Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 12/31/2024 and ending 12/30/2025

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. . . . . ▶ [ ]

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
NOURYON CHEMICALS RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 12/31/2017

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)
NOURYON CHEMICALS LLC

100 MATSONFORD RD
BUILDING 1, FLOOR 5
RADNOR, PA 19087

2b Employer Identification Number (EIN) 83-1177040

2c Plan Sponsor's telephone number 312-544-7000

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.	10/15/2026	RICHARD KUSNIERZ
	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 [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	1272
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)**	303
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	263
b	Retired or separated participants receiving benefits	**6b**	525
c	Other retired or separated participants entitled to future benefits	**6c**	299
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1087
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	95
f	Total. Add lines **6d** and **6e**.	**6f**	1182
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 Characteristics Codes in the instructions:

1A 1C 1I 3H

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [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)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **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 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

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

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 12/31/2024 and ending 12/30/2025

▶ **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
NOURYON CHEMICALS 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
NOURYON CHEMICALS LLC

D Employer Identification Number (EIN)
83-1177040

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 12 Day 31 Year 2024

2 Assets:

a Market value	**2a**	81410009
b Actuarial value	**2b**	77965102

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	596	47195296	47195296
b For terminated vested participants	393	16978211	16978211
c For active participants	303	20913204	21106728
d Total	1292	85086711	85280235

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**	5.35 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1200000
c Target normal cost	**6c**	1200000

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

09/22/2026
Date

J. STEVEN PAK
Type or print name of actuary

26-05793
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

215-246-4941
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)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 8.77 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		932794
	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 5.15 %		48039
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		980833
	d Portion of (c) to be added to prefunding balance		980833
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	980833

Part III Funding Percentages

14	Funding target attainment percentage	14	90.27 %
15	Adjusted funding target attainment percentage	15	90.27 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	91.06 %
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
04/14/2025	458890	0			
01/13/2026	359400	0			
07/14/2026	170000	0			
09/04/2026	120000	0			
			Totals ► 18(b)	1108290	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	1059391

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:	
5.04 %	5.32 %	5.59 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

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

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	1200000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	8295966	839510
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**	2039510

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	980833	980833

36 Additional cash requirement (line 34 minus line 35)	**36**	1058677
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	1059391

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

a Total (excess, if any, of line 37 over line 36)	**38a**	714
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	714
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2024** **This Form is Open to Public Inspection.**

For calendar plan year 2024 or fiscal plan year beginning 12/31/2024 and ending 12/30/2025

A Name of plan	**B** Three-digit plan number (PN) ▶
NOURYON CHEMICALS RETIREMENT PLAN	001

C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
NOURYON CHEMICALS LLC	83-1177040

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50 13 70 17 49	NONE	625915	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CAPTRUST ADVISORS

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28 51	NONE	138504	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SUN LIFE INVESTMENT MANAGEMENT U.S.

68-0635051

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	87279	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
25 50	NONE	72705	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

THOMPSON HINE LLP

34-0575300

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	15042	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

MARCUM LLP

11-1986323

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	8961	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

DATAMATION IMAGING SERVICES CORP

36-4303011

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 99	NONE	6430	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a	Name: MICHAEL ERAZMUS	**b** EIN:	53-0181291
c	Position: ACTUARY		
d	Address: PO BOX 674401 HOUSTON, TX 77267	**e** Telephone:	312-288-7700

Explanation: REASSIGNMENT OF DUTIES WITHIN WTW

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

2024

This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 12/31/2024 and ending 12/30/2025

A Name of plan
NOURYON CHEMICALS RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
NOURYON CHEMICALS LLC

D Employer Identification Number (EIN)
83-1177040

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: COLTV SHORT-TERM INVESTMENT FUND

b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS

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)
45-6138589-084	C	2638424

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 12/31/2024 and ending 12/30/2025

A Name of plan
NOURYON CHEMICALS RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
NOURYON CHEMICALS LLC

D Employer Identification Number (EIN)
83-1177040

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	1	1
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1801828	649400
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	350748	473656
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	6528504	9677942
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	882627	128394
(B) All other	1c(3)(B)	28088483	41134980
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	0	0
(9) Value of interest in common/collective trusts	1c(9)	3428734	2638424
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	40545738	28612480
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	81626663	83315277
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	81626663	83315277

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)	1108290	
(B) Participants	2a(1)(B)	0	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1108290
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	-2291	
(B) U.S. Government securities	2b(1)(B)	151784	
(C) Corporate debt instruments	2b(1)(C)	1666816	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	0	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		1816309
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	535363	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		535363
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	16605729	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	16378846	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		226883
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	1250654	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		1250654

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		123922
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		5609811
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		10671232
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	7675295	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		7675295
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	565915	
(4) IQPA audit fees	2i(4)	8961	
(5) Investment advisory and investment management fees	2i(5)	232213	
(6) Bank or trust company trustee/custodial fees	2i(6)	72705	
(7) Actuarial fees	2i(7)	60000	
(8) Legal fees	2i(8)	15042	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	352487	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1307323
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		8982618
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1688614
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: CBIZ CPAS P. C. **(2)** EIN: 43-1947695

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		1600000
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		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	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 586953.

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

2024

This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 12/31/2024 and ending 12/30/2025

A Name of plan
NOURYON CHEMICALS RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
NOURYON CHEMICALS LLC

D Employer Identification Number (EIN)
83-1177040

Part I Distributions

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

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

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

EIN(s): 36-3046063

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 | 1

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): _____

---

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: 34.5 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 62.8 %
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: 2.7 % Other: _____%

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_____.

Nouryon Chemicals Retirement Plan

Financial Statements and Supplemental Schedules
Including Independent Auditors' Report

For the Years Ended December 30, 2025 and 2024

Nouryon Chemicals Retirement Plan

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CBIZ CPAs P.C.

1601 Market Street
4th Floor
Philadelphia, PA 19103

P: 215.297.2100

Independent Auditors' Report

To the Plan Administrator of
Nouryon Chemicals Retirement Plan

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

We have performed audits of the financial statements of Nouryon Chemicals 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 30, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended and the statement of accumulated plan benefits as of December 30, 2024, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 30, 2025 and 2024, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- 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.

- 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 Audits of the Financial Statements section of our report. We are required to be independent of Nouryon Chemicals Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

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 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 Nouryon Chemicals 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 Nouryon Chemicals 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 accounting principles generally accepted in the United States of America.

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4i – Schedule of Assets (Held at End of Year), and Schedule H, Line 4j – Schedule of Reportable Transactions as of or for the year ended December 30, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

CBIZ CPAs P.C.

Philadelphia, Pennsylvania
October 14, 2026

Nouryon Chemicals Retirement Plan

Statements of Net Assets Available for Benefits

December 30, 2025 and 2024

	2025	2024
Assets		
Cash, noninterest bearing	$ 1	$ 1
Investments		
Investments at fair value	82,192,220	79,474,086
Receivables		
Employer contributions	649,400	1,801,828
Other assets		
Accrued investment income	473,656	350,748
Total Assets	83,315,277	81,626,663
Net Assets Available for Benefits	$ 83,315,277	$ 81,626,663

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

Nouryon Chemicals Retirement Plan

Statements of Changes in Net Assets Available for Benefits

For the Years Ended December 30, 2025 and 2024

	2025	2024
Additions		
Investment Income		
Interest and dividends	$ 2,475,595	$ 2,255,393
Net appreciation in fair value of investments	7,087,347	4,733,312
Total investment income	9,562,942	6,988,705
Contributions		
Employer contributions	1,108,290	3,267,690
Total Additions	10,671,232	10,256,395
Deductions		
Benefits paid to participants	7,675,295	8,464,962
Administrative expenses	1,307,323	1,322,957
Total Deductions	8,982,618	9,787,919
Net Increase	1,688,614	468,476
Net assets available for benefits		
Beginning of year	81,626,663	81,158,187
End of Year	$ 83,315,277	$ 81,626,663

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

Nouryon Chemicals Retirement Plan

Statement of Accumulated Plan Benefits

December 30, 2024

	2024
Actuarial Present Value of Accumulated Plan Benefits	
Vested Benefits	
Participants currently receiving payments	$ 37,370,078
Other participants	47,822,832
Total vested benefits	85,192,910
Nonvested benefits	161,289
Total Actuarial Present Value of Accumulated Plan Benefits	$ 85,354,199

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

Nouryon Chemicals Retirement Plan

Statement of Changes in Accumulated Plan Benefits

For the Year Ended December 30, 2024

	2024
Actuarial present value of accumulated plan benefits at beginning of year	$ 92,738,372
Increase (Decrease) During the Year Attributable to:	
Actuarial gains	13,471
Decrease in the discount period	4,434,145
Actual benefits paid	(8,464,962)
Assumption changes	(3,366,827)
Net Decrease	(7,384,173)
Actuarial Present Value of Accumulated Plan Benefits at End of Year	$ 85,354,199

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

1. Description of Plan

The following description of the Nouryon Chemicals Retirement Plan (the "Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a frozen noncontributory defined benefit plan established effective December 31, 2017, as restated December 31, 2019. The Plan has undergone various mergers, spin-offs, and amendments throughout its history. The stated effective date reflects the current Plan structure and administration. Prior to the applicable Plan freezes, the Plan covered certain eligible employees of Nouryon Chemicals, LLC and participating employers who satisfied the applicable eligibility requirements under the Plan and related supplements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). The Nouryon North American Pension Committee (the "Committee") is responsible for oversight of the Plan's investments and monitors investment strategy and performance.

The Plan was closed to all new entrants effective November 30, 2013. Benefit accruals under the Plan were frozen in accordance with the applicable supplements and benefit formulas. Participants with cash balance accounts will continue to receive interest credits on their hypothetical account balances.

Participants' Accounts

Under the Plan provisions if a participant participates in the cash balance feature of the Plan, amounts are credited by the Company to each participant's hypothetical account. Participants' hypothetical accounts receive interest rate credits at the end of every Plan year. The cash balance interest crediting rate is based on the greater of the 10-year Treasury rate at the beginning of the Plan year or 4.00%. The long-term assumption for 10-year Treasury rate is 4.75% and has been set by the Company based on a projection of future market rates. The interest crediting rates for the years ended December 30, 2025 and 2024 were 4.60% and 4.525%, respectively.

Funding Policy

The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. The minimum funding requirements of ERISA were met in 2025 and 2024.

Although it has not expressed any intent 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 of ERISA.

1. Description of Plan (Continued)

Pension Benefits

Plan participants are entitled to their Plan benefits after terminating employment with vested rights. Participants covered by the traditional defined benefit formulas generally become vested upon completion of five years of service or attainment of normal retirement age (65). Participants covered by the cash balance feature generally become vested upon completion of three years of service in accordance with the applicable Plan supplement. Upon becoming vested, a participant's monthly amount of the annuity is either determined by a formula times years of credited service, as defined by the Plan, to a maximum of 40 years, or a cash balance credit.

Upon termination of employment, pension payments are normally paid in the form of a joint and survivor annuity or, if the participant waives the joint and survivor annuity option, a single life annuity or equal installments over the assumed life expectancy of the participant, or over the assumed joint life expectancy of the participant and his or her beneficiary with a 10-year sum certain option. A lump-sum distribution may also be available for participants in accordance with the plan document or where the participant's present value of benefits is $5,000 or less.

If an active employee dies at age 55 or older, a death benefit equal to the value of the employee's accumulated pension benefit is paid to the employee's beneficiary. The spouse of a vested participant, upon the death of the vested participant, is entitled to 50% of the benefits that would have been payable to the vested participant. Active employees who become totally disabled receive annual disability benefits that are equal to the equivalent normal retirement benefit they have accumulated as of the time they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants will receive the normal retirement benefit computed as though they had been employed to normal retirement age, with their annual compensation remaining the same as at the time they became disabled. A participant who has attained the age of 55 and has completed at least 10 years of eligible service may elect early retirement. The annual amount of early retirement benefits is determined as described above for normal benefits, but is reduced by 0.5% for each month by which the date the retirement income commences before age 62.

Effective January 1, 1998, certain component entities of the Company participating in the Plan converted to a cash balance plan, as defined in the plan document. Employees participating in the cash balance formula may elect commencement of benefits at any age following the completion of the applicable service requirements under the cash balance provisions of the Plan and termination of employment. The cash balance feature offers the option of an annuity or lump sum upon retirement. Pay credits for the cash balance feature have not been credited after December 31, 2006; however, cash balance interest credits will continue to accrue.

1. Description of Plan (Continued)

The spouse or other beneficiary of a vested participant who dies and who has a cash balance account will be paid 100% of the value of that account in the form of a lump sum. A spouse may instead elect the value in the form of an annuity.

2. Summary of Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee oversees the Plan's valuation policies and utilizes information provided by The Northern Trust Company, the Trustee of the Plan ("Trustee"). See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Benefit Payments

Benefit payments to participants are recorded upon distribution.

2. Summary of Accounting Policies (Continued)

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 statements of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation in fair value of investments in the statements of changes in net assets available for benefits.

Subsequent Events

Subsequent events were evaluated through October 14, 2026, the date the financial statements were available to be issued.

3. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are determined under the applicable benefit formula and Plan supplement and may be based on compensation, credited service, negotiated benefit rates, or a participant's cash balance account, as applicable. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances, such as retirement, death, disability, and termination of employment, are included, to the extent they are attributable to employee service rendered to the valuation date. Benefits provided through annuity contracts that are excluded from Plan assets are also excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary and is that 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.

3. Actuarial Present Value of Accumulated Plan Benefits (Continued)

The computations of the actuarial present value of accumulated plan benefits were made as of December 31, 2024 and 2023. Had the valuation been performed as of December 30, there would have been no material difference. The significant actuarial assumptions used in the valuation were:

Assumption	December 31, 2024	December 31, 2023
Discount rate	5.51%	5.01%
Mortality (Healthy)	The Pri-2012 mortality table with white-collar adjustment for salaried male and female employees and annuitants (including separate survivor rates for contingent annuitants) and no collar adjustments for hourly participants and annuitants (including separate survivor rates for contingent annuitants), projected generationally using Scale MP-2021.	The Pri-2012 mortality table with white-collar adjustment for salaried male and female employees and annuitants (including separate survivor rates for contingent annuitants) and no collar adjustments for hourly participants and annuitants (including separate survivor rates for contingent annuitants), projected generationally using Scale MP-2021-
Mortality (Disabled)	Pri-2012 “Disabled Retiree” table, projected generationally using Scale MP-2021	Pri-2012 “Disabled Retiree” table, projected generationally using Scale MP-2021
Mortality (Lump sum and annuity conversions)	PPA (IRS) Combined Mortality Tables for 2026, projected generationally to commencement year using Scale MP-2021	PPA (IRS) Combined Mortality Tables for 2025, projected generationally to commencement year using Scale MP-2021

Assumed Retirement age: Actives		
Age	**Retirement Rate**	**Retirement Rate**
55-57	2%-7%	2%-7%
58-61	2%-10%	2%-10%
62-64	15%-20%	15%-20%
65	20%-35%	20%-35%
66-67	30%-40%	30%-40%
68-69	30%-50%	30%-50%
70	100%	100%

3. Actuarial Present Value of Accumulated Plan Benefits (Continued)

The change in actuarial assumptions consisted mainly of the update in the discount rate.

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.

4. Fair Value Measurements

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820, *Fair Value Measurement*, are described as follows:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

The asset 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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

4. Fair Value Measurements (Continued)

Following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at December 30, 2025 and 2024.

Mutual funds: 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 U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

U.S. Government securities: Valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate bonds: Corporate bonds are valued using pricing models that maximize observable market inputs, including quoted prices for comparable securities, benchmark yields, issuer spreads, and observable broker or dealer quotations, when available. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

Common/collective trust: Consisting of units of a bank collective trust measured at NAV. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Were the Plan to initiate a full redemption of the common/collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. The common/collective trust invests in a portfolio of high-grade, short-term money market instruments. Principal preservation is the prime objective, with liquidity management also emphasized to provide for redemption of units on any business day.

