

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☐ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan LAFARGEHOLCIM US PENSION PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1991
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) HOLCIM PARTICIPATIONS (US) INC. 6211 ANN ARBOR ROAD DUNDEE, MI 48131
2b	Employer Identification Number (EIN) 54-1527022
2c	Plan Sponsor's telephone number 734-529-2411
2d	Business code (see instructions) 327300

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2024	SANDRA FINK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor BENEFIT PLAN DESIGN COMMITTEE C/O HOLCIM (US) INC. 6211 ANN ARBOR ROAD DUNDEE, MI 48131	3b Administrator's EIN 54-1527022 3c Administrator's telephone number 734-529-2411 <div style="background-color: #cccccc; height: 40px;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 6478
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; margin-bottom: 5px;"></div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6a(1) 1442 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6a(2) 0 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6b 0 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6c 0 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6d 0 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6e 0 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6f 0 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6g(1) </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6g(2) </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black;"> 6h 0 </div>
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1C 3H 1I

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☒ **A** (Insurance Information) – Number Attached 1
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE A</div> <div>(Form 5500)</div> <div>Department of the Treasury</div> <div>Internal Revenue Service</div> <div>Department of Labor</div> <div>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LAFARGEHOLCIM US PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 HOLCIM PARTICIPATIONS (US) INC.	D Employer Identification Number (EIN) 54-1527022	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
AETNA LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-6033492	60054	002618	0	01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier **6b** 81050

c Premiums due but unpaid at the end of the year..... **6c**

d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☒ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year	7b	81050	
c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits	7c(2)		
	(3) Interest credited during the year	7c(3)		3244
	(4) Transferred from separate account.....	7c(4)		
	(5) Other (specify below)	7c(5)		
	(6) Total additions	7c(6)	3244	
d	Total of balance and additions (add lines 7b and 7c(6))	7d	84294	
e	Deductions:			
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		2801
	(2) Administration charge made by carrier	7e(2)		7494
	(3) Transferred to separate account.....	7e(3)		
	(4) Other (specify below)	7e(4)		
	(5) Total deductions	7e(5)	10295	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	73999	

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	0
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan LAFARGEHOLCIM US PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HOLCIM PARTICIPATIONS (US) INC.	D Employer Identification Number (EIN) 54-1527022
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	653107681	
b	Actuarial value	2b	718418449	
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	2833	432144989	432144989
b	For terminated vested participants	2258	114529996	114529996
c	For active participants	1442	107836332	110047169
d	Total	6533	654511317	656722154
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.25 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	1557000	
c	Target normal cost	6c	1557000	

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

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>AL-KARIM ALIDINA</div> <div>Type or print name of actuary</div> <div>AON CONSULTING, INC.</div> <div>Firm name</div> <div>2001 K STREET NW SUITE 625 NORTH WASHINGTON, DC 20006</div> <div>Address of the firm</div>	<div>10/03/2024</div> <div>Date</div> <div>23-06110</div> <div>Most recent enrollment number</div> <div>202-223-0673</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	269214700
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	4933239
9 Amount remaining (line 7 minus line 8)	0	264281461
10 Interest on line 9 using prior year's actual return of <u>-23.03</u> %	0	-60873778
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		2812947
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>5.41</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		-617442
c Total available at beginning of current plan year to add to prefunding balance		2195505
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	203407683
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14 Funding target attainment percentage	14	109.39 %
15 Adjusted funding target attainment percentage	15	109.39 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	97.69 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

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

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

20 Quarterly contributions and liquidity shortfalls:

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

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

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....		31a	1557000
b Excess assets, if applicable, but not greater than line 31a		31b	1557000
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34	0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement			0
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	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years		40	0

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

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

<div>A</div> <div>Name of plan</div> <div>LAFARGEHOLCIM US PENSION PLAN</div>	<div>B</div> <div>Three-digit plan number (PN)</div> <div>▶</div> <div>001</div>
<div>C</div> <div>Plan sponsor's name as shown on line 2a of Form 5500</div> <div>HOLCIM PARTICIPATIONS (US) INC.</div>	<div>D</div> <div>Employer Identification Number (EIN)</div> <div>54-1527022</div>

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

YesNo
- b

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

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

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

(b)	Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

FIDELITY INVESTMENT INSTL OPS

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 28 50 51	NONE KNOWN	1234908	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

AON CONSULTING, INC.

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50	NONE KNOWN	817376	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

THE NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50 62	NONE KNOWN	123075	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

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

WARNER NORCROSS & JUDD LLP

38-1422647

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE KNOWN	111146	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PLANTE & MORAN PLLC

38-1357951

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE KNOWN	98819	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDUCIENT ADVISORS LLC

36-4001764

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17 27 50	NONE KNOWN	37500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

<div>SCHEDULE D</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div>	<div>DFE/Participating Plan Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LAFARGEHOLCIM US PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 HOLCIM PARTICIPATIONS (US) INC.	D Employer Identification Number (EIN) 54-1527022	

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: HOLCIM PARTICIPATIONS (US) M RET TR			
b Name of sponsor of entity listed in (a): HOLCIM PARTICIPATIONS (US) INC.			
c EIN-PN 22-3481535-001	d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT TERM INVESTMENT			
b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.			
c EIN-PN 45-6138589-084	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
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**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LAFARGEHOLCIM US PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 HOLCIM PARTICIPATIONS (US) INC.		
		D Employer Identification Number (EIN) 54-1527022

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
	Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	0	120
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)	650145937	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)	81050	73999
(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	650226987	74119
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	650226987	74119

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)	3000000	
(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)		3000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	7648	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)	17407	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	3269	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		28324
(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)	44113703	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	34852044	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		9261659
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	160999792	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		169611
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		423025
d Total income. Add all income amounts in column (b) and enter total	2d		173882411

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	44472999	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)	777131362	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		821604361
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)	1242402	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)	98819	
(5) Investment advisory and investment management fees	2i(5)	37500	
(6) Bank or trust company trustee/custodial fees	2i(6)	123075	
(7) Actuarial fees	2i(7)	817376	
(8) Legal fees	2i(8)	111146	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	600	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2430918
j Total expenses. Add all expense amounts in column (b) and enter total	2j		824035279

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-650152868
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

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

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

(1) Name: **PLANTE & MORAN, PLLC**

(2) EIN: **38-1357951**

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

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

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☒ Yes ☐ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year 0.

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 518915.

<div>SCHEDULE R (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>		<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan LAFARGEHOLCIM US PENSION PLAN				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 HOLCIM PARTICIPATIONS (US) INC.				D Employer Identification Number (EIN) 54-1527022	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-3046063 04-3275867					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	129
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A					
If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____					
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year.....				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☒ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2023 v. 230707	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to: a The corresponding number for the plan year immediately preceding the current plan year b The corresponding number for the second preceding plan year	15a 15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year: a Enter the number of employers who withdrew during the preceding plan year b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16a 16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: <u>0.0</u> % Private Equity: <u>0.0</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>0.0</u> % High-Yield Debt: <u>0.0</u> % Real Assets: <u>0.0</u> % Cash or Cash Equivalents: <u>100.0</u> % Other: <u>0.0</u> % b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

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

LafargeHolcim US Pension Plan

Financial Report
December 31, 2023

LafargeHolcim US Pension Plan

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Independent Auditor's Report

To the Benefit Plan Design Committee
LafargeHolcim US Pension Plan

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

We have performed audits of the financial statements of LafargeHolcim US 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 31, 2023 (in liquidation) and 2022 (ongoing - modified cash basis), the related statements of changes in net assets available for benefits for the years ended December 31, 2023 (in liquidation) and 2022 (ongoing - modified cash basis), the statements of accumulated plan benefits as of December 31, 2022, the related statements of changes in accumulated plan benefits for the year ended December 31, 2022, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022 and for the years 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 accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the liquidation basis of accounting for the year ended December 31, 2023 and the modified cash basis of accounting for the year ended December 31, 2022, as described in Note 2.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements and supplemental schedules are prepared on a liquidation basis of accounting for the year ended December 31, 2023 and a modified cash basis of accounting for the year ended December 31, 2022. The modified cash basis of accounting is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the liquidation basis of accounting for the year ended December 31, 2023 and the modified cash basis of accounting for the year ended December 31, 2022, as described in Note 2, and for determining that the related bases of accounting are an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of modified cash basis financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 that 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 audits conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is 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 GAAS, 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

Our audits did not extend to the certified investment information except for obtaining and reading the certifications, 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 the liquidation basis of accounting for the year ended December 31, 2023 and the modified cash basis of accounting for the year ended December 31, 2022 described in Note 2.

Accordingly, the objective of the 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 the liquidation basis of accounting for the year ended December 31, 2023 and the modified cash basis of accounting for the year ended December 31, 2022 described in Note 2.

To the Benefit Plan Design Committee
LafargeHolcim US Pension Plan

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

Plan Termination

As further discussed in Note 8 to the financial statements, the benefit plan design committee resolved to terminate the Plan effective May 31, 2023.

Supplemental Schedules Required by ERISA

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

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

In our opinion:

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

Plante & Moreau, PLLC

Toledo, Ohio
October 14, 2024

LafargeHolcim US Pension Plan

Statements of Net Assets Available for Benefits

December 31, 2023 and 2022

	2023 (In Liquidation)	2022 (Ongoing - Modified Cash Basis)
Assets		
Plan's interest in the Holcim Participations (US) Inc. Master Retirement Trust	\$ -	\$ 650,145,937
Investments at contract value - Unallocated contract	73,999	81,050
Accrued interest and dividends	120	-
Net Assets Available for Benefits	\$ 74,119	\$ 650,226,987

LafargeHolcim US Pension Plan

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2023 and 2022

	2023 (In Liquidation)	2022 (Ongoing - Modified Cash Basis)
Additions		
Contributions	\$ 3,000,000	\$ -
Investment gain (loss):		
Interest and dividends	213,150	3,924
Plan's interest in the Holcim Participations (US) Inc. Master Retirement		
Trust investment loss - Net of investment expenses	-	(191,625,026)
Net realized and unrealized gains on investments	170,242,622	-
Other income	430,022	-
Total additions - Net	173,885,794	(191,621,102)
Deductions		
Benefits paid directly to participants or beneficiaries	44,472,999	60,374,107
Purchase of annuity contracts (Note 8)	777,131,362	-
Administrative expenses	2,434,301	2,623,911
Total deductions	824,038,662	62,998,018
Net Decrease before Other Changes	(650,152,868)	(254,619,120)
Transfers In (Note 9)	-	48,941,106
Net Decrease	(650,152,868)	(205,678,014)
Net Assets Available for Benefits		
Beginning of year	650,226,987	855,905,001
End of year	<u>\$ 74,119</u>	<u>\$ 650,226,987</u>

LafargeHolcim US Pension Plan

Statements of Accumulated Plan Benefits

December 31, 2022

Actuarial Present Value of Accumulated Plan Benefits

Vested benefits:

Participants currently receiving benefit payments	\$ 421,052,054
Participating employees	<u>224,265,764</u>

Total vested benefits 645,317,818

Nonvested benefits 1,995,412

Total Actuarial Present Value of Accumulated Plan Benefits \$ 647,313,230

LafargeHolcim US Pension Plan

Statements of Changes in Accumulated Plan Benefits

Year Ended December 31, 2022

Actuarial Present Value of Accumulated Plan Benefits - Beginning of year	\$ 755,920,207
Increase (decrease) during the year attributable to:	
Benefits accumulated	25,410,392
Benefit payments	(60,374,107)
Plan merger	56,676,807
Assumption changes (Note 2)	(134,059,168)
Other	<u>3,739,099</u>
Net decrease	<u>(108,606,977)</u>
Actuarial Present Value of Accumulated Plan Benefits - End of year	<u>\$ 647,313,230</u>

December 31, 2023 and 2022

Note 1 - Plan Description

The description of LafargeHolcim US Pension Plan (the "Plan" or the "LHUSPP Plan") provides only general information. Participants should refer to the Plan's legal documents for a more complete description of the Plan's provisions.

The Plan was terminated effective May 31, 2023. Accordingly, the descriptions below are provisions of the Plan prior to termination. See Note 8 for additional information.

General

The Plan is sponsored by Holcim Participations (US) Inc. (the "Company"). The Plan is a noncontributory defined benefit plan and subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

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

Effective December 31, 2017, Lafarge North America Inc. Retirement Plan (the "LNARP Plan") was merged into the LHUSPP Plan. The benefits of the LNARP Plan will continue to be subject to the provisions of the LNARP Plan, which have been incorporated into the LHUSPP Plan. The LNARP Plan provides for pension and disability benefits, covering salaried and certain hourly employees of Lafarge North America Inc. who have completed one year of service and are age 21 or older. The LNARP Plan also provides for disability benefits and special death benefits before or after retirement. The accrual of benefits was frozen for participants at various dates depending on location, with all accruals of benefits being frozen by December 31, 2018.

Effective December 31, 2022, LafargeHolcim US Consolidated Union Pension Plan (the "Consolidated Union Plan") was merged into LafargeHolcim US Pension Plan (see Note 9). The information below provides descriptions of LafargeHolcim US Consolidated Union Pension Plan prior to the merger, all of which are now part of the Plan.

LafargeHolcim US Consolidated Union Pension Plan

Effective December 31, 2020, the following plans (collectively, the "Merged Plans") were merged into the Consolidated Union Plan. Accordingly, all participants, assets, and related accumulated plan benefits of the Merged Plans were transferred to LafargeHolcim US Consolidated Union Pension Plan in 2020.

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

The benefits of each of the Merged Plans continue to be subject to the provisions of the respective plans, which have been incorporated into the Consolidated Union Plan, as appendices. The following provides descriptions of the Consolidated Union Plan and the Merged Plans.

Notes to the Financial Statements

December 31, 2023 and 2022

Note 1 - Plan Description (Continued)

The accrual of benefits was frozen for participants at various dates depending on location, with all accruals of benefits being frozen by December 31, 2018.

The Consolidated Union Plan was established in 2002 and provides for pension and disability benefits to certain hourly compensated employees who work at specific plan locations or are covered by certain collective bargaining agreements. The Consolidated Union Plan consists of several supplements relating to certain locations and/or unions.

The Steelworkers Plan was established on December 31, 2014. The Steelworkers Plan consists of a basic plan document and several supplements relating to certain locations and/or unions. The Steelworkers Plan provides for pension and disability benefits to hourly compensated employees who meet specific service and age requirements of the Company's facilities located at Ravena, New York (Ravena Supplement); Oswego, New York (Oswego Supplement); Detroit, Michigan (Great Lakes Supplement); Marblehead, Ohio (Marblehead Stone Supplement); Whitehall, Pennsylvania (Whitehall Supplement); Sparrows Point, Maryland (Newcem Supplement); and Grove, Kentucky (Grove Supplement) and are covered by certain collective bargaining agreements.

The Cement-Boilermakers Plan was adopted by the Company on May 23, 1983. The Cement-Boilermakers Plan provides for pension and disability benefits to certain hourly compensated employees covered by certain supplements, as defined in the plan document. The Cement-Boilermakers Plan was amended on December 30, 2015 to clarify applicability of the Cement-Boilermakers Plan as of the restatement effective date, January 1, 2015, and to fully vest those employees who terminated employment in the Davenport Purchase Agreement effective April 16, 2015.

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

The Presque Isle Plan was established by the Company on January 1, 2002. The Presque Isle Plan provides for pension and disability benefits to certain hourly compensated employees who meet specified service requirements of certain aggregates facilities located in Presque Isle, Michigan.

The Aggregates and Concrete Plan was established by the Company on June 1, 1952. The Aggregates and Concrete Plan provides for pension and disability benefits to certain hourly compensated employees covered by various collective bargaining agreements.

Eligibility and Vesting

Eligibility and vesting differs between certain groups and various supplements. Participants should refer to the plan agreements and appendices for the specific eligibility and vesting requirements.

Pension Benefits

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

Payment of Benefits

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

December 31, 2023 and 2022

Note 1 - Plan Description (Continued)

Funding

Contributions are made by the Company in actuarially determined amounts. The Company's policy is to make contributions necessary to satisfy ERISA funding standards. Annual contributions meet the minimum funding requirements of ERISA for the years ended December 31, 2023 and 2022.

