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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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. . . . . ▶ [X]

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
EVONIK CORPORATION RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1971

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
EVONIK CORPORATION

2 TURNER PLACE
PISCATAWAY, NJ 08854

2b Employer Identification Number (EIN)
63-0673043

2c Plan Sponsor's telephone number
973-929-8000

2d Business code (see instructions)
325100

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/25/2026	ANNETTE FAYAD
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

EVONIK CORPORATION ADMINISTRATIVE COMMITTEE

2 TURNER PLACE
PISCATAWAY, NJ 08854

3b Administrator's EIN: 63-0673043

3c Administrator's telephone number: 973-929-8000

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	1719
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	459
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	409
b	Retired or separated participants receiving benefits	**6b**	468
c	Other retired or separated participants entitled to future benefits	**6c**	662
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1539
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	68
f	Total. Add lines **6d** and **6e**.	**6f**	1607
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A 1C 3H

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

9a Plan funding arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A
(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
EVONIK CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
EVONIK CORPORATION

D Employer Identification Number (EIN)
63-0673043

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

1 Coverage Information:

(a) Name of insurance carrier
AXA EQUITABLE

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5570651	00000	AC5864	9	01/01/2025	12/31/2025

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	25008
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

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

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

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	26365
c	Additions: (1) Contributions deposited during the year	7c(1)	17832		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	591		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)			
	▶				
	(6)Total additions			7c(6)	18423
d	Total of balance and additions (add lines **7b** and **7c(6)**).			7d	44788
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	16791		
	(2) Administration charge made by carrier	7e(2)	2989		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)			
	▶				
	(5) Total deductions			7e(5)	19780
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	25008

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE A
(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
EVONIK CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
EVONIK CORPORATION

D Employer Identification Number (EIN)
63-0673043

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

1 Coverage Information:

(a) Name of insurance carrier
AXA EQUITABLE

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5570651	00000	AC5879	7	01/01/2025	12/31/2025

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	10499
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

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

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

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

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

b	Balance at the end of the previous year			7b	7321
c	Additions: (1) Contributions deposited during the year	7c(1)	47235		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	157		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	47392
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	54713
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	43352		
	(2) Administration charge made by carrier	7e(2)	862		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below) ▶	7e(4)			
	(5) Total deductions			7e(5)	44214
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	10499

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

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

A Name of plan
EVONIK CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
EVONIK CORPORATION

D Employer Identification Number (EIN)
63-0673043

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	248197951
b Actuarial value	**2b**	249197951

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	527	113189719	113189719
b For terminated vested participants	739	49886259	49886259
c For active participants	463	83240378	83240378
d Total	1729	246316356	246316356

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.29 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	15753
b Expected plan-related expenses	**6b**	1602728
c Target normal cost	**6c**	1618481

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

09/23/2026
Date

BLAKE A BAIETTO
Type or print name of actuary

26-06524
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

216-937-4000
Telephone number (including area code)

1001 LAKESIDE AVENUE
SUITE 1500
CLEVELAND, OH 44114-1172
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	13954097	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	6849604	0
9	Amount remaining (line 7 minus line 8)	7104493	0
10	Interest on line 9 using prior year's actual return of 0.80 %	56836	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		24732014
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.13 %		917368
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		54797
	c Total available at beginning of current plan year to add to prefunding balance		25704179
	d Portion of (c) to be added to prefunding balance		25704179
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	7161329	25704179

Part III Funding Percentages

14	Funding target attainment percentage	14	87.82 %
15	Adjusted funding target attainment percentage	15	100.76 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	95.28 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

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

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used
b Applicable month (enter code)			**21b**	
22 Weighted average retirement age			**22**	62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] Prescribed - separate [ ] Substitute

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)		**31a**	1618481
b Excess assets, if applicable, but not greater than line 31a		**31b**	0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		25070187	2658648
b Waiver amortization installment		0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount		**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)		**34**	4277129

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	4277129		4277129

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
EVONIK CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
EVONIK CORPORATION

D Employer Identification Number (EIN)
63-0673043

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

a Name of MTIA, CCT, PSA, or 103-12 IE: EVONIK CORP MASTER TRUST

b Name of sponsor of entity listed in (a): EVONIK CORPORATION

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
63-0673043-100	M	239587605

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

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a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
EVONIK CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
EVONIK CORPORATION

D Employer Identification Number (EIN)
63-0673043

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	949654	925426
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	28000000	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	221090181	239587605
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	33686	35507
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	250073521	240548538
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	250073521	240548538

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	748	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		748
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		22717815
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		65067
d Total income. Add all **income** amounts in column (b) and enter total	2d		22783630
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	30615384	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		30615384
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	436419	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	1256810	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1693229
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		32308613
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-9524983
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [X] 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) [X] 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: CLIFTONLARSONALLEN LLP **(2)** EIN: 41-0746749

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 579653.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
EVONIK CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
EVONIK CORPORATION

D Employer Identification Number (EIN)
63-0673043

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 20-3691708

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

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 99

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☒ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

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

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

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

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 27.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 70.0 %
High-Yield Debt: 0.0 % Real Assets: 3.0 % Cash or Cash Equivalents: 0.0 % Other: 0.0 %

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_____.

COLLABORATORS | COACHES | ADVOCATES | MENTORS
FRIENDS | VOLUNTEERS | REGULARS | DINERS | VISITORS
CPAs | CONSULTANTS | WEALTH ADVISORS | *NEIGHBORS*
COLLABORATORS | COACHES | ADVOCATES | MENTORS |
CONNOISSEURS | CUSTOMERS | TEACHERS |
| VOLUNTEERS |

EVONIK CORPORATION RETIREMENT PLAN

FINANCIAL STATEMENTS AND
ERISA-REQUIRED SUPPLEMENTAL SCHEDULE

YEARS ENDED DECEMBER 31, 2025 AND 2024

Right there with you

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EVONIK CORPORATION RETIREMENT PLAN
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YEARS ENDED DECEMBER 31, 2025 AND 2024

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Note: Certain supplemental schedules required by Section 2520.103-10 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

CliftonLarsonAllen LLP
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INDEPENDENT AUDITORS' REPORT

Participants and Plan Administrator
Evonik Corporation Retirement Plan

Report on the Audit of the Financial Statements

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

We have performed audits of the accompanying financial statements of Evonik Corporation Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, the related statement of accumulated plan benefits as of December 31, 2024 and the related statement of changes in accumulated plan benefits for the year ended December 31, 2024 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 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to, or derived from, the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).

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- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date the financial statements are issued or 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 Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Evonik Corporation Retirement 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 Evonik Corporation Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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.

Other Matters

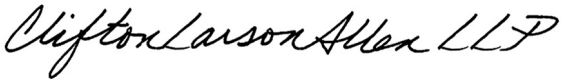
Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4i—Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented for purposes 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 GAAS. 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 its 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).



CliftonLarsonAllen LLP

Livingston, New Jersey
September 14, 2026

EVONIK CORPORATION RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS
DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
INVESTMENTS (at Fair Value)		
Plan Interest in the Master Trust	$ 239,587,605	$ 221,090,181
AXA Equitable Life Insurance Company - Immediate Participation Guarantee Funds	35,507	33,686
Cash	925,426	949,654
Total Cash and Investments	240,548,538	222,073,521
RECEIVABLES		
Employer Contribution Receivable	-	28,000,000
NET ASSETS AVAILABLE FOR PLAN BENEFITS	$ 240,548,538	$ 250,073,521

See accompanying Notes to Financial Statements.

EVONIK CORPORATION RETIREMENT PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS
YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
ADDITIONS:		
Investment Income from the Master Trust	$ 22,717,815	$ 2,249,968
Interest Income - AXA Equitable Life Insurance Company	748	558
Employer Contributions	-	28,000,000
Other Income - AXA Equitable Life Insurance Company	65,067	63,743
Total Additions	22,783,630	30,314,269
DEDUCTIONS:		
BENEFITS PAID TO PARTICIPANTS	30,615,384	30,922,060
ADMINISTRATIVE EXPENSES	1,693,229	2,631,181
Total Deductions	32,308,613	33,553,241
CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS	(9,524,983)	(3,238,972)
NET ASSETS AVAILABLE FOR PLAN BENEFITS:		
Beginning of Year	250,073,521	253,312,493
End of Year	$ 240,548,538	$ 250,073,521

See accompanying Notes to Financial Statements.

EVONIK CORPORATION RETIREMENT PLAN
STATEMENT OF ACCUMULATED PLAN BENEFITS
(AS OF BEGINNING OF PLAN YEAR)

	December 31, 2024
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS	
Vested Benefits:	
Participants Currently Receiving Benefits	$ 110,938,978
Other Participants	129,012,018
Actuarial Present Value of Accumulated Plan Benefits	$ 239,950,996

See accompanying Notes to Financial Statements.

EVONIK CORPORATION RETIREMENT PLAN
STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS
(AS OF BEGINNING OF PLAN YEAR)

	Year Ended December 31, 2024
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS, BEGINNING OF YEAR	$ 265,210,931
CHANGE DURING THE YEAR ATTRIBUTABLE TO:	
Benefits Accumulated	3,181,283
Actuarial Gains	(746,371)
Decrease in Discount Period	13,026,929
Benefits Paid	(31,864,705)
Change of Assumptions	(8,857,071)
Net Decrease	(25,259,935)
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS, END OF YEAR	$ 239,950,996

See accompanying Notes to Financial Statements.

NOTE 1 DESCRIPTION OF PLAN

General

The Evonik Corporation Retirement Plan (Plan), formerly known as the Evonik Degussa Corporation Retirement Plan, was established by Evonik Corporation (Company or Sponsor) on January 1, 1971, as a noncontributory, defined-benefit pension plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is administered by the Evonik Corporation Administrative and Investment Committees (Plan Administrator). The Plan covers all eligible employees of the Company. The following description of the Plan is provided for general information purposes only. Participants should refer to the Plan Document for more complete information. The Plan holds a 100% interest in a Master Trust, which contains investments that all relate to the Plan, as well as minor investments in two insurance contracts.

Eligibility

All employees who were hired, rehired, localized or would have otherwise been eligible to participate in the Plan on or after April 1, 2008, are not allowed to enter into the Plan due to an amendment. This amendment has no impact on the actuarial assumptions for employees in the Plan before April 1, 2008. Employees who were not eligible before April 1, 2008, but would have subsequently become eligible, are not allowed to participate in the Plan. Employees who were hired before April 1, 2008, to work for an affiliated company who subsequently adopted the Plan are not eligible to participate in the Plan. In addition, employees who were hired before April 1, 2008, and transfer within, or among, one U.S. affiliated company to another are not eligible to participate in the Plan.

If an employee was hired before April 1, 2008, they became a participant of the Plan if they were employed (i) on a basis in which they were scheduled to work at least 28 hours of service in a week and were not seasonal or temporary employees (regular full-time employee) or (ii) were not regular full-time employees and had been credited with at least 1,000 hours of service for the 12-consecutive-month period commencing with the employee's first hour of service, or had been credited with at least 1,000 hours of service for any Plan year beginning after their first hour of service; and were not covered by a collective bargaining agreement unless inclusion is provided for in the agreement, were not covered by a pension plan maintained by an affiliated company outside of the United States, and were not an employee who transferred from a non-U.S. affiliated company and were not localized in the United States.

Plan Benefits

Participants employed on or after July 1, 2003, receive a pay credit for each payroll period equal to 6% of eligible compensation, as defined by the Plan. In addition to the pay credit, participants receive an interest credit determined each year by the annual rate of interest on 30-year Treasury securities for September of the prior Plan year.

Effective July 1, 2003, under the cash balance formula, a participant's retirement benefit shall be equal to the sum of the opening cash balance account, cash balance credit for each pay period after the amendment date, and interest credits. Cash-balance participants may receive benefits in the form of a life annuity, a joint-and-survivor annuity, a period-certain annuity, or in a lump sum up to their vested interest.

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Plan Benefits (Continued)

Under the Plan's traditional formula, the annual retirement benefit payable at the normal retirement date shall be equal to the sum of: (a) 1.1% of the highest consecutive five-year average compensation, as defined by the Plan, times the amount of benefit service up to a maximum of 40 years, plus (b) 0.5% of such highest consecutive average compensation in excess of covered compensation times the amount of benefit service to a maximum of 35 years, minus the annual benefit payable under any prior plan. Years of benefit service are credited under the elapsed-time method. Covered compensation is generally the average of the Social Security taxable wage base over a 35-year period.

Employees who are currently receiving benefits and are rehired after March 31, 2008, will not be eligible to accrue additional benefits under the Rules of 45 and 50. Benefits accrued before the date of rehire will be paid under the Rules of 45 and 50. The employees will be eligible to accrue additional benefits under the cash-balance formula.

Participants who were hired, or last rehired, by RohMax USA, Inc., or RohMax USA, LP, prior to January 1, 2007, have their benefits determined under the provisions set forth in the RohMax plan document in effect immediately prior to the merger into the Plan.

Participants who were hired, or last rehired, by Stockhausen Louisiana, LLC, prior to April 1, 2006, have their benefits determined under the provisions set forth in the Stockhausen Louisiana, LLC, plan document in effect immediately prior to July 1, 2003.

The Plan was amended, effective January 1, 2012, to modify the provisions regarding lump-sum distributions options and lump-sum-related recovery of benefit provisions.

The Plan was amended, effective December 31, 2013, to align the Plan Document and Plan operation with regard to the calculation of the final average earnings for the period beginning January 1, 2004 and ending June 30, 2009. In addition, a new formula was adopted for the Cyro portion of the salaried plan to be compared to the current formulas for determining the highest benefit applicable at commencement.

Effective as of December 31, 2014, the Silbond Plan was merged into the Plan. With respect to Plan participants who were participants in the Silbond Plan on December 31, 2014, their benefits shall continue to be determined under the provisions set forth in the Silbond Plan as it existed prior to the December 31, 2014, merger into this Plan.

Effective December 31, 2015, 900 participants were transferred from the Plan to the Evonik Corporation 401(k) Savings Plan. For each payroll period, if an eligible participant was receiving either a 6% or 9% special cash-balance credit under the Plan as of December 31, 2015, then the Plan shall credit such eligible participants' Evonik Retirement Accounts with an amount of Evonik Retirement Contributions equal to either 6% or 9% of the participant's compensation.

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Plan Benefits (Continued)

The Plan was amended to freeze benefit accruals for those in only the cash-balance formula (pay credits frozen) effective December 31, 2015, and for those in a legacy formula effective December 31, 2024.

Effective as of December 31, 2016, the SEIU F&O Plan was merged into the Plan. With respect to Plan participants who were participants in the SEIU F&O Plan on December 31, 2016, their benefits shall continue to be determined under the provisions set forth in the SEIU F&O Plan as it existed prior to the December 31, 2016, merger into this Plan.

Rule of 50

The Rule of 50 is defined as the sum of a participant's years of service and age as of July 1, 2003. If the sum is equal to or greater than 50 and the participant meets special status, as defined in the Plan, the participant is entitled to the greater of an enhanced 9% pay credit or the Plan's traditional formula. The excess of the traditional-benefits formula over the cash balance formula can be distributed in the form of an annuity or a lump sum. Grandfathered participants may also be eligible for reduced monthly benefits in the event of early retirement or disability.

Rule of 45

The Rule of 45 is defined as the sum of a participant's years of service and age as of July 1, 2003. If the sum is equal to or greater than 45 and the participant meets special status, as defined in the Plan, the participant is entitled to an enhanced 9% pay credit.

Pay credits for the Health and Nutrition employees are age-weighted and range from 3% to 16%.

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

An employee who elects to receive a distribution before or after age 65 will have their distribution reduced or increased by the lesser of the calculation under the Plan Document or the actuarial equivalent of the dollar limitation computed utilizing a 5% interest rate and the applicable mortality table as defined by the Plan.

In addition to retirement benefits, the Plan provides disability benefits and preretirement, spousal death benefits.

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Evonik Cyro, LLC Benefits

Former participants of the Evonik Cyro, LLC Employees' Retirement Plan receive the following benefits.

