Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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

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
CHEMTURA CORPORATION RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/01/1942

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)
LANXESS CORPORATION

111 RIDC PARK WEST DRIVE
PITTSBURGH, PA 15275

2b Employer Identification Number (EIN)
26-0081950

2c Plan Sponsor's telephone number
203-573-2656

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	DAVID ORT
	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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	1165
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)**	136
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	99
b	Retired or separated participants receiving benefits	**6b**	456
c	Other retired or separated participants entitled to future benefits	**6c**	507
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1062
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	65
f	Total. Add lines **6d** and **6e**.	**6f**	1127
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1l

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

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(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 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
CHEMTURA CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
26-0081950

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

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

Part I Basic Information

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

2 Assets:

a Market value	**2a**	114260938
b Actuarial value	**2b**	116949178

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	480	96378879	96378879
b For terminated vested participants	549	30588876	30588876
c For active participants	136	9899444	10431819
d Total	1165	136867199	137399574

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**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1400000
c Target normal cost	**6c**	1400000

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

08/26/2026
Date

JOANN M BRAUN
Type or print name of actuary

26-08305
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

203-326-5400
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	25393200
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	5481150
9	Amount remaining (line 7 minus line 8)	0	19912050
10	Interest on line 9 using prior year's actual return of 2.33 %	0	463951
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.03 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	13515000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	6861001

Part III Funding Percentages

14	Funding target attainment percentage	14	80.12 %
15	Adjusted funding target attainment percentage	15	81.90 %
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	80.03 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

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**	1400000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	27311397	3085687
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**	4485687

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4485687	4485687

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

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

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

SCHEDULE 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.**	**2025** **This Form is Open to Public Inspection.**

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

A Name of plan
CHEMTURA CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
26-0081950

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

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

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

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?
50 11 15	NONE	641570	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

SEI INVESTMENTS

23-3060382

(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?
19 21 25 27 28 51 52 62 49 33	TRUSTEE, ADVISOR	464805	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] 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:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
CHEMTURA CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
26-0081950

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: SEI CORE PROPERTY CIT

b Name of sponsor of entity listed in (a): SEI TRUST COMPANY

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)
27-3224429-045	C	5835370

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
CHEMTURA CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
26-0081950

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	452327	292618
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	16571054	18741572
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	9722398	5835370
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	87651451	84192229
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	114397230	109061789
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	114397230	109061789

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)	1167	
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		1167
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	3737138	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		3737138
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	33811293	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	35990221	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		-2178928
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	1229141	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		1229141

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		2686420
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		4695362
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		10170300
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11702084	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		11702084
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	355548	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	452929	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	286022	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	11876	
(11) Other expenses	2i(11)	958656	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2065031
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		13767115
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-3596815
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		1738626

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: SCHNEIDER DOWNS & CO., INC. **(2)** EIN: 25-1408703

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		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

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

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

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

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)
UBE URETHANES USA LLC RETIREMENT	99-1668161	001

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 580928.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
CHEMTURA CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
26-0081950

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): 23-3060382

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** 0

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 20.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 67.0 %
High-Yield Debt: 5.0 % Real Assets: 8.0 % Cash or Cash Equivalents: 0.0 % Other: 0.0 %

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

Chemtura Corporation Retirement Plan

Pittsburgh, Pennsylvania

Financial Statements and Supplemental Schedules
As of December 31, 2025 and 2024 and for the
Years Ended December 31, 2025 and December 31, 2024

and Independent Auditor's Report Thereon

SCHNEIDER DOWNS

Big Thinking. Personal Focus.

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Independent Auditor's Report

To the Plan Administrator
Chemtura Corporation Retirement Plan
Pittsburgh, Pennsylvania

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

We have performed audits of the financial statements of the Chemtura Corporation Retirement Plan (Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended and the statement of accumulated plan benefits as of January 1, 2025, and the related statement of changes in accumulated plan benefits from January 1, 2024 to January 1, 2025, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024 and for the years ended December 31, 2025 and 2024 stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

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Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- 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 (U.S. GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. 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 U.S. 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the 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 31, 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 audits 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 U.S. 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).



Pittsburgh, Pennsylvania
October 9, 2026

Chemtura Corporation Retirement Plan

Statements of Net Assets Available for Benefits
As of December 31, 2025 and 2024

	2025	2024
Assets		
Investments		
Investments at fair value	$ 108,769,171	$ 113,944,903
Receivables		
Interest and dividend income	292,618	316,035
Other receivables	-	136,292
Total receivables	292,618	452,327
Total assets	109,061,789	114,397,230
Net assets available for benefits	$ 109,061,789	$ 114,397,230

See accompanying notes to the financial statements.

Chemtura Corporation Retirement Plan

Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2025 and 2024

	2025	2024
Additions		
Investment income		
Interest and dividends	$ 3,738,305	$ 5,042,755
Net appreciation in fair value of investments	6,431,995	-
Total investment income	10,170,300	5,042,755
Total additions	10,170,300	5,042,755
Deductions		
Net depreciation in fair value of investments	-	1,084,132
Benefits paid to participants	11,702,084	14,035,925
Annuity settlement, net	-	26,861,405
Administrative expenses	2,065,031	2,477,587
Total deductions	13,767,115	44,459,049
Net decrease before net asset transfer	(3,596,815)	(39,416,294)
Net assets transferred out	(1,738,626)	-
Net assets available for benefits		
Beginning of year	114,397,230	153,813,524
End of year	$ 109,061,789	$ 114,397,230

See accompanying notes to the financial statements.

Chemtura Corporation Retirement Plan

Statement of Accumulated Plan Benefits
As of January 1, 2025

	2025
Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving payments	$ 95,926,932
Other participants	40,756,669
Total vested benefits	136,683,601
Total actuarial present value of accumulated plan benefits	$ 136,683,601

See accompanying notes to the financial statements.

Chemtura Corporation Retirement Plan

Statement of Changes in Accumulated Plan Benefits

	2025
Actuarial present value of accumulated plan benefits at January 1, 2024	$ 177,297,670
Increase (decrease) during the year attributable to:	
Actuarial (gains)	(3,794,042)
Decrease in the discount period	8,684,269
Benefits paid	(14,035,925)
Change in actuarial assumptions	(4,470,674)
Annuity settlement	(26,997,697)
Net decrease	(40,614,069)
Actuarial present value of accumulated plan benefits at January 1, 2025	$ 136,683,601

See accompanying notes to the financial statements.

1. Description of Plan

The following description of the Chemtura Corporation Retirement Plan (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 noncontributory defined benefit plan established effective July 1, 1942, as restated January 1, 2018. Prior to the plan freeze, the Plan covered all employees of Chemtura Corporation (Company) who have completed one year of service and have completed 1,000 hours of employment and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). LANXESS Corporation is the Plan Sponsor and is responsible for oversight of the Plan. The Trust Investment Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Effective January 1, 2000, all newly hired corporate employees of the Company were no longer eligible to participate in the Plan. Effective January 1, 2001, all newly hired non-bargaining employees of the Company are no longer eligible to participate in the Plan, and at December 31, 2005, the Plan was frozen to all non-bargaining participants, and no additional incremental benefits will accrue to the participants.

In December 2024, the Plan was amended and LANXESS Corporation transferred the benefit payment obligation for certain Plan participants to a group annuity contract provided by a third-party annuity provider. In consideration for the obligation transfer, the Plan paid the annuity provider approximately $27,000,000. The initial payment was subsequently adjusted by approximately $136,000 and was recorded as a receivable on the statements of net assets available for benefits as of December 31, 2024. Each participant whose benefit payment obligation was transferred to the group annuity contract ceased to be a participant covered under the Plan.

Funding Policy

The Plan's funding policy is for the Company to contribute an amount that will meet or exceed the annual ERISA minimum funding requirement. The minimum funding requirements of ERISA were met or exceeded 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.

Pension Benefits

Plan participants are entitled to their plan benefits after terminating employment with vested rights. Participants become vested in the Plan upon attainment of the normal retirement age (65) and a minimum of five years of vesting service. The Plan does allow for early retirement at the age of 55, with benefits reduced for each month prior to age 65. Upon becoming vested, participants are entitled to monthly benefits under the Plan accrued based upon a percentage of "Final Average Earnings," as defined, multiplied by credited years of service less a percentage of Social Security Retirement benefits multiplied by credited service. Upon termination of employment, pension payments are normally paid in the form of a monthly annuity payable for their lifetime or, if married, in the form of a qualified joint or survivor annuity.

If an active employee dies at age 55 or older with five years of vesting service, a death benefit equal to 50% of the value of the employee's accumulated pension benefit accrued prior to the date of death is paid to the employee's beneficiary. 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. Disability retirement income benefits equal to the participant's accrued benefit are payable at age 50 to participants disabled with at least 15 years of vesting service.

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 Trust Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company, as applicable. 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 (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

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 (depreciation) in fair value of investments in the statements of changes in net assets available for benefits.

Subsequent Events

Subsequent events were evaluated through October 9, 2026, the date the financial statements were available to be issued. Management has determined that there have been no events that have occurred that would require adjustments to its disclosures in the financial statements except for the matter described in the paragraph below.

In November 2025, the Plan appointed PNC Bank, National Association as discretionary trustee and custodian of Plan assets with an effective date in January of 2026. Prior to the transition and for the year ended December 31, 2025, the Plan's investments were administered under SEI Private Trust Company. Plan assets were transferred to PNC Bank in January 2026.

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 based on employees' compensation during each year of credited service. 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 to be provided via annuity contracts excluded from plan assets are 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.

The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2025. Had the valuation been performed as of December 31, 2025, the actuarial present value of the accumulated plan benefits would have decreased by approximately $1,700,000 due to the spin-off and transfer of assets that occurred in April 2025. (See Note 5.) The significant actuarial assumptions used in the valuation were:

Assumption	**January 1, 2025**	**January 1, 2024**
Discount rate	5.50%	5.10%
Mortality	Pri-2012 mortality, with MP-2021 scales	Pri-2012 mortality, with MP-2021 scales
Average retirement age	61	61

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 Financial Accounting Standards Board (FASB) Accounting Standards Codification (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;
- 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.

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 31, 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.

Common collective trust funds: The SEI Core Property Collective Investment Trust is a collective trust fund that is valued based on the units of the collective trust fund held by the Plan at year-end times the respective unit value. The unit values of the collective trust fund are based on significant observable inputs, although it is not based on quoted market prices in an active market. The Plan's investment in the collective trust fund is not subject to any withdrawal or redemption restrictions. The Plan has no unfunded commitments relating to the collective trust fund at December 31, 2025 and 2024.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

Assets at Fair Value as of December 31, 2025	**Level 1**	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 84,192,229	$ -	$ -	$ 84,192,229
U.S. government securities	-	18,741,572	-	18,741,572
Total assets in the fair value hierarchy	84,192,229	18,741,572	-	102,933,801
Investments measured at net asset value (a)	-	-	-	5,835,370
Total investments at fair value	$ 84,192,229	$ 18,741,572	$ -	$ 108,769,171

Assets at Fair Value as of December 31, 2024	**Level 1**	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 87,651,451	$ -	$ -	$ 87,651,451
U.S. government securities	-	16,571,054	-	16,571,054
Total assets in the fair value hierarchy	87,651,451	16,571,054	-	104,222,505
Investments measured at net asset value (a)	-	-	-	9,722,398
Total investments at fair value	$ 87,651,451	$ 16,571,054	$ -	$ 113,944,903

(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.

5. Transfers Out of the Plan

In April 2025, the Company spun off its Urethane Systems business. The participants under Urethane Systems were transferred out of the Plan and into the Urethane Systems Plan. This resulted in approximately $1,739,000 of assets transferred out of the Plan.

6. Information Certified by Trustee

The Plan administrator has elected to have an audit performed pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2025 and 2024. Accordingly, certain information in the Plan's financial statements and supplemental schedules was agreed to or derived from information certified as complete and accurate by SEI Private Trust Company, the Plan's Trustee and a qualified institution. The certified information includes the Plan's investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024, and the accompanying supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, and the related investment activity (including net appreciation/depreciation, interest, and dividends) reported in the accompanying Statements of Changes in Net Assets Available for Benefits and the information reported in the accompanying supplemental Schedule H, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2025.

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

The Plan's investments are administered under a contract with SEI Private Trust Company, the Trustee of the Plan. Contributions are held and managed by SEI Private Trust Company, which invests cash received, interest and dividend income and makes distributions to participants. These transactions are party-in-interest transactions under ERISA.

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 are party-in-interest transactions under ERISA.

8. Plan Termination

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

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.

9. Tax Status

The IRS has determined and informed the Company by a letter dated September 18, 2020, that the Plan and related trust are designed in accordance with applicable sections of the 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 and therefore, believes that the Plan is qualified and the related trust is tax-exempt.

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

10. Risks and Uncertainties

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

Supplemental Schedules

Chemtura Corporation Retirement Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 52-2183153
Plan Number: 001
As of December 31, 2025

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
*	SEI Investments Company	SEI Long Duration Credit Fund A	$ 41,990,142	$ 39,384,339
*	SEI Investments Company	SEI Intermediate Duration Credit Fund A	29,060,431	26,226,623
	U.S. Treasury	U.S. Treasury Strips Z Coupon 11/15/2035	8,653,260	9,236,426
*	SEI Investments Company	SEI Large Cap Index Fund	7,184,524	7,395,118
*	SEI Investments Company	SEI World Equity Ex-US Fund	5,378,386	5,967,766
*	SEI Investments Company	SEI Core Property Collective Investment Trust	2,075,529	5,835,370
	U.S. Treasury	U.S. Treasury Strips Z Coupon 11/15/2040	5,171,705	5,371,229
	U.S. Treasury	U.S. Treasury Strips Z Coupon 08/15/2032	3,245,880	3,472,399
*	SEI Investments Company	SEI High Yield Bond Fund	2,366,682	2,247,058
*	SEI Investments Company	SEI Emerging Markets Equity Fund A	1,475,187	1,501,997
*	SEI Investments Company	SEI Small Cap Fund	1,580,753	1,469,328
	U.S. Treasury	U.S. Treasury Strips Z Coupon 02/15/2045	683,401	661,518
			$108,865,880	$108,769,171

*Party-in-interest.

See independent auditor's report.

Chemtura Corporation Retirement Plan

Schedule H, Line 4j - Schedule of Reportable Transactions
EIN: 52-2183153
Plan Number: 001
For the Year Ended December 31, 2025

	(a) Identity of Party Involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost	(h) Current value	(i) Net gain/(loss)
Single Transactions							
*	SEI Investments Company	SEI Daily Income Trust Government Fund	$ 8,653,312	$ -	$ 8,653,312	$ 8,653,312	$ -
*	SEI Investments Company	SEI Daily Income Trust Government Fund	-	8,653,260	8,653,260	8,653,260	-
	U.S. Treasury	U.S. Treasury Strips Z Coupon 11/15/2035	8,653,260	-	8,653,260	8,653,260	-
	U.S. Treasury	U.S. Treasury Strips Z Coupon 08/15/2034	-	8,417,366	8,489,441	8,417,366	(72,075)

See independent auditor's report.

Chemtura Corporation Retirement Plan

Schedule H, Line 4j - Schedule of Reportable Transactions
EIN: 52-2183153
Plan Number: 001
For the Year Ended December 31, 2025

	(a) Identity of Party Involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost	(h) Current value	(i) Net gain/(loss)
Series Transactions							
*	SEI Investments Company (A)	SEI Intermediate Duration Credit Fund A	$ 1,235,510	$ -	$ 1,235,510	$ 1,235,510	$ -
*	SEI Investments Company (A)	SEI Intermediate Duration Credit Fund A	-	5,210,396	5,902,518	5,210,396	(692,122)
*	SEI Investments Company (B)	SEI Long Duration Credit Fund A	6,342,940	-	6,342,940	6,342,940	-
*	SEI Investments Company (C)	SEI World Equity Ex-US Fund	1,985,746	-	1,985,746	1,985,746	-
*	SEI Investments Company (C)	SEI World Equity Ex-US Fund	-	5,397,644	4,813,035	5,397,644	584,609
*	SEI Investments Company (D)	SEI Large Cap Index Fund	2,901,194	-	2,901,194	2,901,194	-
*	SEI Investments Company (D)	SEI Large Cap Index Fund	-	5,902,803	5,504,983	5,902,803	397,820

(A) - Consists of 12 purchase and 1 sale transactions
(B) - Consists of 14 purchase transactions
(C) - Consists of 6 purchase and 25 sale transactions
(D) - Consists of 18 purchase and 25 sale transactions

See independent auditor's report.

Chemtura Corporation Retirement Plan

Schedule H, Line 4j - Schedule of Reportable Transactions
EIN: 52-2183153
Plan Number: 001
For the Year Ended December 31, 2025

	(a) Identity of Party Involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost	(h) Current value	(i) Net gain/(loss)
Broker Transactions							
	Goldman Sachs & Co.	U.S. Treasury Strips Z Coupon 11/15/2035	$ 8,653,260	$ -	$ 8,653,260	$ 8,653,260	$ -
	Goldman Sachs & Co.	U.S. Treasury Strips Z Coupon 08/15/2031	-	2,527,406	2,534,627	2,527,406	(7,221)
	Goldman Sachs & Co.	U.S. Treasury Strips Z Coupon 08/15/2032	3,245,880	-	3,245,880	3,245,880	-
	Goldman Sachs & Co.	U.S. Treasury Strips Z Coupon 08/15/2034	-	8,417,366	8,489,441	8,417,366	(72,075)
	Goldman Sachs & Co.	U.S. Treasury Strips Z Coupon 08/15/2038	-	5,265,676	5,370,226	5,265,676	(104,550)
	Goldman Sachs & Co.	U.S. Treasury Strips Z Coupon 11/15/2040	5,171,705	-	5,171,705	5,171,705	-
	Goldman Sachs & Co.	U.S. Treasury Strips Z Coupon 02/15/2045	-	128,919	134,871	128,919	(5,952)

*Party-in-interest

See independent auditor's report.