4. Fair Value Measurements (Continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 30, 2025 and 2024:

Assets at Fair Value as of December 30, 2025	Level 1	Level 2	Level 3	Total
Mutual funds	$ 28,612,480	$ -	$ -	$ 28,612,480
U.S. Government securities	-	9,677,942	-	9,677,942
Corporate bonds	-	41,263,374	-	41,263,374
Total Assets in the Fair Value Hierarchy	28,612,480	50,941,316	-	79,553,796
Investments measured at net asset value (a)	-	-	-	2,638,424
Total Investments at Fair Value	$ 28,612,480	$ 50,941,316	$ -	$ 82,192,220

Assets at Fair Value as of December 30, 2024	Level 1	Level 2	Level 3	Total
Mutual funds	$ 40,545,738	$ -	$ -	$ 40,545,738
U.S. Government securities	-	6,459,688	-	6,459,688
Corporate bonds	-	29,039,926	-	29,039,926
Total Assets in the Fair Value Hierarchy	40,545,738	35,499,614	-	76,045,352
Investments measured at net asset value (a)	-	-	-	3,428,734
Total Investments at Fair Value	$ 40,545,738	$ 35,499,614	$ -	$ 79,474,086

(a) In accordance with FASB ASC 820, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Fair Value of Investments that Calculate Net Asset Value

The following table summarizes investments measured at fair value based on NAV per share as of December 30, 2025 and 2024. There are no redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 30, 2025	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Common/collective trust	$ 2,638,424	$ -	Daily	None

4. Fair Value Measurements (Continued)

December 30, 2024	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Common/collective trust	$ 3,428,734	$ -	Daily	None

5. Information Certified by Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2025 and 2024. Certain information in the accompanying financial statements and supplemental schedules relating to investments held by the Plan and related investment activity was obtained by management and agrees to, or is derived from, information prepared and certified as complete and accurate by The Northern Trust Company, a qualified institution. Accordingly, The Northern Trust Company, Trustee, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 30, 2025 and 2024, and the supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 30, 2025, and the related investment income reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 30, 2025 and 2024 and the information reported in the supplemental Schedule H, Line 4j – Schedule of Reportable Transactions for the year ended December 30, 2025.

6. Related-Party and Party-In-Interest Transactions

The Plan's investments are administered under a contract with the Trustee. Contributions are held and managed by the Trustee, who invests cash received, interest and dividend income and makes distributions to participants.

As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

These transactions qualify as party-in-interest transactions which are exempt from the prohibited transactions rules of ERISA.

7. 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:

1. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for 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.
2. Other vested benefits insured by the Pension Benefit Guaranty Corporation (“PBGC”) (a U.S. Government agency) up to the applicable limitations.
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. 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 survivor’s pensions. However, the PBGC does not guarantee all benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan’s termination.

Whether 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.

8. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated March 22, 2022, 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 believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC.

Plan management is required to evaluate tax positions taken by the Plan and recognize a tax liability 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. There are currently no audits in progress.

9. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. 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 the amounts reported in the statements of net assets available for benefits.

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

10. Concentrations

The Plan holds certain investments that represent 10% or more of the Plan’s net assets available for benefits. As of December 30, 2025 and 2024, the Plan had investments totaling $11,828,541 and $26,320,190, respectively, that were concentrated in one and two funds, respectively.

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Non-Interest Bearing Cash - USD			
USD - United States dollar	1.050	1.05	1.05
Total - all currencies		**1.05**	**1.05**
Total Non-Interest Bearing Cash - USD		**1.05**	**1.05**
U.S. Government Securities			
United States - USD			
BBCMS MTG TR 2023-C22 COML MTG PASS THRUCTF CL 7.13465% 11-15-2056 CUSIP: 05554FAF2	120,000.000	123,779.68	132,590.06
UNITED STATES OF AMER TREAS BONDS 4.125% 08-15-2044 CUSIP: 912810UD8	330,000.000	321,548.57	304,682.81
UNITED STATES OF AMER TREAS BONDS 4.625%02-15-2055 CUSIP: 912810UG1	605,000.000	577,278.19	587,133.59
UNITED STATES OF AMER TREAS NOTES 4.25% 05-15-2035 CUSIP: 91282CNC1	230,000.000	227,241.79	232,803.13
UNITED STATES OF AMER TREAS NOTES DTD 4.625% 02-15-2035 CUSIP: 91282CMM0	240,000.000	242,615.88	250,087.50
UNITED STATES TREAS BDS 4.625% 11-15-2044 CUSIP: 912810UF3	85,000.000	83,067.19	83,771.48
UNITED STATES TREAS NTS 4.25% 08-15-2035 CUSIP: 91282CNT4	165,000.000	166,964.95	166,856.25
UNITED STATES TREAS SEC STRIP 02-15-2046 CUSIP: 912834PZ5	620,000.000	207,624.60	225,280.71
UNITED STATES TREAS SEC STRIP 0.0% 08-15-2054 CUSIP: 912834XW3	1,740,000.000	503,364.60	423,748.17
UNITED STATES TREAS SEC STRIP 0% 05-15-2054 CUSIP: 912834XP8	600,000.000	156,516.00	147,882.42
UNITED STATES TREAS SEC STRIPPED INT PMT 00130 08-15-2046 CUSIP: 912834QP6	780,000.000	337,137.60	276,352.91
UNITED STATES TREAS SEC STRIPPED 11-15-2048 CUSIP: 912834UB2	765,000.000	221,123.25	241,895.83
UNITED STATES TREAS SEC STRIPPED INT PMT 08-15-2045 (UNDDATE) REG CUSIP: 912834PM4	850,000.000	377,248.50	316,664.68
UNITED STATES TREAS SEC STRIPPED INT PMTINT PMT ON 11-15-2046 (UNDDATE) REG CUSIP: 912834QV3	615,000.000	197,328.90	215,227.26

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
U.S. Government Securities			
United States - USD			
UNITED STATES TREAS SEC STRIPPED INT PMTINT PMT 02-15-2045 (UNDDATE) REG CUSIP: 912834PH5	270,000.000	111,067.20	103,563.28
UNITED STATES TREAS SEC STRIPPED INT PMT0% STRIP 15/08/2049 USD 08-15-2049 CUSIP: 912834UY2	520,000.000	216,759.40	158,076.93
UNITED STATES TREAS SEC STRIPPED ZERO COUPON 08-15-2048 CUSIP: 912834TV0	600,000.000	252,634.50	192,086.04
US TREASURY N/B 4.75% 02-15-2045 CUSIP: 912810UJ5	90,000.000	88,723.83	90,052.73
US TREASURY N/B 4.75% 05-15-2055 CUSIP: 912810UK2	1,125,000.000	1,139,206.58	1,113,925.78
US TREASURY N/B 5.0% T-BOND 05-15-2045 CUSIP: 912810UL0	90,000.000	90,954.12	92,925.00
UTD STATES TREAS SEC STRIPPED INT GENERIC TINT PMT 0% 02-15-2050 CUSIP: 912834VM7	200,000.000	52,842.00	59,216.82
UTD STATES TREAS SEC STRIPPED INT GENERIC TINT PMT 0% 05-15-2050 CUSIP: 912834VV7	510,000.000	155,764.20	148,815.39
UTD STATES TREAS SEC STRIPPED INT ZERO CPN 0.0% 05-15-2052 CUSIP: 912834C55	560,000.000	156,363.20	148,438.16
UTD STATES TREAS ZERO CPN 0% DUE 02-15-2055 CUSIP: 912834YK8	650,000.000	145,489.50	157,738.31
UTD STATES TREAS ZERO CPN 0% DUE 05-15-2044 CUSIP: 912834NP9	230,000.000	92,634.80	91,756.34
UTD STATES TREAS ZERO CPN 0% DUE 05-15-2047 CUSIP: 912834RK6	880,000.000	311,440.80	300,426.97
UTD STATES TREAS ZERO CPN 0% DUE 08-15-2043 CUSIP: 912834MT2	645,000.000	306,209.72	269,005.38
UTD STATES TREAS ZERO CPN 0% DUE 08-15-2044 CUSIP: 912834NV6	1,015,000.000	456,860.75	399,363.93
UTD STATES TREAS ZERO CPN 0% DUE 08-15-2047 CUSIP: 912834RR1	1,300,000.000	500,598.25	437,987.81
UTD STATES TREAS ZERO CPN 0% DUE 08-15-2050 CUSIP: 912834WC8	470,000.000	191,223.60	135,418.61
UTD STATES TREAS ZERO CPN 0% DUE 08-15-2053 CUSIP: 912834H84	400,000.000	113,044.00	100,445.79
UTD STATES TREAS ZERO CPN 0% DUE 08-15-2055 CUSIP: 912834ZA9	625,000.000	157,268.75	148,328.75

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID		Shares/Par Value	Historical Cost	Current Value
U.S. Government Securities				
United States - USD				
UTD STATES TREAS ZERO CPN 0% DUE 11-15-2043 CUSIP: 912834MZ8		1,050,000.000	393,645.00	431,251.16
UTD STATES TREAS ZERO CPN 0% DUE 11-15-2044 CUSIP: 912834PB8		400,000.000	153,088.00	155,182.77
UTD STATES TREAS ZERO CPN 0% DUE 11-15-2050 CUSIP: 912834WJ3		555,000.000	157,309.20	158,251.28
UTD STATES TREAS ZERO CPN 0% DUE 11-15-2051 CUSIP: 912834A65		535,000.000	225,711.15	145,730.23
UTD STATES TREAS ZERO CPN 0% DUE 11-15-2052 CUSIP: 912834F29		650,000.000	157,943.50	168,676.11
UTD STATES TREAS 3.5% DUE 11-30-2030 CUSIP: 91282CPN5		130,000.000	128,537.50	128,984.38
WI TREASURY SEC 4.0% 11-15-2035 CUSIP: 91282CPJ4		745,000.000	735,652.73	737,317.19
Total United States - USD			**10,233,811.98**	**9,677,941.94**
Total U.S. Government Securities			**10,233,811.98**	**9,677,941.94**
Corporate Debt Instruments - Preferred				
United States - USD				
PPL ELEC UTILS 3% DUE 10-01-2049 CUSIP: 69351UAW3		65,000.000	51,880.40	43,336.22
PUBLIC SERVICE ELECTRIC 4.05% DUE 05-01-2048 CUSIP: 74456QBV7		105,000.000	93,515.10	85,058.22
Total United States - USD			**145,395.50**	**128,394.44**
Total Corporate Debt Instruments - Preferred			**145,395.50**	**128,394.44**
Corporate Debt Instruments - Other				
Australia - USD				
BHP BILLITON FIN USA LTD 4.9% 02-28-2033 CUSIP: 055451BA5		275,000.000	275,645.26	281,377.09
PVTPL GLENCORE FDG LLC 4.907% 04-01-2028 CUSIP: 378272BY3		100,000.000	100,097.00	101,736.41

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
Australia - USD			
Total Australia - USD		**375,742.26**	**383,113.50**
Belgium - USD			
ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039 CUSIP: 03523TBU1	495,000.000	495,623.00	514,612.25
Total Belgium - USD		**495,623.00**	**514,612.25**
Canada - USD			
BROOKFIELD FIN INC 4.25% DUE 06-02-2026 CUSIP: 11271LAA0	75,000.000	71,377.50	75,014.07
CANADIAN NATL RY CO 3.65% 02-03-2048 CUSIP: 136375CP5	215,000.000	182,599.00	164,825.70
MANULIFE FINL CORP 4.061% DUE 02-24-2032 CUSIP: 56501RAE6	375,000.000	358,946.10	373,942.31
TRANSCANADA 4.1% DUE 04-15-2030 CUSIP: 89352HBA6	210,000.000	203,870.10	208,035.54
Total Canada - USD		**816,792.70**	**821,817.62**
France - USD			
PVTPL BNP PARIBAS 3.052% 01-13-2031 CUSIP: 09659W2K9	335,000.000	286,748.00	318,112.16
TOTALENERGIES CAP 4.724% 09-10-2034 CUSIP: 89157XAD3	215,000.000	212,040.05	217,622.81
Total France - USD		**498,788.05**	**535,734.97**
Germany - USD			
PVTPL SIEMENS FUNDING BV 5.9% 05-28-2065 CUSIP: 82622RAG1	210,000.000	216,753.50	220,139.59
Total Germany - USD		**216,753.50**	**220,139.59**
Ireland - USD			
AERCAP IRELAND CAP / GLOBA 3.0% DUE 10-29-2028 CUSIP: 00774MAW5	240,000.000	223,611.50	232,897.43
Total Ireland - USD		**223,611.50**	**232,897.43**

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
Italy - USD			
PVTPL ENEL FIN INTL N V BNDS 3.5% DUE 04-06-2028 BEO CUSIP: 29278GAF5	285,000.000	273,705.35	281,422.06
Total Italy - USD		**273,705.35**	**281,422.06**
Norway - USD			
STATOIL ASA 3.95 DUE 05-15-2043 CUSIP: 85771PAL6	250,000.000	209,718.50	211,474.11
Total Norway - USD		**209,718.50**	**211,474.11**
United Kingdom - USD			
ASTRAZENECA PLC NT 3% 05-28-2051 CUSIP: 046353AZ1	90,000.000	63,759.60	60,836.81
Total United Kingdom - USD		**63,759.60**	**60,836.81**
United States - USD			
ABBVIE INC 5.2% 03-15-2035 CUSIP: 00287YEA3	200,000.000	199,094.60	207,709.49
ALEXANDRIA REAL ESTATE EQUITIES 2.95% 03-15-2034 CUSIP: 015271AY5	250,000.000	207,430.60	214,672.37
ALLSTATE CORP 4.2% DUE 12-15-2046 CUSIP: 020002BC4	210,000.000	190,117.55	173,780.58
ALPHABET INC 5.3% 05-15-2065 CUSIP: 02079KAN7	185,000.000	181,261.65	175,149.62
AMAZON COM INC 2.5% DUE 06-03-2050 CUSIP: 023135BT2	520,000.000	355,056.00	313,320.92
AMEREN ILL CO 3.7% 12-01-2047 CUSIP: 02361DAR1	440,000.000	370,581.20	337,569.53
AMERICAN EXPRESS CO 5.282% 07-27-2029 CUSIP: 025816DH9	340,000.000	345,426.80	350,444.35
AMERICAN HONDA FINANCE 5.85% 10-04-2030 CUSIP: 02665WER8	55,000.000	57,138.40	58,579.87
AMERICAN TOWER CORP 2.75% DUE 01-15-2027 CUSIP: 03027XAX8	95,000.000	87,588.75	93,763.73
AMERN CR ACCEP 4.86% DUE 10-13-2028 CUSIP: 02528GAE3	0.000	0.00	0.00

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
AMERN HONDA FIN 4.4% DUE 09-05-2029 CUSIP: 02665WFQ9	240,000.000	237,092.60	242,928.51
AMGEN INC 2.3% DUE 02-25-2031 CUSIP: 031162CW8	260,000.000	219,959.40	236,308.94
AMPHENOL CORP 5.3% 11-15-2055 CUSIP: 032095BB6	165,000.000	163,055.20	158,664.28
ANTHEM INC NT 4.1% 05-15-2032 CUSIP: 036752AT0	400,000.000	377,765.80	390,039.11
APPLE INC 4.375% DUE 05-13-2045 CUSIP: 037833BH2	470,000.000	454,735.50	421,238.58
ARES CAP CORP 7.0% 01-15-2027 CUSIP: 04010LBE2	176,000.000	179,771.56	180,448.23
ARTHUR J GALLAGHER & CO 5.15% 02-15-2035 CUSIP: 04316JAN9	215,000.000	212,318.95	217,964.97
AT&T INC 4.9% 11-01-2035 CUSIP: 00206RNC2	220,000.000	219,531.40	218,024.49
AVALONBAY CMNTYS 5.35% 06-01-2034 CUSIP: 053484AF8	350,000.000	358,174.10	364,471.80
BANK OF AMERICA CORPORATION 2.087% 06-14-2029 CUSIP: 06051GJZ3	340,000.000	296,513.33	324,579.31
BANK OF AMERICA CORPORATION 2.676% DUE 06-19-2041/06-19-2020 REG CUSIP: 06051GJE0	280,000.000	200,351.20	207,575.87
BB&T BRH BKG & TR FIXED 2.636% DUE 09-17-2029 CUSIP: 07330MAC1	530,000.000	510,940.09	531,571.61
BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043 CUSIP: 084664BV2	195,000.000	196,164.15	174,383.20
BLACKSTONE PVT CR 2.625% DUE 12-15-2026 CUSIP: 09261HAD9	230,000.000	195,053.80	225,899.51
BMO 2022-C2 MTG TR 4.788602% DUE 07-15-2054 CUSIP: 05602NAH3	175,000.000	171,861.69	172,883.39
BMO 2023-C7 MTG TR 6.16% DUE 12-15-2056 CUSIP: 05593FAD0	200,000.000	205,999.06	215,188.68
BMO 2025-C12 MTG TR MTG PASS THRU CTF CLA-S 6.1951% 06-15-2058 CUSIP: 05615DAG2	115,000.000	118,449.93	123,257.07
BORGWARNER INC 4.95% 08-15-2029 CUSIP: 099724AP1	300,000.000	301,709.55	306,758.12

