

Form 5500

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security  
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ Complete all entries in accordance with the instructions to the Form 5500.

OMB Nos. 1210-0110  
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [X] a single-employer plan [ ] a DFE (specify) \_\_\_\_
B This return/report is: [ ] the first return/report [ ] the final return/report [ ] an amended return/report [ ] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. [ ]
D Check box if filing under: [X] Form 5558 [ ] automatic extension [ ] the DFVC program [ ] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan: W.R. GRACE & CO. RETIREMENT PLAN FOR SALARIED EMPLOYEES
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1947
2a Plan sponsor's name (employer, if for a single-employer plan): W.R. GRACE & CO.
Mailing address (include room, apt., suite no. and street, or P.O. Box): 7500 GRACE DRIVE, BUILDING 100, COLUMBIA, MD 21044
2b Employer Identification Number (EIN): 65-0773649
2c Plan Sponsor's telephone number: 410-531-4000
2d Business code (see instructions): 325100

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

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

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

<p><b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor</p> <p style="color: blue;">ADMINISTRATIVE COMMITTEE</p> <p style="color: blue;">7500 GRACE DRIVE, BUILDING 100 COLUMBIA, MD 21044</p>	<p><b>3b</b> Administrator's EIN 13-2880089</p> <p><b>3c</b> Administrator's telephone number 410-531-4000</p>
<p><b>4</b> 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:</p> <p><b>a</b> Sponsor's name</p> <p><b>c</b> Plan Name</p>	<p><b>4b</b> EIN</p> <p><b>4d</b> PN</p>
<p><b>5</b> Total number of participants at the beginning of the plan year</p>	<p><b>5</b> 4590</p>
<p><b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b>, <b>6a(2)</b>, <b>6b</b>, <b>6c</b>, and <b>6d</b>).</p>	
<p><b>a(1)</b> Total number of active participants at the beginning of the plan year .....</p>	<p><b>6a(1)</b> 541</p>
<p><b>a(2)</b> Total number of active participants at the end of the plan year .....</p>	<p><b>6a(2)</b> 458</p>
<p><b>b</b> Retired or separated participants receiving benefits.....</p>	<p><b>6b</b> 2042</p>
<p><b>c</b> Other retired or separated participants entitled to future benefits .....</p>	<p><b>6c</b> 1296</p>
<p><b>d</b> Subtotal. Add lines <b>6a(2)</b>, <b>6b</b>, and <b>6c</b>.....</p>	<p><b>6d</b> 3796</p>
<p><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....</p>	<p><b>6e</b> 573</p>
<p><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....</p>	<p><b>6f</b> 4369</p>
<p><b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....</p>	<p><b>6g(1)</b></p>
<p><b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....</p>	<p><b>6g(2)</b></p>
<p><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....</p>	<p><b>6h</b> 0</p>
<p><b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....</p>	<p><b>7</b></p>

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
1A

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

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

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

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**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.

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**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 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

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<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **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.

<b>A</b> Name of plan <u>W.R. GRACE &amp; CO. RETIREMENT PLAN FOR SALARIED EMPLOYEES</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>W.R. GRACE &amp; CO.</u>	<b>D</b> Employer Identification Number (EIN) <u>65-0773649</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>521625837</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>573141280</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>2586</u>	<u>372539896</u>
	<b>b</b> For terminated vested participants .....	<u>1463</u>	<u>83742054</u>
	<b>c</b> For active participants .....	<u>541</u>	<u>104255379</u>
	<b>d</b> Total .....	<u>4590</u>	<u>560537329</u>
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</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 .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	<u>5.12 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>8297721</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>4617201</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>12914922</u>

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

<b>SIGN HERE</b>			
	Signature of actuary		<u>09/19/2025</u>
	<u>TRICIA SCHWABENBAUER</u>		Date
	Type or print name of actuary		<u>23-07200</u>
	<u>AON CONSULTING, INC.</u>		Most recent enrollment number
	Firm name		<u>410-547-2990</u>
	<u>MSC# 17852, AON PO BOX 7505 FORT WASHINGTON, PA 19034</u>		Telephone number (including area code)
	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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	90523803
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	20445789
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	70078014
<b>10</b>	Interest on line 9 using prior year's actual return of <u>10.21</u> % .....	0	7154965
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		0
	<b>b(1)</b> 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>5.40</u> % .....		0
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		0
	<b>d</b> Portion of (c) to be added to prefunding balance .....		
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	77232979

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	88.15 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	101.88 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	84.68 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>							
<b>18</b> 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		
			<b>Totals ▶</b>	<b>18(b)</b>	0	<b>18(c)</b>	0

<b>19</b>	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....	<b>19a</b> 0	
	<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	<b>19b</b> 0	
	<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	<b>19c</b> 0	
<b>20</b>	Quarterly contributions and liquidity shortfalls:		
	<b>a</b> Did the plan have a "funding shortfall" for the prior year? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	<b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	<b>c</b> 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**

<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....				<b>21b</b> 4
<b>22</b> Weighted average retirement age .....				<b>22</b> 63
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

**Part VI Miscellaneous Items**

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

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

<b>28</b> Unpaid minimum required contributions for all prior years .....	<b>28</b>	0
<b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	<b>29</b>	0
<b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	<b>30</b>	0

**Part VIII Minimum Required Contribution For Current Year**

<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c) .....	<b>31a</b>	12914922	
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	0	
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	66638418	6443886	
<b>b</b> Waiver amortization installment.....	0	0	
<b>33</b> 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 .....	<b>33</b>		
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	<b>34</b>	19358808	
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	19358808	19358808
<b>36</b> Additional cash requirement (line 34 minus line 35) .....	<b>36</b>	0	
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....	<b>37</b>	0	
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	0	
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	<b>38b</b>	0	
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....	<b>39</b>	0	
<b>40</b> Unpaid minimum required contributions for all years .....	<b>40</b>	0	

**Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)**

<b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021
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<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>W.R. GRACE &amp; CO. RETIREMENT PLAN FOR SALARIED EMPLOYEES</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>W.R. GRACE &amp; CO.</b>	<b>D</b> Employer Identification Number (EIN) <b>65-0773649</b>	

**Part I Service Provider Information (see instructions)**

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

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

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

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

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

**ALIGHT FINANCIAL SOLUTIONS, LLC**

**82-1061233**

**(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

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

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

AON CONSULTING

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	488445	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

AON INVESTMENTS USA, INC.

200 EAST RANDOLPH STREET  
SUITE 1000  
CHICAGO, IL 60601

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	384131	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

ALIGHT SOLUTIONS LLC

82-1061233

(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 50 99	NONE	217622	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	714	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

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

NORTHERN TRUST CORPORATION

36-2723087

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	90947	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

STOUT, CAUSEY & HORNING, P.A

52-1743645

(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	51761	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

AETNA LIFE INSURANCE COMPANY

06-6033492

(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?
22 50	NONE	19931	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**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.

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

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

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <hr/> <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>W.R. GRACE &amp; CO. RETIREMENT PLAN FOR SALARIED EMPLOYEES</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>W.R. GRACE &amp; CO.</u>	<b>D</b> Employer Identification Number (EIN) <u>65-0773649</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>W.R. GRACE &amp; CO. MASTER RET. TRUST</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>W.R. GRACE &amp; CO.</u>		
<b>c</b> EIN-PN <u>36-6807393-101</u>	<b>d</b> Entity code <u>M</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>477279659</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)





<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>W.R. GRACE &amp; CO. RETIREMENT PLAN FOR SALARIED EMPLOYEES</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>W.R. GRACE &amp; CO.</b>	<b>D</b> Employer Identification Number (EIN) <b>65-0773649</b>

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

		(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>		
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	521335652	477279659
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>		
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>		
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	521335652	477279659
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	521335652	477279659

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>		
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>		
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>		
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		0
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		0
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>		
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		0
(3) Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		14930838
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		
<b>c</b> Other income .....	<b>2c</b>		417203
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		15348041

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	55983381	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		55983381
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>	508376	
(3) Recordkeeping fees .....	<b>2i(3)</b>	217622	
(4) IQPA audit fees .....	<b>2i(4)</b>	51761	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	384131	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>	90947	
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	2167816	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		3420653
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		59404034

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		-44055993
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**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: **SC&H ATTEST SERVICES, P.C.**

(2) EIN: **52-1743645**

**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
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		10000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 547039.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>W.R. GRACE &amp; CO. RETIREMENT PLAN FOR SALARIED EMPLOYEES</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>W.R. GRACE &amp; CO.</u>	<b>D</b> Employer Identification Number (EIN) <u>65-0773649</u>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
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**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): 36-1561860

**Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.**

<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	3	80
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<b>Part II</b>	<b>Funding Information</b> (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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	6a	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	6b	
<b>c</b> 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

<b>Part III</b>	<b>Amendments</b>
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**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

<b>Part IV</b>	<b>ESOPs</b> (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.
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**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

**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:

<b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	<b>14a</b>	
<b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14b</b>	
<b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

**16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans**

**18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

**a** Enter the percentage of plan assets held as:  
 Public Equity: 22.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 70.0 %  
 High-Yield Debt: 6.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 1.0 % Other: 1.0 %

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:  
 0-5 years  5-10 years  10-15 years  15 years or more

**20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

**a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero?  Yes  No

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
 Yes.  
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
 No. Other. Provide explanation.....

**Part VII IRS Compliance Questions**

**21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter \_\_\_/\_\_\_/\_\_\_ (MM/DD/YYYY) and the Opinion Letter serial number \_\_\_\_\_.