SCHEDULE SB ATTACHMENTS

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

Number distributed by attained age and attained years of credited service

	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	0	0	0	0	1	0	0	0	0	1
40-44	0	0	0	0	0	1	0	0	0	0	1
45-49	0	0	0	0	0	2	3	0	0	0	5
50-54	0	0	0	0	0	5	15	8	0	0	28
55-59	0	0	0	0	0	5	15	11	5	1	37
60-64	0	0	0	0	0	1	12	12	9	8	42
65-69	0	0	0	0	0	1	5	2	1	8	17
70 & over	0	0	0	0	0	1	1	1	0	2	5
Total	0	0	0	0	0	17	51	34	15	19	136

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

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

Applicable month	September
Interest rate basis	3-Segment Rates

Interest rates:	**Reflecting Corridors**	**Not Reflecting Corridors**
First segment rate	5.07%	5.07%
Second segment rate	5.31%	5.33%
Third segment rate	5.50%	5.36%
Effective interest rate	5.33%	5.31%

Annual rates of increase	
Compensation	N/A
Future Social Security wage bases	2.50%
Statutory limits on compensation	2.00%
Plan-related expenses	$1,400,000

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, 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.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

Healthy

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.

Termination

Rates varying by age

Representative Termination Rates

Percentage leaving during the year	
Attained Age	Rate
20	10.0%
25	10.0%
30	8.0%
35	7.0%
40	6.0%
45	5.0%
50	4.5%
55	0.0%
60	0.0%
65	0.0%

SCHEDULE SB ATTACHMENTS

Disability

The rates at which participants become disabled by age and location are shown below:

Percentage becoming disabled during the year		
Age	Chemtura Pension, Perth Amboy Hourly, RCC, and Sybron	Uniroyal Plan B and Uniroyal Plan C
25	0.09%	0.206%
30	0.10%	0.203%
35	0.13%	0.211%
40	0.20%	0.237%
45	0.33%	0.289%
50	0.58%	0.380%
55	1.02%	0.529%
60	1.60%	0.762%
65	2.28%	0.000%

No disability rates are assumed for the Great Lakes location. No schedule was used for Gretna Hourly, Memphis Hourly, OSi Retirement, Newark Hourly, Nutley Hourly, Uniroyal Plan A, and Marshall Hourly as there are no active participants in these locations.

Retirement

Rates varying by age, average age 61.

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

Percentage retiring during the year	
Age	Rate
55	8.0%
56	10.0%
57	10.0%
58	10.0%
59	10.0%
60	15.0%
61	15.0%
62	22.0%
63	20.0%
64	20.0%
65	30.0%
66	40.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

SCHEDULE SB ATTACHMENTS

Benefit commencement date:	
Preretirement death benefit	The later of the death of the active participant or the date the participant would have attained age 55
Deferred vested benefit	The later of age 65 or termination of employment; age 62 if service at termination is 25 years or greater; age 62 for Perth Amboy; age 60 for Morgantown.
Disability benefit	The later of disablement and age 50 with 15 years of service; 15 years of service for Morgantown, Mapleton, and Uniroyal Plan C; otherwise age 65.
Retirement benefit	Upon termination of employment
Form of payment	100% of participants are assumed to elect a single life annuity
Percent married	85% of males; 75% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement
Spouse age	Wife three years younger than husband
Covered pay	Base rate of pay
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month.

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	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 described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with LANXESS Corporation and, based on that review, is not aware of any significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor through its third party administrator furnished participant data as of January 1, 2025. Information on assets was provided by SEI, while information on contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Plan Name	**CHEMTURA CORPORATION RETIREMENT PLAN**
Plan Sponsor EIN	**26-0081950**
ERISA Plan #	**001**
Plan Year Ending	**12/31/2025**

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	
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)	X
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

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
CHEMTURA CORPORATION RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
26-0081950

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

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

Part I Basic Information

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

2 Assets:

a Market value	**2a**	114,260,938
b Actuarial value	**2b**	116,949,178

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	480	96,378,879	96,378,879
b For terminated vested participants	549	30,588,876	30,588,876
c For active participants	136	9,899,444	10,431,819
d Total	1,165	136,867,199	137,399,574

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**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1,400,000
c Target normal cost	**6c**	1,400,000

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

Joann M Braun
Signature of actuary

8/26/2026
Date

Joann M Braun
Type or print name of actuary

2608305
Most recent enrollment number

Willis Towers Watson US LLC
Firm name

203-326-5400
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	25,393,200
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	5,481,150
9	Amount remaining (line 7 minus line 8)	0	19,912,050
10	Interest on line 9 using prior year's actual return of 2.33%	0	463,951
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.03%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	13,515,000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	6,861,001

Part III Funding Percentages

14	Funding target attainment percentage	14	80.12 %
15	Adjusted funding target attainment percentage	15	81.90 %
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	80.03 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

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**	1,400,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	27,311,397	3,085,687
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	4,485,687

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4,485,687	4,485,687

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

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

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

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	LANXESS Corporation
EIN/PN	26-0081950/001
Plan Name	Chemtura Corporation Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Joann Braun, F.S.A, E.A.
Enrollment Number	26-08305

On April 1, 2025, LANXESS Corporation spun off 29 participants from the Chemtura Corporation Retirement Plan to a new qualified defined benefit plan called the UBE Urethanes USA LLC Retirement Plan which is sponsored by UBE Urethanes USA LLC and is not part of LANXESS Corporation's controlled group. The amount of assets and liabilities transferred was less than 3% of the December 31, 2024 market value of plan assets. As part of the de minimis spin-off, the plan sponsor has filed for an IRS approval for the Chemtura Corporation Retirement Plan for a method change to the 2025 funding method.

The plan sponsor has not yet received the IRS approval related to this method change, but the 2025 actuarial valuation, on which the information in this Schedule SB is based, has been prepared based on WTW's reliance on the plan sponsor's interpretations relative to the method change treatment. This method change has been reported on Line 25 – Change in Method attachment.

SCHEDULE SB ATTACHMENTS

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

See Appendix A for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

Age	Rate of Retirement	Population Survivorship	Number Retiring	Weighted Retirement by Age	Average Retirement Age
55	0.0800	100,000	8,000	440,000	
56	0.1000	92,000	9,200	515,200	
57	0.1000	82,800	8,280	471,960	
58	0.1000	74,520	7,452	432,216	
59	0.1000	67,068	6,707	395,701	
60	0.1500	60,361	9,054	543,251	
61	0.1500	51,307	7,696	469,459	
62	0.2200	43,611	9,594	594,854	
63	0.2000	34,017	6,803	428,609	
64	0.2000	27,213	5,443	348,330	
65	0.3000	21,771	6,531	424,527	
66	0.4000	15,239	6,096	402,321	
67	0.3000	9,144	2,743	183,787	
68	0.3000	6,401	1,920	130,571	
69	0.3000	4,480	1,344	92,744	
70	1.0000	3,136	3,136	219,539	
Total		693,068	100,000	6,093,068	60.9

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950 / 001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 25
Change in Method

On April 1, 2025, LANXESS Corporation ("Plan Sponsor" or "LANXESS"), spun off 29 participants from the Chemtura Corporation Retirement Plan ("LXS Plan") to a new qualified defined benefit plan called the UBE Urethanes USA LLC Retirement Plan ("Urethane Plan") which is sponsored by UBE Urethanes USA LLC and is not part of the LANXESS Corporation's controlled group. The amount of assets and liabilities transferred was less than 3% of the December 31, 2024 market value of plan assets. As part of the de minimis spin-off, the plan sponsor has filed for an IRS approval for the Chemtura Corporation Retirement Plan for a method change to the 2025 funding method.

The 2025 funding method request is still pending approval from IRS, but we have relied on plan sponsor's interpretations relative to the method change treatment in the calculations of the 2025 funding valuation.

(1) Descriptions of the current and proposed funding methods are as follows:

a) Current Funding Method

i. Funding Target: As required by regulations under IRC §430, the present value of benefits accrued as of the valuation date using Segment Rates based on the average bond yields for the 24 months ending with the month of August preceding the valuation date, published and used for the month of September preceding the valuation date. Furthermore, the Segment Rates reflect the Interest Rate Stabilization described in IRC § 430(h)(2)(c)(iv).

ii. The asset method is the method described in IRS Notice 2009-22 as algebraically equivalent to the 24-month averaging method otherwise prescribed in that Notice and in accordance with IRC §430(g) and regulation 1.430(g)-1(c) (i.e., algebraically equivalent to the average of the fair market value of assets on the valuation date and on the dates that are 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings, with the resulting value restricted to being between 90% and 110% of the fair market value). Specifically, assets are the market value of assets at the valuation date reduced (increased) by 2/3 of the asset gain (loss) for the 12-month period ending on the valuation date and further reduced (increased) by 1/3 of the asset gain (loss) for the period between 24 months and 12 months preceding the valuation date, with the resulting value restricted to being between 90% and 110% of the fair market value. For this purpose, the asset gain (loss) is the actual asset return less expected earnings developed as prescribed in the regulations (i.e., based on the assumed earnings rate for the plan, capped at the 3rd segment rate used for the funding valuation).

iii. Shortfall Amortization: Under IRC §430 and regulation §1.430(a)-1(c), 15-year shortfall amortization installments (SAIs) are established each year to amortize any funding shortfall (as defined in §1.430(a)-1(f)(2)) not already being amortized. The sum of the shortfall amortization installments is the shortfall amortization charge.

iv. Target Normal Cost: Present value of benefits expected to accrue during the plan year using the same assumptions that were used to develop the Funding Target plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulation §1.430(d)-1(b)(1) under IRC §430, less mandatory employee contributions. There are no mandatory employee contributions so this element of target normal cost was $0. Note that the plan is frozen, and so the present value of benefits expected to accrue during the 2025 plan year is $0.

v. Minimum Required Contribution (MRC): Because plan assets were less than the funding target, and this was not a short plan year, this was calculated as required under IRC §430(a) and regulation §1.430(a)-1(b)(2)(i)); comprised of the Target Normal Cost, plus Net Shortfall Amortization Installments (i.e., the Shortfall Amortization Charge), plus waiver amortization charges (there are none for this plan). The ”6 preceding plan years” in §1.430(a)-1(b)(2)(i)(B) was replaced with “14 preceding plan years”.

vi. Quarterly Installments: Calculated as required under IRC §430, specifically regulation §1.430(j)-1(c); the quarterly required contributions (QRCs) for the LXS Plan are 25% of the lesser of (a) 90% of the current year minimum required contribution for the LXS Plan and (b) 100% of the prior year minimum required contribution for the LXS Plan.

vii. Prefunding balance (PFB): Calculated as required under IRC §430(f), specifically; the remaining PFB balance from the prior year is increased with investment experience in accordance with §1.430(f)-1(b)(3), reduced by any elections by the plan sponsor to offset the MRC by PFB (because there is no funding standard carryover balance remaining) under §1.430(f)-1(b)(1); or reduce funding balance under §1.430(f)-1(e), and increased by any elections by the plan sponsor under §1.430(f)-1(b)(1) to create PFB if excess contributions for the preceding plan year exist.

b) Proposed Funding Method
No changes from current funding method, with adjustments to 2025 calculations as noted in the transition section below.

i. Funding Target: As required by regulations under IRC §430, the present value of benefits accrued as of the valuation date using Segment Rates based on the average bond yields for the 24 months ending with the month of August preceding the valuation date, published and used for the month of September preceding the valuation date. Furthermore, the Segment Rates reflect the Interest Rate Stabilization described in IRC § 430(h)(2)(c)(iv).

ii. The asset method is the method described in IRS Notice 2009-22 as algebraically equivalent to the 24-month averaging method otherwise prescribed in that Notice and in accordance with IRC §430(g) and regulation 1.430(g)-1(c) (i.e., algebraically equivalent to the average of the fair market value of assets on the valuation date and on the dates that are 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings, with the resulting value restricted to being between 90% and 110% of the fair market value). Specifically, assets are the market value

of assets at the valuation date reduced (increased) by 2/3 of the asset gain (loss) for the 12-month period ending on the valuation date and further reduced (increased) by 1/3 of the asset gain (loss) for the period between 24 months and 12 months preceding the valuation date, with the resulting value restricted to being between 90% and 110% of the fair market value. For this purpose, the asset gain (loss) is the actual asset return less expected earnings developed as prescribed in the regulations (i.e., based on the assumed earnings rate for the plan, capped at the 3rd segment rate used for the funding valuation).

iii. Shortfall Amortization: Under IRC §430 and regulation 1.430(a)-1(c), 15-year shortfall amortization installments (SAIs) are established each year to amortize any funding shortfall not already being amortized. The sum of the shortfall amortization installments is the shortfall amortization charge.

iv. Target Normal Cost: Present value of benefits expected to accrue during the plan year using the same assumptions that were used to develop the Funding Target plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulation 1.430(d)-1(b)(1) under IRC §430, less mandatory employee contributions. There are no mandatory employee contributions so this element of target normal cost was $0. Note that the plan is frozen, and so the present value of benefits expected to accrue during the 2025 plan year is $0.

v. Minimum Required Contribution (MRC): Because plan assets were less than the funding target, and this was not a short plan year, this was calculated as required under IRC §430(a) and regulation §1.430(a)-1(b)(2)(i)); comprised of the Target Normal Cost, plus Net Shortfall Amortization Installments (i.e., the Shortfall Amortization Charge), plus waiver amortization charges (there are none for this plan). The ”6 preceding plan years” in §1.430(a)-1(b)(2)(i)(B) was replaced with “14 preceding plan years”.

vi. Quarterly Installments: Calculated as required under IRC §430, specifically regulation 1.430(j)-1(c); the quarterly required contributions (QRCs) for the LXS Plan are 25% of the lesser of (a) 90% of the current year minimum required contribution for the LXS Plan and (b) 100% of the prior year minimum required contribution for the LXS Plan.

vii. Prefunding balance (PFB): Calculated as required under IRC §430(f), specifically the remaining PFB balance from the prior year is increased with investment experience in accordance with §1.430(f)-1(b)(3), reduced by any elections by the plan sponsor to offset the MRC by PFB (because there is no funding standard carryover balance remaining) under §1.430(f)-1(b)(1); or reduce funding balance under §1.430(f)-1(e), and increased by any elections by the plan sponsor under §1.430(f)-1(b)(1) to create PFB if excess contributions for the preceding plan year exist.

c) Transition Between Funding Methods

The spun off participants’ obligations will first be removed from the Funding Target and Target Normal Cost calculations in the 2026 plan year valuation.

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The asset movement associated with this spin-off (which equaled the present value of transferred accrued benefits using reasonable actuarial assumptions) will be treated as a cashflow for purposes of calculating the 2025 deferred asset gain/loss base used for future AVA calculations (i.e., it will be treated in the same manner as though it were benefit payments made on April 1, 2025). This has an effect on the expected asset return for purposes of the 2025 AVA experience base, and also has an effect on the investment return calculations for purposes of adjusting the prefunding balance.

Otherwise, because this is a de minimis spin-off, the spinoff will not result in the spin off / transfer of funding balances, deferred asset bases, shortfall amortization installments, or any other component of the funding valuation results to the spun off plan (i.e., all history is retained by this plan). Thus the minimum required contribution for the 2025 plan year, and the QRCs for the 2025 (current year prong under regulation 1.430(j)-1(c)(5)(ii)(A)) and 2026 (prior year prong under regulation 1.430(j)-1(c)(5)(ii)(B)) plan years, for the LXS plan will be unaffected.

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

Number distributed by attained age and attained years of credited service

	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	0	0	0	0	1	0	0	0	0	1
40-44	0	0	0	0	0	1	0	0	0	0	1
45-49	0	0	0	0	0	2	3	0	0	0	5
50-54	0	0	0	0	0	5	15	8	0	0	28
55-59	0	0	0	0	0	5	15	11	5	1	37
60-64	0	0	0	0	0	1	12	12	9	8	42
65-69	0	0	0	0	0	1	5	2	1	8	17
70 & over	0	0	0	0	0	1	1	1	0	2	5
Total	0	0	0	0	0	17	51	34	15	19	136

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

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Schedule SB, Line 26b
Schedule of Projection of Expected Benefit Payments
as of January 1, 2025

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	162,398	565,636	11,343,041	12,071,075
2026	405,960	3,653,566	10,821,593	14,881,119
2027	549,178	1,429,804	10,278,724	12,257,706
2028	654,455	1,689,534	9,746,032	12,090,021
2029	730,463	1,890,563	9,210,234	11,831,260
2030	790,466	1,992,085	8,675,623	11,458,174
2031	835,593	2,122,961	8,142,523	11,101,077
2032	860,411	2,222,644	7,615,920	10,698,975
2033	875,550	2,284,038	7,098,438	10,258,026
2034	885,834	2,341,865	6,592,407	9,820,106
2035	886,786	2,375,715	6,103,430	9,365,931
2036	880,018	2,366,227	5,630,269	8,876,514
2037	868,809	2,337,166	5,174,321	8,380,296
2038	852,374	2,300,241	4,736,719	7,889,334
2039	832,074	2,260,153	4,318,391	7,410,618
2040	808,559	2,206,741	3,920,125	6,935,425
2041	781,394	2,139,846	3,542,483	6,463,723
2042	751,262	2,069,148	3,185,764	6,006,174
2043	718,361	1,989,662	2,850,042	5,558,065
2044	683,555	1,904,765	2,535,228	5,123,548
2045	646,654	1,816,136	2,241,164	4,703,954
2046	608,398	1,721,930	1,967,713	4,298,041
2047	569,424	1,625,390	1,714,762	3,909,576
2048	530,221	1,526,818	1,482,237	3,539,276
2049	490,842	1,429,903	1,270,053	3,190,798
2050	451,532	1,331,758	1,078,082	2,861,372
2051	412,777	1,229,674	906,073	2,548,524
2052	374,787	1,127,675	753,581	2,256,043

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	337,969	1,026,565	619,941	1,984,475
2054	302,579	927,232	504,255	1,734,066
2055	268,864	830,609	405,413	1,504,886
2056	237,057	737,633	322,107	1,296,797
2057	207,329	649,179	252,876	1,109,384
2058	179,814	566,031	196,164	942,009
2059	154,599	488,826	150,380	793,805
2060	131,724	418,044	113,959	663,727
2061	111,188	353,992	85,402	550,582
2062	92,953	296,765	63,328	453,046
2063	76,938	246,299	46,501	369,738
2064	63,028	202,365	33,839	299,232
2065	51,090	164,598	24,432	240,120
2066	40,965	132,545	17,519	191,029
2067	32,482	105,674	12,489	150,645
2068	25,465	83,423	8,861	117,749
2069	19,733	65,222	6,263	91,218
2070	15,113	50,513	4,411	70,037
2071	11,438	38,769	3,097	53,304
2072	8,556	29,503	2,167	40,226
2073	6,325	22,273	1,510	30,108
2074	4,624	16,692	1,047	22,363

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

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2025	(5,313,824)	15.00000	(5,313,824)	(495,463)
2. Shortfall	01/01/2024	1,614,657	14.00000	1,504,322	146,902
3. Shortfall	01/01/2023	20,324,186	13.00000	18,110,348	1,861,303
4. Shortfall	01/01/2022	(10,674,518)	12.00000	(9,067,874)	(986,448)
5. Shortfall	01/01/2021	27,449,054	11.00000	22,078,425	2,559,393
Total				27,311,397	3,085,687

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

Applicable month	September
Interest rate basis	3-Segment Rates

Interest rates:	**Reflecting Corridors**	**Not Reflecting Corridors**
First segment rate	5.07%	5.07%
Second segment rate	5.31%	5.33%
Third segment rate	5.50%	5.36%
Effective interest rate	5.33%	5.31%

Annual rates of increase	
Compensation	N/A
Future Social Security wage bases	2.50%
Statutory limits on compensation	2.00%
Plan-related expenses	$1,400,000

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, 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.