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
BOSTON GAS CO 3.001% DUE 08-01-2029 CUSIP: 100743AL7	427,000.000	374,186.68	408,631.04
BP CAP MKTS AMER INC SR GTD NT 2.721% 01-12-2032 CUSIP: 10373QBT6	345,000.000	299,308.15	314,894.51
BREAN ASSET BACKED SECS TR 2023-RM6 MTG BACKED NT CL A1 144A 5.25% 01-25-2063 CUSIP: 10638AAA4	133,516.300	127,106.47	133,859.53
BREAN AST BACKED SECS TR 2025-RM13 4.25%10-25-2065 CUSIP: 10638PAA1	144,829.090	140,178.72	140,372.68
BREAN AST BACKED 4.5% DUE 03-25-2078 CUSIP: 10638BAB0	170,000.000	142,102.73	165,714.73
BREAN AST BACKED 4.5% DUE 07-25-2065 CUSIP: 10638KAA2	235,510.420	226,789.71	230,296.71
BURLINGTON NORTHN SANTA FE LLC 5.15 09-01-2043 CUSIP: 12189LAP6	280,000.000	289,842.70	272,545.54
CAPITAL ONE FINL CORP SR NT FIXED / FLTG4.927% 05-10-2028 CUSIP: 14040HCS2	345,000.000	343,544.65	349,157.08
CENTERPOINT ENERGY RES CORP 1.75% DUE 10-01-2030 CUSIP: 15189YAF3	310,000.000	259,515.75	276,769.00
CHUBB INA HLDGS INC 5.0% 03-15-2034 CUSIP: 171239AK2	210,000.000	211,771.05	215,441.50
CIGNA CORP NEW 2.4% DUE 03-15-2030 CUSIP: 125523CL2	277,000.000	246,503.30	257,589.54
CISCO SYS INC 5.05% 02-26-2034 CUSIP: 17275RBT8	25,000.000	24,974.75	25,802.89
CISCO SYS INC 5.5% DUE 01-15-2040 CUSIP: 17275RAF9	340,000.000	359,862.15	353,907.34
CITIGROUP COML MTG SER 2017-P7 CL AS 3.915% 04-14-2050 CUSIP: 17325HBR4	205,000.000	194,998.24	200,463.80
CITIGROUP INC FIXED 2.666% DUE 01-29-2031 CUSIP: 172967ML2	360,000.000	311,684.30	337,573.35
CMO JPMDB COML MTG SER 17-C5 CL AS FLTG R DUE 03-15-2050 REG CUSIP: 46590TAJ4	410,000.000	391,822.27	376,439.66
COMCAST CORP NEW 3.4% DUE 07-15-2046 CUSIP: 20030NBU4	245,000.000	196,524.05	171,428.69
COMCAST CORP NEW 4.25% DUE 01-15-2033 CUSIP: 20030NBH3	570,000.000	537,896.00	558,317.28

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◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
COMWLTH EDISON CO 3.7% DUE 03-01-2045 CUSIP: 202795JF8	270,000.000	226,727.10	212,105.66
CONAGRA BRANDS INC 1.375% DUE 11-01-2027 CUSIP: 205887CF7	425,000.000	369,201.00	403,888.82
CONOCOPHILLIPS 5.3% 05-15-2053 CUSIP: 20826FBE5	180,000.000	179,518.00	168,341.55
CONS EDISON CO N Y INC 4.45 DUE 03-15-2044 REG CUSIP: 209111FD0	360,000.000	315,566.30	314,701.72
CONSUMERS ENERGY CO 5.05% 05-15-2035 CUSIP: 210518DZ6	30,000.000	29,889.60	30,610.40
COREBRIDGE FINL INC 6.875% 12-15-2052 CUSIP: 21871XAP4	370,000.000	378,437.80	378,771.79
CORPORATE OFFICE PPTYS L P 2.0% 01-15-2027 CUSIP: 22003BAN6	285,000.000	242,751.20	266,419.57
CPS AUTO 5.56% DUE 07-15-2031 CUSIP: 12630SAD3	260,000.000	261,300.00	263,639.97
CVS HEALTH CORP 1.75% DUE 08-21-2030 CUSIP: 126650DN7	380,000.000	312,184.00	338,340.19
DEERE JOHN CAPITAL CORP 5.05% 06-12-2034 CUSIP: 24422EXU8	260,000.000	258,867.10	268,945.26
DELL INTL L L C / 4.75% 04-01-2028 CUSIP: 24703TAL0	215,000.000	215,030.65	218,105.15
DRIVE AUTO RECEIVABLES TRUST SR 24-2 CL D 4.94% 05-17-2032 CUSIP: 26207AAG8	135,000.000	134,975.09	136,211.81
DTE ELEC CO 2.25% DUE 03-01-2030 CUSIP: 23338VAK2	165,000.000	141,266.40	153,698.92
DUKE ENERGY CORP 4.3% DUE 03-15-2028 CUSIP: 26441CBS3	315,000.000	314,518.05	316,903.86
DUKE ENERGY IND 3.75% DUE 05-15-2046 CUSIP: 26443TAA4	115,000.000	101,694.50	90,187.27
EASTERN ENERGY GAS HOLDINGS LLC 5.8% 01-15-2035 CUSIP: 27636AAB8	350,000.000	355,301.10	370,696.47
ELI LILLY AND COMPANY 3.95% 03-15-2049 CUSIP: 532457BT4	130,000.000	103,563.20	105,229.18
EMERSON ELEC CO 5.25% DUE 11-15-2039 CUSIP: 291011BD5	65,000.000	67,057.25	66,587.56

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
ENERGY TRANSFER L P 6.4% 12-01-2030 CUSIP: 29273VAT7	230,000.000	244,332.20	248,975.63
ENTERGY TEX INC 5.25% 04-15-2035 CUSIP: 29365TAQ7	225,000.000	223,316.95	231,468.36
ENTERPRISE PRODS OPER LLC 4.6% 01-15-2031 CUSIP: 29379VCK7	175,000.000	174,678.00	177,466.54
EPR PPTYS 4.75% DUE 12-15-2026 CUSIP: 26884UAC3	25,000.000	25,009.00	25,073.24
EVERSOURCE ENERGY 2.9% 03-01-2027 CUSIP: 30040WAQ1	220,000.000	212,731.20	217,001.20
EXETER AUTOMOBILE RECBLES TR 2015-3 SR 22-2A CL D 4.56% 07-17-2028 CUSIP: 30166QAF6	286,612.780	274,476.52	286,895.27
EXETER AUTOMOBILE RECEIVABLES TR AUTO RECEIVABLES BKD NT CL 2.9% 07-17-2028 CUSIP: 30165XAG0	190,000.000	172,907.42	189,264.74
EXXON MOBIL CORP 3.095% DUE 08-16-2049 CUSIP: 30231GAZ5	110,000.000	80,561.80	75,485.45
FL PWR & LT CO 4.05% DUE 10-01-2044 CUSIP: 341081FL6	420,000.000	377,857.20	352,077.13
GEN DYNAMICS CORP FIXED 4.25% DUE 04-01-2040 CUSIP: 369550BH0	400,000.000	361,054.10	368,328.19
GEN MOTORS FINL CO 4.3% DUE 04-06-2029 CUSIP: 37045XDV5	435,000.000	414,596.25	434,581.82
GOLDMAN SACHS GROUP INC 1.992% DUE 01-27-2032 REG CUSIP: 38141GXR0	390,000.000	313,502.50	347,223.06
GOLDMAN SACHS GROUP INC 4.017% 10-31-2038 CUSIP: 38148YAA6	195,000.000	175,683.30	176,066.32
HALEON US CAPITAL LLC 3.625% 03-24-2032 CUSIP: 36264FAM3	365,000.000	315,968.75	347,964.40
HCA INC 5.2% 06-01-2028 CUSIP: 404119CP2	415,000.000	422,460.50	425,525.69
HOME DEPOT INC 4.5% DUE 12-06-2048 CUSIP: 437076BX9	295,000.000	287,666.20	256,226.95
HONEYWELL INTERNATIONAL INC 5.25% 03-01-2054 CUSIP: 438516CT1	190,000.000	190,655.50	180,756.93
INTERCONTINENTAL EXCHANGE INC 2.65% 09-15-2040 CUSIP: 45866FAP9	390,000.000	282,085.40	291,791.84

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
JOHNSON & JOHNSON 3.55% DUE 03-01-2036 CUSIP: 478160BU7	380,000.000	332,467.40	351,170.78
JPMORGAN CHASE & CO 3.882% 07-24-2038 CUSIP: 46647PAJ5	720,000.000	629,272.00	648,992.26
KIMBERLY-CLARK 3.9% DUE 05-04-2047 CUSIP: 494368BW2	85,000.000	75,209.21	67,115.31
KIMCO RLTY CORP 2.8% DUE 10-01-2026 CUSIP: 49446RAP4	305,000.000	284,912.60	302,480.74
KIMCO RLTY OP LLC 6.4% 03-01-2034 CUSIP: 49447BAA1	120,000.000	129,472.80	132,692.92
KINDER MORGAN INC DEL SR NT 5.1% 08-01-2029 CUSIP: 49456BAZ4	220,000.000	223,446.30	226,614.89
LOCKHEED MARTIN CORP 4.09% 09-15-2052 CUSIP: 539830BN8	320,000.000	252,064.55	255,528.04
LPL HLDGS INC 5.2% DUE 03-15-2030 CUSIP: 50212YAL8	245,000.000	244,910.05	251,230.08
MFRS & TRADERS TR CO BK 3.4% 08-17-2027 CUSIP: 55279HAQ3	515,000.000	489,667.19	509,113.87
MICROSOFT CORP 2.525% DUE 06-01-2050 BEO CUSIP: 594918CC6	240,000.000	152,921.60	147,761.74
MICROSOFT CORP 2.921% 03-17-2052 USD CUSIP: 594918CE2	255,000.000	198,240.80	168,191.05
MIDAMERICAN ENERGY CO 4.25% 07-15-2049 CUSIP: 595620AU9	275,000.000	228,832.34	226,305.67
MORGAN STANLEY 1.928% DUE 04-28-2032 CUSIP: 6174468X0	255,000.000	208,697.50	224,436.87
MOTOROLA SOLUTIONS INC 5.4% 04-15-2034 CUSIP: 620076BZ1	415,000.000	418,378.65	429,784.95
MPLX LP 5.4% 04-01-2035 CUSIP: 55336VBY5	100,000.000	97,801.85	100,983.92
NATIONAL RURAL UTILS COOP FIN CORP BD 5.8% 01-15-2033 CUSIP: 637432PA7	310,000.000	327,997.35	333,442.79
NATIONAL RURAL UTILS COOP FIXED 3.7% 03-15-2029 CUSIP: 637432NS0	185,000.000	177,648.10	182,949.12
NEVADA PWR CO 3.7% DUE 05-01-2029 CUSIP: 641423CC0	175,000.000	173,826.39	172,621.77

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
NORFOLK SOUTHN CORP SR NT 5.1% 05-01-2035 CUSIP: 655844CV8	125,000.000	123,739.65	128,191.20
NSTAR ELECTRIC CO 5.2% 03-01-2035 CUSIP: 67021CAW7	110,000.000	108,549.80	112,652.53
O REILLY AUTOMOTIVE INC NEW 1.75% 03-15-2031 CUSIP: 67103HAK3	295,000.000	239,325.32	259,124.00
OGE ENERGY CORP 5.45% 05-15-2029 CUSIP: 670837AD5	155,000.000	160,181.65	160,779.59
OMNICOM GROUP INC SR NT 2.6% 08-01-2031 CUSIP: 681919BD7	295,000.000	253,441.20	268,639.03
ONCOR ELEC DELIVERY CO LLC CORP 3.8% 06-01-2049 CUSIP: 68233JBP8	240,000.000	207,249.60	182,111.92
ORACLE CORP 4.8% 08-03-2028 CUSIP: 68389XCY9	120,000.000	120,271.20	120,660.11
ORACLE CORP 6.5% DUE 04-15-2038 CUSIP: 68389XAE5	240,000.000	253,452.50	245,757.72
PACIFIC GAS & ELEC CO 1ST MTG BD 3% 06-15-2028 CUSIP: 694308JW8	350,000.000	324,238.95	339,467.03
PAGAYA AI DEBT 5.064% DUE 05-15-2033 CUSIP: 69545RAC1	530,000.000	530,000.00	530,298.76
PAYPAL HLDGS INC 5.15% 06-01-2034 CUSIP: 70450YAP8	165,000.000	164,998.55	169,700.26
PEPSICO INC 2.875% DUE 10-15-2049 CUSIP: 713448EP9	235,000.000	149,848.05	155,397.60
PFIZER INVESTMENT ENTER 5.3% 05-19-2053 CUSIP: 716973AG7	325,000.000	331,406.40	309,773.19
PHILIP MORRIS INTL 4.75% DUE 11-01-2031 CUSIP: 718172DP1	300,000.000	295,532.75	307,032.06
PLAINS ALL AMER PIPELINE 4.7% 01-15-2031 CUSIP: 72650RBR2	100,000.000	99,928.70	100,758.03
PROLOGIS L P 5.0% 03-15-2034 CUSIP: 74340XCJ8	380,000.000	378,760.00	388,256.10
PRUDENTIAL FINL 3% DUE 03-10-2040 CUSIP: 74432QCJ2	185,000.000	149,535.50	144,483.04
PUBLIC SERVICE COLORADO 5.15% 09-15-2035 CUSIP: 744448DC2	130,000.000	131,687.00	132,119.20

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
PVPTL DELTA AIR LINES/SKYMILES 4.75% DUE 10-20-2028 CUSIP: 830867AB3	270,000.000	272,043.90	271,734.03
PVTPL BLACK DIAMOND CLO LTD 0SR 21-1A CL A1AR FLTG RT 11-22-2034 CUSIP: 09204WAF1	250,000.000	250,000.00	249,968.33
PVTPL CAMERON LNG LLC 2.902% 07-15-2031 CUSIP: 133434AA8	335,000.000	302,542.65	310,184.18
PVTPL CMO BREAN ASSET BACKED SECURITIES TRUST SR 25-RM11 CL A1 VAR RT 05-25-65 CUSIP: 10638GAA1	104,752.020	100,684.70	103,442.69
PVTPL CMO FINANCE AMER STRUCTURED SECS TR SR 2022-S6 CL A1 3.0% DUE 12-25-2072 CUSIP: 31740XAA5	177,489.630	147,853.34	177,980.39
PVTPL CMO IRV TRUST SR 25-200P CL C VAR RT 03-14-2047 CUSIP: 45006HAE1	160,000.000	160,000.00	162,988.75
PVTPL CMO SFAVE COML MTG CTF CL A-2B VAR RT DUE 01-05-2043 CUSIP: 78413MAE8	500,000.000	432,402.34	432,938.20
PVTPL DRIVE AUTO RECEIVABLES TRUST SR 25-S1 CL R1 6.04% 06-16-2029 CUSIP: 26210HAA1	102,548.840	102,540.70	103,544.71
PVTPL FINANCE AMER STRUCTURED SECS TR SER 2023 S1 3.0% 2-25-2073 CUSIP: 31739RAC7	62,025.810	55,850.96	61,853.38
PVTPL GA GLOBAL FDG TR 5.5% 04-01-2032 CUSIP: 36143L2T1	115,000.000	114,794.70	117,886.15
PVTPL GOLUB CAP PARTNERS CLO SER 20 -47A CL A1AR FLTG RT 08-05-2037 CUSIP: 381948AA6	250,000.000	250,000.00	250,040.00
PVTPL HYUNDAI CAPITAL AMERICA 5.68% 06-26-2028 CUSIP: 44891ACH8	305,000.000	309,842.65	315,007.23
PVTPL MARS INC 5.8% 05-01-2065 CUSIP: 571676BD6	125,000.000	122,358.20	126,335.86
PVTPL MET LIFE GLOB FUNDING I 3.05% DUE 06-17-2029 CUSIP: 59217GDC0	105,000.000	98,390.25	101,200.57
PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050 CUSIP: 64952GAT5	235,000.000	194,523.60	175,364.37
PVTPL PAGAYA AI DEBT SELECTION TRUST SER 25-8 CL B FLTG 07-15-2033 CUSIP: 69549TAC3	150,000.000	150,000.00	150,308.16
PVTPL PAGAYA PT OF SALE HLDGS GRANTOR TR SR 25-2 CL B 5.212% 07-20-2033 CUSIP: 69549JAB7	425,000.000	425,000.00	426,412.06
PVTPL SCOTT TR SR 23-SFS CL A 5.90975%03-15-2028 CUSIP: 810064AA3	105,000.000	105,000.00	107,827.23