Contributions to the Plan were not permissible following May 31, 2023 (see Note 8).

Party-in-interest Transactions

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

Termination

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in the plan agreement and ERISA. The Plan was terminated as of May 31, 2023. See Note 8 for additional information.

Note 2 - Summary of Significant Accounting Policies

Basis of Presentation

As discussed in Note 8 to the financial statements, the plan sponsor terminated the Plan effective May 31, 2023. As a result, the Plan changed its basis of accounting for periods subsequent to December 31, 2022 from the modified cash basis to the liquidation basis.

Under the liquidation basis of accounting, assets are measured to reflect the estimated amount of cash expected to be collected in settling or disposing of the assets during the liquidation process and liabilities are measured using the accrual basis of accounting and would include any expected costs of the disposal of assets and other costs expected to be incurred during the liquidation process.

Under the modified cash basis of accounting, revenue is recorded when received, rather than when earned; expenses are recorded when paid, rather than when the obligation is incurred; and investments are recognized at fair value. Accordingly, the financial statements for the year ended December 31, 2022 are not intended to be in conformity with accounting principles generally accepted in the United States of America.

Investments and Investment in Master Trust

The Plan's investments were held in the Holcim Participations (US) Inc. Master Retirement Trust through December 31, 2022, herein referred to as the "Master Trust," which was established for the investment of assets of various plans. During the year ended December 31, 2022, assets in the Master Trust were held by The Northern Trust Company (Northern Trust).

Effective January 1, 2023, after the merger of the Plan and LafargeHolcim US Consolidated Union Pension Plan, the Master Trust became a single plan trust.

In 2022 and 2023, purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

The fair value of the Plan's interest in the Master Trust is based on the beginning of the year value of the Plan's interest plus actual contributions and allocated investment income, less actual distributions and administrative expenses, as well as certain allocated administrative expenses. See Note 5 for additional information.

December 31, 2023 and 2022**Note 2 - Summary of Significant Accounting Policies (Continued)*****Actuarial Present Value of Accumulated Plan Benefits***

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

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

Actuarial Assumptions

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

The significant actuarial assumptions used in the valuation of the Plan at December 31, 2022 are summarized as follows:

Actuarial cost method	Standard unit credit cost method
Retirement age	Various rates of retirement are assumed beginning at age 55. All participants are assumed retired by age 65.
Assumed rate of return	5.25 percent per annum
Mortality basis	Healthy: Amounts-weighted aggregate rates from the Pri-2012 mortality study, adjusted with a 3.8 percent increase in base rates Projection: Mortality rates are projected generationally from 2012 using Scale MP-2021 Disabled: Amounts-weighted disabled retiree rates from the Pri-2012 mortality study Projection: Mortality rates are projected generationally from 2012 using Scale MP-2021.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. As discussed in Note 8, the Plan has terminated and was fully settled during 2023. The effect of the termination of approximately \$140 million loss is not reflected in the December 31, 2022 valuation.

The lump-sum conversion rate changed from 2.80 percent at December 31, 2021 to 5.00 percent at December 31, 2022, and the assumed rate of return changed from 3.50 percent to 5.25 percent at December 31, 2022.

Benefit Payments

Benefits are recorded when paid.

Administrative Expenses

Various administrative costs are paid by the Company.

December 31, 2023 and 2022

Note 2 - Summary of Significant Accounting Policies (Continued)

Use of Estimates

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

Risks and Uncertainties

Contributions to the Plan and the accumulated plans' accumulated benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements.

Investment securities, including the buy-in group annuity contracts (see Note 6), are exposed to various risks, such as interest rate, market, and credit risks. It is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the financial statements.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including October 14, 2024, which is the date the financial statements were available to be issued.

Note 3 - Certified Information

Northern Trust holds the master trust investments (during 2022) and the plan investments (during 2023) and executes all investment transactions. The investment balances and related investment income and losses included in the accompanying financial statements, including master trust information, are based solely on information certified by Northern Trust.

The Plan's investments in the unallocated contract totaling \$73,999 and \$81,050 at December 31, 2023 and 2022, respectively, and related investment income of \$3,269 and \$3,933 for the years ended December 31, 2023 and 2022, respectively, were not certified by Northern Trust.

Note 4 - Securities Lending

The Master Trust entered into a securities lending program with Northern Trust. This program allows Northern Trust to loan securities, which are assets of the Master Trust, to approved brokers (the "Borrowers"). Northern Trust requires the Borrowers, pursuant to a security loan agreement, to deliver collateral to secure each loan either in the form of cash or other securities. In the event of default by the Borrowers, Northern Trust shall indemnify the Master Trust by purchasing replacement securities equal to the number of unreturned loaned securities or, if replacement securities are not able to be purchased, Northern Trust shall credit the Master Trust for the fair market value of the loaned securities. In each case, Northern Trust would apply the proceeds from the collateral for such loans to make the Master Trust whole. The Master Trust had investment income of approximately \$58,000 from securities lending for the year ended December 31, 2022.

The Master Trust ended its security lending agreement in 2022. To the extent that a loan of securities is secured by cash collateral, such collateral is invested in a short-term investment fund managed by Northern Trust. The Master Trust bears the risk of loss (reward of gain) with respect to unfavorable (favorable) changes in the fair value of the invested collateral. If applicable, this difference in value of the investments purchased with the cash collateral received and the amount due to the Borrowers upon return of securities on loan is recorded as an unrealized gain (loss).

December 31, 2023 and 2022

Note 4 - Securities Lending (Continued)

Although the Master Trust's securities lending activities are collateralized as described above, and although the terms of the securities lending agreement with the custodial bank require the bank to comply with government rules and regulations related to the lending of securities held by ERISA plans, the securities lending program involves both market and credit risk. In this context, market risk refers to the possibility that the borrower of securities will be unable to collateralize the loan upon a sudden material change in the fair value of the loaned securities or the collateral, or that the bank's investment of collateral received from the borrowers of the Master Trust's securities may be subject to unfavorable market fluctuations. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts.

Note 5 - Investments

With the exception of the unallocated contract held by the Plan, the Plan's investments were in the Master Trust through December 31, 2022, which was established for the investment of assets of the plans sponsored by the Company. Each participating benefit plan has an undivided interest in the master trust assets, with the exception of the interest in the group annuity contracts. The fair value of the plans' interest in the Master Trust represents each plan's allocated portion of all investments other than the group annuity contracts. Each plan's interest in the buy-in group annuity contracts is specific to that plan and not shared equally among the plans. Investment income and administrative expenses relating to the Master Trust are allocated to the individual plans based upon average monthly balances invested by each plan.

At December 31, 2022, the Plan held a 100 percent interest in the Master Trust as a result of the merger of LafargeHolcim US Consolidated Union Pension Plan into the Plan.

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

Level 1

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

Level 2

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

Level 3

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

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

The following valuation methodologies have been used to value the Master Trust's investments:

Common/Collective Trust Funds

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

Note 5 - Investments (Continued)

Unallocated Contract

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

Buy-in Group Annuity Contract

The buy-in group annuity contracts (GAC) are supported by separate accounts and guaranteed by the general account of Athene Annuity and Life Company (Athene). The estimated fair value of the buy-in GAC is the estimated surrender value of the contracts, which is based on the present value of future cash flows. Were the GAC to be terminated, a surrender charge could change the proxy rate by 50 to 100 basis points.

Fixed-income Securities

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

Limited Partnerships

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

The following table presents information about the net assets of the Master Trust at December 31, 2022:

Master Trust Net Assets at December 31, 2022				
	Investments	Level 1	Level 2	Level 3
Investments at fair value:				
Fixed-income securities	\$ 3,825	\$ -	\$ 3,825	\$ -
Government	790	-	790	-
Buy-in group annuity contracts	638,779,045	-	-	638,779,045
Total investments at fair value	638,783,660	\$ -	\$ 4,615	\$ 638,779,045
Investments measured at NAV:				
Common collective trust funds	11,340,508			
Limited partnership - Real estate investment trust	1			
Total investments	\$ 650,124,169			

Notes to the Financial Statements

December 31, 2023 and 2022

Note 5 - Investments (Continued)

Quantitative Information about Level 3 Fair Value Measurements

The following table summarizes the valuation methods and inputs used to determine the fair value at December 31, 2022 for assets measured at fair value on a recurring basis using unobservable inputs (Level 3 inputs):

	Fair Value at December 31, 2022	Valuation Technique	Significant Unobservable Inputs Used	Range of Inputs	Weighted- average of Inputs
Group annuity contract	\$ 638,779,045	Present value of future cash flows	Mortality rate (see below) Adjusted proxy discount rate	1.84% to 5.46%	5.24%

The mortality assumptions used in the valuation as of December 31, 2022 are as follows:

	LHUSPP GAC
Base mortality table multiplier	In-Pay: 101% to 148% Active: 108% to 126% Terminated Vested: 114% to 129%
Base mortality table	Pri-2012 Employee/Nondisabled Annuitant Mortality Table
Mortality improvement scale	Projection Scale MP-2021

There were no unfunded commitments or redemption restrictions on the investments described above.

Investments in Entities that Calculate Net Asset Value per Share

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

At year end, the fair value, unfunded commitments, and redemption rules of those investments are as follows:

- **Common/collective** There were no restrictions on investments held at December 31, 2022. An investor will be permitted to withdraw units on a semimonthly valuation date upon at least 30 days' prior written notice to the fund. There are no restrictions on the remaining common/collective trust fund investments. There were no unfunded commitments for any common/collective trust funds.
- **The limited partnership investment with Barings Real Estate Property Fund** had a fair value of \$1 at December 31, 2022 and no unfunded commitments. The limited partnership invests in limited liability companies and limited partnerships established to act as real estate investment vehicles. Requests for redemption of shares may be made quarterly with 60 days' written notice prior to the last business day of the quarter. Redemptions are subject to the availability of cash flow arising from investing transactions, sales, and other fund operations occurring in the normal course of business.

The investment loss for the Master Trust for the year ended December 31, 2022 is as follows:

Net realized and unrealized losses on investments, excluding buy-in group annuity contracts	\$ (204,431,719)
Interest and dividends	7,030,724
Total	\$ (197,400,995)

December 31, 2023 and 2022

Note 6 - Buy-in Group Annuity Contracts

Effective August 10, 2021, the Plan purchased a buy-in GAC for \$666,840,000 from Athene, covering the accrued plan benefits of all participants. Also, effective August 10, 2021, LafargeHolcim US Consolidated Union Pension Plan purchased a buy-in GAC for \$23,650,000 from Athene, covering the accrued plan benefits of all participants dependent on the participant's pension benefit type and status at the time of the contract. These GACs were held in the Master Trust until December 31, 2022, at which point, due to the merger of the Plan and LafargeHolcim US Consolidated Union Pension Plan, both GACs were held by the Plan. Under the buy-in group annuity contracts, the Plan maintains the responsibility for administering the pension payments and is responsible for administrative costs. Athene makes periodic payments to the Plan equal to the pension amounts covered by the contracts. During 2023, the buy-out conversion option on these GACs was exercised. See Note 8 for additional information.

Note 7 - Tax Status

The Plan and the merged subplans discussed in Note 1 have each received a determination letter from the Internal Revenue Service indicating that the plans, as designed, are qualified for tax-exempt treatment under the applicable section of the Internal Revenue Code (IRC) with the exception of the Steelworkers Plan. The Steelworkers Plan does not have a determination letter; however, the seven plans previously merged into the Steelworkers Plan have all received determination letters. Accordingly, no provision for income taxes has been made in the accompanying financial statements.

The benefit plan design committee terminated the Plan effective November 13, 2023. The Plan has sought notification from the IRS indicating that the termination of the Plan would not adversely affect the Plan's qualified tax status; however, as of the date of the financial statements, such notification has not been received. All participant-related obligations were fully settled in 2023. See Note 8 for more details.

Note 8 - Plan Termination

The Company has the right under the Plan to terminate the Plan subject to the provisions set forth in ERISA. Upon plan termination, the Plan's net assets generally will not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

Effective November 13, 2023, the benefit plan design committee elected to terminate the Plan. Liquidation of the assets through conversion of the buy-in group annuity contract noted in Note 6 to a buy-out group annuity contract, as allowed in the original agreement, occurred effective November 13, 2023. This conversion of the contract, and subsequent transfer of the investment back to the insurance company, is shown on the statement of changes in net assets available for benefits as a purchase of annuity contract. The conversion of the contract satisfied all participant related plan obligations.

Note 9 - Plan Merger

Effective December 31, 2022, LafargeHolcim US Consolidated Union Pension Plan was merged into LafargeHolcim US Pension Plan.

Accordingly, all participants, assets, and related accumulated plan benefits of the Consolidated Union Plan were transferred in 2022. The asset transfers are reported in the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2022.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

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

**Schedule SB, Line 26—Schedule of Active Participant Data
As of January 1, 2023**

**Holcim Participations (US), Inc.
LafargeHolcim US Pension Plan
Active Employees**

EIN: 54-1527022 PN: 001

Number of Participants

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29	4	9								
30-34	12	28	13	1						
35-39	8	38	45	29						
40-44	12	45	49	68	22					
45-49	3	30	51	53	62	9				
50-54	4	29	65	51	71	38	6			
55-59	5	16	44	58	62	59	32	12		
60-64		13	44	38	45	39	36	13	12	
65-69	1	2	2	13	9	6	9	4	3	2
70+				1		2	3		1	1

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Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

**Schedule SB, Line 26—Schedule of Active Participant Data
As of January 1, 2023**

**Holcim Participations (US), Inc.
LafargeHolcim US Pension Plan
Active Employees**

EIN: 54-1527022 PN: 001

Number of Participants and Average Annual Frozen Benefit

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29		5								
30-34		4	7	1						
35-39		11	19	17						
40-44		16	15	37 \$12,463	7					
45-49		9	16	29 \$15,194	33 \$16,904	4				
50-54		3	22 \$8,217	33 \$15,697	31 \$20,556	20 \$18,349	4			
55-59	1	4	12	38 \$14,951	29 \$13,863	36 \$19,566	18	5		
60-64		3	15	17	27 \$14,188	23 \$19,930	24 \$24,712	7	6	
65-69			1	8	7	5	6	3	1	1
70+				1		1	2		1	

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Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

**Schedule SB, Line 26—Schedule of Active Participant Data
As of January 1, 2023**

**Holcim Participations (US), Inc.
LafargeHolcim US Pension Plan
Active Employees**

EIN: 54-1527022 PN: 001

Number of Participants and Average Pension Equity Balance

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29	4	4								
30-34	12	24 \$4,567	6							
35-39	8	27 \$6,809	27 \$19,883	12						
40-44	12	29 \$10,166	34 \$25,863	34 \$37,249	15					
45-49	3	21 \$12,340	35 \$37,791	25 \$50,652	31 \$67,361	5				
50-54	4	26 \$17,576	45 \$44,483	21 \$68,928	41 \$87,004	19	2			
55-59	4	12	33 \$71,509	20 \$88,194	35 \$96,587	24 \$130,664	14	7		
60-64		10	29 \$86,437	22 \$134,455	20 \$127,621	16	15	7	6	
65-69	1	2	1	5	3	3	3	1	2	1
70+						1	2			1

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Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

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

For ERISA Requirements

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2022), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	4.75%
2nd Segment Rate	5.00%
3rd Segment Rate	5.74%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2022), without regard to interest rate stabilization
1st Segment Rate	1.41%
2nd Segment Rate	3.09%
3rd Segment Rate	3.58%
Retirement Age	
Active Participants that decrement after reaching retirement eligibility	
Former Aggregates and Concrete hired before January 1, 2001	Age 62.
All Others	See Tables 1-6.
Active Participants that decrement before reaching retirement eligibility	
Former Cement-Boilermakers, Marblehead Stone, Multi-Plant, Whitehall, and Great Lakes	Earlier of age 62 with 10 years of credited service or age 65.
LNARP, Former Aggregates and Concrete, Presque Isle, Grove, Ravena and Newcem	Age 62.
Holcim and Former BCIPP	Age 65.
Terminated Vested Participants	Age 65 for Holcim; Age 62 for all others.
Withdrawal Rates	See Table 7-8
Disability Rates	See Tables 9-15

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

For ERISA Requirements

Mortality Rates Healthy and Disabled	2023 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2020-85
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Optional Payment Form Election Percentage

Active Participants

Lafarge North America Inc. Retirement Plan (LNARP)	24% life annuity 18% 50% joint life annuity 18% 100% joint life annuity 40% lump sum
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Holcim Inc.	12% normal form for unmarried participants 9% joint and 50% survivor annuity 9% joint and 100% survivor annuity 70% lump sum
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Former BCIPP	28% life annuity. 21% joint and 50% survivor annuity. 21% joint and 100% survivor annuity. 30% lump sum.
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Former Grove hired before January 1, 2003	80% lump sum, 8% 3-year certain and life annuity. 12% joint and 75% survivor annuity,
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Former Grove hired after December 31, 2002	40% 3-year certain and life annuity, 60% joint and 75% survivor annuity
--	--

All others	40% life annuity, 60% joint and 75% survivor annuity.
------------	--

Terminated Vested Participants

Holcim Pension Equity Benefits – Terminated within Two Years before Valuation Date	22.5% life annuity at Age 65 52.5% lump sum at Age 65 25% immediate lump sum
--	--

Holcim Pension Equity Benefits - Terminated more than Two Years before Valuation Date	30% life annuity at Age 65 70% lump sum at Age 65
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Former BCIPP	Lump sum probabilities of 0%, 40%, 70%, and 100% depending on termination date; otherwise normal form for unmarried participants.
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All others	Normal form for unmarried participants.
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Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

For ERISA Requirements

Lump Sum Conversion Interest Rates

Same as funding interest rates above, with a minimum value based on a 5.5% interest rate for former Blue Circle Inc. Pension Plan participants only.

