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
SOLVAY US COMPANIES PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 11/01/2023

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)
ESSENTIAL HOLDING AMERICA, LLC

100 OVERLOOK CENTER
2ND FLOOR
PRINCETON, NJ 08540

2b Employer Identification Number (EIN) 92-3594273

2c Plan Sponsor's telephone number 713-525-4177

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.	10/14/2026	SARA D'AGOSTINO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	1623
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)**	462
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	414
b	Retired or separated participants receiving benefits	**6b**	11
c	Other retired or separated participants entitled to future benefits	**6c**	43
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	468
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	9
f	Total. Add lines **6d** and **6e**.	**6f**	477
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A 1C 3H

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [ ] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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
SOLVAY US COMPANIES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
ESSENTIAL HOLDING AMERICA, LLC

D Employer Identification Number (EIN)
92-3594273

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**	215388271
b Actuarial value	**2b**	220014912

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	780	139197376	139197376
b For terminated vested participants	381	22942783	22942783
c For active participants	462	49378524	50232549
d Total	1623	211518683	212372708

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**	2275466
b Expected plan-related expenses	**6b**	1206773
c Target normal cost	**6c**	3482239

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

09/28/2026
Date

ADRIENNE WONG
Type or print name of actuary

26-07279
Most recent enrollment number

AON CONSULTING, INC.
Firm name

281-882-6689
Telephone number (including area code)

MSC# 17866
P.O. BOX 803507
DALLAS, TX 75380

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	44789997
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	6825072
9	Amount remaining (line 7 minus line 8)	0	37964925
10	Interest on line 9 using prior year's actual return of 0.86 %	0	325404
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 5.04 %		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	23200000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	15090329

Part III Funding Percentages

14	Funding target attainment percentage	14	96.49 %
15	Adjusted funding target attainment percentage	15	103.59 %
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	85.60 %
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**	63

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**	3482239
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	7448125	851618
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**	4333857

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	5650645	5650645

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

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

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

SCHEDULE 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
SOLVAY US COMPANIES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
ESSENTIAL HOLDING AMERICA, LLC

D Employer Identification Number (EIN)
92-3594273

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)

PIMCO

33-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	N/A	473180	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

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

AON CONSULTING, INC.

ONE LIBERTY PLAZA
165 BROADWAY, FLOORS 28-33
NEW YORK, NY 10006

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 13 50	N/A	118257	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CURCIO WEBB

36-4171366

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	N/A	110000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

RSM US LLP

42-0714325

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	N/A	37867	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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(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: DOUGLAS A. ROSS
b EIN: 22-2232264
c Position: ENROLLED ACTUARY
d Address: 200 CONNELL DRIVE
BERKELEY HEIGHTS, NJ 07922
e Telephone: 847-771-0701

Explanation: AS A RESULT OF AN INTERNAL REASSIGNMENT AT AON, THE ENROLLED ACTUARY HAS CHANGED.

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 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
SOLVAY US COMPANIES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
ESSENTIAL HOLDING AMERICA, LLC

D Employer Identification Number (EIN)
92-3594273

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)	11167008	28835732
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3192096	358262
(2) U.S. Government securities	1c(2)	34088337	11287868
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	13859288	0
(B) All other	1c(3)(B)	35707121	1321774
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(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)	95931550	6665017
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	65903456	56952781

		(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	259848856	105421434
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	1593053	505421
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	42867532	38709948
1k Total liabilities (add all amounts in lines 1g through1j)	1k	44460585	39215369
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	215388271	66206065

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)	88270	
(B) U.S. Government securities	2b(1)(B)	408004	
(C) Corporate debt instruments	2b(1)(C)	3482004	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	513447	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		4491725
(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)	4963481	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		4963481
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	914896034	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	909582561	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		5313473
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-458400	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-458400

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(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)		10340875
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		24651154
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	18206348	
(2) To insurance carriers for the provision of benefits	2e(2)	153807928	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		172014276
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)	1052014	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	37867	
(5) Investment advisory and investment management fees	2i(5)	583180	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	66244	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	79779	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1819084
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		173833360
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-149182206
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: RSM US LLP **(2)** EIN: 42-0714325

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		1500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 586327.

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
SOLVAY US COMPANIES PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
ESSENTIAL HOLDING AMERICA, LLC

D Employer Identification Number (EIN)
92-3594273

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): 13-5160382

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** 25

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)? ..... [X] **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** [X] **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** [X] **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: 55.0 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 12.5 %
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: 5.2 % Other: 27.3 %

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_____.

Solvay US Companies Pension Plan

Financial Report
December 31, 2025

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RSM US LLP

Independent Auditor's Report

Plan Administrator
Solvay US Companies Pension Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 year ended December 31, 2025, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the 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 (U.S. GAAP).

- 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).

RSM US LLP is the U.S. member firm of RSM International, a global network of independent assurance, tax, and consulting firms.
Visit rsmus.com/aboutus for more information regarding RSM US LLP and RSM International.

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the 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.

Emphasis-of-Matter
As discussed in Note 2, during December 2025, the Plan entered into an annuity buy-out contract with an insurer to settle liabilities associated with certain benefits arising under the Plan. The initial amount of assets transferred to the insurer was approximately $155,200,000 and the estimated amount of obligations transferred to the insurer was approximately $154,100,000. Our opinion is not modified with respect to this matter.

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

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

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

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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 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 U.S. GAAP.

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 U.S. GAAP.

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

Other Matter—Supplemental Schedules Required by ERISA
The supplemental schedules of Schedule H, line 4i—schedule of assets (held at year end), as of December 31, 2025, and Schedule H, line 4j—schedule of reportable transactions 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 audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or are 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 its form and content, is 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).

RSM US LLP

New York, New York
October 15, 2026

Solvay US Companies Pension Plan

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

	2025	2024
Assets		
Investments at fair value	**$ 76,227,440**	$ 245,489,752
Cash	**358,262**	3,192,096
Foreign currency contracts receivable	**18,016,511**	9,640,877
Accrued interest and other receivables	**349,885**	1,526,131
Receivables for investments sold	**10,264,606**	-
Receivable from insurance carrier, net	**204,730**	-
Total assets	**105,421,434**	259,848,856
Liabilities		
Payables for investments purchased	**20,693,437**	33,226,655
Foreign currency contracts payable	**18,016,511**	9,640,877
Other investment liabilities	**235,422**	1,233,325
Administrative expenses payable	**269,999**	359,728
Total liabilities	**39,215,369**	44,460,585
Net assets available for benefits	**$ 66,206,065**	$ 215,388,271

See notes to financial statements.

Solvay US Companies Pension Plan

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

	2025	2024
Additions to net assets attributed to:		
Net appreciation (depreciation) in fair value of investments	**$ 15,195,949**	$ (7,928,923)
Interest, dividend and other income	**9,455,205**	10,231,135
Total additions	**24,651,154**	2,302,212
Deductions from net assets attributed to:		
Benefits paid to participants	**18,206,348**	20,207,653
Payments to insurance carrier for annuity buyout, net of refund of $1,386,072	**153,807,928**	-
Administrative expenses	**1,819,084**	1,619,506
Total deductions	**173,833,360**	21,827,159
Net decrease in net assets available for benefits	**(149,182,206)**	(19,524,947)
Net assets available for benefits:		
Beginning of year	**215,388,271**	234,913,218
End of year	**$ 66,206,065**	$ 215,388,271

See notes to financial statements.

Solvay US Companies Pension Plan

Statement of Accumulated Plan Benefits
December 31, 2024

Actuarial present value of accumulated plan benefits (Note 2):	
Vested benefits:	
Participants currently receiving payments	$ 138,195,734
Other participants	71,983,494
	210,179,228
Non-vested benefits	752,375
Total actuarial present value of accumulated plan benefits	$ 210,931,603

See notes to financial statements.

Solvay US Companies Pension Plan

Statement of Changes in Accumulated Plan Benefits
Year Ended December 31, 2024

Actuarial present value of accumulated plan benefits, at beginning of period	$ 224,399,760
Increase (decrease) during the year attributed to:	
Interest accumulation	10,508,492
Benefits paid	(20,122,117)
Plan amendments	2,161
Assumption changes	(6,543,669)
Other changes	2,686,976
Net change	(13,468,157)
Actuarial present value of accumulated plan benefits, at end of period	$ 210,931,603

See notes to financial statements.

Note 1. Description of the Plan

The following description of the Solvay US Companies Pension Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for more complete information.

General: The Plan is a defined benefit pension plan which covers certain employees of Essential Holding America, LLC (the Company or Plan Sponsor) and certain of its participating subsidiaries who work in the United States. The Plan became effective on November 1, 2023 when it was adopted by the Company. Also effective November 1, 2023, there was a transfer of liabilities and assets from the Solvay & Cytec Companies Pension Plan made pursuant to the demerger agreement associated with the reorganization of the subsidiaries and affiliates of Solvay SA in the United States. Participation in the Plan is determined by the plan document and the terms of the local union contracts. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Eligibility and plan benefits: The Plan is comprised of the following four portions, Part I though IV, as follows:

Part I sets forth the benefits for participants who were participants in Solvay America Companies' Pension Plan (renamed Solvay Pension Plan) on December 31, 2015 (prior to reflecting the merger of Solvay USA Inc. Pension Equity Plan (PEP)) and other eligible employees who become covered under the cash balance formula under Solvay Pension Plan or a successor plan as described above (on or after January 1, 2019, Part I of this Plan) and were not participants in the PEP as of December 31, 2015.

Part II sets forth the benefits for eligible employees who were participants in the PEP as of December 31, 2015, and who on or after January 1, 2016, accrue benefits under the cash balance formula under Solvay Pension Plan or a successor plan as described above (on or after January 1, 2019, Part I of this Plan).

Part III sets forth the benefits for participants in the PEP as of December 31, 2015, who elected through a one-time choice window to remain covered under the pension equity formula on or after January 1, 2016. Effective May 31, 2025, an amendment was adopted in which the pension equity formula was frozen for actives and the affected participants transitioned to the cash balance formula to begin accruing benefits as of June 1, 2025.

Part IV sets forth the benefits for participants who were participants in former Solvay USA Hourly Pension Plan as of December 31, 2018 (prior to reflecting the merger of Solvay Pension Plan into Solvay USA Hourly Pension Plan). Effective May 31, 2025, an amendment was adopted in which the hourly formula was frozen for actives and the affected participants transitioned to the cash balance formula to begin accruing benefits as of June 1, 2025.

Note 2. Summary of Significant Accounting Policies

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

Basis of accounting: The financial statements of the Plan have been prepared on the accrual basis of accounting.

Benefit payments: Benefit payments to participants are recorded when paid. Reimbursements are netted with benefit payments in the period when the corresponding benefits were paid.

Note 2. Summary of Significant Accounting Policies (Continued)

Funding policy: Contributions from the Company are recognized based upon amounts required to be funded under provisions of ERISA or, if greater, amounts actually contributed for the year. The Company contributes such amounts as are necessary on an actuarial basis to provide the Plan with assets sufficient to meet the benefits to be paid to plan members. No contributions were made or required to meet the minimum funding requirements of ERISA for 2025 and 2024.