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
PVTPL ZAYO ISSUER LLC SR 25-3A CL A2 5.57% 10-20-2055 CUSIP: 98919WAN3	145,000.000	145,000.00	145,105.33
REALTY INCOME CORP 5.125% 04-15-2035 CUSIP: 756109CT9	80,000.000	78,886.80	81,655.37
SANTANDER DRIVE AUTO RECEIVABLES TR SER 23-4 CL C 6.04% DUE 12-15-2031 CUSIP: 802927AF0	175,000.000	174,956.41	179,475.85
SIMON PPTY GROUP L 3.8% DUE 07-15-2050 CUSIP: 828807DJ3	155,000.000	105,995.20	117,250.10
SOUTHERN CALIF EDISON CO 5.15% 06-01-2029 CUSIP: 842400JC8	180,000.000	180,593.05	183,954.85
SOUTHERN CALIF EDISON 4.875% 02-01-2027 CUSIP: 842400JA2	170,000.000	170,275.40	171,124.45
SOUTHWEST AIRLS CO 5.125% DUE 06-15-2027/06-08-2020 REG CUSIP: 844741BK3	80,000.000	80,773.60	81,037.14
STATE STR CORP FLTG RT 5.159% DUE 05-18-2034 CUSIP: 857477CC5	300,000.000	297,245.80	310,939.08
SUNOCO LOGISTICS 3.9% DUE 07-15-2026 CUSIP: 86765BAT6	390,000.000	375,613.35	389,622.16
T-MOBILE USA INC 5.125% 05-15-2032 CUSIP: 87264ADS1	45,000.000	44,946.90	46,434.75
T-MOBILE USA INC 5.15% 04-15-2034 CUSIP: 87264ADF9	210,000.000	208,409.35	215,369.99
TARGA RES CORP 4.35% 01-15-2029 CUSIP: 87612GAR2	55,000.000	54,965.90	55,182.22
TEXAS INSTRS INC 3.875% 03-15-2039 CUSIP: 882508BF0	140,000.000	125,113.65	125,512.76
U S BANCORP 2.215% 01-27-2028 CUSIP: 91159HJC5	285,000.000	277,527.75	279,915.22
UNITEDHEALTH GROUP 4.625% DUE 07-15-2035 CUSIP: 91324PCQ3	575,000.000	564,968.70	568,646.81
UNITEDHEALTH GROUP 6.625% DUE 11-15-2037 CUSIP: 91324PBE1	75,000.000	84,296.25	84,871.73
UTD PARCEL SVC INC 3.75% 11-15-2047 CUSIP: 911312BN5	385,000.000	325,457.30	299,163.32
VENTAS REALTY LP 5.1% 07-15-2032 CUSIP: 92277GBB2	125,000.000	124,291.95	128,849.26

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
VERIZON COMMUNICATIONS 4.4% DUE 11-01-2034 REG CUSIP: 92343VCQ5	505,000.000	478,154.15	488,915.44
VICI PROPERTIES LP 5.125% 11-15-2031 CUSIP: 925650AH6	255,000.000	250,331.10	258,900.54
VIRGINIA ELEC & PWR CO 5.3% 08-15-2033 CUSIP: 927804GM0	275,000.000	273,948.05	286,247.22
WALMART INC 4.05% DUE 06-29-2048 REG CUSIP: 931142EC3	175,000.000	141,520.75	146,889.58
WALMART INC 4.5% DUE 09-09-2052 BEO CUSIP: 931142EZ2	260,000.000	234,744.40	230,417.36
WELLTOWER INC 2.8% DUE 06-01-2031 BEO CUSIP: 95040QAM6	125,000.000	109,505.60	116,040.24
WESTLAKE 5.08% DUE 05-15-2031 CUSIP: 96041KAG9	180,000.000	179,995.63	181,573.69
WILLIAMS COMPANIES INC 4.625% 06-30-2030 CUSIP: 969457CR9	105,000.000	105,878.50	106,262.57
Total United States - USD		**37,304,282.69**	**37,872,930.37**
Total Corporate Debt Instruments - Other		**40,478,777.15**	**41,134,978.71**
Value of Interest in Common/Collective Trusts			
United States - USD			
* NT COLLECTIVE SHORT TERM INVT FD CUSIP: 66586U452	2,638,424.750	2,638,424.75	2,638,424.75
Total United States - USD		**2,638,424.75**	**2,638,424.75**
Total Value of Interest in Common/Collective Trusts		**2,638,424.75**	**2,638,424.75**
Value of Interest in Registered Investment Companies			
Emerging Markets Region - USD			
MFO FIDELITY SALEM STREET TRUST FIDELITYSALEM STREET TRUST CUSIP: 316146331	214,602.350	2,481,991.93	2,933,614.12
Total Emerging Markets Region - USD		**2,481,991.93**	**2,933,614.12**

Generated by Northern Trust from periodic data on 25 Feb 26

◆ Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Value of Interest in Registered Investment Companies			
International Region - USD			
MFO FIDELITY INTL INDX-INST PRM CUSIP: 315911727	126,825.030	6,127,068.72	7,733,790.33
Total International Region - USD		**6,127,068.72**	**7,733,790.33**
United States - USD			
MFO SCHWAB SMALL CAP INDEX SELECT CUSIP: 808509848	41,735.170	1,434,248.50	1,673,580.32
MFO VANGUARD INDEX TR VANGUARD GROWTH INDEX FD ADMIRAL #509 CUSIP: 922908660	9,312.940	1,394,141.51	2,356,546.34
MFO VANGUARD VALUE INDEX FD-ADM CUSIP: 922908678	27,803.940	1,594,906.48	2,086,407.66
MFOFIDELITY 500 INDEX-INST PREM CUSIP: 315911750	49,396.730	7,896,483.52	11,828,540.97
Total United States - USD		**12,319,780.01**	**17,945,075.29**
Total Value of Interest in Registered Investment Com		**20,928,840.66**	**28,612,479.74**
Total		**74,425,251.09**	**82,192,220.63**

* - Denotes a party-in-interest

Generated by Northern Trust from periodic data on 25 Feb 26

Nouryon Chemicals Retirement Plan

Schedule H, Line 4j – Schedule of Reportable Transactions
EIN: 83-1177040 Plan Number: 001

For the Year Ended December 30, 2025

	(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of a loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain
Single Transactions							
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$ 5,730,875	$ -	$ 5,730,875	$ 5,730,875	$ -
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$ 7,860,000	$ -	$ 7,860,000	$ 7,860,000	$ -
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$ 7,860,000	$ -	$ 7,860,000	$ 7,860,000	$ -
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$ -	$ 5,896,578	$ 5,896,578	$ 5,896,578	$ -
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$ -	$ 7,862,939	$ 7,862,939	$ 7,862,939	$ -
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$ -	$ 7,860,000	$ 7,860,000	$ 7,860,000	$ -
Series Transactions							
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$40,406,526	$ -	$40,406,526	$40,406,526	$ -
	Northern Trust	COLLECTIVE SHORT TERM INVT FD	$ -	$41,196,836	$41,196,836	$41,196,836	$ -
	Northern Trust	MFO FIDELITY INTL INDX-INST PRM	$ 1,035,635	$ -	$ 1,035,635	$ 1,035,635	$ -
	Northern Trust	MFO FIDELITY INTL INDX-INST PRM	$ -	$ 4,790,000	$ 4,188,677	$ 4,790,000	$ 601,323
	Northern Trust	MFO FIDELITY 500 INDEX-INST PREM	$ 298,227	$ -	$ 298,227	$ 298,227	$ -
	Northern Trust	MFO FIDELITY 500 INDEX-INST PREM	$ -	$ 7,350,000	$ 5,611,389	$ 7,350,000	$ 1,738,611

There were no Category (ii) or (iv) Reportable Transactions during the year ended December 30, 2025.

Columns (e) Lease Rental and (f) Expenses Incurred with Transaction are not applicable.

See independent auditors' report.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of December 31, 2024

	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	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	1	0	0	0	0	0	0	0	0	1
40-44	1	1	0	2	0	0	0	0	0	0	4
45-49	0	1	10	5	8	0	0	0	0	0	24
50-54	2	6	20	13	12	1	0	0	0	0	54
55-59	1	5	19	13	34	15	5	0	0	0	92
60-64	1	2	14	22	20	18	9	2	0	0	88
65-69	2	3	1	5	11	4	7	1	0	0	34
70 & over	0	0	0	0	1	2	1	1	1	0	6
Total	7	19	64	60	86	40	22	4	1	0	303

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

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: August 2024
- Interest rate basis: 3-Segment Rates

Interest rates for valuation and lump sum conversions:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	5.04%	5.04%
• Second segment rate	5.32%	5.32%
• Third segment rate	5.59%	5.33%
• Effective interest rate	5.35%	5.29%

Annual rates of increase:

- Interest crediting rate for RAP and HRAP - 2025: 4.580%
- Interest crediting rate for RAP and HRAP - 2026+: 4.675% for 2026 grading up linearly to 4.750% for 2027+

Administrative Expenses: Plan-related expenses based on prior year's expenses and Nouryon's best estimate of current year expenses were added to the target normal cost. For plan year 2024, the estimate of plan-related expenses is $1,200,000.

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Mortality:

- Healthy — 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).
- Disabled — Same as described above for Healthy Mortality.
- Lump sum conversion mortality — 417(e)(3) Applicable Mortality Table for 2024

Termination (not due to disability or retirement): Rates varying by age and location

Representative Termination Rates

Percentage leaving during the year		
Attained Age	ANI Nonunion and ICI	ANI Union
20	0%	0%
25	0%	2%
30	12%	2%
35	11%	5%
40	9%	5%
45	7%	5%
50	6%	5%
55	7%	5%

Disability:

- Actives

Representative Disability Rates

Percentage disabled during the year	
Attained Age	Rate
25	0.20%
30	0.20%
40	0.40%
50	0.45%
55	0.60%
60	1.90%

SCHEDULE SB ATTACHMENTS

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

- Actives

Percentage retiring during the year			
Age	ANI Nonunion	ANI Union	ICI
Under Age 55	0%	0%	0%
55	5%	2%	7%
56	5%	2%	7%
57	5%	2%	7%
58	7%	2%	10%
59	7%	2%	10%
60	7%	2%	10%
61	7%	2%	10%
62	15%	15%	20%
63	15%	15%	20%
64	15%	15%	20%
65	20%	30%	35%
66	30%	40%	35%
67	30%	40%	35%
68	30%	50%	35%
69	30%	50%	35%
70 and older	100%	100%	100%

- Inactives:

ICI Consolidated: Retirement age is assumed to be age 65.

All others: Retirement age is assumed to be age 65 or earliest unreduced age for all deferred vested inactive groups.

Terminated vested participants over Normal Retirement Age are assumed to retire immediately with make-up payments from Normal Retirement Date, increased with interest based on the first segment rate of the "applicable interest rate" as defined in Section 417(e)(3) of the code for the month of September preceding the valuation date.

Form of payment:

- Actives

RAP and HRAP Cash Balance: 85% assumed to elect a lump sum and 15% assumed to elect a life annuity. 80% are assumed to elect to begin payment immediately and 20% are assumed to defer payment to age 65.

SCHEDULE SB ATTACHMENTS

Traditional Benefits (LS option):	For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated – National Starch (Non Paints) Salaried participants, 85% assumed to elect a lump sum and 15% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity.

- Inactive (Terminated Vested) Participants

RAP and HRAP Cash Balance:	90% assumed to elect a lump sum and 10% assumed to elect a life annuity. Those who terminated in the two years prior to the valuation date are assumed to elect an immediate payment and all others are assumed to defer payment to age 65.
Traditional Benefits (LS option):	For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated – National Starch (Non Paints) Salaried participants, 75% assumed to elect a lump sum and 25% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity, except for former participants in the Closed/Sold locations Chemicals Edison and Wheeling Stamping are assumed to elect a 10-year certain and continuous annuity.

Percentage married:

- ICI Consolidated: 90%
- All Others: 80%

Spouse age: Spouses of male participants assumed to be 3 years younger than participants.

Spouses of female participants assumed to be same age as participants.

Valuation earnings: Not applicable.

Methods

- Valuation date: First day of plan year.
- Funding target: Present value of accrued benefits as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

- **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** — Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.)

  The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits Not Valued

All benefits were valued except those described as not valued in the Plan Provisions section.

Sources of Valuation Data

The primary source of participant data for the current valuation is a census of all participants supplied by Nouryon Chemicals LLC through WTW eepoint. The data was provided as of December 31, 2024.

Missing or Incomplete Data

We made the following assumptions for missing or incomplete data. For active and deferred records with cash balance accounts that did not increase from the prior year, we assumed the cash balances increased with 4% interest. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assets

The asset data supplied by the Trustee was used by WTW without further audit. Nouryon Chemicals LLC provided the dates and amounts of the prior plan year contributions that were paid in 2025. All of this information has been relied upon by WTW. We are not aware of any errors or omissions in the asset data that would have a significant effect on the results of our calculations.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

Plan Name	**Nouryon Chemicals Retirement Plan**
Plan Sponsor EIN	**83-1177040**
ERISA Plan #	**001**
Plan Year Ending	**December 31, 2024 – December 31, 2025**

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

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

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

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 12/31/2024 and ending 12/30/2025

▶ **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
NOURYON CHEMICALS 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
NOURYON CHEMICALS LLC

D Employer Identification Number (EIN)
83-1177040

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 12 Day 31 Year 2024

2 Assets:

a Market value	**2a**	81,410,009
b Actuarial value	**2b**	77,965,102

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	596	47,195,296	47,195,296
b For terminated vested participants	393	16,978,211	16,978,211
c For active participants	303	20,913,204	21,106,728
d Total	1,292	85,086,711	85,280,235

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**	5.35%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1,200,000
c Target normal cost	**6c**	1,200,000

Statement by Enrolled Actuary

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

SIGN HERE

J. Steven Pak — Signature of actuary

9/22/2026 — Date

J. Steven Pak — Type or print name of actuary

2605793 — Most recent enrollment number

Willis Towers Watson US LLC — Firm name

215-246-4941 — 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)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 8.77%	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		932,794
	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 5.15%		48,039
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		980,833
	d Portion of (c) to be added to prefunding balance		980,833
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	980,833

Part III Funding Percentages

14	Funding target attainment percentage	**14**	90.27%
15	Adjusted funding target attainment percentage	**15**	90.27%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	**16**	91.06%
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
04/14/2025	458,890	0			
01/13/2026	359,400	0			
07/14/2026	170,000	0			
09/04/2026	120,000	0			
			Totals ► 18(b)	1,108,290	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**	1,059,391

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:	
5.04 %	5.32 %	5.59%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	1,200,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	8,295,966	839,510
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	2,039,510

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	980,833	980,833

36 Additional cash requirement (line 34 minus line 35)	**36**	1,058,677
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	1,059,391

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

a Total (excess, if any, of line 37 over line 36)	**38a**	714
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	714
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of December 31, 2024

For each active participant, an expected retirement age was calculated weighted in proportion to the probability (as shown in the retirement rates tables in the attachments to Schedule SB, Part V – Statement of Actuarial Assumptions/Methods) that the individual would remain an active participant to each age and then retire at that age. The plan's weighted average retirement age of 65 is the arithmetic average of the expected retirement ages of all participants on December 31, 2024, based on all current decrements assumed.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: August 2024
- Interest rate basis: 3-Segment Rates

Interest rates for valuation and lump sum conversions:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	5.04%	5.04%
• Second segment rate	5.32%	5.32%
• Third segment rate	5.59%	5.33%
• Effective interest rate	5.35%	5.29%

Annual rates of increase:

- Interest crediting rate for RAP and HRAP - 2025: 4.580%
- Interest crediting rate for RAP and HRAP - 2026+: 4.675% for 2026 grading up linearly to 4.750% for 2027+

Administrative Expenses: Plan-related expenses based on prior year's expenses and Nouryon's best estimate of current year expenses were added to the target normal cost. For plan year 2024, the estimate of plan-related expenses is $1,200,000.

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Mortality:

- Healthy — 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).
- Disabled — Same as described above for Healthy Mortality.
- Lump sum conversion mortality — 417(e)(3) Applicable Mortality Table for 2024

Termination (not due to disability or retirement): Rates varying by age and location

Representative Termination Rates

Percentage leaving during the year		
Attained Age	ANI Nonunion and ICI	ANI Union
20	0%	0%
25	0%	2%
30	12%	2%
35	11%	5%
40	9%	5%
45	7%	5%
50	6%	5%
55	7%	5%

Disability:

- Actives

Representative Disability Rates

Percentage disabled during the year	
Attained Age	Rate
25	0.20%
30	0.20%
40	0.40%
50	0.45%
55	0.60%
60	1.90%

SCHEDULE SB ATTACHMENTS

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

- Actives

Percentage retiring during the year			
Age	ANI Nonunion	ANI Union	ICI
Under Age 55	0%	0%	0%
55	5%	2%	7%
56	5%	2%	7%
57	5%	2%	7%
58	7%	2%	10%
59	7%	2%	10%
60	7%	2%	10%
61	7%	2%	10%
62	15%	15%	20%
63	15%	15%	20%
64	15%	15%	20%
65	20%	30%	35%
66	30%	40%	35%
67	30%	40%	35%
68	30%	50%	35%
69	30%	50%	35%
70 and older	100%	100%	100%

- Inactives:

ICI Consolidated: Retirement age is assumed to be age 65.

All others: Retirement age is assumed to be age 65 or earliest unreduced age for all deferred vested inactive groups.

Terminated vested participants over Normal Retirement Age are assumed to retire immediately with make-up payments from Normal Retirement Date, increased with interest based on the first segment rate of the "applicable interest rate" as defined in Section 417(e)(3) of the code for the month of September preceding the valuation date.

Form of payment:

- Actives

RAP and HRAP Cash Balance: 85% assumed to elect a lump sum and 15% assumed to elect a life annuity. 80% are assumed to elect to begin payment immediately and 20% are assumed to defer payment to age 65.

SCHEDULE SB ATTACHMENTS

Traditional Benefits (LS option):	For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated – National Starch (Non Paints) Salaried participants, 85% assumed to elect a lump sum and 15% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity.