**W. R. Grace & Co.**  
**Retirement Plan for**  
**Salaried Employees**  
December 31, 2024 and 2023



## INDEPENDENT AUDITORS' REPORT

To the Investment and Benefits Committee of  
the W. R. Grace & Co. Retirement Plan for Salaried Employees and its Participants:

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

We have performed audits of the accompanying financial statements of the W. R. Grace & Co. Retirement Plan for Salaried Employees (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 and of accumulated plan benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits and of changes in accumulated plan benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from The Northern Trust Company, the Trustee of the Plan, as of December 31, 2024 and 2023 and for the years then ended, stating that the certified investment information, as described in Notes 5 and 9 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 Auditors' Responsibilities for the Audits of the Financial Statements section of our report —

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



## **Basis for Opinion**

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

## **Responsibilities of Management for the Financial Statements**

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the W. R. Grace & Co. Retirement Plan for Salaried Employees' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

## **Auditors' Responsibilities for the Audits of the Financial Statements**

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures

include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the 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 accounting principles generally accepted in the United States of America.

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

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

### **Supplemental Schedule Required by ERISA**

The supplemental schedule of assets (held at end of year) as of December 31, 2024 is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor'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 schedule, 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 generally accepted auditing standards. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule 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).

SC&H Attest Services, P.C.

Sparks, Maryland  
October 2, 2025

# W. R. Grace & Co. Retirement Plan for Salaried Employees

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## Statements of Net Assets Available for Benefits

	December 31,	
	2024	2023
Investments, at fair value		
Plan interest in the Trust Fund of the W. R. Grace & Co. Retirement Plans	\$ 477,279,659	\$ 521,335,652
Net assets available for benefits	<u>\$ 477,279,659</u>	<u>\$ 521,335,652</u>

## Statements of Accumulated Plan Benefits

	December 31,	
	2024	2023
Actuarial present value of accumulated plan benefits		
Vested benefits		
Participants currently receiving payments	\$ 337,580,416	\$ 364,802,211
Other participants	166,599,236	175,889,730
	<u>504,179,652</u>	<u>540,691,941</u>
Nonvested benefits	1,614,129	1,857,866
Total actuarial present value of accumulated plan benefits	<u>\$ 505,793,781</u>	<u>\$ 542,549,807</u>

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

# W. R. Grace & Co. Retirement Plan for Salaried Employees

## Statements of Changes in Net Assets Available for Benefits

	For the Years Ended December 31,	
	2024	2023
Additions to (deductions from) net assets available for benefits:		
Plan interest in the Trust Fund of the W. R. Grace & Co. Retirement Plans net investment income (loss)	\$ 11,927,388	\$ 46,794,520
Total additions (deductions)	11,927,388	46,794,520
Deductions from net assets available for benefits:		
Benefits paid	55,983,381	54,706,865
Total deductions	55,983,381	54,706,865
Net increase (decrease)	(44,055,993)	(7,912,345)
Net assets available for benefits		
Beginning of year	521,335,652	529,247,997
End of year	\$ 477,279,659	\$ 521,335,652

## Statements of Changes in Accumulated Plan Benefits

	For the Years Ended December 31,	
	2024	2023
Actuarial present value of accumulated plan benefits at beginning of year	\$ 542,549,807	\$ 539,996,759
Increase (decrease) during year:		
Benefits accumulated	8,065,791	8,738,102
Interest	29,609,586	32,066,117
Benefits paid	(55,983,381)	(54,706,865)
Changes in actuarial assumptions	(25,496,639)	17,797,459
Other actuarial (gain) loss	7,048,617	(1,341,765)
Net increase (decrease)	(36,756,026)	2,553,048
Actuarial present value of accumulated plan benefits at end of year	\$ 505,793,781	\$ 542,549,807

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

# **W. R. Grace & Co. Retirement Plan for Salaried Employees Notes to the Financial Statements December 31, 2024 and 2023**

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## **1. Description of the Plan**

The following description of the W. R. Grace & Co. Retirement Plan for Salaried Employees ("Plan") provides only general information. Participants should refer to the Plan document for a complete description of its provisions.

### **General**

The Plan is a noncontributory defined benefit retirement plan which was established January 1, 1947. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Certain administrative decisions regarding the Plan are made by the Investment and Benefits Committee. For investment purposes, the assets of the Plan are commingled with the assets of certain other retirement plans of W. R. Grace & Co. ("Grace" or the "Company") in the Trust Fund of the W. R. Grace & Co. Retirement Plans ("Fund"), a master trust, which is maintained by The Northern Trust Company ("Trustee").

Effective for distributions commencing on or after August 1, 2019 in a form of payment subject to the requirements of Internal Revenue Service ("IRS") Code section 417(e), the look-back month used for calculating the amount of any lump sum distribution and minimum benefits payable under the level income option was changed to be the rate prescribed pursuant to Code section 417(e)(3) for the third full calendar month preceding the first day of the calendar month in which distribution is made. The Plan currently uses the rate for the fifth full calendar month preceding the first day of the calendar quarter in which distribution is made. As required by law, the rate based on the definition currently being utilized by the Plan was grandfathered for distributions during the 12-month period beginning August 1, 2019 and ending July 31, 2020.

The Salaried Plan was frozen effective December 31, 2024.

### **Eligibility**

Within those units designated by the Board of Directors of the Company as participating units in the Plan, any salaried employee or any salesperson paid on a commission basis who has completed one year of service and has attained the age of 21 is eligible to participate in the Plan. Participants enter the Plan on the first day of the month following the date on which the eligibility requirements are met. Salaried employees that were hired on or after January 1, 2017 participate in the W. R. Grace Retirement Contribution Plan instead of in the Plan.

### **Pension Benefits**

Participants are eligible to receive a retirement benefit starting upon actual retirement at any age from 65 and are eligible for reduced early retirement benefits at age 55. Employees' annual retirement benefits are 1.5% of Final Average Compensation, as defined by the Plan, less 1.25% of the primary Social Security benefit, multiplied by the participant's years and months of credited service. Effective 2017, participants under age 45 as of January 1, 2017 who cease employment with the Company before age 55 and whose plan payments start before age 65 will be subject to early payment reduction factors on the benefit they earn after December 31, 2016, and increases (or decreases) in pay on or after January 1, 2017 will not be included in the final average pay for the portion of the benefit earned before January 1, 2017. Participants at least age 45 but under age 50 as of January 1, 2017 who cease employment with the Company before age 55 and whose plan payments start before age 65 will be subject to early payment reduction factors on the benefit they earn after December 31, 2016.

Benefits are paid in the form of an annuity or lump sum payment at the election of the participant; however, for terminated participants with an accrued benefit valued at \$1,000 or less, the participant will receive a direct lump sum distribution from the Plan. If the participant's accrued benefit exceeds \$1,000 but not \$5,000, the benefit will remain in the Plan until the participant affirmatively elects to have the Plan

# **W. R. Grace & Co. Retirement Plan for Salaried Employees Notes to the Financial Statements December 31, 2024 and 2023**

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distribute the funds or have the funds paid in a direct rollover to an individual retirement plan. Former Grace employees with an account balance within the W. R. Grace & Co. Savings and Investment Plan (the "S&I Plan") may directly roll over into the S&I Plan a lump sum distribution received from the Plan, subject to limitations on lump sum distributions described below.

Under the Pension Protection Act of 2006, the Plan is permitted to distribute lump sums to retiring participants when the Plan is at least 80% funded. The funded status is calculated as determined under ERISA, which is on a different basis than under U.S. generally accepted accounting principles.

## **Death and Disability Benefits**

Upon the death of an active vested participant, or a vested former participant who terminated on or after January 1, 1976, a death benefit may be payable to the participant's spouse or designated beneficiary.

Disability benefits are also available for eligible participants prior to retirement age.

## **Vesting**

Employees are fully vested in benefits accrued after 5 years of vesting service, as defined by the Plan, or at age 55 regardless of years of service.

## **2. Summary of Accounting Policies**

The following are the significant accounting policies followed by the Plan:

### **Basis of Accounting**

The financial records of the Plan are maintained on the accrual basis of accounting.

### **Investment Valuation and Income Recognition**

All investments in the Fund are stated at fair value, with the exception of annuity and immediate participation contracts, which are stated at contract value, which approximates fair value. Contract value represents contributions made under the contract plus interest at the contract rate of 4.31% during 2024, and 4.29% during 2023, and dividends less funds used for benefit payments. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Refer to Note 6 for a description of significant accounting policies employed in determining the fair value of investments held by the Fund. Purchases and sales of securities are recorded on a trade-date basis. Securities denominated in foreign currencies are translated at the exchange rate prevailing at the statement of net assets available for benefits date. Investment income (loss) from securities denominated in foreign currencies is translated at the average exchange rate prevailing during the year. The average cost method is used to determine the cost of securities sold. Dividends are recorded on the ex-dividend date. Funds under the investment contract that have been allocated and applied to purchase annuities (through insurance companies with those companies obligated to pay the related pension benefit) are excluded from the Plan's assets.

### **Risks and Uncertainties**

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

Investment securities are exposed to various risks, such as interest rate, credit and market risks. Investment securities change in value, and it is possible that such changes could be material.

# **W. R. Grace & Co. Retirement Plan for Salaried Employees Notes to the Financial Statements December 31, 2024 and 2023**

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## **Use of Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Such estimates include those regarding fair value of investments and accumulated benefit obligations. Actual results could differ from those estimates.

## **Actuarial Present Value of Accumulated Plan Benefits**

Accumulated plan benefits represent those future periodic payments, including lump sum distributions, based on the Plan provisions earned by all active, retired and vested terminated participants up to the date of the valuation. Accumulated plan benefits include benefits expected to be paid to (a) retired or vested 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 and termination of employment – are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary and is that amount which results from applying actuarial assumptions to adjust the accumulated plan benefits reflecting the time value of money and the probability of payment between the valuation date and the expected date of payment. As of December 31, 2024, the significant actuarial assumptions used in the valuation were (a) life expectancy of active participants (the Pri-2012 Mortality Table), (b) a graduated retirement age scale from age 55 to 70 and (c) an interest rate of 6.50%. Changes in the mortality assumption including white collar adjustments and adjustments to reflect endemic COVID-19, and changes in the lump sum interest rates assumption resulted in a decrease in the actuarial present value of accumulated plan benefits of \$25,496,639 for the year ended December 31, 2024.