Lump Sum Conversion Mortality

Current IRC section 417(e) table.

Benefits not Valued

The lump sum option for Grove participants hired prior to January 1, 2003 is not explicitly valued for the terminated participants with deferred vested benefits. Rather, such participants' benefits are valued using the benefit choice assumptions described above.

The maximum benefit level applicable to the Newcem participants is not valued because this is not expected to affect many future retirees.

Decrement Timing

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

Surviving Spouse Benefit

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

Benefit Limits

Projected benefits are limited by the current IRC section 415 maximum benefit of \$265,000.

Valuation of Plan Assets

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

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

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

For ERISA Requirements

Expected Return on Assets

2021 Plan Year	4.00%
2022 Plan Year	4.00%
2023 Plan Year	5.75%

Trust Expenses Included in Target Normal Cost

Expenses are assumed to be equal to prior year's actual administrative expense paid from trust (excluding PBGC premiums), plus expected PBGC premiums for the current year, rounded to the nearest \$1,000

Actuarial Method

Standard unit credit cost method

Valuation Date

January 1, 2023

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Table 1

Retirement Rates—Holcim, LNARP, Former Blue Circle Inc. Pension Plan

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

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Table 2

Retirement Rates – Former Aggregates and Concrete

Age	Years of Service	
	0-29	30+
60	5.00%	25.00%
61	15.00%	25.00%
62	25.00%	50.00%
63	25.00%	50.00%
64	25.00%	50.00%
65	50.00%	100.00%
66	50.00%	100.00%
67+	100.00%	100.00%

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Table 3

Retirement Rates – Former Cement-Boilermakers, Multi-Plant, Ravena and Whitehall

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

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 4

Retirement Rates—Former Presque Isle

Age	Years of Service		
	0-14	15-29	30+
50	0.00%	0.00%	3.00%
51	0.00%	0.00%	3.00%
52	0.00%	0.00%	3.00%
53	0.00%	0.00%	3.00%
54	0.00%	0.00%	3.00%
55	0.00%	0.00%	10.00%
56	0.00%	0.00%	10.00%
57	0.00%	0.00%	10.00%
58	0.00%	0.00%	10.00%
59	0.00%	0.00%	10.00%
60	0.00%	5.00%	25.00%
61	0.00%	15.00%	25.00%
62	0.00%	25.00%	50.00%
63	0.00%	25.00%	50.00%
64	0.00%	25.00%	50.00%
65	50.00%	50.00%	100.00%
66	50.00%	50.00%	100.00%
67+	100.00%	100.00%	100.00%

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 5

Retirement Rates—Former Great Lakes

<u>Age</u>	<u>Rate</u>
55	10.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	5.00%
61	15.00%
62	25.00%
63	25.00%
64	25.00%
65	50.00%
66	50.00%
67+	100.00%

Schedule SB Attachment (Form 5500)—2023 Plan Year
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Table 6

Retirement Rates—Former Marblehead Stone, Grove, and Newcem

<u>Age</u>	<u>Rate</u>
60	5.00%
61	15.00%
62	25.00%
63	25.00%
64	25.00%
65	50.00%
66	50.00%
67+	100.00%

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 7

Withdrawal Rates—Holcim, LNARP, Former Blue Circle Inc. Pension Plan

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

Schedule SB Attachment (Form 5500)—2023 Plan Year
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Table 8

Withdrawal Rates—All Others

Age	Rate	Age	Rate
15	11.38%	45	9.47%
16	11.38%	46	9.20%
17	11.38%	47	8.88%
18	11.38%	48	8.50%
19	11.38%	49	8.05%
20	11.38%	50	7.54%
21	11.38%	51	6.95%
22	11.38%	52	6.28%
23	11.38%	53	5.53%
24	11.38%	54+	4.69%
25	11.38%		
26	11.38%		
27	11.06%		
28	10.79%		
29	10.58%		
30	10.41%		
31	10.28%		
32	10.19%		
33	10.13%		
34	10.09%		
35	10.08%		
36	10.08%		
37	10.18%		
38	10.18%		
39	10.17%		
40	10.13%		
41	10.07%		
42	9.98%		
43	9.85%		
44	9.68%		

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 9

Disability Rates—Holcim (US) Inc. Hourly Employees

Age	Male	Female	Age	Male	Female
15	0.064%	0.055%	45	0.505%	0.522%
16	0.064%	0.055%	46	0.556%	0.570%
17	0.064%	0.055%	47	0.616%	0.628%
18	0.064%	0.055%	48	0.682%	0.695%
19	0.064%	0.055%	49	0.751%	0.770%
20	0.064%	0.055%	50	0.830%	0.854%
21	0.069%	0.060%	51	0.922%	0.947%
22	0.074%	0.066%	52	1.033%	1.052%
23	0.080%	0.074%	53	1.170%	1.181%
24	0.086%	0.084%	54	1.330%	1.334%
25	0.093%	0.096%	55	1.502%	1.490%
26	0.100%	0.108%	56	1.674%	1.630%
27	0.108%	0.121%	57	1.836%	1.733%
28	0.116%	0.135%	58	1.984%	1.753%
29	0.125%	0.149%	59	2.126%	1.773%
30	0.134%	0.165%	60	2.266%	1.793%
31	0.145%	0.181%	61	2.408%	1.813%
32	0.157%	0.198%	62	2.558%	1.833%
33	0.170%	0.215%	63	2.712%	1.903%
34	0.184%	0.234%	64	2.868%	1.992%
35	0.199%	0.252%	65	3.028%	2.095%
36	0.216%	0.272%	66	3.199%	2.207%
37	0.237%	0.293%	67	3.382%	2.322%
38	0.260%	0.314%	68	3.577%	2.441%
39	0.286%	0.335%	69	3.781%	2.567%
40	0.314%	0.357%	70+	3.781%	2.567%
41	0.345%	0.383%			
42	0.381%	0.413%			
43	0.419%	0.447%			
44	0.460%	0.482%			

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 10

Disability Rates—Holcim (US) Inc. Salaried Employees

Age	Male	Female	Age	Male	Female
15	0.029%	0.030%	45	0.202%	0.323%
16	0.029%	0.030%	46	0.226%	0.354%
17	0.029%	0.030%	47	0.255%	0.391%
18	0.029%	0.030%	48	0.286%	0.434%
19	0.029%	0.030%	49	0.320%	0.480%
20	0.029%	0.030%	50	0.358%	0.533%
21	0.030%	0.032%	51	0.405%	0.592%
22	0.032%	0.035%	52	0.465%	0.660%
23	0.034%	0.038%	53	0.539%	0.745%
24	0.036%	0.042%	54	0.626%	0.847%
25	0.038%	0.047%	55	0.722%	0.952%
26	0.040%	0.052%	56	0.822%	1.045%
27	0.042%	0.058%	57	0.924%	1.115%
28	0.044%	0.065%	58	1.030%	1.130%
29	0.046%	0.072%	59	1.141%	1.144%
30	0.048%	0.080%	60	1.256%	1.159%
31	0.050%	0.089%	61	1.368%	1.173%
32	0.054%	0.099%	62	1.475%	1.188%
33	0.058%	0.110%	63	1.572%	1.234%
34	0.064%	0.123%	64	1.663%	1.292%
35	0.069%	0.136%	65	1.753%	1.358%
36	0.077%	0.150%	66	1.846%	1.430%
37	0.085%	0.165%	67	1.950%	1.505%
38	0.095%	0.180%	68	2.063%	1.582%
39	0.105%	0.195%	69	2.180%	1.664%
40	0.117%	0.211%	70+	2.180%	1.664%
41	0.131%	0.229%			
42	0.147%	0.250%			
43	0.164%	0.273%			
44	0.182%	0.296%			

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 11

Disability Rates—Lafarge North America Inc. Retirement Plan Hourly Employees

Age	Male	Female	Age	Male	Female
15	0.064%	0.055%	45	0.505%	0.522%
16	0.064%	0.055%	46	0.556%	0.570%
17	0.064%	0.055%	47	0.616%	0.628%
18	0.064%	0.055%	48	0.682%	0.695%
19	0.064%	0.055%	49	0.751%	0.770%
20	0.064%	0.055%	50	0.830%	0.854%
21	0.069%	0.060%	51	0.922%	0.947%
22	0.074%	0.066%	52	1.033%	1.052%
23	0.080%	0.074%	53	1.170%	1.181%
24	0.086%	0.084%	54	1.330%	1.334%
25	0.093%	0.096%	55	1.502%	1.490%
26	0.100%	0.108%	56	1.674%	1.630%
27	0.108%	0.121%	57	1.836%	1.733%
28	0.116%	0.135%	58	1.984%	1.753%
29	0.125%	0.149%	59	2.126%	1.773%
30	0.134%	0.165%	60	2.266%	1.793%
31	0.145%	0.181%	61	2.408%	1.813%
32	0.157%	0.198%	62	2.558%	1.833%
33	0.170%	0.215%	63	2.712%	1.903%
34	0.184%	0.234%	64	2.868%	1.992%
35	0.199%	0.252%	65	3.028%	2.095%
36	0.216%	0.272%	66	3.199%	2.207%
37	0.237%	0.293%	67	3.382%	2.322%
38	0.260%	0.314%	68	3.577%	2.441%
39	0.286%	0.335%	69+	3.781%	2.567%
40	0.314%	0.357%			
41	0.345%	0.383%			
42	0.381%	0.413%			
43	0.419%	0.447%			
44	0.460%	0.482%			

Schedule SB Attachment (Form 5500)—2023 Plan Year
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Table 12

Disability Rates—Lafarge North America Inc. Retirement Plan Salaried Employees

Age	Male	Female	Age	Male	Female
15	0.0319%	0.0330%	45	0.2222%	0.3553%
16	0.0319%	0.0330%	46	0.2486%	0.3894%
17	0.0319%	0.0330%	47	0.2805%	0.4301%
18	0.0319%	0.0330%	48	0.3146%	0.4774%
19	0.0319%	0.0330%	49	0.3520%	0.5280%
20	0.0319%	0.0330%	50	0.3938%	0.5863%
21	0.0330%	0.0352%	51	0.4455%	0.6512%
22	0.0352%	0.0385%	52	0.5115%	0.7260%
23	0.0374%	0.0418%	53	0.5929%	0.8195%
24	0.0396%	0.0462%	54	0.6886%	0.9317%
25	0.0418%	0.0517%	55	0.7942%	1.0472%
26	0.0440%	0.0572%	56	0.9042%	1.1495%
27	0.0462%	0.0638%	57	1.0164%	1.2265%
28	0.0484%	0.0715%	58	1.1330%	1.2430%
29	0.0506%	0.0792%	59	1.2551%	1.2584%
30	0.0528%	0.0880%	60	1.3816%	1.2749%
31	0.0550%	0.0979%	61	1.5048%	1.2903%
32	0.0594%	0.1089%	62	1.6225%	1.3068%
33	0.0638%	0.1210%	63	1.7292%	1.3574%
34	0.0704%	0.1353%	64	1.8293%	1.4212%
35	0.0759%	0.1496%	65	1.9283%	1.4938%
36	0.0847%	0.1650%	66	2.0306%	1.5730%
37	0.0935%	0.1815%	67	2.1450%	1.6555%
38	0.1045%	0.1980%	68	2.2693%	1.7402%
39	0.1155%	0.2145%	69+	2.3980%	1.8304%
40	0.1287%	0.2321%			
41	0.1441%	0.2519%			
42	0.1617%	0.2750%			
43	0.1804%	0.3003%			
44	0.2002%	0.3256%			

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 13

Disability Rates—Former Blue Circle Inc. Pension Plan

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

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Table 14

Disability Rates—Former Marblehead Stone

Age	Male	Female	Age	Male	Female
15	0.0088%	0.0080%	45	0.1010%	0.1040%
16	0.0088%	0.0080%	46	0.1110%	0.1140%
17	0.0094%	0.0080%	47	0.1230%	0.1260%
18	0.0102%	0.0090%	48	0.1360%	0.1390%
19	0.0110%	0.0100%	49	0.1500%	0.1540%
20	0.0120%	0.0100%	50	0.1660%	0.1710%
21	0.0140%	0.0120%	51	0.1840%	0.1890%
22	0.0150%	0.0130%	52	0.2070%	0.2100%
23	0.0160%	0.0150%	53	0.2340%	0.2360%
24	0.0170%	0.0170%	54	0.2660%	0.2670%
25	0.0190%	0.0190%	55	0.3000%	0.2980%
26	0.0200%	0.0220%	56	0.3350%	0.3260%
27	0.0220%	0.0240%	57	0.3670%	0.3470%
28	0.0230%	0.0270%	58	0.3970%	0.3510%
29	0.0250%	0.0300%	59	0.4250%	0.3550%
30	0.0270%	0.0330%	60	0.4530%	0.3590%
31	0.0290%	0.0360%	61	0.4820%	0.3630%
32	0.0310%	0.0400%	62	0.5120%	0.3670%
33	0.0340%	0.0430%	63	0.5420%	0.3810%
34	0.0370%	0.0470%	64	0.5740%	0.3980%
35	0.0400%	0.0500%	65	0.6060%	0.4190%
36	0.0430%	0.0540%	66	0.6400%	0.4410%
37	0.0470%	0.0590%	67	0.6760%	0.4640%
38	0.0520%	0.0630%	68	0.7150%	0.4880%
39	0.0570%	0.0670%	69	0.7560%	0.5130%
40	0.0630%	0.0710%	70+	0.7560%	0.5130%
41	0.0690%	0.0770%			
42	0.0760%	0.0830%			
43	0.0840%	0.0890%			
44	0.0920%	0.0960%			

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Table 15

Disability Rates—All Others

Age	Male	Female	Age	Male	Female
15	0.044%	0.039%	45	0.505%	0.522%
16	0.047%	0.042%	46	0.556%	0.570%
17	0.051%	0.045%	47	0.616%	0.628%
18	0.055%	0.048%	48	0.682%	0.695%
19	0.059%	0.051%	49	0.751%	0.770%
20	0.064%	0.055%	50	0.830%	0.854%
21	0.069%	0.060%	51	0.922%	0.947%
22	0.074%	0.066%	52	1.033%	1.052%
23	0.080%	0.074%	53	1.170%	1.181%
24	0.086%	0.084%	54	1.330%	1.334%
25	0.093%	0.096%	55	1.502%	1.490%
26	0.100%	0.108%	56	1.674%	1.630%
27	0.108%	0.121%	57	1.836%	1.733%
28	0.116%	0.135%	58	1.984%	1.753%
29	0.125%	0.149%	59	2.126%	1.773%
30	0.134%	0.165%	60	2.266%	1.793%
31	0.145%	0.181%	61	2.408%	1.813%
32	0.157%	0.198%	62	2.558%	1.833%
33	0.170%	0.215%	63	2.712%	1.903%
34	0.184%	0.234%	64	2.868%	1.992%
35	0.199%	0.252%	65	3.028%	2.095%
36	0.216%	0.272%	66	3.199%	2.207%
37	0.237%	0.293%	67	3.382%	2.322%
38	0.260%	0.314%	68	3.577%	2.441%
39	0.286%	0.335%	69	3.781%	2.567%
40	0.314%	0.357%	70+	3.781%	2.567%
41	0.345%	0.383%			
42	0.381%	0.413%			
43	0.419%	0.447%			
44	0.460%	0.482%			

LafargeHolcim US Pension Plan

Schedule of Reportable Transactions

Form 5500, Schedule H, Line 4j
 EIN 54-1527022, Plan No. 001
 Year Ended December 31, 2023

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
Category (i) - A single transaction that amounts to more than 5 percent of the beginning value of total plan assets:						
Athene Annuity and Life Company	Guaranteed Investment Contract 7007	\$ -	\$ 725,335,074	\$ 725,335,074	\$ 725,335,074	\$ -
	Guaranteed Investment Contract 7907	-	51,711,599	51,711,599	51,711,599	-
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Athene Annuity and Life Company	Guaranteed Investment Contract 7007					
	Sales - 768,628,443 shares	-	768,628,443	768,628,443	768,628,443	-
Athene Annuity and Life Company	Guaranteed Investment Contract 7907					
	Sales - 52,531,933 shares	-	52,531,933	52,531,933	52,531,933	-

There were no Category (ii) or (iv) reportable transactions during the year.