- Inactive (Terminated Vested) Participants

RAP and HRAP Cash Balance:	90% assumed to elect a lump sum and 10% assumed to elect a life annuity. Those who terminated in the two years prior to the valuation date are assumed to elect an immediate payment and all others are assumed to defer payment to age 65.
Traditional Benefits (LS option):	For former Alco Union, ANRP participants, Chemicals Master participants in Deer Park, McCook, Morris and Pasadena locations, Powder Coatings participants and former ICI Consolidated – National Starch (Non Paints) Salaried participants, 75% assumed to elect a lump sum and 25% assumed to elect a life annuity.
All Others (No LS Option):	Life annuity, except for former participants in the Closed/Sold locations Chemicals Edison and Wheeling Stamping are assumed to elect a 10-year certain and continuous annuity.

Percentage married:

- ICI Consolidated: 90%
- All Others: 80%

Spouse age: Spouses of male participants assumed to be 3 years younger than participants.

Spouses of female participants assumed to be same age as participants.

Valuation earnings: Not applicable.

Methods

- Valuation date: First day of plan year.
- Funding target: Present value of accrued benefits as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

- **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** — Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.)

  The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits Not Valued

All benefits were valued except those described as not valued in the Plan Provisions section.

Sources of Valuation Data

The primary source of participant data for the current valuation is a census of all participants supplied by Nouryon Chemicals LLC through WTW eepoint. The data was provided as of December 31, 2024.

Missing or Incomplete Data

We made the following assumptions for missing or incomplete data. For active and deferred records with cash balance accounts that did not increase from the prior year, we assumed the cash balances increased with 4% interest. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assets

The asset data supplied by the Trustee was used by WTW without further audit. Nouryon Chemicals LLC provided the dates and amounts of the prior plan year contributions that were paid in 2025. All of this information has been relied upon by WTW. We are not aware of any errors or omissions in the asset data that would have a significant effect on the results of our calculations.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions – Nouryon Chemicals Retirement Plan

The Nouryon Chemicals Retirement Plan was established as a new plan after being spun-off from the AkzoNobel Retirement Plan on December 31, 2017. The following summarizes the plan provisions applicable to the primary groups that participate in the plan.

A bulk lump sum window was offered to a select group of terminated vested participants in late 2019. The Plan was amended to provide a temporary benefit enhancement equal to the greater of (1) $500 or (2) 5% of the original lump sum value for participants who elected to receive their benefits as a lump sum during the window.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Nouryon Chemicals Retirement Plan

Plan name	Salaried Plan ¾ Retirement Account Plan (RAP)	Effective date	12/31/1975
Plan number	001	Restated effective date	12/31/1997
Type of plan	Final Average Pay (former ANRP formula) Cash Balance		
Plan configuration	Merger of many previously separate plans. Some common provisions, with individual company variations for service dates, benefit formulas, minimums and offsets. Closed/Sold and HRAP were merged in effective December 30, 2008.		
Eligibility to participate	Salaried and certain hourly employees on later of date of hire or age 21. Effective January 1, 1998, participants between the ages of 40 and 55 had the option to remain under the ANRP formula or to choose the cash balance. Participants beyond age 55 or who had 30 years of service remained under the ANRP formula and participants under age 40 fall under the cash balance provisions. All new participants after January 1, 1998 will be under the cash balance provisions. Employees hired on or after October 1, 2006 are not eligible.		
Benefit service	Former ANRP: All continuous service (see comments) Cash Balance: One year for each 12-month period of 1,000 hours Benefit service is frozen at the earlier of December 31, 2006 or date of termination.		
Vesting	0% first 5 years of service ¾ 100% thereafter. Effective December 31, 2008, 0% first 3 years of service ¾ 100% thereafter.		
Normal form	Life Annuity		

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
ANRP Formula		
Normal retirement	Age 65 and 5 years of service (age 65 if employed on 12/31/1988)	The sum of (1), (2), and (3), all of which were frozen as of December 31, 2006, but not less than (4): (1) 1.1% of final average earnings (highest 60 months out of last 120) up to Social Security covered compensation times benefit service up to 35 years. (2) 1.6% of final average earnings in excess of Social Security covered compensation times benefit service up to 35 years. (3) 1.1% of final average earnings times benefit service in excess of 35 years, but not more than 40 years. (4) The benefit accrued as of December 30, 1989. Note: Participants over age 55 or with 30 years of service at January 1, 1998 may receive their benefits in a lump sum payment. For benefit service earned before January 1, 1991, earnings refers to base compensation paid plus shift differential (for employees of Reliance Universal, earnings include that portion of earned commission necessary to increase earnings to $50,000). For benefit service earned between January 1, 1991 and December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and the portion of the EVA bonus that is equal to the historical percentage of the performance related bonus (PRP). For benefit service earned after December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and EVA bonuses paid under designated programs.

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
ANRP Formula (cont'd.)		
Normal retirement (cont'd.)		For the portion of the EVA bonus considered PRP bonus to be used for service between January 1, 1991 and December 31, 2000, the following percentage of the EVA bonus will be used for the pay grade levels shown below. For participants not in these grade levels, the EVA bonus equals the PRP bonus. Grade — PRP % SE1 — 63% SE2 — 55% SE3 — 50% TE — 44% TEA — 44% TEC — 44% All earnings are limited as required by IRC Section 401(a)(17). Minimum Final Average Earnings: $35,280 ($39,600 for Intervet). Social Security covered compensation is the average of the Social Security wage bases for the 35-year period ending in the year of an employee's Social Security retirement age.
Early retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.
Postponed retirement	Over age 65	Normal retirement benefit including continued service and earnings.
Disability retirement	Receipt of Social Security benefit and Akzo Nobel LTD plan benefits	Benefit service continues to normal retirement date or December 31, 2006, if earlier. Final average earnings and Social Security covered compensation determined at date of disability. Payments begin at age 65, or when the LTD benefits end, if later.
Deferred vested retirement	Age 55 and 5 years of service	Reduced ½% per month from age 65.

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
ANRP Formula (cont'd.)		
Preretirement death:		
Prior to earliest retirement date	5 years of service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary at date first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years of service	50% joint and survivor reduced for early commencement, payable immediately after death. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary immediately after death.
Prior plan benefits	Participation in prior plan	See the table on the following page for an outline of those groups with prior plan benefits.
Comments	(1) Pre-1976 Benefit Service: in accordance with prior plans. Post-1975 benefit service: full year credit for 1,000 hours; 1/12 of a year credit for each month during which at least 83 hours worked. (2) For certain groups, benefit service begins on a specified "future service only" date. See the table on the following page for an outline of ANRP benefit service dates. (3) Benefit service is frozen as of December 31, 2006. (4) Earnings received after December 31, 2006 will not be used to determine any benefits under the ANRP formula. (5) Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.	

SCHEDULE SB ATTACHMENTS

An outline of the applicable ANRP Benefit Service dates and provisions for Prior Plan Benefits (if any) as follows:

Company	ANRP Service Date	Prior Plan Participation Date	Prior Plan Benefit
ANI	Date of Hire	10/30/1975	Minimum of Prior Plan prospective benefit
Akzo Chemicals Inc.			
Pioneer Chemicals	Date of Hire	6/29/1977	Minimum of Pioneer Prior Plan prospective benefit
Noury Chemicals	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit
Stauffer	Date of Hire(a)	7/22/1987	Minimum of Cheseborough Pond's Prior Plan benefit accrued to 12/31/1987 plus RAP benefit for future accruals (offset of insured annuity covering accrued benefit through 7/31/1985)
New Brunswick (Interstab)	Date of Hire(b)	12/31/1989	Minimum of Interstab Prior Plan accrued benefit to 12/31/1989
Filtrol	Date of Hire	12/31/1989	Minimum of Filtrol Prior Plan benefit accrued to 12/31/1989 plus RAP benefit for future accruals
Other	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit

(a) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan. In addition, certain service while an hourly employee or in the participant's waiting period will be included.

(b) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan.

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Benefit	Eligibility	Annual Amount
Cash Balance Formula		
Retirement	5 year service	Cash balance formula with each year's accrual as the sum of (1), (2), and (3): (1) A percentage of annual pay, as follows: Service — Percentage Less than 5 — 4% 5 to 9 — 5% 10 – 14 — 6% 15 – 19 — 7% 20 or more — 8% No accruals after December 31, 2006. (2) 4% of annual pay in excess of 80% of the Social Security wage base. No accruals after December 31, 2006. (3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.
Comments	(1) Participants at January 1, 1998 have an opening balance based on pre-1998 service and earnings and the former ANRP formula. (2) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and EVA bonuses. (3) Pay credits will no longer be credited after December 31, 2006. Earnings received after December 31, 2006 will not be used to determine any benefits under the RAP formula. Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.	
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2006.
Preretirement death	Vested	Account balance is payable to beneficiary.

Changes in Benefits Valued Since Prior Year

No Changes in RAP Plan Provisions Since Prior Year.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former HRAP Plan

Eligibility to participate	EKA Columbus Union Hourly employees on the later of date of hire or age 21. Effective February 1, 2003 plan was extended to Functional Chemicals LIMA union employees.	
Benefit service	One year for each 12 month period. For LIMA employees, benefit service is frozen at the earlier of December 31, 2007 or date of termination. For Columbus employees, benefit service is frozen at the earlier of January 19, 2009 or date of termination.	
Normal form	Life Annuity, Lump Sum optional.	
Benefit	Eligibility	Annual Amount
Retirement formula		Cash balance formula with each year's accrual as the sum of (1), (2), and (3): (1) A percentage of annual pay, as follows: Service – Percentage Less than 5 – 4% 5 – 9 – 5% 10 – 14 – 6% 15 – 19 – 7% 20 or more – 8% No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees. (2) 4% of annual pay in excess of 80% of the Social Security wage base. No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees. (3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.
Comments	(1) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and performance-related bonuses. (2) Pay credits will no longer be credited after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.	

(3) Earnings received after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees will not be used to determine any benefits under the HRAP formula.

Benefit	Eligibility	Annual Amount
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits.	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.
Preretirement death	Vested	Account balance is payable to beneficiary.

Changes in Benefits Valued Since Prior Year

No Changes in Former HRAP Plan Provisions Since Prior Year.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Closed/Sold Plan

Eligibility to participate	All participants are inactive.
Benefit service	N/A
Normal form	10 year certain and life annuity for Wheeling Stamping and Chemicals Edison. Life annuity for all others.

Salt Master

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Diamond Crystal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Washington Courthouse

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years of service	Reduced 3/10% per month from age 65.
Vested Retirement	Age 55 and 5 years of service	Reduced 3/10% per month from age 65.

Wheeling Stamping

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years of service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 55 and 10 years of service	Reduced 4/10% per month from age 65.

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Muscatine

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years of service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.
Vested Retirement	Age 55 and 5 years of service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Muscatine – White Metal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 60 and 10 years of service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 60 and 10 years of service	Reduced 4/10% per month from age 65.

Coatings Louisville

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 15 years of service	Reduced 4/12% per month from age 65.
	Age 55 and 30 years of service	Reduced 4/12% per month from age 62.
	Age 58 and 30 years of service	Unreduced
Vested Retirement	Age 55 and 15 years of service	Reduced 4/12% per month from age 65.

Chemicals Edison

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit.
Early retirement	Age 55 and 10 years of service	Reduced 1/2% per month from age 62.

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Vested Retirement	Age 60 and 10 years of service	Reduced 1/2% per month from age 65.

Notes: As of April 25, 1997, Salt was sold and all active participants in Salt Master Plan became inactive.

The Diamond Crystal Hourly Plan merged into the Salt Master Plan effective December 30, 1998.

The Courtaulds Wheel Stamping Pension Plan merged into the Salt Master Plan effective December 30, 2001. The merged plan was renamed as the Pension Plan for Closed/Sold units.

The Coatings Louisville Hourly Plan merged into the Pension Plan for Closed/Sold units effective December 30, 2005.

The Chemicals Edison Plan merged into the Pension for Closed/Sold units effective December 30, 2006.

Changes in Benefits Valued Since Prior Year

No Changes in Former Closed/Sold Plan Provisions Since Prior Year.

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Plan Provisions – Akzo Nobel Master Hourly Retirement Plan

Plan name	Coatings Master	Effective date	1/1/1990
Plan number	106		
Type of plan	Dollar per month/Final average pay with dollar per month minimum benefit.		
Plan configuration	Merger of several previously separate plans. Each unit has its own unique set of plan provisions. Coatings Hanna plan was merged in effective November 30, 2005 and Powder Coatings was merged in effective December 31, 2005. Chemicals Master was merged in effective December 31, 2008.		
Eligibility to participate	Bargained employees at specified plants. For Powder Coatings, employees hired on or after May 1, 2007 are not eligible.		
Benefit service	All unbroken service (see comments). For Pasadena and Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination. For Powder Coatings, benefit service will be frozen on May 1, 2017.		
Vesting	0% first 5 years of service ¾ 100% thereafter (see comments).		
Normal form	Life Annuity; lump sum is available for participants retiring from the Pasadena, Morris, McCook, Deer Park, and Powder Coatings location.		

SCHEDULE SB ATTACHMENTS

BAXLEY

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years of service	$20.00 per month times years of benefit service. For former Monsanto employees, offset by prior plan benefit accrued to 9/30/1986.
Early retirement	Age 55 and 10 years of service	Reduced ¼% per month from age 65.
Postponed retirement	Over age 65 and 5 years of service	Normal retirement formula reflecting continued benefit service.
Disability retirement	15 years of service and eligible for Social Security disability	$10.00 per month times years of benefit service (maximum 30 years), payable immediately through age 65, then regular retirement benefit at age 65.
Preretirement death:		
Prior to earliest retirement date	5 years of service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years of service	50% joint and survivor, reduced for early commencement, payable immediately after death.

Comments

(1)	Baxley:	Pre-1976 Benefit Service: Full years and completed months. Post-1975 Benefit Service: Full year credit for 2,080 hours; pro rata credit for less than 2,080 hours. Baxley location was sold May, 2006.

Changes in Coatings Master Plan Provisions Since Prior Year

No Changes in Coatings Master Plan Provisions Since Prior Year.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Chemicals Master Plan

Eligibility to participate	Bargaining unit employees (hourly at Pasadena) active at work, after a specified waiting period (see comments). Pasadena employees hired on or after December 31, 2006 are not eligible.	
Vesting	0% for first 5 years of service from date of hire ¾ 100% thereafter.	
Benefit Service	As defined in the plan document (see comment).	
Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years of service	Benefit unit times years of benefit service (see comments).
Early retirement	Age 55 and 10 years of service	Normal retirement formula reduced ½% per month from age 62.
Postponed retirement	Over age 65	Normal retirement formula reflecting continued benefit service.
Disability retirement	10 years of service	2 times accrued benefit, payable immediately; reduced to 1 times accrued benefit at age 65 or when eligible for Social Security disability benefits, if earlier. For the Pasadena location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); no additional benefit service is granted after December 31, 2006; payments begin at normal retirement (or when long-term disability ends, if earlier). For the McCook location, $82 per month per year of benefit service. For the Morris location, $78 per month per year of benefit service.
Preretirement death:		
Prior to earliest retirement date	5 years of service	42½% of accrued benefit, payable immediately; adjusted for employee/spouse age difference; unadjusted if orphans' benefit (no surviving spouse).

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After earliest retirement date	Age 55 and 10 years of service	50% joint and survivor, reduced for early commencement, payable immediately after death.

Comments

(1) Effective Date is July 30, 1973 for Morris, January 1, 1976 for Noury, and September 1, 1979 for Pasadena.

(2) The waiting period for participation is 90 days for Pasadena and McCook; 30 days for McCook-Pilot and Morris; 0 days for Noury.

(3) Pre-1976 Benefit Service: In accordance with prior plans. Post-1975 Benefit Service: Full year credit for 1,700 hours; pro rata credit to the nearest 1/10th of a year for less than 1,700 hours. For the Morris location only, effective January 1, 1996, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours. For the McCook location only, effective January 1, 1995, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours.

