Rate
08/15/1997	\$ 31.50
08/15/1998	\$ 33.00
08/15/1999	\$ 34.50
08/15/2000	\$ 35.50
08/15/2001	\$ 36.50
08/15/2002	\$ 37.50
08/15/2003	\$ 38.50
08/15/2004	\$ 42.50

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining 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

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 4.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 50% survivor annuity, and then died

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, 50%, or 25% joint and survivor annuity, a Social Security level income option, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Plan Provisions – Chemtura Pension (Great Lakes – Nitro Hourly Employees) – Plan Appendix FF-6

Prior plan name: Great Lakes Chemical Corporation Retirement Plan

Covered Employees Any employee, other than a leased employee, who, as of any date on or after the closing date of July 31, 1999 is both employed by the Company at its Nitro, West Virginia location on an hourly basis and is covered by the collective bargaining agreement.

Closed group of former employees.

Merger Date December 31, 2005

Participation Date Date of becoming a covered employee

Definitions

Vesting service Vesting service shall comprise the sum of (a) and (b):

(a) For an employee who is a former FMC employee, the employee's years of vesting service prior to July 31, 1999 as determined under the prior FMC plan, plus

(b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.

Pension service Pension service shall comprise the sum of (a) and (b):

(a) For an employee who is a former FMC employee, the employee's years of pension service prior to July 31, 1999 as determined under the prior FMC plan, plus

(b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.

Normal retirement date (NRD) First of month coinciding with or next following the attainment of age 65

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

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Monthly pension benefit

A monthly benefit of the employee's pension service multiplied by the benefit rate:

Effective Date	Years of Pension Service	Service Segment Rate
01/01/2001	1-10 years	\$ 32.50
01/01/2001	11-20 years	\$ 33.50
01/01/2001	Over 21 years	\$ 34.50

Effective Date	Benefit Rate
03/02/2001	\$ 35.50
03/02/2002	\$ 36.50
03/02/2003	\$ 37.50

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of pension service

Postponed retirement

Retirement after NRD

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Disability

First day of the month following the 13-week period as specified in the collective bargaining agreement of total and permanent disability and after completing 10 years of pension service

Preretirement death benefit

Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

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 3.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 100% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 100% 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 75% joint and survivor annuity, and a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Pentech/QO) – Plan Appendix FF-7

Prior plan name:	QO Salaried Pension Plan
Merger date:	December 31, 1992
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. For each year of service: 1.75% of earnings up to 80% of the Social Security taxable wage base plus 2.5% of earnings in excess of the Social Security taxable wage base, with a minimum benefit equal to \$216 multiplied by years of benefit service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 9% for each year from 60 to 65 and 7% from 60 to 59, 6% from 59 to 58, 6% from 58 to 56, and 5% from 56 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (FMC Corporation) – Plan Appendix FF-8

Prior plan name: FMC Nonunion Pension Plan

Merger date: July 31, 1999

Type of plan: Final average pay

Normal form: Life annuity

Membership service: Closed group of former employees.

Accrued benefit: The following description applies to service accruing through July 31, 1999. 1% of final average earnings up to the Social Security Covered Compensation Base plus 1.5% of final average earnings in excess of the Social Security Covered Compensation Base multiplied by years of credited service at age 65 up to 35 years plus 1.5% of final average earnings multiplied by years of credited service at age 65 in excess of 35 years. The accrued benefit is then multiplied by the ratio of actual years of credited service to expected years of credited service at age 65 and then offset by any deferred annuity payable under a Group Annuity Contract.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:*	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 6% for each year from 65.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* The 10-year service requirement does not apply for those who became a participant before January 1, 1984.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (BioLab) – Plan Appendix FF-9

Prior plan name:	BioLab Pension Plan
Merger date:	December 31, 1992
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. 1.75% of final average earnings multiplied by years of benefit service less 1.67% of Primary Social Security Benefit multiplied by years of benefit service not in excess of 30 years. This benefit has a minimum of the benefit determined under the Former Witco Salaried and Nonbargaining Hourly formula for the same service period.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 or	5	Accrued benefit reduced actuarially for each month from 62.
Disability:*		10	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Kendall) – Plan Appendix GG