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 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 05/31/2023

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

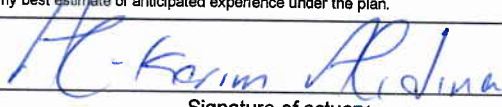
▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan LafargeHolcim US Pension Plan	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Holcim Participations (US) Inc.	D Employer Identification Number (EIN) 54-1527022
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2023			
2 Assets:			
a Market value.....	2a	653,107,681	
b Actuarial value.....	2b	718,418,449	
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.....	2,833	432,144,989	432,144,989
b For terminated vested participants.....	2,258	114,529,996	114,529,996
c For active participants.....	1,442	107,836,332	110,047,169
d Total.....	6,533	654,511,317	656,722,154
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions.....	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5 Effective interest rate.....	5	5.25%	
6 Target normal cost			
a Present value of current plan year accruals.....	6a	0	
b Expected plan-related expenses.....	6b	1,557,000	
c Target normal cost.....	6c	1,557,000	

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		10/03/2024
Signature of actuary		Date
Al-Karim Alidina		2306110
Type or print name of actuary		Most recent enrollment number
Aon Consulting, Inc.		202-223-0673
Firm name		Telephone number (including area code)
2001 K Street NW Suite 625 North Washington DC 20006		
Address of the firm		

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

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

Schedule SB (Form 5500) 2023
v. 230728

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	269,214,700
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	4,933,239
9 Amount remaining (line 7 minus line 8)	0	264,281,461
10 Interest on line 9 using prior year's actual return of <u>-23.03%</u>	0	-60,873,778
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		2,812,947
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>5.41%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		-617,442
c Total available at beginning of current plan year to add to prefunding balance.....		2,195,505
d Portion of (c) to be added to prefunding balance.....		0
12 Other reductions in balances due to elections or deemed elections.....	0	203,407,683
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	0	0

Part III	Funding Percentages
-----------------	----------------------------

14	Funding target attainment percentage.....	14	109.39 %
15	Adjusted funding target attainment percentage.....	15	109.39 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	97.69 %
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:

[illegible]

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

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

20 Quarterly contributions and liquidity shortfalls:

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
4.75 %2nd segment:
5.00 %3rd segment:
5.74 %☐ N/A, full yield curve used**b** Applicable month (enter code).....**21b**

4

22 Weighted average retirement age**22**

62

23 Mortality table(s) (see instructions)☐

Prescribed - combined

☒

Prescribed - separate

☐

Substitute

Part VI Miscellaneous Items**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.☒

Yes

☐

No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.☐

Yes

☒

No

26 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**

1,557,000

b Excess assets, if applicable, but not greater than line 31a**31b**

1,557,000

32 Amortization installments:

Outstanding Balance

Installment

a Net shortfall amortization installment

0

0

b Waiver amortization installment.....

0

0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount**33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....**34**

0

Carryover balance

Prefunding balance

Total balance

35 Balances elected for use to offset funding requirement.....

0

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****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 Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Schedule SB, line 7—Explanation of Discrepancy in Current Year Funding Standard
Carryover Balance or Prefunding Balance

Effective December 31, 2022, the LafargeHolcim US Consolidated Union Pension Plan merged into the LafargeHolcim US Pension Plan.

The Line 7 Balance at Beginning of Current Year After Applicable Adjustments equals the sum of each individual plan's 1/1/2022 credit balances.

Individual developments of 1/1/2022 and 1/1/2023 credit balances are as follows:

Line Item	LHUSPP Carryover Balance (PN: 001)	LHUSPP Prefunding Balance (PN: 001)
7 – Balance at beginning of prior year after applicable adjustments	0	247,603,696
8 – Portion elected for use to offset prior year's funding requirement	0	4,933,239
9 – Amount remaining	0	242,670,457
10 – Interest on line 9 using prior year's actual return of -21.95%	0	(53,266,165)
11a – Present value of excess contributions	0	2,812,947
11b(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 5.41%	0	0
11b(2) – Interest on line 38b from prior year Schedule SB, using prior year's actual return	0	(617,442)
11c – Total available at beginning of current plan year to add prefunding balance	0	2,195,505
11d – Portion of (c) to be added to prefunding balance	0	0
12 – Other reductions in balances due to elections or deemed elections	0	0
13 – Balance at beginning of current year	0	189,404,292

Line Item	Consolidated Union Carryover Balance (PN: 038)	Consolidated Union Prefunding Balance (PN: 038)
7 – Balance at beginning of prior year after applicable adjustments	0	21,611,004
8 – Portion elected for use to offset prior year's funding requirement	0	0
9 – Amount remaining	0	21,611,004
10 – Interest on line 9 using prior year's actual return of -35.20%	0	(7,607,613)
11a – Present value of excess contributions	0	0
11b(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 5.54%	0	0
11b(2) – Interest on line 38b from prior year Schedule SB, using prior year's actual return	0	0
11c – Total available at beginning of current plan year to add prefunding balance	0	0
11d – Portion of (c) to be added to prefunding balance	0	0
12 – Other reductions in balances due to elections or deemed elections	0	0
13 – Balance at beginning of current year	0	14,003,391

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Schedule SB, line 22—Description of Weighted Average Retirement Age

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

Former Aggregates and Concrete

Years of Service Under 30 Years

	(b)	(c)	(d)
	Rate	Weight	Product (b) × (c)
60.5	5.00%	1.0000	3.03
61.5	15.00%	0.9500	8.76
62.5	25.00%	0.8075	12.62
63.5	25.00%	0.6056	9.61
64.5	25.00%	0.4542	7.32
65.5	50.00%	0.3407	11.16
66.5	50.00%	0.1703	5.66
67	100.00%	0.0852	5.71
	Weighted Average		63.87

Years of Service 30+ Years

	(b)	(c)	(d)
Age	Rate	Weight	Product (b) × (c)
60.5	25.00%	1.0000	15.13
61.5	25.00%	0.7500	11.53
62.5	50.00%	0.5625	17.58
63.5	50.00%	0.2813	8.93
64.5	50.00%	0.1406	4.54
65	100.00%	0.0703	4.57
66	100.00%	0.0000	0.00
67	100.00%	0.0000	0.00
	Weighted Average		62.28

Former Cement-Boilermakers, Multi-Plant, Ravenna, and Whitehall

Years of Service Under 30 Years

	(b)	(c)	(d)
	Rate	Weight	Product (b) × (c)
50.5	0.00%	1.0000	0.00
51.5	0.00%	1.0000	0.00
52.5	0.00%	1.0000	0.00
53.5	0.00%	1.0000	0.00
54.5	0.00%	1.0000	0.00
55.5	10.00%	1.0000	5.55
56.5	5.00%	0.9000	2.54
57.5	5.00%	0.8550	2.46
58.5	5.00%	0.8123	2.38
59.5	5.00%	0.7716	2.30
60.5	5.00%	0.7331	2.22
61.5	15.00%	0.6964	6.42
62.5	25.00%	0.5919	9.25
63.5	25.00%	0.4440	7.05
64.5	25.00%	0.3330	5.37
65.5	50.00%	0.2497	8.18
66.5	50.00%	0.1249	4.15
67.0	100.00%	0.0624	4.18
	Weighted Average		62.05

Years of Service 30+ Years

	(b)	(c)	(d)
Age	Rate	Weight	Product (a) × (b)
50.5	3.00%	1.0000	1.52
51.5	3.00%	0.9700	1.50
52.5	3.00%	0.9409	1.48
53.5	3.00%	0.9127	1.46
54.5	3.00%	0.8853	1.45
55.5	10.00%	0.8587	4.77
56.5	10.00%	0.7729	4.37
57.5	10.00%	0.6956	4.00
58.5	10.00%	0.6260	3.66
59.5	10.00%	0.5634	3.35
60.5	25.00%	0.5071	7.67
61.5	25.00%	0.3803	5.85
62.5	50.00%	0.2852	8.91
63.5	50.00%	0.1426	4.53
64.5	50.00%	0.0713	2.30
65.0	100.00%	0.0357	2.32
66.0	100.00%	0.0000	0.00
67.0	100.00%	0.0000	0.00
	Weighted Average		59.14

Schedule SB Attachment (Form 5500)—2023 Plan Year

LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

**Holcim, LNARP, Former Blue
Circle Inc. Pension Plan**

	(b) Rate	(c) Weight	(d) Product Weight: (b) × (c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	6.00%	0.8306	2.92
59.5	6.00%	0.7807	2.79
60.5	6.00%	0.7339	2.66
61.5	13.00%	0.6899	5.52
62.5	20.00%	0.6002	7.50
63.5	20.00%	0.4801	6.10
64.5	20.00%	0.3841	4.96
65.5	30.00%	0.3073	6.04
66.5	30.00%	0.2151	4.29
67.5	40.00%	0.1506	4.07
68.5	40.00%	0.0903	2.48
69.5	50.00%	0.0542	1.88
70.0	100.00%	0.0271	1.90
Weighted Average			62.68

Former Marblehead, Grove, & New Cem

(a) Age	(b) Rate	(c) Weight	(d) Product Weight: (b) × (c)
60.5	5.00%	1.0000	3.03
61.5	15.00%	0.9500	8.76
62.5	25.00%	0.8075	12.62
63.5	25.00%	0.6056	9.61
64.5	25.00%	0.4542	7.32
65.5	50.00%	0.3407	11.16
66.5	50.00%	0.1703	5.66
67.0	100.00%	0.0852	5.71
Weighted Average			63.87

Former Great Lakes

	(b) Rate	(c) Weight	(d) Product Weight: (b) × (c)
55.5	10.00%	1.0000	5.55
56.5	5.00%	0.9000	2.54
57.5	5.00%	0.8550	2.46
58.5	5.00%	0.8123	2.38
59.5	5.00%	0.7716	2.30
60.5	5.00%	0.7331	2.22
61.5	15.00%	0.6964	6.42
62.5	25.00%	0.5919	9.25
63.5	25.00%	0.4440	7.05
64.5	25.00%	0.3330	5.37
65.5	50.00%	0.2497	8.18
66.5	50.00%	0.1249	4.15
67.0	100.00%	0.0624	4.18
Weighted Average			62.05

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Former Presque Isle

Years of Service Under 15 Years

	(b) Rate	(c) Weight	(d) Product (b) × (c)
65.5	50.00%	1.0000	32.75
66.5	50.00%	0.5000	16.63
67.0	100.00%	0.2500	16.75
Weighted Average			66.13

Years of Service 15 - 29 Years

	(b) Rate	(c) Weight	(d) Product (b) × (c)
60.5	5.00%	1.0000	3.03
61.5	15.00%	0.9500	8.76
62.5	25.00%	0.8075	12.62
63.5	25.00%	0.6056	9.61
64.5	25.00%	0.4542	7.32
65.5	50.00%	0.3407	11.16
66.5	50.00%	0.1703	5.66
67.0	100.00%	0.0852	5.71
Weighted Average			63.87

Years of Service Under 30+ Years

(a) Age	(b) Rate	(c) Weight	(d) Product (b) × (c)
50.5	3.00%	1.0000	1.52
51.5	3.00%	0.9700	1.50
52.5	3.00%	0.9409	1.48
53.5	3.00%	0.9127	1.46
54.5	3.00%	0.8853	1.45
55.5	10.00%	0.8587	4.77
56.5	10.00%	0.7729	4.37
57.5	10.00%	0.6956	4.00
58.5	10.00%	0.6260	3.66
59.5	10.00%	0.5634	3.35
60.5	25.00%	0.5071	7.67
61.5	25.00%	0.3803	5.85
62.5	50.00%	0.2852	8.91
63.5	50.00%	0.1426	4.53
64.5	50.00%	0.0713	2.30
65.0	100.00%	0.0357	2.32
66.0	100.00%	0.0000	0.00
67.0	100.00%	0.0000	0.00
Weighted Average			59.14

Former Aggregates and Concrete, Under 30 Years of Service	12	63.87
Former Aggregates and Concrete, 30+ Years of Service	18	62.28
Former Cement-Boilermakers, Multi-Plant, Ravena, & Whitehall, Under 30 Years of Service	55	62.05
Former Cement-Boilermakers, Multi-Plant, Ravena, & Whitehall, 30+ Years of Service	105	59.14
Holcim, LNARP, Former Blue Circle Inc. Pension Plan	1166	62.68
Former Marblehead, Grove, & NewCem	31	63.87
Former Great Lakes	7	62.05
Former Presque Isle, Under 15 Years of Service	1	66.13
Former Presque Isle, 15-29 Years of Service	10	63.87
Former Presque Isle, 30+ Years of Service	37	59.14
Total	1442	62.35

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Schedule SB, line 26b—Schedule Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	10,124,584	6,266,574	39,843,523	56,234,681
2024	8,725,141	3,219,356	38,875,737	50,820,234
2025	8,370,024	4,052,970	38,021,776	50,444,770
2026	8,211,941	4,517,338	37,115,953	49,845,232
2027	7,870,315	4,915,859	36,140,953	48,927,127
2028	7,773,633	5,762,519	35,131,752	48,667,904
2029	7,477,815	5,996,959	34,070,796	47,545,570
2030	7,159,096	6,301,965	32,967,270	46,428,331
2031	6,836,515	7,085,463	31,825,299	45,747,277
2032	6,689,639	7,870,480	30,633,559	45,193,678
2033	6,767,133	8,396,539	29,408,363	44,572,035
2034	6,482,587	8,614,881	28,154,641	43,252,109
2035	6,418,788	8,557,308	26,870,411	41,846,507
2036	6,371,958	8,912,792	25,551,276	40,836,026
2037	6,352,841	8,804,534	24,196,511	39,353,886
2038	5,813,624	9,212,813	22,818,488	37,844,925
2039	5,864,537	9,123,753	21,417,971	36,406,261
2040	5,744,054	9,154,118	20,001,089	34,899,261
2041	5,611,469	9,042,501	18,575,360	33,229,330
2042	5,471,020	9,086,618	17,149,358	31,706,996
2043	5,303,367	8,897,040	15,732,440	29,932,847
2044	5,017,962	8,675,380	14,334,563	28,027,905
2045	4,814,142	8,561,048	12,966,199	26,341,389
2046	4,942,049	8,484,281	11,638,095	25,064,425
2047	4,694,920	7,941,988	10,360,966	22,997,874
2048	4,335,763	7,768,735	9,145,026	21,249,524
2049	4,146,988	7,554,333	7,999,528	19,700,849
2050	4,031,884	7,082,270	6,932,291	18,046,445
2051	3,778,346	6,703,142	5,949,318	16,430,806
2052	3,543,672	6,303,223	5,054,685	14,901,580
2053	3,335,564	5,926,753	4,250,443	13,512,760
2054	3,200,300	5,532,895	3,536,538	12,269,733
2055	2,945,080	5,131,516	2,910,953	10,987,549
2056	2,746,559	4,751,434	2,369,904	9,867,897
2057	2,550,295	4,380,172	1,908,112	8,838,579
2058	2,359,043	3,991,368	1,519,211	7,869,622
2059	2,171,066	3,603,247	1,196,093	6,970,406
2060	1,988,490	3,271,871	931,233	6,191,594
2061	1,812,917	2,916,035	717,040	5,445,992
2062	1,645,089	2,597,900	546,142	4,789,131
2063	1,485,312	2,298,061	411,605	4,194,978
2064	1,334,364	2,018,657	307,096	3,660,117
2065	1,192,619	1,760,554	226,966	3,180,139
2066	1,060,293	1,524,190	166,300	2,750,783

