Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
THE ARXADA CONSOLIDATED PENSION PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/1989

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)
ARXADA, LLC

412 MOUNT KEMBLE AVENUE
SUITE 200S
MORRISTOWN, NJ 07960

2b Employer Identification Number (EIN)
13-5665861

2c Plan Sponsor's telephone number
201-316-9200

2d Business code (see instructions)
325100

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2026	MARION WASHINGTON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	2331
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)**	188
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	170
b	Retired or separated participants receiving benefits	**6b**	1350
c	Other retired or separated participants entitled to future benefits	**6c**	564
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2084
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	209
f	Total. Add lines **6d** and **6e**.	**6f**	2293
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 1B 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)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
THE ARXADA CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
13-5665861

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**	375792651
b Actuarial value	**2b**	374096510

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	1558	333060306	333060306
b For terminated vested participants	633	39624458	39624458
c For active participants	190	13820514	14339350
d Total	2381	386505278	387024114

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**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	2172000
c Target normal cost	**6c**	2172000

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

10/07/2026
Date

ERIC SHINGLE
Type or print name of actuary

26-08296
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

212-915-8888
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	17185401
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2857830
9	Amount remaining (line 7 minus line 8)	0	14327571
10	Interest on line 9 using prior year's actual return of 4.51 %	0	646173
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 5.06 %		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	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	14973744

Part III Funding Percentages

14	Funding target attainment percentage	14	92.79 %
15	Adjusted funding target attainment percentage	15	92.79 %
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	99.98 %
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**	64

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**	2172000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	27901348	2619918
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**	4791918

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4791918	4791918

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

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

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

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

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

A Name of plan
THE ARXADA CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
13-5665861

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 16 17 50	NONE	804225	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

SUN LIFE INVESTMENT MGMT US INC.

68-0635051

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	363421	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	197019	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)

FIDUCIARY INVESTMENT ADVISORS

20-4751585

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	NONE	196001	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

WISS & COMPANY, LLP

22-1732349

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	119000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

OGLETREE DEAKINS NASH SMOAK & STEAR

57-1044820

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	13354	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
THE ARXADA CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
13-5665861

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

a Name of MTIA, CCT, PSA, or 103-12 IE: ARXADA AMERICA LLC MASTER RTMT TRUS

b Name of sponsor of entity listed in (a): ARXADA AMERICA LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
22-3539405-001	M	377643983

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
THE ARXADA CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
13-5665861

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)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	375792651	377643983
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	375792651	377643983
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	344722	299632
1k Total liabilities (add all amounts in lines 1g through1j)	1k	344722	299632
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	375447929	377344351

Part II Income and Expense Statement

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

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

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		37267367
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		37267367
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	32891639	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		32891639
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	315707	
(4) IQPA audit fees	2i(4)	119000	
(5) Investment advisory and investment management fees	2i(5)	559422	
(6) Bank or trust company trustee/custodial fees	2i(6)	197019	
(7) Actuarial fees	2i(7)	177200	
(8) Legal fees	2i(8)	13354	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1097604	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2479306
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		35370945
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1896422
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: WISS & COMPANY, LLP **(2)** EIN: 22-1732349

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		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 583715.

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
THE ARXADA CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
13-5665861

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): 04-1867445 36-1561860

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 | 13

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 24.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 72.0 %
High-Yield Debt: 0.0 % Real Assets: 3.0 % Cash or Cash Equivalents: 1.0 % Other: 0.0 %

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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



THE ARXADA CONSOLIDATED PENSION PLAN

FINANCIAL REPORT
DECEMBER 31, 2025

Wiss & Company, LLP
100 Campus Drive, Suite 400
Florham Park, NJ 07932
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INDEPENDENT AUDITORS' REPORT

The Retirement Committee of Arxada, LLC
The Arxada Consolidated Pension Plan

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

We have performed audits of the accompanying financial statements of The Arxada Consolidated 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 then ended, the statement of accumulated plan benefits as of December 31, 2024, the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of 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 Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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



WISS & COMPANY, LLP

Florham Park, New Jersey
October 15, 2026

THE ARXADA CONSOLIDATED PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2025	2024
ASSET -		
Investment in Arxada America, LLC Master Retirement Trust, at fair value	$ 377,643,983	$ 375,792,651
LIABILITY -		
Accrued administrative expenses	299,632	344,722
Net Assets Available for Benefits	$ 377,344,351	$ 375,447,929

See accompanying notes to financial statements.

THE ARXADA CONSOLIDATED PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31,	
	2025	2024
ADDITIONS TO NET ASSETS ATTRIBUTED TO -		
Investment income in Arxada America, LLC Master Retirement Trust	$ 37,267,367	$ 17,548,409
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefits paid to participants	32,891,639	33,238,906
Administrative expenses	2,479,306	3,684,108
Total Deductions	35,370,945	36,923,014
NET INCREASE/(DECREASE)	1,896,422	(19,374,605)
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	375,447,929	394,822,534
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	$ 377,344,351	$ 375,447,929

See accompanying notes to financial statements.

THE ARXADA CONSOLIDATED PENSION PLAN

STATEMENT OF ACCUMULATED PLAN BENEFITS

DECEMBER 31, 2024

ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS:	
Vested benefits:	
Participants currently receiving payments	$ 319,155,008
Active participants	12,830,774
Participants with deferred benefits	36,756,561
	368,742,343
Nonvested accumulated benefits	486,126
Total Actuarial Present Value of Accumulated Plan Benefits	$ 369,228,469

See accompanying notes to financial statements.

THE ARXADA CONSOLIDATED PENSION PLAN

STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS

YEAR ENDED DECEMBER 31, 2024

Actuarial Present Value of Accumulated Plan Benefits at January 1, 2024	$ 357,235,410
Increase/(decrease) during the year attributable to:	
Actuarial losses	567,438
Change in discount period	22,991,577
Assumption changes	21,672,950
Benefits paid	(33,238,906)
Net increase	11,993,059
Actuarial Present Value of Accumulated Plan Benefits at December 31, 2024	$ 369,228,469

See accompanying notes to financial statements.

THE ARXADA CONSOLIDATED PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 1 - Description of Plan:

The following description is intended to give a general summary of the significant provisions of The Arxada Consolidated Pension Plan (the "Plan"). Interested plan participants should refer to the full Plan Document for more detailed explanations and information regarding the Plan's provisions.

Effective December 31, 2021, Arch Chemicals Inc. (the "Company" or "Plan Sponsor") approved the merger of the Employees' Retirement Plan of Arxada, LLC ("ERP") and the Pension Plan for Employees of Arxada, LLC Represented by the United Steelworkers of America, Local 4907 ("Williamsport") into The Arxada Consolidated Pension Plan (the "Plan"). With this resolution, ERP and Williamsport transferred control of their plan assets and liabilities into the Plan.

General - The Plan is a noncontributory defined benefit pension plan covering both union and nonunion employees. The Plan is subject to the provisions of The Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Plan is sponsored by Arch Chemicals Inc., a wholly owned subsidiary of Lonza America LLC ("LAL"). Effective October 2021, the Plan Sponsor changed its name to Arxada, LLC ("Arxada") and concurrently, changed the name of the Plan from The Pension Plan of Arch Chemicals ("ARCH") to The Arxada Consolidated Pension Plan, and the name of the Master Trust to Arxada America, LLC Master Retirement Trust (the "Master Trust"). Additionally, the Plan's Retirement Committee (the "Committee") regularly reviews the investment performance with an independent investment advisor and the Committee may direct the acquisition and disposition of the assets of the Plan.

Effective November 15, 2011, ARCH was frozen to all non-union new hires. Accordingly, no non-union employees that are hired on or after November 15, 2011 are eligible to participate in ARCH. Effective November 9, 2012, all benefit accruals were frozen for non-union participants. Participants became fully vested in their accrued benefits. Effective May 23, 2014, ARCH was amended to close plan entry, to freeze benefit accruals and vest active participants for collectively bargained employees of Local 703 of the United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), AFL-CIO at Conley, Georgia.

On January 1, 2007, ERP was frozen, as defined. As a result, any employee hired after January 1, 2007 is not allowed entrance into ERP. All employees previously covered by ERP continue to be covered by ERP and are fully vested in their accrued benefits.

Effective December 31, 2007, ERP was amended to freeze benefit accruals for all participants other than those participants who attain age 50 by June 30, 2008. Also, participants who were eligible to receive a disability retirement benefit under ERP as of December 31, 2007, continued to accrue benefits under the provisions of ERP without the application of a benefit freeze. Effective December 31, 2010, ERP was amended to freeze all benefit accruals for all participants. In addition, all participants are 100% vested in their accrued benefit.

Plan Administration - The Plan is administered by the Plan Sponsor. The Plan's investment assets are held in a trust account at Northern Trust Company (the "Trustee") and consist of an undivided interest in an investment account of the Master Trust established by the Company and administered by the Trustee.

Trust Managed by the Trustee - The Master Trust holds and invests the assets of the Plan for investment administrative purposes. Under the terms of the agreement between Arxada and the Trustee, the Trustee manages the Master Trust on behalf of the Plan. The Trustee has been granted discretionary authority concerning purchases and sales of investments in the Master Trust in accordance with the general guidelines established by the Plan Administrator.

Funding Policy - The Company's policy is to make contributions to provide the benefits under the Plan and is subject to the provisions of ERISA. Contributions by the Company are based upon actuarial computations of the present value of future benefits to be paid to participants as of the beginning of the Plan year. The actuarial cost method used to determine employer contributions to the Plan is the projected unit credit method. In accordance with the Company's funding policy, contributions for 2025 and 2024 were within the minimum and maximum funding requirements of ERISA.

Pension Benefits - For ARCH, participants are eligible to receive their vested benefits under the Traditional Plan upon retirement, or for Cash Balance participants, upon termination of employment provided the participant has attained age 55 or one year following termination if the participant has not yet attained age 55. Employees become fully vested in the Plan: (a) after five years of employment for employees hired prior to April 1, 2008 and participate in the grandfathered plan (the "Traditional Plan"); (b) three years, for employees hired on or after April 1, 2008, who participate in the new Personal Pension Account (the "Cash Balance Plan"); or (c) attainment of age 65. The Traditional Plan permits early retirement at age 55 with 10 credited years of service. For participants with a present value of vested benefits of $7,000 or less at the time of termination, benefits are distributed to them in the form of a lump sum cash out, or placed in a Rollover IRA (if between $1,000 and $7,000 and no election for distribution is made within the required timeframe). For participants in the Traditional Plan, who have more than $7,000 of vested benefits at the time of termination, benefits are paid in the form of an annuity upon attainment of a retirement age. For participants in the Cash Balance Plan, who have more than $7,000 of vested benefits at the time of termination, benefits are either paid in the form of an annuity or in the form of a lump sum upon attainment of age 55, or one year after termination of employment if not yet age 55.

For ERP, participants are eligible for pension benefits upon reaching the normal retirement age of 65. Monthly benefit payments are computed by multiplying the number of years of credited service by a benefit rate, subject to certain limitations, as specified. Retirees may elect to receive pension benefits in various forms of annuity options. Lump-sum cash distributions are provided for present value distributions of $7,000 or less. Participants may also elect early retirement after attainment of age 55 and completion of five years of vesting service, as defined, and be able to receive actuarially reduced benefit payments commencing immediately at the early retirement date (after attainment of age 62, the participant is entitled to unreduced benefits).

For Williamsport, participants are eligible for pension benefits upon reaching the normal retirement age of 65 after completion of five years of credited service. Monthly benefit payments are computed by multiplying the number of years of credited service by a dollar rate in effect at the time of termination. The monthly benefits for each year of service are as:

On and after October 1, 2003, but prior to October 1, 2004	$34.75
On and after October 1, 2004, but prior to October 1, 2005	$35.75
On and after October 1, 2005, but prior to October 1, 2006	$37.00
On and after October 1, 2006, but prior to October 1, 2007	$38.00
On and after October 1, 2007, but prior to October 1, 2008	$39.00
On and after October 1, 2008	$40.00

Retirees may elect to receive pension benefits in various forms of annuity options. Lump-sum cash distributions are provided for present value distributions of $7,000 or less at participant's consent. Participants may also elect early retirement after attainment of age 55 and completion of five years of credited service. Prior to October 21, 2010, such early retirement supplement was $300 per month and, effective October 21, 2010, such early retirement supplement was increased to $325 per month. The early retirement supplement will be paid to the participant from age 62 until the first day of the month following the participant's 65 birthday or date of death, whichever is earlier.

Effective December 31, 2009, employees covered by the Williamsport became fully vested in their accrued benefits. No new hires were eligible to participate in Williamsport after December 31, 2012. Benefit accruals for all participants as of December 31, 2009, other than those participants who attain age 50 by June 30, 2010, were frozen. Also, participants who are employees as of December 31, 2009 continue to be credited with service for purposes of determining their early retirement date and for purposes of determining eligibility to receive their disability retirement benefit. Effective December 31, 2021, Williamsport was amended to freeze benefit accruals for all participants. In addition, all participants are 100% vested in their accrued benefit.

On January 1, 2015, an amendment for Williamsport became effective, which stated employees who retire from active service or after attaining the age of 62 and whose early retirement benefit commences between the ages of 62 and 65 shall not be entitled to any supplemental early retirement benefits under Williamsport. The amendment was considered in the actuary's valuation reports dated January 1, 2014 and beyond.

Death and Survivorship Benefits - For ARCH, death benefits are provided to a spouse of a deceased participant who has met the vesting requirement but died prior to his or her benefit commencement date. A pre-retirement survivor benefit will be paid to the surviving spouse, provided the participant and spouse had been married throughout the one-year period ending on the date of death. If the participant in the Traditional Plan dies after attaining the age and years of service necessary to qualify for early retirement, the spouse shall receive an amount equal to that which the participant would have received had the participant retired before the day of his or her death, in the form of a 50% qualified joint and survivor annuity payment. For surviving spouses of participants in the Cash Balance Plan, their benefits can be paid in the form of a lifetime-only annuity or a lump sum. For non-spouse beneficiaries of participants in the Cash Balance Plan, the benefits will be paid in the form of a lump sum only.

For ERP, the surviving spouse of any deceased participant is entitled to a death benefit payable contingent upon the participant's employment status, age and years of credited service on the date of death.

For Williamsport, the surviving spouse of any deceased participant who was vested at the date of death, is entitled to a death benefit payable contingent upon the participant's employment status, age and years of credited service on the date of death.

Disability Benefits - For ARCH, in the event a participant becomes disabled before attaining his or her normal retirement age, the participant will become eligible for a disability retirement allowance as provided by the participant's respective Plan provisions.

For ERP, disability retirement benefits are provided for participants experiencing total and permanent disability occurring on or after completion of at least ten years of credited service. The normal monthly pension benefit is payable at the participant's normal retirement date and is computed in the same manner as a normal retirement pension benefit as if the participant remained employed until the normal retirement date and Plan-eligible compensation had remained unchanged.

For Williamsport, an employee who becomes totally and permanently disabled after attaining age 45 and has completed fifteen (15) years of continuous service, or has completed at least eighteen (18) years of continuous service, is eligible for disability benefits. On and after 11:00 p.m. October 21, 2011, the monthly permanent disability benefit is $400 and is payable until the earliest of death, cessation of disability or normal retirement date. Effective January 1, 2014, no disability retirement benefits shall be payable under the Plan except to (a) employees already entitled to the aforementioned disability retirement benefits on December 31, 2013, and (b) employees who are determined to be totally disabled whose disability is due to an event first occurring on or prior to December 31, 2013 and who is not entitled to a benefit under the Company's long-term disability plan.