As of December 31, 2023, the significant actuarial assumptions used in the valuation were (a) life expectancy of active participants (the Pri-2012 Mortality Table), (b) a graduated retirement age scale from age 55 to 70 and (c) an interest rate of 5.75%. Changes in the mortality assumption including white collar adjustments and adjustments to reflect anticipated slow recovery from COVID-19, and changes in the lump sum interest rates assumption resulted in an increase in the actuarial present value of accumulated plan benefits of \$17,797,459 for the year ended December 31, 2023. The foregoing actuarial assumptions are based on the presumption that the Plan will continue.

In the event of Plan termination, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. Benefits to be provided via annuity contracts excluded from Plan assets are excluded from accumulated plan benefits.

## **Payment of Benefits**

Benefit payments to participants are recorded when paid.

## **Administrative Expenses**

Expenses incurred in the administration of the Plan are required to be paid through the Fund, unless paid directly by the Company at its discretion. Administrative expenses incurred by the Fund are allocated to the Plan as described in Note 5. The Fund paid administrative expenses totaling \$5,249,421 and \$6,639,815 for the years ended December 31, 2024 and 2023, respectively.

# **W. R. Grace & Co. Retirement Plan for Salaried Employees Notes to the Financial Statements December 31, 2024 and 2023**

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## **Subsequent Events**

The Plan evaluated for disclosure any subsequent events through October 2, 2025, the date the financial statements were available to be issued, and determined there were no material subsequent events that warrant disclosure.

## **3. Funding Policies**

Employee contributions are not allowed or required by the Plan. Contributions are made by the Company based upon annual actuarial determinations of cost using the "Projected Unit Credit Method". The contributions of the Company are to be made at such intervals as may be determined by management and the Plan's actuaries in such amounts as are necessary to maintain the Plan on a sound actuarial basis and to meet minimum funding standards of ERISA. No Company contributions were required for 2024 and 2023.

## **4. Plan Termination**

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

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

- (a) Benefits attributable to employee contributions, if any, with interest, taking into account those paid out before termination.
- (b) Other vested benefits up to insurance limitations guaranteed by the Pension Benefit Guaranty Corporation ("PBGC").
- (c) All other (i.e., uninsured) vested benefits.
- (d) All nonvested benefits.

Benefits to be provided via investment contracts under which a third party is obligated to pay would be excluded for allocation purposes.

Any remaining Plan assets would be returned to the Company. The PBGC insures pension benefits to Plan participants, up to certain limits, should unfunded vested benefits exist upon Plan termination. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. Whether a particular participant's accumulated plan benefit will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the PBGC at the time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC guaranty while other benefits may not be provided for at all. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For Plan terminations occurring during 2024 and 2023, that ceiling was \$7,108 and \$6,750, respectively. That ceiling applies to pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or Plan termination (whichever comes later). For younger annuitants or for those who elect to

**W. R. Grace & Co. Retirement Plan  
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receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward. For all benefits greater than the PBGC ceiling, the benefits will not be guaranteed for the excess.

**5. Investment in the Fund**

The Plan has an undivided interest in the Fund, which comprises all of the Plan's investments. The assets of the Fund are comprised entirely of the Plan's assets and the assets of certain other retirement plans of the Company, each of which has an undivided interest in the Fund and is a related party to the Plan. At December 31, 2024 and 2023, the Plan's percentage interests in the Fund were approximately 78.06% and 78.72%, respectively.

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The following table presents the net assets available for benefits for the entire Fund held by the Trustee and the Plan's interest in the Fund as of December 31, 2024:

	<u>Fund Balances</u>	<u>Plan's Interest</u>
<b>Assets</b>		
Investments at fair value		
United States of America		
Equity group trust funds	\$ 95,251,363	\$ 74,353,294
Corporate bond group trust funds	446,225,938	348,324,342
Other fixed income group trust funds	19,153,371	14,951,137
Common/collective trust funds	8,423,064	6,575,051
Foreign		
Equity group trust funds	37,019,593	28,897,525
	<u>606,073,329</u>	<u>473,101,349</u>
Investments at contract value		
Annuity and immediate participation contracts	5,697,414	4,447,406
Total investments	<u>611,770,743</u>	<u>477,548,755</u>
Receivables		
Accrued interest and dividends	42,415	33,109
Receivables for securities sold	2,000,259	1,561,404
Total receivables	<u>2,042,674</u>	<u>1,594,513</u>
Total assets	<u>613,813,417</u>	<u>479,143,268</u>
<b>Liabilities</b>		
Payables for securities purchased	20,825	16,256
Accrued administrative expenses	366,319	285,949
Other liabilities	2,000,259	1,561,404
Total liabilities	<u>2,387,403</u>	<u>1,863,609</u>
Net assets available for benefits	<u>\$ 611,426,014</u>	<u>\$ 477,279,659</u>

**W. R. Grace & Co. Retirement Plan  
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The following table presents the net assets available for benefits for the entire Fund held by the Trustee and the Plan's interest in the Fund as of December 31, 2023:

	<u>Fund Balances</u>	<u>Plan's Interest</u>
<b>Assets</b>		
Investments at fair value		
United States of America		
Equity group trust funds	\$ 102,512,751	\$ 80,702,193
Corporate bond group trust funds	488,936,511	384,910,623
Other fixed income group trust funds	19,331,289	15,218,374
Common/collective trust funds	5,658,012	4,454,216
Foreign		
Equity group trust funds	40,681,563	32,026,174
	<u>657,120,126</u>	<u>517,311,580</u>
Investments at contract value		
Annuity and immediate participation contracts	5,465,178	4,302,409
Total investments	<u>662,585,304</u>	<u>521,613,989</u>
Receivables		
Accrued interest and dividends	34,367	27,055
Receivables for securities sold	8,250,268	6,494,945
Other receivables	41,748,579	32,866,172
Total receivables	<u>50,033,214</u>	<u>39,388,172</u>
Total assets	<u>712,618,518</u>	<u>561,002,161</u>
<b>Liabilities</b>		
Payables for securities purchased	50,018,162	39,376,323
Accrued administrative expenses	368,611	290,186
Total liabilities	<u>50,386,773</u>	<u>39,666,509</u>
Net assets available for benefits	<u>\$ 662,231,745</u>	<u>\$ 521,335,652</u>

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The Fund's investment income (loss), including gains (losses) on investments bought and sold, as well as held during the year, appreciation (depreciation), and interest and dividends, are shown below:

	For the Years Ended December 31,	
	2024	2023
United States of America		
Equity group trust funds	\$ 20,529,576	\$ 23,066,454
Corporate bond group trust funds	(6,060,573)	25,422,809
Other fixed income group trust funds	2,082,083	9,148,011
Common/collective trust funds	—	5,456
Foreign		
Equity group trust funds	1,898,030	6,627,103
Net appreciation (depreciation) in fair value of Fund investments	18,449,116	64,269,833
Interest and dividends	600,293	468,223
Total investment income (loss)	<u>\$ 19,049,409</u>	<u>\$ 64,738,056</u>

Net appreciation (depreciation) in the fair value of Fund investments consists of the realized gains (losses) and the unrealized appreciation (depreciation) on those investments.

**Fund Investments**

Investments in publicly traded securities are valued at the closing sales price on the last day of the year, which is fair value. Investments, such as corporate bonds traded on the over-the-counter ("OTC") market and listed securities for which no sale was reported on that date are valued at the average of the last reported bid and ask prices, which approximates fair value. Group trust funds and common/collective trust funds are valued at fair value, as they are principally made up of marketable securities which are valued based on quoted market prices, with the remaining investments in the funds' fair value as determined by the investment advisor. The redemption frequency and redemption notice period for the Plan's Level 2 investments are daily.

The Plan is pursuing a well-defined risk management strategy designed to reduce investment risks as its funded status improves. The Plan has adopted a diversified set of portfolio management strategies to optimize the risk reward profile of the Plan.

As part of the Fund's investment strategy, certain investment managers may use derivative financial instruments including fixed income futures, options and swaps as substitutes for certain types of fixed income securities for the following primary reasons: (1) to hedge a part of the Fund's portfolio to contain or lessen exposure in certain areas of risk (e.g. currency risk), (2) to gain market exposure in the portfolio in a more efficient and less expensive manner, (3) to enhance investment returns by decreasing the cost of structuring the portfolio or by capturing pricing disparities between financial instruments, and (4) to adjust the maturity mix of the portfolio more efficiently. These investments are marked-to-market and generally have maturities of six months or less. During 2024 and 2023, derivative transactions were executed in accordance with policies referenced in each investment manager's relevant management agreement and with the Fund's Statement of Investment Policy. The investment managers use exchange-traded investments such as equity and interest rate futures and on occasion, OTC options and forward exchange contracts.

There may be risk exposures associated with some of the derivative transactions. Credit loss could occur due to nonperformance of counterparties associated with these transactions. The investment managers

# W. R. Grace & Co. Retirement Plan for Salaried Employees Notes to the Financial Statements December 31, 2024 and 2023

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mitigate these exposures through credit approvals, credit limits and other counterparty monitoring procedures.

The assets of the Plan held by the Fund are commingled. The Company, its independent actuary and the Trustee have maintained a record of the assets of each separate plan in the Fund by crediting contributions and charging disbursements to the balance of the Plan's assets at the start of each year. Returns on investments and administrative expenses are allocated to the participating plans on a monthly basis based on the proportion of each plan's beginning net asset balance to the total beginning net asset balance of the Fund for such period.