Normal Retirement Benefit

The annual pension benefit is available at the normal retirement date, age 65, and is an amount equal to the sum of (a), (b) and (c) but not less than (d):

(a) For service, as defined, prior to January 1, 1984, the greater of:

(i) The pension accrued under the Career Pay Formula under the American Cyanamid Company Retirement Plan (Cyanamid Plan) (before the 1985 amendment) for service prior to 1984
or

(ii) [(1% x earnings, as defined, as of September 1, 1983, not in excess of $35,700) + (1.25% x earnings as of September 1, 1983, in excess of $35,700)] multiplied by years of service, as defined, prior to 1984

(b) For each year of service from January 1, 1984, through December 31, 1988: (1.25% x earnings not in excess of the Social Security tax wage base, as defined in the American Cyanamid Company Retirement Plan) + (1.5% x earnings in excess of the Social Security tax wage base, as defined in the American Cyanamid Company Retirement Plan)

(c) For each year of service beginning after December 31, 1988: 1.25% x earnings

(d) [(1.67% x final average earnings) x (years of service)] minus [1.67% x primary Social Security benefit x (years of service)] (Maximum of 30 years) However, in no event shall the Social Security offset exceed 50% of the Social Security benefit.

For service prior to January 1, 1994, earnings shall be as defined in the Cyanamid Plan.

The normal retirement age under the Plan is 65. The normal form of payment for a married participant with an eligible spouse is a 50% joint-and-survivor annuity. The normal form of payment for other participants is a life annuity. As alternatives to the normal form of payments participants may receive their benefits as a pop-up annuity option or another option actuarially equivalent to the options offered by the Plan.

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

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Cyro Early Retirement Benefit

A participant may elect the early retirement payment, provided that they are at least 55 years of age. If benefits are payable to a participant on an early retirement date, they shall be reduced as follows:

(a) For participants with less than 20 years of service (vested under the Rule of 65) less 3% for each year (.25% for each month) by which the benefit commences prior to age 65.

(b) For participants with 20 or more years of service (vested under the Rule of 65) less 3% for each year (.25% for each month) by which the benefit commences prior to age 62, with no reduction after age 62.

(c) For participants with less than 20 years of service (vested under the 5-year rule) – actuarially reduced for each month by which the benefit commences prior to age 65.

The Rule of 65 is defined as the sum of a participant's years of service and age. If the sum is equal to or greater than 65, the participant is entitled to a more beneficial benefit than under the five-year rule.

Early Retirement Benefit

Cytec Plastics, LLC employees participate in the Plan. Service for these employees shall be accounted for only for purposes of satisfying eligibility for the Rule of 65 and the Disability Rule of 65 and for purposes of calculating any reduction for early commencement of an early retirement benefit or deferred vested benefit, and not for purposes of benefit accrual.

If the participant was a union employee of Cytec Plastics, LLC immediately before the acquisition and became an employee of the Company, such participant's normal retirement benefit shall be equal to 1.33% of the participant's compensation for each year of service and portion thereof beginning on the date of acquisition.

Retirement Benefits for Certain Union Employees of the Piscataway Location

Former participants of the Evonik Degussa Hourly Retirement Plan receive the following benefits.

The monthly retirement income benefit for each participant is determined as follows:

(a) Piscataway maintenance employees: Effective April 1, 2003, $40.00 per month for each year of service.

(b) For locations no longer in existence: The Plan currently covers only retired participants, beneficiaries and former employees with deferred vested benefits. All benefits are determined based on Plan provisions in effect at the participant's termination.

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Retirement Benefits for Certain Union Employees of the Piscataway Location (Continued)

The normal form of payment for a married participant with an eligible spouse is a 50% joint-and-survivor annuity. The normal form of payment for other participants is a life annuity with 5- or 10-year annuities depending on the location in which they worked. As alternatives to the normal form of payments, participants may receive their benefits as a joint-and-survivor annuity, with various percentages of the benefit continuing to a survivor, as well as certain life options with a 5-, 10-, or 15-year guarantee depending on the location of employment.

Evonik Goldschmidt Benefits

Former participants of the Pension Plan for Certain Union Employees of Evonik Goldschmidt receive the following benefits.

Normal Retirement Benefit

The Plan provides that a participant who retires on their normal or postponed retirement date receives a monthly benefit equal to 1/12 of the greatest of (a) or (b) below:

(a) The participant's annual accrued benefit on March 5, 2005; or,

(b) For each Plan year during which an employee has participated and completed at least 350 hours of service, 1.35% of the participant's earnings (not counting certain specified earnings) multiplied by years of participation.

The maximum annual benefit for any participant cannot exceed (1) the participant's accrued benefit as of December 31, 1984, when aggregated with the participant's accrued benefit under all other defined-benefit plans maintained by the Company or affiliated groups, or (2) the lesser of (i) $195,000 or (ii) 100% of the average annual compensation over the three consecutive years with the greatest aggregate compensation.

The normal form of payment for a married participant with an eligible spouse is a 50% joint-and-survivor annuity. The normal form of payment for other participants is a life annuity. As alternatives to the normal form of payments, participants may receive their benefits as a joint-and-survivor annuity, with various percentages of the benefit continuing to a survivor, as well as certain life options with a 10-year guarantee.

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

Disability Benefits

Disability benefits are available to participants who have completed 15 or more years of service. All locations have a six-month, total disability waiting period.

The Plan provides for full crediting of vesting and benefit service for participants who become totally and permanently disabled.

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Death Benefits

Death benefits are payable for married, vested participants who die prior to benefit commencement provided the participant was eligible for Plan benefits and the benefits have not commenced.

Retirement Date

Participants' normal retirement date shall be the first day of the month coinciding with or following their 65th birthday.

A participant may retire on the first day of any month coincident with or following their 55th birthday. The pension will be reduced, unless 30 years of vesting service have been completed, if the participant elects to receive the pension benefits before reaching age 62.

A participant who terminates employment with the Company, after having completed at least 30 years of vesting service and before reaching age 62, will be entitled to a full, monthly benefit for life with no reduction for early commencement of benefits.

Vesting

Vesting is generally based on years of service measured from the date of employment commencement until the participant's severance from service, with 12 months of service equal to one full year of service. A participant is fully vested generally upon obtaining the earlier of three years of service or the age of 65. Participants withdrawing for reasons other than retirement, death, or disability will forfeit the nonvested portion of the accrued benefit.

Retirement Date

A participant's normal retirement date shall be the first day of the month coinciding with, or following, their 65th birthday.

A participant may retire on the first day of any month coincident with, or following, their 55th birthday. The participant will generally receive the actuarial equivalent of the cash balance account.

For the Rule-of-50 participants under the prior formula, benefits are calculated under the normal retirement allowance based on compensation and benefit service as of the early retirement date with an actuarial reduction of benefits for participants retiring before age 62.

Rule-of-50 participants not under the prior formula benefits will have their benefits actuarially reduced if they retire before attaining the age of 65.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Interest in Master Trust

The Master Trust currently consists of certain assets of the Plan. The interest in the Master Trust represents the Plan's proportionate share of assets held in the Master Trust. The assets of the Master Trust consist of common/collective funds, futures contracts, pooled separate accounts, mutual funds, and fixed income securities along with accrued interest and other payables.

Investments are valued at fair market value. The fair value of marketable securities is based on quotations obtained from national securities exchanges. Where marketable securities are not listed on an exchange, quotations are obtained from the trustees.

The Plan accounts for securities transactions on a trade-date basis. Dividend income is recorded on the ex-dividend date. Interest income is recorded on the accrual basis. The gain or loss recognized on the sale of securities is based on the average cost of securities.

Investment Income

The Plan’s interest in the Master Trust net investment income, as reflected in the statements of changes in net assets available for plan benefits, represents the Plan’s proportionate share of the net investment income from the Master Trust. The Plan’s net investment income from the Master Trust includes interest and dividend income and net appreciation in the fair value of investments, which also includes net gains (losses) realized upon disposition of investments and net unrealized appreciation (depreciation) of investments. The investment income is allocated to the participating plans based upon the relationship of their accumulated daily balances in the investment pool to the total investment of the Master Trust.

Benefit Payments

Benefit payments to participants are recorded upon distribution.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities, and the actuarial present value of accumulated Plan benefits at the date of the financial statements. Accordingly, actual results may differ from those estimates.

Administrative Expenses

The Plan’s expenses are paid either by the Plan or the Company, as provided by the Plan Document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net additions to net assets presented in the accompanying statements of changes in net assets available for benefits.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Subsequent Events

The Company has evaluated its subsequent events and transactions occurring after December 31, 2025, through September 14, 2026, the date the financial statements were available to be issued.

NOTE 3 INFORMATION CERTIFIED BY THE QUALIFIED INSTITUTIONS

Empower Annuity Insurance Company of America and Empower Trust Company, LLC, the qualified institutions of the Plan, have supplied the Plan administrator with certifications as to the completeness and accuracy of investments as of December 31, 2025 and 2024, and investment income for the years ended December 31, 2025 and 2024, in the accompanying financial statements and ERISA-required supplemental schedule.

AXA Equitable Life Insurance Company – Immediate Participation Guarantee Funds as of December 31, 2025 and 2024 and related income for the years ended December 31, 2025 and 2024 are not certified.

Persuant to certain reinsurance and administration agreements entered into between Empower Annuity Insurance Company of America (formerly Great-West Life & Annuity Insurance Company and Prudential Financial, Inc. (Prudential) which includes Prudential Retirement Insurance Company and Prudential Bank & Trust), Prudential has appointed Empower as Prudential's adinistrative agent and attorney-in-fact to perform all necessary administrative service for the group variable annuity contracts and the funding agreements issued by Prudential.

NOTE 3 INFORMATION CERTIFIED BY THE QUALIFIED INSTITUTIONS (CONTINUED)

Total cash and cash equivalents, investments, other assets, and liabilities of the Master Trust as of December 31 are summarized as follows:

	2025	2024
Assets		
Cash and Cash Equivalents	$ 231,591	$ 924,225
Common/Collective Trust	78,731,182	76,109,867
Mutual Funds	22,126,991	29,567,157
Fixed Income	114,439,092	103,456,652
Futures Contracts	9,358	80,110
Pooled Separate Accounts	22,994,440	10,021,924
Total Cash, Investments, and Other Assets at Fair Value	238,532,654	220,159,935
Accrued Interest Receivable	1,068,148	1,032,777
Total Assets	239,600,802	221,192,712
Liabilities		
Unsettled Trades	9,369	99,031
Accrued Expenses	3,828	3,500
Total Net Interest in Master Trust	$ 239,587,605	$ 221,090,181

The Plan's investment income from the Master Trust as reflected in the accompanying statements of changes in net assets available for plan benefits represents the Plan's share of its investment income from the Master Trust. Net investment income from the Master Trust represents approximately 100% of total investment income in the Plan for the years ended December 31, 2025 and 2024, of $22,717,815 and $2,249,968, respectively.

The net investment income in the Master Trust for the years ended December 31, 2025 and 2024 was comprised of the following:

	2025	2024
Net Appreciation of Investments	$ 19,294,037	$ (2,539,901)
Dividends	362,037	1,104,193
Interest	3,061,741	3,685,676
Net Investment Income	$ 22,717,815	$ 2,249,968

NOTE 4 FAIR VALUE MEASUREMENTS

Fair value measurements establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

The three levels of the fair value hierarchy are described below:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in valuation methodologies used as of December 31, 2025.

Common/Collective Trusts and Pooled Separate Accounts: Valued at the net asset value (NAV) of units of a bank collective trust or a pooled separate account. NAV is a readily determinable fair value and is the basis for current transactions. (Level 2 inputs)

Registered Investment Companies/Mutual Funds/Money Market: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. (Level 1 inputs)

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

Fixed Income: Valued at the daily closing price as reported by the fund. (Level 2 inputs)

Insurance Contracts: Funds placed with AXA Equitable Life Insurance Company (AXA Equitable) are invested in interest-bearing accounts and are stated at fair value. The account provides for stable, competitive interest rates based on current market conditions through investments in fixed income securities having short-to-intermediate maturities.

Futures Contracts: Valued at the closing price on the exchange for each specified contract. (Level 2 inputs)

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

The following tables set forth by level, within the fair value hierarchy, the assets in the Master Trust at fair value as of December 31, 2025 and 2024:

	2025			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 22,126,991	$ -	$ -	$ 22,126,991
Pooled Separate Accounts	-	22,994,440	-	22,994,440
Common/Collective Trust	-	78,731,182	-	78,731,182
Fixed Income	-	114,439,092	-	114,439,092
Futures Contracts	-	9,358	-	9,358
Total Assets in the Fair Value Hierarchy	$ 22,126,991	$ 216,174,072	$ -	$ 238,301,063

	2024			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 29,567,157	$ -	$ -	$ 29,567,157
Pooled Separate Accounts	-	10,021,924	-	10,021,924
Common/Collective Trust	-	76,109,867	-	76,109,867
Fixed Income	-	103,456,652	-	103,456,652
Futures Contracts	-	80,110	-	80,110
Total Assets in the Fair Value Hierarchy	$ 29,567,157	$ 189,668,553	$ -	$ 219,235,710

The investment in the guaranteed investment contracts with AXA Equitable held outside the Master Trust is valued as a Level 3 asset.

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

Guaranteed Funds

	2025	2024
Balance, Beginning of Year	$ 33,686	$ 43,457
Transfer from Master Trust	65,067	63,961
Benefits Paid	(60,143)	(70,216)
Investment Gain	748	510
Administrative Expenses	(3,851)	(4,026)
Balance, End of Year	$ 35,507	$ 33,686

NOTE 5 FUTURES CONTRACTS

The Plan is party to derivative financial instruments in accordance with the investment strategy, including futures contracts, that may give rise to varying degrees of off-balance-sheet market and credit risk. The credit risk associated with these instruments are controlled through the evaluation and continual monitoring of the creditworthiness of the counter parties. In the event that a counter party fails to meet the terms of a contract or agreement, the Plan's exposure should be limited to the currency rate differential or futures contract differential. Market risk arises from the potential for changes in value of financial instruments resulting from fluctuations in interest and exchange rates and in prices of debt and equity securities. The investment managers generally limit the Plan's market risk by holding or purchasing offsetting positions.

The estimated fair value of the futures contracts were gross assets of $9,358 and $80,110 at December 31, 2025 and 2024, respectively.

Any gains or losses recognized on futures contracts are recognized in current year investment income. For the years ended December 31, 2025 and 2024, the amount of loss recognized in master trust investments income in the statement of changes in net assets available for benefits attributable to futures contracts was $267,360 and $615,688, respectively.

NOTE 6 ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

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

NOTE 6 ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (CONTINUED)

The actuarial present value of accumulated Plan benefits is determined by an actuary from Willis Towers Watson and is the amount that results from applying actuarial assumptions to adjust the accumulated Plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The actuarial cost method used is the unit-credit method.

The significant actuarial assumptions used in the valuation of accumulated Plan benefits as of January 1, 2025 and 2024, were (a) an assumed discount rate of 5.61% and 5.16% in 2025 and 2024, respectively, (b) retirement-age assumptions (age-specific rates from age 55), and (c) life expectancy of participants under the healthy mortality assumption using the Pri-2012 mortality tables for male and female employees and annuitants projected generationally from 2012 using scale MP-2021. The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated Plan benefits.

The computations of the actuarial present value of accumulated plan benefits were made as of January 1. Had the valuations been performed as of December 31, there would be no material differences.

NOTE 7 FUNDING POLICY

The Company's funding policy is to make annual contributions to the Plan in amounts that are sufficient to comply with, at a minimum, the funding requirements of ERISA. The Company's contributions for each of the years ended December 31, 2025 and 2024, was $-0- and $28,000,000, respectively, which exceeded the minimum funding requirements for both years.

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.

NOTE 8 PLAN TERMINATION

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

(a) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire in that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

NOTE 8 PLAN TERMINATION (CONTINUED)

(b) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to applicable limitations (discussed below).

(c) All other vested benefits (that is, vested benefits not insured by the PBGC).

(d) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested, normal-age-retirement benefits, early retirement benefits, and certain disability and survivors' 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. However, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees.

For Plan terminations occurring during 2025, the ceiling was $7,432 per month. The ceiling applies to those 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 receive their benefits in some form other than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Benefit improvements attributable to Plan amendments effective within five years of Plan termination are not fully guaranteed even though total benefit entitlements fall below the aforementioned ceilings.

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.