Deferred Vested Pension Benefits - For ERP, participants terminating for reasons other than death, disability, or retirement who have completed five or more years of credited service are eligible for deferred vested pension benefits after attaining normal retirement age or at age 55 if the conditions for early retirement are fulfilled. Early retirement benefits are at a reduced percentage of normal retirement benefits based on the participant's age at the date of benefit commencement. The Plan provides for the full benefit upon attaining the age of 62.

For Williamsport, participants terminating for reasons other than death, disability, or retirement who have completed five or more years of credited service are eligible for deferred vested pension benefits after attaining normal retirement age or at age 55 if the conditions for early retirement are fulfilled. Early retirement benefits are at a reduced percentage of normal retirement benefits based on the participant's age at the date of benefit commencement.

Participant Accounts - Under ARCH's Cash Balance Plan provisions, amounts are credited by the Company to the participants' hypothetical accounts. The accounts are allocated compensation credits and investment credits at the end of each year. The compensation credits are allocated based on a percentage of the participants' certified compensation as defined in the plan document for that year. Participants' hypothetical accounts also receive investment credits at the end of each year.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting - The Plan's financial statements have been prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements, in conformity with accounting principles generally accepted in the United States of America, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of additions to and deductions in net assets available for benefits during the reporting period. Actual results, as determined at a later date, could differ from those estimates.

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

Investment Valuation and Income Recognition - The Plan's investment in the Master Trust is presented at fair value, which has been determined based on the fair value of the underlying investments of the Master Trust. The Master Trust's investments are stated at fair value as determined by the Trustee based on prices of the underlying investments published by securities exchanges. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee determines the Plan's valuation policies utilizing information provided by its investments advisors, Trustee, and insurance company. See Note 6 for a discussion of fair value measurements.

The Master Trust accounts for the change in the difference between the fair value and the cost of investments as unrealized appreciation in the aggregate fair value of investments. Realized appreciation in the aggregate fair value of investments is the difference between the proceeds received and the average cost of investments sold. Net investment income in the Master Trust consists of interest income, dividend income and net appreciation of investments. Purchase and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Administrative Expenses - The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying Statements of Changes in Net Assets Available for Benefits. Eligible expenses to the extent not reimbursed by the Company, include, but are not limited to, investment managers' fees, actuarial fees, legal fees, and audit fees. In addition, certain investment related expenses are included in net appreciation of fair value of investments presented in the accompanying Statements of Changes in Net Assets Available for Benefits. The Company provides internal accounting and administrative services to the Plan.

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

Subsequent Events - The Plan Administrator has reviewed and evaluated all events and transactions from December 31, 2025 through October 15, 2026, the date the financial statements were available to be issued. The effect of those events and transactions that provide additional pertinent information about conditions that existed at the Statements of Net Assets Available for Benefits date have been recognized in the accompanying financial statements.

Note 3 - Plan Termination:

Although it has not expressed any intention to do so, the Company has the right to terminate the Plan subject to provisions set forth in ERISA. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, in the following order:

a) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years prior to the termination date of the Plan, 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 an annuity under the Plan. The amount is further limited to the lowest benefit that would be payable under the Plan provisions in effect at any time during the five years preceding Plan termination.

b) Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") up to the applicable limitations (discussed below).

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

d) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivors' pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the PBGC level in effect on the date of the Plan's termination. However, there is a statutory ceiling on the amount of an individual's monthly benefits that the PBGC guarantees, which is adjusted periodically.

Whether all the participants receive their benefits should the Plan terminate at some future date will depend on the adequacy, at the time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

Note 4 - Certified Investment Information:

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosures under ERISA. Accordingly, the Trustee, a qualified institution, has certified that the following investment information included in the accompanying financial statements is complete and accurate:

a) Investments, as shown in the Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024.

b) Investment income, as shown in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2025 and 2024.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such certified investment information to the related investment information included in the financial statements.

Note 5 - Plan Interest in Master Trust:

The Plan's investments are in a Master Trust, which was established for the investment of assets of the Plan and several other sponsored retirement plans. Each participating retirement plan has an undivided interest in the Master Trust. The assets of the Master Trust are held by the Trustee. The value of the Plan's interest in the Master Trust is based on the beginning of year value of the Plan's interest in the trust plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses.

At December 31, 2025 and 2024, the Plan's interest in the net assets of the Master Trust was 100% due to the plan merger (see Note 1). Investment income and administrative expenses relating to the Master Trust are allocated to the individual participating plans based upon average monthly balances invested by each plan. Those expenses which are specifically identifiable to the Plan are charged in full to the Plan. The following table presents the fair value of assets for the Master Trust and the Plan's interest in its investments as of December 31, 2025 and 2024, certified as complete and accurate by the Trustee.

	December 31, 2025		December 31, 2024	
	Master Trust Balances	Plan's Interest in the Master Trust	Master Trust Balances	Plan's Interest in the Master Trust
Interest bearing cash	$ 4,295,704	$ 4,295,704	$ 3,891,592	$ 3,891,592
Government debt securities	35,018,453	35,018,453	46,571,818	46,571,818
Mutual funds	102,844,693	102,844,693	91,405,855	91,405,855
Mortgage and asset backed securities	27,992,678	27,992,678	33,426,966	33,426,966
Corporate bonds	205,192,039	205,192,039	198,220,161	198,220,161
Total investments	375,343,567	375,343,567	373,516,392	373,516,392
Accrued income	2,300,416	2,300,416	2,276,259	2,276,259
Net assets available to participating plans	$ 377,643,983	$ 377,643,983	$ 375,792,651	$ 375,792,651

Investment income of the Master Trust for the years ended December 31, 2025 and 2024, certified as complete and accurate by the Trustee is as follows:

	Year Ended December 31,	
	2025	2024
Arxada America, LLC Master Retirement Trust investment income:		
Dividends and interest	$ 13,081,120	$ 12,071,989
Net realized gain	667,819	5,837,227
Net unrealized appreciation/(depreciation)	23,518,428	(360,807)
Total Arxada America, LLC Master Retirement Trust investment income available to participating plans	$ 37,267,367	$ 17,548,409
Plan's share of investment income in Arxada America, LLC Master Retirement Trust	$ 37,267,367	$ 17,548,409

See Note 6 for all relevant fair value disclosures related to investment in the Master Trust including valuation methodologies used and leveling within the fair value hierarchy.

Note 6 - Fair Value Measurements:

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

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets and liabilities measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

- *Interest bearing cash:* Valued at the closing price in a similar market in which the fund is traded.
- *Government debt securities:* Valued at the closing price reported in the active market in which the individual investment is traded. Certain bonds are valued at the closing price reported in the active market in which the bond is traded. Other bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings.
- *Mutual funds:* Valued at the quoted market prices in an active market which is held by the Plan at year end.
- *Mortgage and asset backed securities:* Securities secured by mortgages are valued based on yields currently available on comparable securities of issuers with similar credit ratings.
- *Corporate bonds:* Corporate bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings.

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

The following table sets forth by level, within the fair value hierarchy, the Master Trust's investments at fair value as of December 31, 2025 and 2024, respectively.

Master Trust's Investments at Fair Value as of December 31, 2025

	Level 1	*Level 2*	*Level 3*	*Total*
Interest bearing cash	$ -	$ 4,295,704	$ -	$ 4,295,704
Government debt securities	2,491,286	32,527,167	-	35,018,453
Mutual funds	102,844,693	-	-	102,844,693
Corporate bonds	-	205,192,039	-	205,192,039
Mortgage and asset backed securities	-	27,992,678	-	27,992,678
Total investments in the fair value hierarchy	$ 105,335,979	$ 270,007,588	$ -	$ 375,343,567

Master Trust's Investments at Fair Value as of December 31, 2024

	Level 1	*Level 2*	*Level 3*	*Total*
Interest bearing cash	$ -	$ 3,891,592	$ -	$ 3,891,592
Government debt securities	364,354	46,207,464	-	46,571,818
Mutual funds	91,405,855	-	-	91,405,855
Corporate bonds	-	198,220,161	-	198,220,161
Mortgage and asset backed securities	-	33,426,966	-	33,426,966
Total investments in the fair value hierarchy	$ 91,770,209	$ 281,746,183	$ -	$ 373,516,392

At December 31, 2025 and 2024, the Master Trust had an asset consisting of accrued income. This asset equals or approximates fair value due to the underlying assets being common stock, government bonds, U.S. government securities and corporate debt securities, corporate bonds, interest bearing cash, and mortgage and asset backed securities.

Transfers Between Levels

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the year ended December 31, 2025 and 2024, there were no significant transfers in or out of levels 1, 2, or 3.

Note 7 - Risks and Uncertainties and Concentration of Investment Risk:

The assets of the Master Trust are primarily investment securities, which are monetary in nature. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Plan contributions are made and the actuarial present value of accumulated plan benefits are prepared 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 could be material to the financial statements.

The Plan may have investments in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage backed securities, including securities backed by sub-prime mortgage loans. The value, liquidity and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies and defaults, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

The Master Trust's investment in one fund comprises approximately 13% and 12% of total investments for benefits for the year ended December 31, 2025 and 2024, respectively.

Note 8 - Accumulated Plan Benefits:

The actuarial present value of accumulated Plan benefits is determined by the Plan's consulting actuaries and is the amount that results from applying actuarial assumptions to adjust the accumulated Plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the actuarial valuation date and the expected date of payment.

The actuarial valuation was performed as of January 1, 2025. The significant actuarial assumptions used in the valuation as of January 1, 2025 were: (a) assumed discount interest rate of 6.00%; (b) weighted average retirement age of 60.9 for ERP and 63 for ARCH and Williamsport; (c) separate rates for non-annuitants and annuitants, based on Pri-2012 mortality tables projected generationally with Scale MP-2021. The projected unit credit method was used to determine contributions to the Plan. These 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.

For ARCH, 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. Except for employees hired on or After April 1, 2008, whose benefits are based on the amount accrued in their personal pension accounts, benefits under the Plan are based on employees' highest three years compensation of the last 10 years (whether or not consecutive) of credited service. The accumulated Plan benefits for active employees are based on their average compensation during the three years ending on the date as of which the benefit information is presented (the valuation date). For participants hired on or after April 1, 2008, benefits are based upon 6% of participants' eligible earnings during each quarter that the participants are employed with the Company, adjusted to accrue interest at the prevailing 10-year U.S. Treasury Note rate. 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 up to the valuation date.

For ERP and Williamsport, accumulated plan benefits are those estimated future payments that are attributable under the Plan's provisions to the service that employees have rendered to the valuation date. Accumulated Plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits payable under all circumstances - retirement, death, disability, and termination of employment - are included to the extent that they are deemed attributable to employee service rendered to the valuation date.

Note 9 - Tax Status:

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated December 5, 2017 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). The Plan has been amended since receiving the determination letter to adopt qualifying amendments. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements under the IRC.

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

Note 10 - Party-in-Interest:

The assets of the Master Trust invested in funds of the Trustee are considered party-in-interest transactions. The Trustee provides investment management and custodial services to the trust funds and, therefore, qualify as party-in-interest transactions.

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[2]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	2	0	0	0	0	0	0	0	0	2
40-44	0	7	4	3	1	1	0	0	0	0	16
45-49	0	6	4	1	4	1	1	0	0	0	17
50-54	0	8	12	4	6	3	9	8	0	0	50
55-59	0	7	6	8	7	8	10	2	4	0	52
60-64	0	5	11	2	3	8	6	1	2	0	38
65-69	0	4	3	1	1	1	2	0	1	1	14
70 & over	0	0	0	0	0	1	0	0	0	0	1
Total	0	39	40	19	22	23	28	11	7	1	190

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

Plan Name: The Arxada Consolidated Pension Plan
EIN / PN: 13-5665861/003
Plan Sponsor: Arxada, LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September
- Interest rate basis: 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors[1]
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective interest rate	5.34%	5.31%

Annual rates of increase

- Future Social Security wage base: 2.50%
- Cash balance interest crediting rate: 4.00%

[1] Rates not reflecting stabilization are used to determine PBGC variable rate premiums, the PBGC FTAP, the PBGC 4010 FS, and for purpose of determining the deductible limit.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

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

Disability

- Arch Chemicals

Rates varying by age and gender

Representative Disability Rates

Percentage becoming disabled during the year		
Age	Males	Females
20	0.10%	0.10%
25	0.11	0.14
30	0.12	0.17
35	0.15	0.25
40	0.22	0.34
45	0.37	0.50
50	0.68	0.78
55	1.22	1.17
60	1.82	1.48

- ERP

None

- Williamsport

Class II incidence rates under the 1985 Unisex Pension Disability Table.

SCHEDULE SB ATTACHMENTS

Termination

- Arch Chemicals

Select rates of 17.5% are used for the first three years of employment. Afterwards, “ultimate” rates varying by age.

Representative Termination Rates

Percentage leaving during the year	
Attained Age	“Ultimate” Rate
20	20.95%
25	22.21
30	14.63
35	10.54
40	8.40
45	7.45
50	6.76
55	2.92
60	2.20
65	2.82
69	3.50

- ERP

Representative Termination Rates

Termination Rate			
Age	Less than one year of service	One year of service	Two plus years of service
16-39	25.0%	23.0%	13.0%
40-49	10.0%	8.0%	8.0%
50-60	8.0%	6.0%	5.0%
61-65	0.0%	0.0%	0.0%

- Williamsport

Rates varying by age

Representative rates:	
Age	Rate
25	7.96%
40	3.12%
55	0.00%

SCHEDULE SB ATTACHMENTS

Retirement

- Arch Chemicals — Active employees are expected to retire as shown below:

Age	Proportion Electing to retire during the year
55-61	4.00%
62	25.00%
63-66	20.00%
67	100.00%

The weighted average retirement age is 63

- ERP — Active employees are expected to retire as shown below:

Age	Proportion Electing to retire during the year
55	5%
56-59	10%
60	15%
61	10%
62	35%
63-64	10%
65-66	50%
67	100%

The weighted average retirement age is 60.9.

- Williamsport — 100% at age 63 or valuation date, if later.

Benefit Commencement Date

- Retirement Benefit — Upon termination of employment.
- Deferred Vested Benefit
  - Arch Chemicals — For non-cash balance participants who terminated on February 28, 2019 as part of the Water business divestiture and were retirement or bridge eligible at the time: 50% assumed to commence at age 55 (or current age if later) and 100% of the remaining participants assumed to commence at age 62 (or current age if later).

    All other participants: age 65.
  - ERP — For employees in the legacy ERP: at age 62

    For employees in the legacy Conalco plan: at age 65
  - Williamsport — All employees are eligible at age 65

SCHEDULE SB ATTACHMENTS

• Disability Benefit	Upon disablement.
• Preretirement Death Benefit	The later of the death of the active participant or the date the participant would have attained age 55.

Form of payment

• Arch Chemicals	The normal form of payment; except cash balance benefits are paid as a lump sum upon retirement, termination or disability
• ERP, Williamsport	100% of participants are assumed to elect a life annuity.

Percent married

• Arch Chemicals	80% of males and 80% of females are assumed to be married
• ERP	For employees in the legacy ERP: 90% of males and 50% of females are assumed to be married. For employees in the legacy Conalco plan: 100% of males and females are assumed to be married.
• Williamsport	100% of males and females are assumed to be married.

Spouse age	Wife three years younger than husband.
Administrative expenses	Normal cost includes a provision for administrative expenses. The amount included for plan related expenses is $2,172,000 determined by taking previous year's actual administrative expenses adjusted for changes in the PBGC premium.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings of 6.75% (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including contributions receivable (discounted using the effective interest rate for the prior plan year). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

SCHEDULE SB ATTACHMENTS

Benefits not valued

- Arch Chemicals

  All benefits described in the Plan Provisions section of this report were valued based on discussions with Arxada, LLC regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with Arxada, LLC and, based on that review, is not aware of any significant benefits required to be valued that were not.

