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| <p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p> | <p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p> | <p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2023</p> <hr/> <p>This Form is Open to Public Inspection</p> |
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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 12/30/2023

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here.

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

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

| | |
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| <p>1a Name of plan <u>STERLING CHEMICALS, INC. AMENDED AND RESTATED PENSION PLAN</u></p> | <p>1b Three-digit plan number (PN) ▶ <u>002</u></p> |
| <p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>EASTMAN CHEMICAL TEXAS CITY INC.</u></p> <p><u>P.O. BOX 431</u> <u>200 S. WILCOX DRIVE</u> <u>KINGSPORT, TN 37662-1975</u></p> | <p>1c Effective date of plan <u>08/01/1986</u></p> <p>2b Employer Identification Number (EIN) <u>76-0502785</u></p> <p>2c Plan Sponsor's telephone number <u>423-229-2000</u></p> <p>2d Business code (see instructions) <u>325100</u></p> |

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. | 09/27/2024 | CHRIS MCREYNOLDS |
| | 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 |

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| 3a Plan administrator's name and address <input checked="" type="checkbox"/> 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 | <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%; text-align: center;">5</td> <td style="text-align: right;">1089</td> </tr> </table> | 5 | 1089 | | | | | | | | | | | | | | | | |
| 5 | 1089 | | | | | | | | | | | | | | | | | | |
| 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..... | <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%;"></td> <td style="width:10%;"></td> <td style="width:80%;"></td> </tr> <tr> <td style="text-align: center;">6a(1)</td> <td style="text-align: center;">6a(2)</td> <td style="text-align: right;">15</td> </tr> <tr> <td style="text-align: center;">6b</td> <td style="text-align: center;">6c</td> <td style="text-align: right;">0</td> </tr> <tr> <td style="text-align: center;">6d</td> <td style="text-align: center;">6e</td> <td style="text-align: right;">0</td> </tr> <tr> <td style="text-align: center;">6f</td> <td style="text-align: center;">6g(1)</td> <td style="text-align: right;">0</td> </tr> <tr> <td style="text-align: center;">6g(2)</td> <td style="text-align: center;">6h</td> <td style="text-align: right;">0</td> </tr> </table> | | | | 6a(1) | 6a(2) | 15 | 6b | 6c | 0 | 6d | 6e | 0 | 6f | 6g(1) | 0 | 6g(2) | 6h | 0 |
| | | | | | | | | | | | | | | | | | | | |
| 6a(1) | 6a(2) | 15 | | | | | | | | | | | | | | | | | |
| 6b | 6c | 0 | | | | | | | | | | | | | | | | | |
| 6d | 6e | 0 | | | | | | | | | | | | | | | | | |
| 6f | 6g(1) | 0 | | | | | | | | | | | | | | | | | |
| 6g(2) | 6h | 0 | | | | | | | | | | | | | | | | | |
| 7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)..... | <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%; text-align: center;">7</td> <td style="width:90%;"></td> </tr> </table> | 7 | | | | | | | | | | | | | | | | | |
| 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 1I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

| | |
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| 9a Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor | 9b Plan benefit arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> 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)

| | |
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| a Pension Schedules (1) <input type="checkbox"/> R (Retirement Plan Information) (2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____ (5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information) | b General Schedules (1) <input checked="" type="checkbox"/> H (Financial Information) (2) <input type="checkbox"/> I (Financial Information – Small Plan) (3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u> 0 </u> (4) <input type="checkbox"/> C (Service Provider Information) (5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information) (6) <input type="checkbox"/> G (Financial Transaction Schedules) |
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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 _____

| | | |
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| SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF. | <small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection |
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/30/2023

▶ **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 <u>STERLING CHEMICALS, INC. AMENDED AND RESTATED PENSION PLAN</u> | B Three-digit plan number (PN) ▶ | <u>002</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>EASTMAN CHEMICAL TEXAS CITY INC.</u> | D Employer Identification Number (EIN) <u>76-0502785</u> | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 | |

Part I Basic Information

| | | | |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|
| 1 | Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2023</u> | | |
| 2 | Assets: | | |
| | a Market value | 2a | <u>85674837</u> |
| | b Actuarial value | 2b | <u>94242321</u> |
| 3 | Funding target/participant count breakdown | (1) Number of participants | (2) Vested Funding Target |
| | a For retired participants and beneficiaries receiving payment | <u>819</u> | <u>90093819</u> |
| | b For terminated vested participants | <u>264</u> | <u>11680122</u> |
| | c For active participants | <u>15</u> | <u>1397941</u> |
| | d Total | <u>1098</u> | <u>103171882</u> |
| 4 | If the plan is in at-risk status, check the box and complete lines (a) and (b) | | |
| | a Funding target disregarding prescribed at-risk assumptions | 4a | |
| | b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b | |
| 5 | Effective interest rate | 5 | <u>5.15 %</u> |
| 6 | Target normal cost | | |
| | a Present value of current plan year accruals | 6a | <u>0</u> |
| | b Expected plan-related expenses | 6b | <u>1100000</u> |
| | c Target normal cost | 6c | <u>1100000</u> |

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

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| SIGN HERE Signature of actuary <u>DANIELLE C. ADAMS</u> Type or print name of actuary <u>WILLIS TOWERS WATSON US LLC</u> Firm name <u>1120 SOUTH TRYON STREET</u> <u>SUITE 650</u> <u>CHARLOTTE, NC 28203</u> Address of the firm | <u>09/18/2024</u> Date <u>23-08363</u> Most recent enrollment number <u>704-620-6480</u> Telephone number (including area code) |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|

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

| 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 | 8847238 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 8847238 |
| 10 | Interest on line 9 using prior year's actual return of <u>-21.01</u> % | 0 | -1858805 |
| 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 | 6988433 |

| Part III Funding Percentages | | | |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|
| 14 | Funding target attainment percentage | 14 | 84.52 % |
| 15 | Adjusted funding target attainment percentage | 15 | 84.52 % |
| 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 | 106.00 % |
| 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 |
| | | | |

| | | | | |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------------|-----------------------------------------------------|
| 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 % | <input type="checkbox"/> N/A, full yield curve used |
| b Applicable month (enter code)..... | | | | 21b 4 |
| 22 Weighted average retirement age | | | | 22 60 |
| 23 Mortality table(s) (see instructions) | <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute | | | |

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| 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..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | | |
| 25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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 1100000 |
| b Excess assets, if applicable, but not greater than line 31a | | | | 31b 0 |
| 32 Amortization installments: | Outstanding Balance | | Installment | |
| a Net shortfall amortization installment | 15969609 | | 1458501 | |
| 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 2558501 |
| | Carryover balance | Prefunding balance | Total balance | |
| 35 Balances elected for use to offset funding requirement | 0 | 2558501 | 2558501 | |
| 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 |

| | | | | |
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| 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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 | | | | |

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| SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> | DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. | OMB No. 1210-0110 <hr/> 2023 This Form is Open to Public Inspection. |
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/30/2023

| | | |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------|
| A Name of plan <u>STERLING CHEMICALS, INC. AMENDED AND RESTATED PENSION PLAN</u> | B Three-digit plan number (PN) | <u>002</u> |
| C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>EASTMAN CHEMICAL TEXAS CITY INC.</u> | D Employer Identification Number (EIN) <u>76-0502785</u> | |

| | |
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| Part I | Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs) |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | |
|-----------------------------------------------------------------------------------------------------|-------------------------------|----------------------|----------|
| a Name of MTIA, CCT, PSA, or 103-12 IE: | <u>EASTMAN MASTER TRUST</u> | | |
| b Name of sponsor of entity listed in (a): | <u>NORTHERN TRUST COMPANY</u> | | |
| c EIN-PN | <u>62-1539359-003</u> | d Entity code | <u>M</u> |
| e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | <u>0</u> | | |
| | | | |
| a Name of MTIA, CCT, PSA, or 103-12 IE: | | | |
| 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)

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

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b Name of plan sponsor

c EIN-PN

| | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500. | <small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|

| | |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/30/2023 | |
| A Name of plan STERLING CHEMICALS, INC. AMENDED AND RESTATED PENSION PLAN | B Three-digit plan number (PN) ▶ 002 |
| C Plan sponsor's name as shown on line 2a of Form 5500 EASTMAN CHEMICAL TEXAS CITY INC. | D Employer Identification Number (EIN) 76-0502785 |

| | |
|---------------|--------------------------------------|
| 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.

| | | (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) | | |
| c General investments: | | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | | |
| (2) U.S. Government securities | 1c(2) | | |
| (3) Corporate debt instruments (other than employer securities): | | | |
| (A) Preferred | 1c(3)(A) | | |
| (B) All other | 1c(3)(B) | | |
| (4) Corporate stocks (other than employer securities): | | | |
| (A) Preferred | 1c(4)(A) | | |
| (B) Common | 1c(4)(B) | | |
| (5) Partnership/joint venture interests | 1c(5) | | |
| (6) Real estate (other than employer real property) | 1c(6) | | |
| (7) Loans (other than to participants) | 1c(7) | | |
| (8) Participant loans | 1c(8) | | |
| (9) Value of interest in common/collective trusts | 1c(9) | | |
| (10) Value of interest in pooled separate accounts | 1c(10) | | |
| (11) Value of interest in master trust investment accounts | 1c(11) | 85674837 | 0 |
| (12) Value of interest in 103-12 investment entities | 1c(12) | | |
| (13) Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | | |
| (14) Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| (15) Other | 1c(15) | | |

| 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 | 85674837 | 0 |
| Liabilities | | | |
| g Benefit claims payable | 1g | | |
| h Operating payables | 1h | | |
| i Acquisition indebtedness | 1i | | |
| j Other liabilities | 1j | 44505 | 0 |
| k Total liabilities (add all amounts in lines 1g through 1j) | 1k | 44505 | 0 |
| Net Assets | | | |
| l Net assets (subtract line 1k from line 1f) | 1l | 85630332 | 0 |