NOTE 9 TAX STATUS

The IRS has determined and informed the Company by a determination letter, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

NOTE 9 TAX STATUS (CONTINUED)

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 10 RISKS AND UNCERTAINTIES

The assets of the Plan are invested in financial instruments that are liquid, readily tradable, and subject to fluctuations in fair value. General market and economic conditions have a significant impact on the Plan's investment performance. Investments are subject to risk conditions of the individual fund objectives, equity market fluctuations, interest rates, economic conditions, and world affairs. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

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

NOTE 11 PARTY-IN-INTEREST TRANSACTIONS

Certain Master Trust investments are shares of funds managed by Empower Annuity Insurance Company and Empower Trust Company, the qualified institutions of the Plan, and therefore, these transactions qualify as party-in-interest transactions.

EVONIK CORPORATION RETIREMENT PLAN
E.I.N. 63-0673043 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
	AXA Equitable Life Insurance Company	Insurance Contract 5864	*	$ 25,008
	AXA Equitable Life Insurance Company	Insurance Contract 5879	*	10,499
		Total		$ 35,507

* Cost is not available from the Trustee.

The Plan's investment in the Evonik Qualified Pension Plan Master Trust is reported at the Master Trust level.



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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25											
25-29											
30-34											
35-39			1								1
40-44			13	6		1					20
45-49		2	14	16	9	1	1				43
50-54	2	5	18	14	42	10	3				94
55-59	2	4	17	23	33	15	13	20	5		132
60-64	5	1	15	13	16	9	35	24	10	2	130
65-69	3		4	6	2	6	4	7	4	1	37
70 & over			1	1			1	1	2		6
Total	12	12	83	79	102	42	57	52	21	3	463

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

Plan Name: Evonik Corporation Retirement Plan
EIN / PN: 63-0673043/001
Plan Sponsor: Evonik Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

• Yield Curve Basis	IRS-prescribed one-month average yield curve based on bond yields in the month preceding the valuation date
• Effective Interest Rate	5.29%

Discount Rate for ASC 960: 5.61%

Assumed cost of living adjustments

Cost of living adjustments for inactive participants in payment are assumed to increase in the future by 3.00% per year for Oil Additives participants.

Plan-related Expenses

The amount included this year for plan-related expenses is $1,602,7282.

Interest Crediting Rate

For purposes of crediting interest on the cash balance accounts, a rate of 3.91% is used for 2024 and thereafter.

SCHEDULE SB ATTACHMENTS

Compensation Increases

For purposes of determining the Target Normal Cost and the additional Funding Target for maximum deductible contribution purposes, an age-graded salary scale is assumed, averaging 3.5% per annum based on the current non-Hourly active population. The rates are shown below by age.

Attained Age	Salary Scale
under 30	6.5%
30 – 34	6.0%
35 – 39	5.0%
40 – 44	4.5%
45 – 49	4.0%
50 – 59	3.0%
60+	2.5%

Future Increases in Social Security

Social security benefits are assumed to increase in the future due to increases in the national average wage index of 3.00% per year compounded annually and due to increases in the cost of living of 3.00% per year compounded annually.

Future Increases in Maximum Benefits and Plan Compensation Limitations

Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC Section 415. Plan compensation is limited to the maximum presently allowed under IRC Section 401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit.

Plan Compensation

Compensation assumed paid in the current year beginning on the valuation date equals the annualized plan compensation paid in the prior year increased by 3.5%.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion Date

The valuation date coincident with or next following the date on which the employee becomes a participant.

Mortality

Separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

For disabled lives, the PPA prescribed table under Revenue Ruling 96-7 was used.

For ASC 960 purposes, the healthy mortality assumption is the Pri-2012 mortality tables for male and female employees and annuitants projected generationally from 2012 using scale MP-2021.

Retirement

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

Percentage retiring during the year:

	Percentage Retiring During the Year		
Age	Salaried/Cyro	Hourly	USW/SEIU
55	5%	0.939%	2.00%
56	5%	0.685%	2.25%
57	5%	0.471%	2.50%
58	7.5%	0.302%	2.75%
59	7.5%	0.177%	3.00%
60	10%	0.090%	4.00%
61	10%	0.037%	5.00%
62	25%	0.009%	26.00%
63	20%	0.000%	20.00%
64	25%	0.000%	25.00%
65	35%	100.000%	100.00%
66-69	40%	N/A	N/A
70	100%	N/A	N/A

For Silbond, all participants are assumed to retire at age 65.

SCHEDULE SB ATTACHMENTS

Terminated vested participants are assumed to retire starting at age 61 with the following schedule:

Age	Commencement
<61	0%
61	40%
62	10%
63	10%
64	10%
65	100%

Disability Rates

The rates at which participants become disabled by age and gender are shown below. Percentage becoming disabled during the year:

The following rates at selective ages are illustrative of the disability assumption:

Age	Males	Females
25	0.05%	0.06%
35	0.09%	0.17%
45	0.25%	0.40%
55	0.90%	1.19%
64	2.08%	1.62%

Representative Termination Rates not due to Disability, Retirement or Mortality

Salaried Plan – the Society of Actuaries 2003 combined select termination rate table for all non-hourly portions of the Retirement Plan.

Legacy Hourly Portion:

Attained Age	All Participants	Attained Age	All Participants
20	7.94%	45	3.98%
25	7.72%	50	2.56%
30	7.22%	55	0.94%
35	6.28%	60	0.09%
40	5.15%	65	0.00%

Higher rates apply to Hourly participants with less than 5 years of service.

SCHEDULE SB ATTACHMENTS

Legacy USW Portion of the Salaried Plan and SEIU Plan:

Rate of Termination

Attained Age	Years of Service				
	1	2	3	4	5 or more
20	22.5	17.5	12.5	10.0	10.00
30	22.5	17.5	12.5	10.0	6.40
40	22.5	17.5	12.5	10.0	3.75
50	22.5	17.5	12.5	10.0	1.25

Silbond Plan - None.

Form of Payment

Cash Balance and Rule of 50 Participants

80% of retiring employees are assumed to elect a lump sum. 80% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum.

If the participant is grandfathered under the Rule of 50 provisions, the lump sum payable is the greater of the present value of the grandfathered benefit and the cash balance account. In all other cases, the lump sum payable to the participant is the cash balance account.

Legacy Oil Additives Formula

80% of retiring employees are assumed to elect a lump sum. 100% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum.

Legacy Cyro Formula

50% of retiring employees are assumed to elect a lump sum. 75% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum. The remainder are assumed to elect annuities in the following optional forms:

- All single participants are assumed to elect life annuities. For married participants, 70% are assumed to elect life annuities, while the remaining 30% are assumed to elect 50% joint and survivor annuities.
- Current inactive Cyro participants are assumed to defer commencement to age 61.

Legacy Hourly Formula

50% of retiring employees are assumed to elect a lump sum. 75% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum. The remainder are assumed to elect the normal form.

SCHEDULE SB ATTACHMENTS

Legacy USW Formula

90% of eligible USW and SEIU participants will elect to receive their benefits as lump sums upon retirement, termination, or death.

Legacy Silbond Formula

75% of active and terminated vested participants are assumed to elect a lump sum. The remainder are assumed to elect the normal form.

Marriage

75% of males and 65% of females are assumed married. Male spouses are assumed to be 3 years older than female spouses.

Employees

It was assumed that there will be no new or rehired employees.

Participant Data

Employee data was supplied by the employer and other entities designated by Evonik Corporation as of the census date.

Benefits not Included in Valuation

We believe that we have reflected all significant Plan provisions in this valuation.

Nature of Actuarial Calculations

The results documented in this report are estimates based on data that may be imperfect and on assumptions about future events. Certain plan provisions may be approximated or deemed insignificant and therefore are not valued. Assumptions may be made about participant data or other factors. Reasonable efforts were made in this valuation to ensure that items that are significant in the context of the actuarial liabilities or costs are treated appropriately, and not excluded or included inappropriately.

A range of results, different from those presented in this report could be considered reasonable. The numbers are not rounded, but this is for convenience only and should not imply precision, which is not inherent in actuarial calculations. Certain percentages determined in this report, such as the Funding Target Attainment Percentage, are truncated to be consistent with the instructions for Schedule SB of the Form 5500.

The assumptions selected for this valuation other than those prescribed by law, generally reflect long-term average expectations. If overall future plan experience is less favourable than assumed, the relative level of plan costs or contribution requirements determined in this valuation will likely increase in future valuations. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated

by the economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for the measurements (such as the end of an amortization period); and changes in plan provisions or applicable law. It is beyond the scope of this actuarial valuation to analyse the potential range of future pension contributions, but we can do so upon request.

Changes in Assumptions

Liabilities for funding are based on prescribed changes in discount rate and mortality:

- The long-term interest crediting rate beginning in 2025 for cash balance accounts was increased from 3.91% to 4.36%, reflecting Evonik's long-term assumption that the interest crediting rate is equal to the discount rate for IAS 19 accounting purposes as of the most recent year-end measurement date less 125 basis points

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the 2021 plan year, discounted using the effective interest rate for the 2021 plan year.
Tax Policy	The actuarial valuation performed for the plan year ending December 31, 2025 is used to determine the maximum deductible contribution for the tax year ending December 31, 2025.

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.
Rates of increase in Compensation	An age-graded salary scale is used, ranging from 6.5% to 2.5%, with an average of 3.5%. The 3.5% weighted average consists of a 2.5% inflation assumption, an approximate 0.5% increase in productivity, and an age-based merit component averaging 0.5% for the group as a whole. Based on measurement-specific factors including the industry (chemicals), geography, and Evonik's compensation practices, Evonik believes the age-graded salary scale is appropriate.

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Evonik elected to adopt the Society of Actuaries 2003 combined termination rate table for the Salaried portions of the Salaried Plan, based on the 2016 experience study recommendations. This table provides a good fit to the actual historical termination patterns as well as to expected future experience. These rates were reevaluated during the 2021 experience study and determined to still be an accurate representation of actual experience.
Disability	At FY11 disclosure, the incidence of disability was increased for the pension plans to align with the OPEB LTD assumption selected by Evonik. These rates, which are 125% of the 1985 Watson Wyatt Class I disability table, continue to be used. These rates were reevaluated during the 2021 experience study and determined to still be an accurate representation of actual experience.
Retirement	Evonik based its retirement rates on a 2016 experience study; these rates range from 5% at age 55 to 100% at age 70, for all portions of the Salaried Plan. These retirement rates result in an average retirement age of approximately 62, which we believe to be reasonable when compared to other pension plans with similar design characteristics. These rates were reevaluated during the 2021 experience study and determined to still be an accurate representation of actual experience.

SCHEDULE SB ATTACHMENTS

Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
• Deferred vested benefit	The assumed commencement age for the various legacy groups takes into consideration the early retirement subsidy applicable to the group.
Form of payment	The percentage of retiring participants assumed to take lump sums is based on observed experience over the period 2015-2020 as disclosed in the 2021 experience study.
Percent married	The assumed percentage married is based on the most recent U.S. census data available.

Source of Prescribed Methods

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Evonik Corporation
EIN/PN	63-0673043/001
Plan Name	Evonik Corporation Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Blake A. Baietto
Enrollment Number	26-06524

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

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

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

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

A Name of plan
EVONIK CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Evonik Corporation

D Employer Identification Number (EIN)
63-0673043

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	248,197,951
b Actuarial value	**2b**	248,197,951

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	527	113,189,719	113,189,719
b For terminated vested participants	739	49,886,259	49,886,259
c For active participants	463	83,240,378	83,240,378
d Total	1,729	246,316,356	246,316,356

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.29%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	15,753
b Expected plan-related expenses	**6b**	1,602,728
c Target normal cost	**6c**	1,618,481

Statement by Enrolled Actuary

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

SIGN HERE

Blake A Baietto BAB
Signature of actuary

September 23, 2026
Date

Blake A. Baietto
Type or print name of actuary

2606524
Most recent enrollment number

Willis Towers Watson US LLC
Firm name

216-937-4000
Telephone number (including area code)

PO Box 674401

Houston TX 77267
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	13,954,097	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	6,849,604	0
9	Amount remaining (line 7 minus line 8)	7,104,493	0
10	Interest on line 9 using prior year's actual return of 0.80 %	56,836	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		24,732,014
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.13 %		917,368
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		54,797
c	Total available at beginning of current plan year to add to prefunding balance		25,704,179
d	Portion of (c) to be added to prefunding balance		25,704,179
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	7,161,329	25,704,179

Part III Funding Percentages

14	Funding target attainment percentage	14	87.42 %
15	Adjusted funding target attainment percentage	15	100.76 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	95.28 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

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

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date.	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

a Segment rates:

1st segment: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used

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

22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] Prescribed - separate [ ] Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [ ] Yes [X] No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] Yes [ ] No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	1,618,481
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	25,070,187	2,658,648
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	4,277,129

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	4,277,129		4,277,129

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Evonik Corporation
EIN/PN	63-0673043/001
Plan Name	Evonik Corporation Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Blake A. Baietto
Enrollment Number	26-06524

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

See Schedule SB, Part V Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement and then computing the average retirement age for the table.

For legacy Evonik and Cyro participants, who represent 95% of the plan's active population

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
55	5%	1,000	1.000000	0.050000	2.750000
56	5%	950	0.950000	0.047500	2.660000
57	5%	903	0.902500	0.045125	2.572125
58	7.5%	857	0.857375	0.064303	3.729581
59	7.5%	793	0.793072	0.059480	3.509343
60	10%	734	0.733591	0.073359	4.401549
61	10%	660	0.660232	0.066023	4.027417
62	25%	594	0.594209	0.148552	9.210241
63	20%	446	0.445657	0.089131	5.615276
64	25%	357	0.356525	0.089131	5.704407
65	35%	267	0.267394	0.093588	6.083216
66	40%	174	0.173806	0.069522	4.588483
67	40%	104	0.104284	0.041713	2.794803
68	40%	63	0.062570	0.025028	1.701910
69	40%	38	0.037542	0.015017	1.036163
70	100%	23	0.022525	0.022525	1.576770

Average age at retirement	61.961284
Rounded for Schedule SB item 22	62

Plan Name:	Evonik Corporation Retirement Plan
EIN / PN:	63-0673043/001
Plan Sponsor:	Evonik Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Yield Curve Basis — IRS-prescribed one-month average yield curve based on bond yields in the month preceding the valuation date
- Effective Interest Rate — 5.29%

Discount Rate for ASC 960: 5.61%

Assumed cost of living adjustments

Cost of living adjustments for inactive participants in payment are assumed to increase in the future by 3.00% per year for Oil Additives participants.

Plan-related Expenses

The amount included this year for plan-related expenses is $1,602,7282.

Interest Crediting Rate

For purposes of crediting interest on the cash balance accounts, a rate of 3.91% is used for 2024 and thereafter.

SCHEDULE SB ATTACHMENTS

Compensation Increases

For purposes of determining the Target Normal Cost and the additional Funding Target for maximum deductible contribution purposes, an age-graded salary scale is assumed, averaging 3.5% per annum based on the current non-Hourly active population. The rates are shown below by age.

Attained Age	Salary Scale
under 30	6.5%
30 – 34	6.0%
35 – 39	5.0%
40 – 44	4.5%
45 – 49	4.0%
50 – 59	3.0%
60+	2.5%

Future Increases in Social Security

Social security benefits are assumed to increase in the future due to increases in the national average wage index of 3.00% per year compounded annually and due to increases in the cost of living of 3.00% per year compounded annually.

Future Increases in Maximum Benefits and Plan Compensation Limitations

Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC Section 415. Plan compensation is limited to the maximum presently allowed under IRC Section 401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit.

Plan Compensation

Compensation assumed paid in the current year beginning on the valuation date equals the annualized plan compensation paid in the prior year increased by 3.5%.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion Date

The valuation date coincident with or next following the date on which the employee becomes a participant.

Mortality

Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

For disabled lives, the PPA prescribed table under Revenue Ruling 96-7 was used.

For ASC 960 purposes, the healthy mortality assumption is the Pri-2012 mortality tables for male and female employees and annuitants projected generationally from 2012 using scale MP-2021.