  No assumption was made for the occurrence of unpredictable contingent event benefits. Based on discussions with Arxada, LLC, such benefits are considered to have a de minimis likelihood of being paid and thus are not required to be valued, and will not be valued, until and unless the triggering event occurs.

  The plan may pay small benefits (with a present value up to $7,000) in a lump sum. Such lump sums are not explicitly valued; rather, such participants' benefits are valued using the benefit choice assumptions described above.

- ERP, Williamsport

  All benefits described in the Plan Provisions section of this report were valued based on discussions with Arxada, LLC regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with Arxada, LLC and, based on that review, is not aware of any significant benefits required to be valued that were not.

  The plan may pay small benefits (with a present value up to $7,000) in a lump sum. Such lump sums are not explicitly valued; rather, such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

Arxada LLC furnished participant data as of 1/1/2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB (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
THE ARXADA CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
13-5665861

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**	375,792,651
b Actuarial value	**2b**	374,096,510

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	1,558	333,060,306	333,060,306
b For terminated vested participants	633	39,624,458	39,624,458
c For active participants	190	13,820,514	14,339,350
d Total	2,381	386,505,278	387,024,114

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**	5.34%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	2,172,000
c Target normal cost	**6c**	2,172,000

Statement by Enrolled Actuary

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

SIGN HERE Eric Shingle ES — 10/7/2026

Signature of actuary — Date

Eric Shingle — 2608296

Type or print name of actuary — Most recent enrollment number

Willis Towers Watson US LLC — 212-915-8888

Firm name — Telephone number (including area code)

PO Box 674401

Houston TX 77267

Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	17,185,401
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2,857,830
9	Amount remaining (line 7 minus line 8)	0	14,327,571
10	Interest on line 9 using prior year's actual return of 4.51 %	0	646,173
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 5.06 %		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	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	14,973,744

Part III Funding Percentages

14	Funding target attainment percentage	14	92.79 %
15	Adjusted funding target attainment percentage	15	92.79 %
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	99.98 %
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:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

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**	2,172,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	27,901,348	2,619,918
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**	4,791,918

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4,791,918	4,791,918

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

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

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

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

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

SCHEDULE SB ATTACHMENTS

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

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Plan Name:	The Arxada Consolidated Pension Plan
EIN / PN:	13-5665861/003
Plan Sponsor:	Arxada, LLC
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September
- Interest rate basis: 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors[1]
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective interest rate	5.34%	5.31%

Annual rates of increase

- Future Social Security wage base: 2.50%
- Cash balance interest crediting rate: 4.00%

[1] Rates not reflecting stabilization are used to determine PBGC variable rate premiums, the PBGC FTAP, the PBGC 4010 FS, and for purpose of determining the deductible limit.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

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

Disability

- Arch Chemicals

Rates varying by age and gender

Representative Disability Rates

Percentage becoming disabled during the year		
Age	Males	Females
20	0.10%	0.10%
25	0.11	0.14
30	0.12	0.17
35	0.15	0.25
40	0.22	0.34
45	0.37	0.50
50	0.68	0.78
55	1.22	1.17
60	1.82	1.48

- ERP

None

- Williamsport

Class II incidence rates under the 1985 Unisex Pension Disability Table.

SCHEDULE SB ATTACHMENTS

Termination

- Arch Chemicals

Select rates of 17.5% are used for the first three years of employment. Afterwards, “ultimate” rates varying by age.

Representative Termination Rates

Percentage leaving during the year	
Attained Age	“Ultimate” Rate
20	20.95%
25	22.21
30	14.63
35	10.54
40	8.40
45	7.45
50	6.76
55	2.92
60	2.20
65	2.82
69	3.50

- ERP

Representative Termination Rates

Termination Rate			
Age	Less than one year of service	One year of service	Two plus years of service
16-39	25.0%	23.0%	13.0%
40-49	10.0%	8.0%	8.0%
50-60	8.0%	6.0%	5.0%
61-65	0.0%	0.0%	0.0%

- Williamsport

Rates varying by age

Representative rates:	
Age	Rate
25	7.96%
40	3.12%
55	0.00%

SCHEDULE SB ATTACHMENTS

Retirement

- Arch Chemicals — Active employees are expected to retire as shown below:

Age	Proportion Electing to retire during the year
55-61	4.00%
62	25.00%
63-66	20.00%
67	100.00%

The weighted average retirement age is 63

- ERP — Active employees are expected to retire as shown below:

Age	Proportion Electing to retire during the year
55	5%
56-59	10%
60	15%
61	10%
62	35%
63-64	10%
65-66	50%
67	100%

The weighted average retirement age is 60.9.

- Williamsport — 100% at age 63 or valuation date, if later.

Benefit Commencement Date

- Retirement Benefit — Upon termination of employment.
- Deferred Vested Benefit
  - Arch Chemicals — For non-cash balance participants who terminated on February 28, 2019 as part of the Water business divestiture and were retirement or bridge eligible at the time: 50% assumed to commence at age 55 (or current age if later) and 100% of the remaining participants assumed to commence at age 62 (or current age if later).

    All other participants: age 65.
  - ERP — For employees in the legacy ERP: at age 62

    For employees in the legacy Conalco plan: at age 65
  - Williamsport — All employees are eligible at age 65

SCHEDULE SB ATTACHMENTS

• Disability Benefit	Upon disablement.
• Preretirement Death Benefit	The later of the death of the active participant or the date the participant would have attained age 55.

Form of payment

• Arch Chemicals	The normal form of payment; except cash balance benefits are paid as a lump sum upon retirement, termination or disability
• ERP, Williamsport	100% of participants are assumed to elect a life annuity.

Percent married

• Arch Chemicals	80% of males and 80% of females are assumed to be married
• ERP	For employees in the legacy ERP: 90% of males and 50% of females are assumed to be married. For employees in the legacy Conalco plan: 100% of males and females are assumed to be married.
• Williamsport	100% of males and females are assumed to be married.

Spouse age	Wife three years younger than husband.
Administrative expenses	Normal cost includes a provision for administrative expenses. The amount included for plan related expenses is $2,172,000 determined by taking previous year's actual administrative expenses adjusted for changes in the PBGC premium.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

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Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings of 6.75% (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including contributions receivable (discounted using the effective interest rate for the prior plan year). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

SCHEDULE SB ATTACHMENTS

Benefits not valued

- Arch Chemicals

  All benefits described in the Plan Provisions section of this report were valued based on discussions with Arxada, LLC regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with Arxada, LLC and, based on that review, is not aware of any significant benefits required to be valued that were not.

  No assumption was made for the occurrence of unpredictable contingent event benefits. Based on discussions with Arxada, LLC, such benefits are considered to have a de minimis likelihood of being paid and thus are not required to be valued, and will not be valued, until and unless the triggering event occurs.

  The plan may pay small benefits (with a present value up to $7,000) in a lump sum. Such lump sums are not explicitly valued; rather, such participants' benefits are valued using the benefit choice assumptions described above.

- ERP, Williamsport

  All benefits described in the Plan Provisions section of this report were valued based on discussions with Arxada, LLC regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with Arxada, LLC and, based on that review, is not aware of any significant benefits required to be valued that were not.

  The plan may pay small benefits (with a present value up to $7,000) in a lump sum. Such lump sums are not explicitly valued; rather, such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

Arxada LLC furnished participant data as of 1/1/2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Former Plan : The Pension Plan of Arch Chemicals

Plan Status: Closed to non-union participants effective November 15, 2011. The plan was amended on August 23, 2012 to freeze benefit accruals for and fully vest all non-union participants effective November 9, 2012. The last accruing group Conley union was frozen and all participants were fully vested effective May 23, 2014.

Except as noted the following definitions apply throughout:

Benefit Service	Each year with 1,000 hours worked, or 1,950 in the first and last year of service. Partial service is granted in a year by dividing actual hours worked by 1,000 (1,950 for the first and last year).
Creditable Service	Elapsed time.
Compensation	W-2 pay, including Section 125, 132(f) and 402(g) deferrals; and excluding contributions to or benefits from any deferred compensation programs or fringe benefits, cost-of-living allowances, and amounts paid under a performance unit plan or other long-term bonus plan. In the last year of employment, compensation is annualized by adding a pro-rata portion of the employee's base pay.
Average Compensation	Highest average of the Participant's Compensation for any three Plan Years out of the last ten Plan Years.
Social Security benefit	The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment, assuming earnings continue at the same base rate as immediately prior to termination, to the age at which he attains Social Security Normal Retirement Age. The benefit is reduced for commencement prior to Social Security Normal Retirement.

SCHEDULE SB ATTACHMENTS

Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit (including the present value of the Lump Sum Death Benefit, if applicable), payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Minimum Required Distribution Date as of December 1, 2013.

On November 21, 2016, LSI and Arch Chemicals Inc. entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company ("Voya"). The Lump Sum Death Benefit, if applicable, was also transferred to Voya.

The plan was amended effective September 1, 2017 to provide a temporary lump sum window to certain terminated vested participants in the plan. Terminated vested participants as of June 30, 2017 were eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit (including the present value of the Lump Sum Death Benefit, if applicable), payable as of December 1, 2017. The window does not include participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Minimum Required Distribution Date as of December 1, 2017.

As of December 31, 2021, the Employees' Retirement Plan of Arxada LLC and the Pension Plan for Employees of Arxada LLC Represented by the United Steelworkers of America, Local 4907 (the "Williamsport Plan") were merged into the Arch Plan. The Arch Plan was subsequently renamed The Arxada Consolidated Pension Plan.

SCHEDULE SB ATTACHMENTS

Arch Corporate Group

Plan Provisions

Effective Date	February 8, 1999
Eligibility for participation	Completion of one year of service

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility: Age 65
- Amount: Greater of (i) or (ii):

  (i) 1.5% of average compensation during highest 3 calendar years in last 10 calendar years multiplied by years of Benefit Service, less Social Security benefit multiplied by lesser of: (a) ratio of years of Benefit Service not in excess of 35 to the number 70; or (b) 50% multiplied by ratio of years of Benefit Service at retirement to years of Benefit Service projected to age 65.

  (ii) 1 % of average compensation during highest 3 calendar years in last 10 calendar years multiplied by years of Benefit Service.

  Employees hired after March 31, 2008 participate in the Cash Balance Plan.

Early retirement

- Eligibility: Age 55 and 10 years of Creditable Service and retires from active status.

  Employees at least age 52 with 7 years of Creditable Service who are involuntarily terminated are eligible for early retirement at the later of age 55 or the date on which they would have completed 10 years of Creditable Service.
- Amount: Prior to age 62: Immediate benefit equal to accrued benefit multiplied by 72% plus 1/3% multiplied by months elapsed since age 55.

SCHEDULE SB ATTACHMENTS

	On or after age 62: Unreduced accrued benefit payable immediately.
Disability	None
Vesting benefit	
• Eligibility	5 years of Creditable Service
• Amount	Accrued benefit deferred to age 65. Participants with at least 10 years of service can commence an actuarially equivalent reduced benefit as early as age 55. Participants who are involuntarily terminated with at least 7 years of Creditable Service can commence an actuarially equivalent reduced benefit at age 55 (or the date on which they would have attained 10 years of service, if later).
Spouse's death benefit	
• Eligibility	Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
• Amount	Accrued benefit at time of death, adjusted as if participant had retired on the date that payments to spouse commence under joint and 50% survivorship option, and then died.
Lump sum death benefit	
• Eligibility	Death after any type of retirement except deferred vested
• Amount	$5,000 ($3,000 for old Beaumont plan)
Normal form of payment	
• Single	Life annuity
• Married	Reduced 50% joint and survivor annuity

SCHEDULE SB ATTACHMENTS

Optional forms of payment

- Joint and survivor annuity (up to 100%)
- Guaranteed 5 or 10 year period certain and life annuity
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Brandenburg / Doe Run

Plan Provisions

Effective Date

February 8, 1999

Eligibility for participation

Immediate upon becoming an eligible collectively bargained employee. Employees first hired after 2010 shall not be eligible to participate.

Service accruals

As of February 28, 2011, participants hired after January 1, 2006, ceased to accrue Benefit Service but will continue to accrue Creditable Service.

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility: Age 65
- Amount: For pre-1/1/2006 hires: a flat monthly rate based on year of retirement as per the table below multiplied by years of Benefit Service.

Year of Retirement	Flat Monthly Rate
Prior to 2003	$38.00
2003	$39.00
2004	$42.00
2005	$45.00
2006-2010	$52.50
2011 and later	$60.00

For post-12/31/2005 hires, the flat monthly rate per year of Benefit Service is $20.00.

SCHEDULE SB ATTACHMENTS

Early retirement

- Eligibility

  Age 55 and 10 years of Creditable Service and retires from active status.

  Employees at least age 52 with 7 years of Creditable Service who are involuntarily terminated are eligible for early retirement at the later of age 55 or the date on which they would have completed 10 years of service.

- Amount

  Prior to age 62: Immediate benefit equal to accrued benefit multiplied by 72% plus 1/3% multiplied by months elapsed since age 55

  On or after age 62: Unreduced accrued benefit payable immediately.

Vesting benefit

- Eligibility

  5 years of Creditable Service

- Amount

  Accrued benefit deferred to age 65.

  Participants with at least 10 years of Creditable Service can commence an actuarially equivalent reduced benefit as early as age 55.

  Participants who are involuntarily terminated with at least 7 years of Creditable Service can commence an actuarially equivalent reduced benefit at age 55 (or the date on which they would have attained 10 years of service, if later).

Spouse's death benefit

- Eligibility

  Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.

- Amount

  Accrued allowance at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

SCHEDULE SB ATTACHMENTS

Lump sum death benefit

- Eligibility — Death after any type of retirement except deferred vested.
- Amount — $5,000

Normal form of payment

- Single — Life annuity
- Married — Reduced 50% joint and survivor annuity

Optional forms of payment

- Joint and survivor annuity (up to 100%)
- Guaranteed 5 or 10 year period certain and life annuity
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Conley Collectively Bargained Group

Plan Provisions

Effective Date	February 17, 2003
Eligibility for participation	January 1 or July 1 after completing one year of Creditable Service and after attaining age 21

Benefits Paid Upon the Following Events

Average Final Compensation	For this group, the three years in the average are consecutive.

Normal retirement

• Eligibility	Age 65
• Amount	Sum of (A) and (B) below: (A) 0.75% (0.70% for benefit commencement dates prior to April 1, 2006) of Average Final Compensation, multiplied by participant's Creditable Service not in excess of 35 years. (B) 0.50% of Average Final Compensation in excess of the participant's Social Security Covered Compensation multiplied by the participant's Creditable Service, not in excess of 35 years. Effective May 23, 2014 all benefit accruals are frozen.

Early retirement

• Eligibility	Age 55 and 10 years of Creditable Service. Effective May 23, 2014, all participants are fully vested.
• Amount	Accrued benefit reduced by 5/12% per month prior to age 65

SCHEDULE SB ATTACHMENTS

Vesting benefit

• Eligibility	5 years of Creditable Service
• Amount	Accrued benefit deferred to age 65. Participants may elect to commence a reduced benefit as early as age 55. Such benefit is reduced 5/12% per month prior to age 65.