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) | | |
| (C) Corporate debt instruments | 2b(1)(C) | | |
| (D) Loans (other than to participants) | 2b(1)(D) | | |
| (E) Participant loans | 2b(1)(E) | | |
| (F) Other | 2b(1)(F) | | |
| (G) Total interest. Add lines 2b(1)(A) through (F) | 2b(1)(G) | | 0 |
| (2) Dividends: | | | |
| (A) Preferred stock | 2b(2)(A) | | |
| (B) Common stock | 2b(2)(B) | | |
| (C) Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | | |
| (D) Total dividends. Add lines 2b(2)(A), (B), and (C) | 2b(2)(D) | | 0 |
| (3) Rents | 2b(3) | | |
| (4) Net gain (loss) on sale of assets: | | | |
| (A) Aggregate proceeds | 2b(4)(A) | | |
| (B) Aggregate carrying amount (see instructions) | 2b(4)(B) | | |
| (C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result | 2b(4)(C) | | 0 |
| (5) Unrealized appreciation (depreciation) of assets: | | | |
| (A) Real estate | 2b(5)(A) | | |
| (B) Other | 2b(5)(B) | | |
| (C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B) | 2b(5)(C) | | 0 |

| | | (a) Amount | (b) Total |
|------------------------------------------------------------------------------------------------|---------------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts..... | 2b(6) | | |
| (7) Net investment gain (loss) from pooled separate accounts..... | 2b(7) | | |
| (8) Net investment gain (loss) from master trust investment accounts..... | 2b(8) | | 5891454 |
| (9) Net investment gain (loss) from 103-12 investment entities..... | 2b(9) | | |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)..... | 2b(10) | | |
| c Other income..... | 2c | | |
| d Total income. Add all income amounts in column (b) and enter total..... | 2d | | 5891454 |

Expenses

| | | | |
|--------------------------------------------------------------------------------------------|---------------|---------|---------|
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers..... | 2e(1) | 8724029 | |
| (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) | | 8724029 |
| 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) | 119699 | |
| (3) Recordkeeping fees..... | 2i(3) | | |
| (4) IQPA audit fees..... | 2i(4) | 10653 | |
| (5) Investment advisory and investment management fees..... | 2i(5) | 129245 | |
| (6) Bank or trust company trustee/custodial fees..... | 2i(6) | | |
| (7) Actuarial fees..... | 2i(7) | 56423 | |
| (8) Legal fees..... | 2i(8) | 2331 | |
| (9) Valuation/appraisal fees..... | 2i(9) | | |
| (10) Other trustee fees and expenses..... | 2i(10) | | |
| (11) Other expenses..... | 2i(11) | 832991 | |
| (12) Total administrative expenses. Add lines 2i(1) through (11) | 2i(12) | | 1151342 |
| j Total expenses. Add all expense amounts in column (b) and enter total..... | 2j | | 9875371 |

Net Income and Reconciliation

| | | | |
|-------------------------------------------------------------------------------|--------------|--|----------|
| k Net income (loss). Subtract line 2j from line 2d | 2k | | -3983917 |
| l Transfers of assets: | | | |
| (1) To this plan..... | 2l(1) | | |
| (2) From this plan..... | 2l(2) | | 81646415 |

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: **ARMANINO LLP**

(2) EIN: **94-6214841**

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.) | | X | |
| 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.)..... | | X | |
| c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) | | X | |
| d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)..... | | X | |
| e Was this plan covered by a fidelity bond?..... | X | | 15000000 |
| f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | | X | |
| g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | | X | |
| h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?..... | | X | |
| i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)..... | | X | |
| j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)..... | | X | |
| k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | X | | |
| l Has the plan failed to provide any benefit when due under the plan? | | X | |
| m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)..... | | X | |
| n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | | | |

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) |
|------------------------------------|---------------------|--------------------|
| EASTMAN RETIREMENT ASSISTANCE PLAN | 62-1539359 | 001 |
| | | |
| | | |
| | | |

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 516251.

**Sterling Chemicals Inc. Amended
and Restated Pension Plan**

Financial Statements

December 30, 2023 and December 31, 2022



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INDEPENDENT AUDITOR'S REPORT

To the Participants and Eastman Retirement
Assistance Plan Committee of the
Sterling Chemicals Inc. Amended and Restated Pension Plan
Kingsport, Tennessee

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

We have performed audits of the accompanying financial statements of Sterling Chemicals Inc. Amended and Restated Pension 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 30, 2023 and December 31, 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 Sterling Chemicals Inc. Amended and Restated Pension 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 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 30, 2023 and December 31, 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 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 Audits of the Financial Statements section:

- the amounts and disclosures in the financial statements referred to above, 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 referred to above 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. 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 Sterling Chemicals Inc. Amended and Restated Pension 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, 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) audits 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 Sterling Chemicals Inc. Amended and Restated Pension Plan's ability to continue as a going concern within one year after the date that 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 Audits of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audits 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 generally accepted auditing standards 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 audits in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits 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 Sterling Chemicals Inc. Amended and Restated Pension 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 Sterling Chemicals Inc. Amended and Restated Pension 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.

Armanino LLP

Armanino^{LLP}
St. Louis, Missouri

September 26, 2024

Sterling Chemicals Inc. Amended and Restated Pension Plan
 Statements of Net Assets Available for Benefits
 December 30, 2023 and December 31, 2022
 (Dollars in thousands)

| | 2023 | 2022 |
|-------------------------------------------------------------------|------|-----------|
| ASSETS | | |
| Investments at fair value | | |
| Plan interest in Eastman Chemical Company Master Retirement Trust | \$ - | \$ 85,675 |
| Total assets | - | 85,675 |
| LIABILITIES | | |
| Accrued administrative expenses | - | 45 |
| Total liabilities | - | 45 |
| Net assets available for benefits | \$ - | \$ 85,630 |

The accompanying notes are an integral part of these financial statements.

Sterling Chemicals Inc. Amended and Restated Pension Plan
 Statements of Changes in Net Assets Available for Benefits
 For the Years Ended December 30, 2023 and December 31, 2022
 (Dollars in thousands)

| | <u>2023</u> | <u>2022</u> |
|--------------------------------------------------------------------|-----------------|------------------|
| Additions to net assets | | |
| Plan interest in Eastman Chemical company Master Retirement Trust | | |
| Investment income (loss) | \$ 5,891 | \$ (24,324) |
| Total additions to net assets, including investment income (loss) | <u>5,891</u> | <u>(24,324)</u> |
| Deductions from net assets | | |
| Benefits paid | 8,724 | 8,591 |
| Administrative expenses | <u>1,151</u> | <u>1,142</u> |
| Total deductions from net assets | <u>9,875</u> | <u>9,733</u> |
| Net decrease in net assets available for benefits before transfers | (3,984) | (34,057) |
| Plan Transfers | <u>(81,646)</u> | <u>404</u> |
| Net decrease in net assets available for benefits | (85,630) | (33,653) |
| Net assets available for benefits, beginning of year | <u>85,630</u> | <u>119,283</u> |
| Net assets available for benefits, end of year | <u>\$ -</u> | <u>\$ 85,630</u> |

The accompanying notes are an integral part of these financial statements.

Sterling Chemicals Inc. Amended and Restated Pension Plan
Notes to Financial Statements
December 30, 2023 and December 31, 2022
(Dollars in thousands)

1. DESCRIPTION OF THE PLAN

The following description of the Sterling Chemicals, Inc. Amended and Restated Pension Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

On December 31, 2010, the Sterling Chemicals, Inc. Amended and Restated Hourly Paid Employees' Pension Plan (the "Hourly Plan") was merged into the Sterling Chemicals, Inc. Amended and Restated Salaried Employees' Pension Plan (the "Salaried Plan"), with the resulting plan known as the Sterling Chemicals, Inc. Amended and Restated Pension Plan. The Salaried Plan was originally established effective August 1, 1986. The Salaried Plan was amended effective June 1, 2004 to close participation and was amended effective December 31, 2004 to freeze further accruals. The Hourly Plan was originally established effective August 1, 1986 and was amended effective July 1, 2007 to freeze further accruals.

The Plan is a defined benefit pension plan of Eastman Chemical Texas City, Inc. ("Eastman" or the "Company") which was acquired by Eastman Chemical Company in August 2011. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Each participant may continue to accrue vesting service, in accordance with existing provisions of the Plan, in order to vest in his or her frozen benefit. The Plan has special provisions as defined in the Plan document for purposes of eligibility, vesting, and accruing benefits for participants that transferred in from acquisitions made by the Company.

In 2014, the assets of the Plan were combined with three other plans to form the Eastman Chemical Company Master Retirement Trust (the "Eastman Master Trust"). The assets of the Eastman Master Trust are held by Northern Trust Company (the "Trustee") who is also the custodian of the Plan. Effective December 31, 2020, the assets of two of the plans were merged leaving three plans in the Eastman Master Trust. Although assets of the three plans are commingled in the Eastman Master Trust, supporting records for the purpose of allocating the net assets and gains or losses of the investments to each of the plans are maintained. The net investment income or loss of the plans is allocated based upon the average monthly percentage of investments inside the Eastman Master Trust held by each plan.

On December 1, 2023, Eastman Chemical Texas City, Inc. was divested from Eastman Chemical Company. However, Eastman Chemical Company has retained responsibility for the pension obligations associated with the Sterling Chemical, Inc. Amended and Restated Pension Plan.

Effective December 30, 2023, the assets of Sterling Chemicals Inc. Amended and Restated Pension Plan and the assets of Solutia Inc. Employees' Pension Plan were merged into the Eastman Retirement Assistance Plan, leaving one plan in the Eastman Master Trust.

Sterling Chemicals Inc. Amended and Restated Pension Plan
Notes to Financial Statements
December 30, 2023 and December 31, 2022
(Dollars in thousands)

1. DESCRIPTION OF THE PLAN (continued)

Plan administration

The Plan is administered by the Eastman Retirement Assistance Plan Committee ("ERAPCO"), which is the Plan Administrator, and is comprised solely of Eastman employees. In accordance with the Plan documents, administrative expenses of the Plan, unless paid by the Company, are paid out of the Eastman Master Trust. Willis Towers Watson is the actuary of the Plan.