The Pension Protection Act of 2006 (PPA) as amended by the Worker, Retiree and Employer Recovery Act of 2008 (WRERA) imposes certain benefit restrictions for qualified defined benefit plans that do not meet certain funding thresholds. The At-Risk status is referred to as the Funding Target Attainment Percentage (the FTAP). A plan's funded percentage is referred to as the Adjusted Funding Target Attainment Percentage (the AFTAP). The 2025 AFTAP for the Plan is 96.5%. Since the 2025 eligibility ratio is greater than or equal to 80%, the Plan Sponsor may elect to apply the funding standard carryover balance or prefunding balance to the 2025 minimum required contribution.

Investment valuation: 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. See Note 4 for a discussion on fair value measurements.

Purchases and sales of securities are reflected on a trade-date basis. Dividend income is recorded on the ex-dividend date. Income from other investments is recorded on the accrual basis. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Use of estimates: The preparation of the Plan's financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Sponsor's management to make significant estimates and assumptions that affect the reported amounts of net assets available for benefits at the date of the financial statements, the actuarial present value of accumulated plan benefits as of the benefit information date, the changes in net assets available for benefits during the reporting period and, when applicable, the disclosures of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates. The Plan uses an actuary to determine the actuarial present value of accumulated plan benefits. A change in actuarial assumptions used could significantly change the amount of the actuarial present value of accumulated plan benefits reported in the accompanying financial statements.

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. The accumulated plan benefits for active employees are based on the number of credited service years ending on the date as of which the benefit information is presented (the valuation date) and the corresponding monthly benefit amount does include future plan increases. Benefits payable under all circumstances (retirement, death, disability and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date. Benefits to be provided via plan contracts, excluded from plan assets, are excluded from accumulated plan benefits. The actuarial present value of accumulated plan benefits is determined by an independent actuary and is that amount that results from applying actuarial assumptions to adjust 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.

Note 2. Summary of Significant Accounting Policies (Continued)

Consulting actuaries estimate the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants 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 or withdrawal) between the valuation date and the expected date of payment.

The significant actuarial assumptions underlying the actuarial computations of the present value of the accumulated plan benefits as of December 31, 2024, the valuation date, are as follows:

Assumed long-term return on assets:	5.45%
Mortality basis:	Pri-2012
Retirement age:	Graded rates of retirement based on age between ages 55 and 70
Actuarial cost method:	Traditional unit credit

(a) The mortality assumption is the Pri-2012 employee, retiree and contingent survivor mortality rates tables. The mortality rates are projected generationally from 2012 using Scale MP-2020.

The actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated Plan benefits. The computation of the actuarial present value of accumulated Plan benefits was made as of January 1, 2025. Had the valuation been performed as of December 31, 2024, there would be no material differences.

During December 2025, the Plan entered into an annuity buy-out contract with Midland National Life Insurance (the (Insurer) to settle benefit obligations associated with certain benefits arising under the Plan. The initial amount of assets transferred to the Insurer was approximately $155,200,000, which is included in the statement of changes in net assets available for benefits. The estimated amount of benefit obligations settled by this transaction was approximately $154,100,000.

As part of the annuity buy-out contract, the amount transferred to the Insurer is subject to a final reconciliation based on the benefit obligations ultimately assumed by the Insurer. As a result of this reconciliation, the Plan is expected to receive a refund of $1,386,071, which has been recorded as a net reduction of the payments to insurance carrier for annuity buyout in the statement of changes in net assets available for benefits for the year ended December 31, 2025. To maintain the continuity of benefit payments, the Insurer advanced the Plan $1,181,341 at the end of December of 2025 to cover the January 2026 benefit payments. The estimated refund and advance on benefit payments results in a net receivable from the Insurer of approximately $204,730 as of December 31, 2025 that is reflected in the statement of net assets available for benefits. Subsequent to year-end, Midland National Life Insurance also advanced funds to the Plan for the February 2026 benefit payments and then assumed direct responsibility for making benefit payments to participants beginning in March 2026.

Effective May 31, 2025, the Plan adopted an amendment that transitioned active employees to a cash balance formula effective June 1, 2025. The amendment had an insignificant impact on the actuarial present value of accumulated plan benefits.

Subsequent events: The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through October 15, 2026, the date the financial statements were available to be issued.

Note 3. Information Certified by The Bank of New York Mellon/BNY Mellon, N.A. (the Trustee)

The Plan Administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by The Bank of New York Mellon/BNY Mellon, N.A., (the Trustee) for the Plan, as of and for the years ended December 31, 2025 and 2024, except for comparing such information certified by the Trustee to the information included in the Plan's financial statements.

The Plan's Trustee also certified the completeness and accuracy to the best of their knowledge and belief of $76,227,440 of investments at fair value, $358,262 of cash, $349,885 of accrued interest and other receivables, $18,016,511 of foreign currency contracts receivable, $10,264,606 of receivables for investments sold, $20,693,437 of payables for investments purchased, $18,016,511 of foreign currency contracts payable, and $235,422 of other investment liabilities as of December 31, 2025. The Plan recorded net appreciation in fair value of investments of $15,195,949 and $9,455,205 of interest, dividend and other income for the year ended December 31, 2025.

The Plan's Trustee also certified the completeness and accuracy to the best of their knowledge and belief of $245,489,752 of investments at fair value, $3,192,096 of cash, $1,526,131 of accrued interest and other receivables, $9,640,877 of foreign currency contracts receivable, $33,226,655 of payables for investments purchased, $9,640,877 of foreign currency contracts payable, and $1,233,325 of other investment liabilities as of December 31, 2024. The Plan recorded net (depreciation) appreciation in fair value of investments of $(7,928,923) and $10,231,135 of interest, dividend and other income for the year ended December 31, 2024.

Note 4. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification 820 (ASC 820), Fair Value Measurements and Disclosures, provides the framework for measuring fair value. That framework provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets
- Quoted prices for identical or similar assets or liabilities in inactive markets
- Inputs other than quoted prices that are observable for the asset or liability
- 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.

Note 4. Fair Value Measurements (Continued)

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

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

Investments that use the practical expedient are not classified within the fair value hierarchy.

The Plan assesses the levels of investments at each measurement date, and transfers between levels are recognized on the actual date of the event or change in circumstances that caused the transfer in accordance with the Plan's agreement regarding the recognition of transfers between levels of the fair value hierarchy. For the years ended December 31, 2025 and 2024, there were no transfers among Levels 1, 2 and 3 investments.

Following are descriptions of the valuation methodologies used by the Plan for assets measured at fair value. There have been no changes by the Plan in the methodologies used for the year ended December 31, 2025.

Mutual funds: Shares of registered investment companies (mutual funds) are reported at fair value based on the quoted price of the fund, which represents the net asset value (NAV) of the shares held by the Plan at year-end.

Collective trusts: Valued based on the NAV of units of the collective trusts. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based upon the fair value of the underlying investments comprising the trust, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Regulated investment companies: Valued based on the NAV of units of the investment company. The NAV, as provided by the investee, is used as a practical expedient to estimate fair value. The NAV is based upon the fair value of the underlying investments compromising the investment company, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Corporate bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

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

Derivative instruments: Listed derivatives that are actively traded are valued based on quoted prices from the exchange and are categorized in Level 1 of the fair value hierarchy.

Note 4. Fair Value Measurements (Continued)

Over-the-counter (OTC) derivative contracts include forward, swap and option contracts related to interest rates, foreign currencies, credit standing of reference entities, equity prices or commodity prices. Depending on the product and the terms of the transaction, the fair value of the OTC derivative products can be modeled taking into account the counterparties' creditworthiness and using a series of techniques, including simulation models. Many pricing models do not entail material subjectivity because the methodologies employed do not necessitate significant judgments and the pricing inputs are observed from actively quoted markets, as is the case of interest rate swap and option contracts.

A substantial majority of OTC derivative products valued by the Plan using pricing models fall into this category and are categorized within Level 2 of the fair value hierarchy.

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

All investments in the statements of net assets available for benefits are reported at fair value. The closing prices reported in the active markets in which the securities are traded, are used to value the investments.

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

	Investment at Fair Value as of December 31, 2025			
	Quotes Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Assets:				
Corporate bonds	$ -	$ 1,321,774	$ -	$ 1,321,774
Credit default swaps	-	586,026	-	586,026
Government securities	11,287,868	-	-	11,287,868
Interest rate swaps	-	1,731	-	1,731
Mutual funds	6,665,017	-	-	6,665,017
Foreign currency options	-	14,403	-	14,403
Total investments in the fair value hierarchy	17,952,885	1,923,934	-	19,876,819
Investments measured at NAV (a)	-	-	-	56,350,621
Total investments, at fair value	$ 17,952,885	$ 1,923,934	$ -	$ 76,227,440
Forward foreign currency contracts receivable	$ -	$ 18,016,511	$ -	$ 18,016,511
Liabilities:				
Forward foreign currency contracts payable	-	18,016,511	-	18,016,511
Futures (b)	-	48,975	-	48,975
Coupon swaps (b)	-	8,724	-	8,724
Interest rate swaps (b)	-	59,312	-	59,312
FX currency options (b)	-	4,382	-	4,382
Total derivatives payable	$ -	$ 18,137,904	$ -	$ 18,137,904

Note 4. Fair Value Measurements (Continued)

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

	Investment at Fair Value as of December 31, 2024			
	Quotes Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Assets:				
Corporate bonds	$ -	$ 49,566,409	$ -	$ 49,566,409
Credit default swaps	-	137,607	-	137,607
Futures contracts	-	49,570	-	49,570
Government securities	34,079,687	1,819,549	-	35,899,236
Interest rate swaps	-	282,350	-	282,350
Mutual funds	24,045,545	-	-	24,045,545
Total investments in the fair value hierarchy	58,125,232	51,855,485	-	109,980,717
Investments measured at NAV (a)	-	-	-	135,509,035
Total investments, at fair value	$ 58,125,232	$ 51,855,485	$ -	$ 245,489,752
Liabilities:				
Credit default swaps (b)	$ -	$ (14,653)	$ -	$ (14,653)
Forward foreign currency contracts payable	-	(9,640,877)	-	(9,640,877)
Futures (b)	-	(712,364)	-	(712,364)
Total derivatives payable	$ -	$ (10,367,894)	$ -	$ (10,367,894)

(a) In accordance with the Fair Value Measurement Topic, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

(b) Forward foreign currencies and credit default swaps are included in the other investment liabilities in the statements of net assets available for benefits.

Note 5. Plan Investments That Calculate NAV Per Share

The following table summarizes the Plan investments measured at fair value based on NAV per share (or its equivalent) as of December 31, 2025 and 2024.

	Fair Value December 31		Unfunded	Redemption	Redemption
Investment	2025	2024	Commitment	Frequency	Notice Period
Collective trust:					
Fidelity Investments Money Market Treasury Fund (a)	$ 4,536,995	$ 16,133,788	$ -	Immediate	None
Regulated investment companies:					
Pimco Short-Term Floating NAV Portfolio II (b)	708,516	536,094	-	Immediate	None
Pimco Long Duration Credit Bond Portfolio (c)	-	61,935,047	-	Immediate	None
Pimco Sector Fund Series I (d)	51,105,110	56,904,106	-	Immediate	None
	$ 56,350,621	$ 135,509,035			

(a) The investment objective of the fund is to seek as high a level of current income as is consistent with the preservation of capital and the maintenance of liquidity.