Spouse's death benefit

• Eligibility	Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
• Amount	Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

Normal form of benefit

• Single	Life annuity
• Married	Reduced 50% joint and survivor annuity

Optional forms of payment

- Joint and survivor annuity (50%, 75% or 100%)
- Guaranteed 5 or 10 year period certain and life annuity
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%, but not less than 1983 GAM mortality Table and 5.00%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Hickson Corporate Group

Plan Provisions

Effective Date	October 24, 2003
Eligibility for participation	January 1 or July 1 after completing one year of service and after attaining age 21

Benefits Paid Upon the Following Events

Average Final Compensation	For purpose of the Hickson Benefit, the three years in the average are consecutive.
Normal retirement	
• Age requirement	Age 65
• Benefit	Greater of: (A) Hickson Benefit for pre-2003 service, plus Arch Benefit for post-2002 service, or (B) Hickson Benefit for all service Where: The Hickson Benefit is equal to: 0.7% of Average Final Compensation, plus 0.5% of Average Final Compensation in excess of Social Security Benefit, multiplied by Creditable Service not in excess of 35 years and The Arch Benefit is equal to the greater of: (i) 1.5% of Average Final Compensation multiplied by years of Benefit Service, less Social Security benefit multiplied by lesser of: (a) ratio of years of Benefit Service not in excess of 35 to the number 70; or (b) 50% multiplied by ratio of years of Benefit Service at retirement to years of Benefit Service projected to age 65; and (ii) 1% Average Final Compensation

SCHEDULE SB ATTACHMENTS

Early retirement

- Eligibility — Age 55 and 10 years of Creditable Service
- Amount — Accrued benefit as determined for Normal Retirement, reduced as follows: the Hickson portion of the benefit is reduced 5/12% per month prior to age 65; and the Arch portion of the benefit is multiplied by 72%, plus 1/3% for each month elapsed since the participant's age 55.

Vesting benefit

- Eligibility — 5 years of Creditable Service
- Amount — Accrued benefit deferred to age 65. A participant who has at least 10 years of service may elect to commence a reduced benefit as early as age 55. Such benefit is reduced as follows: the Hickson portion of the benefit is reduced 5/12% per month prior to age 65; and the Arch portion of the benefit is the actuarial equivalent of the Arch portion of the normal retirement benefit.

Spouse's death benefit

- Eligibility — Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
- Amount — Accrued allowance at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

Lump sum death benefit

- Eligibility — Death after any type of retirement except deferred vested.
- Amount — $5,000

SCHEDULE SB ATTACHMENTS

Normal form of payment

- Single — Life annuity
- Married — Reduced 50% joint and survivor annuity

Optional forms of payment

- Joint and survivor annuity (25%, 50%, 75% or 100%)
- Guaranteed 5 or 10 year period certain and life annuity. Guaranteed period shall not exceed the participant's life expectancy at date payments commence.
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%, but not less than 1983 GAM mortality Table and 5.00%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Avecia

Plan Provisions

Effective Date	Adopted April 3, 2004
Eligibility for participation	January 1 or July 1 following completion of one year service

Benefits Paid Upon the Following Events

Average Final Compensation

For purpose of the Avecia Benefit, the three years in the average are consecutive.

Normal retirement

- Age requirement: Age 65
- Amount:

Greater of:

(A) Avecia Benefit for pre-2005 service, plus Arch Benefit for post-2004 service, or

(B) Arch Benefit for all service

Where:

The Avecia Benefit is determined under the applicable schedule as described below:

Benefit Schedule A: The greater of:

(i) 1.2% of Average Final Compensation times Years of Service

(ii) 1.6% times Years of Service, but not more than 50%, times Average Compensation minus 1.6% times Years of Service, but not more than 50%, times Social Security Benefit.

Benefit Schedule B: The sum of (i) and (ii):

(i) The benefit determined under Benefit Schedule A based on Average Compensation and Years of Service as of April 30, 1998.

(ii) The accumulation for each plan year of the sum of 1.2% of Compensation up to the Breakpoint plus 1.6% of Compensation in excess of the Breakpoint.

	Breakpoint: $58,800 for 2004, $58,200 for 2003, $56,800 for 2002, and $53,800 for 2001 as adjusted for inflation as the Social Security Wage Base. and The Arch Benefit is equal to the greater of: (i) 1.5% of average compensation during highest 3 calendar years in last 10 calendar years multiplied by years of service, less Social Security benefit multiplied by lesser of: (a) ratio of years of service not in excess of 35 to the number 70; or (b) 50% multiplied by ratio of years of service at retirement to years of service projected to age 65; and (ii) 1% of three-year final average compensation
Early retirement	
• Eligibility	For Avecia Benefit: Age 50 and age plus years of service equals 70 or more. For Arch Benefit, age 55 and 10 years of service
• Benefit for service before January 1, 2005	Benefit Schedule A: Immediate benefit equal to accrued benefit reduced by approximately 4.2% for each year before the date full benefits are available. Full benefits are available at age 62, or as early as age 55 if age plus service totals at least 80. Benefit Schedule B: Immediate benefit equal to accrued benefit reduced by approximately 6.0% for each year before the date full benefits are available. Full benefits are available at age 62, or as early as age 58 if age plus service totals at least 80.
• Benefit for service on or after January 1, 2005	Immediate benefit equal to accrued benefit multiplied by 72% plus 1/3% multiplied by months elapsed since age 55.
Vesting benefit	
• Eligibility	5 years of service

SCHEDULE SB ATTACHMENTS

- Amount — Accrued benefit deferred to age 65. The Avecia Benefit can commence as early as age 50 if the sum of age and service is at least 70, in which case that benefit is reduced as follows:

Age	Factor
50	.209
51	.229
52	.251
53	.276
54	.305
55	.337
56	.372
57	.412
58	.457
59	.508
60	.565
61	.630
62	.705
63	.789
64	.887

The actuarially reduced Arch Benefit can commence at the same time.

Spouse's death benefit

- Eligibility — Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
- Amount — Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

Lump sum death benefit

- Eligibility — Death after termination after satisfying 55 and 10 years of service.
- Amount — $5,000

Normal form of payment

- Single — Life annuity

• Married	Reduced 50% joint and survivor annuity
Optional forms of payment	• Joint and survivor annuity (up to 100%) • Guaranteed 5 or 10 period certain and life annuity. Avecia Benefit only: 15, 20, or 25 year period certain and life annuity, in which case the Arch Benefit is a 10 year certain and life. Guaranteed period shall not exceed the participant's life expectancy at date payments commence. • Specified payment and life annuity. • Social Security Level Income option. • The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%. Grandfather basis of 1979 George B. Buck Mortality Table for Males and 5.00% applies to the 12/31/2008 benefit. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Cash Balance Plan

Plan Provisions

Effective Date	April 1, 2008
Eligibility for participation	Immediate upon becoming an eligible non-collectively bargained employee.

Benefits Paid Upon the Following Events

Normal retirement

• Age requirement	Age 65
• Amount	Balance in Personal Pension Account which grows quarterly with Pay-Based Credits and Interest Credits. Pay-Based Credits equal 6% of compensation for the quarter. The Interest Crediting rate is the annual rate of interest on 10-year Treasuries for the month of November of the prior plan year.

Early retirement

• Eligibility	Age 55
• Amount	Balance in Personal Pension Account.

Disability retirement

• Eligibility	3 years of Benefit Service
• Amount	Balance in Personal Pension Account as of early or normal retirement date. Personal Pension Account would continue to grow with Pay-Based Credits and Interest Credits. The Pay-Based Credits would be based on Base Monthly Pay at time of disability.

SCHEDULE SB ATTACHMENTS

Vesting benefit

- Eligibility: 3 years of Creditable Service. Prior to January 1, 2016, can commence after one-year break in service. Effective January 1, 2016 the one-year break requirement was eliminated.
- Amount: Balance in Personal Pension Account.

Death benefit

- Eligibility: 3 years of Creditable Service
- Amount: Balance in Personal Pension Account.

Normal form of allowance

- Single: Life annuity
- Married: Reduced 50% joint and survivor annuity

Optional forms of allowance

- Lump sum
- Joint and survivor annuity – 50%, 75% and 100%
- For conversion of the cash balance to the single life annuity, the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used. The equivalent basis for conversion to other optional annuity forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%.

SCHEDULE SB ATTACHMENTS

Former Plan : The Employees' Retirement Plan of Lonza, LLC

1. Employees' Retirement Plan of Lonza, LLC

Plan Provisions	
Effective date	Adopted March 1, 1972. The Consolidated Aluminum Corporation Discontinued Operations Pension Plan was merged into this plan effective July 31, 2016. The plan document was last restated effective January 1, 2017. As of December 31, 2021, the plan was merged into the Arxada Consolidated Pension Plan.
Eligibility for participation	All employees of Lonza, Inc. hired prior to January 1, 2007 are covered under the pension plan and are eligible to participate as of the first day of the month after commencement of employment.

Definitions	
Vesting service	One year of service for each anniversary year with at least 1,000 hours worked. Effective December 31, 2007, all participants were 100% vested in their accrued benefits.
Accrual service	One year of service for each anniversary year with at least 1,000 hours worked. In the year of termination, one month of service is credited for each month with at least one hour worked. Service for former employees of Universal Chemical Corporation, Quad Chemical Corporation, Glyco who terminated prior to January 1, 1989, Cyclo Products, Inc., UCB-Bioproducts, and Larex, Inc. prior to June 29, 1973; July 1, 1980; December 31, 1987; July 16, 1990; March 1, 2006; and May 16, 2006 respectively, will not be counted for benefit accrual purposes. If a former employee of SmithKline Beecham Corp. elected to receive benefits under the SmithKline Pension Plan, then service prior to April 1, 1992 will not be counted for benefit accrual purposes. If a former employee of SmithKline Beecham Corp. did not receive benefits under the SmithKline Pension Plan, then service that counted towards the plan will be included as accrual service. Employees of ALUSA will not be credited with additional Accrual Service after October 29, 1999.

Plan Name: The Arxada Consolidated Pension Plan
EIN / PN: 13-5665861/003
Plan Sponsor: Arxada, LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

	Effective December 31, 2007, Accrual Service is frozen for all employees who are not 50 years of age by June 30, 2008. Effective December 31, 2010, Accrual Service is frozen for all participants. Certain participants whose accrual service was previously frozen as of December 31, 2007 received subsequent accruals through December 31, 2010 or the end of the plan year prior to their termination, if earlier, in order to correct a nondiscrimination test. Refer to Appendices D and E of the plan document.
Covered Compensation	The average of the taxable wage bases for the 35 calendar years ending with the year an individual attains Social Security Retirement Age.
Compensation	Total remuneration paid by Lonza to an employee including base pay, overtime, shift differentials, holiday pay, bonuses, vacation pay and sick pay and salary reductions made pursuant to Section 125, 132(f) or 401(k) of the Code, but excluding (i) amounts realized from the exercise of non-qualified stock option; (ii) amount realized from the sale, exchange, or disposition of a stock acquired under a qualified stock option; (iii) amounts attributable to certain allowances and expenses.
Final Average Compensation	The greater of (a) The final 60-month average compensation (subject to IRS Sect. 401(a)(17) limit) immediately preceding termination or retirement; or (b) The average of the annual compensation (subject to IRS Sect. 401 (a)(17) limit) for the highest 5 consecutive years of the last 10 years immediately prior to termination or retirement

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Annual Accrued Benefit

The benefit is the sum of (a), (b) and (c) as follows:

(a) 1.05% times Final Average Compensation not in excess of Covered Compensation times Accrual Service (maximum 35 years)

(b) 1.50% times Final Average Compensation in excess of Covered Compensation times Accrual Service (maximum 35 years)

(c) 1.40% times Final Average Compensation times Accrual Service in excess of 35 years

The benefit for a "401(a)(17) employee" is subject to the following minimum, the sum of (d) and (e):

(d) Frozen Accrued Benefit as of December 31, 1993, subject to the IRS Compensation limits in effect at the time

(e) Accrued Benefit by applying the above formula [(a) + (b) + (c)], but based on the Final Average Compensation and Accrual Service subsequent to December 31, 1993

A "401(a)(17) employee" is a participant whose accrued benefit after December 31, 1993 is based on compensation in excess of $150,000 for a plan year prior to January 1, 1994.

Effective December 31, 2007, accrued benefits were frozen for active participants who did not attain age 50 by June 30, 2008.

Effective December 31, 2010, all benefit accruals were frozen.

Certain participants whose accrual service was previously frozen as of December 31, 2007 received subsequent accruals through December 31, 2010 or the end of the plan year prior to their termination, if earlier, in order to correct a nondiscrimination test. Refer to Appendices D and E of the plan document.

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility — Age 65
- Amount — The Accrued Benefit payable immediately

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Early retirement

- Eligibility — Age 55 and 5 years of Vesting Service
- Amount — The Accrued Benefit, payable at age 62 or reduced by 0.25% for the first 24 months that commencement precedes age 62, 1/3% for the next 12 months, 0.50% for the next 36 months and 1.00% for the next 12 months.

Supplemental Benefit

- Eligibility — An active participant who terminates employment prior to age 62, and immediately commences Early Retirement Benefits is entitled to receive a Supplemental Benefit until age 62.
- Amount — The annual Supplemental Benefit for 2011 is $267.25 times Accrual Service (maximum 30 years). The Supplemental Benefit is further adjusted by the factor used for the optional form of payment elected for Retirement Benefits. The annual Supplemental Benefit for new retirees is adjusted annually based on the Social Security cost-of-living adjustment (limited to a maximum of 5% per year).

Termination

- Eligibility — Termination with 5 years of Vesting Service. Effective December 31, 2007, all active participants were fully vested in their accrued benefits.
- Amount — The Accrued Benefit
- Benefit Commencement — Payable at age 65 or as early as age 55 with a reduced benefit. Reduction is same as for Early Retirement.

Disability Retirement Benefit

- Eligibility — Any age with 10 years of Vesting Service.

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- Amount — Benefit determined as if employee had remained employed until retirement date and Compensation had remained unchanged. If benefit commencement is prior to Normal Retirement Date, retirement benefit is subject to early retirement reduction.

  For active employees as of December 31, 2007 who did not attain age 50 as of June 30, 2008, benefit accruals are frozen for purpose of this benefit. For the remaining active employees, as well as employees currently disabled, benefit accruals continue. However, all benefit accruals cease as of December 31, 2010.

- Benefit Commencement — Normal Retirement Date or Early Retirement Date at the employee's election.

Preretirement Surviving Spouse Benefit

- Eligibility — Death of a married participant with 5 years of vesting service.

- Amount — The amount which would be payable if the participant terminated on his/her date of death, elected payment for early or normal retirement in the form of a qualified joint and 50% survivor annuity, and died prior to the first payment.

- Benefit Commencement — At the time the employee would have attained age 55, or the first of the month following the death of the participant if the participant was eligible for an early retirement benefit. The spouse may elect to defer the benefit up to the employee's age 65.

Special Pre-retirement Survivor Benefit

- Eligibility — Death of an active Employee with at least 10 years of Vesting Service (in lieu of above Pre-retirement Surviving Spouse Benefit). The benefit is payable to the surviving spouse. If there is none, the benefit is payable in equal shares to any surviving children until the earlier of age 19, age 26 if child is still a full-time student, or date of child's death.

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• Amount	50% of the Accrued Benefit (Life Annuity) that would have been payable at Normal Retirement Date without reduction for Early Retirement.
• Benefit Commencement	First of the month coincident with or next following the death of the employee.
2013 Lump Sum Window	Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit, payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Required Minimum Distribution Date as of December 1, 2013.
Retiree Annuity Purchase	On November 21, 2016, Lonza entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company ("Voya").
2017 Lump Sum Window	The plan was amended effective September 1, 2017 to provide a temporary lump sum window to certain terminated vested participants in the plan. Terminated vested participants as of June 30, 2017 were eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit, payable as of December 1, 2017. The window does not include former Conalco plan participants, participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Minimum Required Distribution Date as of December 1, 2017.