Pension vesting and benefits

Employees became participants in the Plan upon their employment with the Company. No employees hired by Sterling Chemicals, Inc. on or after June 1, 2004, shall be eligible to participate in the Plan. Employees with five or more years of service are entitled to monthly pension benefits beginning at normal retirement age of 65. Normal retirement benefits for salaried employees are calculated by a formula based on years of benefit service, average monthly earnings, and other factors as defined in the Plan document. Normal retirement benefits for hourly employees are determined by multiplying the sum of the employee's years of benefit service by a retirement income factor, as defined in the Plan document.

The Plan permits early retirement for all employees with five or more years of service and attainment of age 55. These employees may elect to receive early retirement monthly pension benefits in an amount equal to the calculated retirement income the employee would have been entitled to receive under the normal retirement calculation reduced in accordance with the Plan's provisions or elect to defer the monthly pension benefits until normal retirement age. Benefits are payable in the form of a joint survivor annuity, single life annuity, or other optional forms as defined in the Plan document. If employees terminate before rendering five years of service for reasons other than retirement or disability, they forfeit the right to receive their accumulated plan benefits.

Salaried employees that fall within specific plan provisions may receive the pension benefit upon the attainment of age 55, without the application of early retirement reduction.

Effective January 1, 2010, if an hourly participant is between the ages of 54 and 55 and was involuntarily terminated by the Company, other than for cause, as part of a formal reduction in force or layoff program during the first calendar quarter of 2010, such participant will continue to receive service credit until attainment of age 55 and, if at the time such participant attains the age of 55, the sum of such participant's age and years of service equals or exceeds 80, the reduction in the early retirement amount, clause 6.2(b)(1), of the Plan document will not apply on the participant's early retirement date.

Sterling Chemicals Inc. Amended and Restated Pension Plan
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1. DESCRIPTION OF THE PLAN (continued)

Death and disability benefits

Employees who qualify as totally disabled and have completed at least two and one-half years of service will be credited with one year of service for each calendar year until payment of retirement benefits is elected. Monthly pension benefits are calculated in the same manner as under the normal retirement calculation subject to limitations as defined in the Plan. If an employee with five or more years of service dies, monthly pension benefits are payable to the employee's spouse subject to certain limitations as defined in the Plan.

Funding

Eastman will make contributions to the Plan as permitted or required by government laws and regulations. Participant contributions are not permitted under the Plan. For the Plan years ended December 30, 2023 and December 31, 2022, no contributions were made. The Plan meets the minimum funding requirements prescribed by ERISA.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies, which conform with accounting principles generally accepted in the United States of America ("US GAAP"), have been applied consistently in the preparation of the Plan's financial statements.

Basis of accounting

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

Use of estimates

The preparation of financial statements in conformity with US GAAP requires management to make estimates and assumptions that affect the financial statements, including the present value of accumulated plan benefits and changes therein and reported amounts of net assets available for benefits and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment valuation

The fair value of the Plan's interest in the Eastman Master Trust is based on the beginning of the year value of the Plan's interest in the Eastman Master Trust plus actual contributions and allocated investment income (loss) less actual distributions and allocated administrative expenses. The investments in the Eastman Master Trust are valued at fair value (see Note 5).

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2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Payment of benefits

Benefit payments to participants are recorded when paid.

Contributions

Contributions by the Company are determined on the basis of (i) annual actuarial valuations of the Plan by an independent consulting actuary; (ii) the maximum amount permitted by law or regulation as a Federal income tax deduction; (iii) the minimum amount certified by the actuary as necessary during any plan year to avoid an accumulated funding deficiency as defined by ERISA; and (iv) the provisions of an agreement made between the Company and the Pension Benefit Guaranty Corporation ("PBGC"), a U.S. government agency. Contributions to the Plan are determined by an actuarial cost method known as the Unit Credit Method.

Administrative expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in the plan interest in the Eastman Master Trust investment income (loss) presented in the accompanying statements of changes in net assets available for benefits.

Subsequent events

The Plan evaluated all subsequent events through September 26, 2024, the date the financial statements were available to be issued.

3. INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method and annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. In accordance with the instructions of the Plan Administrator, the following information certified by Northern Trust Company, the Trustee, as of and for the years ended December 30, 2023 and December 31, 2022, was not subjected to audit by the independent auditors, except for comparing the information to the related information in the financial statements:

| | 2023 | 2022 |
|---------------------------------------|-----------------------|------------------------|
| Plan interest in Eastman Master Trust | \$ <u> -</u> | \$ <u> 85,675</u> |

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3. INFORMATION CERTIFIED BY THE TRUSTEE (continued)

During 2023 and 2022, the Plan's investments appreciated (depreciated) as follows:

| | 2023 | 2022 |
|-------------------------------------------------------------------|-----------------|--------------------|
| Plan interest in Eastman Master Trust investment income (loss) | <u>\$ 5,891</u> | <u>\$ (24,324)</u> |

4. PLAN INTEREST IN EASTMAN MASTER TRUST

The Plan's investments were transferred to the Eastman Master Trust, which currently has the investment of assets of the Plan and two other Eastman Chemical Company sponsored retirement plans. Each participating retirement plan has an undivided interest in the Eastman Master Trust, with the exception of the group annuity contract and a majority of the partnership and joint venture investments which are specifically allocated to the Eastman Retirement Assistance Plan.

At both December 30, 2023 and December 31, 2022, the Plan's interest in the net assets of the Eastman Master Trust was approximately 0% and 6%, respectively. Although Eastman Retirement Assistance Plan is the only participating plan in the Eastman Master Trust as of December 30, 2023, the Company intends to keep the Eastman Master Trust and file a Form 5500 for the Eastman Master Trust.

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4. PLAN INTEREST IN EASTMAN MASTER TRUST (continued)

The following table present the net assets of the Eastman Master Trust as of December 30, 2023 and December 31, 2022:

| | 2023 | | 2022 | |
|----------------------------------|-------------------------|---------------------------------------|-------------------------|---------------------------------------|
| | Master Trust Balance | Plan's Interest in Master Trust | Master Trust Balance | Plan's Interest in Master Trust |
| Assets: | | | | |
| Investments, at fair value | | | | |
| Common stocks | \$ 3,789 | \$ - | \$ 5,177 | \$ - |
| Cash equivalents | 25,372 | - | 26,344 | 2,524 |
| Group annuity contract | 177 | - | 182 | - |
| Collective trusts | 1,026,641 | - | 1,010,233 | 81,231 |
| Partnership and joint ventures | 295,417 | - | 360,459 | 1,908 |
| Total investments | 1,351,396 | - | 1,402,395 | 85,663 |
| Receivables: | | | | |
| Receivables for securities/other | 2,632 | - | 2,889 | 101 |
| Total receivables | 2,632 | - | 2,889 | 101 |
| Total assets | \$ 1,354,028 | \$ - | \$ 1,405,284 | \$ 85,764 |
| Liabilities: | | | | |
| Payables for securities/other | \$ 2,496 | \$ - | \$ 2,943 | \$ 89 |
| Total liabilities | \$ 2,496 | \$ - | \$ 2,943 | \$ 89 |
| Total net assets | \$ 1,351,532 | \$ - | \$ 1,402,341 | \$ 85,675 |

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4. PLAN INTEREST IN EASTMAN MASTER TRUST (continued)

The following table presents the changes in net assets of the Eastman Master Trust for the years ended December 30, 2023 and December 31, 2022:

| | 2023 | 2022 |
|------------------------------|--------------|--------------|
| Additions: | | |
| Net investment income (loss) | \$ 112,090 | \$ (319,183) |
| Deductions: | | |
| Benefits paid | 150,681 | 159,162 |
| Administrative expenses | 12,218 | 8,045 |
| Total deductions | 162,899 | 167,207 |
| Net decrease in net assets | (50,809) | (486,390) |
| Net assets | | |
| Balance, beginning of year | 1,402,341 | 1,888,731 |
| Balance, end of year | \$ 1,351,532 | \$ 1,402,341 |

Dividend income is recorded as of the ex-dividend date. Interest is recorded daily as earned. The Eastman Master Trust presents in net investment income (loss), the net appreciation (depreciation) in the fair value of its investments which consists of the realized gains (losses) and the unrealized appreciation (depreciation) on those investments. Purchases and sales of securities are recorded on a trade-date basis.

5. FAIR VALUE MEASUREMENTS

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

Common stock: Valued at the closing price reported on the active market on which the individual securities are traded.

Group annuity contract: Met Life Index Track product which provides a return that is based on a specified index plus five basis points, net of fees, annually.

Collective trusts: Valued at the net asset value ("NAV") of units of a collective trust. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

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5. FAIR VALUE MEASUREMENTS (continued)

Partnership/joint venture: Valued at NAV of the partnership units. Valued based on the estimated value of the various holdings of the partnership/joint venture and real estate portfolio. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

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

The Eastman Master Trust measures the fair value of its assets using the price that would be received to sell an asset or paid to transfer a liability in the principal market for that asset or liability. US GAAP provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under US GAAP are described below:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Quoted prices for similar assets and liabilities in active markets or inputs that are observable, for the asset or liability, either directly or indirectly through market corroboration, for substantially the full term of the financial instrument.

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

A financial instrument's classification within the hierarchy is determined based on the lowest level input that is significant to the fair value measurement.