(4) Benefit service was frozen as follows:

Location	Freeze Date
Pasadena	December 31, 2006
McCook	June 30, 2007 (plant closure)
Morris	June 30, 2008
Burt	December 31, 2007

(5) The applicable benefit unit for each location is as follows:

Location	Effective on Current Valuation Date	Effective at End of Plan Year *	Effective Ultimately *
Pasadena	$60.00	$60.00	$60.00
McCook	$41.00	$41.00	$41.00
Morris	$40.00	$40.00	$40.00
Burt	$37.00	$37.00	$37.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Changes in Benefits Valued Since Prior Year

No Changes in Former Chemicals Master Plan Provisions Since Prior Year

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Chemicals Consolidated Plan (previously merged into Chemicals Master Plan)		
Eligibility to participate	Hourly employees with one year of service. Deer Park employees hired on or after December 31, 2006 are not eligible.	
Vesting	0% for first 5 years of service ¾ 100% thereafter; all plan members are fully vested in the benefit accrued to 12/31/1987 (see comments).	
Benefit	Eligibility	Benefit Amount
Normal retirement	Age 65	For the Deer Park location: 0.75% of final average earnings (see comments) up to $4,800 plus 1.25% of final average earnings in excess of $4,800 times benefit service. Benefit accrued to 7/31/1985 is funded by an insured annuity. Minimum benefit: $30/year times benefit service not in excess of 35 years. For the Gallipolis Ferry and LeMoyne locations: Monthly benefit unit times years of benefit service (see comments). Benefit accrued to 7/31/1985 is funded by an insured annuity. Effective August 31, 2010 benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 will cease.
Early retirement	Age 55 and one year service (55 and 5 years of service for Deer Park if hired after March 1, 2003)	For the Deer Park location, reduced 5% per year from age 65. For the Gallipolis Ferry and Lemoyne locations, reduced 3% per year from age 65 to 60 and 5% per year from age 60 to 55. Participants who have attained age 55 and completed 10 years of service are eligible for an unreduced benefit at age 62 and 6% per year reduction from age 62 (3% per year reduction from age 62 to age 60 and 5% per year reduction from age 60 to age 55 for LeMoyne).
Deferred vested retirement	5 years of service	Reduced 6-2/3% per year from age 65 to age 60 and by 3-1/3% per year from age 60 to age 55.
Postponed retirement	Over age 65	Normal retirement formula reflecting continued benefit service and earnings.

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Disability retirement	40 and 10 years service (5 years of service only for Gallipolis Ferry location)	Accrued benefit, payable immediately, plus a temporary supplement equal to $2.00 per month times benefit service to date of disability, payable until age 65 if denied Social Security disability. For the LeMoyne location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); payments begin at the date benefit service ceases.

Benefit	Eligibility	Benefit Amount
Preretirement death:		
Prior to earliest retirement date	5 years of service	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable when participant would have been first eligible to receive benefits (see comments).
After earliest retirement date	Age 55	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable immediately after death (see comments).

Comments

(1) Benefit Service: Elapsed time measured in months in year of hire, and year of termination. Full year credit for 1,000 hours, no credit for less than 1,000 hours in interim years. For Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination.

(2) Vesting Service: Full year credit for 1,000 hours. No credit for less than 1,000 hours.

(3) Earnings: Hourly rate of pay times 2,080 hours.

(4) Final Average Earnings: Average of the earnings on the 5 consecutive September 1 during the final 10 years of service that produce the highest average. Earnings received after December 31, 2006 will not be used to determine any benefits under the Deer Park formula.

(5) Spouse's benefit for death of terminated vested participant under age 55: 50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.

(6) Spouse's benefit for death of terminated vested participant age 55 and over: 50% joint and survivor, reduced for early commencement, payable immediately after death.

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(7) The applicable benefit unit for each location is as follows:

Location	Effective on Current Valuation Date	Effective at End of Plan Year *	Effective Ultimately *
LeMoyne	$44.00	$44.00	$44.00
Gallipolis Ferry	$47.00	$47.00	$47.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Effective August 31, 2010, benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 were frozen. All other participants (55 or older as of August 31, 2010) were given the option to elect to have benefit accruals frozen as of August 31, 2014.

Changes in Benefits Valued Since Prior Year

No Changes in Chemicals Consolidated Plan Provisions Since Prior Year.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Akzo Nobel Consolidated Pension Plan for Employees of ICI

The Akzo Nobel Consolidated Pension Plan for Employees if ICI is a merger of previously separate plans. Effective April 1, 2008, assets and liabilities for certain participants of the National Starch and Chemical Company Consolidated Pension Plan were merged into the ICI Paints Salaried Pension Plan. The plan was renamed the Akzo Nobel Consolidated Pension Plan for Employees of ICI effective December 31, 2009. Below is a summary of the plan provisions applicable to the main groups that participate in the plan. The plan provisions are summarized as follows:

ALCO/Chattanooga Union

In addition, Legacy Groups of inactive participants and beneficiaries with annuity benefits participate in the Plan. These legacy groups no longer accrue benefits under the Plan; therefore only eligibility and retirement reduction plan provisions for these groups have been summarized. Legacy Groups consist of participants from the following prior plans:

Hazelton Union *

Plainfield Union *

* A small group of identified participants with frozen annuity benefits under these former pension plans were transferred to the ICI Paints Plan as part of the National Starch & Chemical Company merger effective April 1, 2008. There are not a significant amount of participants in these locations, therefore plan provisions have not been summarized.

SCHEDULE SB ATTACHMENTS

Plan Provisions – ALCO/Chattanooga Union

Covered Employees	Chattanooga, Tennessee participating members in International Union, Allied Industrial Workers of America, AFL-CIO, Local #919. Plan closed to new entrants on January 1, 2011.
Participation Date	Immediate upon completion of one hour of service.

Definitions

Vesting service	One year for each 12-month period of 1,000 or more hours of service plus any service allowed as credited service not already included.
Credited service	One year for each 12-month period credited with number of regularly scheduled annual hours of service. Partial service awarded for at least 83 hours of service at a rate of 1/12 of a year for each 83 additional hours of service maximum of one year. Effective March 31, 2011, credited service under the plan was frozen.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with five years of vesting service.
Monthly pension benefit	$45.00 per month multiplied by credited service. Effective March 31, 2011, benefit accruals under the plan were frozen.
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced according to the 50% joint and survivor option.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and attainment of age 55 and completing 15 years of vesting service.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.

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Disability	Total and permanent disability and receiving a Social Security disability benefit prior to NRD and after completing 15 years of vesting service. Effective March 31, 2011, disability benefits under the plan were eliminated.
Preretirement death benefit	Death after completing five years of vesting service prior to commencement of benefits.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit determined as of early retirement date, reduced for each year of payment before age 65. Benefit reduced 6.6667% per year for first five years and reduced by 3.3333% per year for the next five years by which benefit commencement precedes the participant's age 65. Pension benefit will be unreduced if participant is at least age 55 with 85 points (age plus credited service) at early retirement date.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date payable at participant's NRD. If termination occurred after 15 years of vesting service may elect pension benefit as early as age 55 reduced 8% per year for the first five years and reduced by 4% per year for the next five years by which benefit commencement precedes the participant's NRD.
Disablement	Monthly pension benefit determined as of date of disability payable immediately. Benefit reduced 6.6667% per year for first five years, reduced by 3.3333% per year for the next five years, and actuarially reduced thereafter, by which benefit commencement precedes the participant's age 65. Effective March 31, 2011, disability benefits under the plan were eliminated.
Preretirement death	If participant was eligible for early retirement as of date of death, monthly preretirement death benefit payable at ERD. If participant was not eligible for early retirement as of date of death, monthly preretirement death benefit payable at NRD. Or reduced vested termination benefit but no earlier than earliest retirement age.

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Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 100% joint and survivor annuity, 75% joint and survivor annuity, or (for married participants) a life annuity. A lump sum form of payment is also available.
Maximum on benefits and pay	All benefits for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Changes in ALCO/Chattanooga Union Plan Provisions Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Appendix B Supplement: Detailed Summary of Payment Forms and Applicable Conversion Factors for 2024 Plan Year (12/31/2024)

RAP, ANRP and HRAP Optional Forms:

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50% 75% 100%	0.99 0.95 0.91	0.98 0.94 0.90	0.97 0.93 0.89	0.94 0.90 0.86	0.91 0.87 0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

Conversion from a single life annuity to a Life Annuity with 5 Years Certain: 0.98.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93.

ANRP Optional Forms:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 4.17%, 4.76%, and 5.25% and the 417(e)(3) Applicable Mortality Table for 2024 plan year.

Salt – Manistee-Akron-St. Clair Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Salt Master Optional Forms:

Conversion from a single life annuity to 25% Joint and Survivor Annuity: - 0.95 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.87 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

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Conversion from a single life annuity to 100% Joint and Survivor Annuity: - 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93.

Thatcher Plastic NonWhite Metal and Washington Court House/Plastic Tubes Optional Forms:

Conversion from a single life annuity to 50% or 75% Joint and Survivor Annuity or 50% Joint and Survivor Pop-Up Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Thatcher Plastic White Metal Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Wheeling Stamping Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 66.67%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Male Group Annuity Mortality Table.

Edison Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Life Annuity with 5 or 15 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Full Cash Refund: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Louisville Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.885 increased by 0.004 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.004 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

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Conversion from a single life annuity to 66 2/3% Joint and Survivor Annuity: - 0.855 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.840 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.92.

Baxley Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

Conversion from a single life annuity to a Life Annuity with Five or Ten Years Certain: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

SCHEDULE SB ATTACHMENTS

Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms:

Conversion from a single life annuity to a Joint and Survivor Annuity: 8% compounded using mortality rates as provided in the Appendix of the plan document.

Sample factors if spouse five years younger than participant:

Age	Spouse Age	100%	50%	75%
55	50	.8614	.9255	.8923
56	51	.8542	.9214	.8866
57	52	.8469	.9171	.8806
58	53	.8392	.9126	.8744
59	54	.8314	.9079	.8679
60	55	.8233	.9030	.8613
61	56	.8150	.8981	.8546
62	57	.8066	.8930	.8476
63	58	.7981	.8878	.8405
64	59	.7895	.8823	.8333
65	60	.7808	.8769	.8261

Sample factors if spouse same age as participant:

Age	Spouse Age	100%	50%	75%
55	55	.8805	.9365	.9077
56	56	.8748	.9332	.9030
57	57	.8687	.9298	.8982
58	58	.8625	.9262	.8932
59	59	.8561	.9224	.8880
60	60	.8495	.9186	.8827
61	61	.8429	.9148	.8774
62	62	.8362	.9108	.8719
63	63	.8294	.9068	.8663
64	64	.8224	.9026	.8606
65	65	.8157	.8985	.8551

SCHEDULE SB ATTACHMENTS

Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms (continued):

Sample factors if spouse five years older than participant:

Age	Spouse Age	100%	50%	75%
55	60	.9015	.9482	.9321
56	61	.8971	.9457	.9207
57	62	.8924	.9432	.9171
58	63	.8877	.9405	.9134
59	64	.8828	.9377	.9095
60	65	.8779	.9350	.9055
61	66	.8729	.9321	.9016
62	67	.8679	.9293	.8975
63	68	.8629	.9264	.8935
64	69	.8578	.9235	.8894
65	70	.8529	.9206	.8855

Deer Park and LeMoyne Life Annuity Other Optional Forms:

Conversion from a single life annuity to a Life Annuity with Ten Year Certain:

Ten Year C&L Factors for the Pru Annuity	
Age	Factor
0	0.0000
55	0.9758
56	0.9729
57	0.9695
58	0.9658
59	0.9614
60	0.9567
61	0.9515
62	0.9454
63	0.9390
64	0.9317
65+	0.9239

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 4.17%, 4.76%, and 5.25% and the 417(e)(3) Applicable Mortality Table for 2024 plan year.

SCHEDULE SB ATTACHMENTS

Pasadena, Morris, McCook and Burt Joint & Survivor Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: 0.87 increase by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Annuity: 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Pasadena, Morris and McCook Lump Sum optional form:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates 4.17%, 4.76%, and 5.25% and the 417(e)(3) Applicable Mortality Table for 2024 plan year.

Morris and McCook Pop-Up optional forms:

Conversion from a single life annuity to 50% Joint and Survivor Pop-Up Annuity: - 0.90 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Pop-Up Annuity: 0.82 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

SCHEDULE SB ATTACHMENTS

Ardsley, Monongahela and Weston Optional Forms:

Table of Joint and Survivor Adjustment Factors

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50% 75% 100%	0.99 0.95 0.91	0.98 0.94 0.90	0.97 0.93 0.89	0.94 0.90 0.86	0.91 0.87 0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

Conversion from a single life annuity to a Life Annuity with Ten Years Certain: 0.93.

Alco Union, National Starch & Chemical - Salisbury Nonunion and ICI Americas Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 8% and the 1994 Group Annuity Reserving Mortality Table.

National Starch & Chemical - Salisbury Nonunion and ICI Americas Optional Forms:

Conversion from a single life annuity to the Life Annuity with 5 or 10 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1994 Group Annuity Reserving Mortality Table.

National Starch & Chemical - Salisbury Nonunion Optional Forms:

Conversion from a single life annuity to the Life Annuity with 15 Years Certain: Actuarially equivalent to the single life annuity using 6% and the 1994 Group Annuity Reserving Mortality Table.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Changes in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from $1,400,000 for the 2023 plan year to $1,200,000 for the 2024 plan year to reflect anticipated experience.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of December 31, 2024

	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	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	1	0	0	0	0	0	0	0	0	1
40-44	1	1	0	2	0	0	0	0	0	0	4
45-49	0	1	10	5	8	0	0	0	0	0	24
50-54	2	6	20	13	12	1	0	0	0	0	54
55-59	1	5	19	13	34	15	5	0	0	0	92
60-64	1	2	14	22	20	18	9	2	0	0	88
65-69	2	3	1	5	11	4	7	1	0	0	34
70 & over	0	0	0	0	1	2	1	1	1	0	6
Total	7	19	64	60	86	40	22	4	1	0	303

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

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

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
2024	2,034,620	2,574,064	4,173,489	8,782,173
2025	1,769,894	750,522	4,137,586	6,658,002
2026	1,921,704	1,424,587	4,085,005	7,431,296
2027	1,844,146	1,892,071	4,025,151	7,761,368
2028	1,758,376	1,407,006	3,958,052	7,123,434
2029	1,707,680	1,519,636	3,886,196	7,113,512
2030	1,755,761	1,397,002	3,807,915	6,960,678
2031	1,468,250	1,596,185	3,720,994	6,785,429
2032	1,476,636	713,373	3,626,553	5,816,562
2033	1,397,561	1,318,338	3,523,901	6,239,800
2034	1,382,865	1,321,548	3,411,824	6,116,237
2035	1,319,898	1,072,704	3,289,904	5,682,506
2036	1,238,383	968,760	3,157,881	5,365,024
2037	1,174,839	1,118,631	3,015,708	5,309,178
2038	1,118,270	878,018	2,863,607	4,859,895
2039	1,116,115	662,434	2,702,121	4,480,670
2040	1,011,183	666,724	2,532,176	4,210,083
2041	974,964	653,323	2,355,073	3,983,360
2042	931,583	527,310	2,172,516	3,631,409
2043	911,308	530,900	1,986,601	3,428,809
2044	838,710	478,770	1,799,764	3,117,244
2045	786,629	499,894	1,614,646	2,901,169
2046	748,266	457,528	1,433,903	2,639,697
2047	706,536	385,716	1,260,099	2,352,351
2048	666,430	358,509	1,095,568	2,120,507
2049	621,111	331,130	942,241	1,894,482
2050	579,255	303,808	801,587	1,684,650
2051	536,590	276,793	674,564	1,487,947
2052	493,292	250,354	561,604	1,305,250

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	450,055	224,756	462,668	1,137,479
2054	407,283	200,254	377,305	984,842
2055	365,477	177,074	304,729	847,280
2056	325,137	155,399	243,892	724,428
2057	286,729	135,364	193,593	615,686
2058	250,643	117,052	152,545	520,240
2059	217,184	100,695	119,452	437,331
2060	186,566	86,077	93,073	365,716
2061	158,905	72,949	72,255	304,109
2062	134,228	61,432	55,967	251,627
2063	112,480	51,424	43,317	207,221
2064	93,534	42,806	33,547	169,887
2065	77,203	35,446	26,032	138,680
2066	63,261	29,207	20,265	112,733
2067	51,463	23,952	15,843	91,258
2068	41,559	19,550	12,452	73,561
2069	33,306	15,877	9,846	59,029
2070	26,482	12,824	7,840	47,146
2071	20,879	10,295	6,293	37,467
2072	16,315	8,210	5,098	29,623
2073	12,628	6,498	4,178	23,304

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of December 31, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	12/31/2024	636,930	15.00000	636,930	59,403
2. Shortfall	12/31/2023	1,497,074	14.00000	1,403,674	137,103
3. Shortfall	12/31/2022	6,958,052	13.00000	6,255,362	643,004
Total				8,295,966	839,510

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of December 31, 2024

For each active participant, an expected retirement age was calculated weighted in proportion to the probability (as shown in the retirement rates tables in the attachments to Schedule SB, Part V – Statement of Actuarial Assumptions/Methods) that the individual would remain an active participant to each age and then retire at that age. The plan's weighted average retirement age of 65 is the arithmetic average of the expected retirement ages of all participants on December 31, 2024, based on all current decrements assumed.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

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
2024	2,034,620	2,574,064	4,173,489	8,782,173
2025	1,769,894	750,522	4,137,586	6,658,002
2026	1,921,704	1,424,587	4,085,005	7,431,296
2027	1,844,146	1,892,071	4,025,151	7,761,368
2028	1,758,376	1,407,006	3,958,052	7,123,434
2029	1,707,680	1,519,636	3,886,196	7,113,512
2030	1,755,761	1,397,002	3,807,915	6,960,678
2031	1,468,250	1,596,185	3,720,994	6,785,429
2032	1,476,636	713,373	3,626,553	5,816,562
2033	1,397,561	1,318,338	3,523,901	6,239,800
2034	1,382,865	1,321,548	3,411,824	6,116,237
2035	1,319,898	1,072,704	3,289,904	5,682,506
2036	1,238,383	968,760	3,157,881	5,365,024
2037	1,174,839	1,118,631	3,015,708	5,309,178
2038	1,118,270	878,018	2,863,607	4,859,895
2039	1,116,115	662,434	2,702,121	4,480,670
2040	1,011,183	666,724	2,532,176	4,210,083
2041	974,964	653,323	2,355,073	3,983,360
2042	931,583	527,310	2,172,516	3,631,409
2043	911,308	530,900	1,986,601	3,428,809
2044	838,710	478,770	1,799,764	3,117,244
2045	786,629	499,894	1,614,646	2,901,169
2046	748,266	457,528	1,433,903	2,639,697
2047	706,536	385,716	1,260,099	2,352,351
2048	666,430	358,509	1,095,568	2,120,507
2049	621,111	331,130	942,241	1,894,482
2050	579,255	303,808	801,587	1,684,650
2051	536,590	276,793	674,564	1,487,947
2052	493,292	250,354	561,604	1,305,250

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	450,055	224,756	462,668	1,137,479
2054	407,283	200,254	377,305	984,842
2055	365,477	177,074	304,729	847,280
2056	325,137	155,399	243,892	724,428
2057	286,729	135,364	193,593	615,686
2058	250,643	117,052	152,545	520,240
2059	217,184	100,695	119,452	437,331
2060	186,566	86,077	93,073	365,716
2061	158,905	72,949	72,255	304,109
2062	134,228	61,432	55,967	251,627
2063	112,480	51,424	43,317	207,221
2064	93,534	42,806	33,547	169,887
2065	77,203	35,446	26,032	138,680
2066	63,261	29,207	20,265	112,733
2067	51,463	23,952	15,843	91,258
2068	41,559	19,550	12,452	73,561
2069	33,306	15,877	9,846	59,029
2070	26,482	12,824	7,840	47,146
2071	20,879	10,295	6,293	37,467
2072	16,315	8,210	5,098	29,623
2073	12,628	6,498	4,178	23,304

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions – Nouryon Chemicals Retirement Plan

The Nouryon Chemicals Retirement Plan was established as a new plan after being spun-off from the AkzoNobel Retirement Plan on December 31, 2017. The following summarizes the plan provisions applicable to the primary groups that participate in the plan.