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Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

Healthy

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.

Termination

Rates varying by age

Representative Termination Rates

Percentage leaving during the year	
Attained Age	Rate
20	10.0%
25	10.0%
30	8.0%
35	7.0%
40	6.0%
45	5.0%
50	4.5%
55	0.0%
60	0.0%
65	0.0%

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Disability

The rates at which participants become disabled by age and location are shown below:

Percentage becoming disabled during the year		
Age	Chemtura Pension, Perth Amboy Hourly, RCC, and Sybron	Uniroyal Plan B and Uniroyal Plan C
25	0.09%	0.206%
30	0.10%	0.203%
35	0.13%	0.211%
40	0.20%	0.237%
45	0.33%	0.289%
50	0.58%	0.380%
55	1.02%	0.529%
60	1.60%	0.762%
65	2.28%	0.000%

No disability rates are assumed for the Great Lakes location. No schedule was used for Gretna Hourly, Memphis Hourly, OSi Retirement, Newark Hourly, Nutley Hourly, Uniroyal Plan A, and Marshall Hourly as there are no active participants in these locations.

Retirement

Rates varying by age, average age 61.

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

Percentage retiring during the year	
Age	Rate
55	8.0%
56	10.0%
57	10.0%
58	10.0%
59	10.0%
60	15.0%
61	15.0%
62	22.0%
63	20.0%
64	20.0%
65	30.0%
66	40.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

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Benefit commencement date:	
Preretirement death benefit	The later of the death of the active participant or the date the participant would have attained age 55
Deferred vested benefit	The later of age 65 or termination of employment; age 62 if service at termination is 25 years or greater; age 62 for Perth Amboy; age 60 for Morgantown.
Disability benefit	The later of disablement and age 50 with 15 years of service; 15 years of service for Morgantown, Mapleton, and Uniroyal Plan C; otherwise age 65.
Retirement benefit	Upon termination of employment
Form of payment	100% of participants are assumed to elect a single life annuity
Percent married	85% of males; 75% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement
Spouse age	Wife three years younger than husband
Covered pay	Base rate of pay
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month.

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Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets for determining minimum required contributions	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 described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with LANXESS Corporation and, based on that review, is not aware of any significant benefits required to be valued that were not.

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Sources of Data and Other Information

The plan sponsor through its third party administrator furnished participant data as of January 1, 2025. Information on assets was provided by SEI, while information on contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

The most recent amendment was a spin off of 29 participants as of April 1, 2025 to the Urethane Systems USA LLC Retirement Plan, which resulted in a transfer of liabilities and assets for these participants.

(Main Plan)

Prior plan name:	Witco Corporation Retirement Plan
Plan Effective Date:	July 1, 1942
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. The plan was closed to new entrants hired after January 1, 2000. All OSi non-bargained employees participate in this plan, but those hired before May 31, 1996 retain OSi plan provisions as described in the IRS Plan 055 Plan Provisions summary.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Benefits were frozen as of December 31, 2005. Earnings prior to 2006 were base pay plus commissions.
Average final 60 months' pay:	Average of participant's monthly earnings for the 60 months preceding termination. Earnings earned during 1992 will be used in place of actual pay for each of 1992 and the three previous years.

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Social Security PIA:	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings are assumed.
Accrued benefit:*	1.5% of participant's average final 60 months' pay times credited service minus 1.5% of participant's Social Security PIA times credited service to a maximum of 50% of PIA. This benefit shall be no less than participant's accrued benefit as of 12/31/93.

* Concarb participants may elect to receive their past service benefits as a lump sum.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:**	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
	55 and	25	Accrued benefit payable unreduced at 62; for commencement prior to 62, accrued benefit reduced 5/9% for each month prior to age 62.
Disability:***	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. Vested terminated employees with 25 or more years of service are entitled to the enhanced early retirement factors described above.
Pre-ret death:****	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

** Special early retirement available to certain employees whose jobs have been eliminated due to economic conditions.

*** Participant must be disabled for at least 6 months.

**** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Appendices

Participants covered under certain predecessor plans may have provisions which differ from those of the main plan document. These provisions are set forth in the Appendices to the plan, and are summarized in the following pages.

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(Aldridge) – Plan Appendix D

Prior plan name:	Retirement Plan for Aldridge Hourly Paid Bargaining Unit Employees of the Metal Treating Chemicals Division of Witco Chemical Corporation (Cleveland, OH)
Merger date:	December 30, 1992
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus 1/12th of a participant's future service retirement income, for each year beginning 1/1/1976, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced

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			5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(DeSoto Santa Fe Springs Hourly) – Plan Appendix E

Prior plan name:	Retirement Plan for Hourly Paid Employees of the Organics Division of Witco Corporation (Former De Soto Santa Fe Springs, California)
Merger date:	December 30, 1992
Type of plan:	Flat dollar multiplier
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	$15 times months of credited service after 12/31/88.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit payable unreduced at age 62. Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(1951 Richardson Pension Plan) – Plan Appendix F

Prior plan name:	1951 Pension Plan of the Richardson Company Subsidiary of Witco Corporation
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Five-year certain and life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Total remuneration excluding employer contribution to or benefits from any qualified plan or stock, stock option, group insurance, life, accident, disability or health plan.
Accrued benefit:	The greater of (i) 0.75% of participant's final average earnings multiplied by credited service plus 0.75% of participant's final average earnings over Social Security Covered Compensation multiplied by credited service; (ii) 0.33% of participant's final average earnings multiplied by credited service plus $5.50 multiplied by credited service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	15	Accrued benefit reduced 4/10% for each month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		10	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

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Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(1966 Richardson Plan) – Plan Appendix G

Prior plan name:	The Richardson Company 1966 Divisional Pension Plan for Hourly-Rated Employees
Merger date:	December 31, 1993
Type of plan:	Flat dollar multiplier
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	N/A
Accrued benefit:	A monthly benefit equal to credited service multiplied by the benefit rate:

Location	Benefit Rate
Detroit, Michigan	$16.50
Chicago, Illinois	$11.00
Orland Park, Illinois	$7.75

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% per month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		15	If commencing before age 65 and before eligible for unreduced Social Security benefits, double the normal retirement pension. Otherwise, the normal retirement pension.
Postponed:	>65		Accrued benefit payable immediately.

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Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Sherex) – Plan Appendix H

Prior plan name:	Sherex Pension Plan
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 from the Sherex Pension Plan.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the Sherex accrued benefit reduced 5.0% per year from 65 to 57 and 6% per year from 57 to 55.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the

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			Sherex benefit reduced 6.0% per year from 65 to 60 and 4% per year from 60 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Continental Carbon) – Plan Appendix I

Prior plan name:	Employees Retirement Plan of Continental Carbon Company, Subsidiary of Witco Corporation
Purchase Agreement date:	May 25, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	1.6% of participant's final average earnings multiplied by credited service minus 1.5% of participant's Social Security Primary Benefit multiplied by credited service to a maximum of 50% of the Social Security Primary Benefit.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50		Accrued benefit reduced actuarially.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Each continuing employee as of May 25, 1995 is 100% vested.
*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(OSi Specialties) – Plan Appendix J

Prior plan name:	The Retirement Program for Employees of Osi Specialties, Inc. and its Participating Subsidiary Companies
Merger date:	December 1, 2000
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	Immediately upon hire. A participant who is or was an employee of OSi Specialties, Inc., who was not covered under a collective bargaining agreement and was a participant in the OSi Plan on December 1, 2000 shall be entitled to benefits as described in this Appendix.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations.
Vesting service:	A year of vesting is credited for each year of Credited Service.
Pension earnings:	Base pay plus commissions, shift differential, incentive compensation awards, and special awards.
Final average monthly pay:	The greater of (i) the monthly average of the highest three Pension earnings in the last 10 full calendar years preceding termination or retirement, or (ii) the average of the 36 full calendar months of Pension earnings (excluding incentive compensation) plus the monthly average of the incentive compensation related to the three full calendar years preceding termination or retirement.
Social Security PIA:	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings assumed.

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Accrued benefit: The greater of (i) 1.5% of final average monthly pay times credited service, minus 1.5% of Social Security PIA times credited service to a maximum of 50% of PIA; (ii) 1.2% of final average monthly pay times credited service plus $12; or (iii) $12 plus $6 times first 10 years of credited service plus $9 times the next 10 years of credited service plus $12 times credited service in excess of 20 years plus 2% of final average monthly pay plus 1% of final average monthly pay times credited service up to 8 years. Accrued benefit is reduced for benefits payable from:

(a) any public pension derived from credited service, and for which benefits have been provided by an employer, except for Social Security benefits or a military pension;

(b) the amount of any vested benefit under any retirement or pension plan of any employer, including the Union Carbide plan, attributable to credited service, which have been paid for by an employer or such company;

(c) the amount of any retirement or separation benefit (other than a layoff allowance or severance payment) which the participant or surviving spouse receives or is entitled to receive under any other private plan under the law of any foreign government, if any employer or any affiliate contributed, directly or indirectly, toward the cost of such benefit;

(d) the benefits under any pension plan of a predecessor corporation are those benefits which may be payable thereunder without actuarial adjustment under the contingent annuitant or other option provided, but with actuarial adjustment for early commencement.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50 and	10	Accrued benefit payable unreduced if age 62 with 10 years of vesting service, or age plus vesting service equals 85 ("rule of 85"), otherwise accrued benefit payable reduced by 5/12% per month for each month prior to eligibility for unreduced benefit.
Disability:*		10	Accrued benefit payable immediately until retirement; service (but not pay) credited while disabled up to a maximum of 30 years of credited service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit projected to 65 and prorated, payable unreduced at 65. For commencement prior to 65, reduced 5/9% for each month from 62 to 65, and 5/12% for each month from 50 to 62.
Pre-ret death:		5	If eligible for early, 50% of accrued benefit payable immediately adjusted .5% for each year spouse's age is more than 5 years younger. Otherwise, payment is deferred to employee's age 50.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits since the prior year.

SCHEDULE SB ATTACHMENTS

(Ponca City Salaried) – Plan Appendix K

Prior plan name:	Retirement Plan for Salaried Bargaining Unit Employees of the Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Oildale) – Plan Appendix L

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Oildale, CA)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1975, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000, with a minimum benefit of $186 multiplied by years of benefit service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Sunray) – Plan Appendix M

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Sunray, TX)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	N/A
Vesting service:	N/A
Pension earnings:	N/A
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55*		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Age 50 for benefits under Continental Carbon Plan.
** Participant must be disabled for at least 6 months.
*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Phenix City) – Plan Appendix N

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Phenix City, AL)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Santa Fe Springs) – Plan Appendix O

Prior plan name:	Retirement Plan for Employees of Emery Chemicals Division of National Distillers and Chemical Corporation
Merger date:	December 31, 1997
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Former Witco Salaried and Nonbargaining Hourly formula, with a minimum benefit of $20 multiplied by years of benefit service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65 or	5	Accrued benefit payable immediately.
Early:*		10	Accrued benefit reduced 6/10% for each month preceding normal retirement date.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at normal retirement date. For commencement prior to normal retirement date, accrued benefit reduced 6/10% for each month preceding normal retirement date.

Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* No earlier than the three-year period immediately preceding the participant's normal retirement date.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(1959 Richardson Plan) – Plan Appendix P

Prior plan name:	1959 Pension Plan of the Richardson Company, Subsidiary of Witco Corporation
Merger date:	December 31, 1997
Type of plan:	Flat dollar multiplier
Normal form:	Five-year certain and life annuity
Membership service:	Closed group of former employees.
Credited service:	A year of credited service is credited for each year of vesting service
Vesting service:	Same as Main Plan
Pension earnings:	N/A
Accrued benefit:	A monthly benefit equal to credited service multiplied by the benefit rate:

Participant was employed on or after the following date:	Benefit Rate:
Before 8/1/1985	$15.00
8/1/1985	$15.75
8/1/1986	$16.25
8/1/1987	$16.75
8/1/1992	$17.75
8/1/1993	$18.25

Pre-62 Supplement:	Available for a participant retiring with 30 or more years of service payable from early retirement date until age 62.
Employer-option early retirement benefit:	Monthly benefit equal to $34.50 multiplied by years of benefit service.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% for each month under age 62 or under 30 years of service, whichever reduction is lesser.
Special early retirement	62 and or 55 and	10 30	Accrued benefit payable immediately if employed on or after 8/1/1993
Disability:*		10	Accrued benefit payable immediately. Monthly benefit of $34.50 multiplied by years of benefit service is provided prior to age 65.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 4/10% for each month preceding normal retirement date.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Compton) – Plan Appendix Q

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Compton, CA)
Merger date:	December 31, 1997
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Years of vesting service prior to March 1, 1990
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 0.8% of earnings up to the Social Security taxable wage base and 2.0% of earnings over the Social Security taxable wage base.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	12	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:*	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Omaha) – Plan Appendix R

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Omaha, NE)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000, with a minimum benefit equal to $12.00 multiplied by years of benefit service. This minimum only applies to participants who are employees on or after November 1, 1991.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Ponca City Hourly) – Plan Appendix S

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Brainards & La Porte) Plan Appendix T

Prior plan name:	Retirement Plan for the Hourly Paid Employees of Witco Corporation (Brainards, NJ & LaPorte, TX)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	10 year certain and life
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service.
Credited service:	A year of service is credited for each year in which the employee completes 2,080 hours of service.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay plus commissions
Average monthly earnings:	Monthly average earnings for the period 1/1/74 (or date of hire if later) to date of determination.
Integration level:	Various amounts ranging from $7,800 to $13,200 depending on year of birth.
Accrued benefit:	5/8% of average monthly earnings multiplied by credited service plus 1-2/3% of the excess of average monthly earnings over 1/12th integration level multiplied by the lesser of 15 or credited service.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. If participant has completed 10 years of vesting service, use early retirement reductions for commencement prior to age 65.
Pre-ret death:**		5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants who have attained age 40 and 5 years of service are eligible for a pre-retirement death benefit calculated as if earnings and service had continued to NRD.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Trainer) – Plan Appendix U

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Trainer, Pennsylvania)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership or December 31, 1975 if later.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

SCHEDULE SB ATTACHMENTS

Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Chicago Clearing) – Appendix V

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Chicago Clearing, Illinois)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Morgantown) – Plan Appendix W

Prior plan name:	Morgantown Pension Plan
Merger date:	August 1, 2003
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	1 year of service under GE plan at closing date.
Credited service:	Elapsed time. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Plan Covered Compensation	For 2003, $30,000. For all calendar years after 2003, the amount defined as “covered compensation” by section 401(l) of the Code for any employee attaining age 65 in that calendar year, less $7,500. For participants who are over age 65 in any calendar year, the amount defined as “covered compensation” by section 401(1) of the Code for the calendar year in which the participant attained age 65, less $7,500 or if the participant reached age 65 in 2003; $3,000.
Accrued benefit:	For each year of participation 1.45% earnings up to Plan Covered Compensation plus 1.90% earnings over Plan Covered Compensation. This benefit shall be no less than a flat dollar amount multiplied by years of benefit service, where the dollar amount (ranging from $336 to $480) is based on the amount of annual compensation.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	60		Benefit computed in the same manner as the Normal Retirement Benefit, except that the participant shall be treated as if he remained employed until his Normal Retirement age and the benefit shall be based only on compensation and actual years of service earned by the participant as of his actual date of retirement. Prior to age 60, accrued benefit reduced 3-1/3% per year to age 55.
Disability:		15	A participant who retires under Disability Retirement at age 60 or older shall receive a benefit computed in the same manner as the early (age 60) retirement benefit. A participant who retires prior to age 60 under Disability Retirement shall receive a benefit computed in the same manner as the Normal Retirement Benefit, but only using compensation earned by the participant as of the date of his disability retirement. Such amount shall than be reduced by 2% per year prior to age 60, to a maximum reduction of 12% at or before age 54.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit payable unreduced at 60. For commencement prior to age 60, use early retirement reductions. All participants under this Appendix are fully vested.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.
Age 60 Retirement Supplement *	60	5	$168 per year for each year of benefit service. This payment shall continue at least until the attainment of eligibility for Social Security benefits. This benefit shall continue to be paid beyond Social Security eligibility, until the participant becomes eligible for 80% Social Security benefits, dies, or becomes rehired.

SCHEDULE SB ATTACHMENTS

Special Early Retirement Supplement *	60	25	If retired prior to 1/1/2006, and after having attained age 60 but before having attained 80% Social Security eligibility, $350 per month in addition to the Age 60 Retirement Supplement, payable until the participant attains 80% Social Security eligible age, dies, or becomes rehired.