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5. FAIR VALUE MEASUREMENTS (continued)

The following table sets forth by level, within the fair value hierarchy, the Eastman Master Trust's assets at fair value as of December 30, 2023:

| | <u>Total</u> | <u>Level 1</u> | <u>Level 2</u> | <u>Level 3</u> |
|------------------------------------------|---------------------|------------------|----------------|----------------|
| Common stocks | \$ 3,789 | \$ 3,789 | \$ - | \$ - |
| Cash equivalents | 25,372 | 25,372 | - | - |
| Group annuity contract | <u>177</u> | <u>-</u> | <u>-</u> | <u>177</u> |
| Total assets in the fair value hierarchy | 29,338 | <u>\$ 29,161</u> | <u>\$ -</u> | <u>\$ 177</u> |
| Collective trusts* | 1,026,641 | | | |
| Partnerships/joint ventures* | <u>295,417</u> | | | |
| Total assets | <u>\$ 1,351,396</u> | | | |

The following table sets forth by level, within the fair value hierarchy, the Eastman Master Trust's assets at fair value as of December 31, 2022:

| | <u>Total</u> | <u>Level 1</u> | <u>Level 2</u> | <u>Level 3</u> |
|------------------------------------------|---------------------|------------------|----------------|----------------|
| Common stocks | \$ 5,177 | \$ 5,177 | \$ - | \$ - |
| Cash equivalents | 26,344 | 26,344 | - | - |
| Group annuity contract | <u>182</u> | <u>-</u> | <u>-</u> | <u>182</u> |
| Total assets in the fair value hierarchy | 31,703 | <u>\$ 31,521</u> | <u>\$ -</u> | <u>\$ 182</u> |
| Collective trusts* | 1,010,233 | | | |
| Partnerships/joint ventures* | <u>360,459</u> | | | |
| Total assets | <u>\$ 1,402,395</u> | | | |

* Certain investments that are measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy.

The following table summarizes investments measured at fair value based on NAV per share as of December 30, 2023:

| | <u>Fair Value</u> | <u>Unfunded Commitments</u> | <u>Redemption Frequency</u> | <u>Redemption Notice Period</u> |
|-----------------------------|-------------------|-----------------------------|-----------------------------|---------------------------------|
| Partnerships/joint ventures | \$ 295,417 | \$ 37,254 | N/A | N/A |
| Collective trusts | \$ 1,026,641 | N/A | Daily to monthly | Up to 15 business days |

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5. FAIR VALUE MEASUREMENTS (continued)

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2022:

| | Fair Value | Unfunded Commitments | Redemption Frequency | Redemption Notice Period |
|-----------------------------|--------------|----------------------|----------------------|--------------------------|
| Partnerships/joint ventures | \$ 360,459 | \$ 40,767 | N/A | N/A |
| Collective trusts | \$ 1,010,233 | N/A | Daily to monthly | Up to 15 business days |

The Eastman Master Trust has an asset allocation strategy with a diversified set of asset classes. The Company's investment strategy for its partnership investments is to maximize the long-term rate of return on the assets through alternative investments within an acceptable level of risk in order to compliment the returns generated with marketable securities. The joint ventures and partnerships are invested in a variety of domestic and international private equity, private debt, and real estate assets.

Derivatives

Periodically, the Eastman Master Trust enters into forward foreign currency exchange contracts for the purchase or sale of a specific foreign currency at a fixed price on a future date, in carrying out its investment strategy, principally to minimize the currency risk of the Eastman Master Trust's international portfolio. Generally, the Eastman Master Trust enters into these contracts on a quarterly basis. The forward foreign currency exchange contracts are marked-to-market based upon exchange rates at the statement of net assets available for benefits date, and the difference between contract value and market value is recorded as an asset (net appreciation) or liability (net depreciation) in the Eastman Master Trust financial statements. The change in the value of these contracts is included as unrealized gains (losses) in the changes in Eastman Master Trust assets. When the contract is closed, the Eastman Master Trust transfers the unrealized appreciation (depreciation) to a realized gain (loss) equal to the change in the value of the forward foreign currency exchange contract when it was opened and the value at the time it was closed or offset.

Risks may arise upon entering into these contracts from the potential inability of the Eastman Master Trust's counterparty to meet the terms of their contracts and from movements in the value of a foreign currency relative to the U.S. dollar.

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6. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, which are attributable to qualified service rendered by employees and will 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 based on employees' compensation during their last five years of credited service. The accumulated plan benefits for employees are based on either the 36 months immediately preceding the date of termination or the average compensation of the three consecutive plan years that produce the highest monthly average within the last five years of participation, prior to benefit accruals being frozen effective December 31, 2004 for salaried employees and July 1, 2007 for hourly employees. Benefits payable under all circumstances, including retirement, death, disability, and termination of employment, are included to the extent they are deemed attributable to employee service rendered to the valuation date.

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

The actuarial present value of accumulated plan benefits at January 1, 2023 using the discount rate of 5.00% was as follows:

| | |
|------------------------------------------------------------|-------------------|
| Vested benefits: | |
| Active employees | \$ 1,437 |
| Participants currently receiving payments | 88,828 |
| Other vested, deferred benefits | <u>11,849</u> |
| Total vested benefits | 102,114 |
| Non-vested benefits | <u>51</u> |
| Total actuarial present value of accumulated plan benefits | <u>\$ 102,165</u> |

If the valuation had been performed as of December 31, 2022, there would be no material differences.

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6. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (continued)

The change in the actuarial present value of accumulated plan benefits for the actuarial valuation period ended January 1, 2023 resulted from the following:

| | | |
|--------------------------------------------------------------------|----|-----------------------|
| Actuarial present value of accumulated benefits at January 1, 2022 | \$ | 109,744 |
| Increase (decrease) during the period attributable to: | | |
| Actuarial loss | | 720 |
| Decrease in discount period | | 4,748 |
| Actual benefits paid | | (8,591) |
| Assumption changes | | <u>(4,456)</u> |
| Actuarial present value of accumulated benefits at January 1, 2023 | \$ | <u><u>102,165</u></u> |

The significant actuarial assumptions used include the following:

The mortality assumption used the benefit weighted Pri-2012 tables with a base year of 2012 with no collar adjustments and a multiplier of 103.5%, with separate rates for annuitants and non-annuitants (based on Employees table) and separate rates for retirees and contingent annuitants (after the retiree's death) projected forward to 2017 using MP-2019, then projected forward using Scale MP-2020 with generational projection assuming an ultimate mortality improvement rate of 0.75% through age 85, grading linearly to 0.6375% at age 95, then grading linearly to 0% at age 115.

40% of participants are assumed to elect a single life annuity and 60% of participants are assumed to elect a 50% joint and survivor form of payment.

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The mortality table used to calculate the funding target was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430.

The asset method was changed to use the average value of the adjusted market values.

The discount rate for ASC 960 was changed from 4.50% to 5.00%, based on the expected return on asset assumption.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue for the foreseeable future. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. As allowed by ERISA and US GAAP, accumulated plan benefit information is presented as of the beginning of the year.

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7. FEDERAL INCOME TAX STATUS

The Plan obtained its latest determination letter dated December 30, 2015, in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan Administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

US GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions by the Plan, and has concluded that as of December 30, 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions and there are currently no audits for any tax periods in progress.

8. PARTY-IN-INTEREST TRANSACTIONS

Administrative expenses of \$161 and \$253 for the years ended December 30, 2023 and December 31, 2022, respectively, were recorded by the Plan for services provided by the Trustee, recordkeeper, investment advisors, auditors, actuary, and benefits administrators. Amounts payable to these parties-in-interest amounted to \$0 and \$43 at December 30, 2023 and December 31, 2022, respectively.

9. RISKS AND UNCERTAINTIES

Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risks associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and those 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 are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

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10. PLAN TERMINATION

Although Eastman expects to continue the Plan, it has the right to amend or terminate the Plan at any time by the resolution of the Plan Administrator. In the event of the termination of the Eastman Master Trust as a result of or coincident with termination of the Plan, Eastman has the right to discontinue contributions to the Plan and the assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, to provide benefits for participants in the following order:

- a. annuity benefits that former employees or their beneficiaries have been receiving since Plan inception, or that employees eligible to retire since Plan inception would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) since Plan inception;
- b. other vested benefits insured by the PBGC, up to the applicable limitations (discussed below);
- c. all other vested benefits (that is, vested benefits not insured by the PBGC); and
- d. all other non-vested benefits.

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

In addition, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees. That ceiling applies to those participants who elect to receive their benefits in some form of single-life annuity and are at least 65 years old at the time of retirement or Plan termination, whichever comes later. For those participants who have not attained the age of 65 or for those who elect to receive their benefits in some form other than a single-life annuity, the corresponding ceilings are actuarially adjusted accordingly.

If the Plan is terminated, the actual benefits paid to participants will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

11. PLAN TRANSFERS

On December 30, 2023, assets of \$81,646 were transferred out of the Sterling Chemicals Inc. Amended and Restated Pension Plan and into the Eastman Retirement Assistance Plan. In 2022, assets of \$404 were transferred out of the Eastman Retirement Assistance Plan into the Sterling Chemicals Inc. Amended and Restated Pension Plan.

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 | 0 |
| 25-29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30-34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35-39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 40-44 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 45-49 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 50-54 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| 55-59 | 0 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| 60-64 | 1 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| 65-69 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70 & over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 4 | 2 | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 15 |

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
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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 Stabilization | Not Reflecting Stabilization |
|-----------------|--------------------------|------------------------------|
|-----------------|--------------------------|------------------------------|

Plan-related expenses Plan-related expenses of \$1,100,000 are assumed during 2023. Set equal to the actual plan-related administrative expense paid from the trust in the prior plan year adjusted for current year PBGC premiums, rounded up to the nearest \$100,000.

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 (Healthy and 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 generational projection 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 generational projection using Scale MP-2021).

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SCHEDULE SB ATTACHMENTS

Termination Percentage leaving during the year: 12.5% for ages 0-54; 0% otherwise.

Disability None assumed.

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

| Percentage assumed to leave during the year | |
|---------------------------------------------|------|
| Age | Rate |
| 55-61 | 10% |
| 62-64 | 75% |
| 65 | 100% |

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have retired.
- Deferred vested benefit The later of age 65 or termination of employment
- Retirement benefit At termination of employment.

Form of payment 40% of participants are assumed to elect a single life annuity and 60% of participants are assumed to elect a 50% joint and survivor form of payment.

Percent married 60% of males; 60% 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.

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SCHEDULE SB ATTACHMENTS

At-risk assumptions For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan. At-risk calculations are not currently required for this plan.