Retirement

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

Percentage retiring during the year:

	Percentage Retiring During the Year		
Age	Salaried/Cyro	Hourly	USW/SEIU
55	5%	0.939%	2.00%
56	5%	0.685%	2.25%
57	5%	0.471%	2.50%
58	7.5%	0.302%	2.75%
59	7.5%	0.177%	3.00%
60	10%	0.090%	4.00%
61	10%	0.037%	5.00%
62	25%	0.009%	26.00%
63	20%	0.000%	20.00%
64	25%	0.000%	25.00%
65	35%	100.000%	100.00%
66-69	40%	N/A	N/A
70	100%	N/A	N/A

For Silbond, all participants are assumed to retire at age 65.

SCHEDULE SB ATTACHMENTS

Terminated vested participants are assumed to retire starting at age 61 with the following schedule:

Age	Commencement
<61	0%
61	40%
62	10%
63	10%
64	10%
65	100%

Disability Rates

The rates at which participants become disabled by age and gender are shown below. Percentage becoming disabled during the year:

The following rates at selective ages are illustrative of the disability assumption:

Age	Males	Females
25	0.05%	0.06%
35	0.09%	0.17%
45	0.25%	0.40%
55	0.90%	1.19%
64	2.08%	1.62%

Representative Termination Rates not due to Disability, Retirement or Mortality

Salaried Plan – the Society of Actuaries 2003 combined select termination rate table for all non-hourly portions of the Retirement Plan.

Legacy Hourly Portion:

Attained Age	All Participants	Attained Age	All Participants
20	7.94%	45	3.98%
25	7.72%	50	2.56%
30	7.22%	55	0.94%
35	6.28%	60	0.09%
40	5.15%	65	0.00%

Higher rates apply to Hourly participants with less than 5 years of service.

SCHEDULE SB ATTACHMENTS

Legacy USW Portion of the Salaried Plan and SEIU Plan:

Rate of Termination

Attained Age	Years of Service				
	1	2	3	4	5 or more
20	22.5	17.5	12.5	10.0	10.00
30	22.5	17.5	12.5	10.0	6.40
40	22.5	17.5	12.5	10.0	3.75
50	22.5	17.5	12.5	10.0	1.25

Silbond Plan - None.

Form of Payment

Cash Balance and Rule of 50 Participants

80% of retiring employees are assumed to elect a lump sum. 80% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum.

If the participant is grandfathered under the Rule of 50 provisions, the lump sum payable is the greater of the present value of the grandfathered benefit and the cash balance account. In all other cases, the lump sum payable to the participant is the cash balance account.

Legacy Oil Additives Formula

80% of retiring employees are assumed to elect a lump sum. 100% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum.

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50% of retiring employees are assumed to elect a lump sum. 75% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum. The remainder are assumed to elect annuities in the following optional forms:

- All single participants are assumed to elect life annuities. For married participants, 70% are assumed to elect life annuities, while the remaining 30% are assumed to elect 50% joint and survivor annuities.
- Current inactive Cyro participants are assumed to defer commencement to age 61.

Legacy Hourly Formula

50% of retiring employees are assumed to elect a lump sum. 75% of employees who terminate prior to reaching retirement eligibility age are assumed to elect a lump sum. The remainder are assumed to elect the normal form.

Legacy USW Formula

90% of eligible USW and SEIU participants will elect to receive their benefits as lump sums upon retirement, termination, or death.

Legacy Silbond Formula

75% of active and terminated vested participants are assumed to elect a lump sum. The remainder are assumed to elect the normal form.

Marriage

75% of males and 65% of females are assumed married. Male spouses are assumed to be 3 years older than female spouses.

Employees

It was assumed that there will be no new or rehired employees.

Participant Data

Employee data was supplied by the employer and other entities designated by Evonik Corporation as of the census date.

Benefits not Included in Valuation

We believe that we have reflected all significant Plan provisions in this valuation.

Nature of Actuarial Calculations

The results documented in this report are estimates based on data that may be imperfect and on assumptions about future events. Certain plan provisions may be approximated or deemed insignificant and therefore are not valued. Assumptions may be made about participant data or other factors. Reasonable efforts were made in this valuation to ensure that items that are significant in the context of the actuarial liabilities or costs are treated appropriately, and not excluded or included inappropriately.

A range of results, different from those presented in this report could be considered reasonable. The numbers are not rounded, but this is for convenience only and should not imply precision, which is not inherent in actuarial calculations. Certain percentages determined in this report, such as the Funding Target Attainment Percentage, are truncated to be consistent with the instructions for Schedule SB of the Form 5500.

The assumptions selected for this valuation other than those prescribed by law, generally reflect long-term average expectations. If overall future plan experience is less favourable than assumed, the relative level of plan costs or contribution requirements determined in this valuation will likely increase in future valuations. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated

by the economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for the measurements (such as the end of an amortization period); and changes in plan provisions or applicable law. It is beyond the scope of this actuarial valuation to analyse the potential range of future pension contributions, but we can do so upon request.

Changes in Assumptions

Liabilities for funding are based on prescribed changes in discount rate and mortality:

- The long-term interest crediting rate beginning in 2025 for cash balance accounts was increased from 3.91% to 4.36%, reflecting Evonik's long-term assumption that the interest crediting rate is equal to the discount rate for IAS 19 accounting purposes as of the most recent year-end measurement date less 125 basis points

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the 2021 plan year, discounted using the effective interest rate for the 2021 plan year.
Tax Policy	The actuarial valuation performed for the plan year ending December 31, 2025 is used to determine the maximum deductible contribution for the tax year ending December 31, 2025.

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.
Rates of increase in Compensation	An age-graded salary scale is used, ranging from 6.5% to 2.5%, with an average of 3.5%. The 3.5% weighted average consists of a 2.5% inflation assumption, an approximate 0.5% increase in productivity, and an age-based merit component averaging 0.5% for the group as a whole. Based on measurement-specific factors including the industry (chemicals), geography, and Evonik’s compensation practices, Evonik believes the age-graded salary scale is appropriate.

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Evonik elected to adopt the Society of Actuaries 2003 combined termination rate table for the Salaried portions of the Salaried Plan, based on the 2016 experience study recommendations. This table provides a good fit to the actual historical termination patterns as well as to expected future experience. These rates were reevaluated during the 2021 experience study and determined to still be an accurate representation of actual experience.
Disability	At FY11 disclosure, the incidence of disability was increased for the pension plans to align with the OPEB LTD assumption selected by Evonik. These rates, which are 125% of the 1985 Watson Wyatt Class I disability table, continue to be used. These rates were reevaluated during the 2021 experience study and determined to still be an accurate representation of actual experience.
Retirement	Evonik based its retirement rates on a 2016 experience study; these rates range from 5% at age 55 to 100% at age 70, for all portions of the Salaried Plan. These retirement rates result in an average retirement age of approximately 62, which we believe to be reasonable when compared to other pension plans with similar design characteristics. These rates were reevaluated during the 2021 experience study and determined to still be an accurate representation of actual experience.

Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
• Deferred vested benefit	The assumed commencement age for the various legacy groups takes into consideration the early retirement subsidy applicable to the group.
Form of payment	The percentage of retiring participants assumed to take lump sums is based on observed experience over the period 2015-2020 as disclosed in the 2021 experience study.
Percent married	The assumed percentage married is based on the most recent U.S. census data available.

Source of Prescribed Methods

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

Liabilities for funding are based on prescribed changes in discount rate and mortality:

- The long-term interest crediting rate beginning in 2026 for cash balance accounts was increased from 3.91% to 4.36%, reflecting Evonik's long-term assumption that the interest crediting rate is equal to the discount rate for IAS 19 accounting purposes as of the most recent year-end measurement date less 125 basis points.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

A. Evonik Corporation Provisions

Effective Date and Most Recent Amendment

Originally effective January 1, 1971. The Plan was most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

Stockhausen Louisiana LLC employees hired or last rehired on or after April 1, 2006, are covered under the cash balance formula of the Salaried Plan. Oil Additives employees hired or last rehired on or after January 1, 2007, are covered under the cash balance formula of the Salaried Plan.

Effective April 1, 2008, participation is closed to all employees hired, rehired or localized on or after April 1, 2008.

Normal Retirement Benefit

Eligibility: Age 65

(a) Cash Balance Account - The cash balance account is equal to the sum of opening cash balance amount, if any, pay credits and interest credits.

(i) Opening cash balance amount - for participants prior to 1/1/2003, is equal to the lump sum value of the prior formula benefit, reflecting early retirement subsidies for participants who would become retirement eligible by 12/31/2003. For Midwest Lysine participants, the opening balance at 8/1/2003 is equal to 3% of base pay times a maximum of 3 years of service.

(ii) Pay credits – are credited for -Huls and Creanova employees at a rate of 6% of pensionable pay except for *Rule of 45 and Rule of 50 participants* who are credited with 9% of pensionable pay. A Rule of 45 participant is a participant whose age plus vesting service is at least 45 as of 12/31/2003. Pay credits for Health & Nutrition employees are age-weighted and range from 3% to 16%. All others are credited at 6%.

Pay credits cease after December 31, 2015, except for Rule of 50 participants.

(iii) Interest credits – are granted quarterly based on the account balance at the end of the prior quarter and on an interest rate that when compounded is equal to 30-year treasury security rate for September of the prior plan year.

(iv) Cash balance account recalculation. Participants who are employed as of 12/31/2003 and who became participants prior to 2003 will receive a special one-time recalculation of their cash balance accounts.

As of 12/31/2003 the cash balance account value for such participants is the greater of the value prior to the recalculation and the lump sum value of the prior plan formula, reflecting early retirement subsidies for participants who are retirement eligible as of 12/31/2003.

The normal retirement benefit is the actuarial equivalent of the cash balance account.

(b) Integration with the Prior Formula

Rule of 50 Participant

Participant whose age plus vesting service is at least 50 as of 12/31/2003 and who has attained 5 years of vesting service by 12/31/2003.

Rule of 50 participants are entitled to the greater of the cash balance formula benefit or the prior formula benefit on an ongoing basis. The 12/31/2003 prior formula accrued benefit is protected for all participants who participated in the prior formula. For these participants covered by the prior formula, their overall minimum benefit is the 12/31/2003 prior formula benefit plus pay and interest credits earned towards the cash balance account on or after January 1, 2004.

If a participant's accrued benefit under the prior formula, for *Rule of 50 participants*, or the protected accrued benefit for other participants exceeds the actuarially equivalent age-65 annuity of the cash balance account value, the participant is entitled to the excess amount payable as a residual annuity. The residual annuity may be taken in any optional form with the exception of a lump sum distribution.

In any case, a *Rule of 50 participant* is entitled to receive a distribution under the terms of the prior formula.

The prior formula benefit applicable to Rule of 50 participants is an annual benefit equal to

(i) 1.1% times the highest consecutive five year average compensation multiplied by benefit service (maximum 40 years).

Plus

(ii) 0.5% times the highest consecutive five-year average compensation in excess of Covered Compensation, multiplied by benefit service (maximum 35 years).

Minus

(i) annual benefit payable under any Prior Plan.

For former Creanova Inc., Rohm America Inc. and Sivento Inc. participants, the above benefit is not less than the accrued benefit as of December 31, 1999 under the applicable Prior Plan.

For former employees, the above benefit is not less than the accrued benefit as of December 31, 1999 under the Prior Plan adjusted to straight life annuity.

Benefit accruals will cease effective December 31, 2024, except for certain LTD participants.

Early Retirement Benefit

Eligibility: Age 55 and 5 years of service.

The actuarial equivalent of the cash balance account. For Rule of 50 participants, the prior formula benefit is calculated as normal retirement allowance based on compensation and benefit service as of early retirement date with a reduction based on the age at benefit commencement date as follows:

Age	Factor
62 or older	100%
61	95
60	90
59	84
58	78
57	71
56	64
55	56

Disability Benefit

Eligibility: Total and permanent disability.

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Disabled prior to January 29, 2015: Benefit commencing at age 65 determined assuming salary continuation to age 65 at the same rate as when disability occurred and benefit service projected to age 65.

Disabled after January 29, 2015 and before January 1, 2016: Benefit commencing at age 65 determined assuming salary continuation to January 1, 2025 at the same rate as when disability occurred and benefit service projected to January 1, 2025.

Disabled January 1, 2016 or later: If Rule of 50, benefit commencing at age 65 determined assuming salary continuation to January 1, 2025 at the same rate as when disability occurred and benefit service projected to January 1, 2025. If not Rule of 50, frozen accrued benefit as of January 1, 2016.

Vested Benefits Upon Termination of Service

Eligibility: 3 years cliff vesting

The actuarial equivalent of the cash balance account. For Rule of 50 Participants, the prior formula benefit is computed as a normal retirement allowance based on compensation and service as of date of termination. This benefit is payable immediately as a lump sum for the portion accrued to December 31, 1997 (for non-Creanova participants), or entirely as an annuity payable without reduction commencing at age 65, or at any time after age 55, reduced for early commencement.

Former Creanova participants with an accrued benefit as of January 1, 2000, will utilize the same early retirement factors as in the Early Retirement section above. Other Rule of 50 participants will have their benefit reduced as follows:

Age	Factor
65	100%
64	92.8
63	85.6
62	78.4
61	71.2
60	64.0
59	60.4
58	56.8
57	53.2
56	49.6
55	46.0

Pre-Retirement Death Benefits

Eligibility: Death of a married active employee who is vested or a married inactive employee who has terminated with entitlement of a vested allowance which has not commenced.

SCHEDULE SB ATTACHMENTS

The actuarial equivalent of the cash balance account. For participants covered by the prior benefit formula, benefit payable to the spouse for his/her lifetime only, equal to 50% of the allowance payable to the member assuming the 50% joint and survivor option had been elected, payable with appropriate reduction on the earliest date on which the member could have elected to commence payment.

Death of a single active employee who is vested results in payment of the cash balance account to a beneficiary.

Normal Form of Benefit

Life annuity for single participants.

Reduced 50% joint and survivor annuity for married participants.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) Life annuity.

(b) Joint and survivor (50%, 66-2/3%, 75% or 100%) annuity.

(c) Certain and life annuity (5, 10, 15, or 20 years certain).

(d) Lump sum distribution (automatic form of payment if the present value of the benefit is less than $1,000). The lump sum amount was limited to the value of the cash balance account for commencements prior to January 1, 2012. Effective January 1, 2012, Rule of 50 participants may elect an unrestricted lump sum distribution. Effective November 1, 2017, all participants may receive an unrestricted lump sum.

Changes in Plan Provisions since Last Actuarial Valuation

None that affected the valuation of the plan.

SCHEDULE SB ATTACHMENTS

B. Stockhausen Louisiana, LLC/NALCO Provisions

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1997. Merged into the Evonik Corporation Retirement Plan, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

Employees hired or last rehired prior to April 1, 2006, become eligible after attainment of age 21 and 1 year of service.

Normal Retirement Benefit

Eligibility: Age 62.

2% of Average Annual Compensation for each of the first 25 years of Benefit Service plus 1.5% of Average Annual Compensation for each such year of Benefit Service in excess of 25 years of Benefit Service, less 1.5% of the employee's Social Security Benefit amount for each of the first 33⅓ years of Benefit Service. The result is offset by the prior NALCO benefit, if applicable. Average Annual Compensation is the annual average of the highest 48 months of compensation out of the final 120 months.

Benefit accruals will cease effective December 31, 2024.

Early Retirement Benefit

Eligibility: Age 55 and 5 years of service.

Accrued normal benefit commencing at normal retirement date, or payable immediately and reduced for early commencement prior to age 62. Different early retirement factors apply for the final average earnings reduction, the Social Security offset reduction and the prior plan offset, which are described in Exhibit B of the Plan.

Disability Benefit

Eligibility: 5 years of service.

Accrued benefit payable at normal retirement date, or reduced benefit at or after age 55 reduced for early commencement.

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

Eligibility: 5 years of service.

Accrued benefit payable at normal retirement date, or reduced benefit at or after age 55 reduced for early commencement.

Spouse's Benefit

Eligibility: Death after 5 years of service.

Qualified Joint and 50% Surviving Spouse Annuity to the spouse (reduced for early commencement), payable on the later of the participant's earliest retirement date or the first day of the month following death.

Normal Form of Retirement Benefit

Participants married through the one-year period ending on annuity starting date: Joint and 50% Surviving Spouse Annuity.

Other Participants: 10-year Certain and Life Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) 100%, 75%, 66⅔% or 50% Contingent and Life Annuity.

(b) Social Security Leveling Option.