* In no event will the supplemental payments payable to the participant exceed the amount of the participant's unreduced Social Security benefits.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Mapleton) – Plan Appendix X

Prior plan name:	Pension Plan for Certain Union Employees of Sherex Chemical Company, Inc.
Merger date:	September 1, 1999
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	First of the month following date of hire. Closed to new hires after October 31, 2010.
Credited service:	A year of service is credited for each year in which the employee completes 1,800 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Pension earnings:	Base pay
Accrued benefit:	The greater of $50 times months of credited service or, for each year during which a participant has completed 350 hours of service, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000. This benefit shall be no less than the benefit accrued as of 12/31/84. This benefit was frozen as of Q1 2023 due to plant closure.

Benefit	Age	Vest Svc	Description
Normal retirement:	65 and	5	Accrued benefit payable immediately.
Early:	55 and	5	Prior to age 62, accrued benefit reduced 5% for each year from 55 to 62. Otherwise, unreduced accrued benefit payable immediately.
		30	Unreduced accrued benefit payable immediately.

SCHEDULE SB ATTACHMENTS

Disability:		15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.
Plan Freeze			The Mapleton plant shut down on March 31, 2023. Future benefit accruals are frozen as of this date.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year

SCHEDULE SB ATTACHMENTS

(Gretna) – Plan Appendix Y

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Gretna, Louisiana)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000. Effective 6/1/90, this benefit shall be no less than $216 times credited service plus $120 times pre-participant service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

SCHEDULE SB ATTACHMENTS

Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Memphis) – Plan Appendix Z

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Memphis, Tennessee)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the completion of 1 year of vesting service. This location was sold on February 29, 2008.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year beginning 1/1/87, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

SCHEDULE SB ATTACHMENTS

Vesting:	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Newark) – Plan Appendix AA

Prior plan name:	Pension Plan for Hourly Employees in the Newark Plant of Crompton Corporation
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Attainment of age 21 and completion of 12 months of service with at least 1,000 hours of service

Definitions

Vesting service	Years of service from the later of date of hire with at least 1,000 hours of pension service
Pension service	One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and up to one year while in layoff. Not to exceed 30 years.
Normal retirement date (NRD)	First of month coinciding with or next following the later of attainment of age 65 or five years of vesting service
Monthly pension benefit	A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
$ 7.50	01/01/1981 - 01/01/1984
$ 9.00	01/01/1984 - 01/01/1987
$10.00	01/01/1987 - 01/01/1988
$11.00	01/01/1988 - 01/01/1989
$12.00	01/01/1989 - 01/01/1990
$13.00	01/01/1990 - 01/01/1991
$14.00	01/01/1991 - 01/01/1992
$15.00	01/01/1992 - 01/01/1993
$16.00	01/01/1993 - 01/01/1994
$17.00	01/01/1994 - 01/01/1995
$18.00	01/01/1995 - 01/01/1996
$19.00	01/01/1996 - 01/01/1997
$20.00	01/01/1997 - 01/01/1998
$21.00	01/01/1998 - 01/01/1999
$22.00	01/01/1999 - 01/01/2000
$23.00	01/01/2000 - 01/01/2001

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

$24.00	01/01/2001 -

Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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
Disability	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD

SCHEDULE SB ATTACHMENTS

Disablement	Monthly pension benefit determined as of date of disablement, payable immediately reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 66-2/3% or 50% joint and survivor annuity. No optional forms are available for participants receiving a disability pension.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Nutley) – Plan Appendix BB

Prior plan name:	Nutley Defined Benefit Pension Plan of Crompton Corporation
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years of service from the later of date of hire with at least 1,000 hours of service
Pension service	One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and disability if the employee returns to work
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Monthly pension benefit	A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
$ 2.00	- 01/01/1975
$ 4.00	01/01/1975 - 01/01/1977
$ 5.00	01/01/1977 - 01/01/1979
$ 7.00	01/01/1979 - 01/01/1980
$ 8.00	01/01/1980 - 01/01/1981
$ 9.00	01/01/1981 - 01/01/1982
$10.00	01/01/1982 - 01/01/1983
$11.00	01/01/1983 - 01/01/1985
$12.00	01/01/1985 - 01/01/1990
$13.00	01/01/1990 - 01/01/1993
$14.00	01/01/1993 - 01/01/1994
$15.00	01/01/1994 - 01/01/1995
$16.00	01/01/1995 - 01/01/1996
$17.00	01/01/1996 - 01/01/1997
$18.00	01/01/1997 - 01/01/1998
$19.00	01/01/1998 - 01/01/1999
$20.00	01/01/1999 - 01/01/2000

SCHEDULE SB ATTACHMENTS

$21.00	01/01/2000 - 01/01/2001
$22.00	01/01/2001 -

Monthly preretirement death benefit: 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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
Disability	Permanent and total disability prior to NRD
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse
Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Disablement	The monthly pension benefit determined as of date of disability payable at NRD

SCHEDULE SB ATTACHMENTS

Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75% or 50% joint and survivor annuity or a lump sum payment.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Uniroyal Plan A) – Plan Appendix CC

Prior plan name:	Uniroyal Chemical Company, Inc. Retirement Plan A
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence and disability if the employee returns to work, and including up to two years while on layoff
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	A monthly benefit of the employee's pension service multiplied by the benefit rate:

Benefit Rate	Effective Date
$ 21.00	05/01/1993
$ 22.00	05/01/1994
$ 23.00	05/01/1995
$ 25.00	05/01/1996
$ 29.00	05/01/1997
$ 30.00	05/01/1998
$ 32.00	05/01/1999
$ 35.00	05/01/2000
$ 37.00	05/01/2001

Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or completing 30 years of vesting service. Upon plant closing, the earlier of on or after both attaining age 55 and completing five years of vesting service or completing 25 years of vesting service
Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) completing 30 years of vesting service; (c) attaining age 55 and completing 5 years of vesting service and termination of employment occurs as a result of a plant closing; (d) completing 25 years of vesting service and termination of employment occurs as a results of a plant closure; or (e) attaining age 55 and completing 10 years of vesting service and no longer physically/mentally able to fulfill job requirements and cannot qualify to transfer within local plant.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62

SCHEDULE SB ATTACHMENTS

Supplemental retirement	Monthly benefit equal to $200 plus $10 multiplied by the number of years that retirement age is beyond age 55 plus $10 multiplied by the number of years of vesting service at retirement exceeds 30 years, payable as a temporary life annuity until age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement plus (1) or (2) below: If Social Security disability is granted on initial application, a lump sum benefit equal to the benefit rate times pension service times the number of months from retirement to Social Security award If Social Security disability is denied, a monthly benefit payable to the earlier of attaining eligibility for full unreduced primary Social Security benefit or eligibility for a Social Security disability benefit, and equal to the smaller of: the monthly pension benefit determined as of the date of disablement, and the Social Security disability benefit
Preretirement death	If the participant had attained age 55 and completed 10 years of vesting service or had completed 30 years of vesting service or had met the NRD eligibility, then 50% of the monthly pension benefit that would have been payable if the participant had retired at the date of death. Otherwise, the monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as a five year certain and 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

	5-year certain annuity followed by a 100% or 50% joint and survivor annuity, or a five, ten, and fifteen-year certain and life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Uniroyal Plan B) – Plan Appendix DD

Prior plan name:	Uniroyal Chemical Corporation, Inc. Retirement Plan B
Covered Employees	Employees hired on or before December 31, 1994 who are not represented by a collective bargaining agent. Certain hourly-rate employees are excluded. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence and disability. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Pensionable pay	Benefits are frozen as of December 31, 1998. Earnings prior to 1999 were regular salary plus Section 125 and 401(k) deferrals plus overtime plus shift differential plus vacation plus sales incentives plus Management Incentive Plan awards plus profit sharing bonuses. Excludes lump sum vacation payments, termination allowances, special Long-Term Incentive Plan awards, relocation expenses, foreign service allowances, long-term service bonuses formerly paid under the Uniroyal Chemical Capital Accumulation Plan, imputed income on group life insurance, supplemental pension or death benefit payments and payments in connection with mortgage differentials, car finance charge reimbursements or tuition reimbursements.

SCHEDULE SB ATTACHMENTS

Covered Compensation	Maximum average wage for benefit determination purposes under the Social Security Act for an individual who was born in the same year as the participant, assuming that the wage base remains constant from the calendar year of termination until the participant's normal retirement age under the Social Security Act.
Monthly pension benefit	One-twelfth of the sum of the pre-1990 and post-1989 normal retirement allowances: 1. Pre-1990 Allowance The sum of the Base component and the Excess Component: Base component: 1.25% of pre-1990 ten-year Final Average Pay for pre-1990 pension service Excess Component: 0.35% of pre-1990 ten-year Final Average Pay in excess of $24,000 for pre-1990 pension service up to 35 years 2. Post-1989 Allowance For each plan year after 1989 and prior to 1999, the sum of the Base Component and Excess Component: Base Component: 1.25% of earnings Excess Component: 0.35% of earnings over the lesser of 50% of the Social Security Wage Base and 150% of Covered Compensation, based on pension service up to 35 years.
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or attaining age 55 and completing 30 years of vesting service or age plus vesting service of 80 years (75 years if permanently incapable of performing work). Upon plant closing, the earlier of on or after both

	attaining age 55 and completing 10 years of vesting service or age plus vesting service of 75 years.
Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work); (c) sum of age plus vesting service of 75 years and termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years and termination occurs as a result of the Employer's assignment of the Naugatuck Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement with the excess component reduced 4.8% for each year of payment before age 62
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62; special unreduced benefit rules apply upon (a) attaining age 55 and completing 30 years of vesting service or; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work) or; (c) sum of age plus vesting service of 75 years if termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years if termination occurs

	as a result of the Employer's assignment of the Naugatuk Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit payable at age 65 as if the participant continued working until NRD at the same rate of pay received immediately prior to disability
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, or 50% joint and survivor annuity, and a five-year or ten-year certain and life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Uniroyal Plan C) – Plan Appendix EE

Prior plan name:	Uniroyal Chemical Company, Inc. Retirement Plan C
Covered Employees	Hourly rate employees at the Gastonia, NC plant. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
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	A monthly benefit of $13.00 multiplied by years of pension service prior to January 1, 1999
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and on or after both attaining age 62 and completing 10 years of vesting service. Upon plant closing, on or after both attaining age 55 and completing 15 years of vesting service. There is no adjustment for participants with 25 or more years of vesting service.

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Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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
Disability	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 for a married participant are a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Great Lakes – Salaried Employees) – Plan Appendix FF

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Each employee of the Company, or any of its affiliates that are participating in the plan, except for any employee who is a member of collective bargaining group whose collective bargaining agreement does not provide for participation in the plan. Excludes: Four Seasons, AQUATERRA, OSCA, hourly employees at Ashley, IN, and hourly employees at Lime-o-Sol.
Merger date:	December 31, 2005
Participation Date:	Later of completion of one year of eligibility service and the date the employer becomes a participating employer under the plan.

Definitions

Vesting service	Prior to 1985: One year of vesting service for each calendar year of 1,000 or more hours of service After 1984 and prior to 1993: One year of vesting service for each year of employment on an elapsed time basis After 1992: One year of vesting service for each year of employment determined in complete and fractional years. Part-time employees will receive one year of vesting service for each plan year credited with 1,000 hours of service Effective with the December 31, 2005 merger all active participants were 100% vested

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Pension service	Prior to 1976: In accordance with plan provision then in effect After 1976 and prior to 1985: One year of pension service for each plan year of 1,000 or more hours, with prorated credit in the first and last year of employment After 1984 and prior to 1993: Vesting service while an active participant After 1992 and prior to 2001: Part-time employees receive pension service for each year of vesting service After 2000: “active participant” is replaced with “eligible employee” Former Anzon salaried employees, former FMC employees, and former Optical Monomers employees receive credit for prior plan service Participants at the Adrian, Michigan location continue to accrue service. For all others, benefits are frozen as of December 31, 2005 and no pension service is granted for employment after that date.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years of participation service
Pensionable pay	Total direct cash compensation including bonuses and overtime plus Section 125 and 401(k) deferrals. Benefits are frozen as of December 31, 2005 for all employees except those at the Adrian, Michigan location.
Average earnings	The average of the highest five consecutive complete calendar years of pensionable pay ending on the participant’s termination date or retirement date.
Covered Compensation	The average (without indexing) of the maximum Social Security taxable wage bases for each of the calendar years during the 35 year period ending with the last day of the calendar year in which the participant reaches Social Security retirement age.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit	One-twelfth of the sum of the (1) and (2): (1) 1.00% of average earnings times years of pension service prior to December 31, 2005, plus (2) 0.65% of average earnings in excess of Covered Compensation times years of pension service prior to December 31, 2005, up to 35 years Salaried Anzon benefits are offset by the prior plan benefit. Nitro benefits are offset by prior benefits provided by Aetna and Prudential. Former Dupont employees' benefits are offset by prior benefits if they were not paid out at the time of the acquisition. If prior benefits were paid out, benefit is calculated based on service with Great Lakes Chemical Corporation only. For participants formerly in the QO Belle Glade, Memphis Union or Arkansas Chemical Hourly Plans, this benefit shall not be less than the participant's accrued benefit under the prior plan as the merger date, plus the benefit accrue under the current plan for service on or after the merger date. For participants in the Aqua Chem or Aqua Clear Industries, LLC, benefits accrue for service on or after the acquisition date (May 3, 1993 and July 14, 2000 respectively). Any eligible employee who transfers to employment in The Works on or after October 27, 2003 as an other than hourly employee shall continue to be considered an eligible employee for purposes of determining pension service. For all other participants, the benefit shall not be less than the participant's accrued benefit under the prior plan as of December 31, 1992 (December 31, 1988 for super highly compensated employees) plus the benefit accrued under the current plan for pension service on or after January 1, 1993 (January 1, 1989 for super highly compensated employees) until the freeze date of December 31, 2005.

SCHEDULE SB ATTACHMENTS

Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 5 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
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD. Benefits calculated under prior plans (PART A) are reduced using prior plan factors.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD.
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50 survivor annuity, and then died

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, 66.667%, or 50% joint and survivor annuity, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing eh dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Belle Glade) – Plan Appendix FF-1

Prior plan name:	Belle Glade Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Bell Glade Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

SCHEDULE SB ATTACHMENTS

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Memphis Union) – Plan Appendix FF-2

Prior plan name:	Memphis Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Memphis Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Arkansas Chemicals) – Plan Appendix FF-3

Prior plan name: Arkansas Chemicals, Inc. Pension Plan

Merger date: December 31, 1995

Type of plan: N/A

Normal form: Life annuity

Membership service: Closed group of former employees.

Accrued benefit: Benefit under the Arkansas Chemicals, Inc. Pension Plan as of December 31, 1995.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Anzon Transferring Employees) – Plan Appendix FF-4

Prior plan name:	N/A
Merger date:	October 31, 1997
Type of plan:	N/A
Normal form:	Life annuity
Membership service:	Closed group of former employees.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Great Lakes – Lake Charles Hourly Employees) – Plan Appendix FF-5

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Any employee of Bio-Lab, Inc. who is a member of a collective bargaining unit that has bargained for participation in the plan.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Vesting service shall comprise the sum of (a), (b), and (c) (a) For service prior to January 1, 1956, the years of continuous service since the employee's last break in service excluding service before attainment of age 30, plus (b) All service between January 1, 1956 and January 1, 1976 reduced for absence from service or periods of disability between January 1, 1969 and 1976 (except for breaks due to military service) which are in excess of 30 days. Service prior to a break-in-service is lost., plus (c) All service after January 1, 1976 reduced for breaks in service of one year or more but excluding military service. Service under the prior Olin plan is recognized under this plan for participants as of January 1, 1995.
Benefit service	A year of pension service after December 31, 1988 is a calendar year during which an employee has worked at least 1,000 hours. Partial service is given for partial years based on the full year 1,000 hour requirement. An adjustment is made to reflect a partial year in each participant's first and last plan years of service based upon a full year of 1,950 hours. Pension service prior to 1989 consists of pension service under the prior Olin plan for participants as of January 1, 1989. Benefits were frozen as of December 31, 2008 for employees who were under age 40 and under 10 years of service on August 15, 2008, or who elected to have their benefit frozen and join a defined contribution plan. For

SCHEDULE SB ATTACHMENTS

all those employees whose benefits were frozen, no pension service is granted for employment after December 31, 2008.

Normal retirement date (NRD) — First of month coinciding with or next following the attainment of age 65

Monthly pension benefit — A monthly benefit of the employee's benefit service multiplied by the benefit rate less the vested accrued benefit from the prior Lake Charles Hourly Retirement Plan :

Effective Date	Benefit Rate
08/15/1997	$ 31.50
08/15/1998	$ 33.00
08/15/1999	$ 34.50
08/15/2000	$ 35.50
08/15/2001	$ 36.50
08/15/2002	$ 37.50
08/15/2003	$ 38.50
08/15/2004	$ 42.50

Monthly preretirement death benefit — 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement — Retirement on NRD

Early retirement — Retirement before NRD and on or after attaining 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

Benefits Paid Upon the Following Events

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, 50%, or 25% joint and survivor annuity, a Social Security level income option, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Great Lakes – Nitro Hourly Employees) – Plan Appendix FF-6

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Any employee, other than a leased employee, who, as of any date on or after the closing date of July 31, 1999 is both employed by the Company at its Nitro, West Virginia location on an hourly basis and is covered by the collective bargaining agreement. Closed group of former employees.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Vesting service shall comprise the sum of (a) and (b): (a) For an employee who is a former FMC employee, the employee's years of vesting service prior to July 31, 1999 as determined under the prior FMC plan, plus (b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.
Pension service	Pension service shall comprise the sum of (a) and (b): (a) For an employee who is a former FMC employee, the employee's years of pension service prior to July 31, 1999 as determined under the prior FMC plan, plus (b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

A monthly benefit of the employee's pension service multiplied by the benefit rate:

Effective Date	Years of Pension Service	Service Segment Rate
01/01/2001	1-10 years	$ 32.50
01/01/2001	11-20 years	$ 33.50
01/01/2001	Over 21 years	$ 34.50
Effective Date		Benefit Rate
03/02/2001		$ 35.50
03/02/2002		$ 36.50
03/02/2003		$ 37.50

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of pension service

Postponed retirement

Retirement after NRD

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Disability

First day of the month following the 13 week period as specified in the collective bargaining agreement of total and permanent disability and after completing 10 years of pension service

Preretirement death benefit

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

SCHEDULE SB ATTACHMENTS

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 3.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 100% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 100% 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 75% joint and survivor annuity, and a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Pentech/QO) – Plan Appendix FF-7

Prior plan name:	QO Salaried Pension Plan
Merger date:	December 31, 1992
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. For each year of service: 1.75% of earnings up to 80% of the Social Security taxable wage base plus 2.5% of earnings in excess of the Social Security taxable wage base, with a minimum benefit equal to $216 multiplied by years of benefit service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 9% for each year from 60 to 65 and 7% from 60 to 59, 6% from 59 to 58, 6% from 58 to 56, and 5% from 56 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(FMC Corporation) – Plan Appendix FF-8

Prior plan name:	FMC Nonunion Pension Plan
Merger date:	July 31, 1999
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through July 31, 1999. 1% of final average earnings up to the Social Security Covered Compensation Base plus 1.5% of final average earnings in excess of the Social Security Covered Compensation Base multiplied by years of credited service at age 65 up to 35 years plus 1.5% of final average earnings multiplied by years of credited service at age 65 in excess of 35 years. The accrued benefit is then multiplied by the ratio of actual years of credited service to expected years of credited service at age 65 and then offset by any deferred annuity payable under a Group Annuity Contract.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:*	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 6% for each year from 65.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint &

survivor benefit for all others reduced to be payable at 55.