Timing of benefit payments Annuity payments are payable monthly

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 plan year plus plan-related expenses expected to be paid from plan assets during 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 Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, 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 fair value, including contributions receivable (discounted using the effective interest rate for the prior plan year).

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefits Not Valued

All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Eastman Chemical Company and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor through its third party administrator, furnished participant data as of January 1, 2023. Information on assets, 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 was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with Eastman Chemical Company, the following assumptions were made for missing or apparently inconsistent data elements:

- In the event that birth dates were missing, it was assumed to be unchanged from the previous valuation.
- In the event a participant receiving a benefit was not provided with a benefit form, it was assumed that the form was unchanged from the previous valuation.
- In the event a participant was provided with an unknown status or without a benefit, it was assumed that no benefit is owed to the participant.

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

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. Specifically, segment rates are based on average bond yields for the 24 months ending with the fourth month preceding the valuation date (September), adjusted as required for ARPA corridors.

Plan-related Expenses

Plan-related expenses are estimated by determining the actual plan related administrative expenses paid from the trust in the prior plan year adjusted for current year PBGC premiums, rounded to the nearest \$100,000.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

| | |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mortality (Healthy and Disabled) | Assumptions used for funding purposes are as prescribed by IRC §430(h). |
| Termination | <p>Termination rates were based on an assumption review conducted in 2014, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. Due to the small number of active participants in the plan, there has not been enough plan experience to do an assumption review since 2014.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p> |
| Retirement | <p>Retirement rates were based on an assumption review conducted in 2014, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. Due to the small number of active participants in the plan, there has not been enough plan experience to do an assumption review since 2014.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p> |
| Benefit commencement date for deferred benefits | |
| <ul style="list-style-type: none">• Preretirement death benefit | <p>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 values, and experience indicates that most spouses do take the benefit as soon as it is available.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p> |

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

- **Deferred vested benefit** Deferred vested participants are assumed to begin at age 65 (or current age if later).

Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Form of payment Participants are assumed to choose a single life annuity. The percentage of retiring participants assumed to take a life annuity is based on observed experience. The form of payment assumption is based on an assumption review conducted in 2020.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Prescribed Methods

Funding methods The methods used for funding purposes as described within this attachment, 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 and methods since prior valuation**
- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
 - The mortality scale used to calculate the funding target was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430.
 - The asset method was changed to use the average value of adjusted market values.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <hr/> <small>Department of Labor Employee Benefits Security Administration</small> <hr/> <small>Pension Benefit Guaranty Corporation</small> | Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF. | OMB No. 1210-0110 <hr/> 2023 <hr/> This Form is Open to Public Inspection |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/30/2023

▶ **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 STERLING CHEMICALS, INC. AMENDED AND RESTATED PENSION PLAN | B Three-digit plan number (PN) ▶ | 002 |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF EASTMAN CHEMICAL TEXAS CITY INC. | D Employer Identification Number (EIN) 76-0502785 | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 | |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|--------------------------|
| Part I Basic Information | | | |
| 1 Enter the valuation date: | Month <u>01</u> | Day <u>01</u> | Year <u>2023</u> |
| 2 Assets: | | | |
| a Market value..... | 2a | 85,674,837 | |
| b Actuarial value | 2b | 94,242,321 | |
| 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 | 819 | 90,093,819 | 90,093,819 |
| b For terminated vested participants..... | 264 | 11,680,122 | 11,680,122 |
| c For active participants..... | 15 | 1,397,941 | 1,449,556 |
| d Total | 1,098 | 103,171,882 | 103,223,497 |
| 4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/> | | | |
| 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 | 1,100,000 | |
| c Target normal cost..... | 6c | 1,100,000 | |

Statement by Enrolled Actuary

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

| | | |
|------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| SIGN HERE | <u>Danielle Adams </u> Signature of actuary | <u>09/18/2024</u> Date |
| | <u>DANIELLE C. ADAMS</u> Type or print name of actuary | <u>2308363</u> Most recent enrollment number |
| | <u>WILLIS TOWERS WATSON US LLC</u> Firm name | <u>704-620-6480</u> Telephone number (including area code) |
| | <u>1120 SOUTH TRYON STREET SUITE 650 CHARLOTTE NC 28203</u> Address of the firm | |

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

| 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 | 8,847,238 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year)..... | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8)..... | 0 | 8,847,238 |
| 10 | Interest on line 9 using prior year's actual return of <u>-21.01</u> %..... | 0 | -1,858,805 |
| 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 | 6,988,433 |

| Part III Funding Percentages | | | |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------|
| 14 | Funding target attainment percentage..... | 14 | 84.52% |
| 15 | Adjusted funding target attainment percentage..... | 15 | 84.52% |
| 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 | 106.00% |
| 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 | |
|-----------------------|--------------------------------|------------------------------|-----------------------|--------------------------------|------------------------------|---|
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| | | | | | | |
| 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 |
| | | | |

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 % | <input type="checkbox"/> N/A, full yield curve used |
|-------------------------|------------------------|------------------------|------------------------|-----------------------------------------------------|

b Applicable month (enter code)..... **21b** 4

22 Weighted average retirement age **22** 60

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 | 1,100,000 |
| b Excess assets, if applicable, but not greater than line 31a | 31b | 0 |

| | | |
|-------------------------------------------------------|---------------------|-------------|
| 32 Amortization installments: | Outstanding Balance | Installment |
| a Net shortfall amortization installment | 15,969,609 | 1,458,501 |
| 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 | 2,558,501 |
|----------------------------------------------------------------------------------------------------------------------------|-----------|-----------|

| | | | |
|-----------------------------------------------------------------------|-------------------|--------------------|---------------|
| | Carryover balance | Prefunding balance | Total balance |
| 35 Balances elected for use to offset funding requirement..... | 0 | 2,558,501 | 2,558,501 |

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

| | |
|--------------------------|------------------------------------------------------------|
| Plan Sponsor | Eastman Chemical Company Texas City, Inc. |
| EIN/PN | 76-0502785/002 |
| Plan Name | Sterling Chemicals, Inc. Amended and Restated Pension Plan |
| Valuation Date | January 1, 2023 |
| Enrolled Actuary | Danielle C. Adams |
| Enrollment Number | 23-08363 |

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.

On December 30, 2023, Eastman Chemical Company merged the Sterling Chemicals, Inc. Amended and Restated Pension Plan (EIN 76-0502785/ PN 002) and the Solutia Inc. Employees' Pension Plan (EIN 43-1781797/ PN 001) into the Eastman Retirement Assistance Plan (EIN 62-1539359/ PN 001).

The information presented on this Schedule is based on the Sterling Chemicals, Inc. Amended and Restated Pension Plan pre-merger valuation results as of January 1, 2023, and reflects the minimum required contribution for the period from the valuation date (January 1, 2023) to the merger date (December 30, 2023).

All prior year funded status measurements are based on the Sterling Chemicals, Inc. Amended and Restated Pension Plan pre-merger valuation results.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2023

| <u>Age</u> | <u>Retirement Rate</u> | <u>Weighting</u> | <u>Age x Weight</u> |
|--------------------------------|------------------------|------------------|---------------------|
| 55 | 10.00% | 0.1000 | 5.50 |
| 56 | 10.00% | 0.0900 | 5.04 |
| 57 | 10.00% | 0.0810 | 4.62 |
| 58 | 10.00% | 0.0729 | 4.23 |
| 59 | 10.00% | 0.0656 | 3.87 |
| 60 | 10.00% | 0.0590 | 3.54 |
| 61 | 10.00% | 0.0531 | 3.24 |
| 62 | 75.00% | 0.3587 | 22.24 |
| 63 | 75.00% | 0.0897 | 5.65 |
| 64 | 75.00% | 0.0224 | 1.43 |
| 65 | 100.00% | 0.0075 | 0.49 |
| | | 1.0000 | 59.85 |
| Average Retirement Age: | | | 60 |

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 25 Change in Method as of January 1, 2023

- 1) The asset method was changed to use the average value of adjust market values. The change in asset method meets the parameters for automatic approval of valuation asset changes under IRS Rev. Proc. 2017-56.
- 2) On December 30, 2023, Eastman Chemical Company merged the Sterling Chemicals, Inc. Amended and Restated Pension Plan (EIN 76-0502785/ PN 002) and the Solutia Inc. Employees' Pension Plan (EIN 43-1781797/ PN 001) into the Eastman Retirement Assistance Plan (EIN 62-1539359/ PN 001).

The January 1, 2023 funded status information (e.g., funding target, actuarial value of assets, market value of assets, funding balances, etc.) shown in the Schedule SB reflects the Sterling Chemicals, Inc. Amended and Restated Pension Plan pre-merger valuation results. Target Normal Cost and Shortfall Amortization Installment have been adjusted to reflect the period from January 1, 2023 to December 30, 2023.

An application for approval of change in funding method is pending with the Internal Revenue Service.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
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 Stabilization | Not Reflecting Stabilization |
|-----------------|--------------------------|------------------------------|
|-----------------|--------------------------|------------------------------|

Plan-related expenses Plan-related expenses of \$1,100,000 are assumed during 2023. Set equal to the actual plan-related administrative expense paid from the trust in the prior plan year adjusted for current year PBGC premiums, rounded up to the nearest \$100,000.

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 (Healthy and 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 generational projection 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 generational projection using Scale MP-2021).

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Termination Percentage leaving during the year: 12.5% for ages 0-54; 0% otherwise.

Disability None assumed.

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

| Percentage assumed to leave during the year | |
|---------------------------------------------|------|
| Age | Rate |
| 55-61 | 10% |
| 62-64 | 75% |
| 65 | 100% |

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have retired.
- Deferred vested benefit The later of age 65 or termination of employment
- Retirement benefit At termination of employment.

Form of payment 40% of participants are assumed to elect a single life annuity and 60% of participants are assumed to elect a 50% joint and survivor form of payment.

Percent married 60% of males; 60% 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.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

At-risk assumptions For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan. At-risk calculations are not currently required for this plan.

Timing of benefit payments Annuity payments are payable monthly

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 plan year plus plan-related expenses expected to be paid from plan assets during 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 Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, 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 fair value, including contributions receivable (discounted using the effective interest rate for the prior plan year).