Note 5. Plan Investments That Calculate NAV Per Share (Continued)

(b) The investment objective of the fund is to seek maximum total return, consistent with prudent investment management and invests a majority of its assets in fixed income instruments.

(c) The investment objective of the funds is to seek maximum current income, consistent with preservation of capital and daily liquidity and investments a majority of assets in fixed income instruments.

(d) The investment objective of the fund is to maximize total return, by investing under normal circumstances at least 65% of its total assets in a portfolio of investment grade investments with varying maturities, which may be represented by forwards or derivatives.

Note 6. Derivative Instruments

In the normal course of business, the Plan utilizes derivative instruments to manage exposure to fluctuations in interest and currency rates. Certain investments utilize options and futures contracts to hedge interest rate and/or securities price risk and forward foreign exchange contracts to hedge currency risk.

These financial instruments are recorded at fair value as derivative receivables and payables in the Plan's statements of net assets available for benefits. As of December 31, 2025, there were no derivative contracts accounted for as hedging instruments under ASC 815-10-50 in the Plan. Although the contract or notional amount of these instruments is not recorded within the Plan's investments, these instruments are recognized as either a receivable or liability, depending on the rights or obligations of the contract measured at fair value.

The table below represents the fair value of derivative instruments by risk in the Plan's statement of net assets available for benefits at December 31, 2025:

Risk	Statement of Net Assets Available for Benefits Location	Derivative Assets	Derivative Liabilities
Credit exposure	Investments at fair value	$ 586,026	$ -
Interest rate exposure	Investments at fair value	1,731	-
Foreign currency exposure	Investments at fair value	14,403	-
Interest rate exposure	Other investment liabilities	-	68,036
Currency exposure	Other investment liabilities	-	48,975
Foreign currency exposure	Other investment liabilities	-	4,382
Currency exposure	Foreign currency contracts receivable	18,016,511	-
Currency exposure	Foreign currency contracts payable	-	18,016,511
		$ 18,618,671	$ 18,137,904

Note 6. Derivative Instruments (Continued)

The table below represents the fair value of derivative instruments by risk in the Plan's statement of net assets available for benefits at December 31, 2024:

Risk	Statement of Net Assets Available for Benefits Location	Derivative Assets	Derivative Liabilities
Credit exposure	Investments at fair value	$ 137,607	$ -
Interest rate exposure	Investments at fair value	282,350	-
Currency exposure	Investments at fair value	49,570	-
Credit exposure	Other investment liabilities	-	1,639
Interest rate exposure	Other investment liabilities	-	712,364
Currency exposure	Other investment liabilities	-	13,014
Currency exposure	Foreign currency contracts receivable	9,640,877	-
Currency exposure	Foreign currency contracts payable	-	9,640,877
		$ 10,110,404	$ 10,367,894

The table below represents the effect of derivative instruments on the Plan's statement of changes in investment income for the year ended December 31, 2025:

Risk	Amount of Realized Gain (Loss) of Derivatives	Change in Unrealized Appreciation (Depreciation) of Derivatives	Total
Currency exposure	$ 862,644	$ (47,162)	$ 815,482
Interest rate exposure	221,820	17,024	238,844
	$ 1,084,464	$ (30,138)	$ 1,054,326

The table below represents the effect of derivative instruments on the Plan's statement of changes in investment income for the year ended December 31, 2024:

Risk	Amount of Realized Gain (Loss) of Derivatives	Change in Unrealized Appreciation (Depreciation) of Derivatives	Total
Currency exposure	$ (2,882,772)	$ (662,794)	$ (3,545,566)
Interest rate exposure	223,892	478,309	702,201
	$ (2,658,880)	$ (184,485)	$ (2,843,365)

Note 6. Derivative Instruments (Continued)

The table below represents the average volume of derivative instruments by risk in the Plan at December 31, 2025:

Risk	Contract Type	Long Notional Value	Short Notional Value
Credit exposure	Swaps	$ 58,602,830	$ -
Currency exposure	Futures	11,277	(5,015)
Interest rate exposure	Options	(798,420)	(73,740)
Foreign currency exposure	Options	14,393	(4,323)
Interest rate exposure	Swaps	(5,757,980)	-
		$ 52,072,100	$ (83,078)

The table below represents the average volume of derivative instruments by risk in the Plan at December 31, 2024:

Risk	Contract Type	Long Notional Value	Short Notional Value
Currency exposure	Futures	$ 31,866	$ (163,880)
Credit exposure	Swaps	18,331,450	14,063
Interest rate exposure	Options	-	-
Interest rate exposure	Swaps	25,338,408	(1,301,380)
		$ 43,701,724	$ (1,451,197)

Options and futures contracts: By writing options, the Plan receives a premium and becomes obligated during the term of the option to purchase or sell a specified instrument at a set price if the option is exercised. With purchasing options, the Plan pays a premium to own the right to buy or sell a specified instrument at a set price during the term of the option.

Futures contracts are contracts for delayed settlement of specified instruments in which the seller agrees to make delivery on a future date of a specific instrument, at a specified price or yield. Upon entering into an options or futures contract, the Plan is required to deposit either cash or securities in an amount equal to a certain percentage of the contract value (i.e., initial margin). As these contracts are marked-to-market on a daily basis, subsequent payments (i.e., variation margin) are made or received by the Plan each day.

The Plan is subject to option price volatility (risk) and the risk that futures contracts may not correlate with the prices of the portfolio securities. The Plan's activities in these contracts are conducted through regulated exchanges, which minimize counterparty credit risk since the exchanges assume the default risk of the counterparty, and generally require margin deposits of cash or securities as collateral to minimize potential credit risk. Liquidity risk may arise if there is insufficient trading activity on the options or futures exchange.

Note 6. Derivative Instruments (Continued)

Swaps and swaptions: Swap agreements are valued daily and changes in value, including periodic interest to be paid or received on swaps, are recorded as unrealized appreciation (depreciation) of investments, derivative contracts and foreign currency. Realized gains or losses are recorded upon receipt or payment of a periodic settlement (reset) or termination of swap agreements. The risk of entering into swap agreements includes the possible lack of liquidity and failure of the counterparty to meet its obligations in the underlying investments and instruments.

A credit default swap is a contract between a protection buyer and a protection seller whereby the buyer pays a periodic fee in return for a contingent payment by the seller based on a default or a liquidity event. Credit default swaps are designed to cover many risks, including: defaults, bankruptcy and credit rating downgrades. For the years ended December 31, 2025 and 2024, the Plan was both a buyer and a seller of protection using credit default swaps. Risk arises in swap contracts from potential counterparty nonperformance and from changes in the market values of underlying instruments. Credit risk associated with these contracts is limited to amounts recorded in the statements of net assets available for benefits.

Forward foreign currency contracts: In order to mitigate foreign currency exchange rate risks or for investment purposes, the investment managers of the Plan may buy or sell forward foreign currency contracts. Investments in forward foreign currency contracts obligate one party to purchase and the other party to sell a specific currency at a set price on a future date. Forward foreign currency contracts are valued monthly based on forward market rates, with the resulting adjustment being recorded as unrealized gains (losses), which is included on the statements of changes in net assets available for benefits as net appreciation (depreciation) in fair value of investments.

Note 7. Tax Status

The Plan Sponsor has filed with the Internal Revenue Service a request for a determination letter as to the tax qualified status of the Plan and related trust under Internal Revenue Code (IRC) Section 401(a). The Plan Administrator believes that the Plan is currently designed and being operated in all material respects in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

The Plan Sponsor's management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustments to the financial statements as of and for the year ended December 31, 2025. Therefore, no provision or liability for income taxes has been included in the financial statements.

Note 8. Administrative Expenses

Administrative expenses and fees (investment advisory fees, actuarial fees, service fees, insurance premiums, consulting fees, tax fees and audit fees) are paid out of assets of the Plan. All other expenses are paid by the Company.

Note 9. Related Party and Party-in-Interest Transactions

Certain employees and officers of the Company, who may also be participants in the Plan, perform administrative services for the Plan at no cost.

BNY Mellon is the Plan's trustee and the Plan invests in short-term investment funds managed by BNY Mellon. In addition, as disclosed in Notes 1, 3, 4, 5 and 6, the Plan has several other arrangements with Solvay and service providers related to Plan operations. These transactions are considered exempt party-in-interest transactions under ERISA.

Note 10. Plan Termination

Although the Company has not expressed any intent to discontinue its contributions or terminate the Plan, it is free to do so at any time, subject to provisions of ERISA. In the event of termination, partial termination or discontinuance of the Plan, 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. Benefits attributable to employee contributions, taking into account those paid out before termination.

2. 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.

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

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

5. All nonvested benefits.

Benefits to be provided via contracts under which the Company is obligated to pay the benefits would be excluded for allocation purposes.

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 types of benefits under the Plan and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or Plan termination (whichever comes later). For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

Note 11. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect the amounts reported in the statements of net assets available for benefits.

Note 11. Risks and Uncertainties (Continued)

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported and 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.

Solvay US Companies Pension Plan

Schedule H, Line 4i—Schedule of Assets (Held at End of Year)
December 31, 2025

Employer Identification Number: 92-3594273
Plan Number: 001

(a)	(b) Identity of Issue, Borrower Lesser, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, Maturity Value	(d) Cost	(e) Current Value
	AMRIZE	AMRIZE FINANCE US LLC 5.400% 04/07/2035 DD 10/07/25	$ 499,655	$ 516,920
	CARNIVAL	CARNIVAL CORP 144A 4.000% 08/01/2028 DD 07/26/21	95,500	98,529
	CCP	CCP_CDX. SP UL CDX.NA.IG.45 CM REC 100BPS 2030 DEC 20	93,366	95,145
	CCP	CCP_IRS. R USD-SOFR-COMPOUND C PAY 3.55% 2035 SEP 17	-	1,731
	CXT	CXT. SP UL CDX.NA.HY.45 R 500BPS 2030 DEC 20	75,222	75,993
	CXT	CXT. SP UL ITRAXX EUROPE CROSS R 500BPS 2030 DEC 20	106,946	111,026
	CXT	CXT. SP UL ITRAXX EUROPE CROSS R 500BPS 2030 DEC 20	294,677	303,861
	FIDELITY	FIDELITY INV MMKT TREAS 680 VAR RT 12/31/2049 DD 09/22/11	4,319,362	4,319,362
	FIDELITY	FIDELITY INV MMKT TREAS 680 VAR RT 12/31/2049 DD 09/22/11	217,633	217,633
	GARTNER	GARTNER INC 5.600% 11/20/2035 DD 11/20/25	99,992	99,935
	GOEASY	GOEASY LTD 144A 6.875% 02/15/2031 DD 08/20/25	100,000	93,539
	OPTION	KRW/USD SPOT OPTION 2026 PUT FEB 26 1410.000 ED 022726	9,253	7,296
	OPTION	KRW/USD SPOT OPTION 2026 PUT FEB 26 1412.000 ED 022426	139	120
	OPTION	KRW/USD SPOT OPTION 2026 PUT FEB 26 1412.000 ED 022426	1,476	1,227
	OPTION	KRW/USD SPOT OPTION 2026 PUT FEB 26 1413.00 ED 02/27/26	4,243	3,872
	OPTION	KRW/USD SPOT OPTION 2026 PUT FEB 26 1415.000 ED 021926	2,241	1,890
	PIMCO	PIMCO FDS SHORT TERM FLTG NAV PORT II	708,516	708,516
	PIMCO	PIMCO FUNDS/PIMCO SECTOR FD SER I	50,504,566	51,105,110
	SAMMONS	SAMMONS FINANCIAL GROUP I 144A 6.875% 04/15/2034 DD 03/28/24	99,779	109,659
	US GOVERNMENT	US TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	11,309,703	11,287,868
	VANGUARD	VANGUARD TOT INT ST IDX-INST	2,826,966	3,384,082
	VANGUARD	VANGUARD TTL STK MKT-INST	2,710,707	3,280,934
	VENTURE	VENTURE GLOBAL PLAQUEMINE 144A 6.750% 01/15/2036 DD 07/03/25	200,000	204,858
	VMED	VMED O2 UK FINANCING I PL 144A 6.750% 01/15/2033 DD 10/15/25	200,000	198,334
			$ 74,479,942	$ 76,227,440

This information in the schedule has been certified by the trustee as complete and accurate to the best of their knowledge and belief.