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Other Plan Provisions

Forms of payment

- Normal Form of Payment
  - (i) Unmarried Participant: Life Annuity
  - (ii) Married Participant: Actuarially reduced 50% Joint & Survivor Annuity
- Optional Forms
  - (i) 50% Joint & Survivor Annuity
  - (ii) 75% Joint & Survivor Annuity
  - (iii) 100% Joint & Survivor Annuity
  - (iv) 10-Year Certain and Life Annuity
  - (v) Life Annuity (for married participants)

  Actuarial equivalence basis for optional forms of payment is the Unisex Pension 1984 Mortality Table and 9.50% interest rate.

Future Plan Changes

None.

Changes in Benefits Valued Since Prior Year

None.

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2. Formerly Consolidated Aluminum Corp. Discontinued Operations Pension Plan ("Conalco")

Plan Provisions

Effective Date	Adopted January 1, 1983; last restated effective January 1, 2012. The plan was amended effective January 1, 2015 for the merger of the Painesville plan into this plan. As of July 31, 2016, the plan was merged into the Employees' Retirement Plan of Lonza, LLC
Eligibility for participation	All former employees who were Participants with benefit rights under a former pension plan that was merged into the Consolidated Aluminum Corp. Discontinued Operations Pension Plan are eligible.

Definitions

Monthly accrued benefit	The Accrued Benefit was determined under the provisions of the applicable prior plan. Participants will not receive any additional accruals.

Benefits paid upon the following events

Normal retirement

• Eligibility	Age 65.
• Amount	The Accrued Benefit payable immediately.

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Early retirement

Varies according to the schedule below

- Eligibility

Group	Early Retirement Eligibility
Carrollton Hourly Employees	Age 60 & 15 years of service
City of Industry	Age 60 & 20 years of service
Columbia Hourly Employees	Age 60 & 10 years of service
Consolidated Aluminum Salaried Employees • Contract Carrier, Inc. • Ore Shipping Company	Age 60 & 10 years of service
Contract Carrier (Non-Union)	Age 60 & 10 years of service
Florence Die Shop	Age 60 & 20 years of service
Florence Local 355	Age 60 & 20 years of service
Gulfport Hourly Employees	Age 55 & 20 years of service
Lake Charles Hourly Employees	Age 60 & 10 years of service
Murphysboro Hourly Employees	Age 60 & 10 years of service
Nesquehoning Hourly Employees	Age 60 & 10 years of service
New Johnsonville Hourly Employees	Age 60 & 10 years of service
Newbern Hourly Employees	Age 60 & 10 years of service
Philadelphia Local 502	Age 62 & 15 years of service
Reed City Hourly Employees	Age 55 & 10 years of service
Shelbina Hourly Employees	Age 60 & 10 years of service

- Amount

The Accrued Benefit reduced by 0.4% for each month by which benefit commencement precedes age 65, except for participants who were formerly in the following plans, who shall have their benefit reduced as follows:

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Prior Pension Plan	Early Retirement Reduction
• Nesquehoning Hourly Employees' Pension Plan • Reed City Hourly Employees' Pension Plan • Shelbina Hourly Employees' Pension Plan	0.5% for each month by which benefit commencement precedes age 65.
Philadelphia Local 502 Pension Plan	5/9 of 1% for each month by which benefit commencement precedes age 65, with a maximum reduction of 20% at 62.
Contract Carrier, Inc. Pension Plan (Non-Union)	5/9 of 1% for each month by which benefit commencement precedes age 65.

Pre-retirement Death Benefit

- Eligibility — Retirement after Normal Retirement Date.
- Amount — The Accrued Benefit determined using service to the actual retirement date, payable immediately.

Other Plan Provisions

Forms of payment

- Normal Form of Payment
  - (i) Unmarried Participant: Life Annuity
  - (ii) Married Participant: Actuarially reduced 50% Joint & Survivor Annuity

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• Optional Forms	(iii) 50% Joint & Survivor Annuity (iv) 75% Joint & Survivor Annuity (v) 100% Joint & Survivor Annuity (vi) 10 Year Certain and Life Annuity (vii) Life Annuity (for married participants) (viii) Social Security Level Income (Lake Charles Plan Only) Actuarial Equivalence for optional forms: the Unisex Pension 1984 Mortality Table, and 10% interest. For forms of payment subject to section 417(e), the basis is no less than that provided by the IRS prescribed Applicable Mortality Table and the 417(e) Applicable Interest Rates with an annual stability period and a two-month lookback.
Retiree Annuity Purchase	On November 21, 2016, Lonza entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company (“Voya”).

Future Plan Changes

None.

Changes in Benefits Valued Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

3. Formerly Pension Plan for Employees of Lonza, LLC Represented by the United Steelworkers of America Local 14964-06 (“Painesville”)

Plan Provisions

Effective Date

Adopted March 1, 1972; last restated effective January 1, 2012. The most recent plan amendment reflected in the plan provisions was effective October 1, 2013. The plan was amended to merge into the Conalco plan effective January 1, 2015.

Covered Employees

All regular, full-time employees of the Company who are represented by the collective bargaining unit of the United Steelworkers of America, Local 14964-06 participate as of their date of hire. As of December 31, 2002, the Plan has no participants actively accruing benefits.

Definitions

Credited Service

Number of years and completed months of continuous employment.

Monthly Accrued Benefit

Participants' accrued benefits are fixed since all participants are inactive. The monthly retirement benefit formula was based upon years of Credited Service times a multiplier as follows:

Effective Date	Benefit Multiplier
January 25, 1999	$30.25
January 25, 2000	$31.25
January 27, 2001	$32.25
January 27, 2002	$32.75
January 27, 2003	$33.25
January 27, 2004	$33.75
January 27, 2005	$34.25

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Benefits Paid Upon the Following Events

Normal retirement

- Eligibility — Age 65 and 5 years of Credited Service.
- Amount — The Accrued Benefit payable immediately.

Early retirement

- Eligibility — Age 55 and 10 years of Credited Service.
- Amount — The Accrued Benefit reduced by 0.5% for each month that the early retirement date precedes the normal retirement date. However, employees who retire from active service on or after attaining age 62 and prior to age 65 will not have their benefits reduced.

Late Retirement Benefit

- Eligibility — Retirement after Normal Retirement Date.
- Amount — The Accrued Benefit determined using service to the actual retirement date, payable immediately.

Supplemental Benefit

- Eligibility — Effective January 27, 2001, active employees who meet requirements for Early Retirement and retire from active service after attainment of age 62 and before age 65.
- Amount — A monthly benefit of $150 payable until the employee attains age 65 or date of death, if earlier.

Termination

- Eligibility — Termination with 5 years of Credited Service. As of December 31, 2002 all participants are 100% vested.

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• Amount	The Accrued Benefit
• Benefit Commencement	Payable at Normal Retirement Date, or as early as age 55, if the employee had at least 10 years of Credited Service at termination, with a reduced benefit. The reduction is 0.5% for each month that commencement precedes age 65.

Disability Retirement Benefit

• Eligibility	An employee who becomes totally and permanently disabled, who is eligible for Social Security Disability Benefits, and has at least 10 years of Credited Service.
• Amount	A monthly benefit of $300 is payable until the earlier of death, cessation of disability, or Normal Retirement Date. At Normal Retirement Date, the employee will receive a benefit based on his accrued benefit earned prior to becoming disabled.

Surviving Spouse Benefit

• Eligibility	5 years of Continuous Service.
• Amount	The surviving spouse will receive 50% of the benefit the employee would have received had he survived to the earliest retirement date and elected the Joint and 50% Survivor annuity option.
• Benefit Commencement	The earliest date the employee would have been eligible for a retirement benefit.
2013 Lump Sum Window	Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit, payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Required Minimum Distribution Date as of December 1, 2013.
Retiree Annuity Purchase	On November 21, 2016, Lonza entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan

	with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company ("Voya").
2017 Lump Sum Window	The plan was amended effective September 1, 2017 to provide a temporary lump sum window to certain terminated vested participants in the plan. Terminated vested participants as of June 30, 2017 were eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit, payable as of December 1, 2017. The window does not include former Conalco plan participants, participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Minimum Required Distribution Date as of December 1, 2017.

Other Plan Provisions

Forms of payment

• Normal Form of Payment	(i) Unmarried Participant: Life Annuity (ii) Married Participant*:* Actuarially reduced 50% Joint & Survivor Annuity
• Optional Forms	(i) Joint & Survivor Annuity (ii) 5 Year Certain and Continuous Annuity (iii) 10 Year Certain and Continuous Annuity (iv) Social Security Level Income Annuity (v) Life Annuity (for married participants) Actuarial equivalence for optional forms is the Unisex Pension 1984 Mortality Table and 6.00% interest.

Future Plan Changes

None

Changes in Benefits Valued Since Prior Year

None.

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Former Plan : The Pension Plan for Employees of Lonza, LLC Represented by the United Steelworkers of America Local 4907

Plan Provisions

Effective date

Adopted August 9, 1966; last restated effective January 1, 2017. As of December 31, 2021, the plan was merged into the Arxada Consolidated Pension Plan.

Eligibility for participation

All regular, full-time employees of the Company who are represented by the collective bargaining unit of the United Steelworkers of America (Local 4907) are eligible to participate at commencement of employment. New hires after December 31, 2009 are no longer eligible to participate.

Definitions

Continuous Service

Number of years and completed months of continuous employment

Monthly Accrued Benefit

The monthly benefit is equal to the years and months of Continuous Service times a benefit multiplier as follows:

Effective Date	Benefit Multiplier
October 1, 2005	$37.00
October 1, 2006	$38.00
October 1, 2007	$39.00
October 1, 2008	$40.00

Service is frozen as of December 31, 2009 for active employees who will not attain age 50 on or before June 30, 2010. Effective December 31, 2021, Service is frozen for all participants.

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility — Age 65 and 5 years of Continuous Service.
- Amount — The Accrued Benefit payable immediately.

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Early retirement

- Eligibility — Age 55 and 5 years of Continuous Service.
- Amount — The Accrued Benefit reduced by 0.5% for each month prior to Normal Retirement Date. However, for employees who retire from active service on or after attaining age 62 and prior to age 65, the Accrued Benefit is not reduced for early retirement.

Supplemental Benefit

- Eligibility — Employees who retire from active service after attainment of age 62 with 5 years of Continuous Service.

  Effective January 1, 2015, future retirees are no longer eligible for this benefit.
- Amount — A monthly benefit of $300 payable until the employee attains age 65 or date of death, if earlier. Effective October 21, 2010, new retirees will receive $325 per month.

Termination

- Eligibility — Termination with 5 years of Continuous Service. As of December 31, 2010, all accrued benefits are fully vested.
- Amount — The Accrued Benefit
- Benefit Commencement — Payable at Normal Retirement Date or as early as age 55 with a reduced benefit. The reduction is 0.5% per month that commencement precedes age 65.

Late Retirement

- Eligibility — Retired after Normal Retirement Date.
- Amount — The Accrued Benefit determined using service to the actual retirement date, payable immediately. The plan provides for suspension of benefits if employees work past Normal Retirement Date.

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Disability Retirement Benefit

• Eligibility	An Employee who becomes totally and permanently disabled after attaining age 45 and has completed 15 years of Continuous Service, or has completed at least 18 years of Continuous Service.
• Amount	Effective October 1, 2006, the monthly disability benefit is $375 payable until the earlier of death, cessation of disability or Normal Retirement Date. Effective October 21, 2011, the monthly disability benefit is $400 per month. Upon reaching Normal Retirement Date, the employee will receive a retirement benefit based on his Accrued Benefit immediately prior to becoming disabled. Effective January 1, 2014, employees who become disabled are no longer eligible for this benefit.

Surviving Spouse Benefit – Active Participants with at Least 10 Years of Continuous Service

• Eligibility	An active employee who is married and has attained age 55 and has at least 10 years of Continuous Service.
• Amount	If the spouse is at least age 62 and is entitled to a Social Security benefit, the monthly survivor benefit is 37.5% of the monthly accrued benefit without reduction for early retirement. Otherwise, the spouse is entitled to 75% of the monthly accrued benefit that the participant would have received at age 65.
• Benefit Commencement	First of the month coincident with or next following the death of employee.

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Surviving Spouse Benefit – Active Participants with less than 10 years of Continuous Service

- Eligibility: All other active participants who are married and have at least 5 years of Continuous Service.
- Amount: 100% of the benefit the employee would have received if he had terminated and survived to the earliest retirement date and elected the Joint and 100% Survivor annuity option.
- Benefit Commencement: The earliest retirement date that the participant would have been eligible to commence benefits.

Special Surviving Spouse Benefit – Terminated Vested Participants

- Eligibility: The surviving spouse of a terminated vested participant who terminated after age 55 with 5 years of continuous service is entitled to a benefit.
- Amount: 50% of the benefit the employee would have received under the Joint and 50% Survivor annuity option.
- Benefit Commencement: The survivor benefit commences on the first of the month coincident with or next following the death of the employee.

Surviving Spouse Benefit – Terminated Vested Participants who terminated before age 55

- Eligibility: The surviving spouse of terminated vested participants who terminated before age 55.
- Amount: 100% of the benefit the employee would have received if he had survived to the earliest retirement date and elected the Joint and 100% Survivor annuity option.

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• Benefit Commencement	The earliest retirement date that the participant would have been eligible to collect benefits.
Special Surviving Spouse Benefit – Retired Participants	
• Eligibility	A married participant who retired after attaining age 55 with at least 10 years of Continuous Service, and dies prior to age 65.
• Amount	If the spouse is at least age 62 and is entitled to a Social Security benefit, the monthly survivor benefit is 37.5% of the monthly benefit the participant was receiving. Otherwise, the spouse is entitled to 75% of the monthly benefit the participant was receiving.
• Benefit Commencement	First of the month coincident with or next following the death of employee.
2013 Lump Sum Window	Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit, payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Required Minimum Distribution Date as of December 1, 2013.
2017 Lump Sum Window	Terminated vested participants as of June 30, 2017 are eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit, payable as of December 1, 2017. The window does not include participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Required Minimum Distribution Date as of December 1, 2017.

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Other Plan Provisions

Forms of payment

- Normal Form of Payment
  - (ix) Unmarried Participant: Life Annuity
  - (x) Married Participant: Actuarially reduced 50% Joint & Survivor Annuity
- Optional Forms
  - (xi) 50% Joint & Survivor Annuity
  - (xii) 75% Joint & Survivor Annuity
  - (xiii) 100% Joint & Survivor Annuity
  - (xiv) 10-Year Certain and Life Annuity
  - (xv) Social Security Level Income Option
  - (xvi) Life Annuity (for married participants)

Actuarial equivalence basis for optional forms of payment is the Unisex Pension 1984 Mortality Table and 6.00% interest rate. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS prescribed Applicable Mortality Table and the 417(e) Applicable Interest Rates with an annual stability period and a two-month lookback. As of January 1, 2016, a 5-month lookback is used.

Future Plan Changes

None.

Changes in Benefits Valued Since Prior Year

None.

