

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

Department of the Treasury Internal Revenue Service

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).

2024

Department of Labor Employee Benefits Security Administration

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

Pension Benefit Guaranty Corporation

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan... D Check box if filing under: [X] Form 5558 [] automatic extension... E If this is a retroactively adopted plan...

Part II Basic Plan Information—enter all requested information

1a Name of plan: TARKETT RETIREMENT PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 12/31/2000
2a Plan sponsor's name: TARKETT FINANCE INC.
2b Employer Identification Number (EIN): 52-2066880
2c Plan Sponsor's telephone number: 440-708-9279
2d Business code: 339900

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes entries for MISTY HAWKINS and Signature of employer/plan sponsor.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	1470
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	170
	6a(2)	155
	6b	109
	6c	207
	6d	471
	6e	94
	6f	565
	6g(1)	
6g(2)		
6h		0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 3H 1B 1C

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **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 <u>TARKETT RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>TARKETT FINANCE INC.</u>	D Employer Identification Number (EIN) <u>52-2066880</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>50776308</u>
	b Actuarial value	2b	<u>55562584</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>1040</u>	<u>42849051</u>
	b For terminated vested participants	<u>265</u>	<u>6062465</u>
	c For active participants	<u>170</u>	<u>4627873</u>
	d Total	<u>1475</u>	<u>53539389</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	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	<u>5.10 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>121985</u>
	b Expected plan-related expenses	6b	<u>780000</u>
	c Target normal cost	6c	<u>901985</u>

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 <u>DANIEL SECKAR</u> Signature of actuary <u>MERCER</u> Type or print name of actuary <u>SIX PPG PLACE, SUITE 400</u> <u>PITTSBURGH, PA 15222</u> Address of the firm	<u>09/09/2025</u> Date <u>23-06799</u> Most recent enrollment number <u>412-355-8706</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of <u>10.27</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		827813
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 <u>5.18</u> %		42881
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		870694
d	Portion of (c) to be added to prefunding balance		
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	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	103.42 %
15	Adjusted funding target attainment percentage	15	103.42 %
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	101.40 %
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
09/05/2025	1327000	0			
			Totals ▶	18(b)	18(c)
				1327000	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	1220814

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost				
21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> 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..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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 901985
b Excess assets, if applicable, but not greater than line 31a				31b 901985
32 Amortization installments:	Outstanding Balance		Installment	
a Net shortfall amortization installment	0		0	
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 0
	Carryover balance	Prefunding balance	Total balance	
35 Balances elected for use to offset funding requirement	0	0	0	
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 1220814
38 Present value of excess contributions for current year (see instructions)				
a Total (excess, if any, of line 37 over line 36)				38a 1220814
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....				38b
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)				39 0
40 Unpaid minimum required contributions for all years				40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)				
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021				

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider 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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan TARKETT RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TARKETT FINANCE INC.	D Employer Identification Number (EIN) 52-2066880	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

MERCER

13-2834414

(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 17 50	NONE	352508	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

MERCER INVESTMENTS LLC

30-0282430

(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?
51 52	FIDUCIARY	118277	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	7606	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

U.S. BANK NATIONAL ASSOCIATION

31-0841368

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 21 50	NONE	38946	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

CLIFTONLARSONALLEN LLP

41-0746749

(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	14957	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	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 <hr/> 2024 <hr/> This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>TARKETT RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>TARKETT FINANCE INC.</u>	D Employer Identification Number (EIN) <u>52-2066880</u>	

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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SSGA GLOBAL SMALL CAP EQUITY EX US</u>		
b Name of sponsor of entity listed in (a): <u>STATE STREET GLOBAL ADVISORS TRUST COMPANY</u>		
c EIN-PN <u>90-0337987-294</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>117396</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MERCER ACTIVE LONG CORPORATE FIXED</u>		
b Name of sponsor of entity listed in (a): <u>MERCER TRUST COMPANY LLC</u>		
c EIN-PN <u>45-6178743-004</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6871829</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MERCER US LARGE CAP CORE PASSIVE EQ</u>		
b Name of sponsor of entity listed in (a): <u>MERCER TRUST COMPANY LLC</u>		
c EIN-PN <u>03-0566613-005</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2025286</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL SMALL/MID CAP (R) INDX</u>		
b Name of sponsor of entity listed in (a): <u>STATE STREET GLOBAL ADVISORS TRUST COMPANY</u>		
c EIN-PN <u>04-0025081-453</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>309671</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MERCER ACTIVE INTERMEDIATE CREDIT F</u>		
b Name of sponsor of entity listed in (a): <u>MERCER TRUST COMPANY LLC</u>		
c EIN-PN <u>85-2621954-048</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2150506</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MERCER PASSIVE LONG GOVERNMENT FIXE</u>		
b Name of sponsor of entity listed in (a): <u>MERCER TRUST COMPANY LLC</u>		
c EIN-PN <u>51-0560117-010</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5139474</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SSGA INTERMED US GOVT BOND INDEX</u>		
b Name of sponsor of entity listed in (a): <u>STATE STREET GLOBAL ADVISORS TRUST COMPANY</u>		
c EIN-PN <u>90-0337987-209</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>169940</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: **MERCER OPPORTUNISTIC FIXED INCOME**

b Name of sponsor of entity listed in (a): **MERCER TRUST COMPANY LLC**

c EIN-PN 36-7630030-020	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 968544
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a Name of MTIA, CCT, PSA, or 103-12 IE: **SSGA INTERNATIONAL INDX**

b Name of sponsor of entity listed in (a): **STATE STREET GLOBAL ADVISORS TRUST COMPANY**

c EIN-PN 90-0337987-157	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 767829
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a Name of MTIA, CCT, PSA, or 103-12 IE: **SSGA EMG MKTS**

b Name of sponsor of entity listed in (a): **STATE STREET GLOBAL ADVISORS TRUST COMPANY**

c EIN-PN 04-0025081-496	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 381786
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a Name of MTIA, CCT, PSA, or 103-12 IE: **FIAM GLOBAL LOW VOLATILITY EQUITY**

b Name of sponsor of entity listed in (a): **FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY**

c EIN-PN 20-4659714-145	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 167307
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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)
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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)
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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)
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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)
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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)
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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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan TARKETT RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TARKETT FINANCE INC.	D Employer Identification Number (EIN) 52-2066880