Solvay US Companies Pension Plan

Schedule H, Line 4j—Schedule of Reportable Transactions
Year Ended December 31, 2025

Employer Identification Number: 92-3594273
Plan Number: 001

Identity of Party Involved and Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value Transactions Date	Gain or (Loss)
Single Transactions:					
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	$ 16,881,991	$ -	$ 16,881,991	$ 16,881,991	$ -
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	16,724,975	-	16,724,975	16,724,975	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	16,478,908	-	16,478,908	16,478,908	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	16,337,947	-	16,337,947	16,337,947	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	15,816,771	-	15,816,771	15,816,771	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	15,588,144	-	15,588,144	15,588,144	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	14,846,828	-	14,846,828	14,846,828	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	13,964,821	-	13,964,821	13,964,821	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	13,947,366	-	13,947,366	13,947,366	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	13,633,925	-	13,633,925	13,633,925	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	13,329,738	-	13,329,738	13,329,738	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	13,280,769	-	13,280,769	13,280,769	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	12,784,263	-	12,784,263	12,784,263	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	12,735,693	-	12,735,693	12,735,693	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	12,646,135	-	12,646,135	12,646,135	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	12,558,117	-	12,558,117	12,558,117	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	12,461,663	-	12,461,663	12,461,663	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	12,433,799	-	12,433,799	12,433,799	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	11,259,627	-	11,259,627	11,259,627	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	16,881,938	16,883,798	16,881,938	(1,861)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	16,725,313	16,478,908	16,725,313	246,405
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	16,479,188	16,881,991	16,479,188	(402,804)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	16,338,000	15,874,162	16,338,000	463,838
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	15,818,250	16,122,195	15,818,250	(303,945)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	15,588,406	15,603,747	15,588,406	(15,341)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	14,846,563	14,388,201	14,846,563	458,362
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	13,964,844	13,890,928	13,964,844	73,915
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	13,946,969	13,563,761	13,946,969	383,207
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	13,634,156	13,907,566	13,634,156	(273,410)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	13,330,281	13,280,769	13,330,281	49,513

(Continued)

Solvay US Companies Pension Plan

Schedule H, Line 4j—Schedule of Reportable Transactions (Continued)
Year Ended December 31, 2025

Employer Identification Number: 92-3594273
Plan Number: 001

Identity of Party Involved and Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value Transactions Date	Gain or (Loss)
Single Transactions (Continued):					
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	$ -	$ 13,281,125	$ 13,633,925	$ 13,281,125	$ (352,800)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	12,784,438	12,710,098	12,784,438	74,339
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	12,735,656	12,792,948	12,735,656	(57,292)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	12,646,250	12,558,213	12,646,250	88,037
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	12,558,313	12,448,367	12,558,313	109,946
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	12,462,000	12,490,804	12,462,000	(28,804)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	12,436,875	12,467,598	12,436,875	(30,723)
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	11,259,844	11,484,632	11,259,844	(224,788)
PIMCO FUNDS/PIMCO SECTOR FD SER I	24,771,690	-	24,771,690	24,771,690	-
PIMCO FDS SHORT TERM FLTG NAV PORT II	39,600,000	-	39,600,000	39,600,000	-
PIMCO FDS SHORT TERM FLTG NAV PORT II	14,700,000	-	14,700,000	14,700,000	-
FIDELITY INV MMKT TREAS 680 VAR RT 12/31/2049 DD 09/22/11	141,950,104	-	141,950,104	141,950,104	-
BNY MELLON CASH RESERVE 0.100% 12/31/2049 DD 06/26/97	14,149,950	-	14,149,950	14,149,950	-
PIMCO FUNDS/PIMCO SECTOR FD SER I	-	26,139,656	24,130,207	26,139,659	2,009,452
PIMCO FDS SHORT TERM FLTG NAV PORT II	-	27,699,997	27,700,014	27,700,000	(14)
PIMCO FDS SHORT TERM FLTG NAV PORT II	-	13,200,000	13,200,212	13,200,000	(212)
PIMCO FDS SHORT TERM FLTG NAV PORT II	-	10,999,999	11,000,000	11,000,000	-
PAPS LONG DURATION CREDIT BOND PORTFOLIO	-	46,010,480	40,840,629	46,010,485	5,169,856
FIDELITY INV MMKT TREAS 680 VAR RT 12/31/2049 DD 09/22/11	-	1,414,764	141,476,414	141,476,414	-
FIDELITY INV MMKT TREAS 680 VAR RT 12/31/2049 DD 09/22/11	-	115,175	11,517,500	11,517,500	-
BNY MELLON CASH RESERVE 0.000% 12/31/2049 DD 06/26/97	-	143,216	14,321,600	14,321,600	-
Series Transactions:					
U S TREASURY BOND 3.000% 02/15/2048 DD 02/15/18	-	51,180,625	25,540,339	25,855,036	49,973
U S TREASURY BOND 3.125% 05/15/2048 DD 05/15/18	-	31,696,602	15,811,125	16,007,723	37,176
U S TREASURY BOND 4.125% 08/15/2044 DD 08/15/24	29,290,867	-	29,290,867	29,290,867	-
U S TREASURY BOND 4.125% 08/15/2044 DD 08/15/24	-	196,598,156	98,207,233	99,448,609	91,845

(Continued)

Solvay US Companies Pension Plan

Schedule H, Line 4j—Schedule of Reportable Transactions (Continued)
Year Ended December 31, 2025

Employer Identification Number: 92-3594273
Plan Number: 001

Identity of Party Involved and Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value Transactions Date	Gain or (Loss)
Series Transactions (Continued):					
U S TREASURY BOND 4.250% 08/15/2054 DD 08/15/24	$ 31,209,993	$ -	$ 31,209,993	$ 31,209,993	$ -
U S TREASURY BOND 4.250% 08/15/2054 DD 08/15/24	-	42,651,383	21,290,142	21,554,104	35,550
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	81,333,427	-	81,333,427	81,333,427	-
U S TREASURY BOND 4.375% 08/15/2043 DD 08/15/23	-	629,589,780	314,427,884	319,369,067	367,005
U S TREASURY BOND 4.500% 02/15/2044 DD 02/15/24	43,856,711	-	43,856,711	43,856,711	-
U S TREASURY BOND 4.500% 02/15/2044 DD 02/15/24	-	34,389,484	17,095,071	17,379,308	99,671
U S TREASURY BOND 4.625% 02/15/2055 DD 02/15/25	-	160,842,859	80,325,363	81,469,345	96,066
U S TREASURY BOND 4.625% 05/15/2044 DD 05/15/24	34,955,194	-	34,955,194	34,955,194	-
U S TREASURY BOND 4.625% 05/15/2044 DD 05/15/24	-	73,644,148	37,110,789	37,547,680	47,832
U S TREASURY BOND 4.625% 05/15/2054 DD 05/15/24	43,163,160	-	43,163,160	43,163,160	-
U S TREASURY BOND 4.625% 05/15/2054 DD 05/15/24	-	94,090,711	46,911,273	47,643,286	134,082
U S TREASURY BOND 4.750% 02/15/2045 DD 02/15/25	-	58,098,187	29,053,796	29,301,257	(4,702)
U S TREASURY BOND 4.750% 11/15/2043 DD 11/15/23	47,009,829	-	47,009,829	47,009,829	-
U S TREASURY BOND 4.750% 11/15/2043 DD 11/15/23	-	67,294,656	33,586,815	34,022,422	60,514
U S TREASURY BOND 4.875% 08/15/2045 DD 08/15/25	-	49,584,308	24,815,113	25,023,248	(22,959)
U S TREASURY NOTE 4.375% 05/15/2034 DD 05/15/24	25,792,986	-	25,792,986	25,792,986	-
BNY MELLON CASH RESERVE 0.000% 12/31/2049 DD 06/26/97	-	470,097	47,009,829	47,009,829	-
CASH COLLATERAL FORWARDS BNP VAR RT 01/01/2049 DD 07/01/08	20,481,954	-	20,481,954	20,481,954	-
CASH COLLATERAL HELD AT MERRIL 0.000% 01/01/2049 DD 07/01/08	25,029,618	-	25,029,618	25,029,618	-
CCP_CDX. SP UL CDX.NA.IG.43 CM REC 100BPS 2029 DEC 20	14,354,123	-	14,354,123	14,354,123	-
CCP_IRS._R USD-SOFR-COMPOUND C PAY 3.8% 2034 AUG 06	15,962,620	-	15,962,620	15,962,620	-
ENBRIDGE INC 5.625% 04/05/2034 DD 04/05/24	313,195,452	-	313,195,452	313,195,452	-
FIDELITY INV MMKT TREAS 680 VAR RT 12/31/2049 DD 09/22/11	-	2,977,622	231,341,439	231,341,439	-
FUTURES CASH COLL WITH BNP PAR VAR RT 01/01/2049 DD 07/01/08	16,427,735	-	16,427,735	16,427,735	-
PAPS LONG DURATION CREDIT BOND PORTFOLIO	130,973,499	-	130,973,499	130,973,499	-
PAPS LONG DURATION CREDIT BOND PORTFOLIO	-	81,186,430	73,203,545	81,186,435	7,982,890
PIMCO FDS SHORT TERM FLTG NAV PORT II	219,744,645	-	219,744,645	219,744,645	-
PIMCO FDS SHORT TERM FLTG NAV PORT II	-	130,799,992	130,801,077	130,800,000	(1,077)
PIMCO FUNDS/PIMCO SECTOR FD SER I	94,999,582	-	94,999,582	94,999,582	-
PIMCO FUNDS/PIMCO SECTOR FD SER I	-	50,987,010	47,626,543	50,987,014	3,360,471
VANGUARD TTL STK MKT-INST	-	12,400,000	10,386,624	12,400,000	2,013,376

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

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

Number of Participants

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34			6	10						
35-39			10	16	12					
40-44			4	28	32	5				
45-49			4	26	24	19	3			
50-54			4	12	23	19	19	3		
55-59			3	12	14	17	17	16	6	
60-64			3	6	8	9	13	16	6	3
65-69				1	3	7	2	6	3	4
70+				3	1	2		1		1

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Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization.
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	See Table 1.
Cash Balance Interest Crediting Rate	4.15% for 2025
Inflation	2.20% per year.
Social Security Wage Base Increases	Future wage indices are assumed to be Inflation plus 1.00%.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Retirement Age	
Active Participants	See Table 2.
Terminated Vested Participants	See Optional Payment Form section.
Mortality Rates	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii)
Withdrawal Rates	See Table 3.
Disability Rates	See Table 4.