* The 10 year service requirement does not apply for those who became a participant before January 1, 1984.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(BioLab) – Plan Appendix FF-9

Prior plan name:	BioLab Pension Plan
Merger date:	December 31, 1992
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. 1.75% of final average earnings multiplied by years of benefit service less 1.67% of Primary Social Security Benefit multiplied by years of benefit service not in excess of 30 years. This benefit has a minimum of the benefit determined under the Former Witco Salaried and Nonbargaining Hourly formula for the same service period.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 or	5	Accrued benefit reduced actuarially for each month from 62.
Disability:*		10	Accrued benefit payable at NRD.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Kendall) – Plan Appendix GG

Prior plan name:	Salaried Employees Retirement Plan of Kendall Refining Company, Division of Witco Corporation
Merger date:	December 30, 1991
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan, plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 under the prior plan.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Perth Amboy Hourly) – Plan Appendix HH

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Perth Amboy, NJ)
Merger date:	December 31, 2014
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. Closed to new hires after October 31, 2006.
Credited service:	From date of membership. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no credited service is granted for employment after October 31, 2006.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no earnings are granted for employment after October 31, 2006.
Accrued benefit:	Past service benefit plus, for each year after 8/1/87, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000. This benefit shall be no less than $192 times credited service.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participant is also vested if (1) they were vested on December 31, 1988 or; (2) were employed and participating in the plan on October 31, 2006.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Marshall Hourly) – Plan Appendix II

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Marshall, Texas)
Merger date:	December 31, 2014
Type of plan:	Career Pay
	Closed group of former employees
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
	This location was sold in 2007.
	No accruals after July 30, 2010.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year after 1/1/84, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Sybron) – Plan Appendix JJ

Prior Plan Name	Retirement Plan Sybron Chemicals Inc. for Union Employees
Merger Date	January 1, 2018
Covered Employees	Closed group of former employees who were covered under a collective bargaining agreement with United Steelworkers of America, AFL-CIO-CIC, Local #12238 and 13939
Plan Freeze	On May 2, 2008, the Birmingham Plant was shutdown. Service is frozen as of the shutdown date. Non-vested participants were fully vested in their benefit upon plan freeze
Participation Date	Date of hire

Definitions

Monthly pension benefit

The schedule of the multiplier since April 1, 1986 is shown below. New multipliers apply to all years of service for active participants on or after the date established:

Benefit Multiplier	Retirement Date
$14.00	04/01/1986 - 03/31/1987
$15.00	04/01/1987 - 03/31/1988
$16.00	04/01/1988 - 03/31/1989
$17.00	04/01/1989 - 03/31/1990
$18.50	04/01/1990 - 03/31/1991
$19.50	04/01/1991 - 03/31/1992
$20.50	04/01/1992 - 03/31/1993
$22.50	04/01/1993 - 03/31/1994
$23.50	04/01/1994 - 03/31/1996
$24.00	04/01/1996 - 03/31/1997
$24.50	04/01/1997 - 03/31/1998
$25.00	04/01/1998 - 03/31/1999
$26.00	04/01/1999 - 03/31/2000
$27.00	04/01/2000 - 03/31/2001
$28.00	04/01/2001 - 05/02/2002
$30.00	05/03/2002 - 05/02/2003
$31.00	05/03/2003 - 05/02/2004
$32.00	05/03/2004 - 05/02/2005
$33.00	05/03/2005 - 05/02/2006
$34.00	05/03/2006 - 05/02/2007
$35.00	05/03/2007 and after

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits	
Normal retirement	Age 65
Early retirement	Age 55 and 10 years of service prior to plan freeze
Postponed retirement	Retirement after NRD
Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date
Disability	10 years of service prior to plan freeze
Preretirement death benefit	Actives or inactives with three years of service prior to plan freeze

Benefits Paid Upon the Following Events	
Normal retirement	$35.00 times years of benefit service
Early retirement	Accrued normal retirement benefit reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months, for commencement prior to age 65. However, the reductions begin at age 62 with a breakpoint of 24 months for participants with 30 years of service prior to plan freeze
Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65
Vested termination	Accrued benefit payable at age 65, or for participants with 10 years of service at age 55 or later reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months for commencement prior to age 65
Disablement	Unreduced accrued benefit at time of disability, payable immediately
Preretirement death	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable on an actuarially equivalent 50% joint and survivor annuity beginning on the later of employee's death or early retirement eligibility

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis
Optional forms of payment	50% or 100% joint and survivor annuity

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Rhein Chemie Corporation) – Plan Appendix KK

Prior Plan Name	Rhein Chemie Corporation Retirement Plan for Union Employees at Little Rock, AR
Merger Date	January 1, 2018
Plan History	The Tire Curing Bladders, LLC ("TCB LLC") entered into an asset purchase agreement with Pirelli Tire, LLC effective April 30, 2005. Under such agreement TCB LLC has established this plan solely for the participants of the Pirelli Tire Retirement Pension Plan (the "Pirelli Tire Plan") as of August 15, 2004 that were subject to the Little Rock collective bargaining agreement of which such employees continue to remain employed with the Employer on or after April 30, 2005. LANXESS U.S. acquired TCB LLC in 2012 and now maintains the plan.
Covered Employees	Employees who were part of Pirelli Tire Retirement Pension Plan as of August 15, 2004 and continued to be employed on or after April 30, 2005
Plan Freeze	On August 15, 2004, service was frozen for all active participants. Non-vested participants were fully vested in their benefit upon termination.

Eligibility for Benefits

Normal retirement	Age 65 and five years of service
Early retirement	Age 55 and 10 years of service
Unreduced Early Retirement	Age 62 and 10 years of service, or 30 years of service
Special Early Retirement	Age 55 and 30 years of service
Postponed retirement	Retirement after NRD
Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date

SCHEDULE SB ATTACHMENTS

Disability	10 years of service and total disability
Preretirement death	Five years of service and married at least one year
Supplemental Postretirement Death	Retired from active status, or retired from terminated vested status after age 60, and married for at least one year
Transition Survivor Income	Thirty days of credit service at death
Bridge Survivor	Age 45 at death
Special Medicare	Age 65

Benefits Paid Upon the Following Events

Normal retirement	A + B, subject to a minimum monthly benefit of $41.00 multiplied by the participant's credit service: A. 0.5% of final compensation (monthly) prior to the participant's fifth anniversary date, multiplied by his full years of past service to said anniversary date B. 0.5% of final compensation (monthly) up to $3,000 plus 1% of final compensation over $3,000, multiplied by his credit service between said anniversary date and his normal retirement date
Early retirement	Accrued normal retirement benefit reduced 4/10% for each month that the commencement date precedes the month in which the participant attains age 65
Unreduced Early Retirement	Monthly benefit unreduced normal retirement benefit
Special Early Retirement	Pre-62: Monthly benefit of $50 multiplied by credit service plus $10 multiplied by credit service after age 55 Post-62: Unreduced normal retirement benefit
Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65

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Vested termination	Accrued benefit at termination if benefits deferred to normal retirement age
	Actuarial equivalent of accrued benefit at termination if commencing before normal retirement age
Disablement	Unreduced accrued benefit at time of disability, payable in the sixth month following the disability
Preretirement death	For active participants: qualified joint and survivor annuity (QJSA) deferred to participant's earliest retirement age, reduced based on actuarial equivalence if commencing immediately
	For terminated vested participants: deferred vested benefit payable as a QJSA at the earliest retirement date, reduced by 0.5% for each year of coverage
Supplemental Postretirement Death	Lump sum of $4,000
Transition Survivor Income	Monthly benefit of $500 less any qualified preretirement survivor annuity payable, subject to a maximum of $300, payable until survivor reaches age 62 for at most two years
Bridge Survivor	Monthly benefit of $500 less any qualified preretirement survivor annuity payable, subject to a maximum of $300, payable two years after death and until survivor reaches age 62 or remarries
Special Medicare	Monthly benefit of $50, subject to maximum of the standard monthly premium for Medicare Part B coverage

Other Plan Provisions

Forms of payment	Single participant: Five-year certain and life annuity
	Married participant: 50% joint and survivor annuity
Optional forms of payment	10- and 15-year certain and life annuity; 50% and 100% joint and survivor annuity with pop-up; cash refund annuity

Future Plan Changes

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

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

See Appendix A for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

Age	Rate of Retirement	Population Survivorship	Number Retiring	Weighted Retirement by Age	Average Retirement Age
55	0.0800	100,000	8,000	440,000	
56	0.1000	92,000	9,200	515,200	
57	0.1000	82,800	8,280	471,960	
58	0.1000	74,520	7,452	432,216	
59	0.1000	67,068	6,707	395,701	
60	0.1500	60,361	9,054	543,251	
61	0.1500	51,307	7,696	469,459	
62	0.2200	43,611	9,594	594,854	
63	0.2000	34,017	6,803	428,609	
64	0.2000	27,213	5,443	348,330	
65	0.3000	21,771	6,531	424,527	
66	0.4000	15,239	6,096	402,321	
67	0.3000	9,144	2,743	183,787	
68	0.3000	6,401	1,920	130,571	
69	0.3000	4,480	1,344	92,744	
70	1.0000	3,136	3,136	219,539	
Total		693,068	100,000	6,093,068	60.9

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950 / 001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b
Schedule of Projection of Expected Benefit Payments
as of January 1, 2025

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	162,398	565,636	11,343,041	12,071,075
2026	405,960	3,653,566	10,821,593	14,881,119
2027	549,178	1,429,804	10,278,724	12,257,706
2028	654,455	1,689,534	9,746,032	12,090,021
2029	730,463	1,890,563	9,210,234	11,831,260
2030	790,466	1,992,085	8,675,623	11,458,174
2031	835,593	2,122,961	8,142,523	11,101,077
2032	860,411	2,222,644	7,615,920	10,698,975
2033	875,550	2,284,038	7,098,438	10,258,026
2034	885,834	2,341,865	6,592,407	9,820,106
2035	886,786	2,375,715	6,103,430	9,365,931
2036	880,018	2,366,227	5,630,269	8,876,514
2037	868,809	2,337,166	5,174,321	8,380,296
2038	852,374	2,300,241	4,736,719	7,889,334
2039	832,074	2,260,153	4,318,391	7,410,618
2040	808,559	2,206,741	3,920,125	6,935,425
2041	781,394	2,139,846	3,542,483	6,463,723
2042	751,262	2,069,148	3,185,764	6,006,174
2043	718,361	1,989,662	2,850,042	5,558,065
2044	683,555	1,904,765	2,535,228	5,123,548
2045	646,654	1,816,136	2,241,164	4,703,954
2046	608,398	1,721,930	1,967,713	4,298,041
2047	569,424	1,625,390	1,714,762	3,909,576
2048	530,221	1,526,818	1,482,237	3,539,276
2049	490,842	1,429,903	1,270,053	3,190,798
2050	451,532	1,331,758	1,078,082	2,861,372
2051	412,777	1,229,674	906,073	2,548,524
2052	374,787	1,127,675	753,581	2,256,043

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	337,969	1,026,565	619,941	1,984,475
2054	302,579	927,232	504,255	1,734,066
2055	268,864	830,609	405,413	1,504,886
2056	237,057	737,633	322,107	1,296,797
2057	207,329	649,179	252,876	1,109,384
2058	179,814	566,031	196,164	942,009
2059	154,599	488,826	150,380	793,805
2060	131,724	418,044	113,959	663,727
2061	111,188	353,992	85,402	550,582
2062	92,953	296,765	63,328	453,046
2063	76,938	246,299	46,501	369,738
2064	63,028	202,365	33,839	299,232
2065	51,090	164,598	24,432	240,120
2066	40,965	132,545	17,519	191,029
2067	32,482	105,674	12,489	150,645
2068	25,465	83,423	8,861	117,749
2069	19,733	65,222	6,263	91,218
2070	15,113	50,513	4,411	70,037
2071	11,438	38,769	3,097	53,304
2072	8,556	29,503	2,167	40,226
2073	6,325	22,273	1,510	30,108
2074	4,624	16,692	1,047	22,363

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	LANXESS Corporation
EIN/PN	26-0081950/001
Plan Name	Chemtura Corporation Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Joann Braun, F.S.A, E.A.
Enrollment Number	26-08305

On April 1, 2025, LANXESS Corporation spun off 29 participants from the Chemtura Corporation Retirement Plan to a new qualified defined benefit plan called the UBE Urethanes USA LLC Retirement Plan which is sponsored by UBE Urethanes USA LLC and is not part of LANXESS Corporation's controlled group. The amount of assets and liabilities transferred was less than 3% of the December 31, 2024 market value of plan assets. As part of the de minimis spin-off, the plan sponsor has filed for an IRS approval for the Chemtura Corporation Retirement Plan for a method change to the 2025 funding method.

The plan sponsor received the IRS approval related to this method change on September 1, 2026. The 2025 actuarial valuation, on which the information in this Schedule SB is based, has been prepared based on the method change treatment as described on the Line 25 – Change in Method attachment.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

The most recent amendment was a spin off of 29 participants as of April 1, 2025 to the Urethane Systems USA LLC Retirement Plan, which resulted in a transfer of liabilities and assets for these participants.

(Main Plan)

Prior plan name:	Witco Corporation Retirement Plan
Plan Effective Date:	July 1, 1942
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. The plan was closed to new entrants hired after January 1, 2000. All OSi non-bargained employees participate in this plan, but those hired before May 31, 1996 retain OSi plan provisions as described in the IRS Plan 055 Plan Provisions summary.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Benefits were frozen as of December 31, 2005. Earnings prior to 2006 were base pay plus commissions.
Average final 60 months' pay:	Average of participant's monthly earnings for the 60 months preceding termination. Earnings earned during 1992 will be used in place of actual pay for each of 1992 and the three previous years.

SCHEDULE SB ATTACHMENTS

Social Security PIA: Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings are assumed.

Accrued benefit:* 1.5% of participant's average final 60 months' pay times credited service minus 1.5% of participant's Social Security PIA times credited service to a maximum of 50% of PIA. This benefit shall be no less than participant's accrued benefit as of 12/31/93.

* Concarb participants may elect to receive their past service benefits as a lump sum.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:**	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
	55 and	25	Accrued benefit payable unreduced at 62; for commencement prior to 62, accrued benefit reduced 5/9% for each month prior to age 62.
Disability:***	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. Vested terminated employees with 25 or more years of service are entitled to the enhanced early retirement factors described above.
Pre-ret death:****	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

** Special early retirement available to certain employees whose jobs have been eliminated due to economic conditions.

*** Participant must be disabled for at least 6 months.

**** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Appendices

Participants covered under certain predecessor plans may have provisions which differ from those of the main plan document. These provisions are set forth in the Appendices to the plan, and are summarized in the following pages.

SCHEDULE SB ATTACHMENTS

(Aldridge) – Plan Appendix D

Prior plan name:	Retirement Plan for Aldridge Hourly Paid Bargaining Unit Employees of the Metal Treating Chemicals Division of Witco Chemical Corporation (Cleveland, OH)
Merger date:	December 30, 1992
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus 1/12th of a participant's future service retirement income, for each year beginning 1/1/1976, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced

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			5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(DeSoto Santa Fe Springs Hourly) – Plan Appendix E

Prior plan name:	Retirement Plan for Hourly Paid Employees of the Organics Division of Witco Corporation (Former De Soto Santa Fe Springs, California)
Merger date:	December 30, 1992
Type of plan:	Flat dollar multiplier
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	$15 times months of credited service after 12/31/88.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit payable unreduced at age 62. Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(1951 Richardson Pension Plan) – Plan Appendix F

Prior plan name:	1951 Pension Plan of the Richardson Company Subsidiary of Witco Corporation
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Five-year certain and life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Total remuneration excluding employer contribution to or benefits from any qualified plan or stock, stock option, group insurance, life, accident, disability or health plan.
Accrued benefit:	The greater of (i) 0.75% of participant's final average earnings multiplied by credited service plus 0.75% of participant's final average earnings over Social Security Covered Compensation multiplied by credited service; (ii) 0.33% of participant's final average earnings multiplied by credited service plus $5.50 multiplied by credited service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	15	Accrued benefit reduced 4/10% for each month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		10	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

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Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(1966 Richardson Plan) – Plan Appendix G

Prior plan name:	The Richardson Company 1966 Divisional Pension Plan for Hourly-Rated Employees
Merger date:	December 31, 1993
Type of plan:	Flat dollar multiplier
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	N/A
Accrued benefit:	A monthly benefit equal to credited service multiplied by the benefit rate:

Location	Benefit Rate
Detroit, Michigan	$16.50
Chicago, Illinois	$11.00
Orland Park, Illinois	$7.75

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% per month prior to age 65. There is no special adjustment for participants with 25 or more years of service.
Disability:*		15	If commencing before age 65 and before eligible for unreduced Social Security benefits, double the normal retirement pension. Otherwise, the normal retirement pension.
Postponed:	>65		Accrued benefit payable immediately.