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2067	937,491	1,309,610	120,931	2,368,032
2068	824,176	1,116,506	87,391	2,028,073
2069	720,237	944,252	62,855	1,727,344
2070	625,475	791,971	45,065	1,462,511
2071	539,629	658,585	32,254	1,230,468
2072	462,389	542,840	23,068	1,028,297

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Schedule SB, Part V—Summary of Plan Provisions

Lafarge North America Inc. Retirement Plan

Effective Date	May 1, 1959. Amended and restated effective January 1, 2017. Most recent amendment effective March 24, 2023.
Eligibility for Participation	<p>Employee of a Covered Employer as listed in the plan document. First of month coincident with or next following age 21 and completion of one year of Eligibility Service.</p> <p>The plan is closed to new hires after June 30, 2015.</p>
Normal Retirement Eligibility	Age 65.
Benefit	<p>A monthly amount equal to the greater of:</p> <p>(1) 1.33% times Final Average Earnings times Credited Service</p> <p>(2) The amount the participant would have received under the largest pension factor in effect for retirements under the LaFarge North America Inc. Pension Plan for Hourly Compensated Employees (Multi-Plant) or under the Fredonia Supplement or the Paulding Supplement to the LaFarge North America Inc. Hourly Pension Plan (Cement-Boilermakers).</p> <p>(3) The life annuity actuarial equivalent of the accrued benefit as of December 31, 2001 under the prior plan formula.</p> <p>Less: any benefit under an Offsetting Plan, to the extent that the benefit under the other defined benefit pension or retirement plan is determined based on service with respect to which the Participant is also entitled to Periods of Service or Credited Service under this Plan.</p> <p>Benefit accruals were frozen effective June 30, 2015.</p>

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Early Retirement Eligibility

Age 55. Participants who begin earning service on or after January 1, 2002 or are a Lafarge North America Inc. Retirement Plan for Blue Circle Heritage Employees Participant also must have five years of vesting service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by the following factors:

Age Benefit Commences	Early Retirement Reduction Factor
65	1.00
64	1.00
63	1.00
62	0.94
61	0.88
60	0.82
59	0.76
58	0.70
57	0.64
56	0.58
55	0.52

No reduction will be applied for the following participants:

- Participant at least age 60 and the sum of age and credited service is at least 85.
- Participant at least age 45 as of January 1, 1998 with at least 30 years of credited service.

Special Early Retirement Eligibility

In connection to the closing of a facility or restructuring of operations where participants will not be offered continued employment, all the following is required:

- Age 50 and 5 years of credited service
- Sum of age and credited service is at least 65
- If a participant begins earning service on or after January 1, 2002 or is a BCHRP Participant then 5 years of active participation.

Benefit

An immediate monthly benefit equals to the unreduced normal retirement benefit.

In addition, Participants who terminated prior to April 1, 2011 were also eligible to receive a Social Security supplement prior to age 62 equal to the estimated Primary Social Security benefit payable at age 62.

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Late Retirement

Eligibility

Retirement after normal retirement age.

Benefit

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

Vested Termination

Eligibility

Five years of vesting service. Participants employed on the closing date of certain divestitures are 100% vested as outlined in the plan document and related purchase agreements.

Benefit

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

Disability

Eligibility

If covered by a long-term disability plan maintained by the Employer, a condition that entitles Participant to disability benefits under the long-term disability plan.

If not covered by a long-term disability plan maintained by the Employer, a disability that entitles Participant to Social Security Disability benefits.

Benefit

If covered by a long-term disability plan maintained by the Employer, the accrued benefit at using credited service that Participant would have earned up to normal retirement age and final average earnings at date of disability. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status without any further projection of credited service.

If not covered by a long-term disability plan maintained by the Employer, the accrued benefit at using credited service that Participant would have earned during period entitled to receive disability benefits under the Federal Social Security Act and final average earnings at date of disability. The Participant can elect an immediate unreduced life annuity if the participant has 5 years of vesting service but is not eligible for any type of retirement, however there will be no further projection of credited service upon this election.

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Surviving Spouse
Eligibility

Five years of vesting service.

Benefit

A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

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

If actuarial equivalent present value of accrued benefit does not exceed \$5,000 then lump sum will be provided in lieu of the above forms.

Optional Forms of Annuity

- Single life annuity.
- 5-year certain and life annuity.
- 10-year certain and life annuity.
- 15-year certain and life annuity.
- 100% joint and survivor annuity.
- 75% joint and survivor annuity.
- 50% joint and survivor annuity.
- Lump sum, if less than \$7,500.
- Lump sum, for Participants who complete an hour of service on or after April 1, 2014, if greater than or equal to \$7,500 and elected within a limited period following severance from service.

Additional optional forms may be available for participants prior to January 1, 2002 and those whose benefits were merged or transferred into this plan from another plan.

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Actuarial Equivalence

- Non-Lump sums: 1994 Uninsured Pension Mortality Table (a blend of 80% males and 20% female rates for participants, and a blend of 20% male and 80% female rates for beneficiaries) and 6% interest rate.
- Lump sums: Value computed using the applicable plan year IRC Section 417(e) Mortality Table and interest based on 3-segment yield curve for the month of November preceding the plan year in which the distribution is made
- Additional actuarial equivalence definitions may be applicable to certain benefits of participants prior to January 1, 2002 and those whose benefits were merged or transferred into this plan from another plan.

Definitions

Final Average Earnings

Average monthly earnings paid for the 60 consecutive calendar months during which the participant is employed that produces the highest average out of the 120 completed calendar months prior to severance date.

Credited Service

Credited service is calculated for number of years and completed months, excluding service prior to age 21. No benefit service may be earned after June 30, 2015.

Eligibility Service

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

Vesting Service

A full year of vesting service is earned if the employee works 1,000 or more hours in one plan year, for those over age 18.

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Holcim (US) Inc. Pension Plan

Effective Date

January 1, 1991. Amended and restated effective January 1, 2016. The latest amendment dated March 24, 2023.

Eligibility for Participation

All salaried, non-collectively bargained, and non-owner employees and hourly employees are eligible to participate in the plan on their date of hire. Employees hired after December 31, 2015 are not eligible to participate in the plan.

The Saint Lawrence Cement Co. LLC Retirement Plan and Trust for Salaried Employees (the "SLC Plan" was merged into this plan as of December 31, 2008.

The Aggregate Industries, Inc. Pension Plan (the "AI Plan") was merged into this plan as of December 31, 2012.

Service

All periods of employment with the employer measured on an elapsed time basis from the employee's date of hire to date of termination of employment.

Service for determining accrued benefit was frozen effective December 31, 2015.

Average Annual Compensation

The monthly average of total compensation (including overtime, sales, incentives, and bonuses) paid during the 60 consecutive calendar months of service, within the last 10 calendar years, which produces the highest average.

Average annual compensation was frozen as of December 31, 2015.

Benefit Percentages

An employee's basic and supplemental benefit percentage are equal to the sum of the percentages accumulated by the employee while employed at Holcim (US) Inc. The percentage is in accordance with the following schedule:

Age	Basic Percentage	Supplemental Percentage
Less than 30	3%	0%
30–34	4%	0%
35–39	5%	1%
40–44	7%	1%
45–49	9%	2%
50–54	11%	2%
55–59	13%	3%
Age 60 and over	15%	4%

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Accumulated Balance

A lump sum amount determined and payable on the first day of the month coincident with or next following the participant's termination of employment.

The lump sum amount is equal to (1) plus (2) where:

- (1) The participant's basic benefit percentage multiplied by his average annual compensation; plus
- (2) The participant's supplemental benefit percentage multiplied by his average annual compensation in excess of Social Security covered compensation.

Accrued Benefit

An employee's accrued benefit is a single life annuity commencing on a participant's normal retirement date which is the actuarial equivalent of the accumulated balance.

For employees in the former SLC Plan, the accrued benefit is the sum of (1) and (2) where:

- (1) The participant's accrued benefit from the former SLC Plan as of December 31, 2008; plus
- (2) The participant's accrued benefit as determined under this plan for credited service after December 31, 2008.

For former AI Plan participants, the accrued benefit is the frozen benefit calculated under that plan as of April 30, 2009. These employees are not eligible for future accruals after April 30, 2009.

Offset for Certain Employees

There is an offset for participants who have already accrued a retirement benefit for a portion of their service with Holcim (US) Inc. or a predecessor company and which are payable outside of Holcim (US) Inc.'s pension plans. These offsets apply to ensure there is no duplicate counting of benefits under the plan.

Minimum Retirement Benefit

For participants who had participated in the plan prior to January 1, 1998, the monthly pension payable at the participant's normal retirement date shall be no less than the benefit accrued to December 31, 1997 under the terms of the plans as in effect on December 31, 1997.

For participants who at December 31, 1997 were at least age 50 with five or more years of service or whose sum of years of age and years of service is at least 65, the accrued benefit under the plan shall be no less than the benefit determined as if the old plan is still in effect as of the date of termination or December 31, 2015 if earlier.

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Normal Retirement
Eligibility

Age 65. Age 65 with five years of service for the former AI Plan participants.

Benefit

The accrued benefit determined as of normal retirement date but no less than the minimum retirement benefit as defined.

Early Retirement
Eligibility

Three years of service. Age 55 with five years of service for former AI Plan participants.

Benefit

The accrued benefit is actuarially reduced. For former AI Plan participants and former SLC Plan participants' accrued benefit under the former SLA Plan, the accrued benefit is reduced by 5/9th of 1% for each of the first 60 months and by 5/18th of 1% for each additional month.

Late Retirement
Eligibility

After age 65.

Benefit

The accrued benefit determined as of late retirement date but no less than the minimum retirement benefit as defined, without actuarial adjustment on account of the retirement after normal retirement date.

Vested Termination
Eligibility

Three years of service. Five years of service for former AI Plan participants.

Benefit

The actuarial equivalent of the accrued benefit determined as of the termination date but no less than the minimum retirement benefit as defined.

For former AI Plan participants, the benefit can start as early as age 55, with the same reduction factor applied as for the early retirement benefit.

Disability
Eligibility

Totally and permanently disabled with three years of service. Totally and permanently disabled with five years of service for former AI Plan participants.

Benefit

For participants who become disabled prior to January 1, 2012, a disability retirement benefit is determined in the same manner as the normal retirement benefit but based upon the employee's rate of compensation at disability.

For participants who become disabled after December 31, 2011, a disability retirement benefit is determined in the same manner as the deferred

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termination of service benefit based upon his average annual compensation and credited service computed as of the date of disability.

For participants in the former AI Plan, a disability benefit is determined using the same reduction factors as for the early retirement benefit.

Surviving Spouse Eligibility

Three years of service. Five years of service for former AI Plan participants.

Benefit

If the beneficiary is the employee's spouse, the survivor benefit will be a single life annuity equal to the actuarial equivalent of the employee's accrued benefit at date of death. The spouse may elect to receive the survivor benefit in the form of a single lump sum. If the beneficiary is not the employee's spouse, payment of the employee's lump sum benefit will be paid to the beneficiary in the form of a single lump sum.

For former AI Plan participants, the surviving spouse will receive the survivor portion of a 50% Joint and Survivor annuity as if the participant died no earlier than age 55 and elected a 50% Joint and Survivor annuity right before his death.

Cost of Living Adjustment

For Former Northwestern Pension Plan A and Plan B participants that terminated prior to January 1, 1998, their post-retirement benefits are increased or decreased each year by cost of living adjustment. The cost of living adjustment is based on the Consumer Price Index figures published by the Department of Labor. The increase will not exceed 3%. The decrease will not reduce the benefit to below the original amount.

Normal Form of Annuity Without Spouse

Single life annuity. 10-year certain and life for former AI Plan participants.

With Spouse

50% Joint and survivor annuity.

Optional Forms of Annuity

- Single life annuity.
- Single life annuity with cash refund.
- 5-year certain and life annuity.
- 10-year certain and life annuity.
- 100% joint and survivor annuity.
- 75% joint and survivor annuity.
- 66⅔% joint and survivor annuity.

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- 50% joint and survivor annuity.
- Lump sum.
- Combination of a cash payment and annuity form.

Actuarial Equivalence

For calculating a single life annuity (including the accrued benefit) based on the accumulated balance, the following assumptions apply: no mortality assumption and 3% interest rate between termination date and annuity start date; the Code Section 417(e)(3) mortality table issued by the Internal Revenue Service and the applicable interest rate but no greater than 8% on or after the annuity start date.

For calculating optional single sum form of payment, the following assumptions apply: the Code Section 417(e)(3) mortality table issued by the Internal Revenue Service and the applicable interest rate.

For converting between one annuity form of benefit (including the accrued benefit) and another annuity form of benefit, the following assumptions apply: UP-1984 mortality table and 8%.

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Actuarial Equivalence (continued)

For former AI Plan participants, the following factors apply to optional forms of payment:

- 50% joint and survivor annuity: 0.94 if the participant and the beneficiary are the same age. The factor is increased by 0.005 for each year the beneficiary is older than the participant (no greater than 0.99) or decreased by 0.005 for each year the beneficiary is younger than the participant.
- 75% joint and survivor annuity: 0.85 if the participant and the beneficiary are the same age. The factor is increased by 0.005 for each year the beneficiary is older than the participant (no greater than 0.99) or decreased by 0.005 for each year the beneficiary is younger than the participant.
- 100% joint and survivor annuity: 0.85 if the participant and the beneficiary are the same age. The factor is increased by 0.006 for each year the beneficiary is older than the participant (no greater than 0.99) or decreased by 0.006 for each year the beneficiary is younger than the participant.
- Single life annuity: 1.09 at age 65. The factor is increased by 0.012 for each year the participant is older than age 65 or decreased by 0.006 for each year the participant is younger than age 65.
- Lump sum: the factor determined by using the Code Section 417(e)(3) mortality table issued by the Internal Revenue Service and the applicable interest rate, but no less than the factor determined by the mortality table prescribed in Revenue Ruling 2001-62 and the 30-year treasury rate for the November of the prior plan year.

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Former LafargeHolcim US Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Cement)

Effective Date May 1, 1981. Amended and restated effective January 1, 2017. The latest amendment is dated March 24, 2023.

Eligibility for Participation All hourly compensated employees at the Tulsa, Oklahoma Plant, the Roberta, Alabama Plant, the Atlanta, Georgia Plant owned by Lafarge Building Materials, Inc. prior to January 1, 2002 are eligible to participate in the plan.

As of June 13, 1995, the United Cement, Lime Gypsum and Allied Workers International Union (AFL-CIO) Local Union #502 was decertified and employees at the Atlanta and Georgia Plant ceased to accrue a benefit under the plan and became participants in the Blue Circle Inc. Pension Plan.

Normal Retirement
Eligibility

Age 65.