A bulk lump sum window was offered to a select group of terminated vested participants in late 2019. The Plan was amended to provide a temporary benefit enhancement equal to the greater of (1) $500 or (2) 5% of the original lump sum value for participants who elected to receive their benefits as a lump sum during the window.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Nouryon Chemicals Retirement Plan

Plan name	Salaried Plan ¾ Retirement Account Plan (RAP)	Effective date	12/31/1975
Plan number	001	Restated effective date	12/31/1997
Type of plan	Final Average Pay (former ANRP formula) Cash Balance		
Plan configuration	Merger of many previously separate plans. Some common provisions, with individual company variations for service dates, benefit formulas, minimums and offsets. Closed/Sold and HRAP were merged in effective December 30, 2008.		
Eligibility to participate	Salaried and certain hourly employees on later of date of hire or age 21. Effective January 1, 1998, participants between the ages of 40 and 55 had the option to remain under the ANRP formula or to choose the cash balance. Participants beyond age 55 or who had 30 years of service remained under the ANRP formula and participants under age 40 fall under the cash balance provisions. All new participants after January 1, 1998 will be under the cash balance provisions. Employees hired on or after October 1, 2006 are not eligible.		
Benefit service	Former ANRP: All continuous service (see comments) Cash Balance: One year for each 12-month period of 1,000 hours Benefit service is frozen at the earlier of December 31, 2006 or date of termination.		
Vesting	0% first 5 years of service ¾ 100% thereafter. Effective December 31, 2008, 0% first 3 years of service ¾ 100% thereafter.		
Normal form	Life Annuity		

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
ANRP Formula		
Normal retirement	Age 65 and 5 years of service (age 65 if employed on 12/31/1988)	The sum of (1), (2), and (3), all of which were frozen as of December 31, 2006, but not less than (4): (1) 1.1% of final average earnings (highest 60 months out of last 120) up to Social Security covered compensation times benefit service up to 35 years. (2) 1.6% of final average earnings in excess of Social Security covered compensation times benefit service up to 35 years. (3) 1.1% of final average earnings times benefit service in excess of 35 years, but not more than 40 years. (4) The benefit accrued as of December 30, 1989. Note: Participants over age 55 or with 30 years of service at January 1, 1998 may receive their benefits in a lump sum payment. For benefit service earned before January 1, 1991, earnings refers to base compensation paid plus shift differential (for employees of Reliance Universal, earnings include that portion of earned commission necessary to increase earnings to $50,000). For benefit service earned between January 1, 1991 and December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and the portion of the EVA bonus that is equal to the historical percentage of the performance related bonus (PRP). For benefit service earned after December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and EVA bonuses paid under designated programs.

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
ANRP Formula (cont'd.)		
Normal retirement (cont'd.)		For the portion of the EVA bonus considered PRP bonus to be used for service between January 1, 1991 and December 31, 2000, the following percentage of the EVA bonus will be used for the pay grade levels shown below. For participants not in these grade levels, the EVA bonus equals the PRP bonus. Grade — PRP % SE1 — 63% SE2 — 55% SE3 — 50% TE — 44% TEA — 44% TEC — 44% All earnings are limited as required by IRC Section 401(a)(17). Minimum Final Average Earnings: $35,280 ($39,600 for Intervet). Social Security covered compensation is the average of the Social Security wage bases for the 35-year period ending in the year of an employee's Social Security retirement age.
Early retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.
Postponed retirement	Over age 65	Normal retirement benefit including continued service and earnings.
Disability retirement	Receipt of Social Security benefit and Akzo Nobel LTD plan benefits	Benefit service continues to normal retirement date or December 31, 2006, if earlier. Final average earnings and Social Security covered compensation determined at date of disability. Payments begin at age 65, or when the LTD benefits end, if later.
Deferred vested retirement	Age 55 and 5 years of service	Reduced ½% per month from age 65.

SCHEDULE SB ATTACHMENTS

Benefit	Eligibility	Annual Amount
ANRP Formula (cont'd.)		
Preretirement death:		
Prior to earliest retirement date	5 years of service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary at date first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years of service	50% joint and survivor reduced for early commencement, payable immediately after death. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary immediately after death.
Prior plan benefits	Participation in prior plan	See the table on the following page for an outline of those groups with prior plan benefits.
Comments	(1) Pre-1976 Benefit Service: in accordance with prior plans. Post-1975 benefit service: full year credit for 1,000 hours; 1/12 of a year credit for each month during which at least 83 hours worked. (2) For certain groups, benefit service begins on a specified "future service only" date. See the table on the following page for an outline of ANRP benefit service dates. (3) Benefit service is frozen as of December 31, 2006. (4) Earnings received after December 31, 2006 will not be used to determine any benefits under the ANRP formula. (5) Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.	

SCHEDULE SB ATTACHMENTS

An outline of the applicable ANRP Benefit Service dates and provisions for Prior Plan Benefits (if any) as follows:

Company	ANRP Service Date	Prior Plan Participation Date	Prior Plan Benefit
ANI	Date of Hire	10/30/1975	Minimum of Prior Plan prospective benefit
Akzo Chemicals Inc.			
Pioneer Chemicals	Date of Hire	6/29/1977	Minimum of Pioneer Prior Plan prospective benefit
Noury Chemicals	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit
Stauffer	Date of Hire(a)	7/22/1987	Minimum of Cheseborough Pond's Prior Plan benefit accrued to 12/31/1987 plus RAP benefit for future accruals (offset of insured annuity covering accrued benefit through 7/31/1985)
New Brunswick (Interstab)	Date of Hire(b)	12/31/1989	Minimum of Interstab Prior Plan accrued benefit to 12/31/1989
Filtrol	Date of Hire	12/31/1989	Minimum of Filtrol Prior Plan benefit accrued to 12/31/1989 plus RAP benefit for future accruals
Other	Date of Hire	12/30/1975	Minimum of Prior Plan prospective benefit

(a) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan. In addition, certain service while an hourly employee or in the participant's waiting period will be included.

(b) Benefit service for Prior Plan participants is measured from the credited service date under the Prior Plan.

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Benefit	Eligibility	Annual Amount
Cash Balance Formula		
Retirement	5 year service	Cash balance formula with each year's accrual as the sum of (1), (2), and (3): (1) A percentage of annual pay, as follows: Service — Percentage Less than 5 — 4% 5 to 9 — 5% 10 – 14 — 6% 15 – 19 — 7% 20 or more — 8% No accruals after December 31, 2006. (2) 4% of annual pay in excess of 80% of the Social Security wage base. No accruals after December 31, 2006. (3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.
Comments	(1) Participants at January 1, 1998 have an opening balance based on pre-1998 service and earnings and the former ANRP formula. (2) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and EVA bonuses. (3) Pay credits will no longer be credited after December 31, 2006. Earnings received after December 31, 2006 will not be used to determine any benefits under the RAP formula. Effective December 31, 2006, there was a SERP shift of liabilities from the Akzo SERP nonqualified plan to the RAP for identified participants.	
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2006.
Preretirement death	Vested	Account balance is payable to beneficiary.

Changes in Benefits Valued Since Prior Year

No Changes in RAP Plan Provisions Since Prior Year.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former HRAP Plan

Eligibility to participate	EKA Columbus Union Hourly employees on the later of date of hire or age 21. Effective February 1, 2003 plan was extended to Functional Chemicals LIMA union employees.	
Benefit service	One year for each 12 month period. For LIMA employees, benefit service is frozen at the earlier of December 31, 2007 or date of termination. For Columbus employees, benefit service is frozen at the earlier of January 19, 2009 or date of termination.	
Normal form	Life Annuity, Lump Sum optional.	
Benefit	Eligibility	Annual Amount
Retirement formula		Cash balance formula with each year's accrual as the sum of (1), (2), and (3): (1) A percentage of annual pay, as follows: Service – Percentage Less than 5 – 4% 5 – 9 – 5% 10 – 14 – 6% 15 – 19 – 7% 20 or more – 8% No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees. (2) 4% of annual pay in excess of 80% of the Social Security wage base. No accruals after December 31, 2007 for LIMA employees. No accruals after January 19, 2009 for Columbus employees. (3) Interest credit on the prior year's balance. The interest rate is the annual 10-year treasury bond rate.
Comments	(1) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and performance-related bonuses. (2) Pay credits will no longer be credited after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.	

(3) Earnings received after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees will not be used to determine any benefits under the HRAP formula.

Benefit	Eligibility	Annual Amount
Disability retirement	Receipt of Social Security benefit and Akzo LTD plan benefits.	Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2007 for LIMA employees or after January 19, 2009 for Columbus employees.
Preretirement death	Vested	Account balance is payable to beneficiary.

Changes in Benefits Valued Since Prior Year

No Changes in Former HRAP Plan Provisions Since Prior Year.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Closed/Sold Plan

Eligibility to participate	All participants are inactive.
Benefit service	N/A
Normal form	10 year certain and life annuity for Wheeling Stamping and Chemicals Edison. Life annuity for all others.

Salt Master

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Diamond Crystal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.
Vested Retirement	Age 55 and 10 years of service	Reduced ½% per month from age 62.

Washington Courthouse

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years of service	Reduced 3/10% per month from age 65.
Vested Retirement	Age 55 and 5 years of service	Reduced 3/10% per month from age 65.

Wheeling Stamping

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 10 years of service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 55 and 10 years of service	Reduced 4/10% per month from age 65.

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Muscatine

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 5 years of service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.
Vested Retirement	Age 55 and 5 years of service	Actuarially reduced from age 62 using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Muscatine – White Metal

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 60 and 10 years of service	Reduced 4/10% per month from age 65.
Vested Retirement	Age 60 and 10 years of service	Reduced 4/10% per month from age 65.

Coatings Louisville

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit as provided in data.
Early retirement	Age 55 and 15 years of service	Reduced 4/12% per month from age 65.
	Age 55 and 30 years of service	Reduced 4/12% per month from age 62.
	Age 58 and 30 years of service	Unreduced
Vested Retirement	Age 55 and 15 years of service	Reduced 4/12% per month from age 65.

Chemicals Edison

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65	Accrued benefit.
Early retirement	Age 55 and 10 years of service	Reduced 1/2% per month from age 62.

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Vested Retirement	Age 60 and 10 years of service	Reduced 1/2% per month from age 65.

Notes: As of April 25, 1997, Salt was sold and all active participants in Salt Master Plan became inactive.

The Diamond Crystal Hourly Plan merged into the Salt Master Plan effective December 30, 1998.

The Courtaulds Wheel Stamping Pension Plan merged into the Salt Master Plan effective December 30, 2001. The merged plan was renamed as the Pension Plan for Closed/Sold units.

The Coatings Louisville Hourly Plan merged into the Pension Plan for Closed/Sold units effective December 30, 2005.

The Chemicals Edison Plan merged into the Pension for Closed/Sold units effective December 30, 2006.

Changes in Benefits Valued Since Prior Year

No Changes in Former Closed/Sold Plan Provisions Since Prior Year.

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Plan Provisions – Akzo Nobel Master Hourly Retirement Plan

Plan name	Coatings Master	Effective date	1/1/1990
Plan number	106		
Type of plan	Dollar per month/Final average pay with dollar per month minimum benefit.		
Plan configuration	Merger of several previously separate plans. Each unit has its own unique set of plan provisions. Coatings Hanna plan was merged in effective November 30, 2005 and Powder Coatings was merged in effective December 31, 2005. Chemicals Master was merged in effective December 31, 2008.		
Eligibility to participate	Bargained employees at specified plants. For Powder Coatings, employees hired on or after May 1, 2007 are not eligible.		
Benefit service	All unbroken service (see comments). For Pasadena and Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination. For Powder Coatings, benefit service will be frozen on May 1, 2017.		
Vesting	0% first 5 years of service ¾ 100% thereafter (see comments).		
Normal form	Life Annuity; lump sum is available for participants retiring from the Pasadena, Morris, McCook, Deer Park, and Powder Coatings location.		

SCHEDULE SB ATTACHMENTS

BAXLEY

Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years of service	$20.00 per month times years of benefit service. For former Monsanto employees, offset by prior plan benefit accrued to 9/30/1986.
Early retirement	Age 55 and 10 years of service	Reduced ¼% per month from age 65.
Postponed retirement	Over age 65 and 5 years of service	Normal retirement formula reflecting continued benefit service.
Disability retirement	15 years of service and eligible for Social Security disability	$10.00 per month times years of benefit service (maximum 30 years), payable immediately through age 65, then regular retirement benefit at age 65.
Preretirement death:		
Prior to earliest retirement date	5 years of service	50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.
After earliest retirement date	Age 55 and 10 years of service	50% joint and survivor, reduced for early commencement, payable immediately after death.

Comments

(1)	Baxley:	Pre-1976 Benefit Service: Full years and completed months. Post-1975 Benefit Service: Full year credit for 2,080 hours; pro rata credit for less than 2,080 hours. Baxley location was sold May, 2006.

Changes in Coatings Master Plan Provisions Since Prior Year

No Changes in Coatings Master Plan Provisions Since Prior Year.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Chemicals Master Plan

Eligibility to participate	Bargaining unit employees (hourly at Pasadena) active at work, after a specified waiting period (see comments). Pasadena employees hired on or after December 31, 2006 are not eligible.	
Vesting	0% for first 5 years of service from date of hire ¾ 100% thereafter.	
Benefit Service	As defined in the plan document (see comment).	
Benefit	Eligibility	Monthly Amount
Normal retirement	Age 65 and 5 years of service	Benefit unit times years of benefit service (see comments).
Early retirement	Age 55 and 10 years of service	Normal retirement formula reduced ½% per month from age 62.
Postponed retirement	Over age 65	Normal retirement formula reflecting continued benefit service.
Disability retirement	10 years of service	2 times accrued benefit, payable immediately; reduced to 1 times accrued benefit at age 65 or when eligible for Social Security disability benefits, if earlier. For the Pasadena location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); no additional benefit service is granted after December 31, 2006; payments begin at normal retirement (or when long-term disability ends, if earlier). For the McCook location, $82 per month per year of benefit service. For the Morris location, $78 per month per year of benefit service.
Preretirement death:		
Prior to earliest retirement date	5 years of service	42½% of accrued benefit, payable immediately; adjusted for employee/spouse age difference; unadjusted if orphans' benefit (no surviving spouse).

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After earliest retirement date	Age 55 and 10 years of service	50% joint and survivor, reduced for early commencement, payable immediately after death.

Comments

(1) Effective Date is July 30, 1973 for Morris, January 1, 1976 for Noury, and September 1, 1979 for Pasadena.

(2) The waiting period for participation is 90 days for Pasadena and McCook; 30 days for McCook-Pilot and Morris; 0 days for Noury.