(c) Single Life Annuity.

(d) Lump sum distribution.

Changes in Plan Provisions since Last Actuarial Valuation.

None that affected the valuation of the plan.

SCHEDULE SB ATTACHMENTS

C. Oil Additives

Effective Date and Most Recent Amendment

The plan was originally effective August 1, 1999. Merged into the Evonik Corporation Retirement Plan, most recently restated effective January 1, 2020 and amended effective Dceember 15, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

Employees hired or last rehired prior to January 1, 2007 at Oil Additives are eligible after one year of service. Service with Rohm & Haas is credited for eligibility, vesting and benefit purposes for Oil Additives employees who transferred from Rohm & Haas as of 6/30/1998. Additionally, employees who were participants in the Rohm & Haas plan as of July 31, 1999 are automatically vested. Other employees become vested after five years of service.

Normal Retirement Benefit

Eligibility: Attainment of age 65.

Annual benefit calculated as follows:

(a) General Rule:

(1) 1.5% of Basic Earnings Rate minus 0.35% of Final Average Compensation multiplied by Years of Benefit Service up to a maximum of 44 years; plus

(2) 0.75% of Basic Earnings Rate multiplied by Years of Benefit Service in excess of 44 years.

Basic Earnings Rate is the annual average of the 36 highest consecutive months of compensation out of the final 120 months. Final Average Compensation is the minimum of Basic Earnings Rate and Social Security Covered Compensation.

(b) Special Rule:

If a participant has attained age 50 and has at least 5 Years of Service and is either a salaried Participant or a Participant employed at the Company's Houston Plant covered under the OCAW collective bargaining agreement, the annual payment will not be less than the amount calculated by multiplying 1.2% of the Basic Earnings Rate by the Years of Benefit Service.

(c) Former Rohm and Haas Plan Participants:

A participant in the Rohm and Haas Pension Plan on July 31, 1999, will receive a Benefit Service Credit under this Plan for service with Rohm and Haas Company. In addition, the benefit under this Plan will never be less than the amount of benefit under the Rohm and Haas Plan as of July 31, 1999.

(d) Minimum Benefit:

If a participant has completed at least 20 Years of Service, the monthly pension benefit, payable as a straight life annuity, will not be less than $300.

Benefit accruals will cease effective December 31, 2024.

Early Retirement Benefit

Eligibility*:* Attainment of age 50 but before age 65.

Early Retirement Benefit: Normal Retirement Benefit reduced by 0.5% for each month benefits commence before age 60. No reduction occurs if commencement occurs on or after Participant's attainment of age 60.

Social Security Supplemental Benefit: If the Participant has at least 15 Years of Service and is between the ages of 60 and 62, the Participant will receive the Social Security Supplemental Benefit in the amount of $400 per month until the earlier of (i) the month in which the Participant becomes eligible to receive Social Security benefit equal to 80% of the Social Security benefit entitled upon reaching Social Security normal retirement age or (ii) the end of the month before death.

Age 56/30 Years Supplemental Benefit: In addition to an early retirement benefit, if age at retirement is greater than 56 and Years of Service is at least 30, a supplemental monthly benefit will be provided which, when combined with early retirement monthly benefit, will equal a total benefit of $1,250 per month. Benefit will continue until the earlier of age 62 or death.

Vested Benefits Upon Termination of Service

Eligibility: 5 years of service.

Vested Termination Benefit: Normal Retirement Benefit reduced for early commencement. The benefit is payable as early as age 50 but is reduced actuarially from age 65.

Pre-Retirement Death Benefits

Vested Participants: The surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated, survived to early retirement age, and had begun to receive payments, electing the joint & 50% survivor option. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

Plan Name:	Evonik Corporation Retirement Plan
EIN / PN:	63-0673043/001
Plan Sponsor:	Evonik Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Cost of Living Adjustment

Any participant age 60 or older who has retired, or any Contingent Annuitant or Beneficiary who is receiving monthly payments, shall be entitled to an annual Cost-of-Living Adjustment equal to the percentage increase in the United States Consumer Price Index for Urban Wage Earners and Clerical Workers, not to exceed 3% per year applied to the benefit accrued as of December 31, 2008.

Normal Form of Retirement Benefit

Married participants: Joint and 50% Surviving Spouse Annuity.

Other participants: Straight Life Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) 100%, 75%, 66-2/3%, 50% or 25% Contingent and Life Annuity.

(b) 5, 10, 15 or 20 Year Certain and Life Annuity.

(c) Lump Sum.

Changes in Plan Provisions since Last Actuarial Valuation.

None that affected the valuation of the plan.

SCHEDULE SB ATTACHMENTS

D. Evonik Cyro LLC Employees Retirement Plan Provisions

Effective Date and Most Recent Amendment

Spun off from the American Cyanamid Company and Subsidiaries Employees Retirement Plan effective January 1, 1994. The plan was restated January 1, 2007 and amended by Amendment No. 2, adopted December 28, 2009. Merged into the Evonik Corporation Retirement Plan effective December 31, 2009, most recently restated effective January 1, 2020 and amended effective December 15 ,2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

All employees of Evonik Cyro hired prior to July 1, 2002 and select Cytec employees named in the Evonik Cyro LLC Employees Retirement Plan.

Pension Service

Period of service from the date of employment to date of retirement but not counting any specifically excluded service rendered by the employees of any acquired business prior to the date of acquisition.

Pensionable Pay

The total of (i) through (vi);

(i) regular base wages,

(ii) any cafeteria plan and/or 401(k) plan deferrals,

(iii) overtime pay,

(iv) cash sales commissions,

(v) annual incentive compensation up to 1/3 of annual salary,

(vi) portion of salary continuation paid during short-term disability or parental leave.

Average Earnings

The average of the highest five calendar years of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date.

Social Security Benefit

The estimated primary insurance amount payable to a participant at age 65 under the Social Security Act, as amended, in effect on the date his employment with an employer ceases, assuming in the case of early retirement or termination before his normal retirement date, that the participant receives no compensation after termination or retirement.

Plan Name:	Evonik Corporation Retirement Plan
EIN / PN:	63-0673043/001
Plan Sponsor:	Evonik Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Normal Retirement Date (NRD): first of month coinciding with or next following the attainment age 65.

Benefit Formula: The sum of (i), (ii) and (iii), but to a minimum of (iv) and (v)

(i) *For Service Prior to January 1, 1984*: The larger of:

- The pension accrued under the career pay formula of the Plan (before the 1985 amendment) for service prior to 1984, or
- 1% of that portion of the annual earnings rate as of September 1, 1983 not in excess of $35,700, plus 1.25% of the excess multiplied by the number of years of pension service prior to 1984.

(ii) For Service from January 1, 1984 through December 31, 1988: 1.25% of annual earnings not in excess of the Social Security wage base plus 1.5% of the excess for each year of pension service from 1984 through 1988.

(iii) For Future Service from January 1, 1989: 1.25% of annual earnings for each year of pension service after 1988.

(iv) Final Pay Minimum Benefit: 1.67% of average annual earnings multiplied by the number of years of pension service, minus 1.67% of the Social Security old-age benefit multiplied by the number of years of pension service (maximum of 30 years).

(v) Final Pay Benefit: 1.2525% of average annual earnings multiplied by the number of years of pension service.

Except for opt-out participants, benefit accruals will cease effective December 31, 2024.

Early Retirement Benefit

Eligibility: Retire before NRD and following attainment of age 55, provided that the sum of age in years at retirement and service in years at termination totals at least 65.

Benefit: Monthly pension benefit determined as of early retirement date, subject to reduction as follows:

(i) For participants with vested rights whose age in years and service in years totals at least 65, a reduction at the rate of 3% for each year of early retirement prior to age 65 for participants with less than 20 years of service at retirement, and for each year of early retirement prior to age 62 for participants with at least 20 years of service at retirement. No reduction is made for participants who retire at age 62 or thereafter with 20 or more years of service. If the benefit was determined in accordance with the final pay minimum benefit, then the Social Security benefit is reduced by 6- 2/3% for each year that commencement precedes age 65 and 3-1/3% for each year preceding age 60.

(ii) For participants with vested rights where age in years and service in years total less than 65, an actuarial reduction. An actuarial reduction also applies to the Final Pay Benefit.

SCHEDULE SB ATTACHMENTS

Disability Benefit

All participants who

(i) become totally and permanently disabled,

(ii) are receiving Social Security disability benefits, and

(iii) have attained age 55, have completed five years of continuous service and have age in years and service in years totalling at least 65.

Benefit if disabled prior to January 29, 2015: Continued accrual of pension service assuming level future earnings from date of disability until date of retirement.

Benefit if disabled on or after January 29, 2015: Continued accrual of pension service assuming level future earnings from date of disability until January 1, 2025.

Vested Benefits upon Termination of Service

Vesting: Termination for reasons other than death or retirement after completing five years of continuous service.

Termination Benefit: Monthly pension determined as of termination date payable at NRD.

Pre-Retirement Death Benefits

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

Benefit: 50% of the monthly pension benefit that would have been payable had the employee terminated his employment on the date of his death having elected a 50% joint and survivor option to commence at the earliest possible date.

Optional Forms of Retirement Income in Lieu of Normal Form

Preretirement spouse benefits are payable only as described above. Monthly pension benefits will be paid as described above, if the participant has no spouse as of the date payments commence, or if the participant so elects. Otherwise, they will be paid in the form of 50% joint and survivor annuity option, a pop-up annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are actuarially equivalent contingent annuitant options, a ten-year certain and life annuity, or (for married participants) a life annuity.

Effective January 1, 2012, participants may elect a lump sum distribution.

SCHEDULE SB ATTACHMENTS

Maximum on Benefits and Pay

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

Changes in Plan Provisions since Last Actuarial Valuation

None that affected the valuation of the plan.

SCHEDULE SB ATTACHMENTS

E. Evonik Hourly Provisions

Effective Date and Most Recent Amendment

The plan was originally effective September 30, 1944. The Plan was amended and restated effective January 1, 2008 and last amended by the Third Amendment executed December 15, 2009. Merged into the Evonik Corporation Retirement Plan effective December 31, 2010, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Hourly employees at select locations after 1 year of service.

Final Average Compensation/Salary

Not applicable.

Normal Retirement Benefit

Normal Retirement Date: Age 65

Monthly Benefit Formula Based on the greater / greatest of the following formulas:

Piscataway: $40 per month per year of service	For hires after October 10, 2001: $38 per month per year of service, effective January 1, 2004 $39 per month effective January 1, 2007 $40 per month effective January 1, 2008 $41 per month effective January 1, 2009 $42 per month effective January 1, 2010 $43 per month effective January 1, 2011 $47 per month effective August 21, 2011 $48 per month effective January 1, 2012 $49 per month effective January 1, 2013 $50 per month effective January 1, 2014 $51 per month effective January 1, 2015 $52 per month effective January 1, 2016
Lockland: For hires before October 10, 2001: $43 per month per year of service from later of September 30, 1961 and date of hire, effective January 1, 2002 $45 per month effective January 1, 2004 $47 per month effective January 1, 2005 $48 per month effective January 1, 2006 $49 per month effective January 1, 2007 $50 per month effective January 1, 2008 $51 per month effective January 1, 2009 $52 per month effective January 1, 2010 $53 per month effective January 1, 2011 $55 per month effective January 1, 2012 $56 per month effective January 1, 2013 $57 per month effective January 1, 2014 $58 per month effective January 1, 2015 $59 per month effective January 1, 2016	Pleasanton: $26 per month per year of service from later of September 30, 1961 and date of hire, increasing $1 each year until 2001, effective 1/1/1998

SCHEDULE SB ATTACHMENTS

Normal Form of Retirement Income

- Participants married throughout the one year period ending on annuity start date: 50% Contingent Annuity
- Other Participants: Single Life Annuity (Piscataway) or 5 year Certain and Life (Lockland)

Early Retirement Benefit

Eligibility: Age 55 and 10 years of service.

Monthly Benefit: Accrued benefit reduced for early commencement. The reduction is 0.50% for each month between age 62 and 65 and 0.33% for each month prior to age 62.

Disability Benefit

Eligibility: Total and permanent disability for at least 6 months after 10 years of service.

Monthly Benefit: Accrued benefit payable immediately with no reduction for commencement prior to age 65.

Vested Benefits Upon Termination of Service

Eligibility: 5 years of service.

Benefit: Accrued benefit payable at age 65. A reduced pension may be payable as early as age 55 if the participant had at least 10 years of vesting service. The reduction is the same as that for Early Retirement.

Pre-Retirement Death Benefits

Eligibility: Vested and married.

Benefit: 50% of the benefit which would have been paid if the participant had terminated employment on the earlier of his date of death or actual termination date and had survived to and retired on his earliest retirement date and elected the Qualified 50% Joint and Survivor option.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) 100%, 75% and 50% Contingent Annuity.
(b) Life Annuity.
(c) 5 or 10 years Certain and Life Annuity.
(d) Lump sum distribution.

Special Provisions for Top-Heavy Plan

Not applicable; the plan has never been top-heavy.

Plan Name:	Evonik Corporation Retirement Plan
EIN / PN:	63-0673043/001
Plan Sponsor:	Evonik Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Participants' Contributions

They are not currently required or permitted. Some participants at certain locations may have accumulated contributions.

Changes in Plan Provisions since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

F. USW Plan Provisions

Effective Date and Most Recent Amendment

Original effective date is January 1, 1979. Amended and restated effective September 1, 1999. Most recently amended by the Eleventh Amendment generally effective January 1, 2009. Merged into the Evonik Corporation Retirement Plan effective December 31, 2013, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Employees of Evonik Goldschmidt Corporation who are members of the bargaining unit at Mapleton, Illinois, represented by Local No. 7-807 Oil, Chemical and Atomic Workers' International Union, AFL-CIO are eligible employees and become Participants on the first day of month following the date they become an eligible employee.

Effective January 1, 2011, participation is closed to all employees hired or rehired after that date.

Credited Service

A full year is credited for 1,800 Hours of Service. A pro-rata portion of a year is credited in a year with less than 1,800 hours worked.

Effective January 1, 2011, credited service ceased for all participants and benefits were frozen.

Vesting Service

A full year is credited for 1,000 Hours of Service.

Compensation/Salary

Compensation includes base pay, overtime, differentials, bonuses, etc.

Normal Retirement Benefit

Eligibility: First day of the month coincident with or following the attainment of age 65

Benefit Formula: Greater of (a), (b), (c), or (d), with (a) and (b) frozen effective March, 2005:

(a) Years of Credited Service multiplied by $600.00

(b) For each year which a Participant worked 350 hours (i) + (ii):

(i) 1.10% for earnings between $600-$3,000,

(ii) 1.65% for earnings over $3,000

(c) 1.35% times earnings for each year which a Participant worked 350 hours.

(d) Benefit accrued as of 12/31/1984.

Form of Payment: Life annuity.

Late Retirement

Any date after the Normal Retirement Date. Normal Retirement Benefit calculated as of the actual retirement date.

Early Retirement Benefit

Eligibility: The later of age 55 and five years of Vesting Service, but before the Normal Retirement Date.

Longevity Early: If hired before 1/1/1994 with 30 years of Vesting Service, and under age 62.

Benefit: Normal Retirement Benefit calculated using earnings as of early retirement date. Reduced 5% for each year Early Retirement Date precedes age 62. No reduction is applicable if commencement occurs on or after Participant's 62nd birthday or if a Participant had more than 30 years of Vesting Service.

Form of Payment: Same as Normal Retirement.

Disability Benefit

Eligibility: Disabled in active service after completing 15 years of Credited Service.

Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service at disablement. Payable as an unreduced benefit, payable immediately.

Vested Benefits Upon Termination of Service

Eligibility: 100% vested right after five years of service

Termination Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service as of vested termination date. Reduced for early commencement using same factors as Early Retirement Benefit.

Optional Forms of Retirement Income in Lieu of Normal Form

10 Certain and Life, 50%, 66-2/3%, 75% and 100% Joint and Survivor Annuity. A lump sum is also available effective December 31, 2016.