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefits Not Valued

All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Eastman Chemical Company and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor through its third party administrator, furnished participant data as of January 1, 2023. Information on assets, 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 was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with Eastman Chemical Company, the following assumptions were made for missing or apparently inconsistent data elements:

- In the event that birth dates were missing, it was assumed to be unchanged from the previous valuation.
- In the event a participant receiving a benefit was not provided with a benefit form, it was assumed that the form was unchanged from the previous valuation.
- In the event a participant was provided with an unknown status or without a benefit, it was assumed that no benefit is owed to the participant.

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

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. Specifically, segment rates are based on average bond yields for the 24 months ending with the fourth month preceding the valuation date (September), adjusted as required for ARPA corridors.

Plan-related Expenses

Plan-related expenses are estimated by determining the actual plan related administrative expenses paid from the trust in the prior plan year adjusted for current year PBGC premiums, rounded to the nearest \$100,000.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

| | |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mortality (Healthy and Disabled) | Assumptions used for funding purposes are as prescribed by IRC §430(h). |
| Termination | <p>Termination rates were based on an assumption review conducted in 2014, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. Due to the small number of active participants in the plan, there has not been enough plan experience to do an assumption review since 2014.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p> |
| Retirement | <p>Retirement rates were based on an assumption review conducted in 2014, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. Due to the small number of active participants in the plan, there has not been enough plan experience to do an assumption review since 2014.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p> |
| Benefit commencement date for deferred benefits | |
| <ul style="list-style-type: none">• Preretirement death benefit | <p>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 values, and experience indicates that most spouses do take the benefit as soon as it is available.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p> |

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Valuation Date: January 1, 2023

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- **Deferred vested benefit** Deferred vested participants are assumed to begin at age 65 (or current age if later).

Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Form of payment Participants are assumed to choose a single life annuity. The percentage of retiring participants assumed to take a life annuity is based on observed experience. The form of payment assumption is based on an assumption review conducted in 2020.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Prescribed Methods

Funding methods The methods used for funding purposes as described within this attachment, 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 and methods since prior valuation**
- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
 - The mortality scale used to calculate the funding target was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430.
 - The asset method was changed to use the average value of adjusted market values.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The Plan was originally established effective August 1, 1986. The Plan was restated effective January 1, 2014 combining the Salaried and Hourly Pension Plans.

Covered Employees

Salaried: Common law employees, U.S. Foreign Service Employees and Designated Non-U.S. citizen Foreign Service Employees are eligible to participate in the Plan upon hire. Participation in the Plan was frozen effective June 1, 2004.

Hourly: Hourly paid employees who are subject to a collective bargaining agreement are eligible to participate in the Plan upon hire. Participation in the Plan was frozen effective June 1, 2004.

Participation Date

Date of becoming a covered employee.

Definitions

Accrued Benefit

Salaried: A Participant's Accrued Benefit means the benefit accrued as of December 31, 2004.

Hourly: A Participant's Accrued Benefit means the benefit accrued as of July 1, 2007.

Covered Compensation

A Participant's Covered Compensation means the average, without indexing, of the taxable wage bases in effect for each calendar year during the 35-year period ending on the last day of the calendar year in which the employee attains Social Security retirement age.

Standard Work Year

The Standard Work Year means 2,080 hours per calendar year for Salaried participants.

Vesting service

One year of Service for purposes of computing a Participant's Vested Percentage will be credited for each year in which at least 1,000 hours are worked. Partial years of Service will be credited for any year in which a Participant works less than 1,000 hours equal to the ratio of actual hours worked over the greater of (i) 1,000 or (ii) the hours in the Participant's Standard Work Year.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

| | |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Credited service | For benefit purposes, one year of Credited Service will be credited for each year in which a Participant works at least the number of hours in the Participant's Standard Work Year. Partial years of Credited Service will be credited for any year in which a Participant works less than the number of hours in the Participant's Standard Work Year equal to the ratio of actual hours worked over the number of hours in the Participant's Standard Work Year. Effective January 1, 2005, service for benefit accrual purposes is frozen for Salaried Participants. Effective July 1, 2007, service for benefit accrual purposes is frozen for Hourly Participants. |
| Social Security benefit | The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment assuming continuation of then current earnings to age 65, used to calculate the Social Security Adjustment annuity, if applicable. |
| Average earnings | A Participant's Average Monthly Earnings means the greater of: <ul style="list-style-type: none">• Average monthly earnings during the 36 months immediately preceding the earlier of termination or January 1, 2005• Highest average earnings received for any three consecutive calendar years during the five consecutive calendar years immediately preceding the earlier of termination or January 1, 2005 |
| Normal retirement date (NRD) | Salaried: The first day of the month following the later of (i) the date on which he attains age 65 or (ii) the fifth anniversary of the date he commenced participation in the Plan. Hourly: The first day of the month following the later of (i) the date on which he attains age 65 or the earlier of (A) the date he completes 5 years of Service or (B) the fifth anniversary of the date he commenced participation in the Plan. |

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

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Monthly pension benefit (Salaried)

A Participant's Normal Retirement Benefit is a monthly pension benefit commencing on his Normal Retirement Date payable in the Normal Benefit Form in an amount equal to (1) or (2), as applicable, but never less than (3), if applicable:

- (1) For Prior Monsanto Participants, 1.4% of the Participant's Average Monthly Earnings multiplied by Credited Service
- (2) For all other Participants, the sum of (a) and (b):
 - a. 1.2% of the Participant's Average Monthly Earnings multiplied by Credited Service
 - b. If the Participant terminates on or after April 1, 1999, 0.45% of the Participant's Average Monthly Earnings in excess of Covered Compensation multiplied by Credited Service not in excess of 35 years
- (3) For any Participant hired prior to June 1, 1996, a minimum benefit equal to:
 - a. If the Participant terminates prior to January 1, 1991, \$30 multiplied by Credited Service
 - b. If the Participant terminates on or after January 1, 1991, \$35 multiplied by Credited Service

A Participant's monthly normal retirement benefit determined above will be offset by such Participant's vested accrued benefit payable under the Monsanto Company Salaried Employees' Pension Plan, the Monsanto Company Salaried Employees' Pension Plan or the Tenneco, Inc. Retirement Plan, if any.

Effective January 1, 2005, all benefit accruals under the plan are frozen.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly pension benefit (Hourly) A Participant's Normal Retirement Benefit is a monthly pension benefit commencing on his Normal Retirement Date payable in the Normal Benefit Form in an amount equal to Credited Service multiplied by the appropriate Retirement Income Factor following:

| Final Average Pay From | Final Average Pay To | Retirement Income Factor | Final Average Pay From | Final Average Pay To | Retirement Income Factor |
|------------------------|----------------------|--------------------------|------------------------|----------------------|--------------------------|
| \$0 | \$35,499 | \$35 | \$47,500 | \$48,499 | \$48 |
| 35,500 | 36,499 | 36 | 48,500 | 49,499 | 49 |
| 36,500 | 37,499 | 37 | 49,500 | 50,499 | 50 |
| 37,500 | 38,499 | 38 | 50,500 | 51,499 | 51 |
| 38,500 | 39,499 | 39 | 51,500 | 52,499 | 52 |
| 39,500 | 40,499 | 40 | 52,500 | 53,499 | 53 |
| 40,500 | 41,499 | 41 | 53,500 | 54,499 | 54 |
| 41,500 | 42,499 | 42 | 54,500 | 55,499 | 55 |
| 42,500 | 43,499 | 43 | 55,500 | 56,499 | 56 |
| 43,500 | 44,499 | 44 | 56,500 | 57,499 | 57 |
| 44,500 | 45,499 | 45 | 57,500 | 58,499 | 58 |
| 45,500 | 46,499 | 46 | 58,500 | 59,499 | 59 |
| 46,500 | 47,499 | 47 | 59,500 | and higher | 60 |

A Participant's monthly normal retirement benefit determined above will be offset by such Participant's vested accrued benefit payable under the Monsanto Company Salaried Employees' Pension Plan or the Monsanto Company Hourly Paid Employees' Pension Plan, if any.

Effective July 1, 2007, all benefit accruals under the plan are frozen.

Disability benefit Each participant that ceases active employment continues to accrue Service and Credited Service until the earlier of (1) the first day of the month after he elects to cease LTD Plan payments, (2) the date of his death or (3) reaching Normal Retirement Date. Hourly participants must have at least two and one-half years of Credited Service before the date of disability to receive continued accruals.

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Monthly preretirement death benefit In the event of the death of a vested Participant prior to the date that he begins to receive a monthly pension benefit under the Plan, the Participant's surviving Spouse, if any, will be entitled to receive a monthly pension benefit equal to 50% of the monthly pension benefit which would have been payable had the Participant separated from service on the earlier of actual separation or the date of his death, survived to the date on which the Qualified Preretirement Survivor Annuity commences and elected a 50% Joint and Survivor Annuity.

Eligibility for Benefits

Normal retirement Retirement on NRD.

Early retirement A Participant's Early Retirement Date is the first day of the month so elected by the Participant which follows the date upon which the Participant satisfies the following requirements (1) Attainment of age 55; and (2) Completion of 5 years of Service; and (3) Who is not eligible for, does not elect to receive, or ceases to receive LTD Plan benefits.

Postponed retirement Retirement after NRD.

Vested termination Termination for reasons other than death, disability or retirement after completing five years of vesting service.

Disability Salaried: Each Participant that ceases active employment due to total or permanent disability is eligible for the disability benefit.
Hourly: Each Participant that ceases active employment due to total or permanent disability and who has been credited with at least two and one-half years of Credited Service is eligible for the disability benefit.