Prior plan name:	Salaried Employees Retirement Plan of Kendall Refining Company, Division of Witco Corporation
Merger date:	December 30, 1991
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan, plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 under the prior plan.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Perth Amboy Hourly) – Plan Appendix HH

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Perth Amboy, NJ)
Merger date:	December 31, 2014
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. Closed to new hires after October 31, 2006.
Credited service:	From date of membership. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no credited service is granted for employment after October 31, 2006.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no earnings are granted for employment after October 31, 2006.
Accrued benefit:	Past service benefit plus, for each year after 8/1/87, 1.1% of earnings between \$600 and \$3,000 and 1.65% of earnings over \$3,000. This benefit shall be no less than \$192 times credited service.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participant is also vested if (1) they were vested on December 31, 1988 or; (2) were employed and participating in the plan on October 31, 2006.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Marshall Hourly) – Plan Appendix II

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Marshall, Texas)
Merger date:	December 31, 2014
Type of plan:	Career Pay Closed group of former employees
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service. This location was sold in 2007. No accruals after July 30, 2010.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year after 1/1/84, 1.0% of earnings between \$600 and \$3,000 and 1.5% of earnings over \$3,000.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Sybron) – Plan Appendix JJ

Prior Plan Name	Retirement Plan Sybron Chemicals Inc. for Union Employees
Merger Date	January 1, 2018
Covered Employees	Closed group of former employees who were covered under a collective bargaining agreement with United Steelworkers of America, AFL-CIO-CIC, Local #12238 and 13939
Plan Freeze	On May 2, 2008, the Birmingham Plant was shut down. Service is frozen as of the shutdown date. Non-vested participants were fully vested in their benefit upon plan freeze
Participation Date	Date of hire

Definitions

Monthly pension benefit A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Retirement Date
\$14.00	04/01/1986 - 03/31/1987
\$15.00	04/01/1987 - 03/31/1988
\$16.00	04/01/1988 - 03/31/1989
\$17.00	04/01/1989 - 03/31/1990
\$18.50	04/01/1990 - 03/31/1991
\$19.50	04/01/1991 - 03/31/1992
\$20.50	04/01/1992 - 03/31/1993
\$22.50	04/01/1993 - 03/31/1994
\$23.50	04/01/1994 - 03/31/1996
\$24.00	04/01/1996 - 03/31/1997
\$24.50	04/01/1997 - 03/31/1998
\$25.00	04/01/1998 - 03/31/1999
\$26.00	04/01/1999 - 03/31/2000
\$27.00	04/01/2000 - 03/31/2001
\$28.00	04/01/2001 - 05/02/2002
\$30.00	05/03/2002 - 05/02/2003
\$31.00	05/03/2003 - 05/02/2004
\$32.00	05/03/2004 - 05/02/2005
\$33.00	05/03/2005 - 05/02/2006
\$34.00	05/03/2006 - 05/02/2007
\$35.00	05/03/2007 and after

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65
Early retirement	Age 55 and 10 years of service prior to plan freeze
Postponed retirement	Retirement after NRD
Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date
Disability	10 years of service prior to plan freeze
Preretirement death benefit	Actives or inactives with three years of service prior to plan freeze

Benefits Paid Upon the Following Events

Normal retirement	\$35.00 times years of benefit service
Early retirement	Accrued normal retirement benefit reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months, for commencement prior to age 65. However, the reductions begin at age 62 with a breakpoint of 24 months for participants with 30 years of service prior to plan freeze
Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65
Vested termination	Accrued benefit payable at age 65, or for participants with 10 years of service at age 55 or later reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months for commencement prior to age 65
Disablement	Unreduced accrued benefit at time of disability, payable immediately
Preretirement death	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable on an actuarially equivalent 50% joint and survivor annuity beginning on the later of employee's death or early retirement eligibility

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis

Optional forms of payment 50% or 100% joint and survivor annuity

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Provisions – Chemtura Pension (Rhein Chemie Corporation) – Plan Appendix KK