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 85% of males and 55% of females have an eligible spouse, and that males are two years older than their spouses.
Optional Payment Form Election	
Legacy PEP TVs (pre-1/1/1998 terms)	100% commence at age 65 as follows: Single Participants: Single life annuity Married Participants: 25% elect a single life annuity and 75% elect the 50% J&S payment form
Other PEP and Cash Balance	Single Participants: 15% take single life annuity and 85% take a lump sum Married Participants: 5% take a single life annuity, 10% elect the 50% J&S payment form, and 85% take a lump sum. Of the 85% who take a lump sum, 25% commence immediately, 25% commence in one year, and 50% at age 55.
Current and Future TVs — Traditional	30% commence at age 60 and 70% at age 65 as follows: Single Participants: Single life annuity Married Participants: 25% elect a single life annuity and 75% elect the 50% J&S payment form
Future Retirees — Traditional	100% commence upon retirement as follows: Single Participants: Single life annuity Married Participants: 25% elect a single life annuity and 75% elect the 50% J&S payment form
Optional Payment Form Conversion Interest Rate	Annuities are converted to lump sums and PEP balances are converted to annuities using the underlying liability interest rates.
Optional Payment Form Conversion Mortality	Published IRC section 417(e) table for lump sums.

Current and Future TVs — Hourly	100% commence at age 65 as follows: Single Participants: 5-Year Certain and Life for A&W, Single life annuity for all others Married Participants: 25% elect a single life annuity (5-Year Certain and Life for A&W) and 75% elect the 50% J&S payment form
Future Retirees — Hourly	100% commence upon retirement as follows: Single Participants: 5-Year Certain and Life for A&W, Single life annuity for all others Married Participants: 25% elect a single life annuity (5-Year Certain and Life for A&W) and 75% elect the 50% J&S payment form
Valuation Compensation	2024 pensionable earnings rolled forward one year with the salary increase assumption.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii). At November 1, 2023, the assets for the Solvay US Companies Pension Plan were spun off from the Syensqo USA Pension Plan in accordance with ERISA Section 4044. As a result of the spin-off, the plan is using a phase-in for the asset method as approved by the IRS in their approval dated February 21, 2025. At January 1, 2024, the valuation of plan assets is equal to the market value of assets at January 1, 2024. In 2025, smoothed fair market value of assets over the preceding two year period, adjusted for contributions, benefit payments, administrative expenses, and expected earnings between the two periods will be used. The valuation of plan assets will be fully phased into the current method at January 1, 2026.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

Expected Return on Assets

2024 Plan Year	4.90%
Trust Expenses Included in Target Normal Cost	$1,206,773 (based on prior year's administrative expenses less prior year's PBGC premiums plus current year's PBGC premiums.
Actuarial Cost Method	Standard unit credit cost method.
Census Data	As of January 1, 2025.

Table 1

Salary Merit Increase Rates

Age	Rate
<29	5.75%
30	3.75%
31	3.75%
32	3.75%
33	3.75%
34	3.75%
35	3.25%
36	3.25%
37	3.25%
38	3.25%
39	3.25%
40	3.00%
41	3.00%
42	3.00%
43	3.00%
44	3.00%
45	3.00%
46	3.00%
47	3.00%
48	3.00%
49	3.00%
50	3.00%
51	3.00%
52	3.00%
53	3.00%
54	3.00%
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
>60	2.50%

Table 2

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	10.00%
60	10.00%
61	12.00%
62	18.00%
63	15.00%
64	25.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 3

Withdrawal Rates

Age	Rate
20	8.00%
21	8.00%
22	8.00%
23	8.00%
24	8.00%
25	8.00%
26	7.60%
27	7.20%
28	6.80%
29	6.40%
30	6.00%
31	5.60%
32	5.20%
33	4.80%
34	4.40%
35	4.00%
36	3.80%
37	3.60%
38	3.40%
39	3.20%
40+	3.00%

Table 4

Disability Incidence Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

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.)
- ☒ 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:
- ☒ 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
SOLVAY US COMPANIES PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 11/01/2023

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)

ESSENTIAL HOLDING AMERICA, LLC

100 OVERLOOK CENTER
2ND FLOOR
PRINCETON NJ 08540

2b Employer Identification Number (EIN) 92-3594273

2c Plan Sponsor's telephone number 609-860-3400

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	Sara D'Agostino	10/14/2026	SARA D'AGOSTINO
	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

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
Solvay US Companies Pension Plan

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Essential Holding America LLC

D Employer Identification Number (EIN)
92-3594273

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**	215,388,271
b Actuarial value	**2b**	220,014,912

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	780	139,197,376	139,197,376
b For terminated vested participants	381	22,942,783	22,942,783
c For active participants	462	49,378,524	50,232,549
d Total	1,623	211,518,683	212,372,708

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**	2,275,466
b Expected plan-related expenses	**6b**	1,206,773
c Target normal cost	**6c**	3,482,239

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 ADRIENNE WONG AW — 09/28/2026

Signature of actuary — Date

ADRIENNE WONG — 2607279

Type or print name of actuary — Most recent enrollment number

AON CONSULTING, INC. — 281-882-6689

Firm name — Telephone number (including area code)

MSC# 17866
P.O. BOX 803507
DALLAS TX 75380

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	44,789,997
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	6,825,072
9	Amount remaining (line 7 minus line 8)	0	37,964,925
10	Interest on line 9 using prior year's actual return of 0.86%	0	325,404
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 5.04%		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	23,200,000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	15,090,329

Part III Funding Percentages

14	Funding target attainment percentage	14	96.49%
15	Adjusted funding target attainment percentage	15	103.59%
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	85.60%
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**	63

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**	3,482,239
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	7,448,125	851,618
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**	4,333,857

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	5,650,645	5,650,645

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

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

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

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

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

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

The average retirement age shown in line 22 has been calculated by the valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	10.00%	0.8145	4.85
60.5	10.00%	0.7331	4.43
61.5	12.00%	0.6598	4.87
62.5	18.00%	0.5806	6.53
63.5	15.00%	0.4761	4.53
64.5	25.00%	0.4047	6.53
65.5	30.00%	0.3035	5.96
66.5	30.00%	0.2124	4.24
67.5	30.00%	0.1487	3.01
68.5	30.00%	0.1041	2.14
69.5	30.00%	0.0729	1.52
70	100.00%	0.0510	3.57
		Weighted Average	62.74

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

Schedule SB, line 24 — Change in Actuarial Assumptions

Assumption Changes

The funding valuation reflects the following assumption changes:

- A change in the unlimited expected rate of return on assets from 4.90 percent to 5.45 percent
- A change in the assumed interest crediting rate for cash balance accounts from 3.50 percent to 4.15 percent.
- The assumed rate of inflation has been updated from 2.25 percent to 2.20 percent.

These changes were made to better reflect the anticipated plan experience. These assumption changes did not reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

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

Number of Participants

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34			6	10						
35-39			10	16	12					
40-44			4	28	32	5				
45-49			4	26	24	19	3			
50-54			4	12	23	19	19	3		
55-59			3	12	14	17	17	16	6	
60-64			3	6	8	9	13	16	6	3
65-69				1	3	7	2	6	3	4
70+				3	1	2		1		1

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Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	2,639,095	4,984,250	13,937,939	21,561,284
2026	4,746,679	4,970,189	13,620,670	23,337,538
2027	4,272,053	786,021	13,276,176	18,334,250
2028	4,159,558	932,403	12,907,596	17,999,557
2029	3,990,268	960,546	12,513,253	17,464,067
2030	3,826,422	945,401	12,096,392	16,868,215
2031	3,660,074	1,210,328	11,654,254	16,524,656
2032	3,670,531	978,962	11,188,392	15,837,885
2033	3,572,499	1,104,473	10,701,663	15,378,635
2034	3,417,329	1,146,197	10,197,548	14,761,074
2035	3,313,890	1,051,172	9,674,798	14,039,860
2036	3,229,094	1,011,764	9,135,771	13,376,629
2037	3,180,641	1,054,209	8,579,391	12,814,241
2038	3,104,242	1,134,597	8,013,974	12,252,813
2039	3,128,164	1,177,002	7,444,564	11,749,730
2040	2,744,396	1,090,849	6,870,230	10,705,475
2041	2,774,746	967,547	6,300,781	10,043,074
2042	2,629,221	961,098	5,738,230	9,328,549
2043	2,555,653	945,830	5,187,444	8,688,927
2044	2,583,988	885,409	4,653,350	8,122,747
2045	2,276,265	885,285	4,140,796	7,302,346
2046	2,350,945	858,784	3,654,310	6,864,039
2047	2,102,219	805,476	3,197,865	6,105,560
2048	1,964,985	733,322	2,774,661	5,472,968
2049	1,852,055	703,271	2,386,980	4,942,306
2050	1,685,593	668,505	2,036,106	4,390,204
2051	1,568,845	627,176	1,722,339	3,918,360
2052	1,445,694	586,100	1,445,067	3,476,861
2053	1,333,726	545,146	1,202,876	3,081,748
2054	1,238,555	502,295	993,722	2,734,572
2055	1,112,371	461,328	815,126	2,388,825
2056	1,008,777	421,689	664,288	2,094,754
2057	925,141	382,407	538,234	1,845,782
2058	833,709	342,941	433,949	1,610,599
2059	763,633	305,651	348,487	1,417,771

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	690,952	270,837	279,071	1,240,860
2061	627,577	238,713	223,158	1,089,448
2062	575,203	209,407	178,466	963,076
2063	518,862	182,955	142,976	844,793
2064	474,984	159,322	114,943	749,249
2065	435,269	138,402	92,882	666,553
2066	398,386	120,033	75,542	593,961
2067	364,742	104,015	61,891	530,648
2068	333,019	90,123	51,103	474,245
2069	303,138	78,119	42,526	423,783
2070	275,026	67,767	35,657	378,450
2071	248,604	58,839	30,107	337,550
2072	223,799	51,124	25,586	300,509
2073	200,550	44,429	21,877	266,856
2074	178,807	38,590	18,817	236,214

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
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Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 5,009,611	January 1, 2023	13	$ 514,866
Shortfall	$ 24,787,794	January 1, 2024	14	$ 2,420,609
Shortfall	$ (22,349,280)	January 1, 2025	15	$ (2,083,857)

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization.
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	See Table 1.
Cash Balance Interest Crediting Rate	4.15% for 2025
Inflation	2.20% per year.
Social Security Wage Base Increases	Future wage indices are assumed to be Inflation plus 1.00%.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Retirement Age	
Active Participants	See Table 2.
Terminated Vested Participants	See Optional Payment Form section.
Mortality Rates	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii)
Withdrawal Rates	See Table 3.
Disability Rates	See Table 4.