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

	Attained Years of Credited Service[2]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	2	0	0	0	0	0	0	0	0	2
40-44	0	7	4	3	1	1	0	0	0	0	16
45-49	0	6	4	1	4	1	1	0	0	0	17
50-54	0	8	12	4	6	3	9	8	0	0	50
55-59	0	7	6	8	7	8	10	2	4	0	52
60-64	0	5	11	2	3	8	6	1	2	0	38
65-69	0	4	3	1	1	1	2	0	1	1	14
70 & over	0	0	0	0	0	1	0	0	0	0	1
Total	0	39	40	19	22	23	28	11	7	1	190

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

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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	158,168	454,273	32,639,214	33,251,655
2026	292,553	743,543	31,863,548	32,899,644
2027	417,043	931,748	31,016,806	32,365,597
2028	553,400	1,180,155	30,160,236	31,893,791
2029	670,450	1,420,247	29,290,795	31,381,492
2030	770,859	1,694,891	28,381,191	30,846,941
2031	877,033	2,093,818	27,411,846	30,382,697
2032	946,069	2,375,528	26,393,926	29,715,523
2033	1,027,142	2,559,569	25,350,707	28,937,418
2034	1,101,074	2,776,593	24,257,506	28,135,173
2035	1,147,464	2,968,244	23,120,024	27,235,732
2036	1,209,988	3,202,077	21,945,472	26,357,537
2037	1,215,228	3,490,962	20,737,024	25,443,214
2038	1,243,659	3,689,162	19,501,262	24,434,083
2039	1,234,013	3,628,353	18,245,467	23,107,833
2040	1,243,641	3,723,500	16,977,910	21,945,051
2041	1,225,130	3,874,634	15,707,993	20,807,757
2042	1,215,879	3,812,183	14,445,540	19,473,602
2043	1,219,451	3,813,215	13,200,488	18,233,154
2044	1,177,747	3,633,402	11,982,120	16,793,269
2045	1,178,672	3,587,230	10,799,458	15,565,360
2046	1,136,082	3,486,442	9,660,829	14,283,353
2047	1,111,079	3,480,380	8,574,166	13,165,625
2048	1,097,498	3,315,983	7,547,427	11,960,908
2049	1,048,874	3,159,872	6,587,008	10,795,754
2050	992,069	3,294,804	5,698,525	9,985,398
2051	978,789	2,952,524	4,885,852	8,817,165
2052	915,462	2,710,536	4,151,147	7,777,145
2053	847,890	2,553,136	3,494,752	6,895,778

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2054	794,990	2,412,089	2,915,500	6,122,579
2055	740,959	2,246,209	2,410,594	5,397,762
2056	687,483	2,054,678	1,975,893	4,718,054
2057	633,578	1,886,548	1,606,272	4,126,398
2058	579,788	1,720,099	1,295,767	3,595,654
2059	526,635	1,556,961	1,038,060	3,121,656
2060	474,655	1,398,709	826,677	2,700,041
2061	424,365	1,246,796	655,202	2,326,363
2062	376,306	1,102,531	517,569	1,996,406
2063	330,964	967,022	408,190	1,706,176
2064	288,693	841,136	322,048	1,451,877
2065	249,739	725,504	254,746	1,229,989
2066	214,248	620,493	202,515	1,037,256
2067	182,341	526,181	162,176	870,698
2068	153,967	442,413	131,104	727,484
2069	129,001	368,818	107,159	604,978
2070	107,248	304,837	88,615	500,700
2071	88,455	249,790	74,113	412,358
2072	72,366	202,901	62,605	337,872
2073	58,708	163,347	53,306	275,361
2074	47,219	130,304	45,626	223,149

SCHEDULE SB ATTACHMENTS

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

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2025	27,842,944	15.00000	27,842,944	2,596,088
2. Shortfall	01/01/2024	(3,735,574)	14.00000	(3,480,313)	(339,864)
3. Shortfall	01/01/2023	3,971,300	13.00000	3,538,717	363,694
Total				27,901,348	2,619,918

Plan Name: The Arxada Consolidated Pension Plan
EIN / PN: 13-5665861/003
Plan Sponsor: Arxada, LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Plan Name:	The Arxada Consolidated Pension Plan
EIN / PN:	13-5665861/003
Plan Sponsor:	Arxada, LLC
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	158,168	454,273	32,639,214	33,251,655
2026	292,553	743,543	31,863,548	32,899,644
2027	417,043	931,748	31,016,806	32,365,597
2028	553,400	1,180,155	30,160,236	31,893,791
2029	670,450	1,420,247	29,290,795	31,381,492
2030	770,859	1,694,891	28,381,191	30,846,941
2031	877,033	2,093,818	27,411,846	30,382,697
2032	946,069	2,375,528	26,393,926	29,715,523
2033	1,027,142	2,559,569	25,350,707	28,937,418
2034	1,101,074	2,776,593	24,257,506	28,135,173
2035	1,147,464	2,968,244	23,120,024	27,235,732
2036	1,209,988	3,202,077	21,945,472	26,357,537
2037	1,215,228	3,490,962	20,737,024	25,443,214
2038	1,243,659	3,689,162	19,501,262	24,434,083
2039	1,234,013	3,628,353	18,245,467	23,107,833
2040	1,243,641	3,723,500	16,977,910	21,945,051
2041	1,225,130	3,874,634	15,707,993	20,807,757
2042	1,215,879	3,812,183	14,445,540	19,473,602
2043	1,219,451	3,813,215	13,200,488	18,233,154
2044	1,177,747	3,633,402	11,982,120	16,793,269
2045	1,178,672	3,587,230	10,799,458	15,565,360
2046	1,136,082	3,486,442	9,660,829	14,283,353
2047	1,111,079	3,480,380	8,574,166	13,165,625
2048	1,097,498	3,315,983	7,547,427	11,960,908
2049	1,048,874	3,159,872	6,587,008	10,795,754
2050	992,069	3,294,804	5,698,525	9,985,398
2051	978,789	2,952,524	4,885,852	8,817,165
2052	915,462	2,710,536	4,151,147	7,777,145
2053	847,890	2,553,136	3,494,752	6,895,778

Plan Name: The Arxada Consolidated Pension Plan
EIN / PN: 13-5665861/003
Plan Sponsor: Arxada, LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2054	794,990	2,412,089	2,915,500	6,122,579
2055	740,959	2,246,209	2,410,594	5,397,762
2056	687,483	2,054,678	1,975,893	4,718,054
2057	633,578	1,886,548	1,606,272	4,126,398
2058	579,788	1,720,099	1,295,767	3,595,654
2059	526,635	1,556,961	1,038,060	3,121,656
2060	474,655	1,398,709	826,677	2,700,041
2061	424,365	1,246,796	655,202	2,326,363
2062	376,306	1,102,531	517,569	1,996,406
2063	330,964	967,022	408,190	1,706,176
2064	288,693	841,136	322,048	1,451,877
2065	249,739	725,504	254,746	1,229,989
2066	214,248	620,493	202,515	1,037,256
2067	182,341	526,181	162,176	870,698
2068	153,967	442,413	131,104	727,484
2069	129,001	368,818	107,159	604,978
2070	107,248	304,837	88,615	500,700
2071	88,455	249,790	74,113	412,358
2072	72,366	202,901	62,605	337,872
2073	58,708	163,347	53,306	275,361
2074	47,219	130,304	45,626	223,149

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Former Plan : The Pension Plan of Arch Chemicals

Plan Status: Closed to non-union participants effective November 15, 2011. The plan was amended on August 23, 2012 to freeze benefit accruals for and fully vest all non-union participants effective November 9, 2012. The last accruing group Conley union was frozen and all participants were fully vested effective May 23, 2014.

Except as noted the following definitions apply throughout:

Benefit Service	Each year with 1,000 hours worked, or 1,950 in the first and last year of service. Partial service is granted in a year by dividing actual hours worked by 1,000 (1,950 for the first and last year).
Creditable Service	Elapsed time.
Compensation	W-2 pay, including Section 125, 132(f) and 402(g) deferrals; and excluding contributions to or benefits from any deferred compensation programs or fringe benefits, cost-of-living allowances, and amounts paid under a performance unit plan or other long-term bonus plan. In the last year of employment, compensation is annualized by adding a pro-rata portion of the employee's base pay.
Average Compensation	Highest average of the Participant's Compensation for any three Plan Years out of the last ten Plan Years.
Social Security benefit	The projected amount of the participant's primary Social Security benefit according to the law in effect at the date of termination of employment, assuming earnings continue at the same base rate as immediately prior to termination, to the age at which he attains Social Security Normal Retirement Age. The benefit is reduced for commencement prior to Social Security Normal Retirement.

SCHEDULE SB ATTACHMENTS

Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit (including the present value of the Lump Sum Death Benefit, if applicable), payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Minimum Required Distribution Date as of December 1, 2013.

On November 21, 2016, LSI and Arch Chemicals Inc. entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company ("Voya"). The Lump Sum Death Benefit, if applicable, was also transferred to Voya.

The plan was amended effective September 1, 2017 to provide a temporary lump sum window to certain terminated vested participants in the plan. Terminated vested participants as of June 30, 2017 were eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit (including the present value of the Lump Sum Death Benefit, if applicable), payable as of December 1, 2017. The window does not include participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Minimum Required Distribution Date as of December 1, 2017.

As of December 31, 2021, the Employees' Retirement Plan of Arxada LLC and the Pension Plan for Employees of Arxada LLC Represented by the United Steelworkers of America, Local 4907 (the "Williamsport Plan") were merged into the Arch Plan. The Arch Plan was subsequently renamed The Arxada Consolidated Pension Plan.

SCHEDULE SB ATTACHMENTS

Arch Corporate Group

Plan Provisions

Effective Date	February 8, 1999
Eligibility for participation	Completion of one year of service

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility: Age 65
- Amount: Greater of (i) or (ii):

  (i) 1.5% of average compensation during highest 3 calendar years in last 10 calendar years multiplied by years of Benefit Service, less Social Security benefit multiplied by lesser of: (a) ratio of years of Benefit Service not in excess of 35 to the number 70; or (b) 50% multiplied by ratio of years of Benefit Service at retirement to years of Benefit Service projected to age 65.

  (ii) 1 % of average compensation during highest 3 calendar years in last 10 calendar years multiplied by years of Benefit Service.

  Employees hired after March 31, 2008 participate in the Cash Balance Plan.

Early retirement

- Eligibility: Age 55 and 10 years of Creditable Service and retires from active status.

  Employees at least age 52 with 7 years of Creditable Service who are involuntarily terminated are eligible for early retirement at the later of age 55 or the date on which they would have completed 10 years of Creditable Service.
- Amount: Prior to age 62: Immediate benefit equal to accrued benefit multiplied by 72% plus 1/3% multiplied by months elapsed since age 55.

SCHEDULE SB ATTACHMENTS

	On or after age 62: Unreduced accrued benefit payable immediately.
Disability	None
Vesting benefit	
• Eligibility	5 years of Creditable Service
• Amount	Accrued benefit deferred to age 65. Participants with at least 10 years of service can commence an actuarially equivalent reduced benefit as early as age 55. Participants who are involuntarily terminated with at least 7 years of Creditable Service can commence an actuarially equivalent reduced benefit at age 55 (or the date on which they would have attained 10 years of service, if later).
Spouse's death benefit	
• Eligibility	Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
• Amount	Accrued benefit at time of death, adjusted as if participant had retired on the date that payments to spouse commence under joint and 50% survivorship option, and then died.
Lump sum death benefit	
• Eligibility	Death after any type of retirement except deferred vested
• Amount	$5,000 ($3,000 for old Beaumont plan)
Normal form of payment	
• Single	Life annuity
• Married	Reduced 50% joint and survivor annuity

SCHEDULE SB ATTACHMENTS

Optional forms of payment

- Joint and survivor annuity (up to 100%)
- Guaranteed 5 or 10 year period certain and life annuity
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Brandenburg / Doe Run

Plan Provisions

Effective Date

February 8, 1999

Eligibility for participation

Immediate upon becoming an eligible collectively bargained employee. Employees first hired after 2010 shall not be eligible to participate.

Service accruals

As of February 28, 2011, participants hired after January 1, 2006, ceased to accrue Benefit Service but will continue to accrue Creditable Service.

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility: Age 65
- Amount: For pre-1/1/2006 hires: a flat monthly rate based on year of retirement as per the table below multiplied by years of Benefit Service.

Year of Retirement	Flat Monthly Rate
Prior to 2003	$38.00
2003	$39.00
2004	$42.00
2005	$45.00
2006-2010	$52.50
2011 and later	$60.00

For post-12/31/2005 hires, the flat monthly rate per year of Benefit Service is $20.00.

SCHEDULE SB ATTACHMENTS

Early retirement

- Eligibility

  Age 55 and 10 years of Creditable Service and retires from active status.

  Employees at least age 52 with 7 years of Creditable Service who are involuntarily terminated are eligible for early retirement at the later of age 55 or the date on which they would have completed 10 years of service.

- Amount

  Prior to age 62: Immediate benefit equal to accrued benefit multiplied by 72% plus 1/3% multiplied by months elapsed since age 55

  On or after age 62: Unreduced accrued benefit payable immediately.

Vesting benefit

- Eligibility

  5 years of Creditable Service

- Amount

  Accrued benefit deferred to age 65.

  Participants with at least 10 years of Creditable Service can commence an actuarially equivalent reduced benefit as early as age 55.

  Participants who are involuntarily terminated with at least 7 years of Creditable Service can commence an actuarially equivalent reduced benefit at age 55 (or the date on which they would have attained 10 years of service, if later).

Spouse's death benefit

- Eligibility

  Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.

- Amount

  Accrued allowance at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

SCHEDULE SB ATTACHMENTS

Lump sum death benefit

- Eligibility — Death after any type of retirement except deferred vested.
- Amount — $5,000

Normal form of payment

- Single — Life annuity
- Married — Reduced 50% joint and survivor annuity

Optional forms of payment

- Joint and survivor annuity (up to 100%)
- Guaranteed 5 or 10 year period certain and life annuity
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Conley Collectively Bargained Group

Plan Provisions

Effective Date	February 17, 2003
Eligibility for participation	January 1 or July 1 after completing one year of Creditable Service and after attaining age 21

Benefits Paid Upon the Following Events

Average Final Compensation	For this group, the three years in the average are consecutive.

Normal retirement

• Eligibility	Age 65
• Amount	Sum of (A) and (B) below: (A) 0.75% (0.70% for benefit commencement dates prior to April 1, 2006) of Average Final Compensation, multiplied by participant's Creditable Service not in excess of 35 years. (B) 0.50% of Average Final Compensation in excess of the participant's Social Security Covered Compensation multiplied by the participant's Creditable Service, not in excess of 35 years. Effective May 23, 2014 all benefit accruals are frozen.

Early retirement

• Eligibility	Age 55 and 10 years of Creditable Service. Effective May 23, 2014, all participants are fully vested.
• Amount	Accrued benefit reduced by 5/12% per month prior to age 65

SCHEDULE SB ATTACHMENTS

Vesting benefit

• Eligibility	5 years of Creditable Service
• Amount	Accrued benefit deferred to age 65. Participants may elect to commence a reduced benefit as early as age 55. Such benefit is reduced 5/12% per month prior to age 65.

Spouse's death benefit

• Eligibility	Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
• Amount	Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

Normal form of benefit

• Single	Life annuity
• Married	Reduced 50% joint and survivor annuity

Optional forms of payment

- Joint and survivor annuity (50%, 75% or 100%)
- Guaranteed 5 or 10 year period certain and life annuity
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%, but not less than 1983 GAM mortality Table and 5.00%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Hickson Corporate Group

Plan Provisions

Effective Date	October 24, 2003
Eligibility for participation	January 1 or July 1 after completing one year of service and after attaining age 21

Benefits Paid Upon the Following Events

Average Final Compensation	For purpose of the Hickson Benefit, the three years in the average are consecutive.
Normal retirement	
• Age requirement	Age 65
• Benefit	Greater of: (A) Hickson Benefit for pre-2003 service, plus Arch Benefit for post-2002 service, or (B) Hickson Benefit for all service Where: The Hickson Benefit is equal to: 0.7% of Average Final Compensation, plus 0.5% of Average Final Compensation in excess of Social Security Benefit, multiplied by Creditable Service not in excess of 35 years and The Arch Benefit is equal to the greater of: (i) 1.5% of Average Final Compensation multiplied by years of Benefit Service, less Social Security benefit multiplied by lesser of: (a) ratio of years of Benefit Service not in excess of 35 to the number 70; or (b) 50% multiplied by ratio of years of Benefit Service at retirement to years of Benefit Service projected to age 65; and (ii) 1% Average Final Compensation

SCHEDULE SB ATTACHMENTS

Early retirement

- Eligibility — Age 55 and 10 years of Creditable Service
- Amount — Accrued benefit as determined for Normal Retirement, reduced as follows: the Hickson portion of the benefit is reduced 5/12% per month prior to age 65; and the Arch portion of the benefit is multiplied by 72%, plus 1/3% for each month elapsed since the participant's age 55.