Part I	Asset and Liability Statement
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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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	902000	1327000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	0	240671
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	371511	159919
(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)	49534103	19069568
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	50807614	20797158
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	50807614	20797158

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)	1327000	
(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)		1327000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	13309	
(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)		13309
(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)		
(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)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		1085712
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		2426021

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	4582654	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)	26980452	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		31563106
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)		
(4) IQPA audit fees	2i(4)	14957	
(5) Investment advisory and investment management fees	2i(5)	125883	
(6) Bank or trust company trustee/custodial fees	2i(6)	38946	
(7) Actuarial fees	2i(7)	352508	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	341077	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		873371
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		32436477

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-30010456
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) 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) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: CLIFTONLARSONALLEN LLP

(2) EIN: 41-0746749

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		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.)		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.)		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.)		X	
e Was this plan covered by a fidelity bond?	X		2500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		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?		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?		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.)	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.)	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?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
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.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes 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.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 557455.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan TARKETT RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TARKETT FINANCE INC.	D Employer Identification Number (EIN) 52-2066880	

Part I	Distributions
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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
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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): 31-0841368

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	6
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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.)
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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.
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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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 20.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 74.0 %
 High-Yield Debt: 5.0 % Real Assets: _____ % Cash or Cash Equivalents: 1.0 % Other: _____ %

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

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

TARKETT RETIREMENT PLAN
FINANCIAL STATEMENTS AND
ERISA-REQUIRED SUPPLEMENTAL SCHEDULES
YEARS ENDED DECEMBER 31, 2024 AND 2023



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**TARKETT RETIREMENT PLAN
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INDEPENDENT AUDITORS' REPORT

Pension Committee and Plan Participants
Tarkett Retirement Plan
Solon, Ohio

Report on the Audit of the Financial Statements

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

We have performed audits of the accompanying financial statements of Tarkett Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years 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 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, 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 financial statements referred to above, 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 financial statements referred to above 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 Tarkett Retirement Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

Pension Committee and Plan Participants
Tarkett Retirement Plan

- 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 Tarkett Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Tarkett Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and schedule of reportable transactions for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

Pension Committee and Plan Participants
Tarkett Retirement Plan

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

In our opinion:

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

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Maumee, Ohio
October 1, 2025

**TARKETT RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023**

	2024	2023
ASSETS		
INVESTMENTS (at Fair Value)	\$ 19,229,487	\$ 49,905,614
EMPLOYER CONTRIBUTION RECEIVABLE	1,327,000	902,000
INSURANCE CONTRACT REFUND RECEIVABLE	240,671	-
NET ASSETS AVAILABLE FOR BENEFITS	\$ 20,797,158	\$ 50,807,614

See accompanying Notes to Financial Statements.

TARKETT RETIREMENT PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
ADDITIONS:		
INVESTMENT INCOME		
Net Appreciation in Fair Value of Investments	\$ 1,085,712	\$ 5,143,424
Interest and Dividends	13,309	19,013
Total Investment Income	1,099,021	5,162,437
EMPLOYER CONTRIBUTIONS	1,327,000	902,000
Total Additions	2,426,021	6,064,437
DEDUCTIONS:		
BENEFITS PAID TO PARTICIPANTS	4,582,654	8,685,095
INSURANCE CONTRACT PURCHASE	26,980,452	-
ADMINISTRATIVE EXPENSES	873,371	1,497,388
Total Deductions	32,436,477	10,182,483
NET DECREASE	(30,010,456)	(4,118,046)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of Year	50,807,614	54,925,660
End of Year	\$ 20,797,158	\$ 50,807,614

See accompanying Notes to Financial Statements.

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF THE PLAN

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

General

The Plan became effective December 31, 2000. It is a noncontributory defined benefit plan that provides retirement, death, and disability benefits for (1) substantially all employees of (i) Tarkett Finance, Inc., dba: Tarkett Delaware, (ii) Tarkett USA Inc., (iii) Domco Products Texas L.P., dba: Tarkett Texas, (iv) Tarkett Alabama Inc. and (v) U.S. resident employees of Tarkett Inc. (Canada) (hereafter the Company), who are not covered by a collective bargaining agreement, and (2) substantially all Tarkett Finance, Inc., dba: Tarkett Delaware employees who were members of the (i) Graphic Communications International Union, Local #14, (ii) International Brotherhood of Teamsters, Local #445, or (iii) United Paperworkers International, Local #691. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective December 31, 2005, the Company froze all benefits under the Plan and froze eligibility into the Plan. As a result, no participant has accrued credited service under the Plan after December 31, 2005.

Effective December 30, 2013, the Plan was amended and restated to include the provisions of the Duramax Hourly Pension Plan (Duramax Sub-Plan) and the Tandus Flooring, Inc. Pension Account Plan (Tandus Sub-Plan) as separate sub-plans to the Plan document.

The Plan is administered by the Company's Pension Committee (Committee), which is a committee appointed by the Board of Directors of Tarkett Finance Inc. The Committee has overall responsibility for the operation and administration of the Plan. The Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Tarkett Finance Inc.'s Board of Trustees.