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 85% of males and 55% of females have an eligible spouse, and that males are two years older than their spouses.
Optional Payment Form Election	
Legacy PEP TVs (pre-1/1/1998 terms)	100% commence at age 65 as follows: Single Participants: Single life annuity Married Participants: 25% elect a single life annuity and 75% elect the 50% J&S payment form
Other PEP and Cash Balance	Single Participants: 15% take single life annuity and 85% take a lump sum Married Participants: 5% take a single life annuity, 10% elect the 50% J&S payment form, and 85% take a lump sum. Of the 85% who take a lump sum, 25% commence immediately, 25% commence in one year, and 50% at age 55.
Current and Future TVs — Traditional	30% commence at age 60 and 70% at age 65 as follows: Single Participants: Single life annuity Married Participants: 25% elect a single life annuity and 75% elect the 50% J&S payment form
Future Retirees — Traditional	100% commence upon retirement as follows: Single Participants: Single life annuity Married Participants: 25% elect a single life annuity and 75% elect the 50% J&S payment form
Optional Payment Form Conversion Interest Rate	Annuities are converted to lump sums and PEP balances are converted to annuities using the underlying liability interest rates.
Optional Payment Form Conversion Mortality	Published IRC section 417(e) table for lump sums.

Current and Future TVs — Hourly	100% commence at age 65 as follows: Single Participants: 5-Year Certain and Life for A&W, Single life annuity for all others Married Participants: 25% elect a single life annuity (5-Year Certain and Life for A&W) and 75% elect the 50% J&S payment form
Future Retirees — Hourly	100% commence upon retirement as follows: Single Participants: 5-Year Certain and Life for A&W, Single life annuity for all others Married Participants: 25% elect a single life annuity (5-Year Certain and Life for A&W) and 75% elect the 50% J&S payment form
Valuation Compensation	2024 pensionable earnings rolled forward one year with the salary increase assumption.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii). At November 1, 2023, the assets for the Solvay US Companies Pension Plan were spun off from the Syensqo USA Pension Plan in accordance with ERISA Section 4044. As a result of the spin-off, the plan is using a phase-in for the asset method as approved by the IRS in their approval dated February 21, 2025. At January 1, 2024, the valuation of plan assets is equal to the market value of assets at January 1, 2024. In 2025, smoothed fair market value of assets over the preceding two year period, adjusted for contributions, benefit payments, administrative expenses, and expected earnings between the two periods will be used. The valuation of plan assets will be fully phased into the current method at January 1, 2026.

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Expected Return on Assets

2024 Plan Year	4.90%
Trust Expenses Included in Target Normal Cost	$1,206,773 (based on prior year's administrative expenses less prior year's PBGC premiums plus current year's PBGC premiums.
Actuarial Cost Method	Standard unit credit cost method.
Census Data	As of January 1, 2025.

Table 1

Salary Merit Increase Rates

Age	Rate
<29	5.75%
30	3.75%
31	3.75%
32	3.75%
33	3.75%
34	3.75%
35	3.25%
36	3.25%
37	3.25%
38	3.25%
39	3.25%
40	3.00%
41	3.00%
42	3.00%
43	3.00%
44	3.00%
45	3.00%
46	3.00%
47	3.00%
48	3.00%
49	3.00%
50	3.00%
51	3.00%
52	3.00%
53	3.00%
54	3.00%
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
>60	2.50%

Table 2

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	10.00%
60	10.00%
61	12.00%
62	18.00%
63	15.00%
64	25.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 3

Withdrawal Rates

Age	Rate
20	8.00%
21	8.00%
22	8.00%
23	8.00%
24	8.00%
25	8.00%
26	7.60%
27	7.20%
28	6.80%
29	6.40%
30	6.00%
31	5.60%
32	5.20%
33	4.80%
34	4.40%
35	4.00%
36	3.80%
37	3.60%
38	3.40%
39	3.20%
40+	3.00%

Table 4

Disability Incidence Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Schedule SB, Part V — Summary of Plan Provisions

Effective December 31, 2022, the Solvay Consolidated Pension Plan ("SCPP") merged into the Cytec Retirement Plan ("CRP") and the Cytec Retirement Plan was renamed the Solvay & Cytec Companies Pension Plan ("S&CCPP"). The Solvay US Companies Pension Plan ("SUSCPP") spun off from the S&CCPP effective November 1, 2023.

These provisions apply to participants who were part of the Solvay Pension Plan upon merger in the Legacy Solvay Consolidated Pension Plan on December 31, 2018.

Effective Date	January 1, 1989. Amended and restated effective January 1, 2016. As of December 31, 2015, the Solvay USA Inc. Pension Equity Plan ("PEP") was merged into the Solvay America Companies' Pension Plan. Effective January 1, 2016, the plan is restated and renamed to Solvay Pension Plan.
Eligibility for Participation	The pension plan has different eligibility rules depending on the date of hire and the participating company for which the employee work. The plan is frozen to new hires effective January 1, 2016.

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Cash Balance Formula

Effective Date

January 1, 1989. Amended and restated effective January 1, 2016.

Eligibility for Participation

An active non-union employee who was either not a participant in the Hourly plan or the PEP or was participant in the Hourly plan or the PEP and made a choice window election to be covered under the cash balance formula.

An active union employee on the day before the union harmonization dates given below who was either not a participant in the Hourly plan or made a choice window election to be covered under the cash balance formula.

Collective Bargaining Location	Union Harmonization Date
Baton Rouge, LA	January 1, 2016
Cincinnati, OH	January 1, 2016
Baltimore, MD	June 1, 2016
University Park, IL	November 7, 2016
Charleston, SC	January 1, 2017
Chicago Heights, IL	January 1, 2017
Blue Island, IL	April 1, 2017

The plan is frozen to new hires effective January 1, 2016.

Pensionable Earnings

The earnings include base pay, short term incentive plan bonuses, overtime and premium pay, safety bonuses, sales incentives, green river SIP and team incentive plan payments, lumpsum merit payments and unused vacation pay. It does not include severance pay, imputed income from life insurance premiums, auto mobile allowances, moving expenses, Clothing allowances, hiring bonuses, relocation allowances, presidential awards, profit sharing awards, global performance Sharing Plan amounts, new employee finder's fees, production incentive pay, health enhancement amounts, sign-on bonuses, tuition reimbursements, miscellaneous bonuses, non-taxable separation pay, perfect attendance awards, expatriate and inpatriate allowances, tools, MBA housing

allowances, taxable fringe benefits, holiday bonuses, service awards, and vested illness credits.

Pension Credits

The sum of interest credits and pay credits.

Interest Credits

Interest credits are determined by multiplying the account balance at the beginning of the year by the prior three-month average of the 30-year Treasury rate. The rate shall not be less than 3.00%.

Pay Credits

Pay credits are credited to the account on the last day of each quarter. Pay credits are a percentage of the compensation for that quarter, based on the points. The chart below shows the applicable pay credits for each corresponding level of points:

Points (Age Plus Years of Benefit Service as of 12/31)	Credit applied to All Compensation	Additional Credit Applied to Compensation in Excess of the Social Security Wage Base
Less than 40	2.50%	1.25%
40 to 59	3.00%	1.50%
60 to 79	4.00%	2.00%
80 or More	5.00%	2.50%

Normal Retirement

Eligibility

Age 65.

Benefit

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

(1) A monthly pension equal to the actuarial equivalent of the participant's retirement account balance projected to normal retirement age, using the interest credit rate in effect on the determination date.

(2) The accrued benefit as of December 31, 2004.

Early Retirement

Eligibility	Age 55.
Benefit	If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Late Retirement

Eligibility	Retirement after normal retirement age.
Benefit	The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date.

Vested Termination

Eligibility	Three years of vesting service or age 55.
Benefit	If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Disability

Eligibility	Totally and permanently disabled with three years of vesting service.
Benefit	A totally and permanently disabled participant will continue to earn pay credits and compensation for those based on the greater of the amount of compensation received in the last full calendar year prior to becoming disabled or the rate of compensation at the time of disability. The employee will continue to earn the pay credits until the date of first payment or recovery.

Surviving Spouse

Eligibility	Three years of vesting service or age 55.
Benefit	A monthly benefit payable to the beneficiary equal to 100% of participant's account balance. If the lump sum value of the exceeds $5,000, the beneficiary may elect to receive either a lump sum payment of account balance or an actuarially equivalent life annuity.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 10-year certain and life annuity 15-year certain and life annuity 100% joint and survivor annuity 75% joint and survivor annuity 50% joint and survivor annuity Lump sum Automatic lump sum if benefit is $5,000 or less
Actuarial Equivalence	For lump sum distribution - The applicable interest rate is the average of the interest rates determined in accordance with the code section 417(e)(3) for the month of August, September and October of the year preceding the plan year that includes the distribution or determination date. The applicable mortality table is the mortality table described in code section 417(e)(3)(B). For all other distributions - Unisex Pension 1984 Mortality Table without age set back and 8% interest rate.

Benefit Service	A full year of benefit service is earned for each year of continuous employment with the company starting from the date of participation. All periods of employment before covered under the cash balance formula also recognized as benefit service.
Vesting Service	A full year of vesting service is earned for each year of continuous employment with the company starting from the date of hire.

PEP Formula

Effective Date	January 1, 1989. Amended and restated effective January 1, 2016.
Eligibility for Participation	An active participant in PEP on December 31, 2015 and who made a choice window election to remain covered under PEP. All other salaried employees hired prior to July 1, 2003 eligible to participate in the plan if they scheduled to work at least 20 hours in a week or when they have worked at least 1,000 hours during a 12-month period. As of May 31, 2025, the accrued benefits, including pay and credited service, were frozen for all remaining active participants. Participants of this formula will become participants under the cash balance formula effective June 1, 2025.

Normal Retirement

Eligibility

Age 65.

Benefit

A lump sum amount equal to the sum of credit percentage based on age, service and final average pay.

The credit percentages are determined by the table below:

Age	PEP Base Credit Percentages for Final Average Pay	PEP Excess Credit Percentages for Final Average Pay Above Social Security Covered Compensation
Through 24	2.50%	0.00%
25 to 29	3.00%	0.00%
30 to 34	4.00%	0.50%
35 to 39	6.00%	1.00%
40 to 44	7.00%	1.00%
45 to 49	9.00%	2.00%
50 to 54	11.50%	3.00%
55 or more	12.50%	4.50%

Early Retirement

Eligibility

Age 55.

Benefit

If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Late Retirement

Eligibility	Retirement after normal retirement age.
Benefit	The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date.

Vested Termination

Eligibility	Three years of vesting service or age 55.
Benefit	If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Disability

Eligibility	Totally and permanently disabled with three years of vesting service.
Benefit	A totally and permanently disabled participant will continue to earn benefits under the PEP formula using the final average pay calculated as of the date the employee received the last paycheck and the credited service. The employee will continue to earn the credited service until the date of first payment or recovery.