## 6. Fair Value Measurement

Certain of the Fund's assets and liabilities are reported at fair value. See Note 5 for methods of valuation for the various investments held by the Fund. Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 "Fair Value Measurement" defines fair value as the value that would be received at the measurement date in the principal or "most advantageous" market. The Fund uses principal market data, whenever available, to value assets and liabilities at fair value. ASC 820 prescribes three valuation techniques that shall be used to measure fair value as follows:

1. Market Approach—uses prices or other relevant information generated by market transactions involving identical or comparable assets or liabilities.
2. Income Approach—uses valuation techniques to convert future amounts to a single present amount (discounted).
3. Cost Approach—the amount that currently would be required to replace the service capacity of an asset (i.e., current replacement cost).

One or a combination of the approaches above can be used to calculate fair value, whichever results in the most representative fair value.

In addition to the three valuation techniques, ASC 820 prescribes a fair value hierarchy in order to increase consistency and comparability in fair value measurements and related disclosures. The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels:

- Level 1 Inputs* — Quoted prices in active markets for identical assets or liabilities. A quoted price in an active market provides the most reliable evidence of fair value.
- Level 2 Inputs* — Inputs to the valuation methodology include:
  - quoted prices for similar assets or liabilities in active markets;
  - quoted prices for identical or similar assets or liabilities in inactive markets;
  - inputs other than quoted prices that are observable for the asset or liability, either directly or indirectly;
  - inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3 Inputs* — Unobservable inputs for the asset or liability, which should reflect the reporting entity's own assumptions about the assumptions that market participants would use in pricing the asset or liability.

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

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The methods of investment valuation discussed in Note 5 may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the valuation methodologies as of December 31, 2024 and 2023.

The following tables present the fair value hierarchy for the Fund's assets measured at fair value as of December 31, 2024 and 2023:

<b>Fair Value Measurements at December 31, 2024 Using</b>				
<b>Assets Measured at Fair Value</b>	<b>Total</b>	<b>Quoted Prices in Active Markets for Identical Assets or Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>
U.S. equity group trust funds	\$ 95,251,363	\$ —	\$ 95,251,363	\$ —
U.S. corporate bond group trust funds – intermediate-term	414,545	—	414,545	—
U.S. corporate bond group trust funds – long-term	445,811,393	—	445,811,393	—
U.S. other fixed income group trust funds	19,153,371	—	19,153,371	—
U.S. common/collective trust funds	8,423,064	—	8,423,064	—
Foreign equity group trust funds	37,019,593	—	37,019,593	—
<b>Total assets, at fair value</b>	<b>\$ 606,073,329</b>	<b>\$ —</b>	<b>\$ 606,073,329</b>	<b>\$ —</b>

<b>Fair Value Measurements at December 31, 2023 Using</b>				
<b>Assets Measured at Fair Value</b>	<b>Total</b>	<b>Quoted Prices in Active Markets for Identical Assets or Liabilities (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>
U.S. equity group trust funds	\$ 102,512,751	\$ —	\$ 102,512,751	\$ —
U.S. corporate bond group trust funds – intermediate-term	401,613	—	401,613	—
U.S. corporate bond group trust funds – long-term	488,534,898	—	488,534,898	—
U.S. other fixed income group trust funds	19,331,289	—	19,331,289	—
U.S. common/collective trust funds	5,658,012	—	5,658,012	—
Foreign equity group trust funds	40,681,563	—	40,681,563	—
<b>Total assets, at fair value</b>	<b>\$ 657,120,126</b>	<b>\$ —</b>	<b>\$ 657,120,126</b>	<b>\$ —</b>

**W. R. Grace & Co. Retirement Plan  
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**7. Tax Status of Plan**

The Plan received a favorable determination letter from the Internal Revenue Service dated January 29, 2016. Although the Plan has been amended since receiving this letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

ASC 740 "Income Taxes" prescribes a recognition threshold and a measurement attribute for the financial statement recognition and measurement of tax positions taken or expected to be taken in a tax return as well as guidance on de-recognition, classification, interest and penalties and financial statement reporting disclosures. For these benefits to be recognized, a tax position must be more-likely-than-not to be sustained upon examination by taxing authorities. As the Plan is tax exempt and has no unrelated business income, the provisions of ASC 740 do not have a material impact on the Plan's financial statements.

The Plan recognizes interest and penalties accrued on any unrecognized tax exposures as a component of income tax expense. The Plan does not have any amounts accrued relating to interest and penalties as of December 31, 2024 and 2023.

The Plan is subject to routine audits by the IRS and Department of Labor; however, there are currently no audits for any tax periods in progress.

**8. Related Party Transactions**

Certain Fund investments are common/collective trust funds held by the Trustee. The Company provides certain accounting and administrative services to the Plan for which no fees are charged. Fees are paid at the Fund level and are allocated to the Plan. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

**9. Information Certified by the Trustee**

As permitted by 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the following information was derived from the information certified as to completeness and accuracy by the Trustee, and was not subject to audit.

	<u>As of December 31,</u>	
	<u>2024</u>	<u>2023</u>
Plan interest in the Trust Fund of the W. R. Grace & Co. Retirement Plans	\$ 477,279,659	\$ 521,335,652
	<u>For the Years Ended December 31,</u>	
	<u>2024</u>	<u>2023</u>
Plan interest in the Trust Fund of the W. R. Grace & Co. Retirement Plans net investment income (loss)	\$ 11,927,388	\$ 46,794,520

**W. R. Grace & Co. Retirement Plan  
for Salaried Employees  
EIN 65-0773649 PN 001  
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)  
December 31, 2024**

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
*	Trust Fund of the W. R. Grace & Co. Retirement Plans	Interest in Master Trust Investment Account	\$ 474,231,101	\$ 477,279,659

\* Represents a party-in-interest as defined by ERISA

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

Schedule SB, line 26a – Schedule of Active Participant Data  
as of January 1, 2024

**Schedule SB, Line 26a – Schedule of Active Participant Data**

As of January 1, 2024

W. R. Grace & Co.

Retirement Plan for Salaried Employees of W. R. Grace & Co.

Active Employees

EIN: 65-0773649 PN: 001

**Number of Participants and Average Compensation**

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		1	2							
30-34			22 \$125,448	3						
35-39		5	20 \$153,262	10	3					
40-44		2	30 \$133,031	14	12	2				
45-49		1	16	19	18	6	3			
50-54		1	21 \$192,798	25 \$153,303	20 \$176,846	10	10	6		
55-59		3	16	23 \$169,898	22 \$152,376	13	8	20 \$127,873	5	
60-64		4	10	20 \$178,078	14	13	7	17	20 \$97,957	5
65-69		1	6	8	2	5	2	4	4	5
70+		1					1			

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Schedule SB Attachment (Form 5500) —2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

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

<b>Interest Rates for Minimum Funding Purposes</b>	Based on segment rates with a four-month lookback (as of September 2023), 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	4.87%
3rd Segment Rate	5.59%
<b>Interest Rates for Maximum Tax Purposes</b>	Based on segment rates with a four-month lookback (as of September 2023), without regard to interest rate stabilization
1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%
<b>Salary Increases</b>	
Minimum Funding Target Normal Cost	See Table 1.
Maximum Tax Expected Benefit Increase	See Table 1.
<b>Social Security Wage Base Increases</b>	Future wage indices are based on a national wage increase of 3.50% per year.
<b>Retirement Age</b>	
Active Participants	See Table 2.
Terminated Vested Participants	See Table 3.
<b>Mortality Rates</b>	
Healthy and Disabled	2024 generational mortality tables for annuitants and non-annuitants per §1.430(h)(3)-1(b)
<b>Withdrawal Rates</b>	See Table 4.
<b>Disability Rates</b>	See Table 5.
<b>Form of Benefit Payment</b>	See Table 6.
<b>Decrement Timing</b>	Beginning of year decrements
<b>Surviving Spouse Benefit</b>	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses.

Schedule SB Attachment (Form 5500) —2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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<b>Valuation Compensation</b>	2023 Regular salary (commission for salesmen) plus incentive compensation, bonus, overtime and shift differential.
<b>Benefit Limits</b>	Projected benefits are limited by the current IRC section 415 maximum benefit of \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
<b>Valuation of Plan Assets</b>	<p>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.</p> <p>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).</p>
<b>Expected Return on Assets</b>	
2022 Plan Year	<p>5.00%</p> <p>The applicable third segment rate limitation is 5.92%.</p>
2023 Plan Year	<p>6.75%</p> <p>The applicable third segment rate limitation is 5.74%.</p>
2024 Plan Year	<p>6.25%</p> <p>The applicable third segment rate limitation is 5.59%.</p> <p>W. R. Grace determined the expected rate of return on plan assets in aggregate for all of its plans invested in the master trust, since they have the same investment allocations. The expected rate of return reflects administrative expenses of 0.90%, an active management alpha of 0.45%, and was determined on an arithmetic basis.</p>
<b>Trust Expenses Included in Target Normal Cost</b>	\$4,617,201, actual expenses from prior year with a 5.00% load
<b>Actuarial Method</b>	Standard unit credit cost method
<b>Valuation Date</b>	January 1, 2024

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

Table 1

**Salary Merit Increase Rates**

Age	Rate	Age	Rate
15	6.50%	45	4.00%
16	6.50%	46	4.00%
17	6.50%	47	4.00%
18	6.50%	48	4.00%
19	6.50%	49	4.00%
20	6.50%	50	3.25%
21	6.50%	51	3.25%
22	6.50%	52	3.25%
23	6.50%	53	3.25%
24	6.50%	54	3.25%
25	6.50%	55	3.00%
26	6.50%	56	3.00%
27	6.50%	57	3.00%
28	6.50%	58	3.00%
29	6.50%	59	3.00%
30	5.50%	60	2.75%
31	5.50%	61	2.75%
32	5.50%	62	2.75%
33	5.50%	63	2.75%
34	5.50%	64	2.75%
35	5.00%	65+	2.50%
36	5.00%		
37	5.00%		
38	5.00%		
39	5.00%		
40	4.50%		
41	4.50%		
42	4.50%		
43	4.50%		
44	4.50%		