The Plan entered into an agreement effective November 7, 2024, with Securian Life Insurance Company (Securian) to annuitize accumulated plan benefits of participants with retiree status and transfer liability to Securian. The original premium of \$27,221,123 was paid from the Plan on November 5, 2024. Subsequently in May 2025, a refund from the original premium of \$240,671 was returned to the Plan. This refund is recorded as an insurance contract refund receivable in the accompanying statements of net assets available for benefits.

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF THE PLAN (CONTINUED)

Pension Benefits

Participants may elect to receive pension benefits in the form of a single life annuity or joint and survivor annuities. In addition, the Plan provides for optional minimum benefits under certain circumstances including a life annuity, contingent annuity, life annuity with guaranteed payment and single sum distribution. Special provisions apply in the event of death and termination of employment. The Plan provides a death benefit for the surviving spouse of a married participant and for the beneficiary of an unmarried participant equal to the accrued benefit of the deceased participant at the date of his death. During 2023, the Plan was amended to If a participant's accrued benefit under the Plan has an actuarially equivalent present value of \$5,000 or less, the full amount of such benefit shall be payable in a lump-sum as soon as administratively feasible. Prior to the amendment, the value for this provision was \$1,000 or less.

Salaried and nonbargaining unit employees with five or more years of service are entitled to monthly pension benefits beginning at normal retirement age (65) equal to the sum of 1% of their final average compensation (as defined in the Plan) after December 31, 2000 multiplied by their years of credited service plus their December 31, 2000 accrued benefit according to the prior applicable plan indexed with increases in average compensation. A participant's accrued benefit after December 31, 2005 is based on the credited service and final average compensation as of December 31, 2005. In calculating the accrued benefit of a participant who was transferred to Vails Gate Manufacturing LLC (a subsidiary of Tarkett Finance, Inc.), service and compensation earned shall and will continue to count as credited service under the Plan until December 31, 2005 or the date of the participant's separation from service, if earlier.

Effective December 31, 2000, benefits for active, retired or terminated employees who were participants in the Retirement Plan for Hourly Paid Employees of Tarkett Finance, Inc. and members of the International Brotherhood of Teamsters, Local #445, became "frozen participants" in the Plan. Frozen participants are entitled to monthly pension benefits beginning at normal retirement age (65) equal to the number of years of credited service multiplied by an amount per year of service which is dependent upon the time of retirement and to which Local a participant belonged.

The Plan permits early retirement at ages 55 to 64. Early retirement pension benefits may commence either at retirement or upon the participant's normal retirement date. Benefits paid upon commencement of early retirement are reduced ratably based on the length of time between the participants' actual retirement date and normal retirement date. Frozen participants are 100% vested on their retirement date and eligible for deferred vested pension benefits, payable after their retirement date.

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF THE PLAN (CONTINUED)

Pension Benefits (Continued)

In response to the Federal Pension Protection Act of 2006 requirement that certain benefit restrictions be imposed on pension plans when plan assets are not at least equal to a certain minimum percentage of plan liabilities, restrictions were placed on certain optional forms of benefit payments. For Plan participants whose annuity starting date is on or after April 1, 2009, the benefit payable under certain optional forms of payment permitted to be currently distributed is limited to 50% of the participant's benefit or the value of the Pension Benefit Guaranty Corporation (PBGC) (a U.S. Government agency) maximum guaranteed benefit. The optional forms of payment subject to the limit include lump sum distributions, social security level income, and make-up payments under the Plan's Retroactive Annuity Starting Date option. This restriction does not impact the total amount of benefit ultimately payable to participants, nor does it impact the amount of benefit currently payable to participants under the normal annuity form of payment or other optional annuity. For Plan participants who began receiving payments from the Plan prior to April 1, 2009, the amount or timing of benefit payments is not affected.

For participants of the Duramax Sub-Plan, retirement benefits are calculated using a service-based formula with multiple years of credited service by a unit of benefit, as defined. The normal form of retirement benefit for married participants is joint and survivor-half which provides for a reduced monthly retirement benefit to the participant and, upon death, provides the participant's contingent annuitant a benefit equal to one-half of the participant's benefit for the remainder of the annuitant's lifetime. As defined by the Duramax Sub-Plan, for the Johnson Rubber and Johnson Plastics Divisions, other benefit forms are payments to the participants only and Joint and Survivor-Full, with the survivor receiving the same benefit payment as the participant. The participant may change or revoke his election of a benefit option as defined by the Duramax Sub-Plan.

For participants of the Tandus Sub-Plan, participants with five or more years of service are entitled to pension benefits on their normal retirement date (age 65). Participants are given credit toward vesting for prior service with the former owner of the Company. The amount of monthly retirement benefits to be provided for each participant who retires on his/her normal retirement date shall be equal to 1) the "cash balance account", which equals, as of any valuation date (i) the cash balance account as of the preceding valuation date plus (ii) a benefit credit for the valuation period ending on the valuation date plus (iii) an interest credit credited on the valuation date to the participant's cash balance account as of the preceding valuation date, divided by 2) the actuarial equivalent of \$1 per month of credited service payable as a straight-life annuity at normal retirement. The benefit credit for the valuation period will be calculated based on either the hourly employee benefit credit schedule or the salaried employee benefit schedule. Participants may elect to receive their benefit in a form of a lump-sum, a life annuity or a joint and survivor annuity. Death and disability benefits are also provided under the Tandus Sub-Plan.

Vesting

After completion of five years of service, participants are 100% vested and eligible for deferred vested pension benefits, payable after their normal retirement date. A participant who is terminated prior to completion of five years of service is not entitled to benefits.