Surviving Spouse

Eligibility	Three years of vesting service or age 55.
Benefit	If an active employee dies, the spouse will be entitled to receive the pre-retirement death benefit equal to 100% of PEP lumpsum amount. If the lump sum value of the benefit exceeds $5,000, the spouse may elect to receive either a lump sum payment of PEP lump sum amount or a life annuity. If a deferred participant dies, a monthly benefit payable to the surviving spouse beginning at the employee's

	earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 5-year certain and life annuity 10-year certain and life annuity 15-year certain and life annuity 20-year certain and life annuity 100% joint and survivor annuity 75% joint and survivor annuity 50% joint and survivor annuity 25% joint and survivor annuity Social security level income annuity Lump sum Automatic lump sum if benefit is $5,000 or less
Actuarial Equivalence	For lump sum distribution - The applicable interest rate is the average of the interest rates determined in accordance with the code section 417(e)(3) for the month of August, September and October of the year preceding the plan year that includes the distribution or determination date. The applicable mortality table is the mortality table described in code section 417(e)(3)(B). For all other distributions - Unisex Pension 1984 Mortality Table without age set back and 8% interest rate.

Definitions

Final Average Pay	The final average pay is the greater of average annual pay in the highest 60 consecutive months out of last 120 months of employment or average annual pay during the five highest consecutive or non-consecutive complete calendar years in the last 10 years of employment.
Credited Service	On and after January 1, 1998, credited service is earned for each month the employee work at least one-hour service.
Vesting Service	The vesting service is earned for each month in which an hour of service is credited.

Traditional Formula

Effective Date	January 1, 1989. Amended and restated effective January 1, 2016.
Eligibility for Participation	Any employees hired prior to January 1, 2005 and had 10 years of service and were age 50 as of January 1, 2005 and did not elect to move to cash balance formula plan effective January 1, 2005. As of May 31, 2025, the accrued benefits, including pay and credited service, were frozen for all remaining active participants. Participants of this formula will become participants under the cash balance formula effective June 1, 2025.
Normal Retirement	
Eligibility	Age 65.
Benefit	A monthly amount equal to the sum of (1) and (2): (1) 1.1% of highest average compensation multiplied by benefit service limited to 35. (2) 0.6% of highest average compensation in excess of the covered compensation multiplied by benefit service limited to 35. If the participant was a member of a predecessor plan, the pension benefit will be never less than the benefit earned under the predecessor plan as of December 31, 1988. However, if the employee worked for certain employers acquired by the company and participated in a qualified retirement plan sponsored by one of these employers, all or portion of the benefit may be subject to reduction due to the benefit accrued under the other retirement plan.

Early Retirement

Eligibility	Age 55.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 3% for each year the early retirement precedes the normal retirement. There is no reduction if the sum of the age and service is equal to or greater than 85. The benefit earned after December 31, 2003 will be actuarially reduced from age 65 to early retirement age for the highly compensated employees.

Late Retirement

Eligibility	Retirement after normal retirement age.
Benefit	The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date.

Vested Termination

Eligibility	Three years of vesting service or age 55.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 4% for each year the early retirement precedes the normal retirement.

Disability

Eligibility	Totally and permanently disabled with three years of vesting service.
Benefit	A totally and permanently disabled participant will continue to earn pay credits and compensation for those based on the greater of the amount of compensation received in the last full calendar year prior to becoming disabled or the rate of compensation at the time of disability. The employee will continue to earn the pay credits until the date of first payment or recovery.

Surviving Spouse

Eligibility	Three years of vesting service or age 55.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit. If the value of spouse's benefit is less than or equal to $5,000, it will automatically paid out in an immediate lump sum distribution.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 10-year certain and life annuity 15-year certain and life annuity 100% joint and survivor annuity 75% joint and survivor annuity 50% joint and survivor annuity Lump sum if benefit is less than $7,500 or less Automatic lump sum if benefit is $5,000 or less
Actuarial Equivalence	Solvay Pension Plan and Reid-Rowel Pension Plan: Unisex Pension 1984 Mortality Table without age set back and 8% interest rate. Salsbury Laboratories Retirement Income Plan: Based on factors available under Group Contract GA 9372. Kali-Chemie Corporation Pension Plan: Unisex Pension 1984 Mortality Table without age set back and 7% interest rate.

	Soltex Polymer Corporation Retirement Income Plan: Unisex Pension 1984 Mortality Table set forward one year and 6.5% interest rate. TMC Retirement Plan: Unisex Pension 1984 Mortality set forward one year for annuitants and backward 4 years for contingent annuitants and 7.5% interest rate.

Definitions

Highest Average Compensation	The highest average compensation is the average annual compensation received during the 60 highest paid consecutive months out of last 120 months.
Benefit Service	A full year of benefit service is earned for each year of continuous employment with the company starting from the date of participation.

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Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes since the prior year:

- The the traditional, hourly, and PEP formulas were frozen as of May 31, 2025 and participants under these formulas began accruing under the cash balance formula June 1, 2025.

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

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

As a result of an internal change in assignments at Aon, there was a change in the enrolled actuary from Douglas A. Ross, Enrollment Number 26-07311 to Adrienne R. Wong, Enrollment Number 26-07279.

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

The average retirement age shown in line 22 has been calculated by the valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	10.00%	0.8145	4.85
60.5	10.00%	0.7331	4.43
61.5	12.00%	0.6598	4.87
62.5	18.00%	0.5806	6.53
63.5	15.00%	0.4761	4.53
64.5	25.00%	0.4047	6.53
65.5	30.00%	0.3035	5.96
66.5	30.00%	0.2124	4.24
67.5	30.00%	0.1487	3.01
68.5	30.00%	0.1041	2.14
69.5	30.00%	0.0729	1.52
70	100.00%	0.0510	3.57
		Weighted Average	62.74

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	2,639,095	4,984,250	13,937,939	21,561,284
2026	4,746,679	4,970,189	13,620,670	23,337,538
2027	4,272,053	786,021	13,276,176	18,334,250
2028	4,159,558	932,403	12,907,596	17,999,557
2029	3,990,268	960,546	12,513,253	17,464,067
2030	3,826,422	945,401	12,096,392	16,868,215
2031	3,660,074	1,210,328	11,654,254	16,524,656
2032	3,670,531	978,962	11,188,392	15,837,885
2033	3,572,499	1,104,473	10,701,663	15,378,635
2034	3,417,329	1,146,197	10,197,548	14,761,074
2035	3,313,890	1,051,172	9,674,798	14,039,860
2036	3,229,094	1,011,764	9,135,771	13,376,629
2037	3,180,641	1,054,209	8,579,391	12,814,241
2038	3,104,242	1,134,597	8,013,974	12,252,813
2039	3,128,164	1,177,002	7,444,564	11,749,730
2040	2,744,396	1,090,849	6,870,230	10,705,475
2041	2,774,746	967,547	6,300,781	10,043,074
2042	2,629,221	961,098	5,738,230	9,328,549
2043	2,555,653	945,830	5,187,444	8,688,927
2044	2,583,988	885,409	4,653,350	8,122,747
2045	2,276,265	885,285	4,140,796	7,302,346
2046	2,350,945	858,784	3,654,310	6,864,039
2047	2,102,219	805,476	3,197,865	6,105,560
2048	1,964,985	733,322	2,774,661	5,472,968
2049	1,852,055	703,271	2,386,980	4,942,306
2050	1,685,593	668,505	2,036,106	4,390,204
2051	1,568,845	627,176	1,722,339	3,918,360
2052	1,445,694	586,100	1,445,067	3,476,861
2053	1,333,726	545,146	1,202,876	3,081,748
2054	1,238,555	502,295	993,722	2,734,572
2055	1,112,371	461,328	815,126	2,388,825
2056	1,008,777	421,689	664,288	2,094,754
2057	925,141	382,407	538,234	1,845,782
2058	833,709	342,941	433,949	1,610,599
2059	763,633	305,651	348,487	1,417,771

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	690,952	270,837	279,071	1,240,860
2061	627,577	238,713	223,158	1,089,448
2062	575,203	209,407	178,466	963,076
2063	518,862	182,955	142,976	844,793
2064	474,984	159,322	114,943	749,249
2065	435,269	138,402	92,882	666,553
2066	398,386	120,033	75,542	593,961
2067	364,742	104,015	61,891	530,648
2068	333,019	90,123	51,103	474,245
2069	303,138	78,119	42,526	423,783
2070	275,026	67,767	35,657	378,450
2071	248,604	58,839	30,107	337,550
2072	223,799	51,124	25,586	300,509
2073	200,550	44,429	21,877	266,856
2074	178,807	38,590	18,817	236,214

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

Schedule SB, Part V — Summary of Plan Provisions

Effective December 31, 2022, the Solvay Consolidated Pension Plan ("SCPP") merged into the Cytec Retirement Plan ("CRP") and the Cytec Retirement Plan was renamed the Solvay & Cytec Companies Pension Plan ("S&CCPP"). The Solvay US Companies Pension Plan ("SUSCPP") spun off from the S&CCPP effective November 1, 2023.

These provisions apply to participants who were part of the Solvay Pension Plan upon merger in the Legacy Solvay Consolidated Pension Plan on December 31, 2018.

Effective Date	January 1, 1989. Amended and restated effective January 1, 2016. As of December 31, 2015, the Solvay USA Inc. Pension Equity Plan ("PEP") was merged into the Solvay America Companies' Pension Plan. Effective January 1, 2016, the plan is restated and renamed to Solvay Pension Plan.
Eligibility for Participation	The pension plan has different eligibility rules depending on the date of hire and the participating company for which the employee work. The plan is frozen to new hires effective January 1, 2016.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

Cash Balance Formula

Effective Date

January 1, 1989. Amended and restated effective January 1, 2016.

Eligibility for Participation

An active non-union employee who was either not a participant in the Hourly plan or the PEP or was participant in the Hourly plan or the PEP and made a choice window election to be covered under the cash balance formula.

An active union employee on the day before the union harmonization dates given below who was either not a participant in the Hourly plan or made a choice window election to be covered under the cash balance formula.

Collective Bargaining Location	Union Harmonization Date
Baton Rouge, LA	January 1, 2016
Cincinnati, OH	January 1, 2016
Baltimore, MD	June 1, 2016
University Park, IL	November 7, 2016
Charleston, SC	January 1, 2017
Chicago Heights, IL	January 1, 2017
Blue Island, IL	April 1, 2017

The plan is frozen to new hires effective January 1, 2016.

Pensionable Earnings

The earnings include base pay, short term incentive plan bonuses, overtime and premium pay, safety bonuses, sales incentives, green river SIP and team incentive plan payments, lumpsum merit payments and unused vacation pay. It does not include severance pay, imputed income from life insurance premiums, auto mobile allowances, moving expenses, Clothing allowances, hiring bonuses, relocation allowances, presidential awards, profit sharing awards, global performance Sharing Plan amounts, new employee finder's fees, production incentive pay, health enhancement amounts, sign-on bonuses, tuition reimbursements, miscellaneous bonuses, non-taxable separation pay, perfect attendance awards, expatriate and inpatriate allowances, tools, MBA housing

allowances, taxable fringe benefits, holiday bonuses, service awards, and vested illness credits.