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Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, an actuarial reduction.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(Sherex) – Plan Appendix H

Prior plan name:	Sherex Pension Plan
Merger date:	December 31, 1993
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 from the Sherex Pension Plan.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the Sherex accrued benefit reduced 5.0% per year from 65 to 57 and 6% per year from 57 to 55.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60, with a minimum of the

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			Sherex benefit reduced 6.0% per year from 65 to 60 and 4% per year from 60 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(Continental Carbon) – Plan Appendix I

Prior plan name:	Employees Retirement Plan of Continental Carbon Company, Subsidiary of Witco Corporation
Purchase Agreement date:	May 25, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	1.6% of participant's final average earnings multiplied by credited service minus 1.5% of participant's Social Security Primary Benefit multiplied by credited service to a maximum of 50% of the Social Security Primary Benefit.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50		Accrued benefit reduced actuarially.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Each continuing employee as of May 25, 1995 is 100% vested.
*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(OSi Specialties) – Plan Appendix J

Prior plan name:	The Retirement Program for Employees of Osi Specialties, Inc. and its Participating Subsidiary Companies
Merger date:	December 1, 2000
Type of plan:	Final Average Pay
Normal form:	Life annuity
Membership service:	Immediately upon hire. A participant who is or was an employee of OSi Specialties, Inc., who was not covered under a collective bargaining agreement and was a participant in the OSi Plan on December 1, 2000 shall be entitled to benefits as described in this Appendix.
Credited service:	From hire date plus limited amounts of prior service for certain acquired locations.
Vesting service:	A year of vesting is credited for each year of Credited Service.
Pension earnings:	Base pay plus commissions, shift differential, incentive compensation awards, and special awards.
Final average monthly pay:	The greater of (i) the monthly average of the highest three Pension earnings in the last 10 full calendar years preceding termination or retirement, or (ii) the average of the 36 full calendar months of Pension earnings (excluding incentive compensation) plus the monthly average of the incentive compensation related to the three full calendar years preceding termination or retirement.
Social Security PIA:	Primary insurance amount payable at age 65 based on earnings as of determination date. Zero future earnings assumed.

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Accrued benefit: The greater of (i) 1.5% of final average monthly pay times credited service, minus 1.5% of Social Security PIA times credited service to a maximum of 50% of PIA; (ii) 1.2% of final average monthly pay times credited service plus $12; or (iii) $12 plus $6 times first 10 years of credited service plus $9 times the next 10 years of credited service plus $12 times credited service in excess of 20 years plus 2% of final average monthly pay plus 1% of final average monthly pay times credited service up to 8 years. Accrued benefit is reduced for benefits payable from:

(a) any public pension derived from credited service, and for which benefits have been provided by an employer, except for Social Security benefits or a military pension;

(b) the amount of any vested benefit under any retirement or pension plan of any employer, including the Union Carbide plan, attributable to credited service, which have been paid for by an employer or such company;

(c) the amount of any retirement or separation benefit (other than a layoff allowance or severance payment) which the participant or surviving spouse receives or is entitled to receive under any other private plan under the law of any foreign government, if any employer or any affiliate contributed, directly or indirectly, toward the cost of such benefit;

(d) the benefits under any pension plan of a predecessor corporation are those benefits which may be payable thereunder without actuarial adjustment under the contingent annuitant or other option provided, but with actuarial adjustment for early commencement.

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Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	50 and	10	Accrued benefit payable unreduced if age 62 with 10 years of vesting service, or age plus vesting service equals 85 ("rule of 85"), otherwise accrued benefit payable reduced by 5/12% per month for each month prior to eligibility for unreduced benefit.
Disability:*		10	Accrued benefit payable immediately until retirement; service (but not pay) credited while disabled up to a maximum of 30 years of credited service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit projected to 65 and prorated, payable unreduced at 65. For commencement prior to 65, reduced 5/9% for each month from 62 to 65, and 5/12% for each month from 50 to 62.
Pre-ret death:		5	If eligible for early, 50% of accrued benefit payable immediately adjusted .5% for each year spouse's age is more than 5 years younger. Otherwise, payment is deferred to employee's age 50.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits since the prior year.

SCHEDULE SB ATTACHMENTS

(Ponca City Salaried) – Plan Appendix K

Prior plan name:	Retirement Plan for Salaried Bargaining Unit Employees of the Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

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Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Oildale) – Plan Appendix L

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Oildale, CA)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1975, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000, with a minimum benefit of $186 multiplied by years of benefit service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Sunray) – Plan Appendix M

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Sunray, TX)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	N/A
Vesting service:	N/A
Pension earnings:	N/A
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55*		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Age 50 for benefits under Continental Carbon Plan.
** Participant must be disabled for at least 6 months.
*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Phenix City) – Plan Appendix N

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Phenix City, AL)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Santa Fe Springs) – Plan Appendix O

Prior plan name:	Retirement Plan for Employees of Emery Chemicals Division of National Distillers and Chemical Corporation
Merger date:	December 31, 1997
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Former Witco Salaried and Nonbargaining Hourly formula, with a minimum benefit of $20 multiplied by years of benefit service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65 or	5	Accrued benefit payable immediately.
Early:*		10	Accrued benefit reduced 6/10% for each month preceding normal retirement date.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at normal retirement date. For commencement prior to normal retirement date, accrued benefit reduced 6/10% for each month preceding normal retirement date.

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Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* No earlier than the three-year period immediately preceding the participant's normal retirement date.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(1959 Richardson Plan) – Plan Appendix P

Prior plan name:	1959 Pension Plan of the Richardson Company, Subsidiary of Witco Corporation
Merger date:	December 31, 1997
Type of plan:	Flat dollar multiplier
Normal form:	Five-year certain and life annuity
Membership service:	Closed group of former employees.
Credited service:	A year of credited service is credited for each year of vesting service
Vesting service:	Same as Main Plan
Pension earnings:	N/A
Accrued benefit:	A monthly benefit equal to credited service multiplied by the benefit rate:

Participant was employed on or after the following date:	Benefit Rate:
Before 8/1/1985	$15.00
8/1/1985	$15.75
8/1/1986	$16.25
8/1/1987	$16.75
8/1/1992	$17.75
8/1/1993	$18.25

Pre-62 Supplement:	Available for a participant retiring with 30 or more years of service payable from early retirement date until age 62.

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Employer-option early retirement benefit:	Monthly benefit equal to $34.50 multiplied by years of benefit service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 4/10% for each month under age 62 or under 30 years of service, whichever reduction is lesser.
Special early retirement	62 and or 55 and	10 30	Accrued benefit payable immediately if employed on or after 8/1/1993
Disability:*		10	Accrued benefit payable immediately. Monthly benefit of $34.50 multiplied by years of benefit service is provided prior to age 65.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 4/10% for each month preceding normal retirement date.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Compton) – Plan Appendix Q

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Compton, CA)
Merger date:	December 31, 1997
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Years of vesting service prior to March 1, 1990
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 0.8% of earnings up to the Social Security taxable wage base and 2.0% of earnings over the Social Security taxable wage base.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	12	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:*	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Omaha) – Plan Appendix R

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Omaha, NE)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1978, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000, with a minimum benefit equal to $12.00 multiplied by years of benefit service. This minimum only applies to participants who are employees on or after November 1, 1991.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Ponca City Hourly) – Plan Appendix S

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Ponca City, OK)
Merger date:	December 31, 1997
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year after 1985, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

SCHEDULE SB ATTACHMENTS

Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Brainards & La Porte) Plan Appendix T

Prior plan name:	Retirement Plan for the Hourly Paid Employees of Witco Corporation (Brainards, NJ & LaPorte, TX)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	10 year certain and life
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service.
Credited service:	A year of service is credited for each year in which the employee completes 2,080 hours of service.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay plus commissions
Average monthly earnings:	Monthly average earnings for the period 1/1/74 (or date of hire if later) to date of determination.
Integration level:	Various amounts ranging from $7,800 to $13,200 depending on year of birth.
Accrued benefit:	5/8% of average monthly earnings multiplied by credited service plus 1-2/3% of the excess of average monthly earnings over 1/12th integration level multiplied by the lesser of 15 or credited service.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	10	Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. If participant has completed 10 years of vesting service, use early retirement reductions for commencement prior to age 65.
Pre-ret death:**		5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants who have attained age 40 and 5 years of service are eligible for a pre-retirement death benefit calculated as if earnings and service had continued to NRD.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Trainer) – Plan Appendix U

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Trainer, Pennsylvania)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership or December 31, 1975 if later.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

SCHEDULE SB ATTACHMENTS

Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Chicago Clearing) – Appendix V

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Chicago Clearing, Illinois)
Merger date:	December 31, 2002
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Same as Main Plan
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Morgantown) – Plan Appendix W

Prior plan name:	Morgantown Pension Plan
Merger date:	August 1, 2003
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	1 year of service under GE plan at closing date.
Credited service:	Elapsed time. Benefits are frozen as of December 31, 2005, and no credited service is granted for employment after that date.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Plan Covered Compensation	For 2003, $30,000. For all calendar years after 2003, the amount defined as “covered compensation” by section 401(l) of the Code for any employee attaining age 65 in that calendar year, less $7,500. For participants who are over age 65 in any calendar year, the amount defined as “covered compensation” by section 401(1) of the Code for the calendar year in which the participant attained age 65, less $7,500 or if the participant reached age 65 in 2003; $3,000.
Accrued benefit:	For each year of participation 1.45% earnings up to Plan Covered Compensation plus 1.90% earnings over Plan Covered Compensation. This benefit shall be no less than a flat dollar amount multiplied by years of benefit service, where the dollar amount (ranging from $336 to $480) is based on the amount of annual compensation.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	60		Benefit computed in the same manner as the Normal Retirement Benefit, except that the participant shall be treated as if he remained employed until his Normal Retirement age and the benefit shall be based only on compensation and actual years of service earned by the participant as of his actual date of retirement. Prior to age 60, accrued benefit reduced 3-1/3% per year to age 55.
Disability:		15	A participant who retires under Disability Retirement at age 60 or older shall receive a benefit computed in the same manner as the early (age 60) retirement benefit. A participant who retires prior to age 60 under Disability Retirement shall receive a benefit computed in the same manner as the Normal Retirement Benefit, but only using compensation earned by the participant as of the date of his disability retirement. Such amount shall than be reduced by 2% per year prior to age 60, to a maximum reduction of 12% at or before age 54.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:		5	Accrued benefit payable unreduced at 60. For commencement prior to age 60, use early retirement reductions. All participants under this Appendix are fully vested.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.
Age 60 Retirement Supplement *	60	5	$168 per year for each year of benefit service. This payment shall continue at least until the attainment of eligibility for Social Security benefits. This benefit shall continue to be paid beyond Social Security eligibility, until the participant becomes eligible for 80% Social Security benefits, dies, or becomes rehired.

SCHEDULE SB ATTACHMENTS

Special Early Retirement Supplement *	60	25	If retired prior to 1/1/2006, and after having attained age 60 but before having attained 80% Social Security eligibility, $350 per month in addition to the Age 60 Retirement Supplement, payable until the participant attains 80% Social Security eligible age, dies, or becomes rehired.

* In no event will the supplemental payments payable to the participant exceed the amount of the participant's unreduced Social Security benefits.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Mapleton) – Plan Appendix X

Prior plan name:	Pension Plan for Certain Union Employees of Sherex Chemical Company, Inc.
Merger date:	September 1, 1999
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	First of the month following date of hire. Closed to new hires after October 31, 2010.
Credited service:	A year of service is credited for each year in which the employee completes 1,800 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service. Service was frozen as of Q1 2023 due to plant closure.
Pension earnings:	Base pay
Accrued benefit:	The greater of $50 times months of credited service or, for each year during which a participant has completed 350 hours of service, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000. This benefit shall be no less than the benefit accrued as of 12/31/84. This benefit was frozen as of Q1 2023 due to plant closure.

Benefit	Age	Vest Svc	Description
Normal retirement:	65 and	5	Accrued benefit payable immediately.
Early:	55 and	5	Prior to age 62, accrued benefit reduced 5% for each year from 55 to 62. Otherwise, unreduced accrued benefit payable immediately.
		30	Unreduced accrued benefit payable immediately.

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Disability:		15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.
Plan Freeze			The Mapleton plant shut down on March 31, 2023. Future benefit accruals are frozen as of this date.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year

SCHEDULE SB ATTACHMENTS

(Gretna) – Plan Appendix Y

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Gretna, Louisiana)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	Past service benefit plus, for each year beginning 1/1/76, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000. Effective 6/1/90, this benefit shall be no less than $216 times credited service plus $120 times pre-participant service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Vesting:	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Memphis) – Plan Appendix Z

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Memphis, Tennessee)
Merger date:	December 31, 2005
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the completion of 1 year of vesting service. This location was sold on February 29, 2008.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year beginning 1/1/87, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.

SCHEDULE SB ATTACHMENTS

Vesting:	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Newark) – Plan Appendix AA

Prior plan name:	Pension Plan for Hourly Employees in the Newark Plant of Crompton Corporation
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Attainment of age 21 and completion of 12 months of service with at least 1,000 hours of service

Definitions

Vesting service	Years of service from the later of date of hire with at least 1,000 hours of pension service
Pension service	One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and up to one year while in layoff. Not to exceed 30 years.
Normal retirement date (NRD)	First of month coinciding with or next following the later of attainment of age 65 or five years of vesting service
Monthly pension benefit	A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
$ 7.50	01/01/1981 - 01/01/1984
$ 9.00	01/01/1984 - 01/01/1987
$10.00	01/01/1987 - 01/01/1988
$11.00	01/01/1988 - 01/01/1989
$12.00	01/01/1989 - 01/01/1990
$13.00	01/01/1990 - 01/01/1991
$14.00	01/01/1991 - 01/01/1992
$15.00	01/01/1992 - 01/01/1993
$16.00	01/01/1993 - 01/01/1994
$17.00	01/01/1994 - 01/01/1995
$18.00	01/01/1995 - 01/01/1996
$19.00	01/01/1996 - 01/01/1997
$20.00	01/01/1997 - 01/01/1998
$21.00	01/01/1998 - 01/01/1999
$22.00	01/01/1999 - 01/01/2000
$23.00	01/01/2000 - 01/01/2001

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

$24.00	01/01/2001 -

Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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
Disability	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD

SCHEDULE SB ATTACHMENTS

Disablement	Monthly pension benefit determined as of date of disablement, payable immediately reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 66-2/3% or 50% joint and survivor annuity. No optional forms are available for participants receiving a disability pension.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Nutley) – Plan Appendix BB

Prior plan name:	Nutley Defined Benefit Pension Plan of Crompton Corporation
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years of service from the later of date of hire with at least 1,000 hours of service
Pension service	One year of service for each plan year during which at least 1,000 hours of service is credited, including periods of authorized leave of absence and disability if the employee returns to work
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Monthly pension benefit	A monthly benefit equal to the sum of pension service earned during each period multiplied by the benefit rate:

Benefit Rate	Period of Service
$ 2.00	- 01/01/1975
$ 4.00	01/01/1975 - 01/01/1977
$ 5.00	01/01/1977 - 01/01/1979
$ 7.00	01/01/1979 - 01/01/1980
$ 8.00	01/01/1980 - 01/01/1981
$ 9.00	01/01/1981 - 01/01/1982
$10.00	01/01/1982 - 01/01/1983
$11.00	01/01/1983 - 01/01/1985
$12.00	01/01/1985 - 01/01/1990
$13.00	01/01/1990 - 01/01/1993
$14.00	01/01/1993 - 01/01/1994
$15.00	01/01/1994 - 01/01/1995
$16.00	01/01/1995 - 01/01/1996
$17.00	01/01/1996 - 01/01/1997
$18.00	01/01/1997 - 01/01/1998
$19.00	01/01/1998 - 01/01/1999
$20.00	01/01/1999 - 01/01/2000

SCHEDULE SB ATTACHMENTS

$21.00	01/01/2000 - 01/01/2001
$22.00	01/01/2001 -

Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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
Disability	Permanent and total disability prior to NRD
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse
Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD
Disablement	The monthly pension benefit determined as of date of disability payable at NRD

SCHEDULE SB ATTACHMENTS

Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75% or 50% joint and survivor annuity or a lump sum payment.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Uniroyal Plan A) – Plan Appendix CC

Prior plan name:	Uniroyal Chemical Company, Inc. Retirement Plan A
Covered Employees	Closed group of former employees
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence and disability if the employee returns to work, and including up to two years while on layoff
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	A monthly benefit of the employee's pension service multiplied by the benefit rate:

Benefit Rate	Effective Date
$ 21.00	05/01/1993
$ 22.00	05/01/1994
$ 23.00	05/01/1995
$ 25.00	05/01/1996
$ 29.00	05/01/1997
$ 30.00	05/01/1998
$ 32.00	05/01/1999
$ 35.00	05/01/2000
$ 37.00	05/01/2001

Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or completing 30 years of vesting service. Upon plant closing, the earlier of on or after both attaining age 55 and completing five years of vesting service or completing 25 years of vesting service
Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) completing 30 years of vesting service; (c) attaining age 55 and completing 5 years of vesting service and termination of employment occurs as a result of a plant closing; (d) completing 25 years of vesting service and termination of employment occurs as a results of a plant closure; or (e) attaining age 55 and completing 10 years of vesting service and no longer physically/mentally able to fulfill job requirements and cannot qualify to transfer within local plant.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62

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Supplemental retirement	Monthly benefit equal to $200 plus $10 multiplied by the number of years that retirement age is beyond age 55 plus $10 multiplied by the number of years of vesting service at retirement exceeds 30 years, payable as a temporary life annuity until age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement plus (1) or (2) below: If Social Security disability is granted on initial application, a lump sum benefit equal to the benefit rate times pension service times the number of months from retirement to Social Security award If Social Security disability is denied, a monthly benefit payable to the earlier of attaining eligibility for full unreduced primary Social Security benefit or eligibility for a Social Security disability benefit, and equal to the smaller of: the monthly pension benefit determined as of the date of disablement, and the Social Security disability benefit
Preretirement death	If the participant had attained age 55 and completed 10 years of vesting service or had completed 30 years of vesting service or had met the NRD eligibility, then 50% of the monthly pension benefit that would have been payable if the participant had retired at the date of death. Otherwise, the monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died.