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF THE PLAN (CONTINUED)

Death and Disability Benefits

If an active employee dies at age 55 or older, a death benefit equal to the value of the employee's accumulated pension benefits is paid to the employee's beneficiary. Active employees who become totally disabled receive annual disability benefits that are equal to the normal retirement benefits they have accumulated as of the time they become disabled. Disability benefits are paid until normal retirement age at which time disabled participants begin receiving normal retirement benefits computed as though they had been employed to normal retirement age with their annual compensation remaining the same as at the time they became disabled.

Funding Policy

The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. During 2024 and 2023, the Company made contributions of \$1,327,000 and \$902,000, respectively. The Company's contributions for 2024 and 2023 exceeded the minimum funding requirements of ERISA.

Although it has not expressed an intention to do so, the Company has the right under the plan to discontinue its contributions at any time and to terminate the plan subject to provisions set forth in ERISA.

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements of the Plan are 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 the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Pension Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians, and insurance company. See Note 5 for discussion of fair value measurements.

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

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 2 SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation (depreciation) of fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Subsequent Events

The Plan has evaluated subsequent events through October 1, 2025, the date the financial statements were available to be issued.

NOTE 3 ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to:

- a) retired or terminated employees or their beneficiaries,
- b) beneficiaries of employees who have died, and
- c) present employees or their beneficiaries.

Benefits under the Plan are based on employees' compensation during their highest five consecutive years of the last ten years of credited service. The accumulated plan benefits for active employees are based on their average compensation during the five years ending on the date as of which the Plan was frozen. Benefits payable under all circumstances – retirement, death, disability, and termination of employment, are included to the extent they are deemed attributable to employee service rendered to the valuation date.

Participants who were active in the Plan for Hourly Paid Employees of Tarkett Finance, Inc. and were part of the International Brotherhood of Teamsters, Local # 445, are now covered under a separate Teamsters' Union plan and accrue no further benefits under this Plan for service after December 31, 2000. Benefits for all remaining eligible frozen participants or their beneficiaries' benefits are based on their years of credited service to December 31, 2005.

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

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 3 ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (CONTINUED)

The significant actuarial assumptions used in the valuation as of December 31, 2023:

- a. Life expectancy of Participants: Base Table: Pri-2012 Retirement Plans Mortality Table with Projection Scale MP-2021 Mortality Scale (December 31, 2022 – Pri-2012 Retirement Plans Mortality Table with Projection Scale MP-2021 Mortality Scale). Blue collar mortality tables are used for hourly participants and no collar tables are used for non-hourly participants.
- b. Retirement Age Assumptions: 0% retirement below age 55. 100% retirement at age 70. Projected retirement for ages 55 to 69 varies by sub-plan depending on experience of the individual sub-plan.
- c. Investment Return: 5.45% (December 31, 2022 – 5.60%)
- d. Cash balance interest crediting rate: 5.08% (December 31, 2022 – 5.00%)

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The following is a summary of actuarial present value of accumulated plan benefits as of December 31, 2023:

Actuarial Present Value of Accumulated	
Plan Benefits:	
Vested Benefits:	
Participants Currently Receiving Payments	\$ 41,337,440
Other Participants	10,272,337
Total Vested Benefits	<u>51,609,777</u>
Nonvested Benefits	<u>173,469</u>
Total Actuarial Present Value of Accumulated Plan Benefits	<u><u>\$ 51,783,246</u></u>

The changes in the actuarial present value of accumulated Plan benefits are summarized as follows for the year ended December 31, 2023:

Actuarial Present Value of Accumulated	
Plan Benefits - Beginning of Year	
Increase (Decrease) During the Year Attributable to:	\$ 56,236,970
Change in Actuarial Assumptions	618,647
Benefits Accumulated	726,902
Change in Discount Period	2,885,822
Benefits Paid	<u>(8,685,095)</u>
Actuarial Present Value of Accumulated Plan Benefits - End of Year	<u><u>\$ 51,783,246</u></u>

The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2024. Had the valuations been performed as of December 31, 2023, there would be no material differences.

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 3 ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (CONTINUED)

Since the date of the actuarial present value of accumulated benefits as presented, the Plan purchased an insurance contract to annuitize the benefits of participants in retiree status as described in Note 1. The impact of the insurance contract purchase will be reflected in the accumulated plan benefits for the year ended December 31, 2024.

NOTE 4 CERTIFICATION OF INVESTMENT INFORMATION

U.S. Bank National Association, the trustee of the Plan, has supplied the Plan administrator with a certification as to the completeness and accuracy of all investment information reflected on the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the statements of changes in net assets available for benefits for the years then ended, and the supplemental schedule of assets (held at end of year) as of December 31, 2024 and schedule of reportable transactions for the year ended December 31, 2024.

NOTE 5 FAIR VALUE OF INVESTMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy 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 other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- 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 market value measurement.

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

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 5 FAIR VALUE OF INVESTMENTS (CONTINUED)

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the valuation methodologies used as of December 31, 2024 and 2023.

Money market fund: These are valued at quoted market prices, which represent the daily net asset value (NAV) of shares held by the Plan at year-end.

Common Collective Trust Funds: Valued at the NAV of units of the bank collective trust. NAV is a readily determinable fair value and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily.

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

	2024			
	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 159,919	\$ -	\$ -	\$ 159,919
Common Collective Trust Funds	-	19,069,568	-	19,069,568
Total Investments At Fair Value	<u>\$ 159,919</u>	<u>\$ 19,069,568</u>	<u>\$ -</u>	<u>\$ 19,229,487</u>
	2023			
	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 371,511	\$ -	\$ -	\$ 371,511
Common Collective Trust Funds	-	49,534,103	-	49,534,103
Total Investments At Fair Value	<u>\$ 371,511</u>	<u>\$ 49,534,103</u>	<u>\$ -</u>	<u>\$ 49,905,614</u>

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 6 PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

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

1. Annuity benefits former employees or their beneficiaries have been receiving for at least three years, or that participants eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding plan termination.
2. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. governmental agency) up to the applicable limitations.
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

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

NOTE 7 PLAN TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated May 25, 2017, that the Plan and related trust are designed in accordance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified, and the related trust is tax-exempt.