Schedule SB Attachment (Form 5500) –2024 Plan Year  
 W. R. Grace & Co. Retirement Plan for Salaried Employees  
 EIN: 65-0773649 PN: 001

Table 2

**Retirement Rates – Active Participants**

Age	Rate
55	3.00%
56	4.00%
57	5.00%
58	6.00%
59	6.00%
60	5.00%
61	8.00%
62	12.00%
63	12.00%
64	8.00%
65	35.00%
66	35.00%
67	35.00%
68	35.00%
69	40.00%
70+	100.00%

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

Table 3

**Retirement Rates – Terminated Vested Participants**

<b>Age</b>	<b>Rate</b>
55	7.00%
56	5.00%
57	5.00%
58	5.00%
59	7.00%
60	9.00%
61	7.00%
62	10.00%
63	9.00%
64	15.00%
65+	100.00%

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

Table 4

Withdrawal Rates

Age	Years of Service		
	<5	5-9	10+
<20	11.00%	10.00%	9.00%
20	11.00%	10.00%	9.00%
21	11.00%	10.00%	9.00%
22	11.00%	10.00%	9.00%
23	11.00%	10.00%	9.00%
24	11.00%	10.00%	9.00%
25	11.00%	10.00%	9.00%
26	11.00%	10.00%	9.00%
27	11.00%	10.00%	9.00%
28	10.00%	9.00%	9.00%
29	10.00%	9.00%	9.00%
30	10.00%	9.00%	9.00%
31	9.00%	9.00%	9.00%
32	9.00%	9.00%	9.00%
33	9.00%	9.00%	9.00%
34	9.00%	9.00%	9.00%
35	9.00%	8.00%	8.00%
36	9.00%	8.00%	8.00%
37	8.00%	8.00%	8.00%
38	8.00%	8.00%	7.00%
39	8.00%	8.00%	7.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Table 4-Page 2 of 2

**Withdrawal Rates**

Age	Years of Service		
	<5	5-9	10+
40	8.00%	8.00%	6.00%
41	8.00%	7.00%	6.00%
42	7.00%	7.00%	5.00%
43	7.00%	7.00%	5.00%
44	7.00%	7.00%	5.00%
45	7.00%	7.00%	5.00%
46	7.00%	7.00%	5.00%
47	7.00%	7.00%	5.00%
48	7.00%	7.00%	5.00%
49	7.00%	7.00%	4.00%
50	7.00%	7.00%	4.00%
51	7.00%	7.00%	3.00%
52	7.00%	6.00%	3.00%
53	7.00%	6.00%	2.00%
54	7.00%	6.00%	2.00%
55+	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

Table 5

Disability Rates

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

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Table 6

**Form of Benefit Payment**

<b>Payment Form</b>	<b>Probability</b>
Lump Sum	45.00%
Single Life Annuity	25.00%
100% Joint and Survivor Annuity	12.00%
75% Joint and Survivor Annuity	2.00%
66% Joint and Survivor Annuity	2.00%
50% Joint and Survivor Annuity	12.00%
10 Year Certain and Life	2.00%

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024


▶ **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.

<b>A</b> Name of plan W.R. Grace & Co. Retirement Plan for Salaried Employees	<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF W.R. Grace & Co.	<b>D</b> Employer Identification Number (EIN) 65-0773649	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	521,625,837
	<b>b</b> Actuarial value .....	<b>2b</b>	573,141,280
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	2,586	372,539,896
	<b>b</b> For terminated vested participants .....	1,463	83,742,054
	<b>c</b> For active participants .....	541	106,264,769
	<b>d</b> Total .....	4,590	562,546,719
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b) .....		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</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 .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	5.12%
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	8,297,721
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	4,617,201
	<b>c</b> Target normal cost .....	<b>6c</b>	12,914,922

**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.

<b>SIGN HERE</b>	 Tricia Schwabenbauer Signature of actuary	<u>09/19/2025</u> Date  <u>2307200</u> Most recent enrollment number  <u>410-547-2990</u> Telephone number (including area code)
	<u>Tricia Schwabenbauer</u> Type or print name of actuary  <u>Aon Consulting, Inc.</u> Firm name	
	<u>MSC# 17852, Aon PO Box 7505 Fort Washington PA 19034</u> Address of the firm	

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

<b>Part II</b>	<b>Beginning of Year Carryover and Prefunding Balances</b>	
	(a) Carryover balance	(b) Prefunding balance
<b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	90,523,803
<b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	20,445,789
<b>9</b> Amount remaining (line 7 minus line 8) .....	0	70,078,014
<b>10</b> Interest on line 9 using prior year's actual return of <u>10.21%</u> .....	0	7,154,965
<b>11</b> Prior year's excess contributions to be added to prefunding balance:		
<b>a</b> Present value of excess contributions (line 38a from prior year) .....		0
<b>b(1)</b> 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>5.40%</u> .....		0
<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		0
<b>d</b> Portion of (c) to be added to prefunding balance .....		
<b>12</b> Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	77,232,979

<b>Part III</b>	<b>Funding Percentages</b>	
<b>14</b> Funding target attainment percentage .....	<b>14</b>	88.15%
<b>15</b> Adjusted funding target attainment percentage .....	<b>15</b>	101.88%
<b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	84.68%
<b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

**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	
<b>Totals ▶</b>			<b>18(b)</b>	0	<b>18(c)</b>	0

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

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

<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 4
<b>22</b> Weighted average retirement age .....				<b>22</b> 63
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

**Part VI Miscellaneous Items**

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

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

<b>28</b> Unpaid minimum required contributions for all prior years .....	<b>28</b>	0
<b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	<b>29</b>	0
<b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....	<b>30</b>	0

**Part VIII Minimum Required Contribution For Current Year**

<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c).....	<b>31a</b>	12,914,922	
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	0	
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	66,638,418	6,443,886	
<b>b</b> Waiver amortization installment .....	0	0	
<b>33</b> 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 .....	<b>33</b>		
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	<b>34</b>	19,358,808	
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	19,358,808	19,358,808
<b>36</b> Additional cash requirement (line 34 minus line 35).....	<b>36</b>	0	
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	<b>37</b>	0	
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	0	
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....	<b>38b</b>	0	
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....	<b>39</b>	0	
<b>40</b> Unpaid minimum required contributions for all years .....	<b>40</b>	0	

**Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)**

<b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021
--

Schedule SB Attachment (Form 5500) —2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 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 the beginning of the year

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	3.00%	1.0000	1.65
56	4.00%	0.9700	2.17
57	5.00%	0.9312	2.65
58	6.00%	0.8846	3.08
59	6.00%	0.8316	2.94
60	5.00%	0.7817	2.35
61	8.00%	0.7426	3.62
62	12.00%	0.6832	5.08
63	12.00%	0.6012	4.55
64	8.00%	0.5291	2.71
65	35.00%	0.4867	11.07
66	35.00%	0.3164	7.31
67	35.00%	0.2056	4.82
68	35.00%	0.1337	3.18
69	40.00%	0.0869	2.40
70	100.00%	0.0521	3.65
	Weighted Average		63.23

Schedule SB Attachment (Form 5500) —2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

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

<b>Interest Rates for Minimum Funding Purposes</b>	Based on segment rates with a four-month lookback (as of September 2023), 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	4.87%
3rd Segment Rate	5.59%
<b>Interest Rates for Maximum Tax Purposes</b>	Based on segment rates with a four-month lookback (as of September 2023), without regard to interest rate stabilization
1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%
<b>Salary Increases</b>	
Minimum Funding Target Normal Cost	See Table 1.
Maximum Tax Expected Benefit Increase	See Table 1.
<b>Social Security Wage Base Increases</b>	Future wage indices are based on a national wage increase of 3.50% per year.
<b>Retirement Age</b>	
Active Participants	See Table 2.
Terminated Vested Participants	See Table 3.
<b>Mortality Rates</b>	
Healthy and Disabled	2024 generational mortality tables for annuitants and non-annuitants per §1.430(h)(3)-1(b)
<b>Withdrawal Rates</b>	See Table 4.
<b>Disability Rates</b>	See Table 5.
<b>Form of Benefit Payment</b>	See Table 6.
<b>Decrement Timing</b>	Beginning of year decrements
<b>Surviving Spouse Benefit</b>	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses.

Schedule SB Attachment (Form 5500) —2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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<b>Valuation Compensation</b>	2023 Regular salary (commission for salesmen) plus incentive compensation, bonus, overtime and shift differential.
<b>Benefit Limits</b>	Projected benefits are limited by the current IRC section 415 maximum benefit of \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
<b>Valuation of Plan Assets</b>	<p>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.</p> <p>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).</p>
<b>Expected Return on Assets</b>	
2022 Plan Year	<p>5.00%</p> <p>The applicable third segment rate limitation is 5.92%.</p>
2023 Plan Year	<p>6.75%</p> <p>The applicable third segment rate limitation is 5.74%.</p>
2024 Plan Year	<p>6.25%</p> <p>The applicable third segment rate limitation is 5.59%.</p> <p>W. R. Grace determined the expected rate of return on plan assets in aggregate for all of its plans invested in the master trust, since they have the same investment allocations. The expected rate of return reflects administrative expenses of 0.90%, an active management alpha of 0.45%, and was determined on an arithmetic basis.</p>
<b>Trust Expenses Included in Target Normal Cost</b>	\$4,617,201, actual expenses from prior year with a 5.00% load
<b>Actuarial Method</b>	Standard unit credit cost method
<b>Valuation Date</b>	January 1, 2024