Pension Credits

The sum of interest credits and pay credits.

Interest Credits

Interest credits are determined by multiplying the account balance at the beginning of the year by the prior three-month average of the 30-year Treasury rate. The rate shall not be less than 3.00%.

Pay Credits

Pay credits are credited to the account on the last day of each quarter. Pay credits are a percentage of the compensation for that quarter, based on the points. The chart below shows the applicable pay credits for each corresponding level of points:

Points (Age Plus Years of Benefit Service as of 12/31)	Credit applied to All Compensation	Additional Credit Applied to Compensation in Excess of the Social Security Wage Base
Less than 40	2.50%	1.25%
40 to 59	3.00%	1.50%
60 to 79	4.00%	2.00%
80 or More	5.00%	2.50%

Normal Retirement

Eligibility

Age 65.

Benefit

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

(1) A monthly pension equal to the actuarial equivalent of the participant's retirement account balance projected to normal retirement age, using the interest credit rate in effect on the determination date.

(2) The accrued benefit as of December 31, 2004.

Early Retirement

Eligibility	Age 55.
Benefit	If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Late Retirement

Eligibility	Retirement after normal retirement age.
Benefit	The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date.

Vested Termination

Eligibility	Three years of vesting service or age 55.
Benefit	If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Disability

Eligibility	Totally and permanently disabled with three years of vesting service.
Benefit	A totally and permanently disabled participant will continue to earn pay credits and compensation for those based on the greater of the amount of compensation received in the last full calendar year prior to becoming disabled or the rate of compensation at the time of disability. The employee will continue to earn the pay credits until the date of first payment or recovery.

Surviving Spouse

Eligibility	Three years of vesting service or age 55.
Benefit	A monthly benefit payable to the beneficiary equal to 100% of participant's account balance. If the lump sum value of the exceeds $5,000, the beneficiary may elect to receive either a lump sum payment of account balance or an actuarially equivalent life annuity.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 10-year certain and life annuity 15-year certain and life annuity 100% joint and survivor annuity 75% joint and survivor annuity 50% joint and survivor annuity Lump sum Automatic lump sum if benefit is $5,000 or less
Actuarial Equivalence	For lump sum distribution - The applicable interest rate is the average of the interest rates determined in accordance with the code section 417(e)(3) for the month of August, September and October of the year preceding the plan year that includes the distribution or determination date. The applicable mortality table is the mortality table described in code section 417(e)(3)(B). For all other distributions - Unisex Pension 1984 Mortality Table without age set back and 8% interest rate.

Benefit Service	A full year of benefit service is earned for each year of continuous employment with the company starting from the date of participation. All periods of employment before covered under the cash balance formula also recognized as benefit service.
Vesting Service	A full year of vesting service is earned for each year of continuous employment with the company starting from the date of hire.

PEP Formula

Effective Date	January 1, 1989. Amended and restated effective January 1, 2016.
Eligibility for Participation	An active participant in PEP on December 31, 2015 and who made a choice window election to remain covered under PEP. All other salaried employees hired prior to July 1, 2003 eligible to participate in the plan if they scheduled to work at least 20 hours in a week or when they have worked at least 1,000 hours during a 12-month period. As of May 31, 2025, the accrued benefits, including pay and credited service, were frozen for all remaining active participants. Participants of this formula will become participants under the cash balance formula effective June 1, 2025.

Normal Retirement

Eligibility

Age 65.

Benefit

A lump sum amount equal to the sum of credit percentage based on age, service and final average pay.

The credit percentages are determined by the table below:

Age	PEP Base Credit Percentages for Final Average Pay	PEP Excess Credit Percentages for Final Average Pay Above Social Security Covered Compensation
Through 24	2.50%	0.00%
25 to 29	3.00%	0.00%
30 to 34	4.00%	0.50%
35 to 39	6.00%	1.00%
40 to 44	7.00%	1.00%
45 to 49	9.00%	2.00%
50 to 54	11.50%	3.00%
55 or more	12.50%	4.50%

Early Retirement

Eligibility

Age 55.

Benefit

If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Late Retirement

Eligibility	Retirement after normal retirement age.
Benefit	The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date.

Vested Termination

Eligibility	Three years of vesting service or age 55.
Benefit	If the participant elects an immediate lump sum distribution, then the distribution will be based on the PEP lump sum amount. If the participant elects the benefit as an annuity, then the annuity payments will be actuarially adjusted to reflect the commencement of benefits prior to normal retirement age.

Disability

Eligibility	Totally and permanently disabled with three years of vesting service.
Benefit	A totally and permanently disabled participant will continue to earn benefits under the PEP formula using the final average pay calculated as of the date the employee received the last paycheck and the credited service. The employee will continue to earn the credited service until the date of first payment or recovery.

Surviving Spouse

Eligibility	Three years of vesting service or age 55.
Benefit	If an active employee dies, the spouse will be entitled to receive the pre-retirement death benefit equal to 100% of PEP lumpsum amount. If the lump sum value of the benefit exceeds $5,000, the spouse may elect to receive either a lump sum payment of PEP lump sum amount or a life annuity. If a deferred participant dies, a monthly benefit payable to the surviving spouse beginning at the employee's

	earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 5-year certain and life annuity 10-year certain and life annuity 15-year certain and life annuity 20-year certain and life annuity 100% joint and survivor annuity 75% joint and survivor annuity 50% joint and survivor annuity 25% joint and survivor annuity Social security level income annuity Lump sum Automatic lump sum if benefit is $5,000 or less
Actuarial Equivalence	For lump sum distribution - The applicable interest rate is the average of the interest rates determined in accordance with the code section 417(e)(3) for the month of August, September and October of the year preceding the plan year that includes the distribution or determination date. The applicable mortality table is the mortality table described in code section 417(e)(3)(B). For all other distributions - Unisex Pension 1984 Mortality Table without age set back and 8% interest rate.

Definitions

Final Average Pay	The final average pay is the greater of average annual pay in the highest 60 consecutive months out of last 120 months of employment or average annual pay during the five highest consecutive or non-consecutive complete calendar years in the last 10 years of employment.
Credited Service	On and after January 1, 1998, credited service is earned for each month the employee work at least one-hour service.
Vesting Service	The vesting service is earned for each month in which an hour of service is credited.

Traditional Formula

Effective Date	January 1, 1989. Amended and restated effective January 1, 2016.
Eligibility for Participation	Any employees hired prior to January 1, 2005 and had 10 years of service and were age 50 as of January 1, 2005 and did not elect to move to cash balance formula plan effective January 1, 2005. As of May 31, 2025, the accrued benefits, including pay and credited service, were frozen for all remaining active participants. Participants of this formula will become participants under the cash balance formula effective June 1, 2025.
Normal Retirement	
Eligibility	Age 65.
Benefit	A monthly amount equal to the sum of (1) and (2): (1) 1.1% of highest average compensation multiplied by benefit service limited to 35. (2) 0.6% of highest average compensation in excess of the covered compensation multiplied by benefit service limited to 35. If the participant was a member of a predecessor plan, the pension benefit will be never less than the benefit earned under the predecessor plan as of December 31, 1988. However, if the employee worked for certain employers acquired by the company and participated in a qualified retirement plan sponsored by one of these employers, all or portion of the benefit may be subject to reduction due to the benefit accrued under the other retirement plan.

Early Retirement

Eligibility	Age 55.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 3% for each year the early retirement precedes the normal retirement. There is no reduction if the sum of the age and service is equal to or greater than 85. The benefit earned after December 31, 2003 will be actuarially reduced from age 65 to early retirement age for the highly compensated employees.

Late Retirement

Eligibility	Retirement after normal retirement age.
Benefit	The greater of the accrued benefit as of the late retirement date and the accrued benefit as of the normal retirement date actuarially increased to the late retirement date.

Vested Termination

Eligibility	Three years of vesting service or age 55.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 4% for each year the early retirement precedes the normal retirement.

Disability

Eligibility	Totally and permanently disabled with three years of vesting service.
Benefit	A totally and permanently disabled participant will continue to earn pay credits and compensation for those based on the greater of the amount of compensation received in the last full calendar year prior to becoming disabled or the rate of compensation at the time of disability. The employee will continue to earn the pay credits until the date of first payment or recovery.

Surviving Spouse

Eligibility	Three years of vesting service or age 55.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit. If the value of spouse's benefit is less than or equal to $5,000, it will automatically paid out in an immediate lump sum distribution.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	50% Joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 10-year certain and life annuity 15-year certain and life annuity 100% joint and survivor annuity 75% joint and survivor annuity 50% joint and survivor annuity Lump sum if benefit is less than $7,500 or less Automatic lump sum if benefit is $5,000 or less
Actuarial Equivalence	Solvay Pension Plan and Reid-Rowel Pension Plan: Unisex Pension 1984 Mortality Table without age set back and 8% interest rate. Salsbury Laboratories Retirement Income Plan: Based on factors available under Group Contract GA 9372. Kali-Chemie Corporation Pension Plan: Unisex Pension 1984 Mortality Table without age set back and 7% interest rate.

	Soltex Polymer Corporation Retirement Income Plan: Unisex Pension 1984 Mortality Table set forward one year and 6.5% interest rate. TMC Retirement Plan: Unisex Pension 1984 Mortality set forward one year for annuitants and backward 4 years for contingent annuitants and 7.5% interest rate.

Definitions

Highest Average Compensation	The highest average compensation is the average annual compensation received during the 60 highest paid consecutive months out of last 120 months.
Benefit Service	A full year of benefit service is earned for each year of continuous employment with the company starting from the date of participation.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes since the prior year:

- The the traditional, hourly, and PEP formulas were frozen as of May 31, 2025 and participants under these formulas began accruing under the cash balance formula June 1, 2025.

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

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

As a result of an internal change in assignments at Aon, there was a change in the enrolled actuary from Douglas A. Ross, Enrollment Number 26-07311 to Adrienne R. Wong, Enrollment Number 26-07279.

Attachment to Form 5500
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

Plan Name:	Solvay US Companies Pension Plan
Plan Sponsor's Name:	Essential Holding America, LLC
EIN:	92-3594273
PN:	001
Plan Year End:	12/31/2025

See Supplemental Schedule attached with IQPA Opinion and Financial Statements.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 5,009,611	January 1, 2023	13	$ 514,866
Shortfall	$ 24,787,794	January 1, 2024	14	$ 2,420,609
Shortfall	$ (22,349,280)	January 1, 2025	15	$ (2,083,857)

Schedule SB Attachment (Form 5500) —2025 Plan Year
Solvay US Companies Pension Plan
EIN: 92-3594273 PN: 001

Schedule SB, line 24 — Change in Actuarial Assumptions

Assumption Changes

The funding valuation reflects the following assumption changes:

- A change in the unlimited expected rate of return on assets from 4.90 percent to 5.45 percent
- A change in the assumed interest crediting rate for cash balance accounts from 3.50 percent to 4.15 percent.
- The assumed rate of inflation has been updated from 2.25 percent to 2.20 percent.

These changes were made to better reflect the anticipated plan experience. These assumption changes did not reduce the funding shortfall; as such, approval of the Commissioner is not required.