Vesting benefit

- Eligibility — 5 years of Creditable Service
- Amount — Accrued benefit deferred to age 65. A participant who has at least 10 years of service may elect to commence a reduced benefit as early as age 55. Such benefit is reduced as follows: the Hickson portion of the benefit is reduced 5/12% per month prior to age 65; and the Arch portion of the benefit is the actuarial equivalent of the Arch portion of the normal retirement benefit.

Spouse's death benefit

- Eligibility — Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
- Amount — Accrued allowance at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

Lump sum death benefit

- Eligibility — Death after any type of retirement except deferred vested.
- Amount — $5,000

SCHEDULE SB ATTACHMENTS

Normal form of payment

- Single — Life annuity
- Married — Reduced 50% joint and survivor annuity

Optional forms of payment

- Joint and survivor annuity (25%, 50%, 75% or 100%)
- Guaranteed 5 or 10 year period certain and life annuity. Guaranteed period shall not exceed the participant's life expectancy at date payments commence.
- Specified payment and life annuity
- Social Security Level Income option
- The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%, but not less than 1983 GAM mortality Table and 5.00%. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Avecia

Plan Provisions

Effective Date	Adopted April 3, 2004
Eligibility for participation	January 1 or July 1 following completion of one year service

Benefits Paid Upon the Following Events

Average Final Compensation

For purpose of the Avecia Benefit, the three years in the average are consecutive.

Normal retirement

- Age requirement: Age 65
- Amount:

Greater of:

(A) Avecia Benefit for pre-2005 service, plus Arch Benefit for post-2004 service, or

(B) Arch Benefit for all service

Where:

The Avecia Benefit is determined under the applicable schedule as described below:

Benefit Schedule A: The greater of:

(i) 1.2% of Average Final Compensation times Years of Service

(ii) 1.6% times Years of Service, but not more than 50%, times Average Compensation minus 1.6% times Years of Service, but not more than 50%, times Social Security Benefit.

Benefit Schedule B: The sum of (i) and (ii):

(i) The benefit determined under Benefit Schedule A based on Average Compensation and Years of Service as of April 30, 1998.

(ii) The accumulation for each plan year of the sum of 1.2% of Compensation up to the Breakpoint plus 1.6% of Compensation in excess of the Breakpoint.

	Breakpoint: $58,800 for 2004, $58,200 for 2003, $56,800 for 2002, and $53,800 for 2001 as adjusted for inflation as the Social Security Wage Base. and The Arch Benefit is equal to the greater of: (i) 1.5% of average compensation during highest 3 calendar years in last 10 calendar years multiplied by years of service, less Social Security benefit multiplied by lesser of: (a) ratio of years of service not in excess of 35 to the number 70; or (b) 50% multiplied by ratio of years of service at retirement to years of service projected to age 65; and (ii) 1% of three-year final average compensation
Early retirement	
• Eligibility	For Avecia Benefit: Age 50 and age plus years of service equals 70 or more. For Arch Benefit, age 55 and 10 years of service
• Benefit for service before January 1, 2005	Benefit Schedule A: Immediate benefit equal to accrued benefit reduced by approximately 4.2% for each year before the date full benefits are available. Full benefits are available at age 62, or as early as age 55 if age plus service totals at least 80. Benefit Schedule B: Immediate benefit equal to accrued benefit reduced by approximately 6.0% for each year before the date full benefits are available. Full benefits are available at age 62, or as early as age 58 if age plus service totals at least 80.
• Benefit for service on or after January 1, 2005	Immediate benefit equal to accrued benefit multiplied by 72% plus 1/3% multiplied by months elapsed since age 55.
Vesting benefit	
• Eligibility	5 years of service

SCHEDULE SB ATTACHMENTS

- Amount — Accrued benefit deferred to age 65. The Avecia Benefit can commence as early as age 50 if the sum of age and service is at least 70, in which case that benefit is reduced as follows:

Age	Factor
50	.209
51	.229
52	.251
53	.276
54	.305
55	.337
56	.372
57	.412
58	.457
59	.508
60	.565
61	.630
62	.705
63	.789
64	.887

The actuarially reduced Arch Benefit can commence at the same time.

Spouse's death benefit

- Eligibility — Vested status benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.
- Amount — Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

Lump sum death benefit

- Eligibility — Death after termination after satisfying 55 and 10 years of service.
- Amount — $5,000

Normal form of payment

- Single — Life annuity

• Married	Reduced 50% joint and survivor annuity
Optional forms of payment	• Joint and survivor annuity (up to 100%) • Guaranteed 5 or 10 period certain and life annuity. Avecia Benefit only: 15, 20, or 25 year period certain and life annuity, in which case the Arch Benefit is a 10 year certain and life. Guaranteed period shall not exceed the participant's life expectancy at date payments commence. • Specified payment and life annuity. • Social Security Level Income option. • The equivalent basis for optional forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%. Grandfather basis of 1979 George B. Buck Mortality Table for Males and 5.00% applies to the 12/31/2008 benefit. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used.

SCHEDULE SB ATTACHMENTS

Cash Balance Plan

Plan Provisions

Effective Date	April 1, 2008
Eligibility for participation	Immediate upon becoming an eligible non-collectively bargained employee.

Benefits Paid Upon the Following Events

Normal retirement

• Age requirement	Age 65
• Amount	Balance in Personal Pension Account which grows quarterly with Pay-Based Credits and Interest Credits. Pay-Based Credits equal 6% of compensation for the quarter. The Interest Crediting rate is the annual rate of interest on 10-year Treasuries for the month of November of the prior plan year.

Early retirement

• Eligibility	Age 55
• Amount	Balance in Personal Pension Account.

Disability retirement

• Eligibility	3 years of Benefit Service
• Amount	Balance in Personal Pension Account as of early or normal retirement date. Personal Pension Account would continue to grow with Pay-Based Credits and Interest Credits. The Pay-Based Credits would be based on Base Monthly Pay at time of disability.

SCHEDULE SB ATTACHMENTS

Vesting benefit

- Eligibility: 3 years of Creditable Service. Prior to January 1, 2016, can commence after one-year break in service. Effective January 1, 2016 the one-year break requirement was eliminated.
- Amount: Balance in Personal Pension Account.

Death benefit

- Eligibility: 3 years of Creditable Service
- Amount: Balance in Personal Pension Account.

Normal form of allowance

- Single: Life annuity
- Married: Reduced 50% joint and survivor annuity

Optional forms of allowance

- Lump sum
- Joint and survivor annuity – 50%, 75% and 100%
- For conversion of the cash balance to the single life annuity, the IRS-prescribed Applicable Mortality table, and the 417(e) Applicable Interest Rates with an annual stability period and a 2-month lookback. As of January 1, 2016, a 5-month lookback is used. The equivalent basis for conversion to other optional annuity forms of payment is the 2008 PPA Lump Sum Mortality Table, and 8.50%.

SCHEDULE SB ATTACHMENTS

Former Plan : The Employees' Retirement Plan of Lonza, LLC

1. Employees' Retirement Plan of Lonza, LLC

Plan Provisions	
Effective date	Adopted March 1, 1972. The Consolidated Aluminum Corporation Discontinued Operations Pension Plan was merged into this plan effective July 31, 2016. The plan document was last restated effective January 1, 2017. As of December 31, 2021, the plan was merged into the Arxada Consolidated Pension Plan.
Eligibility for participation	All employees of Lonza, Inc. hired prior to January 1, 2007 are covered under the pension plan and are eligible to participate as of the first day of the month after commencement of employment.

Definitions	
Vesting service	One year of service for each anniversary year with at least 1,000 hours worked. Effective December 31, 2007, all participants were 100% vested in their accrued benefits.
Accrual service	One year of service for each anniversary year with at least 1,000 hours worked. In the year of termination, one month of service is credited for each month with at least one hour worked. Service for former employees of Universal Chemical Corporation, Quad Chemical Corporation, Glyco who terminated prior to January 1, 1989, Cyclo Products, Inc., UCB-Bioproducts, and Larex, Inc. prior to June 29, 1973; July 1, 1980; December 31, 1987; July 16, 1990; March 1, 2006; and May 16, 2006 respectively, will not be counted for benefit accrual purposes. If a former employee of SmithKline Beecham Corp. elected to receive benefits under the SmithKline Pension Plan, then service prior to April 1, 1992 will not be counted for benefit accrual purposes. If a former employee of SmithKline Beecham Corp. did not receive benefits under the SmithKline Pension Plan, then service that counted towards the plan will be included as accrual service. Employees of ALUSA will not be credited with additional Accrual Service after October 29, 1999.

Plan Name: The Arxada Consolidated Pension Plan
EIN / PN: 13-5665861/003
Plan Sponsor: Arxada, LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

	Effective December 31, 2007, Accrual Service is frozen for all employees who are not 50 years of age by June 30, 2008. Effective December 31, 2010, Accrual Service is frozen for all participants. Certain participants whose accrual service was previously frozen as of December 31, 2007 received subsequent accruals through December 31, 2010 or the end of the plan year prior to their termination, if earlier, in order to correct a nondiscrimination test. Refer to Appendices D and E of the plan document.
Covered Compensation	The average of the taxable wage bases for the 35 calendar years ending with the year an individual attains Social Security Retirement Age.
Compensation	Total remuneration paid by Lonza to an employee including base pay, overtime, shift differentials, holiday pay, bonuses, vacation pay and sick pay and salary reductions made pursuant to Section 125, 132(f) or 401(k) of the Code, but excluding (i) amounts realized from the exercise of non-qualified stock option; (ii) amount realized from the sale, exchange, or disposition of a stock acquired under a qualified stock option; (iii) amounts attributable to certain allowances and expenses.
Final Average Compensation	The greater of (a) The final 60-month average compensation (subject to IRS Sect. 401(a)(17) limit) immediately preceding termination or retirement; or (b) The average of the annual compensation (subject to IRS Sect. 401 (a)(17) limit) for the highest 5 consecutive years of the last 10 years immediately prior to termination or retirement

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Annual Accrued Benefit

The benefit is the sum of (a), (b) and (c) as follows:

(a) 1.05% times Final Average Compensation not in excess of Covered Compensation times Accrual Service (maximum 35 years)

(b) 1.50% times Final Average Compensation in excess of Covered Compensation times Accrual Service (maximum 35 years)

(c) 1.40% times Final Average Compensation times Accrual Service in excess of 35 years

The benefit for a "401(a)(17) employee" is subject to the following minimum, the sum of (d) and (e):

(d) Frozen Accrued Benefit as of December 31, 1993, subject to the IRS Compensation limits in effect at the time

(e) Accrued Benefit by applying the above formula [(a) + (b) + (c)], but based on the Final Average Compensation and Accrual Service subsequent to December 31, 1993

A "401(a)(17) employee" is a participant whose accrued benefit after December 31, 1993 is based on compensation in excess of $150,000 for a plan year prior to January 1, 1994.

Effective December 31, 2007, accrued benefits were frozen for active participants who did not attain age 50 by June 30, 2008.

Effective December 31, 2010, all benefit accruals were frozen.

Certain participants whose accrual service was previously frozen as of December 31, 2007 received subsequent accruals through December 31, 2010 or the end of the plan year prior to their termination, if earlier, in order to correct a nondiscrimination test. Refer to Appendices D and E of the plan document.

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility — Age 65
- Amount — The Accrued Benefit payable immediately

SCHEDULE SB ATTACHMENTS

Early retirement

- Eligibility — Age 55 and 5 years of Vesting Service
- Amount — The Accrued Benefit, payable at age 62 or reduced by 0.25% for the first 24 months that commencement precedes age 62, 1/3% for the next 12 months, 0.50% for the next 36 months and 1.00% for the next 12 months.

Supplemental Benefit

- Eligibility — An active participant who terminates employment prior to age 62, and immediately commences Early Retirement Benefits is entitled to receive a Supplemental Benefit until age 62.
- Amount — The annual Supplemental Benefit for 2011 is $267.25 times Accrual Service (maximum 30 years). The Supplemental Benefit is further adjusted by the factor used for the optional form of payment elected for Retirement Benefits. The annual Supplemental Benefit for new retirees is adjusted annually based on the Social Security cost-of-living adjustment (limited to a maximum of 5% per year).

Termination

- Eligibility — Termination with 5 years of Vesting Service. Effective December 31, 2007, all active participants were fully vested in their accrued benefits.
- Amount — The Accrued Benefit
- Benefit Commencement — Payable at age 65 or as early as age 55 with a reduced benefit. Reduction is same as for Early Retirement.

Disability Retirement Benefit

- Eligibility — Any age with 10 years of Vesting Service.

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- Amount — Benefit determined as if employee had remained employed until retirement date and Compensation had remained unchanged. If benefit commencement is prior to Normal Retirement Date, retirement benefit is subject to early retirement reduction.

  For active employees as of December 31, 2007 who did not attain age 50 as of June 30, 2008, benefit accruals are frozen for purpose of this benefit. For the remaining active employees, as well as employees currently disabled, benefit accruals continue. However, all benefit accruals cease as of December 31, 2010.

- Benefit Commencement — Normal Retirement Date or Early Retirement Date at the employee's election.

Preretirement Surviving Spouse Benefit

- Eligibility — Death of a married participant with 5 years of vesting service.

- Amount — The amount which would be payable if the participant terminated on his/her date of death, elected payment for early or normal retirement in the form of a qualified joint and 50% survivor annuity, and died prior to the first payment.

- Benefit Commencement — At the time the employee would have attained age 55, or the first of the month following the death of the participant if the participant was eligible for an early retirement benefit. The spouse may elect to defer the benefit up to the employee's age 65.

Special Pre-retirement Survivor Benefit

- Eligibility — Death of an active Employee with at least 10 years of Vesting Service (in lieu of above Pre-retirement Surviving Spouse Benefit). The benefit is payable to the surviving spouse. If there is none, the benefit is payable in equal shares to any surviving children until the earlier of age 19, age 26 if child is still a full-time student, or date of child's death.

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• Amount	50% of the Accrued Benefit (Life Annuity) that would have been payable at Normal Retirement Date without reduction for Early Retirement.
• Benefit Commencement	First of the month coincident with or next following the death of the employee.
2013 Lump Sum Window	Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit, payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Required Minimum Distribution Date as of December 1, 2013.
Retiree Annuity Purchase	On November 21, 2016, Lonza entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company ("Voya").
2017 Lump Sum Window	The plan was amended effective September 1, 2017 to provide a temporary lump sum window to certain terminated vested participants in the plan. Terminated vested participants as of June 30, 2017 were eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit, payable as of December 1, 2017. The window does not include former Conalco plan participants, participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Minimum Required Distribution Date as of December 1, 2017.

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Other Plan Provisions

Forms of payment

- Normal Form of Payment
  - (i) Unmarried Participant: Life Annuity
  - (ii) Married Participant: Actuarially reduced 50% Joint & Survivor Annuity
- Optional Forms
  - (i) 50% Joint & Survivor Annuity
  - (ii) 75% Joint & Survivor Annuity
  - (iii) 100% Joint & Survivor Annuity
  - (iv) 10-Year Certain and Life Annuity
  - (v) Life Annuity (for married participants)

  Actuarial equivalence basis for optional forms of payment is the Unisex Pension 1984 Mortality Table and 9.50% interest rate.