Prior Plan Name	Rhein Chemie Corporation Retirement Plan for Union Employees at Little Rock, AR (“RCC”)
Merger Date	January 1, 2018
Plan History	The Tire Curing Bladders, LLC (“TCB LLC”) entered into an asset purchase agreement with Pirelli Tire, LLC effective April 30, 2005. Under such agreement TCB LLC has established this plan solely for the participants of the Pirelli Tire Retirement Pension Plan (the “Pirelli Tire Plan”) as of August 15, 2004 that were subject to the Little Rock collective bargaining agreement of which such employees continue to remain employed with the Employer on or after April 30, 2005. LANXESS U.S. acquired TCB LLC in 2012 and now maintains the plan.
Covered Employees	Employees who were part of Pirelli Tire Retirement Pension Plan as of August 15, 2004 and continued to be employed on or after April 30, 2005
Plan Freeze	On August 15, 2004, service was frozen for all active participants. Non-vested participants were fully vested in their benefit upon termination.

Eligibility for Benefits

Normal retirement	Age 65 and five years of service
Early retirement	Age 55 and 10 years of service
Unreduced Early Retirement	Age 62 and 10 years of service, or 30 years of service
Special Early Retirement	Age 55 and 30 years of service
Postponed retirement	Retirement after NRD
Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Disability	10 years of service and total disability
Preretirement death	Five years of service and married at least one year
Supplemental Postretirement Death	Retired from active status, or retired from terminated vested status after age 60, and married for at least one year
Transition Survivor Income	Thirty days of credit service at death
Bridge Survivor	Age 45 at death
Special Medicare	Age 65

Benefits Paid Upon the Following Events

Normal retirement	<p>A + B, subject to a minimum monthly benefit of \$41.00 multiplied by the participant's credit service:</p> <ul style="list-style-type: none">• 0.5% of final compensation (monthly) prior to the participant's fifth anniversary date, multiplied by his full years of past service to said anniversary date• 0.5% of final compensation (monthly) up to \$3,000 plus 1% of final compensation over \$3,000, multiplied by his credit service between said anniversary date and his normal retirement date
Early retirement	Accrued normal retirement benefit reduced 4/10% for each month that the commencement date precedes the month in which the participant attains age 65
Unreduced Early Retirement	Monthly benefit unreduced normal retirement benefit
Special Early Retirement	<p>Pre-62: Monthly benefit of \$50 multiplied by credit service plus \$10 multiplied by credit service after age 55</p> <p>Post-62: Unreduced normal retirement benefit</p>
Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Vested termination Accrued benefit at termination if benefits deferred to normal retirement age
Actuarial equivalent of accrued benefit at termination if commencing before
normal retirement age

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Disablement	Unreduced accrued benefit at time of disability, payable in the sixth month following the disability
Preretirement death	<p>For active participants: qualified joint and survivor annuity (QJSA) deferred to participant's earliest retirement age, reduced based on actuarial equivalence if commencing immediately</p> <p>For terminated vested participants: deferred vested benefit payable as a QJSA at the earliest retirement date, reduced by 0.5% for each year of coverage</p>
Supplemental Postretirement Death	Lump sum of \$4,000
Transition Survivor Income	Monthly benefit of \$500 less any qualified preretirement survivor annuity payable, subject to a maximum of \$300, payable until survivor reaches age 62 for at most two years
Bridge Survivor	Monthly benefit of \$500 less any qualified preretirement survivor annuity payable, subject to a maximum of \$300, payable two years after death and until survivor reaches age 62 or remarries
Special Medicare	Monthly benefit of \$50, subject to maximum of the standard monthly premium for Medicare Part B coverage

Other Plan Provisions

Forms of payment	Single participant: Five-year certain and life annuity Married participant: 50% joint and survivor annuity
Optional forms of payment	10- and 15-year certain and life annuity; 50% and 100% joint and survivor annuity with pop-up; cash refund annuity

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. Willis Towers Watson is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

There have been no changes in benefits valued since the prior year.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023

Plan Name	Chemtura Corporation Retirement Plan
Plan Sponsor EIN	26-0081950
ERISA Plan #	001
Plan Year Ending	12/31/2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	X
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2023

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2023	20,324,186	15.00000	20,324,186	1,861,303
2. Shortfall	01/01/2022	(10,674,518)	14.00000	(10,273,126)	(986,448)
3. Shortfall	01/01/2021	27,449,054	13.00000	25,296,887	2,559,393
Total				35,347,947	3,434,248

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2023