Plan Name:	Evonik Corporation Retirement Plan
EIN / PN:	63-0673043/001
Plan Sponsor:	Evonik Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Vested participants: The surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated employment the day before death, elected to begin receiving benefits at earliest possible retirement age, survived to such date, and elected the joint & 50% survivor option. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

Changes in Plan Provisions since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

G. Silbond Provisions

Effective Date and Most Recent Amendment

Original effective date is March 15, 1994. Amended and restated effective January 1, 2004. Merged into the Evonik Corporation Retirement Plan effective December 31, 2014, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Prior to January 1, 2004:

- a bargaining unit employee became a participant on the January 1 or July 1 coincident or next following the completion of 1,000 hours in a year.
- a non-bargaining unit employee became a participant on the January 1 or July 1 coincident or next following the completion of 1,000 hours in a year and attainment of age 21.

Effective January 1, 2004, participation is closed to all employees hired or rehired after that date.

Benefit Service

A participant is credited for one year of Benefit Service for each plan year in which at least 1,000 hours are reported. Benefit Service earned after December 31, 2003 is excluded for benefit accrual purposes.

Vesting Service

A full year is credited for 1,000 Hours of Service.

Compensation/Salary

W-2 pay, including pre-tax salary reductions, but excluding commissions, overtime and bonuses. Compensation after December 31, 2003 is excluded for benefit accrual purposes.

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Eligibility: First day of the month coincident with or following the attainment of age 65 (the later of age 65 and completion of 5 years of service for non-bargaining participants).

Benefit Formula: For non-bargaining participants the sum of (i) and (ii):

(i) 1.1% of average monthly compensation, multiplied by Benefit Service (maximum of 40 years), plus

(ii) 0.5% of average monthly compensation in excess of the integration level, multiplied by Benefit Service (maximum of 35 years).

For bargaining participants, a monthly benefit equal to Benefit Service multiplied by $34.00.

Normal Forms of Payment: Single Life Annuity. A participant that is married must take the benefit in the form of a Joint and 50% Survivor benefit unless the spouse provides written consent to waive the Joint & 50% Survivor benefit.

Early Retirement Benefit

Eligibility: On the first of the month on or next following attainment of age 55 (the later of age 55 and completion of 10 years of Vesting service for non-bargaining participants).

Benefit: For non-bargaining participants, the benefit described in Normal Retirement Benefit above, based on service credit and average monthly earnings at retirement, reduced 0.5% for each month that commencement of payments precedes age 62. No reduction is applicable if commencement occurs on or after Participant's 62nd birthday.

The early retirement benefit for bargaining participants is equal to the Normal Retirement Benefit described above, based on service credit at retirement, reduced by 5/12 of 1% for each month that commencement of payments precedes the participant's 65th birthday.

Form of Payment: Same as Normal Retirement.

Vested Benefits Upon Termination of Service

Eligibility: 100% vested right after five years of service

Termination Benefit: Normal Retirement Benefit based on service credit (and average monthly compensation if a non-bargaining participant) at termination, reduced by 0.5% for each month that commencement of payments precedes the participant's Normal Retirement Date for non-bargaining participants.

Similarly Bargaining participants will receive a reduction of 5/9 of 1% for each of the first 60 months by which the benefit commencement date precedes the Normal Retirement Date and 5/18 of 1% for each of the first 60 months by which the benefit commencement date precedes age 60.

SCHEDULE SB ATTACHMENTS

Optional Forms of Retirement Income in Lieu of Normal Form

50%, 75% or 100% joint and survivor, 5 (non-bargaining participants only) or 10 years certain & life options; lump sum.

Pre-Retirement Death Benefits

If eligible for early retirement, the amount which would have been payable to the spouse had the participant retired on the first day of the month which his death occurred, having elected a 50% joint and survivor annuity (for non-bargaining participants without an eligible surviving spouse, a 5 year certain and life option is provided). Monthly payments will begin as of the first day of the month following the participant's death and will continue for the life of the beneficiary.

If not eligible for early retirement, the surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated employment the day before death, elected to begin receiving benefits at earliest possible retirement age, survived to such date, and elected the joint & 50% survivor option annuity. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

Changes in Plan Provisions since Last Actuarial Valuation

None.

Effective Date and Most Recent Amendment

Original effective date is January 1, 1979. The plan was restated as of December 31, 2013 to implement the spinoff of the USW portion of the plan and to rename the plan as the Pension Plan for SEIU F&O Union Employees. Effective December 31, 2016, the remainder of the Plan was merged into the Evonik Corporation Retirement Plan, most recently restated effective January 1, 2020 and amended effective September 9, 2020.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Employees of Evonik Goldschmidt Corporation who are members of the bargaining unit at Mapleton, Illinois, represented by either Local No. 7-807 Oil, Chemical and Atomic Workers' International Union, AFL-CIO, or by the International Brotherhood of Firemen and Oilers, AFL-CIO, Local No. 8 are eligible employees, and become Participants on the first day of month following the date they become an eligible employee.

Effective January 1, 2012, participation is closed to all employees hired or rehired after that date.

SCHEDULE SB ATTACHMENTS

Credited Service

A full year is credited for 1,800 Hours of Service. A pro-rata portion of a year is credited in a year with less than 1,800 hours worked.

Effective January 1, 2012, credited service ceased for all participants and benefits were frozen.

Vesting Service

A full year is credited for 1,000 Hours of Service.

Compensation/Salary

Compensation includes base pay, overtime, differentials, bonuses, etc.

Normal Retirement Benefit

Eligibility: First day of the month coincident with or following the attainment of age 65

Benefit Formula: Greater of (a), (b), (c), or (d), with (a) and (b) frozen effective March, 2005:

(a) Years of Credited Service multiplied by $600.00

(b) For each year which a Participant worked 350 hours (i) + (ii):

  i. 1.10% for earnings between $600-$3,000,

  ii. 1.65% for earnings over $3,000

(c) 1.35% times earnings for each year which a Participant worked 350 hours.

(d) Benefit accrued as of 12/31/1984.

Form of Payment: Life annuity.

Effective January 1, 2012, future benefit accruals ceased for all participants.

Late Retirement

Any date after the Normal Retirement Date. Normal Retirement Benefit calculated as of the actual retirement date.

Early Retirement Benefit

Eligibility: The later of age 55 and five years of Vesting Service, but before the Normal Retirement Date.

Longevity Early: If hired before 1/1/1994 with 30 years of Vesting Service, and under age 62.

SCHEDULE SB ATTACHMENTS

Benefit: Normal Retirement Benefit calculated using earnings as of early retirement date. Reduced 5% for each year Early Retirement Date precedes age 62. No reduction is applicable if commencement occurs on or after Participant's 62nd birthday or if a Participant had more than 30 years of Vesting Service.

Form of Payment: Same as Normal Retirement.

Disability Benefit

Eligibility: Disabled in active service after completing 15 years of Credited Service.

Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service at disablement. Payable as an unreduced benefit, payable immediately.

Vested Benefits Upon Termination of Service

Eligibility: 100% vested right after five years of service

Termination Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service as of vested termination date. Reduced for early commencement using same factors as Early Retirement Benefit.

Optional Forms of Retirement Income in Lieu of Normal Form

10 Certain and Life, 50%, 66-2/3%, 75% and 100% Joint and Survivor Annuity. A lump sum is also available effective December 31, 2016.

Pre-Retirement Death Benefits

Vested participants: The surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated employment the day before death, elected to begin receiving benefits at earliest possible retirement age, survived to such date, and elected the joint & 50% survivor option. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

Changes in Plan Provisions since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25											
25-29											
30-34											
35-39			1								1
40-44			13	6		1					20
45-49		2	14	16	9	1	1				43
50-54	2	5	18	14	42	10	3				94
55-59	2	4	17	23	33	15	13	20	5		132
60-64	5	1	15	13	16	9	35	24	10	2	130
65-69	3		4	6	2	6	4	7	4	1	37
70 & over			1	1			1	1	2		6
Total	12	12	83	79	102	42	57	52	21	3	463

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

Plan Name: Evonik Corporation Retirement Plan
EIN / PN: 63-0673043/001
Plan Sponsor: Evonik Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	13,136,008	12,220,473	11,119,635	36,476,117
2026	11,497,471	6,166,698	10,879,324	28,543,493
2027	9,978,717	4,427,284	10,585,700	24,991,701
2028	9,277,826	4,531,646	10,274,297	24,083,768
2029	8,174,499	4,110,303	9,946,281	22,231,083
2030	7,055,906	2,548,250	9,603,153	19,207,309
2031	5,910,515	3,299,128	9,242,107	18,451,750
2032	5,523,561	2,963,708	8,868,176	17,355,446
2033	4,635,228	3,413,905	8,488,386	16,537,520
2034	4,166,669	2,755,606	8,099,269	15,021,544
2035	3,745,614	3,379,679	7,701,945	14,827,238
2036	3,508,669	2,345,210	7,293,779	13,147,658
2037	3,047,831	2,304,424	6,882,445	12,234,700
2038	2,801,382	2,131,707	6,475,153	11,408,243
2039	2,608,661	2,441,074	6,067,381	11,117,116
2040	2,440,492	1,421,428	5,659,057	9,520,977
2041	2,209,281	1,217,405	5,252,514	8,679,200
2042	2,071,809	1,160,276	4,850,447	8,082,532
2043	1,937,769	1,166,889	4,453,531	7,558,189
2044	1,837,499	1,013,971	4,063,468	6,914,939
2045	1,692,364	943,042	3,682,098	6,317,504
2046	1,608,027	770,023	3,311,398	5,689,448
2047	1,500,605	619,339	2,953,436	5,073,380
2048	1,401,947	540,084	2,610,435	4,552,466
2049	1,309,859	495,084	2,284,726	4,089,668
2050	1,219,073	352,145	1,978,683	3,549,900
2051	1,132,762	372,429	1,694,605	3,199,796
2052	1,052,512	251,759	1,434,420	2,738,691
2053	969,258	231,532	1,199,563	2,400,354

Plan Name: Evonik Corporation Retirement Plan
EIN / PN: 63-0673043/001
Plan Sponsor: Evonik Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

2054	895,189	211,406	990,752	2,097,347
2055	816,292	191,618	807,965	1,815,876
2056	744,842	172,399	650,501	1,567,742
2057	673,188	153,955	516,999	1,344,142
2058	604,962	136,463	405,635	1,147,060
2059	539,658	120,069	314,206	973,933
2060	477,891	104,877	240,321	823,089
2061	420,141	90,951	181,544	692,635
2062	366,746	78,321	135,495	580,562
2063	317,895	66,980	99,953	484,829
2064	273,659	56,894	72,905	403,458
2065	233,991	48,007	52,586	334,583
2066	198,743	40,241	37,509	276,493
2067	167,700	33,509	26,452	227,661
2068	140,580	27,710	18,435	186,725
2069	117,066	22,750	12,688	152,504
2070	96,825	18,537	8,617	123,979
2071	79,515	14,984	5,768	100,267
2072	64,807	12,009	3,801	80,617
2073	52,393	9,538	2,462	64,393
2074	41,988	7,500	1,566	51,055

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1	Shortfall	01/01/2024	14.00000	(23,520,879)	(2,267,993)
2	Shortfall	01/01/2023	13.00000	48,591,066	4,926,641
	Total			25,070,187	2,658,648

Plan Name: Evonik Corporation Retirement Plan
EIN / PN: 63-0673043/001
Plan Sponsor: Evonik Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

See Schedule SB, Part V Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement and then computing the average retirement age for the table.

For legacy Evonik and Cyro participants, who represent 95% of the plan's active population

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
55	5%	1,000	1.000000	0.050000	2.750000
56	5%	950	0.950000	0.047500	2.660000
57	5%	903	0.902500	0.045125	2.572125
58	7.5%	857	0.857375	0.064303	3.729581
59	7.5%	793	0.793072	0.059480	3.509343
60	10%	734	0.733591	0.073359	4.401549
61	10%	660	0.660232	0.066023	4.027417
62	25%	594	0.594209	0.148552	9.210241
63	20%	446	0.445657	0.089131	5.615276
64	25%	357	0.356525	0.089131	5.704407
65	35%	267	0.267394	0.093588	6.083216
66	40%	174	0.173806	0.069522	4.588483
67	40%	104	0.104284	0.041713	2.794803
68	40%	63	0.062570	0.025028	1.701910
69	40%	38	0.037542	0.015017	1.036163
70	100%	23	0.022525	0.022525	1.576770

Average age at retirement	61.961284
Rounded for Schedule SB item 22	62

Plan Name:	Evonik Corporation Retirement Plan
EIN / PN:	63-0673043/001
Plan Sponsor:	Evonik Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	13,136,008	12,220,473	11,119,635	36,476,117
2026	11,497,471	6,166,698	10,879,324	28,543,493
2027	9,978,717	4,427,284	10,585,700	24,991,701
2028	9,277,826	4,531,646	10,274,297	24,083,768
2029	8,174,499	4,110,303	9,946,281	22,231,083
2030	7,055,906	2,548,250	9,603,153	19,207,309
2031	5,910,515	3,299,128	9,242,107	18,451,750
2032	5,523,561	2,963,708	8,868,176	17,355,446
2033	4,635,228	3,413,905	8,488,386	16,537,520
2034	4,166,669	2,755,606	8,099,269	15,021,544
2035	3,745,614	3,379,679	7,701,945	14,827,238
2036	3,508,669	2,345,210	7,293,779	13,147,658
2037	3,047,831	2,304,424	6,882,445	12,234,700
2038	2,801,382	2,131,707	6,475,153	11,408,243
2039	2,608,661	2,441,074	6,067,381	11,117,116
2040	2,440,492	1,421,428	5,659,057	9,520,977
2041	2,209,281	1,217,405	5,252,514	8,679,200
2042	2,071,809	1,160,276	4,850,447	8,082,532
2043	1,937,769	1,166,889	4,453,531	7,558,189
2044	1,837,499	1,013,971	4,063,468	6,914,939
2045	1,692,364	943,042	3,682,098	6,317,504
2046	1,608,027	770,023	3,311,398	5,689,448
2047	1,500,605	619,339	2,953,436	5,073,380
2048	1,401,947	540,084	2,610,435	4,552,466
2049	1,309,859	495,084	2,284,726	4,089,668
2050	1,219,073	352,145	1,978,683	3,549,900
2051	1,132,762	372,429	1,694,605	3,199,796
2052	1,052,512	251,759	1,434,420	2,738,691
2053	969,258	231,532	1,199,563	2,400,354

Plan Name: Evonik Corporation Retirement Plan
EIN / PN: 63-0673043/001
Plan Sponsor: Evonik Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

2054	895,189	211,406	990,752	2,097,347
2055	816,292	191,618	807,965	1,815,876
2056	744,842	172,399	650,501	1,567,742
2057	673,188	153,955	516,999	1,344,142
2058	604,962	136,463	405,635	1,147,060
2059	539,658	120,069	314,206	973,933
2060	477,891	104,877	240,321	823,089
2061	420,141	90,951	181,544	692,635
2062	366,746	78,321	135,495	580,562
2063	317,895	66,980	99,953	484,829
2064	273,659	56,894	72,905	403,458
2065	233,991	48,007	52,586	334,583
2066	198,743	40,241	37,509	276,493
2067	167,700	33,509	26,452	227,661
2068	140,580	27,710	18,435	186,725
2069	117,066	22,750	12,688	152,504
2070	96,825	18,537	8,617	123,979
2071	79,515	14,984	5,768	100,267
2072	64,807	12,009	3,801	80,617
2073	52,393	9,538	2,462	64,393
2074	41,988	7,500	1,566	51,055

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

A. Evonik Corporation Provisions

Effective Date and Most Recent Amendment

Originally effective January 1, 1971. The Plan was most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

Stockhausen Louisiana LLC employees hired or last rehired on or after April 1, 2006, are covered under the cash balance formula of the Salaried Plan. Oil Additives employees hired or last rehired on or after January 1, 2007, are covered under the cash balance formula of the Salaried Plan.

Effective April 1, 2008, participation is closed to all employees hired, rehired or localized on or after April 1, 2008.

Normal Retirement Benefit

Eligibility: Age 65

(a) Cash Balance Account - The cash balance account is equal to the sum of opening cash balance amount, if any, pay credits and interest credits.

(i) Opening cash balance amount - for participants prior to 1/1/2003, is equal to the lump sum value of the prior formula benefit, reflecting early retirement subsidies for participants who would become retirement eligible by 12/31/2003. For Midwest Lysine participants, the opening balance at 8/1/2003 is equal to 3% of base pay times a maximum of 3 years of service.