**TARKETT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 7 PLAN TAX STATUS (CONTINUED)

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

NOTE 8 RISKS AND UNCERTAINTIES

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

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

NOTE 9 PARTY-IN-INTEREST TRANSACTIONS

The plan investments are managed by U.S. Bank National Association. U.S. Bank National Association is the trustee as defined by the Plan and, therefore, the investment transactions qualify as party-in-interest transactions. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules of ERISA.

**TARKETT RETIREMENT PLAN
E.I.N. 74-2706630 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
		Money Market Fund:		
	First American Funds	First American Funds Government Obligations Fund	\$ 159,919	\$ 159,919
		Total Money Market Funds	<u>159,919</u>	<u>159,919</u>
		Common Collective Trust Funds:		
*	Mercer	Mercer Active Long Corporate Fixed Fund	6,247,280	6,871,829
*	Mercer	Mercer Long Duration Passive Fixed Income	5,273,177	5,139,474
*	Mercer	Mercer Active Int Core Fixed Income	1,912,482	2,150,506
	State Street	State Street Global Equity US Government Bond Index	159,854	169,940
*	Mercer	Mercer US Large Cap Core Passive Equity Fund	1,032,642	2,025,286
*	Mercer	Opportunistic Fixed Income	891,984	968,544
	State Street	State Street Global International	687,439	767,829
	State Street	State Street Emerging Markets Equity Index Fund	336,973	381,786
	First American Funds	First American Funds Global Low Volatility Commingled Pool	143,612	167,307
	State Street	State Street Russell Small/Mid Cap Index Fund	171,443	309,671
	State Street	State Street Global Small Cap Equity Ex-U.S. Index	105,736	117,396
		Total Common Collective Trust Funds	<u>16,962,622</u>	<u>19,069,568</u>
		Total	<u>\$ 17,122,541</u>	<u>\$ 19,229,487</u>

* Indicates Party-in-Interest

TARKETT RETIREMENT PLAN
E.I.N. 74-2706630 PLAN NO. 001
SCHEDULE H, LINE 4j—SCHEDULE OF REPORTABLE TRANSACTIONS
YEAR ENDED DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Assets	Purchase Price	Selling Price	Leased Rental	Expense Incurred With Transaction	Cost	Current Value	Net Gain (Loss)
<u>Category (i) - Single Transaction in Excess of 5% of Plan Assets</u>								
First American Funds	First American Funds Government Obligations Fund	\$ 27,221,123	\$ -	\$ -	\$ -	\$ 27,221,123	\$ 27,221,123	\$ -
First American Funds	First American Funds Government Obligations Fund	\$ -	\$ 27,221,123	\$ -	\$ -	\$ 27,221,123	\$ 27,221,123	\$ -
Mercer	Mercer Active Int Core Fixed Income	\$ -	\$ 3,064,165	\$ -	\$ -	\$ 2,738,282	\$ 3,064,165	\$ 325,883
Mercer	Mercer Active Long Corporate Fixed Fund	\$ -	\$ 9,872,850	\$ -	\$ -	\$ 8,879,313	\$ 9,872,850	\$ 993,537
Mercer	Mercer Long Duration Passive Fixed Income	\$ -	\$ 2,997,149	\$ -	\$ -	\$ 3,003,681	\$ 2,997,149	\$ (6,532)
Mercer	Mercer US Large Cap Core Passive Equity Fund	\$ -	\$ 2,778,385	\$ -	\$ -	\$ 1,457,932	\$ 2,778,385	\$ 1,320,453
State Street	State Street Global Intermediate US Government Bond Index	\$ -	\$ 4,618,932	\$ -	\$ -	\$ 4,353,132	\$ 4,618,932	\$ 265,800
<u>Category (iii) - A Series of Transactions in Excess of 5% of Plan Assets</u>								
First American Funds	First American Funds Government Obligations Fund							
	34 Purchases	\$ 32,611,236	\$ -	\$ -	\$ -	\$ 32,611,236	\$ 32,611,236	\$ -
	71 Sales	\$ -	\$ 32,817,118	\$ -	\$ -	\$ 32,817,118	\$ 32,817,118	\$ -
Mercer	Mercer Active Int Core Fixed Income							
	7 Sales	\$ -	\$ 3,389,393	\$ -	\$ -	\$ 3,036,362	\$ 3,389,393	\$ 353,031
Mercer	Mercer Active Long Corporate Fixed Fund							
	10 Sales	\$ -	\$ 10,978,547	\$ -	\$ -	\$ 9,909,941	\$ 10,978,547	\$ 1,068,606
Mercer	Mercer Long Duration Passive Fixed Income							
	7 Sales	\$ -	\$ 3,463,846	\$ -	\$ -	\$ 3,470,364	\$ 3,463,846	\$ (6,518)
Mercer	Mercer US Large Cap Core Passive Equity Fund							
	8 Sales	\$ -	\$ 3,667,764	\$ -	\$ -	\$ 1,898,945	\$ 3,667,764	\$ 1,768,819
State Street	State Street Global Intermediate US Government Bond Index							
	8 Sales	\$ -	\$ 4,732,744	\$ -	\$ -	\$ 4,463,871	\$ 4,732,744	\$ 268,873

There were no category (ii) or (iv) reportable transactions for the year ended December 31, 2024.



CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

Schedule SB, line 26 — Schedule of Active Participant Data

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34											
35–39					3						3
40–44			1	1	7	4					13
45–49		4	3	2	5	7	5				26
50–54		13	7	3	9	4	4	2			42
55–59	1	11	3	5	6	5	6	7	3		47
60–64		1	1	1	8	4	4	3	2	2	26
65–69			4	1	1	4	1				11
70 & up					1			1			2
Total	1	29	19	13	40	28	20	13	5	2	170

In each cell, the number is the count of active participants for each age/service combination

Note that the chart above excludes 17 participants who are still active employees within the controlled group but have transferred out of location with ongoing benefit accruals.

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**Actuarial assumptions for January 1, 2024 funding valuation**

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	0	
	<u>Stabilized</u>	<u>Non Stabilized</u>
• First 5 years	4.75%	4.37%
• Next 15 years	4.96%	4.96%
• Over 20 years	5.59%	4.95%
Mortality sponsor elections	Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables for 2024 plan year funding valuations, in accordance with IRS regulation 1.430(h)(3)-1. These tables are based on the Pri-2012 base mortality tables projected with mortality improvements based on the IRS methodology and projection scale MP-2021	
Lump sums		
<u>Tarkett</u>		
• Maximum \$ limit	No limit	
• Lump sums based on 417(e)	Always	
• Valued as	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.	
Other economic assumptions		
• Salary increases	Not Applicable	
• Social Security wage base	Not Applicable	
• Inflation	Not Applicable	
• Interest Crediting Rate	5.08% for 2024, 5.00% thereafter	
• Expected investment return	4.30% for 2022, 5.60% for 2023 and 5.45% for 2024	
• Expenses	\$780,000 added to current year normal cost	
Demographic assumptions		
• Decrement Timing	Beginning of year decrements, with 100% retirement occurring at beginning of year.	
• Disability Incidence	Class II 1985 Pension Disability Study rates. See tables of rates below.	

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

<u>Tarkett</u>			
• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-61	7%	
	62-64	15%	
	65-69	40%	
	70 and above	100%	
• Withdrawal Incidence	2003 Society of Actuaries Turnover Mercer Modified Age Based rates times 80% for all ages. See table of sample rates for Tarkett.		
• Benefit commencement age for			
– Future vested deferred	65		
– Current vested deferred	65		
• Spouse assumptions	<u>Male participants</u>	<u>Female participants</u>	
	– Percentage married	85%	85%
	– Spouse age difference	3 years younger	3 years older
<u>Duramax</u>			
• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-61	7%	
	62-64	15%	
	65-69	40%	
	70 and above	100%	
• Withdrawal Incidence	2003 Society of Actuaries Turnover Mercer Modified Age Based rates times 80% for all ages. See table of sample rates for Duramax.		
• Benefit commencement age for			
– Future vested deferred	65		
– Current vested deferred	65		
• Spouse assumptions	<u>Male participants</u>	<u>Female participants</u>	
	– Percentage married	85%	85%
	– Spouse age difference	3 years younger	3 years older

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

Tandus			
• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-61	7%	
	62-64	15%	
	65-69	40%	
	70 and above	100%	
• Withdrawal Incidence	2003 Society of Actuaries Turnover Mercer Modified Age Based rates times 80% for all ages. See table of sample rates for Tandus.		
• Benefit commencement age for			
– Future vested deferred	65		
– Current vested deferred	65		
• Spouse assumptions	Male participants	Female participants	
	– Percentage married	N/A	N/A
	– Spouse age difference	N/A	N/A

Form of payment			
Tarkett – Pre-2001 Election	Lump sum	Single life	100% J&S
• Active retirements	60%	22%	18%
• Future vested deferred	60%	22%	18%
• Future disabilities	0%	55%	45%
• Future deaths	0%	0%	100%
• Current vested deferred	60%	22%	18%
Tarkett – Post-2001 Election	Lump sum	Single life	100% J&S
• Active retirements	0%	55%	45%
• Future vested deferred	0%	55%	45%
• Future disabilities	0%	55%	45%
• Future deaths	0%	0%	100%
• Current vested deferred	0%	55%	45%

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

<u>Duramax</u>	<u>Single life</u>	<u>100% J&S</u>
• Active retirements	55%	45%
• Future vested deferred	55%	45%
• Future disabilities	55%	45%
• Future deaths	0%	100%
• Current vested deferred	55%	45%
<u>Tandus</u>	<u>Lump Sum</u>	
• Active retirements	100%	
• Future vested deferred	100%	
• Future disabilities	100%	
• Future deaths	100%	
• Current vested deferred	100%	
Unpredictable contingent event assumptions	Not applicable	

Table of sample rates

Withdrawal Rates – Tarkett, Tandus and Duramax

Age	Rate	Age	Rate
20	20.80%	38	6.00%
21	19.20%	39	5.68%
22	18.00%	40	5.52%
23	16.80%	41	5.32%
24	15.60%	42	5.20%
25	14.40%	43	5.04%
26	13.20%	44	4.96%
27	12.00%	45	4.88%
28	11.20%	46	4.80%
29	10.40%	47	4.72%
30	9.76%	48	4.64%
31	9.12%	49	4.56%
32	8.48%	50	4.48%
33	7.92%	51	4.32%
34	7.36%	52	4.16%
35	6.96%	53	4.00%
36	6.64%	54	3.68%
37	6.32%	55	3.52%