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

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SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

| | |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Normal retirement | Monthly pension benefit determined as of NRD. |
| Early retirement | <p>A Participant's Early Retirement Benefit is equal to his Accrued Benefit determined as of his Early Retirement Date adjusted as provided below:</p> <p>(1) Except as otherwise provided in (2), the amount of such benefit shall be reduced by $\frac{1}{4}$ of one percent for each full calendar month by which his Annuity Starting Date precedes his Normal Retirement Date.</p> <p>(2) For participants over age 55, if the sum of the Participant's age and years of Vesting Service equals or exceeds 80 as of his Early Retirement Date, the reduction described in (1) will not apply provided that the Participant is retiring directly from active employment or the Participant's termination is a result of a reduction in workforce.</p> |
| Early retirement supplement | <p>A Salaried Participant that retires directly from active employment and has an Annuity Starting Date between ages 55 and 62, shall receive an Early Retirement Supplement payable until the earlier of the first of the month after he reaches age 62 or death.</p> <p>The Early Retirement Supplement is a monthly amount of \$4 times Credited Service.</p> |
| Postponed retirement | Monthly pension benefit determined as of actual retirement date. |
| Vested termination | Monthly pension benefit determined as of termination date. |
| Disablement | Monthly pension benefit determined as of the date disability benefits commence. |
| Preretirement death | Monthly preretirement death benefit on behalf of an active employee is payable at the earliest date the participant would have been eligible to retire. |

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.

Optional forms are 100% joint and survivor annuity, 75% Joint and Survivor Annuity, 50% joint and survivor annuity, 25% Joint and Survivor Annuity, Pop-Up 100% Joint and Survivor Annuity, Pop-Up 75% Joint and Survivor Annuity, Pop-Up 50% Joint and Survivor Annuity, Pop-Up 25% Joint and Survivor Annuity, ten-year certain and life annuity, Social Security Adjustment Annuity, or (for married participants) a life annuity.

Lump sum benefits less than \$5,000 shall be paid in lieu of all other benefits under the plan, as soon as practicable following the date of the retirement, death, or other termination of employment.

Actuarial Equivalent

Actuarial Equivalent means a form of benefit differing in time, period and/or manner of payment from another form of benefit but having the same value when computed based upon the following interest and mortality assumptions:

- Interest: 7.00% per annum, compounded annually.
- Mortality: 1971 Towers, Perrin, Forster & Crosby Forecast Mortality Table with ages set back 1 year for Participants and 5 years for Beneficiaries

Except that in determining present value for purposes of a single sum payment and Social Security Adjustment Annuity, the following assumptions shall be used:

- Interest: Applicable interest rate under Code Section 417(e)(3)(c), using the interest rates in effect for the second full calendar month immediately preceding the first day of the plan year containing the benefit commencement date.
- Mortality: Applicable mortality table as specified in Revenue Ruling 2007-67 and/or other subsequent guidance issued under the requirements of the PPA.

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SCHEDULE SB ATTACHMENTS

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.

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions. WTW 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: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Plan Sponsor: Eastman Chemical Company Texas City, Inc.
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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 | 0 |
| 25-29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30-34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35-39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 40-44 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 45-49 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 50-54 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| 55-59 | 0 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| 60-64 | 1 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| 65-69 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70 & over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 4 | 2 | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 15 |

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
 Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
 EIN / PN: 76-0502785/002
 Plan Sponsor: Eastman Chemical Company Texas City, Inc.
 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 | 11,682 | 160,859 | 8,613,714 | 8,786,255 |
| 2024 | 41,983 | 346,985 | 8,419,033 | 8,808,001 |
| 2025 | 74,037 | 425,516 | 8,214,007 | 8,713,560 |
| 2026 | 91,397 | 487,843 | 7,988,221 | 8,567,461 |
| 2027 | 96,888 | 556,356 | 7,753,817 | 8,407,061 |
| 2028 | 99,374 | 654,410 | 7,517,143 | 8,270,927 |
| 2029 | 102,717 | 728,110 | 7,264,556 | 8,095,383 |
| 2030 | 106,786 | 778,454 | 6,999,502 | 7,884,742 |
| 2031 | 108,705 | 832,405 | 6,724,799 | 7,665,909 |
| 2032 | 108,949 | 879,712 | 6,438,669 | 7,427,330 |
| 2033 | 109,388 | 934,135 | 6,143,298 | 7,186,821 |
| 2034 | 109,545 | 980,487 | 5,839,335 | 6,929,367 |
| 2035 | 108,826 | 1,022,099 | 5,527,589 | 6,658,514 |
| 2036 | 109,310 | 1,050,658 | 5,208,989 | 6,368,957 |
| 2037 | 109,515 | 1,042,631 | 4,885,513 | 6,037,659 |
| 2038 | 108,027 | 1,026,268 | 4,559,150 | 5,693,445 |
| 2039 | 107,097 | 1,005,792 | 4,231,426 | 5,344,315 |
| 2040 | 106,009 | 984,189 | 3,904,422 | 4,994,620 |
| 2041 | 104,030 | 961,093 | 3,580,376 | 4,645,499 |
| 2042 | 101,883 | 934,695 | 3,261,638 | 4,298,216 |
| 2043 | 99,548 | 907,688 | 2,950,636 | 3,957,872 |
| 2044 | 97,007 | 874,210 | 2,649,767 | 3,620,984 |
| 2045 | 94,239 | 837,656 | 2,361,319 | 3,293,214 |
| 2046 | 91,224 | 799,549 | 2,087,375 | 2,978,148 |
| 2047 | 87,945 | 758,403 | 1,829,740 | 2,676,088 |
| 2048 | 84,389 | 716,045 | 1,589,886 | 2,390,320 |
| 2049 | 80,545 | 672,690 | 1,368,934 | 2,122,169 |
| 2050 | 76,414 | 628,591 | 1,167,648 | 1,872,653 |
| 2051 | 72,001 | 584,039 | 986,407 | 1,642,447 |
| 2052 | 67,328 | 539,351 | 825,189 | 1,431,868 |
| 2053 | 62,435 | 494,869 | 683,566 | 1,240,870 |
| 2054 | 57,374 | 450,956 | 560,725 | 1,069,055 |
| 2055 | 52,217 | 407,974 | 455,527 | 915,718 |
| 2056 | 47,044 | 366,278 | 366,582 | 779,904 |
| 2057 | 41,938 | 326,211 | 292,330 | 660,479 |
| 2058 | 36,980 | 288,081 | 231,118 | 556,179 |
| 2059 | 32,245 | 252,159 | 181,276 | 465,680 |
| 2060 | 27,796 | 218,674 | 141,174 | 387,644 |
| 2061 | 23,683 | 187,804 | 109,267 | 320,754 |
| 2062 | 19,943 | 159,677 | 84,136 | 263,756 |
| 2063 | 16,594 | 134,360 | 64,516 | 215,470 |
| 2064 | 13,643 | 111,858 | 49,313 | 174,814 |
| 2065 | 11,081 | 92,117 | 37,600 | 140,798 |
| 2066 | 8,891 | 75,022 | 28,614 | 112,527 |
| 2067 | 7,046 | 60,408 | 21,741 | 89,195 |
| 2068 | 5,514 | 48,079 | 16,490 | 70,083 |
| 2069 | 4,261 | 37,813 | 12,483 | 54,557 |
| 2070 | 3,251 | 29,376 | 9,425 | 42,052 |
| 2071 | 2,447 | 22,537 | 7,090 | 32,074 |
| 2072 | 1,816 | 17,070 | 5,310 | 24,196 |

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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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 full year | Pre-Merger Amortization Payment for 1/1/2023-12/30/2023 ¹ |
|--------------|------------------|----------------|---------------------------------------|---------------------|--------------------------------|----------------------------------------------------------------------|
| Shortfall | 01/01/2023 | 15,969,609 | 15.00000 | 15,969,609 | 1,462,508 | 1,458,501 |
| Total | | | | 15,969,609 | 1,462,508 | 1,458,501 |

¹ The amortization payment for December 30, 2023 through December 31, 2023 was recognized in the Eastman Retirement Assistance Plan (EIN 62-1539359/ PN 001) after the plan merger.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The Plan was originally established effective August 1, 1986. The Plan was restated effective January 1, 2014 combining the Salaried and Hourly Pension Plans.

Covered Employees

Salaried: Common law employees, U.S. Foreign Service Employees and Designated Non-U.S. citizen Foreign Service Employees are eligible to participate in the Plan upon hire. Participation in the Plan was frozen effective June 1, 2004.

Hourly: Hourly paid employees who are subject to a collective bargaining agreement are eligible to participate in the Plan upon hire. Participation in the Plan was frozen effective June 1, 2004.

Participation Date

Date of becoming a covered employee.

Definitions

Accrued Benefit

Salaried: A Participant's Accrued Benefit means the benefit accrued as of December 31, 2004.

Hourly: A Participant's Accrued Benefit means the benefit accrued as of July 1, 2007.

Covered Compensation

A Participant's Covered Compensation means the average, without indexing, of the taxable wage bases in effect for each calendar year during the 35-year period ending on the last day of the calendar year in which the employee attains Social Security retirement age.

Standard Work Year

The Standard Work Year means 2,080 hours per calendar year for Salaried participants.