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
EIN: 65-0773649 PN: 001

Table 1

**Salary Merit Increase Rates**

Age	Rate	Age	Rate
15	6.50%	45	4.00%
16	6.50%	46	4.00%
17	6.50%	47	4.00%
18	6.50%	48	4.00%
19	6.50%	49	4.00%
20	6.50%	50	3.25%
21	6.50%	51	3.25%
22	6.50%	52	3.25%
23	6.50%	53	3.25%
24	6.50%	54	3.25%
25	6.50%	55	3.00%
26	6.50%	56	3.00%
27	6.50%	57	3.00%
28	6.50%	58	3.00%
29	6.50%	59	3.00%
30	5.50%	60	2.75%
31	5.50%	61	2.75%
32	5.50%	62	2.75%
33	5.50%	63	2.75%
34	5.50%	64	2.75%
35	5.00%	65+	2.50%
36	5.00%		
37	5.00%		
38	5.00%		
39	5.00%		
40	4.50%		
41	4.50%		
42	4.50%		
43	4.50%		
44	4.50%		

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Table 2

**Retirement Rates – Active Participants**

<b>Age</b>	<b>Rate</b>
55	3.00%
56	4.00%
57	5.00%
58	6.00%
59	6.00%
60	5.00%
61	8.00%
62	12.00%
63	12.00%
64	8.00%
65	35.00%
66	35.00%
67	35.00%
68	35.00%
69	40.00%
70+	100.00%

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Table 3

**Retirement Rates – Terminated Vested Participants**

<b>Age</b>	<b>Rate</b>
55	7.00%
56	5.00%
57	5.00%
58	5.00%
59	7.00%
60	9.00%
61	7.00%
62	10.00%
63	9.00%
64	15.00%
65+	100.00%

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Table 4

Withdrawal Rates

Age	Years of Service		
	<5	5-9	10+
<20	11.00%	10.00%	9.00%
20	11.00%	10.00%	9.00%
21	11.00%	10.00%	9.00%
22	11.00%	10.00%	9.00%
23	11.00%	10.00%	9.00%
24	11.00%	10.00%	9.00%
25	11.00%	10.00%	9.00%
26	11.00%	10.00%	9.00%
27	11.00%	10.00%	9.00%
28	10.00%	9.00%	9.00%
29	10.00%	9.00%	9.00%
30	10.00%	9.00%	9.00%
31	9.00%	9.00%	9.00%
32	9.00%	9.00%	9.00%
33	9.00%	9.00%	9.00%
34	9.00%	9.00%	9.00%
35	9.00%	8.00%	8.00%
36	9.00%	8.00%	8.00%
37	8.00%	8.00%	8.00%
38	8.00%	8.00%	7.00%
39	8.00%	8.00%	7.00%

Schedule SB Attachment (Form 5500) –2024 Plan Year  
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**Withdrawal Rates**

Age	Years of Service		
	<5	5-9	10+
40	8.00%	8.00%	6.00%
41	8.00%	7.00%	6.00%
42	7.00%	7.00%	5.00%
43	7.00%	7.00%	5.00%
44	7.00%	7.00%	5.00%
45	7.00%	7.00%	5.00%
46	7.00%	7.00%	5.00%
47	7.00%	7.00%	5.00%
48	7.00%	7.00%	5.00%
49	7.00%	7.00%	4.00%
50	7.00%	7.00%	4.00%
51	7.00%	7.00%	3.00%
52	7.00%	6.00%	3.00%
53	7.00%	6.00%	2.00%
54	7.00%	6.00%	2.00%
55+	0.00%	0.00%	0.00%

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Table 5

Disability Rates

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

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Table 6

**Form of Benefit Payment**

<b>Payment Form</b>	<b>Probability</b>
Lump Sum	45.00%
Single Life Annuity	25.00%
100% Joint and Survivor Annuity	12.00%
75% Joint and Survivor Annuity	2.00%
66% Joint and Survivor Annuity	2.00%
50% Joint and Survivor Annuity	12.00%
10 Year Certain and Life	2.00%

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## Schedule SB, Part V — Summary of Plan Provisions

<b>Effective Date of Plan</b>	January 1, 1947. Subsequently amended and restated from time to time to comply with law changes, IRS requirements, corporate reorganization, corporate transactions, and changes in plan provisions.
<b>Employees Eligible for Participation</b>	Any salaried employee becomes a participant in the plan on the first day of the month following attainment of age 21 and completion of one year of service. Any employee hired after December 31, 2016 will not be eligible to participate in the plan. The plan is closed to new entrants effective January 1, 2018.
<b>Definitions</b>	
Compensation	Regular salary (commission for salesmen) plus incentive compensation, bonus, overtime and shift differential, not to exceed the maximum salary limit specified under IRC section 401(a)(17).
Final Average Earnings	The average of the highest consecutive 60 calendar months of compensation during the 180-month period ending on the earlier of termination date or retirement date or December 31, 2024.
Primary Social Security Benefit	The unreduced Social Security benefit computed assuming wages cease at the earlier of termination of service or December 31, 2024 and based on the Social Security law in effect at the earlier of date of termination or December 31, 2024.
Normal Retirement Age	Age 65.
Early Retirement Age	Age 55.
Accrued Benefit	Greater of: <ol style="list-style-type: none"><li>(1) 1.50% of final average earnings less 1.25% of the primary Social Security benefit, the result multiplied by credited service.</li><li>or</li><li>(2) Accrued benefit as of December 31, 1993 plus 1.50% of final average earnings less 1.25% of the primary Social Security benefit, the result multiplied by credited service after December 1, 1993.</li></ol> Benefits will be frozen December 31, 2024.

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Accrued Benefit for Crosfield Participants

1.25% times final average earnings up to covered compensation, plus 1.50% times final average earnings in excess of covered compensation (if any), times years of credited service.

Benefits will be frozen December 31, 2024.

Accrued Benefit for DuPont Participants

The greatest of:

- (1) 1.2% times final average earnings times credited service.
- (2) 1.5% times final average earnings times credited service, less 50% of the primary Social Security benefit.
- (3) 2/3% times final average earnings times credited service up to 15 years, plus \$9 times credited service.

Benefits will be frozen December 31, 2024.

Accrued Benefit for Aiken Participants

1.50% of final average earnings less 1.25% of the primary Social Security benefit, the result multiplied by credited service beginning January 1, 2016.

Benefits will be frozen December 31, 2024.

Credited Service

All continuous months of employment as a participant. In addition, service credited under predecessor plans shall be counted as prior credited service, unless benefits for service under the predecessor plans were paid out. No credited service will be earned after December 31, 2024.

Vesting Service

A plan year during which an employee has at least 1,000 hours of service, including periods prior to the plan year in which the employee attains age 18.

**Pension Benefits at Normal Retirement**

Participants Eligible

Age 65.

Pension Benefit

A monthly benefit equal to the accrued benefit, calculated as of normal retirement date and reduced if the form is other than a straight life annuity.

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**Pension Benefits at Early Retirement**

Participants Eligible	Age 55.
Pension Benefit	A monthly benefit equal to the accrued benefit calculated as of the early retirement date with the following reduction: <ol style="list-style-type: none"><li>(1) 1/6% for each full month payments precede age 62 to age 57.</li><li>(2) 1/4% for each full month payments precede age 57 to age 56.</li><li>(3) 1/3% for each full month payments precede age 56.</li><li>(4) For Crosfield participants: 1/3% for each full month that payments precede age 60.</li><li>(5) For DuPont participants: No reduction at age 58 with 85 age plus service points. 5/12% for each full month that payments precede projected Rule of 85 age.</li></ol>

**Postponed Retirement Benefits**

Participants Eligible	Actual retirement after age 65.
Pension Benefit	A monthly benefit equal to the accrued benefit calculated as of the actual retirement date.

**Vested Benefits**

Participants Eligible	Five years of vesting service.
Vested Pension Benefit	The accrued benefit calculated as of the date of termination and payable at age 65. Benefits may commence on or after age 55 (if the participant is eligible for early retirement), reduced as follows: <ol style="list-style-type: none"><li>(1) For participants who were born on or before January 1, 1967 or who are Crosfield or Dupont participants: Reduced the same as the early retirement pension benefit.</li><li>(2) For participants born between January 2, 1967 and January 1, 1972: The sum of: <ol style="list-style-type: none"><li>(a) December 31, 2016 accrued benefit calculated using service frozen as of December 31, 2016 and final average earnings through the earlier of date of termination or December 31, 2024</li></ol></li></ol>

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reduced the same as the early retirement pension benefit.

(b) Post December 31, 2016 benefit calculated using service and earnings from January 1, 2017 through the earlier of termination or December 31, 2024 reduced using actuarial equivalence factors.

(3) For participants born after January 1, 1972:

The sum of:

(a) December 31, 2016 accrued benefit calculated using service and earnings as of December 31, 2016 reduced the same as the early retirement pension benefit.

(b) Post December 31, 2016 benefit calculated using total accrued benefit with all service and earnings through the earlier of termination or December 31, 2024 less the benefit calculated under (1) above, reduced using actuarial equivalence factors.

**Disability Benefits**

Participants Eligible

All participants are eligible.

Disability Benefit

Benefits continue to accrue as if the participant's employment were continuing and his annual earnings remained the same as at the date of disability.

**Preretirement Spouse's Benefits**

Active Vested Participants

Participants Eligible

Death in active service provided the participant has completed five years of vesting service.

Spouse's Benefit

The accrued benefit as if the participant terminated employment at his death, lived to age 55 and retired with a 50% joint and survivor annuity.

Deferred Vested Participants

Spouse's Benefit

The accrued benefit as of date of termination as if participant lived to age 55 and retired with a 50% joint and survivor annuity.

**Normal Form of Payment**

Married Participants

50% joint and survivor annuity.

Single Participant

Single life annuity.

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**Optional Forms of Payment**

Joint and survivor annuity — 100%, 75%, 66 $\frac{2}{3}$ % or 50% of a participant’s benefit payable to the spouse for life at the death of the participant.

Level income — Adjusted to reflect income from the plan and Social Security combined.

10-year certain and life annuity — Guaranteed payments expiring at the later of the end of 120 monthly payments or death.

Straight life annuity — Payable for the life of the participant.

Lump sum — Present value of age 65 single life annuity.