Future Plan Changes

None.

Changes in Benefits Valued Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

2. Formerly Consolidated Aluminum Corp. Discontinued Operations Pension Plan ("Conalco")

Plan Provisions

Effective Date	Adopted January 1, 1983; last restated effective January 1, 2012. The plan was amended effective January 1, 2015 for the merger of the Painesville plan into this plan. As of July 31, 2016, the plan was merged into the Employees' Retirement Plan of Lonza, LLC
Eligibility for participation	All former employees who were Participants with benefit rights under a former pension plan that was merged into the Consolidated Aluminum Corp. Discontinued Operations Pension Plan are eligible.

Definitions

Monthly accrued benefit	The Accrued Benefit was determined under the provisions of the applicable prior plan. Participants will not receive any additional accruals.

Benefits paid upon the following events

Normal retirement

• Eligibility	Age 65.
• Amount	The Accrued Benefit payable immediately.

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Early retirement

Varies according to the schedule below

- Eligibility

Group	Early Retirement Eligibility
Carrollton Hourly Employees	Age 60 & 15 years of service
City of Industry	Age 60 & 20 years of service
Columbia Hourly Employees	Age 60 & 10 years of service
Consolidated Aluminum Salaried Employees • Contract Carrier, Inc. • Ore Shipping Company	Age 60 & 10 years of service
Contract Carrier (Non-Union)	Age 60 & 10 years of service
Florence Die Shop	Age 60 & 20 years of service
Florence Local 355	Age 60 & 20 years of service
Gulfport Hourly Employees	Age 55 & 20 years of service
Lake Charles Hourly Employees	Age 60 & 10 years of service
Murphysboro Hourly Employees	Age 60 & 10 years of service
Nesquehoning Hourly Employees	Age 60 & 10 years of service
New Johnsonville Hourly Employees	Age 60 & 10 years of service
Newbern Hourly Employees	Age 60 & 10 years of service
Philadelphia Local 502	Age 62 & 15 years of service
Reed City Hourly Employees	Age 55 & 10 years of service
Shelbina Hourly Employees	Age 60 & 10 years of service

- Amount

The Accrued Benefit reduced by 0.4% for each month by which benefit commencement precedes age 65, except for participants who were formerly in the following plans, who shall have their benefit reduced as follows:

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Prior Pension Plan	Early Retirement Reduction
• Nesquehoning Hourly Employees' Pension Plan • Reed City Hourly Employees' Pension Plan • Shelbina Hourly Employees' Pension Plan	0.5% for each month by which benefit commencement precedes age 65.
Philadelphia Local 502 Pension Plan	5/9 of 1% for each month by which benefit commencement precedes age 65, with a maximum reduction of 20% at 62.
Contract Carrier, Inc. Pension Plan (Non-Union)	5/9 of 1% for each month by which benefit commencement precedes age 65.

Pre-retirement Death Benefit

- Eligibility — Retirement after Normal Retirement Date.
- Amount — The Accrued Benefit determined using service to the actual retirement date, payable immediately.

Other Plan Provisions

Forms of payment

- Normal Form of Payment
  - (i) Unmarried Participant: Life Annuity
  - (ii) Married Participant: Actuarially reduced 50% Joint & Survivor Annuity

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• Optional Forms	(iii) 50% Joint & Survivor Annuity (iv) 75% Joint & Survivor Annuity (v) 100% Joint & Survivor Annuity (vi) 10 Year Certain and Life Annuity (vii) Life Annuity (for married participants) (viii) Social Security Level Income (Lake Charles Plan Only) Actuarial Equivalence for optional forms: the Unisex Pension 1984 Mortality Table, and 10% interest. For forms of payment subject to section 417(e), the basis is no less than that provided by the IRS prescribed Applicable Mortality Table and the 417(e) Applicable Interest Rates with an annual stability period and a two-month lookback.
Retiree Annuity Purchase	On November 21, 2016, Lonza entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company (“Voya”).

Future Plan Changes

None.

Changes in Benefits Valued Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

3. Formerly Pension Plan for Employees of Lonza, LLC Represented by the United Steelworkers of America Local 14964-06 (“Painesville”)

Plan Provisions

Effective Date

Adopted March 1, 1972; last restated effective January 1, 2012. The most recent plan amendment reflected in the plan provisions was effective October 1, 2013. The plan was amended to merge into the Conalco plan effective January 1, 2015.

Covered Employees

All regular, full-time employees of the Company who are represented by the collective bargaining unit of the United Steelworkers of America, Local 14964-06 participate as of their date of hire. As of December 31, 2002, the Plan has no participants actively accruing benefits.

Definitions

Credited Service

Number of years and completed months of continuous employment.

Monthly Accrued Benefit

Participants' accrued benefits are fixed since all participants are inactive. The monthly retirement benefit formula was based upon years of Credited Service times a multiplier as follows:

Effective Date	Benefit Multiplier
January 25, 1999	$30.25
January 25, 2000	$31.25
January 27, 2001	$32.25
January 27, 2002	$32.75
January 27, 2003	$33.25
January 27, 2004	$33.75
January 27, 2005	$34.25

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Benefits Paid Upon the Following Events

Normal retirement

- Eligibility — Age 65 and 5 years of Credited Service.
- Amount — The Accrued Benefit payable immediately.

Early retirement

- Eligibility — Age 55 and 10 years of Credited Service.
- Amount — The Accrued Benefit reduced by 0.5% for each month that the early retirement date precedes the normal retirement date. However, employees who retire from active service on or after attaining age 62 and prior to age 65 will not have their benefits reduced.

Late Retirement Benefit

- Eligibility — Retirement after Normal Retirement Date.
- Amount — The Accrued Benefit determined using service to the actual retirement date, payable immediately.

Supplemental Benefit

- Eligibility — Effective January 27, 2001, active employees who meet requirements for Early Retirement and retire from active service after attainment of age 62 and before age 65.
- Amount — A monthly benefit of $150 payable until the employee attains age 65 or date of death, if earlier.

Termination

- Eligibility — Termination with 5 years of Credited Service. As of December 31, 2002 all participants are 100% vested.

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• Amount	The Accrued Benefit
• Benefit Commencement	Payable at Normal Retirement Date, or as early as age 55, if the employee had at least 10 years of Credited Service at termination, with a reduced benefit. The reduction is 0.5% for each month that commencement precedes age 65.

Disability Retirement Benefit

• Eligibility	An employee who becomes totally and permanently disabled, who is eligible for Social Security Disability Benefits, and has at least 10 years of Credited Service.
• Amount	A monthly benefit of $300 is payable until the earlier of death, cessation of disability, or Normal Retirement Date. At Normal Retirement Date, the employee will receive a benefit based on his accrued benefit earned prior to becoming disabled.

Surviving Spouse Benefit

• Eligibility	5 years of Continuous Service.
• Amount	The surviving spouse will receive 50% of the benefit the employee would have received had he survived to the earliest retirement date and elected the Joint and 50% Survivor annuity option.
• Benefit Commencement	The earliest date the employee would have been eligible for a retirement benefit.
2013 Lump Sum Window	Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit, payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Required Minimum Distribution Date as of December 1, 2013.
Retiree Annuity Purchase	On November 21, 2016, Lonza entered into an agreement to purchase a Group Annuity Contract for certain retirees in the plan

	with monthly benefits under $750 from Voya Retirement Insurance and Annuity Company ("Voya").
2017 Lump Sum Window	The plan was amended effective September 1, 2017 to provide a temporary lump sum window to certain terminated vested participants in the plan. Terminated vested participants as of June 30, 2017 were eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit, payable as of December 1, 2017. The window does not include former Conalco plan participants, participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Minimum Required Distribution Date as of December 1, 2017.

Other Plan Provisions

Forms of payment

• Normal Form of Payment	(i) Unmarried Participant: Life Annuity (ii) Married Participant*:* Actuarially reduced 50% Joint & Survivor Annuity
• Optional Forms	(i) Joint & Survivor Annuity (ii) 5 Year Certain and Continuous Annuity (iii) 10 Year Certain and Continuous Annuity (iv) Social Security Level Income Annuity (v) Life Annuity (for married participants) Actuarial equivalence for optional forms is the Unisex Pension 1984 Mortality Table and 6.00% interest.

Future Plan Changes

None

Changes in Benefits Valued Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Former Plan : The Pension Plan for Employees of Lonza, LLC Represented by the United Steelworkers of America Local 4907

Plan Provisions

Effective date

Adopted August 9, 1966; last restated effective January 1, 2017. As of December 31, 2021, the plan was merged into the Arxada Consolidated Pension Plan.

Eligibility for participation

All regular, full-time employees of the Company who are represented by the collective bargaining unit of the United Steelworkers of America (Local 4907) are eligible to participate at commencement of employment. New hires after December 31, 2009 are no longer eligible to participate.

Definitions

Continuous Service

Number of years and completed months of continuous employment

Monthly Accrued Benefit

The monthly benefit is equal to the years and months of Continuous Service times a benefit multiplier as follows:

Effective Date	Benefit Multiplier
October 1, 2005	$37.00
October 1, 2006	$38.00
October 1, 2007	$39.00
October 1, 2008	$40.00

Service is frozen as of December 31, 2009 for active employees who will not attain age 50 on or before June 30, 2010. Effective December 31, 2021, Service is frozen for all participants.

Benefits Paid Upon the Following Events

Normal retirement

- Eligibility — Age 65 and 5 years of Continuous Service.
- Amount — The Accrued Benefit payable immediately.

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Early retirement

- Eligibility — Age 55 and 5 years of Continuous Service.
- Amount — The Accrued Benefit reduced by 0.5% for each month prior to Normal Retirement Date. However, for employees who retire from active service on or after attaining age 62 and prior to age 65, the Accrued Benefit is not reduced for early retirement.

Supplemental Benefit

- Eligibility — Employees who retire from active service after attainment of age 62 with 5 years of Continuous Service.

  Effective January 1, 2015, future retirees are no longer eligible for this benefit.
- Amount — A monthly benefit of $300 payable until the employee attains age 65 or date of death, if earlier. Effective October 21, 2010, new retirees will receive $325 per month.

Termination

- Eligibility — Termination with 5 years of Continuous Service. As of December 31, 2010, all accrued benefits are fully vested.
- Amount — The Accrued Benefit
- Benefit Commencement — Payable at Normal Retirement Date or as early as age 55 with a reduced benefit. The reduction is 0.5% per month that commencement precedes age 65.

Late Retirement

- Eligibility — Retired after Normal Retirement Date.
- Amount — The Accrued Benefit determined using service to the actual retirement date, payable immediately. The plan provides for suspension of benefits if employees work past Normal Retirement Date.

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Disability Retirement Benefit

• Eligibility	An Employee who becomes totally and permanently disabled after attaining age 45 and has completed 15 years of Continuous Service, or has completed at least 18 years of Continuous Service.
• Amount	Effective October 1, 2006, the monthly disability benefit is $375 payable until the earlier of death, cessation of disability or Normal Retirement Date. Effective October 21, 2011, the monthly disability benefit is $400 per month. Upon reaching Normal Retirement Date, the employee will receive a retirement benefit based on his Accrued Benefit immediately prior to becoming disabled. Effective January 1, 2014, employees who become disabled are no longer eligible for this benefit.

Surviving Spouse Benefit – Active Participants with at Least 10 Years of Continuous Service

• Eligibility	An active employee who is married and has attained age 55 and has at least 10 years of Continuous Service.
• Amount	If the spouse is at least age 62 and is entitled to a Social Security benefit, the monthly survivor benefit is 37.5% of the monthly accrued benefit without reduction for early retirement. Otherwise, the spouse is entitled to 75% of the monthly accrued benefit that the participant would have received at age 65.
• Benefit Commencement	First of the month coincident with or next following the death of employee.

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Surviving Spouse Benefit – Active Participants with less than 10 years of Continuous Service

- Eligibility: All other active participants who are married and have at least 5 years of Continuous Service.
- Amount: 100% of the benefit the employee would have received if he had terminated and survived to the earliest retirement date and elected the Joint and 100% Survivor annuity option.
- Benefit Commencement: The earliest retirement date that the participant would have been eligible to commence benefits.

Special Surviving Spouse Benefit – Terminated Vested Participants

- Eligibility: The surviving spouse of a terminated vested participant who terminated after age 55 with 5 years of continuous service is entitled to a benefit.
- Amount: 50% of the benefit the employee would have received under the Joint and 50% Survivor annuity option.
- Benefit Commencement: The survivor benefit commences on the first of the month coincident with or next following the death of the employee.

Surviving Spouse Benefit – Terminated Vested Participants who terminated before age 55

- Eligibility: The surviving spouse of terminated vested participants who terminated before age 55.
- Amount: 100% of the benefit the employee would have received if he had survived to the earliest retirement date and elected the Joint and 100% Survivor annuity option.

SCHEDULE SB ATTACHMENTS

• Benefit Commencement	The earliest retirement date that the participant would have been eligible to collect benefits.
Special Surviving Spouse Benefit – Retired Participants	
• Eligibility	A married participant who retired after attaining age 55 with at least 10 years of Continuous Service, and dies prior to age 65.
• Amount	If the spouse is at least age 62 and is entitled to a Social Security benefit, the monthly survivor benefit is 37.5% of the monthly benefit the participant was receiving. Otherwise, the spouse is entitled to 75% of the monthly benefit the participant was receiving.
• Benefit Commencement	First of the month coincident with or next following the death of employee.
2013 Lump Sum Window	Terminated vested participants as of June 30, 2013 were eligible to elect, during a window starting October 7, 2013 and ending November 15, 2013, to receive a lump sum of their benefit, payable as of December 1, 2013. The window did not include participants who were already eligible to elect a small amount lump sum, and participants who had QDRO's or who were past their Required Minimum Distribution Date as of December 1, 2013.
2017 Lump Sum Window	Terminated vested participants as of June 30, 2017 are eligible to elect, during a window starting September 29, 2017 and ending November 10, 2017, to receive a lump sum of their benefit, payable as of December 1, 2017. The window does not include participants who are already eligible to elect a small amount lump sum, and participants who have QDRO's or who are past their Required Minimum Distribution Date as of December 1, 2017.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment

- Normal Form of Payment
  - (ix) Unmarried Participant: Life Annuity
  - (x) Married Participant: Actuarially reduced 50% Joint & Survivor Annuity
- Optional Forms
  - (xi) 50% Joint & Survivor Annuity
  - (xii) 75% Joint & Survivor Annuity
  - (xiii) 100% Joint & Survivor Annuity
  - (xiv) 10-Year Certain and Life Annuity
  - (xv) Social Security Level Income Option
  - (xvi) Life Annuity (for married participants)

Actuarial equivalence basis for optional forms of payment is the Unisex Pension 1984 Mortality Table and 6.00% interest rate. For forms of payment subject to Section 417(e), the basis is no less than that provided by the IRS prescribed Applicable Mortality Table and the 417(e) Applicable Interest Rates with an annual stability period and a two-month lookback. As of January 1, 2016, a 5-month lookback is used.

Future Plan Changes

None.

Changes in Benefits Valued Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

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

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2025	27,842,944	15.00000	27,842,944	2,596,088
2. Shortfall	01/01/2024	(3,735,574)	14.00000	(3,480,313)	(339,864)
3. Shortfall	01/01/2023	3,971,300	13.00000	3,538,717	363,694
Total				27,901,348	2,619,918

Plan Name: The Arxada Consolidated Pension Plan
EIN / PN: 13-5665861/003
Plan Sponsor: Arxada, LLC
Valuation Date: January 1, 2025