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

Disability Rates for Tarkett (non-Domco), Duramax, and Tandus employees only

Male rates

Age	Rate	Age	Rate	Age	Rate
20	0.064%	37	0.237%	54	1.330%
21	0.069%	38	0.260%	55	1.502%
22	0.074%	39	0.285%	56	1.674%
23	0.080%	40	0.314%	57	1.836%
24	0.086%	41	0.345%	58	1.984%
25	0.093%	42	0.381%	59	2.125%
26	0.100%	43	0.419%	60	2.266%
27	0.108%	44	0.460%	61	2.409%
28	0.116%	45	0.505%	62	2.558%
29	0.125%	46	0.556%	63	2.712%
30	0.134%	47	0.616%	64	2.868%
31	0.145%	48	0.682%	65	3.028%
32	0.157%	49	0.751%	66	3.199%
33	0.170%	50	0.830%	67	3.382%
34	0.184%	51	0.922%	68	3.577%
35	0.199%	52	1.033%	69	3.781%
36	0.216%	53	1.170%	70+	N/A

Female Rates

Age	Rate	Age	Rate	Age	Rate
20	0.055%	37	0.293%	54	1.334%
21	0.060%	38	0.314%	55	1.490%
22	0.066%	39	0.335%	56	1.630%
23	0.074%	40	0.357%	57	1.733%
24	0.084%	41	0.383%	58	1.753%
25	0.096%	42	0.413%	59	1.773%
26	0.108%	43	0.447%	60	1.793%
27	0.121%	44	0.482%	61	1.813%
28	0.135%	45	0.522%	62	1.833%
29	0.149%	46	0.570%	63	1.903%
30	0.165%	47	0.628%	64	1.992%
31	0.181%	48	0.695%	65	2.095%
32	0.198%	49	0.770%	66	2.207%
33	0.215%	50	0.854%	67	2.322%
34	0.234%	51	0.947%	68	2.441%
35	0.252%	52	1.052%	69	2.567%
36	0.272%	53	1.181%	70+	N/A

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**Rationale for significant economic assumptions**

- **Discount rate for funding** – The funding discount rate is prescribed by the IRS and based on the plan sponsor's election.
- **Expected investment return for funding** – The expected rate of return on plan assets is based on the simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for the plan's current asset mix, net of an adjustment of 12 bps for expenses assumed to be paid from plan assets.
- **Administrative expense** – Assumption set equal to the average of the prior three year's actual administrative expenses, rounded to the nearest \$10,000. This avoids volatile administrative projects year over year causing significant changes to our administrative expense assumption.
- **Interest crediting rate** – The cash balance interest crediting rate is prescribed in the former Tandus Flooring, Inc. Pension Account Plan provisions as summarized below.

Rationale for demographic assumptions

- **Funding Mortality** - The funding mortality is prescribed by the IRS and based on the plan sponsor's election.
- **Retirement incidence, withdrawal incidence, and deferred vested benefit commencement date** – Assumptions were updated in 2022 based on an experience analysis covering the period January 1, 2017 to December 31, 2021 to align with actual plan experience and based on the understanding that this period was representative of future expected experience.
- **Disability incidence, form of payment, and spouse age difference assumptions** – Assumptions were developed in 2017 based on an experience analysis covering the period January 1, 2012 to December 31, 2016. These assumptions were reviewed for reasonability during the experience analysis conducted in 2022 based on experience from January 1, 2017 to December 31, 2022, but remained unchanged. For Tandus, 100% of participants are assumed to elect a lump sum of their cash balance account, based on experience that shows very few participants elect the actuarially equivalent annuity options.

Actuarial methods for funding**Asset methods**

The asset valuation method is an annual average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as required by IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.

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

- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

TARKETT RETIREMENT PLAN
E.I.N. 74-2706630 PLAN NO. 001
SCHEDULE H, LINE 4j—SCHEDULE OF REPORTABLE TRANSACTIONS
YEAR ENDED DECEMBER 31, 2024

(a) Identity of Party Involved	(b) Description of Assets	(c) Purchase Price	(d) Selling Price	(e) Leased Rental	(f) Expense Incurred With Transaction	(g) Cost	(h) Current Value	(i) Net Gain (Loss)
<u>Category (i) - Single Transaction in Excess of 5% of Plan Assets</u>								
First American Funds	First American Funds Government Obligations Fund	\$ 27,221,123	\$ -	\$ -	\$ -	\$ 27,221,123	\$ 27,221,123	\$ -
First American Funds	First American Funds Government Obligations Fund	\$ -	\$ 27,221,123	\$ -	\$ -	\$ 27,221,123	\$ 27,221,123	\$ -
Mercer	Mercer Active Int Core Fixed Income	\$ -	\$ 3,064,165	\$ -	\$ -	\$ 2,738,282	\$ 3,064,165	\$ 325,883
Mercer	Mercer Active Long Corporate Fixed Fund	\$ -	\$ 9,872,850	\$ -	\$ -	\$ 8,879,313	\$ 9,872,850	\$ 993,537
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Mercer	Mercer US Large Cap Core Passive Equity Fund	\$ -	\$ 2,778,385	\$ -	\$ -	\$ 1,457,932	\$ 2,778,385	\$ 1,320,453
State Street	State Street Global Intermediate US Government Bond Index	\$ -	\$ 4,618,932	\$ -	\$ -	\$ 4,353,132	\$ 4,618,932	\$ 265,800
<u>Category (iii) - A Series of Transactions in Excess of 5% of Plan Assets</u>								
First American Funds	First American Funds Government Obligations Fund							
	34 Purchases	\$ 32,611,236	\$ -	\$ -	\$ -	\$ 32,611,236	\$ 32,611,236	\$ -
	71 Sales	\$ -	\$ 32,817,118	\$ -	\$ -	\$ 32,817,118	\$ 32,817,118	\$ -
Mercer	Mercer Active Int Core Fixed Income							
	7 Sales	\$ -	\$ 3,389,393	\$ -	\$ -	\$ 3,036,362	\$ 3,389,393	\$ 353,031
Mercer	Mercer Active Long Corporate Fixed Fund							
	10 Sales	\$ -	\$ 10,978,547	\$ -	\$ -	\$ 9,909,941	\$ 10,978,547	\$ 1,068,606
Mercer	Mercer Long Duration Passive Fixed Income							
	7 Sales	\$ -	\$ 3,463,846	\$ -	\$ -	\$ 3,470,364	\$ 3,463,846	\$ (6,518)
Mercer	Mercer US Large Cap Core Passive Equity Fund							
	8 Sales	\$ -	\$ 3,667,764	\$ -	\$ -	\$ 1,898,945	\$ 3,667,764	\$ 1,768,819
State Street	State Street Global Intermediate US Government Bond Index							
	8 Sales	\$ -	\$ 4,732,744	\$ -	\$ -	\$ 4,463,871	\$ 4,732,744	\$ 268,873