Some optional forms are subject to the restrictions of IRC section 436.

For the purpose of calculating a joint and survivor optional form of benefit the following factors (as adjusted) shall be applied:

J&S Option	(1) Participant and Beneficiary Age 65 Nearest Birthday	(2) Adjustment for Retirement Age <sup>1</sup>	(3) Adjustment for Age Difference Between Participant and Beneficiary <sup>2</sup>	
			Years 1–10	Years 11 & Over
50%	0.88	0.004	0.005	0.003
66.67%	0.85	0.005	0.006	0.003
75%	0.82	0.006	0.007	0.005
100%	0.78	0.007	0.008	0.005

In no event shall the factor in column (1) exceed 0.99 on account of an increase thereof provided under column (2) or column (3), or both.

For the purpose of calculating any other optional form of benefit available, mortality with reference to the UP 84 mortality table and 6.50% interest. Actuarial equivalence for the level income option shall be based on the Code section 417(e) assumptions.

<sup>1</sup> Increase/decrease factor in column (1) by appropriate factor in column (2) for each year, based on nearest birthday, participant retires before/after age 65, respectively.

<sup>2</sup> Decrease/increase factor in column (1) by appropriate factor in column (3) for each year, based on nearest birthday, beneficiary is younger/older than participant, respectively.

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**Plan Changes Since the Prior Year**

The funding valuation does not reflect any plan changes.

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W. R. Grace & Co. Retirement Plan for Salaried Employees  
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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.

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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## Schedule SB, line 24 – Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the mortality assumption for lump sums from the published IRC section 417(e) table for lump sums with payment dates through 2023, with estimated IRC section 417(e) table for lump sums with commencement dates after 2023 projected based on the standard version of MP-2021 to the published IRC section 417(e) table for lump sums with payment dates through 2024, with estimated IRC section 417(e) table for lump sums with commencement dates after 2024 projected based on the IRS 2024 Adjusted Scale MP-2021.
- A change in the unlimited expected rate of return on assets from 6.75% to 6.25%.

These changes were made to better reflect the anticipated plan experience. The funding assumption changes did not reduce the funding shortfall more than the funding thresholds stated in the Internal Revenue Code section 430(h)(5); as such, approval of the Commissioner is not required.

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Schedule SB, line 26a – Schedule of Active Participant Data  
as of January 1, 2024

**Schedule SB, Line 26a – Schedule of Active Participant Data**

As of January 1, 2024

W. R. Grace & Co.

Retirement Plan for Salaried Employees of W. R. Grace & Co.

Active Employees

EIN: 65-0773649 PN: 001

**Number of Participants and Average Compensation**

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		1	2							
30-34			22 \$125,448	3						
35-39		5	20 \$153,262	10	3					
40-44		2	30 \$133,031	14	12	2				
45-49		1	16	19	18	6	3			
50-54		1	21 \$192,798	25 \$153,303	20 \$176,846	10	10	6		
55-59		3	16	23 \$169,898	22 \$152,376	13	8	20 \$127,873	5	
60-64		4	10	20 \$178,078	14	13	7	17	20 \$97,957	5
65-69		1	6	8	2	5	2	4	4	5
70+		1					1			

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Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Schedule SB, line 26b – Schedule of Projection of Expected  
Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	6,081,330	10,414,745	39,525,055	56,021,130
2025	6,490,406	6,052,481	38,049,087	50,591,973
2026	6,356,328	6,283,491	36,513,156	49,152,975
2027	6,702,678	5,271,392	34,936,653	46,910,724
2028	6,479,531	5,694,324	33,318,240	45,492,095
2029	7,084,500	5,277,327	31,689,519	44,051,345
2030	7,002,677	5,191,425	30,076,605	42,270,707
2031	6,656,648	4,892,438	28,472,131	40,021,216
2032	6,628,699	4,787,473	26,878,095	38,294,267
2033	6,593,194	4,695,640	25,303,722	36,592,556
2034	6,810,790	4,668,297	23,756,020	35,235,106
2035	6,770,607	4,959,906	22,236,408	33,966,921
2036	6,553,106	4,825,150	20,748,251	32,126,507
2037	6,736,843	4,758,554	19,294,513	30,789,910
2038	6,737,818	4,463,750	17,877,890	29,079,458
2039	6,649,227	4,653,718	16,500,952	27,803,897
2040	6,471,593	4,300,266	15,166,379	25,938,237
2041	6,316,122	4,096,816	13,877,007	24,289,944
2042	6,319,156	4,112,259	12,635,832	23,067,247
2043	6,123,512	4,050,091	11,445,930	21,619,533
2044	6,085,244	3,864,674	10,310,442	20,260,360
2045	5,962,117	3,794,245	9,232,482	18,988,844
2046	5,778,322	3,713,499	8,215,019	17,706,840
2047	5,611,257	3,725,061	7,260,776	16,597,094
2048	5,464,015	3,325,921	6,372,008	15,161,944
2049	5,279,402	3,314,633	5,550,414	14,144,450
2050	5,044,734	3,086,642	4,796,988	12,928,364
2051	4,849,969	2,967,303	4,111,967	11,929,239
2052	4,615,641	2,845,845	3,494,806	10,956,291
2053	4,384,423	2,659,412	2,944,128	9,987,962
2054	4,130,744	2,522,735	2,457,786	9,111,266
2055	3,886,070	2,342,773	2,032,883	8,261,727
2056	3,650,099	2,224,052	1,665,824	7,539,975
2057	3,406,847	2,046,181	1,352,421	6,805,449
2058	3,161,675	1,941,358	1,088,021	6,191,053

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	2,928,670	1,732,671	867,660	5,529,000
2060	2,701,753	1,615,030	686,237	5,003,020
2061	2,478,782	1,473,867	538,686	4,491,335
2062	2,267,624	1,351,791	420,130	4,039,545
2063	2,063,951	1,234,930	325,995	3,624,876
2064	1,874,195	1,123,641	252,093	3,249,928
2065	1,694,289	1,018,240	194,689	2,907,217
2066	1,525,511	918,913	150,520	2,594,944
2067	1,368,938	825,811	116,792	2,311,541
2068	1,223,687	738,975	91,174	2,053,835
2069	1,089,681	658,449	71,741	1,819,871
2070	966,676	584,129	56,953	1,607,758
2071	854,299	515,894	45,611	1,415,805
2072	752,073	453,565	36,808	1,242,447
2073	659,467	396,922	29,875	1,086,264

Schedule SB Attachment (Form 5500) –2024 Plan Year  
W. R. Grace & Co. Retirement Plan for Salaried Employees  
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Schedule SB, line 32 – Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	\$ 85,401,843	January 1, 2023	14	\$ 8,150,989
Shortfall	\$ (18,763,425)	January 1, 2024	15	\$ (1,707,103)

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## 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 the beginning of the year

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	3.00%	1.0000	1.65
56	4.00%	0.9700	2.17
57	5.00%	0.9312	2.65
58	6.00%	0.8846	3.08
59	6.00%	0.8316	2.94
60	5.00%	0.7817	2.35
61	8.00%	0.7426	3.62
62	12.00%	0.6832	5.08
63	12.00%	0.6012	4.55
64	8.00%	0.5291	2.71
65	35.00%	0.4867	11.07
66	35.00%	0.3164	7.31
67	35.00%	0.2056	4.82
68	35.00%	0.1337	3.18
69	40.00%	0.0869	2.40
70	100.00%	0.0521	3.65
	Weighted Average		63.23

Schedule SB Attachment (Form 5500) –2024 Plan Year  
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Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	6,081,330	10,414,745	39,525,055	56,021,130
2025	6,490,406	6,052,481	38,049,087	50,591,973
2026	6,356,328	6,283,491	36,513,156	49,152,975
2027	6,702,678	5,271,392	34,936,653	46,910,724
2028	6,479,531	5,694,324	33,318,240	45,492,095
2029	7,084,500	5,277,327	31,689,519	44,051,345
2030	7,002,677	5,191,425	30,076,605	42,270,707
2031	6,656,648	4,892,438	28,472,131	40,021,216
2032	6,628,699	4,787,473	26,878,095	38,294,267
2033	6,593,194	4,695,640	25,303,722	36,592,556
2034	6,810,790	4,668,297	23,756,020	35,235,106
2035	6,770,607	4,959,906	22,236,408	33,966,921
2036	6,553,106	4,825,150	20,748,251	32,126,507
2037	6,736,843	4,758,554	19,294,513	30,789,910
2038	6,737,818	4,463,750	17,877,890	29,079,458
2039	6,649,227	4,653,718	16,500,952	27,803,897
2040	6,471,593	4,300,266	15,166,379	25,938,237
2041	6,316,122	4,096,816	13,877,007	24,289,944
2042	6,319,156	4,112,259	12,635,832	23,067,247
2043	6,123,512	4,050,091	11,445,930	21,619,533
2044	6,085,244	3,864,674	10,310,442	20,260,360
2045	5,962,117	3,794,245	9,232,482	18,988,844
2046	5,778,322	3,713,499	8,215,019	17,706,840
2047	5,611,257	3,725,061	7,260,776	16,597,094
2048	5,464,015	3,325,921	6,372,008	15,161,944
2049	5,279,402	3,314,633	5,550,414	14,144,450
2050	5,044,734	3,086,642	4,796,988	12,928,364
2051	4,849,969	2,967,303	4,111,967	11,929,239
2052	4,615,641	2,845,845	3,494,806	10,956,291
2053	4,384,423	2,659,412	2,944,128	9,987,962
2054	4,130,744	2,522,735	2,457,786	9,111,266
2055	3,886,070	2,342,773	2,032,883	8,261,727
2056	3,650,099	2,224,052	1,665,824	7,539,975
2057	3,406,847	2,046,181	1,352,421	6,805,449
2058	3,161,675	1,941,358	1,088,021	6,191,053