(ii) Pay credits – are credited for -Huls and Creanova employees at a rate of 6% of pensionable pay except for *Rule of 45 and Rule of 50 participants* who are credited with 9% of pensionable pay. A Rule of 45 participant is a participant whose age plus vesting service is at least 45 as of 12/31/2003. Pay credits for Health & Nutrition employees are age-weighted and range from 3% to 16%. All others are credited at 6%.

Pay credits cease after December 31, 2015, except for Rule of 50 participants.

(iii) Interest credits – are granted quarterly based on the account balance at the end of the prior quarter and on an interest rate that when compounded is equal to 30-year treasury security rate for September of the prior plan year.

(iv) Cash balance account recalculation. Participants who are employed as of 12/31/2003 and who became participants prior to 2003 will receive a special one-time recalculation of their cash balance accounts.

As of 12/31/2003 the cash balance account value for such participants is the greater of the value prior to the recalculation and the lump sum value of the prior plan formula, reflecting early retirement subsidies for participants who are retirement eligible as of 12/31/2003.

The normal retirement benefit is the actuarial equivalent of the cash balance account.

(b) Integration with the Prior Formula

Rule of 50 Participant

Participant whose age plus vesting service is at least 50 as of 12/31/2003 and who has attained 5 years of vesting service by 12/31/2003.

Rule of 50 participants are entitled to the greater of the cash balance formula benefit or the prior formula benefit on an ongoing basis. The 12/31/2003 prior formula accrued benefit is protected for all participants who participated in the prior formula. For these participants covered by the prior formula, their overall minimum benefit is the 12/31/2003 prior formula benefit plus pay and interest credits earned towards the cash balance account on or after January 1, 2004.

If a participant's accrued benefit under the prior formula, for *Rule of 50 participants*, or the protected accrued benefit for other participants exceeds the actuarially equivalent age-65 annuity of the cash balance account value, the participant is entitled to the excess amount payable as a residual annuity. The residual annuity may be taken in any optional form with the exception of a lump sum distribution.

In any case, a *Rule of 50 participant* is entitled to receive a distribution under the terms of the prior formula.

The prior formula benefit applicable to Rule of 50 participants is an annual benefit equal to

(i) 1.1% times the highest consecutive five year average compensation multiplied by benefit service (maximum 40 years).

Plus

(ii) 0.5% times the highest consecutive five-year average compensation in excess of Covered Compensation, multiplied by benefit service (maximum 35 years).

Minus

(i) annual benefit payable under any Prior Plan.

For former Creanova Inc., Rohm America Inc. and Sivento Inc. participants, the above benefit is not less than the accrued benefit as of December 31, 1999 under the applicable Prior Plan.

For former employees, the above benefit is not less than the accrued benefit as of December 31, 1999 under the Prior Plan adjusted to straight life annuity.

Benefit accruals will cease effective December 31, 2024, except for certain LTD participants.

Early Retirement Benefit

Eligibility: Age 55 and 5 years of service.

The actuarial equivalent of the cash balance account. For Rule of 50 participants, the prior formula benefit is calculated as normal retirement allowance based on compensation and benefit service as of early retirement date with a reduction based on the age at benefit commencement date as follows:

Age	Factor
62 or older	100%
61	95
60	90
59	84
58	78
57	71
56	64
55	56

Disability Benefit

Eligibility: Total and permanent disability.

Disabled prior to January 29, 2015: Benefit commencing at age 65 determined assuming salary continuation to age 65 at the same rate as when disability occurred and benefit service projected to age 65.

Disabled after January 29, 2015 and before January 1, 2016: Benefit commencing at age 65 determined assuming salary continuation to January 1, 2025 at the same rate as when disability occurred and benefit service projected to January 1, 2025.

Disabled January 1, 2016 or later: If Rule of 50, benefit commencing at age 65 determined assuming salary continuation to January 1, 2025 at the same rate as when disability occurred and benefit service projected to January 1, 2025. If not Rule of 50, frozen accrued benefit as of January 1, 2016.

Vested Benefits Upon Termination of Service

Eligibility: 3 years cliff vesting

The actuarial equivalent of the cash balance account. For Rule of 50 Participants, the prior formula benefit is computed as a normal retirement allowance based on compensation and service as of date of termination. This benefit is payable immediately as a lump sum for the portion accrued to December 31, 1997 (for non-Creanova participants), or entirely as an annuity payable without reduction commencing at age 65, or at any time after age 55, reduced for early commencement.

Former Creanova participants with an accrued benefit as of January 1, 2000, will utilize the same early retirement factors as in the Early Retirement section above. Other Rule of 50 participants will have their benefit reduced as follows:

Age	Factor
65	100%
64	92.8
63	85.6
62	78.4
61	71.2
60	64.0
59	60.4
58	56.8
57	53.2
56	49.6
55	46.0

Pre-Retirement Death Benefits

Eligibility: Death of a married active employee who is vested or a married inactive employee who has terminated with entitlement of a vested allowance which has not commenced.

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The actuarial equivalent of the cash balance account. For participants covered by the prior benefit formula, benefit payable to the spouse for his/her lifetime only, equal to 50% of the allowance payable to the member assuming the 50% joint and survivor option had been elected, payable with appropriate reduction on the earliest date on which the member could have elected to commence payment.

Death of a single active employee who is vested results in payment of the cash balance account to a beneficiary.

Normal Form of Benefit

Life annuity for single participants.

Reduced 50% joint and survivor annuity for married participants.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) Life annuity.

(b) Joint and survivor (50%, 66-2/3%, 75% or 100%) annuity.

(c) Certain and life annuity (5, 10, 15, or 20 years certain).

(d) Lump sum distribution (automatic form of payment if the present value of the benefit is less than $1,000). The lump sum amount was limited to the value of the cash balance account for commencements prior to January 1, 2012. Effective January 1, 2012, Rule of 50 participants may elect an unrestricted lump sum distribution. Effective November 1, 2017, all participants may receive an unrestricted lump sum.

Changes in Plan Provisions since Last Actuarial Valuation

None that affected the valuation of the plan.

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B. Stockhausen Louisiana, LLC/NALCO Provisions

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1997. Merged into the Evonik Corporation Retirement Plan, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

Employees hired or last rehired prior to April 1, 2006, become eligible after attainment of age 21 and 1 year of service.

Normal Retirement Benefit

Eligibility: Age 62.

2% of Average Annual Compensation for each of the first 25 years of Benefit Service plus 1.5% of Average Annual Compensation for each such year of Benefit Service in excess of 25 years of Benefit Service, less 1.5% of the employee's Social Security Benefit amount for each of the first 33⅓ years of Benefit Service. The result is offset by the prior NALCO benefit, if applicable. Average Annual Compensation is the annual average of the highest 48 months of compensation out of the final 120 months.

Benefit accruals will cease effective December 31, 2024.

Early Retirement Benefit

Eligibility: Age 55 and 5 years of service.

Accrued normal benefit commencing at normal retirement date, or payable immediately and reduced for early commencement prior to age 62. Different early retirement factors apply for the final average earnings reduction, the Social Security offset reduction and the prior plan offset, which are described in Exhibit B of the Plan.

Disability Benefit

Eligibility: 5 years of service.

Accrued benefit payable at normal retirement date, or reduced benefit at or after age 55 reduced for early commencement.

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Vested Benefits Upon Termination of Service

Eligibility: 5 years of service.

Accrued benefit payable at normal retirement date, or reduced benefit at or after age 55 reduced for early commencement.

Spouse's Benefit

Eligibility: Death after 5 years of service.

Qualified Joint and 50% Surviving Spouse Annuity to the spouse (reduced for early commencement), payable on the later of the participant's earliest retirement date or the first day of the month following death.

Normal Form of Retirement Benefit

Participants married through the one-year period ending on annuity starting date: Joint and 50% Surviving Spouse Annuity.

Other Participants: 10-year Certain and Life Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) 100%, 75%, 66⅔% or 50% Contingent and Life Annuity.

(b) Social Security Leveling Option.

(c) Single Life Annuity.

(d) Lump sum distribution.

Changes in Plan Provisions since Last Actuarial Valuation.

None that affected the valuation of the plan.

SCHEDULE SB ATTACHMENTS

C. Oil Additives

Effective Date and Most Recent Amendment

The plan was originally effective August 1, 1999. Merged into the Evonik Corporation Retirement Plan, most recently restated effective January 1, 2020 and amended effective Dceember 15, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

Employees hired or last rehired prior to January 1, 2007 at Oil Additives are eligible after one year of service. Service with Rohm & Haas is credited for eligibility, vesting and benefit purposes for Oil Additives employees who transferred from Rohm & Haas as of 6/30/1998. Additionally, employees who were participants in the Rohm & Haas plan as of July 31, 1999 are automatically vested. Other employees become vested after five years of service.

Normal Retirement Benefit

Eligibility: Attainment of age 65.

Annual benefit calculated as follows:

(a) General Rule:

(1) 1.5% of Basic Earnings Rate minus 0.35% of Final Average Compensation multiplied by Years of Benefit Service up to a maximum of 44 years; plus

(2) 0.75% of Basic Earnings Rate multiplied by Years of Benefit Service in excess of 44 years.

Basic Earnings Rate is the annual average of the 36 highest consecutive months of compensation out of the final 120 months. Final Average Compensation is the minimum of Basic Earnings Rate and Social Security Covered Compensation.

(b) Special Rule:

If a participant has attained age 50 and has at least 5 Years of Service and is either a salaried Participant or a Participant employed at the Company's Houston Plant covered under the OCAW collective bargaining agreement, the annual payment will not be less than the amount calculated by multiplying 1.2% of the Basic Earnings Rate by the Years of Benefit Service.

(c) Former Rohm and Haas Plan Participants:

A participant in the Rohm and Haas Pension Plan on July 31, 1999, will receive a Benefit Service Credit under this Plan for service with Rohm and Haas Company. In addition, the benefit under this Plan will never be less than the amount of benefit under the Rohm and Haas Plan as of July 31, 1999.

(d) Minimum Benefit:

If a participant has completed at least 20 Years of Service, the monthly pension benefit, payable as a straight life annuity, will not be less than $300.

Benefit accruals will cease effective December 31, 2024.

Early Retirement Benefit

Eligibility*:* Attainment of age 50 but before age 65.

Early Retirement Benefit: Normal Retirement Benefit reduced by 0.5% for each month benefits commence before age 60. No reduction occurs if commencement occurs on or after Participant's attainment of age 60.

Social Security Supplemental Benefit: If the Participant has at least 15 Years of Service and is between the ages of 60 and 62, the Participant will receive the Social Security Supplemental Benefit in the amount of $400 per month until the earlier of (i) the month in which the Participant becomes eligible to receive Social Security benefit equal to 80% of the Social Security benefit entitled upon reaching Social Security normal retirement age or (ii) the end of the month before death.

Age 56/30 Years Supplemental Benefit: In addition to an early retirement benefit, if age at retirement is greater than 56 and Years of Service is at least 30, a supplemental monthly benefit will be provided which, when combined with early retirement monthly benefit, will equal a total benefit of $1,250 per month. Benefit will continue until the earlier of age 62 or death.

Vested Benefits Upon Termination of Service

Eligibility: 5 years of service.

Vested Termination Benefit: Normal Retirement Benefit reduced for early commencement. The benefit is payable as early as age 50 but is reduced actuarially from age 65.

Pre-Retirement Death Benefits

Vested Participants: The surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated, survived to early retirement age, and had begun to receive payments, electing the joint & 50% survivor option. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

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Cost of Living Adjustment

Any participant age 60 or older who has retired, or any Contingent Annuitant or Beneficiary who is receiving monthly payments, shall be entitled to an annual Cost-of-Living Adjustment equal to the percentage increase in the United States Consumer Price Index for Urban Wage Earners and Clerical Workers, not to exceed 3% per year applied to the benefit accrued as of December 31, 2008.

Normal Form of Retirement Benefit

Married participants: Joint and 50% Surviving Spouse Annuity.

Other participants: Straight Life Annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) 100%, 75%, 66-2/3%, 50% or 25% Contingent and Life Annuity.

(b) 5, 10, 15 or 20 Year Certain and Life Annuity.

(c) Lump Sum.

Changes in Plan Provisions since Last Actuarial Valuation.

None that affected the valuation of the plan.

SCHEDULE SB ATTACHMENTS

D. Evonik Cyro LLC Employees Retirement Plan Provisions

Effective Date and Most Recent Amendment

Spun off from the American Cyanamid Company and Subsidiaries Employees Retirement Plan effective January 1, 1994. The plan was restated January 1, 2007 and amended by Amendment No. 2, adopted December 28, 2009. Merged into the Evonik Corporation Retirement Plan effective December 31, 2009, most recently restated effective January 1, 2020 and amended effective December 15 ,2023.

Plan Year

The twelve-month period ending December 31.

Eligibility

All employees of Evonik Cyro hired prior to July 1, 2002 and select Cytec employees named in the Evonik Cyro LLC Employees Retirement Plan.

Pension Service

Period of service from the date of employment to date of retirement but not counting any specifically excluded service rendered by the employees of any acquired business prior to the date of acquisition.

Pensionable Pay

The total of (i) through (vi);

(i) regular base wages,

(ii) any cafeteria plan and/or 401(k) plan deferrals,

(iii) overtime pay,

(iv) cash sales commissions,

(v) annual incentive compensation up to 1/3 of annual salary,

(vi) portion of salary continuation paid during short-term disability or parental leave.

Average Earnings

The average of the highest five calendar years of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date.

Social Security Benefit

The estimated primary insurance amount payable to a participant at age 65 under the Social Security Act, as amended, in effect on the date his employment with an employer ceases, assuming in the case of early retirement or termination before his normal retirement date, that the participant receives no compensation after termination or retirement.

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Normal Retirement Benefit

Normal Retirement Date (NRD): first of month coinciding with or next following the attainment age 65.

Benefit Formula: The sum of (i), (ii) and (iii), but to a minimum of (iv) and (v)

(i) *For Service Prior to January 1, 1984*: The larger of:

- The pension accrued under the career pay formula of the Plan (before the 1985 amendment) for service prior to 1984, or
- 1% of that portion of the annual earnings rate as of September 1, 1983 not in excess of $35,700, plus 1.25% of the excess multiplied by the number of years of pension service prior to 1984.

(ii) For Service from January 1, 1984 through December 31, 1988: 1.25% of annual earnings not in excess of the Social Security wage base plus 1.5% of the excess for each year of pension service from 1984 through 1988.

(iii) For Future Service from January 1, 1989: 1.25% of annual earnings for each year of pension service after 1988.

(iv) Final Pay Minimum Benefit: 1.67% of average annual earnings multiplied by the number of years of pension service, minus 1.67% of the Social Security old-age benefit multiplied by the number of years of pension service (maximum of 30 years).

(v) Final Pay Benefit: 1.2525% of average annual earnings multiplied by the number of years of pension service.

Except for opt-out participants, benefit accruals will cease effective December 31, 2024.

Early Retirement Benefit

Eligibility: Retire before NRD and following attainment of age 55, provided that the sum of age in years at retirement and service in years at termination totals at least 65.

Benefit: Monthly pension benefit determined as of early retirement date, subject to reduction as follows:

(i) For participants with vested rights whose age in years and service in years totals at least 65, a reduction at the rate of 3% for each year of early retirement prior to age 65 for participants with less than 20 years of service at retirement, and for each year of early retirement prior to age 62 for participants with at least 20 years of service at retirement. No reduction is made for participants who retire at age 62 or thereafter with 20 or more years of service. If the benefit was determined in accordance with the final pay minimum benefit, then the Social Security benefit is reduced by 6- 2/3% for each year that commencement precedes age 65 and 3-1/3% for each year preceding age 60.

(ii) For participants with vested rights where age in years and service in years total less than 65, an actuarial reduction. An actuarial reduction also applies to the Final Pay Benefit.

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Disability Benefit

All participants who

(i) become totally and permanently disabled,

(ii) are receiving Social Security disability benefits, and

(iii) have attained age 55, have completed five years of continuous service and have age in years and service in years totalling at least 65.

Benefit if disabled prior to January 29, 2015: Continued accrual of pension service assuming level future earnings from date of disability until date of retirement.