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as a five year certain and 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

	5-year certain annuity followed by a 100% or 50% joint and survivor annuity, or a five, ten, and fifteen-year certain and life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(Uniroyal Plan B) – Plan Appendix DD

Prior plan name:	Uniroyal Chemical Corporation, Inc. Retirement Plan B
Covered Employees	Employees hired on or before December 31, 1994 who are not represented by a collective bargaining agent. Certain hourly-rate employees are excluded. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence and disability. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65
Pensionable pay	Benefits are frozen as of December 31, 1998. Earnings prior to 1999 were regular salary plus Section 125 and 401(k) deferrals plus overtime plus shift differential plus vacation plus sales incentives plus Management Incentive Plan awards plus profit sharing bonuses. Excludes lump sum vacation payments, termination allowances, special Long-Term Incentive Plan awards, relocation expenses, foreign service allowances, long-term service bonuses formerly paid under the Uniroyal Chemical Capital Accumulation Plan, imputed income on group life insurance, supplemental pension or death benefit payments and payments in connection with mortgage differentials, car finance charge reimbursements or tuition reimbursements.

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Covered Compensation	Maximum average wage for benefit determination purposes under the Social Security Act for an individual who was born in the same year as the participant, assuming that the wage base remains constant from the calendar year of termination until the participant's normal retirement age under the Social Security Act.
Monthly pension benefit	One-twelfth of the sum of the pre-1990 and post-1989 normal retirement allowances: 1. Pre-1990 Allowance The sum of the Base component and the Excess Component: Base component: 1.25% of pre-1990 ten-year Final Average Pay for pre-1990 pension service Excess Component: 0.35% of pre-1990 ten-year Final Average Pay in excess of $24,000 for pre-1990 pension service up to 35 years 2. Post-1989 Allowance For each plan year after 1989 and prior to 1999, the sum of the Base Component and Excess Component: Base Component: 1.25% of earnings Excess Component: 0.35% of earnings over the lesser of 50% of the Social Security Wage Base and 150% of Covered Compensation, based on pension service up to 35 years.
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and the earlier of on or after both attaining age 62 and completing 10 years of vesting service or attaining age 55 and completing 30 years of vesting service or age plus vesting service of 80 years (75 years if permanently incapable of performing work). Upon plant closing, the earlier of on or after both

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	attaining age 55 and completing 10 years of vesting service or age plus vesting service of 75 years.
Early retirement	Retirement before NRD and the earlier of (a) attaining age 55 and completing 10 years of vesting service; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work); (c) sum of age plus vesting service of 75 years and termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years and termination occurs as a result of the Employer's assignment of the Naugatuck Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	Permanent and total disability prior to NRD and after completing 10 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement with the excess component reduced 4.8% for each year of payment before age 62
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62; special unreduced benefit rules apply upon (a) attaining age 55 and completing 30 years of vesting service or; (b) sum of age plus vesting service of 80 years (75 years if permanently incapable of performing work) or; (c) sum of age plus vesting service of 75 years if termination occurs as a result of a plant closure; or (d) sum of age plus vesting service of 75 years if termination occurs

	as a result of the Employer's assignment of the Naugatuk Treatment Facility to the U.S. Filter Corporation.
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit payable at age 65 as if the participant continued working until NRD at the same rate of pay received immediately prior to disability
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, or 50% joint and survivor annuity, and a five-year or ten-year certain and life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

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Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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(Uniroyal Plan C) – Plan Appendix EE

Prior plan name:	Uniroyal Chemical Company, Inc. Retirement Plan C
Covered Employees	Hourly rate employees at the Gastonia, NC plant. Plan benefits were frozen as of December 31, 1998.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Years and months of service from the later of date of hire and age 18
Pension service	Years and months of service from date of hire including periods of authorized leave of absence. Benefits are frozen as of December 31, 1998, and no credited service is granted for employment after that date.
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	A monthly benefit of $13.00 multiplied by years of pension service prior to January 1, 1999
Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Unreduced early retirement	Retirement before NRD and on or after both attaining age 62 and completing 10 years of vesting service. Upon plant closing, on or after both attaining age 55 and completing 15 years of vesting service. There is no adjustment for participants with 25 or more years of vesting service.

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Early retirement	Retirement before NRD and on or after attaining age 55 and completing 10 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
Disability	Permanent and total disability prior to NRD and after completing 15 years of vesting service
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Unreduced early retirement	Monthly pension benefit determined as of date of retirement
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.8% for each year of payment before age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately without reduction for early commencement
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 for a married participant are a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Great Lakes – Salaried Employees) – Plan Appendix FF

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Each employee of the Company, or any of its affiliates that are participating in the plan, except for any employee who is a member of collective bargaining group whose collective bargaining agreement does not provide for participation in the plan. Excludes: Four Seasons, AQUATERRA, OSCA, hourly employees at Ashley, IN, and hourly employees at Lime-o-Sol.
Merger date:	December 31, 2005
Participation Date:	Later of completion of one year of eligibility service and the date the employer becomes a participating employer under the plan.

Definitions

Vesting service	Prior to 1985: One year of vesting service for each calendar year of 1,000 or more hours of service After 1984 and prior to 1993: One year of vesting service for each year of employment on an elapsed time basis After 1992: One year of vesting service for each year of employment determined in complete and fractional years. Part-time employees will receive one year of vesting service for each plan year credited with 1,000 hours of service Effective with the December 31, 2005 merger all active participants were 100% vested

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Pension service	Prior to 1976: In accordance with plan provision then in effect After 1976 and prior to 1985: One year of pension service for each plan year of 1,000 or more hours, with prorated credit in the first and last year of employment After 1984 and prior to 1993: Vesting service while an active participant After 1992 and prior to 2001: Part-time employees receive pension service for each year of vesting service After 2000: “active participant” is replaced with “eligible employee” Former Anzon salaried employees, former FMC employees, and former Optical Monomers employees receive credit for prior plan service Participants at the Adrian, Michigan location continue to accrue service. For all others, benefits are frozen as of December 31, 2005 and no pension service is granted for employment after that date.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years of participation service
Pensionable pay	Total direct cash compensation including bonuses and overtime plus Section 125 and 401(k) deferrals. Benefits are frozen as of December 31, 2005 for all employees except those at the Adrian, Michigan location.
Average earnings	The average of the highest five consecutive complete calendar years of pensionable pay ending on the participant’s termination date or retirement date.
Covered Compensation	The average (without indexing) of the maximum Social Security taxable wage bases for each of the calendar years during the 35 year period ending with the last day of the calendar year in which the participant reaches Social Security retirement age.

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Monthly pension benefit	One-twelfth of the sum of the (1) and (2): (1) 1.00% of average earnings times years of pension service prior to December 31, 2005, plus (2) 0.65% of average earnings in excess of Covered Compensation times years of pension service prior to December 31, 2005, up to 35 years Salaried Anzon benefits are offset by the prior plan benefit. Nitro benefits are offset by prior benefits provided by Aetna and Prudential. Former Dupont employees' benefits are offset by prior benefits if they were not paid out at the time of the acquisition. If prior benefits were paid out, benefit is calculated based on service with Great Lakes Chemical Corporation only. For participants formerly in the QO Belle Glade, Memphis Union or Arkansas Chemical Hourly Plans, this benefit shall not be less than the participant's accrued benefit under the prior plan as the merger date, plus the benefit accrue under the current plan for service on or after the merger date. For participants in the Aqua Chem or Aqua Clear Industries, LLC, benefits accrue for service on or after the acquisition date (May 3, 1993 and July 14, 2000 respectively). Any eligible employee who transfers to employment in The Works on or after October 27, 2003 as an other than hourly employee shall continue to be considered an eligible employee for purposes of determining pension service. For all other participants, the benefit shall not be less than the participant's accrued benefit under the prior plan as of December 31, 1992 (December 31, 1988 for super highly compensated employees) plus the benefit accrued under the current plan for pension service on or after January 1, 1993 (January 1, 1989 for super highly compensated employees) until the freeze date of December 31, 2005.

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Monthly preretirement death benefit	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Retirement before NRD and on or after attaining age 55 and completing 5 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
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse

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 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD. Benefits calculated under prior plans (PART A) are reduced using prior plan factors.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date, reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD.
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to earliest retirement age, elected a joint and 50 survivor annuity, and then died

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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 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%, 75%, 66.667%, or 50% joint and survivor annuity, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing eh dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Belle Glade) – Plan Appendix FF-1

Prior plan name:	Belle Glade Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Bell Glade Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

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Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Memphis Union) – Plan Appendix FF-2

Prior plan name:	Memphis Union Pension Plan
Merger date:	December 31, 1995
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The total benefit is the greater of the Memphis Union Pension Plan as of December 31, 1995, plus the benefit accrued after December 31, 1995, under the Great Lakes Salaried Employees formula, or the benefit under the Great Lakes Salaried Employees formula for all years of service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.

Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Arkansas Chemicals) – Plan Appendix FF-3

Prior plan name: Arkansas Chemicals, Inc. Pension Plan

Merger date: December 31, 1995

Type of plan: N/A

Normal form: Life annuity

Membership service: Closed group of former employees.

Accrued benefit: Benefit under the Arkansas Chemicals, Inc. Pension Plan as of December 31, 1995.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Anzon Transferring Employees) – Plan Appendix FF-4

Prior plan name:	N/A
Merger date:	October 31, 1997
Type of plan:	N/A
Normal form:	Life annuity
Membership service:	Closed group of former employees.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

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No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Great Lakes – Lake Charles Hourly Employees) – Plan Appendix FF-5

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Any employee of Bio-Lab, Inc. who is a member of a collective bargaining unit that has bargained for participation in the plan.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Vesting service shall comprise the sum of (a), (b), and (c) (a) For service prior to January 1, 1956, the years of continuous service since the employee's last break in service excluding service before attainment of age 30, plus (b) All service between January 1, 1956 and January 1, 1976 reduced for absence from service or periods of disability between January 1, 1969 and 1976 (except for breaks due to military service) which are in excess of 30 days. Service prior to a break-in-service is lost., plus (c) All service after January 1, 1976 reduced for breaks in service of one year or more but excluding military service. Service under the prior Olin plan is recognized under this plan for participants as of January 1, 1995.
Benefit service	A year of pension service after December 31, 1988 is a calendar year during which an employee has worked at least 1,000 hours. Partial service is given for partial years based on the full year 1,000 hour requirement. An adjustment is made to reflect a partial year in each participant's first and last plan years of service based upon a full year of 1,950 hours. Pension service prior to 1989 consists of pension service under the prior Olin plan for participants as of January 1, 1989. Benefits were frozen as of December 31, 2008 for employees who were under age 40 and under 10 years of service on August 15, 2008, or who elected to have their benefit frozen and join a defined contribution plan. For

all those employees whose benefits were frozen, no pension service is granted for employment after December 31, 2008.

Normal retirement date (NRD): First of month coinciding with or next following the attainment of age 65

Monthly pension benefit: A monthly benefit of the employee's benefit service multiplied by the benefit rate less the vested accrued benefit from the prior Lake Charles Hourly Retirement Plan :

Effective Date	Benefit Rate
08/15/1997	$ 31.50
08/15/1998	$ 33.00
08/15/1999	$ 34.50
08/15/2000	$ 35.50
08/15/2001	$ 36.50
08/15/2002	$ 37.50
08/15/2003	$ 38.50
08/15/2004	$ 42.50

Monthly preretirement death benefit: 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement: Retirement on NRD

Early retirement: Retirement before NRD and on or after attaining 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

Benefits Paid Upon the Following Events

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

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Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 4.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 50% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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%, 75%, 50%, or 25% joint and survivor annuity, a Social Security level income option, a five-year or ten-year certain and life annuity, or (for married participants) a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Great Lakes – Nitro Hourly Employees) – Plan Appendix FF-6

Prior plan name:	Great Lakes Chemical Corporation Retirement Plan
Covered Employees	Any employee, other than a leased employee, who, as of any date on or after the closing date of July 31, 1999 is both employed by the Company at its Nitro, West Virginia location on an hourly basis and is covered by the collective bargaining agreement. Closed group of former employees.
Merger Date	December 31, 2005
Participation Date	Date of becoming a covered employee

Definitions

Vesting service	Vesting service shall comprise the sum of (a) and (b): (a) For an employee who is a former FMC employee, the employee's years of vesting service prior to July 31, 1999 as determined under the prior FMC plan, plus (b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.
Pension service	Pension service shall comprise the sum of (a) and (b): (a) For an employee who is a former FMC employee, the employee's years of pension service prior to July 31, 1999 as determined under the prior FMC plan, plus (b) For any employee, the total number of calendar months during the employee's periods of service after July 31, 1999 divided by 12. A partial calendar month in an employee's period of service counts as a whole calendar month.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

A monthly benefit of the employee's pension service multiplied by the benefit rate:

Effective Date	Years of Pension Service	Service Segment Rate
01/01/2001	1-10 years	$ 32.50
01/01/2001	11-20 years	$ 33.50
01/01/2001	Over 21 years	$ 34.50
Effective Date		Benefit Rate
03/02/2001		$ 35.50
03/02/2002		$ 36.50
03/02/2003		$ 37.50

Monthly preretirement death benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Retirement before NRD and on or after attaining age 55 and completing 10 years of pension service

Postponed retirement

Retirement after NRD

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Disability

First day of the month following the 13 week period as specified in the collective bargaining agreement of total and permanent disability and after completing 10 years of pension service

Preretirement death benefit

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

SCHEDULE SB ATTACHMENTS

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 3.0% for each year that payment precedes age 62
Postponed retirement	Monthly pension benefit determined as of actual retirement date
Vested termination	Monthly pension benefit determined as of termination date, reduced actuarially for payment before the participant's NRD
Disablement	Monthly pension benefit determined as of date of disablement, payable immediately
Preretirement death	The monthly preretirement death benefit that would have been payable if the participant had terminated, survived to normal retirement age, elected a joint and 100% survivor annuity, and then died

Other Plan Provisions

Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid 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 100% 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 75% joint and survivor annuity, and a life annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Pentech/QO) – Plan Appendix FF-7

Prior plan name:	QO Salaried Pension Plan
Merger date:	December 31, 1992
Type of plan:	Career pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. For each year of service: 1.75% of earnings up to 80% of the Social Security taxable wage base plus 2.5% of earnings in excess of the Social Security taxable wage base, with a minimum benefit equal to $216 multiplied by years of benefit service.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 9% for each year from 60 to 65 and 7% from 60 to 59, 6% from 59 to 58, 6% from 58 to 56, and 5% from 56 to 55.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

Plan Name:	Chemtura Corporation Retirement Plan
EIN / PN:	26-0081950/001
Plan Sponsor:	LANXESS Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(FMC Corporation) – Plan Appendix FF-8

Prior plan name:	FMC Nonunion Pension Plan
Merger date:	July 31, 1999
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through July 31, 1999. 1% of final average earnings up to the Social Security Covered Compensation Base plus 1.5% of final average earnings in excess of the Social Security Covered Compensation Base multiplied by years of credited service at age 65 up to 35 years plus 1.5% of final average earnings multiplied by years of credited service at age 65 in excess of 35 years. The accrued benefit is then multiplied by the ratio of actual years of credited service to expected years of credited service at age 65 and then offset by any deferred annuity payable under a Group Annuity Contract.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:*	55 and	5	Accrued benefit reduced 4% for each year from 62.
Disability:**	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced 6% for each year from 65.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint &

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

survivor benefit for all others reduced to be payable at 55.

* The 10 year service requirement does not apply for those who became a participant before January 1, 1984.

** Participant must be disabled for at least 6 months.

*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(BioLab) – Plan Appendix FF-9

Prior plan name:	BioLab Pension Plan
Merger date:	December 31, 1992
Type of plan:	Final average pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Accrued benefit:	The following description applies to service accruing through December 31, 1992. 1.75% of final average earnings multiplied by years of benefit service less 1.67% of Primary Social Security Benefit multiplied by years of benefit service not in excess of 30 years. This benefit has a minimum of the benefit determined under the Former Witco Salaried and Nonbargaining Hourly formula for the same service period.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55 or	5	Accrued benefit reduced actuarially for each month from 62.
Disability:*		10	Accrued benefit payable at NRD.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit reduced actuarially.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Kendall) – Plan Appendix GG

Prior plan name:	Salaried Employees Retirement Plan of Kendall Refining Company, Division of Witco Corporation
Merger date:	December 30, 1991
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	Closed group of former employees.
Credited service:	Same as Main Plan
Vesting service:	Same as Main Plan
Pension earnings:	Same as Main Plan
Accrued benefit:	As defined in the Main Plan, plus the accrued benefit derived from employee contributions, with a minimum of the accrued benefit as of December 31, 1993 under the prior plan.

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60. There is no special adjustment for participants with 25 or more years of service.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, accrued benefit

			reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Perth Amboy Hourly) – Plan Appendix HH

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Perth Amboy, NJ)
Merger date:	December 31, 2014
Type of plan:	Career Pay
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of one year of vesting service. Closed to new hires after October 31, 2006.
Credited service:	From date of membership. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no credited service is granted for employment after October 31, 2006.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay. Benefits were frozen as of October 31, 2006 for employees who were under age 50 and under 20 years of service or who elected to have their benefit frozen and join a defined contribution plan. For those employees whose benefits were frozen, no earnings are granted for employment after October 31, 2006.
Accrued benefit:	Past service benefit plus, for each year after 8/1/87, 1.1% of earnings between $600 and $3,000 and 1.65% of earnings over $3,000. This benefit shall be no less than $192 times credited service.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Prior to age 62, accrued benefit reduced 20% plus 5/9% for each month from 60 to 62 and 5/18% for each month from 55 to 60. Otherwise, unreduced accrued benefit payable immediately.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:**	55 or	5	Accrued benefit payable unreduced at 62. For commencement prior to age 62, use early retirement reductions.
Pre-ret death:***	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.
** Participant is also vested if (1) they were vested on December 31, 1988 or; (2) were employed and participating in the plan on October 31, 2006.
*** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Marshall Hourly) – Plan Appendix II

Prior plan name:	Retirement Plan for Hourly Paid Bargaining Unit Employees of Witco Corporation (Marshall, Texas)
Merger date:	December 31, 2014
Type of plan:	Career Pay
	Closed group of former employees
Normal form:	Life annuity
Membership service:	The January 1 or July 1 following the attainment of age 21 and the completion of 1 year of vesting service.
	This location was sold in 2007.
	No accruals after July 30, 2010.
Credited service:	From date of membership.
Vesting service:	A year of vesting is credited for each year in which the employee completes 1,000 hours of service.
Pension earnings:	Base pay
Accrued benefit:	For each year after 1/1/84, 1.0% of earnings between $600 and $3,000 and 1.5% of earnings over $3,000.