Schedule SB Attachment (Form 5500) –2024 Plan Year  
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	2,928,670	1,732,671	867,660	5,529,000
2060	2,701,753	1,615,030	686,237	5,003,020
2061	2,478,782	1,473,867	538,686	4,491,335
2062	2,267,624	1,351,791	420,130	4,039,545
2063	2,063,951	1,234,930	325,995	3,624,876
2064	1,874,195	1,123,641	252,093	3,249,928
2065	1,694,289	1,018,240	194,689	2,907,217
2066	1,525,511	918,913	150,520	2,594,944
2067	1,368,938	825,811	116,792	2,311,541
2068	1,223,687	738,975	91,174	2,053,835
2069	1,089,681	658,449	71,741	1,819,871
2070	966,676	584,129	56,953	1,607,758
2071	854,299	515,894	45,611	1,415,805
2072	752,073	453,565	36,808	1,242,447
2073	659,467	396,922	29,875	1,086,264

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## Schedule SB, Part V — Summary of Plan Provisions

<b>Effective Date of Plan</b>	January 1, 1947. Subsequently amended and restated from time to time to comply with law changes, IRS requirements, corporate reorganization, corporate transactions, and changes in plan provisions.
<b>Employees Eligible for Participation</b>	Any salaried employee becomes a participant in the plan on the first day of the month following attainment of age 21 and completion of one year of service. Any employee hired after December 31, 2016 will not be eligible to participate in the plan. The plan is closed to new entrants effective January 1, 2018.
<b>Definitions</b>	
Compensation	Regular salary (commission for salesmen) plus incentive compensation, bonus, overtime and shift differential, not to exceed the maximum salary limit specified under IRC section 401(a)(17).
Final Average Earnings	The average of the highest consecutive 60 calendar months of compensation during the 180-month period ending on the earlier of termination date or retirement date or December 31, 2024.
Primary Social Security Benefit	The unreduced Social Security benefit computed assuming wages cease at the earlier of termination of service or December 31, 2024 and based on the Social Security law in effect at the earlier of date of termination or December 31, 2024.
Normal Retirement Age	Age 65.
Early Retirement Age	Age 55.
Accrued Benefit	Greater of: <ol style="list-style-type: none"><li>(1) 1.50% of final average earnings less 1.25% of the primary Social Security benefit, the result multiplied by credited service.</li><li>or</li><li>(2) Accrued benefit as of December 31, 1993 plus 1.50% of final average earnings less 1.25% of the primary Social Security benefit, the result multiplied by credited service after December 1, 1993.</li></ol> Benefits will be frozen December 31, 2024.

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Accrued Benefit for Crosfield Participants

1.25% times final average earnings up to covered compensation, plus 1.50% times final average earnings in excess of covered compensation (if any), times years of credited service.

Benefits will be frozen December 31, 2024.

Accrued Benefit for DuPont Participants

The greatest of:

- (1) 1.2% times final average earnings times credited service.
- (2) 1.5% times final average earnings times credited service, less 50% of the primary Social Security benefit.
- (3) 2/3% times final average earnings times credited service up to 15 years, plus \$9 times credited service.

Benefits will be frozen December 31, 2024.

Accrued Benefit for Aiken Participants

1.50% of final average earnings less 1.25% of the primary Social Security benefit, the result multiplied by credited service beginning January 1, 2016.

Benefits will be frozen December 31, 2024.

Credited Service

All continuous months of employment as a participant. In addition, service credited under predecessor plans shall be counted as prior credited service, unless benefits for service under the predecessor plans were paid out. No credited service will be earned after December 31, 2024.

Vesting Service

A plan year during which an employee has at least 1,000 hours of service, including periods prior to the plan year in which the employee attains age 18.

**Pension Benefits at Normal Retirement**

Participants Eligible

Age 65.

Pension Benefit

A monthly benefit equal to the accrued benefit, calculated as of normal retirement date and reduced if the form is other than a straight life annuity.

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**Pension Benefits at Early Retirement**

Participants Eligible	Age 55.
Pension Benefit	A monthly benefit equal to the accrued benefit calculated as of the early retirement date with the following reduction: <ol style="list-style-type: none"><li>(1) 1/6% for each full month payments precede age 62 to age 57.</li><li>(2) 1/4% for each full month payments precede age 57 to age 56.</li><li>(3) 1/3% for each full month payments precede age 56.</li><li>(4) For Crosfield participants: 1/3% for each full month that payments precede age 60.</li><li>(5) For DuPont participants: No reduction at age 58 with 85 age plus service points. 5/12% for each full month that payments precede projected Rule of 85 age.</li></ol>

**Postponed Retirement Benefits**

Participants Eligible	Actual retirement after age 65.
Pension Benefit	A monthly benefit equal to the accrued benefit calculated as of the actual retirement date.

**Vested Benefits**

Participants Eligible	Five years of vesting service.
Vested Pension Benefit	The accrued benefit calculated as of the date of termination and payable at age 65. Benefits may commence on or after age 55 (if the participant is eligible for early retirement), reduced as follows: <ol style="list-style-type: none"><li>(1) For participants who were born on or before January 1, 1967 or who are Crosfield or Dupont participants: Reduced the same as the early retirement pension benefit.</li><li>(2) For participants born between January 2, 1967 and January 1, 1972: The sum of: <ol style="list-style-type: none"><li>(a) December 31, 2016 accrued benefit calculated using service frozen as of December 31, 2016 and final average earnings through the earlier of date of termination or December 31, 2024</li></ol></li></ol>

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reduced the same as the early retirement pension benefit.

(b) Post December 31, 2016 benefit calculated using service and earnings from January 1, 2017 through the earlier of termination or December 31, 2024 reduced using actuarial equivalence factors.

(3) For participants born after January 1, 1972:

The sum of:

(a) December 31, 2016 accrued benefit calculated using service and earnings as of December 31, 2016 reduced the same as the early retirement pension benefit.

(b) Post December 31, 2016 benefit calculated using total accrued benefit with all service and earnings through the earlier of termination or December 31, 2024 less the benefit calculated under (1) above, reduced using actuarial equivalence factors.

**Disability Benefits**

Participants Eligible

All participants are eligible.

Disability Benefit

Benefits continue to accrue as if the participant's employment were continuing and his annual earnings remained the same as at the date of disability.

**Preretirement Spouse's Benefits**

Active Vested Participants

Participants Eligible

Death in active service provided the participant has completed five years of vesting service.

Spouse's Benefit

The accrued benefit as if the participant terminated employment at his death, lived to age 55 and retired with a 50% joint and survivor annuity.

Deferred Vested Participants

Spouse's Benefit

The accrued benefit as of date of termination as if participant lived to age 55 and retired with a 50% joint and survivor annuity.

**Normal Form of Payment**

Married Participants

50% joint and survivor annuity.

Single Participant

Single life annuity.

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**Optional Forms of Payment**

Joint and survivor annuity – 100%, 75%, 66 $\frac{2}{3}$ % or 50% of a participant’s benefit payable to the spouse for life at the death of the participant.

Level income – Adjusted to reflect income from the plan and Social Security combined.

10-year certain and life annuity – Guaranteed payments expiring at the later of the end of 120 monthly payments or death.

Straight life annuity – Payable for the life of the participant.

Lump sum – Present value of age 65 single life annuity.

Some optional forms are subject to the restrictions of IRC section 436.

For the purpose of calculating a joint and survivor optional form of benefit the following factors (as adjusted) shall be applied:

J&S Option	(1) Participant and Beneficiary Age 65 Nearest Birthday	(2) Adjustment for Retirement Age <sup>1</sup>	(3) Adjustment for Age Difference Between Participant and Beneficiary <sup>2</sup>	
			Years 1–10	Years 11 & Over
50%	0.88	0.004	0.005	0.003
66.67%	0.85	0.005	0.006	0.003
75%	0.82	0.006	0.007	0.005
100%	0.78	0.007	0.008	0.005

In no event shall the factor in column (1) exceed 0.99 on account of an increase thereof provided under column (2) or column (3), or both.

For the purpose of calculating any other optional form of benefit available, mortality with reference to the UP 84 mortality table and 6.50% interest. Actuarial equivalence for the level income option shall be based on the Code section 417(e) assumptions.

<sup>1</sup> Increase/decrease factor in column (1) by appropriate factor in column (2) for each year, based on nearest birthday, participant retires before/after age 65, respectively.

<sup>2</sup> Decrease/increase factor in column (1) by appropriate factor in column (3) for each year, based on nearest birthday, beneficiary is younger/older than participant, respectively.

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**Plan Changes Since the Prior Year**

The funding valuation does not reflect any plan changes.

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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.

**W. R. Grace & Co. Retirement Plan  
for Salaried Employees  
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Schedule H, Line 4i – Schedule of Assets (Held at End of Year)  
December 31, 2024**

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
*	Trust Fund of the W. R. Grace & Co. Retirement Plans	Interest in Master Trust Investment Account	\$ 474,231,101	\$ 477,279,659

\* Represents a party-in-interest as defined by ERISA

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Schedule SB, line 32 – Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	\$ 85,401,843	January 1, 2023	14	\$ 8,150,989
Shortfall	\$ (18,763,425)	January 1, 2024	15	\$ (1,707,103)

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## Schedule SB, line 24 – Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the mortality assumption for lump sums from the published IRC section 417(e) table for lump sums with payment dates through 2023, with estimated IRC section 417(e) table for lump sums with commencement dates after 2023 projected based on the standard version of MP-2021 to the published IRC section 417(e) table for lump sums with payment dates through 2024, with estimated IRC section 417(e) table for lump sums with commencement dates after 2024 projected based on the IRS 2024 Adjusted Scale MP-2021.
- A change in the unlimited expected rate of return on assets from 6.75% to 6.25%.

These changes were made to better reflect the anticipated plan experience. The funding assumption changes did not reduce the funding shortfall more than the funding thresholds stated in the Internal Revenue Code section 430(h)(5); as such, approval of the Commissioner is not required.