Benefit

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

Effective Date	Multiplier
06/01/1999	\$24.50
06/01/2000	\$25.00
06/01/2001	\$25.50
06/01/2002	\$26.50
06/01/2003	\$27.50
06/01/2004	\$28.50

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

Effective Date	Multiplier
08/18/1997	\$23.00
08/01/1998	\$23.50
07/01/1999	\$24.50
06/01/2000	\$25.50
05/01/2001	\$26.00
05/01/2002	\$26.50

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05/01/2003 \$27.00

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

Effective Date	Multiplier
05/01/1986	\$22.50
05/01/1991	\$23.00
05/01/1993	\$23.50

Early Retirement
Eligibility

Age 55 with 5 years of credited service or 30 years of credited service.

Benefit

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

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

Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

Vested Termination
Eligibility

Five years of eligibility service.

Benefit

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

Disability
Eligibility

Totally and permanently disabled with 10 years of credited service.

Benefit

The monthly disability benefit, payable immediately will be equal to the disability multiplier time credited service. For Roberta and Atlanta, the disability multiplier is equal to the normal retirement benefit multiplier. For Tulsa, the disability multiplier is equal to the normal retirement benefit multiplier plus \$1.

The minimum monthly disability benefit is \$550 for Atlanta.

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Plant Shutdown Benefit

Eligibility

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

Benefit

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

Surviving Spouse

Eligibility

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

Benefit

For employees who die after becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 66 2/3% of the amount payable if the participant had retired early with a 66 2/3% joint and survivor benefit. A minimum benefit of \$75 per month until the surviving spouse's 62nd birthday applies.

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

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

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

Optional Forms of Annuity

Single life annuity
66-2/3% joint and survivor annuity
75% joint and survivor annuity
100% joint and survivor annuity

Lump sum – Available to Roberta and Atlanta employees only

An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000

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Definitions

Credited Service

A full year of credited service is earned if the employee works 1,200 or more hours in one plan year. 1/12 of a year's credit is given for each 100 hours worked less than 1,200.

Eligibility Service

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

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Former LafargeHolcim US Pension Plan for Hourly Compensated Employees
(Aggregates and Concrete)

Effective Date June 1, 1952. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation The following employees were formerly eligible to participate in the plan on their date of hire and the benefits payable under the plan to them will be the benefits provided under the terms of the plan as in effect on the earlier of the date of each such employee's termination of employment or the applicable freeze date listed below:

- (i) Canfield Lab plant (freeze date: July 31, 2017)
- (ii) Cleveland Aggregates location – effective December 2, 2011 (freeze date: July 31, 2017)
- (iii) Cutlip plant
- (iv) Cuyahoga plant
- (v) Duquesne and Crafton Yard locations (freeze date: July 31, 2017)
- (vi) Georgetown plant
- (vii) Haverhill plant
- (viii) Lordstown Crushing, Lordstown Construction Landfill, McDonald, and Salt Springs (freeze date: September 30, 2017)
- (ix) Marblehead quarry – effective March 22, 2004 (freeze date: July 31, 2017)
- (x) Mingo plant
- (xi) Petersburg plant – Northern Division (Employees who were members of the Internal Union of Operating Engineers – Local 66)
- (xii) Pittsburg Sand and Gravel plant

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- (xiii) River Dock and Kelley's Island locations – effective March 22, 2004 (freeze date: July 31, 2017)
- (xiv) Shalersville plant (freeze date: July 31, 2017)
- (xv) Streetsboro location – effective January 1, 2007 (freeze date: July 31, 2017)
- (xvi) Weirton (Employees who were members of the United States Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Union)
- (xvii) Wright City Quarry (Employees who were members of the collective bargaining unit represented by Operating Engineers Local 513)
- (xviii) Employees of Whitestone Supply Company, EO Stone Acquisition, Ltd, and Whitestone Supply Company of Lordstown at the Alliance, Ohio; Rt, 45 Yard in Lordstown, Ohio; and Twinsburg, Ohio locations, other than employees who were members of a collective bargaining unit with which a Company negotiates and with respect to whom no coverage is provided by collective bargaining agreement (freeze date: July 31, 2017)

Prior to the union's decertification on February 1, 2012, all employees who were members of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local no. 328, AFL-CIO at the Company's Tonawanda Plant in Erie County, New York or at the Company's Plant located on Hopkins Street in Buffalo, New York.

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Normal Retirement

Eligibility

Age 65 with 5 years of continuous service.

Benefit

A monthly amount equal to the greater of (1) or (2):

(4) 1.1% of average monthly earnings as of October 1, 1981 multiplied by continuous service as of October 1, 1981, up to 30 years, plus 1.2% of average monthly average earnings as of October 1, 1981 multiplied by continuous service in excess of 30 years as of October 1, 1981. This amount is then increased by 5%.

(5) An amount equal to the following benefit schedule multiplied by continuous service (Minimum Pension):

(i) For a nonbargained, hourly paid employee of the Canfield Lab plant, Shalersville plant, River Dock and Kelley's Island locations, Marblehead quarry, Streetsboro location, Cleveland Aggregates location, Whitestone Supply Company, EO Stone Acquisition, Ltd, Whitestone Supply Company of Lordstown at the Alliance, Ohio; Rt. 45 Yard in Lordstown, Ohio; and Twinsburg, Ohio locations, the accrued benefit is computed by multiplying the retirement multiplier below by years of continuous service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2000	\$27.00
01/01/2001	\$29.00
01/01/2002	\$30.00
01/01/2003	\$31.00
01/01/2004	\$32.00
09/01/2006	\$37.00
01/01/2008	\$38.00
01/01/2009	\$39.00

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- (ii) For a union hourly paid employee of Petersburg Plant – Northern Division, the accrued benefit is computed by multiplying the retirement multiplier below by years of continuous service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2002	\$30.00
01/01/2003	\$31.00
01/01/2004	\$33.00
01/01/2005	\$34.00
01/01/2007	\$35.00
01/01/2008	\$36.00
01/01/2009	\$37.00
01/01/2010	\$38.50
01/01/2011	\$40.00
01/01/2012	\$41.50
01/01/2013	\$42.50

- (iii) For a union hourly paid employee of the United States Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Union at McDonald, Salt Springs, and Weirton, the accrued benefit is computed by multiplying the retirement multiplier below by years of continuous service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2005	\$35.00
01/01/2006	\$36.00
01/01/2007	\$37.00
01/01/2008	\$38.00
01/01/2009	\$40.00
09/01/2010	\$42.00
01/01/2011	\$44.00
01/01/2012	\$47.00

- (iv) For a nonbargained, hourly paid employee of Duquesne and Crafton Yard locations, the accrued benefit is computed by multiplying the retirement multiplier below by years of continuous service:

<u>Effective Date</u>	<u>Multiplier</u>
05/01/2007	\$35.00
12/18/2007	\$38.00
01/01/2009	\$39.00

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- (v) For a union hourly paid employee of Wright City Quarry, the accrued benefit is computed by multiplying the retirement multiplier below by years of continuous service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2008	\$34.00
01/01/2009	\$36.00
01/01/2010	\$37.00
01/01/2011	\$38.00

- (vi) For a union hourly paid employee of Buffalo D-328 location, the accrued benefit is computed by multiplying the retirement multiplier below by years of continuous service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2009	\$25.00

- (vii) For a union hourly paid employee of Lordstown Crushing, and Lordstown Construction Landfill, the accrued benefit is computed by multiplying the retirement multiplier below by years of continuous service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2005	\$35.00
01/01/2006	\$36.00
01/01/2007	\$37.00
01/01/2008	\$38.00
01/01/2009	\$40.00
01/01/2010	\$42.00
01/01/2011	\$44.00
01/01/2012	\$47.00
10/01/2013	\$52.00
10/01/2017	\$54.00

Special Payment
Eligibility

Eligible for Normal or Early Retirement

Benefit

A special payment in the amount equivalent to 13 weeks of vacation pay, paid as a lump sum immediately upon retirement.

Schedule SB Attachment (Form 5500)—2023 Plan Year

LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

Early Retirement

Eligibility

Age 60 with 30 years of continuous service. Employees hired on or before December 31, 2000 are eligible to retire with age 62 and 15 years of continuous service or age 60 and 15 years of service.

Benefit

Employees with age 62 and 15 years of continuous service or age 60 with 30 years of service are eligible for an unreduced normal retirement benefit.

Employees hired on or before December 31, 2000 with age 60 and 15 years of continuous service are eligible for reduced normal retirement benefit as follows:

<u>Age at Retirement</u>	<u>Early Retirement Factor</u>
60	83.82%
61	91.45%
62	100.00%

Plant Shutdown Benefit

Eligibility

Employees working at one of the following facilities at the time that facility is permanently closed or sold:

- (i) Weirton
- (ii) Warren
- (iii) Lordstown
- (iv) Salt Springs
- (v) McDonald

who are not offered employment with the purchaser of the facility or continued employment with current employer or one of its affiliates,

And has at least 15 years of continuous service for benefit calculation purposes,

And the total of age and continuous service is at least 70 and the participant is at least age 55, or the total of age plus all continuous service used for benefit calculation purposes is at least 80. .

Benefit

A monthly benefit equal to the unreduced normal retirement benefit, payable prior to age 65.

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LafargeHolcim US Pension Plan
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Vested Termination
Eligibility

Five years of continuous service.

Benefit

The accrued benefit at the date of termination. For employees hired before December 31, 2000, the benefit will be reduced as follows for early commencement:

Age at Retirement	Age 40 with 15 or more Years of Service	5 Years of Service, Hired before January 1, 2001
60	83.82%	63.10%
61	91.45%	68.85%
62	100.00%	75.28%
63	100.00%	82.53%
64	100.00%	90.72%

For employees hired after December 31, 2000, the benefit will be reduced as follows for early commencement:

Age at Retirement	Early Retirement Factor
60	70.00%
61	76.00%
62	82.00%
63	88.00%
64	94.00%
65	100.00%

Disability
Eligibility

Totally and permanently disabled with 15 years of continuous service.

Benefit

The accrued benefit at the date of disability, payable immediately.

Surviving Spouse
Eligibility

The spouse of a participant with at least 15 years of continuous service and dies during active employment or dies after retirement other than a deferred vested pension is entitled to the surviving spouse benefit.

Benefit

The surviving spouse will receive a monthly benefit equal to 50% of the accrued monthly benefit that would have been payable to the participant at age 62. The minimum surviving spouse's benefit is \$140 per month before age 60 and \$90 per month thereafter.

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LafargeHolcim US Pension Plan
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Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

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

Optional Forms of Annuity

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

Actuarial Equivalence

1994 Uninsured Pension Mortality Table (males rates for participants and female rates for beneficiaries) and 6.5% interest rate.

Definitions

Average earnings

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

Continuous Service

Continuous service is used to determine both eligibility to participate and the amount of plan benefit. Continuous service is the service from most recent hire date until the date of retirement. If there is break in continuous service, service will be calculated from the date of reemployment following the last break in continuous service.

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LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Former LafargeHolcim US Hourly Pension Plan (Cement-Boilermakers)

Effective Date	January 1, 1950. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.
Eligibility for Participation	<p>Hourly compensated employees who are (i) represented by the Cement, Lime Gypsum and Allied workers Division of the Union, (ii) members of the Bargaining Units set out below, and (iii) covered by a Collective Bargaining Agreement with such Bargaining Unit and/or the Union that provided for coverage under this plan:</p> <ol style="list-style-type: none">1. Local Lodge No. D-75 at the Fredonia, Kansas Plant (Sold)2. Local Lodge No. D-375 at the Paulding, Ohio Plant (freeze date: February 7, 2017)3. Local Lodge No. D-421 at the Tulsa, Oklahoma Plant (Sold)4. Local Lodge No. D-27 at the Sugar Creek, Missouri Plant (Sold)5. Local Lodge No. D-6 at the Davenport, Iowa Plant (Sold)6. Local Lodge No. D-999 (DNCL) at the Seattle, Washington Plant, provided, however, that no Employee represented, by this Bargaining Unit shall be eligible to participate in the plan if he or she first completes an hour of service on or after January 1, 2016. Further, effective February 15, 2016, any employee who first completes an hour of service on or after August 1, 2015 and prior to January 1, 2016 shall cease to be a covered employee who is eligible to participate in the plan. (Freeze date for all employees: December 31, 2017)7. Local Lodge No. D-37 at the Vancouver, Washington Plant (decertified)8. Local Lodge at the Waukegan, Illinois Terminal (Shutdown) <p>Effective January 1, 2018, no new entrants are eligible to begin participating in the plan.</p>

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LafargeHolcim US Pension Plan
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Normal Retirement

Eligibility

Age 65.

Benefit

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

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2010	\$38.00
01/24/2011	\$39.00
11/01/2011	\$39.50
11/01/2012	\$40.00
11/01/2013	\$41.00
11/01/2014	\$42.00
11/01/2015	\$43.50
11/01/2016	\$45.00

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

<u>Effective Date</u>	<u>Multiplier</u>
05/01/2008	\$33.00
05/01/2009	\$34.00
05/01/2010	\$35.50
05/01/2011	\$37.00

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

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2010	\$37.50
12/16/2010	\$38.50
12/16/2011	\$39.50
12/16/2012	\$40.00
12/16/2013	\$40.50
12/16/2014	\$41.00
12/16/2015	\$41.50

Benefit accruals at the Paulding location were frozen effective February 7, 2017.

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LafargeHolcim US Pension Plan

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

Effective Date	Multiplier
01/01/2010	\$34.00
05/01/2010	\$34.50
05/01/2011	\$35.00
05/01/2012	\$35.50
05/01/2013	\$36.50
05/01/2014	\$37.50
05/01/2015	\$39.00
05/01/2017	\$42.00

Benefit accruals at the Seattle location were frozen effective February 15, 2016 for participants hired on or after August 1, 2015 and effective December 31, 2017 for all other participants.

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

Effective Date	Multiplier
04/30/2008	\$33.00
04/30/2009	\$34.00
04/30/2010	\$35.00
04/30/2011	\$38.00
04/30/2012	\$40.00
04/30/2013	\$41.00
05/01/2014	\$42.00

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

Effective Date	Multiplier
01/01/2010	\$32.00
05/01/2011	\$33.00
05/01/2012	\$35.50
05/01/2013	\$38.00

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LafargeHolcim US Pension Plan

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

Effective Date	Multiplier
01/01/2010	\$34.50
11/01/2010	\$35.00
11/01/2011	\$35.50
11/01/2012	\$36.00

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

Effective Date	Multiplier
01/01/2010	\$32.00
01/14/2010	\$33.00
01/15/2011	\$34.00
01/16/2012	\$36.00

Early Retirement Eligibility

Age 55 with 10 years of credited service or, for the Paulding location, 30 years of credited service regardless of age.

Benefit

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

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

Late Retirement Eligibility

Retirement after normal retirement age.

Benefit

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

Vested Termination Eligibility

Five years of vesting service.

Benefit

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

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LafargeHolcim US Pension Plan
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Disability

Eligibility

Totally and permanently disabled with 10 or more years of credited service.

Benefit

The monthly disability benefit, payable immediately, will be equal to the disability multiplier times credited service. For all locations, the disability multiplier is equal to the normal retirement benefit multiplier plus \$1 except for Sugar Creek from April 30, 2008 through December 31, 2009, which is based on \$33.

The minimum monthly disability benefit is \$550 for Davenport, \$450 for Fredonia, Paulding, Sugar Creek and Vancouver, \$475 for Seattle and \$300 for Waukegan. There is no minimum disability benefit for Tulsa.

Surviving Spouse

Eligibility

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

Benefit

A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 66 2/3% of the amount payable if the participant had retired early with a 66 2/3% joint and survivor benefit. A minimum benefit of \$75 per month until the surviving spouse's 62nd birthday applies.

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

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

Optional Forms of Annuity

Single life annuity
10 year certain and life annuity
66-2/3% joint and survivor annuity
75% joint and survivor annuity
100% joint and survivor annuity
Lump sum if the present value of the total benefit is less than \$7,500
An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000

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Actuarial Equivalence

RP-2000 Mortality Table (no collar, male, with a 1 year setback for participants, and no collar, female for spouse and other beneficiaries) and 6.50% interest rate. For Waukegan, actuarial equivalence is UP 1984 Unisex Mortality Table and 9.00% interest rate.