SCHEDULE SB ATTACHMENTS

Benefit	Age	Vest Svc	Description
Normal retirement:	65		Accrued benefit payable immediately.
Early:	55		Accrued benefit reduced 5/9% for each month from 60 to 65 and 5/18% for each month from 55 to 60.
Disability:*	50 and	15	Accrued benefit payable immediately.
Postponed:	>65		Accrued benefit payable immediately.
Vesting:	55 or	5	Accrued benefit payable unreduced at 65. For commencement prior to age 65, use early retirement reductions.
Pre-ret death:**	55 or	5	If married, reduced 50% joint & survivor early retirement benefit if attained age 55 or 50% joint & survivor benefit for all others reduced to be payable at 55.

* Participant must be disabled for at least 6 months.

** Participants may elect a designated beneficiary option in lieu of the pre-retirement death benefit described above.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Sybron) – Plan Appendix JJ

Prior Plan Name	Retirement Plan Sybron Chemicals Inc. for Union Employees
Merger Date	January 1, 2018
Covered Employees	Closed group of former employees who were covered under a collective bargaining agreement with United Steelworkers of America, AFL-CIO-CIC, Local #12238 and 13939
Plan Freeze	On May 2, 2008, the Birmingham Plant was shutdown. Service is frozen as of the shutdown date. Non-vested participants were fully vested in their benefit upon plan freeze
Participation Date	Date of hire

Definitions

Monthly pension benefit

The schedule of the multiplier since April 1, 1986 is shown below. New multipliers apply to all years of service for active participants on or after the date established:

Benefit Multiplier	Retirement Date
$14.00	04/01/1986 - 03/31/1987
$15.00	04/01/1987 - 03/31/1988
$16.00	04/01/1988 - 03/31/1989
$17.00	04/01/1989 - 03/31/1990
$18.50	04/01/1990 - 03/31/1991
$19.50	04/01/1991 - 03/31/1992
$20.50	04/01/1992 - 03/31/1993
$22.50	04/01/1993 - 03/31/1994
$23.50	04/01/1994 - 03/31/1996
$24.00	04/01/1996 - 03/31/1997
$24.50	04/01/1997 - 03/31/1998
$25.00	04/01/1998 - 03/31/1999
$26.00	04/01/1999 - 03/31/2000
$27.00	04/01/2000 - 03/31/2001
$28.00	04/01/2001 - 05/02/2002
$30.00	05/03/2002 - 05/02/2003
$31.00	05/03/2003 - 05/02/2004
$32.00	05/03/2004 - 05/02/2005
$33.00	05/03/2005 - 05/02/2006
$34.00	05/03/2006 - 05/02/2007
$35.00	05/03/2007 and after

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits	
Normal retirement	Age 65
Early retirement	Age 55 and 10 years of service prior to plan freeze
Postponed retirement	Retirement after NRD
Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date
Disability	10 years of service prior to plan freeze
Preretirement death benefit	Actives or inactives with three years of service prior to plan freeze

Benefits Paid Upon the Following Events	
Normal retirement	$35.00 times years of benefit service
Early retirement	Accrued normal retirement benefit reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months, for commencement prior to age 65. However, the reductions begin at age 62 with a breakpoint of 24 months for participants with 30 years of service prior to plan freeze
Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65
Vested termination	Accrued benefit payable at age 65, or for participants with 10 years of service at age 55 or later reduced 5/9% per month up to 60 months plus 5/18% per month in excess of 60 months for commencement prior to age 65
Disablement	Unreduced accrued benefit at time of disability, payable immediately
Preretirement death	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable on an actuarially equivalent 50% joint and survivor annuity beginning on the later of employee's death or early retirement eligibility

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis
Optional forms of payment	50% or 100% joint and survivor annuity

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

SCHEDULE SB ATTACHMENTS

(Rhein Chemie Corporation) – Plan Appendix KK

Prior Plan Name	Rhein Chemie Corporation Retirement Plan for Union Employees at Little Rock, AR
Merger Date	January 1, 2018
Plan History	The Tire Curing Bladders, LLC ("TCB LLC") entered into an asset purchase agreement with Pirelli Tire, LLC effective April 30, 2005. Under such agreement TCB LLC has established this plan solely for the participants of the Pirelli Tire Retirement Pension Plan (the "Pirelli Tire Plan") as of August 15, 2004 that were subject to the Little Rock collective bargaining agreement of which such employees continue to remain employed with the Employer on or after April 30, 2005. LANXESS U.S. acquired TCB LLC in 2012 and now maintains the plan.
Covered Employees	Employees who were part of Pirelli Tire Retirement Pension Plan as of August 15, 2004 and continued to be employed on or after April 30, 2005
Plan Freeze	On August 15, 2004, service was frozen for all active participants. Non-vested participants were fully vested in their benefit upon termination.

Eligibility for Benefits

Normal retirement	Age 65 and five years of service
Early retirement	Age 55 and 10 years of service
Unreduced Early Retirement	Age 62 and 10 years of service, or 30 years of service
Special Early Retirement	Age 55 and 30 years of service
Postponed retirement	Retirement after NRD

SCHEDULE SB ATTACHMENTS

Vested termination	Five years of service prior to plan freeze. Note that all non-vested participants were fully vested as of the freeze date
Disability	10 years of service and total disability
Preretirement death	Five years of service and married at least one year
Supplemental Postretirement Death	Retired from active status, or retired from terminated vested status after age 60, and married for at least one year
Transition Survivor Income	Thirty days of credit service at death
Bridge Survivor	Age 45 at death
Special Medicare	Age 65

Benefits Paid Upon the Following Events

Normal retirement	A + B, subject to a minimum monthly benefit of $41.00 multiplied by the participant's credit service: A. 0.5% of final compensation (monthly) prior to the participant's fifth anniversary date, multiplied by his full years of past service to said anniversary date B. 0.5% of final compensation (monthly) up to $3,000 plus 1% of final compensation over $3,000, multiplied by his credit service between said anniversary date and his normal retirement date
Early retirement	Accrued normal retirement benefit reduced 4/10% for each month that the commencement date precedes the month in which the participant attains age 65
Unreduced Early Retirement	Monthly benefit unreduced normal retirement benefit
Special Early Retirement	Pre-62: Monthly benefit of $50 multiplied by credit service plus $10 multiplied by credit service after age 55 Post-62: Unreduced normal retirement benefit

SCHEDULE SB ATTACHMENTS

Postponed retirement	Accrued normal retirement benefit including accruals beyond age 65
Vested termination	Accrued benefit at termination if benefits deferred to normal retirement age
	Actuarial equivalent of accrued benefit at termination if commencing before normal retirement age
Disablement	Unreduced accrued benefit at time of disability, payable in the sixth month following the disability
Preretirement death	For active participants: qualified joint and survivor annuity (QJSA) deferred to participant's earliest retirement age, reduced based on actuarial equivalence if commencing immediately
	For terminated vested participants: deferred vested benefit payable as a QJSA at the earliest retirement date, reduced by 0.5% for each year of coverage
Supplemental Postretirement Death	Lump sum of $4,000
Transition Survivor Income	Monthly benefit of $500 less any qualified preretirement survivor annuity payable, subject to a maximum of $300, payable until survivor reaches age 62 for at most two years
Bridge Survivor	Monthly benefit of $500 less any qualified preretirement survivor annuity payable, subject to a maximum of $300, payable two years after death and until survivor reaches age 62 or remarries
Special Medicare	Monthly benefit of $50, subject to maximum of the standard monthly premium for Medicare Part B coverage

Other Plan Provisions

Forms of payment	Single participant: Five-year certain and life annuity
	Married participant: 50% joint and survivor annuity

SCHEDULE SB ATTACHMENTS

Optional forms of payment	10- and 15-year certain and life annuity; 50% and 100% joint and survivor annuity with pop-up; cash refund annuity

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name	**CHEMTURA CORPORATION RETIREMENT PLAN**
Plan Sponsor EIN	**26-0081950**
ERISA Plan #	**001**
Plan Year Ending	**12/31/2025**

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	
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)	X
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

SCHEDULE SB ATTACHMENTS

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

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2025	(5,313,824)	15.00000	(5,313,824)	(495,463)
2. Shortfall	01/01/2024	1,614,657	14.00000	1,504,322	146,902
3. Shortfall	01/01/2023	20,324,186	13.00000	18,110,348	1,861,303
4. Shortfall	01/01/2022	(10,674,518)	12.00000	(9,067,874)	(986,448)
5. Shortfall	01/01/2021	27,449,054	11.00000	22,078,425	2,559,393
Total				27,311,397	3,085,687

Plan Name: Chemtura Corporation Retirement Plan
EIN / PN: 26-0081950/001
Plan Sponsor: LANXESS Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 25
Change in Method

On April 1, 2025, LANXESS Corporation ("Plan Sponsor" or "LANXESS"), spun off 29 participants from the Chemtura Corporation Retirement Plan ("LXS Plan") to a new qualified defined benefit plan called the UBE Urethanes USA LLC Retirement Plan ("Urethane Plan") which is sponsored by UBE Urethanes USA LLC and is not part of the LANXESS Corporation's controlled group. The amount of assets and liabilities transferred was less than 3% of the December 31, 2024 market value of plan assets. As part of the de minimis spin-off, the plan sponsor has filed for an IRS approval for the Chemtura Corporation Retirement Plan for a method change to the 2025 funding method.

The plan sponsor received the IRS approval related to this method change on September 1, 2026. The 2025 actuarial valuation, on which the information in this Schedule SB is based, has been prepared based on the method change treatment as described below.

(1) Descriptions of the current and proposed funding methods are as follows:

a) Current Funding Method

i. Funding Target: As required by regulations under IRC §430, the present value of benefits accrued as of the valuation date using Segment Rates based on the average bond yields for the 24 months ending with the month of August preceding the valuation date, published and used for the month of September preceding the valuation date. Furthermore, the Segment Rates reflect the Interest Rate Stabilization described in IRC § 430(h)(2)(c)(iv).

ii. The asset method is the method described in IRS Notice 2009-22 as algebraically equivalent to the 24-month averaging method otherwise prescribed in that Notice and in accordance with IRC §430(g) and regulation 1.430(g)-1(c) (i.e., algebraically equivalent to the average of the fair market value of assets on the valuation date and on the dates that are 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings, with the resulting value restricted to being between 90% and 110% of the fair market value). Specifically, assets are the market value of assets at the valuation date reduced (increased) by 2/3 of the asset gain (loss) for the 12-month period ending on the valuation date and further reduced (increased) by 1/3 of the asset gain (loss) for the period between 24 months and 12 months preceding the valuation date, with the resulting value restricted to being between 90% and 110% of the fair market value. For this purpose, the asset gain (loss) is the actual asset return less expected earnings developed as prescribed in the regulations (i.e., based on the assumed earnings rate for the plan, capped at the 3rd segment rate used for the funding valuation).

iii. Shortfall Amortization: Under IRC §430 and regulation §1.430(a)-1(c), 15-year shortfall amortization installments (SAIs) are established each year to amortize any funding shortfall (as defined in §1.430(a)-1(f)(2)) not already being amortized. The sum of the shortfall amortization installments is the shortfall amortization charge.

iv. Target Normal Cost: Present value of benefits expected to accrue during the plan year using the same assumptions that were used to develop the Funding Target plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulation §1.430(d)-1(b)(1) under IRC §430, less mandatory employee contributions. There are no mandatory employee contributions so this element of target normal cost was $0. Note that the plan is frozen, and so the present value of benefits expected to accrue during the 2025 plan year is $0.

v. Minimum Required Contribution (MRC): Because plan assets were less than the funding target, and this was not a short plan year, this was calculated as required under IRC §430(a) and regulation §1.430(a)-1(b)(2)(i)); comprised of the Target Normal Cost, plus Net Shortfall Amortization Installments (i.e., the Shortfall Amortization Charge), plus waiver amortization charges (there are none for this plan). The ”6 preceding plan years” in §1.430(a)-1(b)(2)(i)(B) was replaced with “14 preceding plan years”.

vi. Quarterly Installments: Calculated as required under IRC §430, specifically regulation §1.430(j)-1(c); the quarterly required contributions (QRCs) for the LXS Plan are 25% of the lesser of (a) 90% of the current year minimum required contribution for the LXS Plan and (b) 100% of the prior year minimum required contribution for the LXS Plan.

vii. Prefunding balance (PFB): Calculated as required under IRC §430(f), specifically; the remaining PFB balance from the prior year is increased with investment experience in accordance with §1.430(f)-1(b)(3), reduced by any elections by the plan sponsor to offset the MRC by PFB (because there is no funding standard carryover balance remaining) under §1.430(f)-1(b)(1); or reduce funding balance under §1.430(f)-1(e), and increased by any elections by the plan sponsor under §1.430(f)-1(b)(1) to create PFB if excess contributions for the preceding plan year exist.

b) Proposed Funding Method
No changes from current funding method, with adjustments to 2025 calculations as noted in the transition section below.

i. Funding Target: As required by regulations under IRC §430, the present value of benefits accrued as of the valuation date using Segment Rates based on the average bond yields for the 24 months ending with the month of August preceding the valuation date, published and used for the month of September preceding the valuation date. Furthermore, the Segment Rates reflect the Interest Rate Stabilization described in IRC § 430(h)(2)(c)(iv).

ii. The asset method is the method described in IRS Notice 2009-22 as algebraically equivalent to the 24-month averaging method otherwise prescribed in that Notice and in accordance with IRC §430(g) and regulation 1.430(g)-1(c) (i.e., algebraically equivalent to the average of the fair market value of assets on the valuation date and on the dates that are 12 and 24 months before the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings, with the resulting value restricted to being between 90% and 110% of the fair market value). Specifically, assets are the market value

of assets at the valuation date reduced (increased) by 2/3 of the asset gain (loss) for the 12-month period ending on the valuation date and further reduced (increased) by 1/3 of the asset gain (loss) for the period between 24 months and 12 months preceding the valuation date, with the resulting value restricted to being between 90% and 110% of the fair market value. For this purpose, the asset gain (loss) is the actual asset return less expected earnings developed as prescribed in the regulations (i.e., based on the assumed earnings rate for the plan, capped at the 3rd segment rate used for the funding valuation).

iii. Shortfall Amortization: Under IRC §430 and regulation 1.430(a)-1(c), 15-year shortfall amortization installments (SAIs) are established each year to amortize any funding shortfall not already being amortized. The sum of the shortfall amortization installments is the shortfall amortization charge.

iv. Target Normal Cost: Present value of benefits expected to accrue during the plan year using the same assumptions that were used to develop the Funding Target plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulation 1.430(d)-1(b)(1) under IRC §430, less mandatory employee contributions. There are no mandatory employee contributions so this element of target normal cost was $0. Note that the plan is frozen, and so the present value of benefits expected to accrue during the 2025 plan year is $0.

v. Minimum Required Contribution (MRC): Because plan assets were less than the funding target, and this was not a short plan year, this was calculated as required under IRC §430(a) and regulation §1.430(a)-1(b)(2)(i)); comprised of the Target Normal Cost, plus Net Shortfall Amortization Installments (i.e., the Shortfall Amortization Charge), plus waiver amortization charges (there are none for this plan). The ”6 preceding plan years” in §1.430(a)-1(b)(2)(i)(B) was replaced with “14 preceding plan years”.

vi. Quarterly Installments: Calculated as required under IRC §430, specifically regulation 1.430(j)-1(c); the quarterly required contributions (QRCs) for the LXS Plan are 25% of the lesser of (a) 90% of the current year minimum required contribution for the LXS Plan and (b) 100% of the prior year minimum required contribution for the LXS Plan.

vii. Prefunding balance (PFB): Calculated as required under IRC §430(f), specifically the remaining PFB balance from the prior year is increased with investment experience in accordance with §1.430(f)-1(b)(3), reduced by any elections by the plan sponsor to offset the MRC by PFB (because there is no funding standard carryover balance remaining) under §1.430(f)-1(b)(1); or reduce funding balance under §1.430(f)-1(e), and increased by any elections by the plan sponsor under §1.430(f)-1(b)(1) to create PFB if excess contributions for the preceding plan year exist.

c) Transition Between Funding Methods

The spun off participants’ obligations will first be removed from the Funding Target and Target Normal Cost calculations in the 2026 plan year valuation.

SCHEDULE SB ATTACHMENTS

The asset movement associated with this spin-off (which equaled the present value of transferred accrued benefits using reasonable actuarial assumptions) will be treated as a cashflow for purposes of calculating the 2025 deferred asset gain/loss base used for future AVA calculations (i.e., it will be treated in the same manner as though it were benefit payments made on April 1, 2025). This has an effect on the expected asset return for purposes of the 2025 AVA experience base, and also has an effect on the investment return calculations for purposes of adjusting the prefunding balance.

Otherwise, because this is a de minimis spin-off, the spinoff will not result in the spin off / transfer of funding balances, deferred asset bases, shortfall amortization installments, or any other component of the funding valuation results to the spun off plan (i.e., all history is retained by this plan). Thus the minimum required contribution for the 2025 plan year, and the QRCs for the 2025 (current year prong under regulation 1.430(j)-1(c)(5)(ii)(A)) and 2026 (prior year prong under regulation 1.430(j)-1(c)(5)(ii)(B)) plan years, for the LXS plan will be unaffected.