Vesting service

One year of Service for purposes of computing a Participant's Vested Percentage will be credited for each year in which at least 1,000 hours are worked. Partial years of Service will be credited for any year in which a Participant works less than 1,000 hours equal to the ratio of actual hours worked over the greater of (i) 1,000 or (ii) the hours in the Participant's Standard Work Year.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

| | |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Credited service | For benefit purposes, one year of Credited Service will be credited for each year in which a Participant works at least the number of hours in the Participant's Standard Work Year. Partial years of Credited Service will be credited for any year in which a Participant works less than the number of hours in the Participant's Standard Work Year equal to the ratio of actual hours worked over the number of hours in the Participant's Standard Work Year. Effective January 1, 2005, service for benefit accrual purposes is frozen for Salaried Participants. Effective July 1, 2007, service for benefit accrual purposes is frozen for Hourly Participants. |
| Social Security benefit | The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment assuming continuation of then current earnings to age 65, used to calculate the Social Security Adjustment annuity, if applicable. |
| Average earnings | A Participant's Average Monthly Earnings means the greater of: <ul style="list-style-type: none">• Average monthly earnings during the 36 months immediately preceding the earlier of termination or January 1, 2005• Highest average earnings received for any three consecutive calendar years during the five consecutive calendar years immediately preceding the earlier of termination or January 1, 2005 |
| Normal retirement date (NRD) | <p>Salaried: The first day of the month following the later of (i) the date on which he attains age 65 or (ii) the fifth anniversary of the date he commenced participation in the Plan.</p> <p>Hourly: The first day of the month following the later of (i) the date on which he attains age 65 or the earlier of (A) the date he completes 5 years of Service or (B) the fifth anniversary of the date he commenced participation in the Plan.</p> |

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
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Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

**Monthly pension benefit
(Salaried)**

A Participant's Normal Retirement Benefit is a monthly pension benefit commencing on his Normal Retirement Date payable in the Normal Benefit Form in an amount equal to (1) or (2), as applicable, but never less than (3), if applicable:

- (1) For Prior Monsanto Participants, 1.4% of the Participant's Average Monthly Earnings multiplied by Credited Service
- (2) For all other Participants, the sum of (a) and (b):
 - a. 1.2% of the Participant's Average Monthly Earnings multiplied by Credited Service
 - b. If the Participant terminates on or after April 1, 1999, 0.45% of the Participant's Average Monthly Earnings in excess of Covered Compensation multiplied by Credited Service not in excess of 35 years
- (3) For any Participant hired prior to June 1, 1996, a minimum benefit equal to:
 - a. If the Participant terminates prior to January 1, 1991, \$30 multiplied by Credited Service
 - b. If the Participant terminates on or after January 1, 1991, \$35 multiplied by Credited Service

A Participant's monthly normal retirement benefit determined above will be offset by such Participant's vested accrued benefit payable under the Monsanto Company Salaried Employees' Pension Plan, the Monsanto Company Salaried Employees' Pension Plan or the Tenneco, Inc. Retirement Plan, if any.

Effective January 1, 2005, all benefit accruals under the plan are frozen.

Plan Name: Sterling Chemicals, Inc. Amended and Restated Pension Plan
EIN / PN: 76-0502785/002
Plan Sponsor: Eastman Chemical Company Texas City, Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly pension benefit (Hourly) A Participant's Normal Retirement Benefit is a monthly pension benefit commencing on his Normal Retirement Date payable in the Normal Benefit Form in an amount equal to Credited Service multiplied by the appropriate Retirement Income Factor following:

| Final Average Pay From | Final Average Pay To | Retirement Income Factor | Final Average Pay From | Final Average Pay To | Retirement Income Factor |
|------------------------|----------------------|--------------------------|------------------------|----------------------|--------------------------|
| \$0 | \$35,499 | \$35 | \$47,500 | \$48,499 | \$48 |
| 35,500 | 36,499 | 36 | 48,500 | 49,499 | 49 |
| 36,500 | 37,499 | 37 | 49,500 | 50,499 | 50 |
| 37,500 | 38,499 | 38 | 50,500 | 51,499 | 51 |
| 38,500 | 39,499 | 39 | 51,500 | 52,499 | 52 |
| 39,500 | 40,499 | 40 | 52,500 | 53,499 | 53 |
| 40,500 | 41,499 | 41 | 53,500 | 54,499 | 54 |
| 41,500 | 42,499 | 42 | 54,500 | 55,499 | 55 |
| 42,500 | 43,499 | 43 | 55,500 | 56,499 | 56 |
| 43,500 | 44,499 | 44 | 56,500 | 57,499 | 57 |
| 44,500 | 45,499 | 45 | 57,500 | 58,499 | 58 |
| 45,500 | 46,499 | 46 | 58,500 | 59,499 | 59 |
| 46,500 | 47,499 | 47 | 59,500 | and higher | 60 |

A Participant's monthly normal retirement benefit determined above will be offset by such Participant's vested accrued benefit payable under the Monsanto Company Salaried Employees' Pension Plan or the Monsanto Company Hourly Paid Employees' Pension Plan, if any.

Effective July 1, 2007, all benefit accruals under the plan are frozen.

Disability benefit Each participant that ceases active employment continues to accrue Service and Credited Service until the earlier of (1) the first day of the month after he elects to cease LTD Plan payments, (2) the date of his death or (3) reaching Normal Retirement Date. Hourly participants must have at least two and one-half years of Credited Service before the date of disability to receive continued accruals.

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Monthly preretirement death benefit In the event of the death of a vested Participant prior to the date that he begins to receive a monthly pension benefit under the Plan, the Participant's surviving Spouse, if any, will be entitled to receive a monthly pension benefit equal to 50% of the monthly pension benefit which would have been payable had the Participant separated from service on the earlier of actual separation or the date of his death, survived to the date on which the Qualified Preretirement Survivor Annuity commences and elected a 50% Joint and Survivor Annuity.

Eligibility for Benefits

Normal retirement Retirement on NRD.

Early retirement A Participant's Early Retirement Date is the first day of the month so elected by the Participant which follows the date upon which the Participant satisfies the following requirements (1) Attainment of age 55; and (2) Completion of 5 years of Service; and (3) Who is not eligible for, does not elect to receive, or ceases to receive LTD Plan benefits.

Postponed retirement Retirement after NRD.

Vested termination Termination for reasons other than death, disability or retirement after completing five years of vesting service.

Disability Salaried: Each Participant that ceases active employment due to total or permanent disability is eligible for the disability benefit.
Hourly: Each Participant that ceases active employment due to total or permanent disability and who has been credited with at least two and one-half years of Credited Service is eligible for the disability benefit.

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

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Benefits Paid Upon the Following Events

| | |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Normal retirement | Monthly pension benefit determined as of NRD. |
| Early retirement | <p>A Participant's Early Retirement Benefit is equal to his Accrued Benefit determined as of his Early Retirement Date adjusted as provided below:</p> <p>(1) Except as otherwise provided in (2), the amount of such benefit shall be reduced by $\frac{1}{4}$ of one percent for each full calendar month by which his Annuity Starting Date precedes his Normal Retirement Date.</p> <p>(2) For participants over age 55, if the sum of the Participant's age and years of Vesting Service equals or exceeds 80 as of his Early Retirement Date, the reduction described in (1) will not apply provided that the Participant is retiring directly from active employment or the Participant's termination is a result of a reduction in workforce.</p> |
| Early retirement supplement | <p>A Salaried Participant that retires directly from active employment and has an Annuity Starting Date between ages 55 and 62, shall receive an Early Retirement Supplement payable until the earlier of the first of the month after he reaches age 62 or death.</p> <p>The Early Retirement Supplement is a monthly amount of \$4 times Credited Service.</p> |
| Postponed retirement | Monthly pension benefit determined as of actual retirement date. |
| Vested termination | Monthly pension benefit determined as of termination date. |
| Disablement | Monthly pension benefit determined as of the date disability benefits commence. |
| Preretirement death | Monthly preretirement death benefit on behalf of an active employee is payable at the earliest date the participant would have been eligible to retire. |

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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 described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.

Optional forms are 100% joint and survivor annuity, 75% Joint and Survivor Annuity, 50% joint and survivor annuity, 25% Joint and Survivor Annuity, Pop-Up 100% Joint and Survivor Annuity, Pop-Up 75% Joint and Survivor Annuity, Pop-Up 50% Joint and Survivor Annuity, Pop-Up 25% Joint and Survivor Annuity, ten-year certain and life annuity, Social Security Adjustment Annuity, or (for married participants) a life annuity.

Lump sum benefits less than \$5,000 shall be paid in lieu of all other benefits under the plan, as soon as practicable following the date of the retirement, death, or other termination of employment.

Actuarial Equivalent

Actuarial Equivalent means a form of benefit differing in time, period and/or manner of payment from another form of benefit but having the same value when computed based upon the following interest and mortality assumptions:

- Interest: 7.00% per annum, compounded annually.
- Mortality: 1971 Towers, Perrin, Forster & Crosby Forecast Mortality Table with ages set back 1 year for Participants and 5 years for Beneficiaries

Except that in determining present value for purposes of a single sum payment and Social Security Adjustment Annuity, the following assumptions shall be used:

- Interest: Applicable interest rate under Code Section 417(e)(3)(c), using the interest rates in effect for the second full calendar month immediately preceding the first day of the plan year containing the benefit commencement date.
- Mortality: Applicable mortality table as specified in Revenue Ruling 2007-67 and/or other subsequent guidance issued under the requirements of the PPA.

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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.

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions. WTW 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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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 full year | Pre-Merger Amortization Payment for 1/1/2023-12/30/2023 ¹ |
|--------------|------------------|----------------|---------------------------------------|---------------------|--------------------------------|----------------------------------------------------------------------|
| Shortfall | 01/01/2023 | 15,969,609 | 15.00000 | 15,969,609 | 1,462,508 | 1,458,501 |
| Total | | | | 15,969,609 | 1,462,508 | 1,458,501 |

¹ The amortization payment for December 30, 2023 through December 31, 2023 was recognized in the Eastman Retirement Assistance Plan (EIN 62-1539359/ PN 001) after the plan merger.

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Schedule SB, Line 25 Change in Method as of January 1, 2023

- 1) The asset method was changed to use the average value of adjust market values. The change in asset method meets the parameters for automatic approval of valuation asset changes under IRS Rev. Proc. 2017-56.
- 2) On December 30, 2023, Eastman Chemical Company merged the Sterling Chemicals, Inc. Amended and Restated Pension Plan (EIN 76-0502785/ PN 002) and the Solutia Inc. Employees' Pension Plan (EIN 43-1781797/ PN 001) into the Eastman Retirement Assistance Plan (EIN 62-1539359/ PN 001).

The January 1, 2023 funded status information (e.g., funding target, actuarial value of assets, market value of assets, funding balances, etc.) shown in the Schedule SB reflects the Sterling Chemicals, Inc. Amended and Restated Pension Plan pre-merger valuation results. Target Normal Cost and Shortfall Amortization Installment have been adjusted to reflect the period from January 1, 2023 to December 30, 2023.

An application for approval of change in funding method is pending with the Internal Revenue Service.

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