Definitions

Credited Service

Credited service is equal to the sum of (i) the participant's credited service determined under the terms and conditions of the combined plan in which he or she was a participant before January 1, 2010, determined as of the last day of the plan year before January 1, 2010, plus (ii) credited service for employment beginning on or after January 1, 2010. After January 1, 2010, a full year of credited service is earned if the employee works 1,200 or more hours in one plan year. If the employee has less than 1,200 hours during any calendar year, a partial year of service is determined by dividing hours of service for the year by 1,200.

Vesting Service

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

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LafargeHolcim US Pension Plan
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Former LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant)

Effective Date

May 1, 1963. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation

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

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

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

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LafargeHolcim US Pension Plan

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Normal Retirement

Eligibility

Age 65 and 5 years of eligibility service.

Benefit

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

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

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

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

Early Retirement

Eligibility

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

Benefit

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

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

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LafargeHolcim US Pension Plan

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Late Retirement

Eligibility

Retirement after normal retirement age.

Benefit

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

Vested Termination

Eligibility

Five years of vesting service.

Benefit

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

Disability

Eligibility

Totally and permanently disabled with 10 years of credited service.

Benefit

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

Plant Shutdown Benefit

Eligibility

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

Benefit

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

Surviving Spouse

Eligibility

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

Benefit

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

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

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participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

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

Optional Forms of Annuity

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

Actuarial Equivalence

UP 1984 Unisex Mortality Table and 7.00% interest rate.

Definitions

Credited Service

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

After May 1, 1963 and before April 30, 1967, a full year of credited service is earned if the employee works 1,400 or more hours in one plan year. If the employee has less than 1,400 hours during any calendar year, a credit of 1/12 year will be given for each 115 compensated hours.

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

Eligibility Service

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

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Former Blue Circle Inc. Pension Plan

Effective Date May 1, 1963. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Effective December 31, 2014 the Blue Circle Inc. Pension Plan was merged into the LafargeHolcim US Pension Plan for Hourly Compensated Employees (Multi-Plant).

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

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

Normal Retirement
Eligibility

Age 65.

Benefit

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

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

Early Retirement
Eligibility

Age 55 with 5 years of credited service.

Benefit

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

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Late Retirement Eligibility	Retirement after normal retirement age.
Benefit	The accrued benefit as of the late retirement date.
Vested Termination Eligibility	Five years of vesting service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.
Disability Eligibility	Totally and permanently disabled.
Benefit	The monthly disability benefit, payable at normal retirement date, will be equal to the accrued benefit as of the disability date.
Surviving Spouse Eligibility	Death prior to actual retirement and eligible for early, postponed or deferred vested retirement benefits, with a surviving spouse.
Benefit	<p>For employees who die while actively employed and after becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 75% of the amount payable if the participant had retired early with a 75% joint and survivor benefit.</p> <p>For all other employees who die after becoming eligible for a deferred vested benefit, a monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.</p>
Normal Form of Annuity Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

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Optional Forms of Annuity

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

Definitions

Final Average Earnings

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

Credited Service

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

Vesting Service

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

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LafargeHolcim US Pension Plan
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Former LafargeHolcim US Pension Plan for Hourly Compensated Employees (Presque Isle)

Effective Date	January 1, 1960. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.																																		
Eligibility for Participation	<p>An employee who is covered by the settlement agreement between the company or the employer and the union (Cement, Lime, Gypsum and Allied Workers Division International Brotherhood of Boilermakers, Local No. D-351) and hired prior to January 1, 2015 is eligible to participate on the date on which he attains age 21 and completes one year of continuous service.</p> <p>Benefits accruals were frozen effective April 8, 2018.</p>																																		
Normal Retirement Eligibility	Age 65 with 5 years of continuous service.																																		
Benefit	<p>A monthly amount equal to the greater of (1) or (2):</p> <p>(6) 1.1% of average monthly earnings multiplied by continuous service up to 30 plus 1.2% of average monthly average earnings multiplied by continuous service in excess of 30. This amount is then increased by 5%.</p> <p>(7) An amount equal to the following benefit schedule multiplied by continuous service (Minimum Pension):</p> <table> <tr> <th>Effective Date</th><th>Multiplier</th></tr> <tr><td>01/01/1998</td><td>\$29.00</td></tr> <tr><td>10/16/2001</td><td>\$31.00</td></tr> <tr><td>10/16/2002</td><td>\$32.00</td></tr> <tr><td>10/16/2003</td><td>\$32.50</td></tr> <tr><td>10/16/2004</td><td>\$33.00</td></tr> <tr><td>10/16/2005</td><td>\$34.50</td></tr> <tr><td>10/16/2006</td><td>\$35.50</td></tr> <tr><td>10/16/2007</td><td>\$36.50</td></tr> <tr><td>10/16/2008</td><td>\$37.00</td></tr> <tr><td>10/16/2009</td><td>\$42.00</td></tr> <tr><td>10/16/2010</td><td>\$43.00</td></tr> <tr><td>10/16/2011</td><td>\$44.00</td></tr> <tr><td>10/16/2012</td><td>\$44.50</td></tr> <tr><td>10/16/2013</td><td>\$46.00</td></tr> <tr><td>10/16/2014</td><td>\$47.50</td></tr> <tr><td>10/16/2015</td><td>\$48.00</td></tr> </table>	Effective Date	Multiplier	01/01/1998	\$29.00	10/16/2001	\$31.00	10/16/2002	\$32.00	10/16/2003	\$32.50	10/16/2004	\$33.00	10/16/2005	\$34.50	10/16/2006	\$35.50	10/16/2007	\$36.50	10/16/2008	\$37.00	10/16/2009	\$42.00	10/16/2010	\$43.00	10/16/2011	\$44.00	10/16/2012	\$44.50	10/16/2013	\$46.00	10/16/2014	\$47.50	10/16/2015	\$48.00
Effective Date	Multiplier																																		
01/01/1998	\$29.00																																		
10/16/2001	\$31.00																																		
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10/16/2013	\$46.00																																		
10/16/2014	\$47.50																																		
10/16/2015	\$48.00																																		

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10/16/2016	\$48.50
10/16/2017	\$50.50

Special Payment

A special payment is made in all cases of retirement except disability or deferred vested pension. The amount of special payment is based on the vacation available in the year of retirement and the vacation pay received in that year. It is paid as a lump sum immediately upon retirement.

Early Retirement
Eligibility

Age 60 and fifteen years of continuous service or 30 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced for early commencement as follows:

<u>Age at Retirement</u>	<u>Early Retirement Factor</u>
60	83.82%
61	91.45%
62	100.00%

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

Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

Vested Termination
Eligibility

Five years of continuous service.

Benefit

The accrued benefit at the date of termination. If benefits begin before normal retirement, they will be actuarially reduced as follows:

<u>Age at Retirement</u>	<u>Age 40 with 15 or more Years of Service</u>	<u>5 Years of Service</u>
60	83.82%	63.10%
61	91.45%	68.85%
62	100.00%	75.28%
63	100.00%	82.53%
64	100.00%	90.72%

Disability

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LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

Eligibility	Totally and permanently disabled with fifteen years of continuous service.
Benefit	The accrued benefit at the date of disability, payable immediately. A supplemental pension of \$400 per month is payable until age 62 or until the employee becomes eligible for Social Security disability benefits.
70/80 Retirement Eligibility	<p>A participant who had at least 15 years of continuous service and not reached age 62 and (a) whose age plus continuous service equal to 70 or more if he is aged 55 or older, or (b) whose age plus continuous service equal to 80 or more if he is not reached age 55; and meets one of the following:</p> <ol style="list-style-type: none">(1) His continuous service is broken by reason of a permanent shutdown or by reason of layoff or disability; or(2) His continuous service is not broken, but he is absent from work because he elected to be placed on layoff status in connection with a permanent shutdown; or(3) His continuous service is not broken and while on layoff status by reason of your election to be placed on layoff status under provisions applicable in the event of a permanent shutdown, he accept a job with Presque Isle or another participating employer but elect to retire within 90 consecutive calendar days after his first day back at work.
Benefit	The accrued benefit at the date of retirement, payable immediately. A supplemental pension of \$400 per month is payable until age 62.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Rule-of-65 Retirement
Eligibility

A participant who had at least 20 years of continuous service and not reached age 55 and his age plus service is equal to 65 or more but less than 80, and meets one of the following:

- (1) His continuous service is broken by reason of a layoff or disability; or
- (2) His continuous service is not broken, but he is absent from work because he elected to be placed on layoff status under provisions applicable in the event of a permanent shutdown, and he has not been offered suitable long-term employment. If he receive and offer of suitable long-term employment, he will be provided a written explanation of his rights and obligations in connection with that offer, including the number of days in which he must respond to the offer. If he refuses the offer, he will be ineligible for the Rule-of-65 retirement.

Benefit

The accrued benefit at the date of retirement, payable immediately. A supplemental pension of \$400 per month is payable until age 62.

Surviving Spouse
Eligibility

The spouse of a participant with at least 15 years of continuous service and dies during active employment or dies after retirement other than a deferred vested pension is entitled to the surviving spouse benefit.

Benefit

The surviving spouse will receive a monthly benefit equal to 50% of the accrued monthly benefit that would have been payable to the participant at age 62. The minimum surviving spouse's benefit is \$140 per month before age 60 and \$90 per month thereafter.

Normal Form of Annuity
Without Spouse

Single life annuity.

With Spouse

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

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Optional Forms of Annuity

Single life annuity
50% joint and survivor annuity
75% joint and survivor annuity
100% joint and survivor annuity
50% joint and survivor annuity with pop-up
100% joint and survivor annuity with pop-up
An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000

Actuarial Equivalence

1994 Uninsured Pension Mortality Table (males rates for participants and female rates for beneficiaries) and 6.5% interest rate.

Definitions

Average earnings

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

Continuous Service

Continuous service is used to determine both eligibility to participate and the amount of plan benefit. Continuous service is the service from most recent hire date until the date of retirement. If there is break in continuous service, service will be calculated from the date of reemployment following the last break in continuous service.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Former LafargeHolcim US Hourly Pension Plan (Steelworkers)

Oswego employees including those formerly participating in the Lafarge North America Inc. Pension Plan for Hourly Compensated Employees (Multi-Plant)

Effective Date April 1, 1950. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation All hourly compensated employees at the Oswego, New York plant who are members of the Bargaining Unit represented by the Union, and who first had an hour of service prior to January 1, 2015. Employees hired on or after January 1, 2015 are ineligible to participate in the plan.

Normal Retirement Eligibility Age 65 and 5 years of eligibility service

Benefit A monthly benefit equal to the following benefit schedule multiplied by credited service:

Effective Date	Multiplier
01/01/2001	\$24.50
12/16/2001	\$25.50
12/16/2002	\$26.50
12/16/2003	\$28.50
12/16/2004	\$29.50
12/16/2005	\$30.50
12/16/2006	\$31.50
12/16/2007	\$32.50
12/16/2008	\$34.50
12/16/2009	\$36.50
12/16/2010	\$37.50
12/16/2011	\$39.00
12/16/2012	\$40.50
12/16/2013	\$42.00
01/01/2015	\$43.00
01/01/2016	\$44.00
01/01/2017	\$45.00

Benefit accruals were frozen effective December 31, 2017.

Schedule SB Attachment (Form 5500)—2023 Plan Year

LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

Early Retirement

Eligibility

Age 55 with 10 years of credited service, or 30 years of continuous credited service regardless of age.

Benefit

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

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

Late Retirement

Eligibility

Retirement after normal retirement age.

Benefit

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

Vested Termination

Eligibility

Five years of eligibility service.

Benefit

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

Disability

Eligibility

Totally and permanently disabled with 10 years of credited service.

Benefit

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

Plant Shutdown Benefit

Eligibility

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

Benefit

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

Schedule SB Attachment (Form 5500)—2023 Plan Year

LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

Surviving Spouse

Eligibility

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

Benefit

For employees who die after becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 66 2/3% of the amount payable if the participant had retired early with a 66 2/3% joint and survivor benefit. A minimum benefit of \$75 per month until the surviving spouse's 62nd birthday applies

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

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

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

Optional Forms of Annuity

Single life annuity

66 2/3% joint and survivor annuity

75% joint and survivor annuity

100% joint and survivor annuity

An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000.

Actuarial Equivalence

UP-1984 Unisex Mortality Table and 7% interest rate.

Definitions

Eligibility Service

One year of eligibility service is earned if the employee works 1,000 or more hours in one plan year. The employee does not earn a year of eligibility service if the employee has less than 1,000 hours of service in a calendar year.

Credited Service

A full year of credited service is earned if the employee works 1,200 or more hours in one plan year. If the employee has less than 1,200 hours during any calendar year, partial years of service are determined by dividing hours of service for the year by 1,200.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Whitehall employees including those formerly participating in the Lafarge
North America Inc. Pension Plan for Hourly Compensated Employees (Whitehall)

Effective Date April 1, 1950. Amended and restated effective
January 1, 2017. The latest amendment dated March 24,
2023.

Eligibility for Participation All hourly compensated employees at the Whitehall
Pennsylvania plant who are members of the Bargaining
Unit represented by the Union. Employees hired on or
after January 1, 2016 are ineligible to participate in the
plan.

Normal Retirement
Eligibility

Age 65

Benefit A monthly benefit equal to the following benefit schedule
multiplied by credited service:

Effective Date	Multiplier
01/01/2003	\$29.00
01/01/2004	\$30.50
01/01/2005	\$32.00
01/01/2006	\$34.00
01/01/2007	\$36.00
01/01/2008	\$37.00
01/01/2009	\$39.00
12/01/2010	\$40.50
12/01/2011	\$42.00
12/01/2012	\$43.00
12/01/2013	\$43.50
12/01/2014	\$44.00
12/01/2017	\$45.00

Benefit accruals were frozen effective December 31,
2017.

Early Retirement
Eligibility

Age 55 with 10 years of continuous credited service or
30 years of credited service regardless of age.

Benefit

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

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

Schedule SB Attachment (Form 5500)—2023 Plan Year

LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

Late Retirement

Eligibility

Retirement after normal retirement age.

Benefit

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

Vested Termination

Eligibility

Five years of eligibility service.

Benefit

The accrued benefit at the date of termination. If the payment begins before normal retirement date, the benefit amount will be reduced using actuarially equivalent benefit reduction factors.

Disability

Eligibility

Totally and permanently disabled with 10 years of credited service.

Benefit

The monthly disability benefit is based on the following multiplier and minimum benefit.

Effective Date	Multiplier	Minimum Benefit
01/01/2001	\$28.00	\$450.00
01/01/2002	\$29.00	\$450.00
01/01/2003	\$30.00	\$450.00
01/01/2004	\$31.50	\$450.00
01/01/2005	\$33.00	\$450.00
01/01/2006	\$35.00	\$700.00
01/01/2007	\$37.00	\$700.00
01/01/2008	\$38.00	\$700.00
01/01/2009	\$40.00	\$750.00
12/01/2010	\$41.50	\$750.00
12/01/2011	\$43.00	\$750.00
12/01/2012	\$44.00	\$800.00
12/01/2013	\$44.50	\$800.00
12/01/2014	\$45.00	\$800.00
12/01/2017	\$46.00	\$800.00

Plant Shutdown Benefit

Eligibility

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

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Benefit	A monthly benefit determined by multiplying the credited service at date of termination by the benefit factor in effect as of that date.
Surviving Spouse Eligibility	Death prior to actual retirement and eligible for early, postponed or deferred vested retirement benefits, with a surviving spouse.
Benefit	<p>For employees who die after becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 66 2/3% of the amount payable if the participant had retired early with a 66 2/3% joint and survivor benefit. A minimum benefit of \$75 per month until the surviving spouse's 62nd birthday applies.</p> <p>For employees who die after becoming eligible for a deferred vested benefit, but before becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 66 2/3% of the amount payable if the participant had retired early with a 66 2/3% joint and survivor benefit.</p>
Normal Form of Annuity Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	<p>Single life annuity 66 2/3% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity</p> <p>An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000.</p>
Actuarial Equivalence	Actuarial tables as outlined in the plan document.
Definitions Eligibility Service	One year of eligibility service is earned if the employee works 1,000 or more hours in one plan year. The employee does not earn a year of eligibility service if the employee has less than 1,000 hours of service in a calendar year.