(3) Pre-1976 Benefit Service: In accordance with prior plans. Post-1975 Benefit Service: Full year credit for 1,700 hours; pro rata credit to the nearest 1/10th of a year for less than 1,700 hours. For the Morris location only, effective January 1, 1996, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours. For the McCook location only, effective January 1, 1995, full year credit for 1,000 hours; pro rata credit to the nearest 1/10th of a year for less than 1,000 hours.

(4) Benefit service was frozen as follows:

Location	Freeze Date
Pasadena	December 31, 2006
McCook	June 30, 2007 (plant closure)
Morris	June 30, 2008
Burt	December 31, 2007

(5) The applicable benefit unit for each location is as follows:

Location	Effective on Current Valuation Date	Effective at End of Plan Year *	Effective Ultimately *
Pasadena	$60.00	$60.00	$60.00
McCook	$41.00	$41.00	$41.00
Morris	$40.00	$40.00	$40.00
Burt	$37.00	$37.00	$37.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Changes in Benefits Valued Since Prior Year

No Changes in Former Chemicals Master Plan Provisions Since Prior Year

SCHEDULE SB ATTACHMENTS

Plan Provisions – Former Chemicals Consolidated Plan (previously merged into Chemicals Master Plan)		
Eligibility to participate	Hourly employees with one year of service. Deer Park employees hired on or after December 31, 2006 are not eligible.	
Vesting	0% for first 5 years of service ¾ 100% thereafter; all plan members are fully vested in the benefit accrued to 12/31/1987 (see comments).	
Benefit	Eligibility	Benefit Amount
Normal retirement	Age 65	For the Deer Park location: 0.75% of final average earnings (see comments) up to $4,800 plus 1.25% of final average earnings in excess of $4,800 times benefit service. Benefit accrued to 7/31/1985 is funded by an insured annuity. Minimum benefit: $30/year times benefit service not in excess of 35 years. For the Gallipolis Ferry and LeMoyne locations: Monthly benefit unit times years of benefit service (see comments). Benefit accrued to 7/31/1985 is funded by an insured annuity. Effective August 31, 2010 benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 will cease.
Early retirement	Age 55 and one year service (55 and 5 years of service for Deer Park if hired after March 1, 2003)	For the Deer Park location, reduced 5% per year from age 65. For the Gallipolis Ferry and Lemoyne locations, reduced 3% per year from age 65 to 60 and 5% per year from age 60 to 55. Participants who have attained age 55 and completed 10 years of service are eligible for an unreduced benefit at age 62 and 6% per year reduction from age 62 (3% per year reduction from age 62 to age 60 and 5% per year reduction from age 60 to age 55 for LeMoyne).
Deferred vested retirement	5 years of service	Reduced 6-2/3% per year from age 65 to age 60 and by 3-1/3% per year from age 60 to age 55.
Postponed retirement	Over age 65	Normal retirement formula reflecting continued benefit service and earnings.

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Disability retirement	40 and 10 years service (5 years of service only for Gallipolis Ferry location)	Accrued benefit, payable immediately, plus a temporary supplement equal to $2.00 per month times benefit service to date of disability, payable until age 65 if denied Social Security disability. For the LeMoyne location, benefit service continues to accrue until normal retirement (or when long-term disability ends, if earlier); payments begin at the date benefit service ceases.

Benefit	Eligibility	Benefit Amount
Preretirement death:		
Prior to earliest retirement date	5 years of service	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable when participant would have been first eligible to receive benefits (see comments).
After earliest retirement date	Age 55	Death in active service: 50% of accrued life annuity benefit reduced for early commencement, payable immediately after death (see comments).

Comments

(1) Benefit Service: Elapsed time measured in months in year of hire, and year of termination. Full year credit for 1,000 hours, no credit for less than 1,000 hours in interim years. For Deer Park, benefit service is frozen at the earlier of December 31, 2006 or date of termination.

(2) Vesting Service: Full year credit for 1,000 hours. No credit for less than 1,000 hours.

(3) Earnings: Hourly rate of pay times 2,080 hours.

(4) Final Average Earnings: Average of the earnings on the 5 consecutive September 1 during the final 10 years of service that produce the highest average. Earnings received after December 31, 2006 will not be used to determine any benefits under the Deer Park formula.

(5) Spouse's benefit for death of terminated vested participant under age 55: 50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits.

(6) Spouse's benefit for death of terminated vested participant age 55 and over: 50% joint and survivor, reduced for early commencement, payable immediately after death.

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(7) The applicable benefit unit for each location is as follows:

Location	Effective on Current Valuation Date	Effective at End of Plan Year *	Effective Ultimately *
LeMoyne	$44.00	$44.00	$44.00
Gallipolis Ferry	$47.00	$47.00	$47.00

* End of Plan Year benefit units used for Contributions, Ultimate benefit units used for Pension Cost.

Effective August 31, 2010, benefit accruals for LeMoyne participants not yet age 55 as of August 31, 2010 were frozen. All other participants (55 or older as of August 31, 2010) were given the option to elect to have benefit accruals frozen as of August 31, 2014.

Changes in Benefits Valued Since Prior Year

No Changes in Chemicals Consolidated Plan Provisions Since Prior Year.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Akzo Nobel Consolidated Pension Plan for Employees of ICI

The Akzo Nobel Consolidated Pension Plan for Employees if ICI is a merger of previously separate plans. Effective April 1, 2008, assets and liabilities for certain participants of the National Starch and Chemical Company Consolidated Pension Plan were merged into the ICI Paints Salaried Pension Plan. The plan was renamed the Akzo Nobel Consolidated Pension Plan for Employees of ICI effective December 31, 2009. Below is a summary of the plan provisions applicable to the main groups that participate in the plan. The plan provisions are summarized as follows:

ALCO/Chattanooga Union

In addition, Legacy Groups of inactive participants and beneficiaries with annuity benefits participate in the Plan. These legacy groups no longer accrue benefits under the Plan; therefore only eligibility and retirement reduction plan provisions for these groups have been summarized. Legacy Groups consist of participants from the following prior plans:

Hazelton Union *

Plainfield Union *

* A small group of identified participants with frozen annuity benefits under these former pension plans were transferred to the ICI Paints Plan as part of the National Starch & Chemical Company merger effective April 1, 2008. There are not a significant amount of participants in these locations, therefore plan provisions have not been summarized.

SCHEDULE SB ATTACHMENTS

Plan Provisions – ALCO/Chattanooga Union

Covered Employees	Chattanooga, Tennessee participating members in International Union, Allied Industrial Workers of America, AFL-CIO, Local #919. Plan closed to new entrants on January 1, 2011.
Participation Date	Immediate upon completion of one hour of service.

Definitions

Vesting service	One year for each 12-month period of 1,000 or more hours of service plus any service allowed as credited service not already included.
Credited service	One year for each 12-month period credited with number of regularly scheduled annual hours of service. Partial service awarded for at least 83 hours of service at a rate of 1/12 of a year for each 83 additional hours of service maximum of one year. Effective March 31, 2011, credited service under the plan was frozen.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with five years of vesting service.
Monthly pension benefit	$45.00 per month multiplied by credited service. Effective March 31, 2011, benefit accruals under the plan were frozen.
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced according to the 50% joint and survivor option.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and attainment of age 55 and completing 15 years of vesting service.
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.

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Disability	Total and permanent disability and receiving a Social Security disability benefit prior to NRD and after completing 15 years of vesting service. Effective March 31, 2011, disability benefits under the plan were eliminated.
Preretirement death benefit	Death after completing five years of vesting service prior to commencement of benefits.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit determined as of early retirement date, reduced for each year of payment before age 65. Benefit reduced 6.6667% per year for first five years and reduced by 3.3333% per year for the next five years by which benefit commencement precedes the participant's age 65. Pension benefit will be unreduced if participant is at least age 55 with 85 points (age plus credited service) at early retirement date.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date payable at participant's NRD. If termination occurred after 15 years of vesting service may elect pension benefit as early as age 55 reduced 8% per year for the first five years and reduced by 4% per year for the next five years by which benefit commencement precedes the participant's NRD.
Disablement	Monthly pension benefit determined as of date of disability payable immediately. Benefit reduced 6.6667% per year for first five years, reduced by 3.3333% per year for the next five years, and actuarially reduced thereafter, by which benefit commencement precedes the participant's age 65. Effective March 31, 2011, disability benefits under the plan were eliminated.
Preretirement death	If participant was eligible for early retirement as of date of death, monthly preretirement death benefit payable at ERD. If participant was not eligible for early retirement as of date of death, monthly preretirement death benefit payable at NRD. Or reduced vested termination benefit but no earlier than earliest retirement age.

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Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 100% joint and survivor annuity, 75% joint and survivor annuity, or (for married participants) a life annuity. A lump sum form of payment is also available.
Maximum on benefits and pay	All benefits for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Changes in ALCO/Chattanooga Union Plan Provisions Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Appendix B Supplement: Detailed Summary of Payment Forms and Applicable Conversion Factors for 2024 Plan Year (12/31/2024)

RAP, ANRP and HRAP Optional Forms:

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50% 75% 100%	0.99 0.95 0.91	0.98 0.94 0.90	0.97 0.93 0.89	0.94 0.90 0.86	0.91 0.87 0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

Conversion from a single life annuity to a Life Annuity with 5 Years Certain: 0.98.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93.

ANRP Optional Forms:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 4.17%, 4.76%, and 5.25% and the 417(e)(3) Applicable Mortality Table for 2024 plan year.

Salt – Manistee-Akron-St. Clair Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Salt Master Optional Forms:

Conversion from a single life annuity to 25% Joint and Survivor Annuity: - 0.95 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.87 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024

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Conversion from a single life annuity to 100% Joint and Survivor Annuity: - 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.93.

Thatcher Plastic NonWhite Metal and Washington Court House/Plastic Tubes Optional Forms:

Conversion from a single life annuity to 50% or 75% Joint and Survivor Annuity or 50% Joint and Survivor Pop-Up Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Thatcher Plastic White Metal Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table using a one-year age setback.

Wheeling Stamping Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 66.67%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Male Group Annuity Mortality Table.

Edison Optional Forms:

Conversion from a 10 year certain and life annuity to Single Life Annuity, 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Life Annuity with 5 or 15 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Conversion from a 10 year certain and life annuity to Full Cash Refund: Actuarially equivalent to the single life annuity using 6% and the 1984 Unisex Pension Mortality Table.

Louisville Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.885 increased by 0.004 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.004 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

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Conversion from a single life annuity to 66 2/3% Joint and Survivor Annuity: - 0.855 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: - 0.840 increased by 0.005 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.005 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years, provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to a Life Annuity with 10 Years Certain: 0.92.

Baxley Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

Conversion from a single life annuity to a Life Annuity with Five or Ten Years Certain: Actuarially equivalent to the single life annuity using 7% and the 1971 Towers, Perrin, Forster and Crosby Forecast Mortality Table using a one-year age setback for the Member and a five-year age setback for the Beneficiary or Spouse.

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Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms:

Conversion from a single life annuity to a Joint and Survivor Annuity: 8% compounded using mortality rates as provided in the Appendix of the plan document.

Sample factors if spouse five years younger than participant:

Age	Spouse Age	100%	50%	75%
55	50	.8614	.9255	.8923
56	51	.8542	.9214	.8866
57	52	.8469	.9171	.8806
58	53	.8392	.9126	.8744
59	54	.8314	.9079	.8679
60	55	.8233	.9030	.8613
61	56	.8150	.8981	.8546
62	57	.8066	.8930	.8476
63	58	.7981	.8878	.8405
64	59	.7895	.8823	.8333
65	60	.7808	.8769	.8261

Sample factors if spouse same age as participant:

Age	Spouse Age	100%	50%	75%
55	55	.8805	.9365	.9077
56	56	.8748	.9332	.9030
57	57	.8687	.9298	.8982
58	58	.8625	.9262	.8932
59	59	.8561	.9224	.8880
60	60	.8495	.9186	.8827
61	61	.8429	.9148	.8774
62	62	.8362	.9108	.8719
63	63	.8294	.9068	.8663
64	64	.8224	.9026	.8606
65	65	.8157	.8985	.8551

SCHEDULE SB ATTACHMENTS

Deer Park, LeMoyne and Gallipolis Joint & Survivor Optional Forms (continued):

Sample factors if spouse five years older than participant:

Age	Spouse Age	100%	50%	75%
55	60	.9015	.9482	.9321
56	61	.8971	.9457	.9207
57	62	.8924	.9432	.9171
58	63	.8877	.9405	.9134
59	64	.8828	.9377	.9095
60	65	.8779	.9350	.9055
61	66	.8729	.9321	.9016
62	67	.8679	.9293	.8975
63	68	.8629	.9264	.8935
64	69	.8578	.9235	.8894
65	70	.8529	.9206	.8855

Deer Park and LeMoyne Life Annuity Other Optional Forms:

Conversion from a single life annuity to a Life Annuity with Ten Year Certain:

Ten Year C&L Factors for the Pru Annuity	
Age	Factor
0	0.0000
55	0.9758
56	0.9729
57	0.9695
58	0.9658
59	0.9614
60	0.9567
61	0.9515
62	0.9454
63	0.9390
64	0.9317
65+	0.9239

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates of 4.17%, 4.76%, and 5.25% and the 417(e)(3) Applicable Mortality Table for 2024 plan year.

SCHEDULE SB ATTACHMENTS

Pasadena, Morris, McCook and Burt Joint & Survivor Optional Forms:

Conversion from a single life annuity to 50% Joint and Survivor Annuity: - 0.91 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 75% Joint and Survivor Annuity: 0.87 increase by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Annuity: 0.83 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Pasadena, Morris and McCook Lump Sum optional form:

Conversion from a single life annuity to Lump Sum: Actuarially equivalent to the single life annuity using PPA Segment Rates 4.17%, 4.76%, and 5.25% and the 417(e)(3) Applicable Mortality Table for 2024 plan year.

Morris and McCook Pop-Up optional forms:

Conversion from a single life annuity to 50% Joint and Survivor Pop-Up Annuity: - 0.90 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

Conversion from a single life annuity to 100% Joint and Survivor Pop-Up Annuity: 0.82 increased by 0.01 for each year that the Beneficiary's age exceeds the Member's age by more than 5 years, and decreased by 0.01 for each year that the Member's age exceeds the Beneficiary's age by more than 5 years; provided that the factor shall not be greater than 1.00.

SCHEDULE SB ATTACHMENTS

Ardsley, Monongahela and Weston Optional Forms:

Table of Joint and Survivor Adjustment Factors

Members Attained Age at Benefit Commencement	Less than 25	25-35	35-44	45-54	At least 55
Basic Factor					
50% 75% 100%	0.99 0.95 0.91	0.98 0.94 0.90	0.97 0.93 0.89	0.94 0.90 0.86	0.91 0.87 0.83
Adjustment decreasing Basic Factor for each year that Member's attained age exceeds Beneficiary's attained age by more than 5 years.	-0.00	-0.00	-0.00	-0.00	-0.01
Adjustment increasing Basic Factor for each year that Beneficiary's attained age exceeds Member's attained age by more than 5 years provided that the factor shall not be greater than 1.00	+0.01	+0.01	+0.01	+0.01	+0.01

Conversion from a single life annuity to a Life Annuity with Ten Years Certain: 0.93.

Alco Union, National Starch & Chemical - Salisbury Nonunion and ICI Americas Optional Forms:

Conversion from a single life annuity to 50%, 75% or 100% Joint and Survivor Annuity: Actuarially equivalent to the single life annuity using 8% and the 1994 Group Annuity Reserving Mortality Table.

National Starch & Chemical - Salisbury Nonunion and ICI Americas Optional Forms:

Conversion from a single life annuity to the Life Annuity with 5 or 10 Years Certain & Life: Actuarially equivalent to the single life annuity using 6% and the 1994 Group Annuity Reserving Mortality Table.

National Starch & Chemical - Salisbury Nonunion Optional Forms:

Conversion from a single life annuity to the Life Annuity with 15 Years Certain: Actuarially equivalent to the single life annuity using 6% and the 1994 Group Annuity Reserving Mortality Table.

Plan Name	**Nouryon Chemicals Retirement Plan**
Plan Sponsor EIN	**83-1177040**
ERISA Plan #	**001**
Plan Year Ending	**December 31, 2024 – December 31, 2025**

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of December 31, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	12/31/2024	636,930	15.00000	636,930	59,403
2. Shortfall	12/31/2023	1,497,074	14.00000	1,403,674	137,103
3. Shortfall	12/31/2022	6,958,052	13.00000	6,255,362	643,004
Total				8,295,966	839,510

Plan Name: Nouryon Chemicals Retirement Plan
EIN / PN: 83-1177040/001
Plan Sponsor: Nouryon Chemicals LLC
Valuation Date: December 31, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Changes in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from $1,400,000 for the 2023 plan year to $1,200,000 for the 2024 plan year to reflect anticipated experience.

Plan Name:	Nouryon Chemicals Retirement Plan
EIN / PN:	83-1177040/001
Plan Sponsor:	Nouryon Chemicals LLC
Valuation Date:	December 31, 2024