Benefit if disabled on or after January 29, 2015: Continued accrual of pension service assuming level future earnings from date of disability until January 1, 2025.

Vested Benefits upon Termination of Service

Vesting: Termination for reasons other than death or retirement after completing five years of continuous service.

Termination Benefit: Monthly pension determined as of termination date payable at NRD.

Pre-Retirement Death Benefits

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

Benefit: 50% of the monthly pension benefit that would have been payable had the employee terminated his employment on the date of his death having elected a 50% joint and survivor option to commence at the earliest possible date.

Optional Forms of Retirement Income in Lieu of Normal Form

Preretirement spouse benefits are payable only as described above. Monthly pension benefits will be paid as described above, if the participant has no spouse as of the date payments commence, or if the participant so elects. Otherwise, they will be paid in the form of 50% joint and survivor annuity option, a pop-up annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are actuarially equivalent contingent annuitant options, a ten-year certain and life annuity, or (for married participants) a life annuity.

Effective January 1, 2012, participants may elect a lump sum distribution.

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Maximum on Benefits and Pay

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

Changes in Plan Provisions since Last Actuarial Valuation

None that affected the valuation of the plan.

SCHEDULE SB ATTACHMENTS

E. Evonik Hourly Provisions

Effective Date and Most Recent Amendment

The plan was originally effective September 30, 1944. The Plan was amended and restated effective January 1, 2008 and last amended by the Third Amendment executed December 15, 2009. Merged into the Evonik Corporation Retirement Plan effective December 31, 2010, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Hourly employees at select locations after 1 year of service.

Final Average Compensation/Salary

Not applicable.

Normal Retirement Benefit

Normal Retirement Date: Age 65

Monthly Benefit Formula Based on the greater / greatest of the following formulas:

Piscataway: $40 per month per year of service	For hires after October 10, 2001: $38 per month per year of service, effective January 1, 2004 $39 per month effective January 1, 2007 $40 per month effective January 1, 2008 $41 per month effective January 1, 2009 $42 per month effective January 1, 2010 $43 per month effective January 1, 2011 $47 per month effective August 21, 2011 $48 per month effective January 1, 2012 $49 per month effective January 1, 2013 $50 per month effective January 1, 2014 $51 per month effective January 1, 2015 $52 per month effective January 1, 2016
Lockland: For hires before October 10, 2001: $43 per month per year of service from later of September 30, 1961 and date of hire, effective January 1, 2002 $45 per month effective January 1, 2004 $47 per month effective January 1, 2005 $48 per month effective January 1, 2006 $49 per month effective January 1, 2007 $50 per month effective January 1, 2008 $51 per month effective January 1, 2009 $52 per month effective January 1, 2010 $53 per month effective January 1, 2011 $55 per month effective January 1, 2012 $56 per month effective January 1, 2013 $57 per month effective January 1, 2014 $58 per month effective January 1, 2015 $59 per month effective January 1, 2016	Pleasanton: $26 per month per year of service from later of September 30, 1961 and date of hire, increasing $1 each year until 2001, effective 1/1/1998

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Normal Form of Retirement Income

- Participants married throughout the one year period ending on annuity start date: 50% Contingent Annuity
- Other Participants: Single Life Annuity (Piscataway) or 5 year Certain and Life (Lockland)

Early Retirement Benefit

Eligibility: Age 55 and 10 years of service.

Monthly Benefit: Accrued benefit reduced for early commencement. The reduction is 0.50% for each month between age 62 and 65 and 0.33% for each month prior to age 62.

Disability Benefit

Eligibility: Total and permanent disability for at least 6 months after 10 years of service.

Monthly Benefit: Accrued benefit payable immediately with no reduction for commencement prior to age 65.

Vested Benefits Upon Termination of Service

Eligibility: 5 years of service.

Benefit: Accrued benefit payable at age 65. A reduced pension may be payable as early as age 55 if the participant had at least 10 years of vesting service. The reduction is the same as that for Early Retirement.

Pre-Retirement Death Benefits

Eligibility: Vested and married.

Benefit: 50% of the benefit which would have been paid if the participant had terminated employment on the earlier of his date of death or actual termination date and had survived to and retired on his earliest retirement date and elected the Qualified 50% Joint and Survivor option.

Optional Forms of Retirement Income in Lieu of Normal Form

(a) 100%, 75% and 50% Contingent Annuity.
(b) Life Annuity.
(c) 5 or 10 years Certain and Life Annuity.
(d) Lump sum distribution.

Special Provisions for Top-Heavy Plan

Not applicable; the plan has never been top-heavy.

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Plan Participants' Contributions

They are not currently required or permitted. Some participants at certain locations may have accumulated contributions.

Changes in Plan Provisions since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

F. USW Plan Provisions

Effective Date and Most Recent Amendment

Original effective date is January 1, 1979. Amended and restated effective September 1, 1999. Most recently amended by the Eleventh Amendment generally effective January 1, 2009. Merged into the Evonik Corporation Retirement Plan effective December 31, 2013, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Employees of Evonik Goldschmidt Corporation who are members of the bargaining unit at Mapleton, Illinois, represented by Local No. 7-807 Oil, Chemical and Atomic Workers' International Union, AFL-CIO are eligible employees and become Participants on the first day of month following the date they become an eligible employee.

Effective January 1, 2011, participation is closed to all employees hired or rehired after that date.

Credited Service

A full year is credited for 1,800 Hours of Service. A pro-rata portion of a year is credited in a year with less than 1,800 hours worked.

Effective January 1, 2011, credited service ceased for all participants and benefits were frozen.

Vesting Service

A full year is credited for 1,000 Hours of Service.

Compensation/Salary

Compensation includes base pay, overtime, differentials, bonuses, etc.

Normal Retirement Benefit

Eligibility: First day of the month coincident with or following the attainment of age 65

Benefit Formula: Greater of (a), (b), (c), or (d), with (a) and (b) frozen effective March, 2005:

(a) Years of Credited Service multiplied by $600.00

(b) For each year which a Participant worked 350 hours (i) + (ii):

(i) 1.10% for earnings between $600-$3,000,

(ii) 1.65% for earnings over $3,000

(c) 1.35% times earnings for each year which a Participant worked 350 hours.

(d) Benefit accrued as of 12/31/1984.

Form of Payment: Life annuity.

Late Retirement

Any date after the Normal Retirement Date. Normal Retirement Benefit calculated as of the actual retirement date.

Early Retirement Benefit

Eligibility: The later of age 55 and five years of Vesting Service, but before the Normal Retirement Date.

Longevity Early: If hired before 1/1/1994 with 30 years of Vesting Service, and under age 62.

Benefit: Normal Retirement Benefit calculated using earnings as of early retirement date. Reduced 5% for each year Early Retirement Date precedes age 62. No reduction is applicable if commencement occurs on or after Participant's 62nd birthday or if a Participant had more than 30 years of Vesting Service.

Form of Payment: Same as Normal Retirement.

Disability Benefit

Eligibility: Disabled in active service after completing 15 years of Credited Service.

Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service at disablement. Payable as an unreduced benefit, payable immediately.

Vested Benefits Upon Termination of Service

Eligibility: 100% vested right after five years of service

Termination Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service as of vested termination date. Reduced for early commencement using same factors as Early Retirement Benefit.

Optional Forms of Retirement Income in Lieu of Normal Form

10 Certain and Life, 50%, 66-2/3%, 75% and 100% Joint and Survivor Annuity. A lump sum is also available effective December 31, 2016.

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Pre-Retirement Death Benefits

Vested participants: The surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated employment the day before death, elected to begin receiving benefits at earliest possible retirement age, survived to such date, and elected the joint & 50% survivor option. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

Changes in Plan Provisions since Last Actuarial Valuation

None.

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G. Silbond Provisions

Effective Date and Most Recent Amendment

Original effective date is March 15, 1994. Amended and restated effective January 1, 2004. Merged into the Evonik Corporation Retirement Plan effective December 31, 2014, most recently restated effective January 1, 2020 and amended effective December 15, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Prior to January 1, 2004:

- a bargaining unit employee became a participant on the January 1 or July 1 coincident or next following the completion of 1,000 hours in a year.
- a non-bargaining unit employee became a participant on the January 1 or July 1 coincident or next following the completion of 1,000 hours in a year and attainment of age 21.

Effective January 1, 2004, participation is closed to all employees hired or rehired after that date.

Benefit Service

A participant is credited for one year of Benefit Service for each plan year in which at least 1,000 hours are reported. Benefit Service earned after December 31, 2003 is excluded for benefit accrual purposes.

Vesting Service

A full year is credited for 1,000 Hours of Service.

Compensation/Salary

W-2 pay, including pre-tax salary reductions, but excluding commissions, overtime and bonuses. Compensation after December 31, 2003 is excluded for benefit accrual purposes.

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Normal Retirement Benefit

Eligibility: First day of the month coincident with or following the attainment of age 65 (the later of age 65 and completion of 5 years of service for non-bargaining participants).

Benefit Formula: For non-bargaining participants the sum of (i) and (ii):

(i) 1.1% of average monthly compensation, multiplied by Benefit Service (maximum of 40 years), plus

(ii) 0.5% of average monthly compensation in excess of the integration level, multiplied by Benefit Service (maximum of 35 years).

For bargaining participants, a monthly benefit equal to Benefit Service multiplied by $34.00.

Normal Forms of Payment: Single Life Annuity. A participant that is married must take the benefit in the form of a Joint and 50% Survivor benefit unless the spouse provides written consent to waive the Joint & 50% Survivor benefit.

Early Retirement Benefit

Eligibility: On the first of the month on or next following attainment of age 55 (the later of age 55 and completion of 10 years of Vesting service for non-bargaining participants).

Benefit: For non-bargaining participants, the benefit described in Normal Retirement Benefit above, based on service credit and average monthly earnings at retirement, reduced 0.5% for each month that commencement of payments precedes age 62. No reduction is applicable if commencement occurs on or after Participant's 62nd birthday.

The early retirement benefit for bargaining participants is equal to the Normal Retirement Benefit described above, based on service credit at retirement, reduced by 5/12 of 1% for each month that commencement of payments precedes the participant's 65th birthday.

Form of Payment: Same as Normal Retirement.

Vested Benefits Upon Termination of Service

Eligibility: 100% vested right after five years of service

Termination Benefit: Normal Retirement Benefit based on service credit (and average monthly compensation if a non-bargaining participant) at termination, reduced by 0.5% for each month that commencement of payments precedes the participant's Normal Retirement Date for non-bargaining participants.

Similarly Bargaining participants will receive a reduction of 5/9 of 1% for each of the first 60 months by which the benefit commencement date precedes the Normal Retirement Date and 5/18 of 1% for each of the first 60 months by which the benefit commencement date precedes age 60.

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Optional Forms of Retirement Income in Lieu of Normal Form

50%, 75% or 100% joint and survivor, 5 (non-bargaining participants only) or 10 years certain & life options; lump sum.

Pre-Retirement Death Benefits

If eligible for early retirement, the amount which would have been payable to the spouse had the participant retired on the first day of the month which his death occurred, having elected a 50% joint and survivor annuity (for non-bargaining participants without an eligible surviving spouse, a 5 year certain and life option is provided). Monthly payments will begin as of the first day of the month following the participant's death and will continue for the life of the beneficiary.

If not eligible for early retirement, the surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated employment the day before death, elected to begin receiving benefits at earliest possible retirement age, survived to such date, and elected the joint & 50% survivor option annuity. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

Changes in Plan Provisions since Last Actuarial Valuation

None.

Effective Date and Most Recent Amendment

Original effective date is January 1, 1979. The plan was restated as of December 31, 2013 to implement the spinoff of the USW portion of the plan and to rename the plan as the Pension Plan for SEIU F&O Union Employees. Effective December 31, 2016, the remainder of the Plan was merged into the Evonik Corporation Retirement Plan, most recently restated effective January 1, 2020 and amended effective September 9, 2020.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Employees of Evonik Goldschmidt Corporation who are members of the bargaining unit at Mapleton, Illinois, represented by either Local No. 7-807 Oil, Chemical and Atomic Workers' International Union, AFL-CIO, or by the International Brotherhood of Firemen and Oilers, AFL-CIO, Local No. 8 are eligible employees, and become Participants on the first day of month following the date they become an eligible employee.

Effective January 1, 2012, participation is closed to all employees hired or rehired after that date.

Plan Name:	Evonik Corporation Retirement Plan
EIN / PN:	63-0673043/001
Plan Sponsor:	Evonik Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Credited Service

A full year is credited for 1,800 Hours of Service. A pro-rata portion of a year is credited in a year with less than 1,800 hours worked.

Effective January 1, 2012, credited service ceased for all participants and benefits were frozen.

Vesting Service

A full year is credited for 1,000 Hours of Service.

Compensation/Salary

Compensation includes base pay, overtime, differentials, bonuses, etc.

Normal Retirement Benefit

Eligibility: First day of the month coincident with or following the attainment of age 65

Benefit Formula: Greater of (a), (b), (c), or (d), with (a) and (b) frozen effective March, 2005:

(a) Years of Credited Service multiplied by $600.00

(b) For each year which a Participant worked 350 hours (i) + (ii):

  i. 1.10% for earnings between $600-$3,000,

  ii. 1.65% for earnings over $3,000

(c) 1.35% times earnings for each year which a Participant worked 350 hours.

(d) Benefit accrued as of 12/31/1984.

Form of Payment: Life annuity.

Effective January 1, 2012, future benefit accruals ceased for all participants.

Late Retirement

Any date after the Normal Retirement Date. Normal Retirement Benefit calculated as of the actual retirement date.

Early Retirement Benefit

Eligibility: The later of age 55 and five years of Vesting Service, but before the Normal Retirement Date.

Longevity Early: If hired before 1/1/1994 with 30 years of Vesting Service, and under age 62.

SCHEDULE SB ATTACHMENTS

Benefit: Normal Retirement Benefit calculated using earnings as of early retirement date. Reduced 5% for each year Early Retirement Date precedes age 62. No reduction is applicable if commencement occurs on or after Participant's 62nd birthday or if a Participant had more than 30 years of Vesting Service.

Form of Payment: Same as Normal Retirement.

Disability Benefit

Eligibility: Disabled in active service after completing 15 years of Credited Service.

Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service at disablement. Payable as an unreduced benefit, payable immediately.

Vested Benefits Upon Termination of Service

Eligibility: 100% vested right after five years of service

Termination Benefit: Normal Retirement Benefit calculated by using earnings and Credited Service as of vested termination date. Reduced for early commencement using same factors as Early Retirement Benefit.

Optional Forms of Retirement Income in Lieu of Normal Form

10 Certain and Life, 50%, 66-2/3%, 75% and 100% Joint and Survivor Annuity. A lump sum is also available effective December 31, 2016.

Pre-Retirement Death Benefits

Vested participants: The surviving spouse will receive a monthly benefit for his or her remaining lifetime. The monthly benefit is equal to 50% of the benefit which would have been paid to the participant if the participant had terminated employment the day before death, elected to begin receiving benefits at earliest possible retirement age, survived to such date, and elected the joint & 50% survivor option. The benefits to the surviving spouse commence on the first day of the month in which the participant would have attained earliest retirement age.

Changes in Plan Provisions since Last Actuarial Valuation

None.

EVONIK CORPORATION RETIREMENT PLAN
E.I.N. 63-0673043 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
	AXA Equitable Life Insurance Company	Insurance Contract 5864	*	$ 25,008
	AXA Equitable Life Insurance Company	Insurance Contract 5879	*	10,499
		Total		$ 35,507

* Cost is not available from the Trustee.

The Plan's investment in the Evonik Qualified Pension Plan Master Trust is reported at the Master Trust level.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1	Shortfall	01/01/2024	14.00000	(23,520,879)	(2,267,993)
2	Shortfall	01/01/2023	13.00000	48,591,066	4,926,641
	Total			25,070,187	2,658,648

Plan Name: Evonik Corporation Retirement Plan
EIN / PN: 63-0673043/001
Plan Sponsor: Evonik Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

Liabilities for funding are based on prescribed changes in discount rate and mortality:

- The long-term interest crediting rate beginning in 2026 for cash balance accounts was increased from 3.91% to 4.36%, reflecting Evonik's long-term assumption that the interest crediting rate is equal to the discount rate for IAS 19 accounting purposes as of the most recent year-end measurement date less 125 basis points.