Schedule SB Attachment (Form 5500)—2023 Plan Year

LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

Credited Service

A full year of credited service is earned if the employee works 1,200 or more hours in one plan year. If the employee has less than 1,200 hours during any calendar year, partial years of service are determined by dividing hours of service for the year by 1,200.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Great Lakes employees including those formerly participating in the Lafarge
North America Inc. Pension Plan for Hourly Compensated Employees (Great Lakes)

Effective Date April 1, 1950. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation All hourly compensated employees of Lafarge North America Inc. or Lafarge Midwest Inc. who work at:

- (i) Lafarge's Buffalo, New York Terminal and are represented by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, AFL-CIO, Cement, Lime, Gypsum and Allied Worker's Division, Local Union No. D328; or
- (ii) Lafarge's Detroit, Michigan Terminal and are represented by the Oil, Chemical, and Atomic Workers International Union, AFL-CIO, Local Union No. 7-314. Employees hired on or after August 1, 2015 are ineligible to participate in the plan.

Normal Retirement Eligibility Age 65 and 5 years of participation.

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

<u>Effective Date</u>	<u>Multiplier</u>
01/01/1988	\$15.00
12/05/1989	\$16.00
12/05/1990	\$17.00
12/05/1991	\$18.00
12/05/1992	\$18.50
12/05/1993	\$19.00
12/05/1994	\$19.50
12/05/1995	\$20.00
12/05/1996	\$20.75
12/05/1997	\$21.50

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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For employees at the Detroit location, a monthly amount equal to the following benefit schedule multiplied by credited service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/1988	\$15.00
01/01/1990	\$16.00
01/01/1991	\$17.00
01/01/1992	\$18.00
01/01/1993	\$18.50
01/01/1994	\$19.00
01/01/1995	\$19.50
01/01/1996	\$20.25
01/01/1997	\$21.00
01/01/1998	\$21.50
01/01/1999	\$22.50
01/01/2000	\$23.00
01/01/2003	\$24.00
01/01/2004	\$25.50
01/01/2005	\$27.00
01/01/2007	\$28.00
01/01/2008	\$29.00
01/01/2009	\$30.00
01/01/2010	\$31.00
01/01/2011	\$32.00
01/01/2012	\$33.00
01/01/2015	\$34.00
01/01/2016	\$35.00
01/01/2017	\$36.00

Benefit accruals were frozen effective December 31, 2017.

Early Retirement

Eligibility

Age 55 with 10 years of eligibility service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 0.5% for each month the early retirement precedes age 65.

Late Retirement

Eligibility

Retirement after normal retirement age.

Benefit

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

Vested Termination

Eligibility

Five years of eligibility service.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
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Benefit	The accrued benefit at the date of termination. If the payment begins before normal retirement date, the benefit amount will be reduced using actuarially equivalent benefit reduction factors.
Disability	
Eligibility	Totally and permanently disabled with 10 years of eligibility service.
Benefit	The monthly disability benefit, payable at normal retirement date, will be equal to the accrued benefit as of the disability date. The minimum monthly disability benefit is \$280 for Buffalo and \$400 for Detroit.
Surviving Spouse	
Eligibility	Death prior to actual retirement and eligible for early, postponed or deferred vested retirement benefits, with a surviving spouse.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 75% joint and survivor annuity An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000.
Actuarial Equivalence	UP-1984 Unisex Mortality Table and 9% interest rate.
Definitions	
Eligibility Service	Eligibility service is defined as the time period beginning on the participation date and ending on the severance date.
Credited Service	Credited service is (i) service after December 31, 1986 during which the employee was actually employed at the Lafarge terminal in Buffalo, New York or Detroit, Michigan and (ii) service after December 31, 1986 and prior to January 1, 2010 during which the employee was actually employed at the Lafarge terminal in Waukegan, Illinois.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Marblehead employees including those formerly participating in the Lafarge North America Inc. Pension Plan for Hourly Compensated Employees (Marblehead Stone)

Effective Date April 1, 1950. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation All hourly compensated employees at the Marblehead, Ohio Plant covered by a collective bargaining agreement between Lafarge and the Union and first completed an hour of service prior to August 1, 2015.

Normal Retirement Eligibility Age 65 and 5 years of participation

Benefit A monthly benefit is equal to the following benefit schedule multiplied by credited service:

<u>Effective Date</u>	<u>Multiplier</u>
01/01/2002	\$18.00
05/16/2002	\$23.00
05/16/2003	\$24.00
05/16/2004	\$25.00
05/16/2005	\$26.00
05/16/2006	\$27.50
05/16/2007	\$29.00
05/16/2008	\$30.00
05/16/2009	\$31.00
05/16/2010	\$34.00
05/16/2011	\$36.00
05/16/2012	\$37.00
05/16/2013	\$38.00
05/16/2014	\$39.00
05/16/2015	\$40.00
05/16/2016	\$41.00
03/01/2018	\$43.00

Benefit accruals were frozen effective February 28, 2018.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Early Retirement
Eligibility

Age 60 with 10 years of eligibility service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced for early commencement as follows:

<u>Age at Retirement</u>	<u>Early Retirement Factor</u>
60	67.18%
61	72.36%
62	78.14%
63	84.60%
64	91.84%

Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date. Actuarial equivalence will be based on UP-1984 Mortality Table and 7% interest rate.

Vested Termination
Eligibility

Five years of eligibility service.

Benefit

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

Disability
Eligibility

Totally and permanently disabled with 5 years of credited service.

Benefit

The monthly disability benefit is equal to the disability factor multiplied by the credited service.

If the participant retires on or after May 16, 1987 and before May 16, 2006, the disability factor is \$11.00.

If the participant retires on or after May 16, 2006 with 10 or more years of credited service, the disability factor is equal to the retirement multiplier.

If the participant retires on or after May 16, 2006 with less than 10 years of credited service, the disability factor is equal to the retirement multiplier less \$5.

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LafargeHolcim US Pension Plan

EIN: 54-1527022 PN: 001

Surviving Spouse

Eligibility

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

Benefit

The surviving spouse will receive a monthly benefit equal to 50% of the accrued monthly benefit that would have been payable to the participant at age 65.

If the payment begins prior to participant's 65th birthday, the benefit will be reduced using the reduction factors as follows:

Age at Retirement	Reduction Factor
55	44.69%
56	48.30%
57	52.29%
58	56.72%
59	61.66%
60	67.18%
61	72.36%
62	78.14%
63	84.60%
64	91.84%
65	100.00%

Normal Form of Annuity

Without Spouse

Single life annuity.

With Spouse

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

Optional Forms of Annuity

Single life annuity

75% joint and survivor annuity

An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000.

Actuarial Equivalence

1971 Group Annuity Mortality Table with no age set back and 5% interest rate.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Definitions

Eligibility Service

One year of eligibility service is earned if the employee works 1,000 or more hours in one plan year. The employee does not earn a year of eligibility service if the employee has less than 1,000 hours of service in a calendar year. However, if an employee completes less than 1,000 hours of service in his first or last calendar year of employment after May 15, 1976, he will earn 1/12th of year of eligibility service for each full month of employment in which he complete at least 83-1/3 hours of service.

Credited Service

Credited service equals eligibility service.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Grove employees including those formerly participating in the Lafarge North America Inc. Pension Plan for Hourly Compensated Employees (Grove)

Effective Date April 1, 1950. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation An employee who is employed on a full-time basis at the Rockville, Maryland or Frederick, Maryland RM location, and who is a member of the Bargaining Unit represented by the Union and completes one hour of service.

Normal Retirement Eligibility Age 65.

Benefit A monthly is equal to the following benefit schedule multiplied by credited service:

Effective Date	Multiplier
10/01/2002	\$24.40
10/01/2003	\$25.15
10/01/2004	\$25.65
10/01/2005	\$26.15
10/01/2006	\$27.25
10/01/2007	\$28.25
10/01/2008	\$29.20
10/01/2009	\$30.05
10/01/2010	\$31.05
10/01/2011	\$32.05
10/01/2012	\$33.05
10/01/2013	\$34.05
10/01/2015	\$35.05
10/01/2016	\$36.05
10/01/2017	\$37.05

Benefit accruals were frozen effective December 31, 2017.

Early Retirement Eligibility Age 60 with 5 years of eligibility service.

Benefit A monthly benefit equal to the normal retirement benefit reduced by 0.5% for each month the early retirement precedes age 65.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Late Retirement Eligibility	Retirement after normal retirement age.
Benefit	The accrued benefit as of the late retirement date.
Vested Termination Eligibility	Five years of eligibility service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.
Disability Eligibility	Totally and permanently disabled with 5 years of eligibility service.
Benefit	The monthly disability benefit is equal to the normal retirement benefit calculated using credited service at the date of disability. The minimum monthly disability benefit is \$300.
Surviving Spouse Eligibility	Death prior to actual retirement and eligible for early, postponed or deferred vested retirement benefits, with a surviving spouse.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity Without Spouse	3 year certain and life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	3 years certain and life annuity 75% joint and survivor annuity 100% joint and survivor annuity Lump sum if completed an hour of service prior to January 1, 2003. An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Actuarial Equivalence

UP-1984 Mortality Table and 9% interest rate.

Definitions

Eligibility Service

Eligibility service is the period of employment from the date of participation until the date of determination.

Credited Service

Credited service is equal to eligibility service rounded to the nearest quarter.

Schedule SB Attachment (Form 5500)—2023 Plan Year
LafargeHolcim US Pension Plan
EIN: 54-1527022 PN: 001

Ravena employees including those formerly participating in the Lafarge North America Inc. Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Ravena)

Effective Date April 1, 1950. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation An hourly compensated employee at the Ravena, New York facility who is a member of the Bargaining Unit represented by the Union and completes an hour of service prior to January 1, 2015.

Normal Retirement Eligibility Age 65.

Benefit A monthly is equal to the following benefit schedule multiplied by credited service:

Effective Date	Multiplier
01/01/2002	\$29.50
07/01/2002	\$30.50
07/01/2003	\$31.50
07/01/2004	\$33.50
07/01/2005	\$35.50
07/01/2006	\$36.50
07/01/2007	\$37.50
07/01/2008	\$39.00
07/01/2009	\$40.00
07/01/2010	\$41.50
07/01/2011	\$42.50
07/01/2012	\$43.50
07/01/2013	\$44.50
07/01/2014	\$45.00
07/01/2015	\$45.50
07/01/2016	\$47.50
07/01/2017	\$48.50
07/01/2018	\$49.50

Benefit accruals were frozen effective December 31, 2018.

Early Retirement Eligibility Age 55 with 5 years of credited service or 30 years of credited service.

Benefit A monthly benefit equal to the normal retirement benefit reduced by 0.3% for each month the early retirement

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precedes age 65.

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

Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

Plant Shutdown Benefit
Eligibility

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

Benefit

A monthly benefit determined by multiplying the credited service at date of termination by the benefit factor in effect as of that date.

Vested Termination
Eligibility

Five years of eligibility service.

Benefit

The accrued benefit at the date of termination. If the payment begins before normal retirement date, the benefit will be reduced 0.5% for each month up to 60 months, and 1/3 of 1% for each additional month by which the pension commencement date precedes normal retirement date.

Disability
Eligibility

Totally and permanently disabled with 5 years of credited service.

Benefit

The monthly disability benefit is equal to the normal retirement benefit calculated using credited service at the date of disability. The minimum monthly disability benefit is \$650.

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Surviving Spouse
Eligibility

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

Benefit

For employees who die after becoming eligible for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 66 2/3% of the amount payable if the participant had retired early with a 66 2/3% joint and survivor benefit. A minimum benefit of \$75 per month until the surviving spouse's 62nd birthday applies.

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

Normal Form of Annuity
Without Spouse

Single life annuity

With Spouse

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

Optional Forms of Annuity

Single life annuity
66 2/3% joint and survivor annuity
75% joint and survivor annuity
100% joint and survivor annuity.

An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000.

Actuarial Equivalence

UP-1994 Mortality Table (a blend of 50% male/50% female rates for both participants and beneficiaries) and 6.5% interest rate.

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Definitions

Eligibility Service

One year of eligibility service is earned if the employee works 1,000 or more hours in one plan year. If the employee has less than 1,000 hours during any calendar year, he will not earn eligibility service that year.

Credited Service

One year of credited service is earned if the employee works 1,000 or more hours in one plan year. If the employee has less than 1,200 hours during any calendar year, he will earn a month of service for each 100 compensated hours.

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Newcem employees including those formerly participating in the Lafarge North America Inc. Pension Plan for Blue Circle Heritage Hourly Compensated Employees (Newcem)

Effective Date April 1, 1950. Amended and restated effective January 1, 2017. The latest amendment dated March 24, 2023.

Eligibility for Participation An hourly compensated employee at Sparrows Point, Maryland facility owned by Lafarge Building Materials Inc., and who is a member of the Bargaining Unit represented by the Union and completed an hour of service prior to January 1, 2016.

Normal Retirement Eligibility Age 65.

Benefit A monthly is equal to the following benefit schedule multiplied by credited service:

Effective Date	Multiplier
01/01/2002	\$24.00
09/01/2003	\$26.00
09/01/2004	\$27.00
09/01/2005	\$28.00
09/01/2006	\$30.00
09/01/2007	\$31.50
09/01/2008	\$33.00
09/01/2009	\$34.50
09/01/2010	\$36.00
09/01/2011	\$37.00
09/01/2012	\$38.50
09/01/2013	\$40.00
09/01/2014	\$41.50
09/01/2015	\$43.00
09/01/2016	\$44.50
09/01/2017	\$45.50

Benefit accruals were frozen effective December 31, 2017.

Early Retirement Eligibility Age 60 with 5 years of eligibility service

Benefit A monthly benefit equal to the normal retirement benefit reduced by 0.5% for each month the early retirement precedes age 65.

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Late Retirement
Eligibility

Retirement after normal retirement age.

Benefit

The accrued benefit as of the late retirement date.

Plant Shutdown Benefit
Eligibility

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

Benefit

A monthly benefit determined by multiplying the credited service at date of termination by the benefit factor in effect as of that date.

Vested Termination
Eligibility

Five years of eligibility service.

Benefit

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

Disability
Eligibility

Totally and permanently disabled with 5 years of eligibility service.

Benefit

The monthly disability benefit is equal to the normal retirement benefit calculated using credited service at the date of disability.

Surviving Spouse
Eligibility

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

Benefit

A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity

Without Spouse

Single life annuity

With Spouse

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

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Optional Forms of Annuity

Single life annuity
5 year certain and life annuity
10 year certain and life annuity
15 year certain and life annuity
75% joint and survivor annuity
An automatic lump sum payment is made if the present value of benefits does not exceed \$5,000.

Actuarial Equivalence

UP-1994 Mortality Table (a blend of 50% male/50% female rates for both participants and beneficiaries) and 6.5% interest rate.

Definitions

Eligibility Service

Eligibility service is the period of employment from the date of participation until the severance date.

Credited Service

Credited service is equal to eligibility service.

Plan Changes Since the Prior Year

The plan reporting valuation reflects the following plan changes:

- The LafargeHolcim Consolidated Union Pension Plan was merged into the LafargeHolcim US Pension Plan effective December 31, 2022.
- The plan was terminated effective May 31, 2023. This is the final Schedule SB for the plan. A short plan year was reflected in the valuation results shown in the Schedule SB with a plan year ending date of May 31, 2023.

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

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

LafargeHolcim US Pension Plan

Schedule of Assets Held at End of Year - Holcim US Pension Plan

Form 5500, Schedule H, Line 4i
EIN 54-1527022, Plan No. 001
December 31, 2023

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Aetna Life Insurance Company	Unallocated contract - Funds on deposit with Aetna Life Insurance Group	\$ 73,999	\$ 73,999

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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the expected return on assets from 4.00% to 5.75%.