There were no category (ii) or (iv) reportable transactions for the year ended December 31, 2024.

**SCHEDULE SB
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

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

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

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **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 TARKETT RETIREMENT PLAN		B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF TARKETT FINANCE INC.		D Employer Identification Number (EIN) 52-2066880	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I		Basic Information		
1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
2	Assets:			
	a Market value	2a	50,776,308	
	b Actuarial value	2b	55,562,584	
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	1,040	42,849,051	42,849,051
	b For terminated vested participants	265	6,062,465	6,062,465
	c For active participants	170	4,627,873	4,810,793
	d Total	1,475	53,539,389	53,722,309
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) <input type="checkbox"/>			
	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	5.10%	
6	Target normal cost			
	a Present value of current plan year accruals	6a	121,985	
	b Expected plan-related expenses	6b	780,000	
	c Target normal cost	6c	901,985	

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	<u>DMS</u>	<u>9/9/2025</u>
	Signature of actuary	Date
	DANIEL SECKAR	2306799
	Type or print name of actuary	Most recent enrollment number
	MERCER	412-355-8706
	Firm name	Telephone number (including area code)
	SIX PPG PLACE, SUITE 400	
	PITTSBURGH PA 15222	
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> 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.....				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....				<input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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.....				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment....				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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	901,985	
b Excess assets, if applicable, but not greater than line 31a	31b	901,985	
32 Amortization installments:			
	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
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	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
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	1,220,814	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	1,220,814	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b		
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			
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Schedule SB, Line 22 – Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	7.0%	10,000	700	38,500
56	7.0%	9,300	651	36,456
57	7.0%	8,649	605	34,485
58	7.0%	8,044	563	32,654
59	7.0%	7,481	524	30,916
60	7.0%	6,957	487	29,220
61	7.0%	6,470	453	27,633
62	15.0%	6,017	903	55,986
63	15.0%	5,114	767	48,321
64	15.0%	4,347	652	41,728
65	40.0%	3,695	1,478	96,070
66	40.0%	2,217	887	58,542
67	40.0%	1,330	532	35,644
68	40.0%	798	319	21,692
69	40.0%	479	192	13,248
70 and above	100.0%	287	287	20,090
Total			10,000	621,185
Average				62.12

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**Actuarial assumptions for January 1, 2024 funding valuation**

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	0	
	<u>Stabilized</u>	<u>Non Stabilized</u>
• First 5 years	4.75%	4.37%
• Next 15 years	4.96%	4.96%
• Over 20 years	5.59%	4.95%
Mortality sponsor elections	Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables for 2024 plan year funding valuations, in accordance with IRS regulation 1.430(h)(3)-1. These tables are based on the Pri-2012 base mortality tables projected with mortality improvements based on the IRS methodology and projection scale MP-2021	
Lump sums		
<u>Tarkett</u>		
• Maximum \$ limit	No limit	
• Lump sums based on 417(e)	Always	
• Valued as	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.	
Other economic assumptions		
• Salary increases	Not Applicable	
• Social Security wage base	Not Applicable	
• Inflation	Not Applicable	
• Interest Crediting Rate	5.08% for 2024, 5.00% thereafter	
• Expected investment return	4.30% for 2022, 5.60% for 2023 and 5.45% for 2024	
• Expenses	\$780,000 added to current year normal cost	
Demographic assumptions		
• Decrement Timing	Beginning of year decrements, with 100% retirement occurring at beginning of year.	
• Disability Incidence	Class II 1985 Pension Disability Study rates. See tables of rates below.	

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

<u>Tarkett</u>			
• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-61	7%	
	62-64	15%	
	65-69	40%	
	70 and above	100%	
• Withdrawal Incidence	2003 Society of Actuaries Turnover Mercer Modified Age Based rates times 80% for all ages. See table of sample rates for Tarkett.		
• Benefit commencement age for			
– Future vested deferred	65		
– Current vested deferred	65		
• Spouse assumptions	<u>Male participants</u>	<u>Female participants</u>	
	– Percentage married	85%	85%
	– Spouse age difference	3 years younger	3 years older
<u>Duramax</u>			
• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-61	7%	
	62-64	15%	
	65-69	40%	
	70 and above	100%	
• Withdrawal Incidence	2003 Society of Actuaries Turnover Mercer Modified Age Based rates times 80% for all ages. See table of sample rates for Duramax.		
• Benefit commencement age for			
– Future vested deferred	65		
– Current vested deferred	65		
• Spouse assumptions	<u>Male participants</u>	<u>Female participants</u>	
	– Percentage married	85%	85%
	– Spouse age difference	3 years younger	3 years older

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

Tandus			
• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-61	7%	
	62-64	15%	
	65-69	40%	
	70 and above	100%	
• Withdrawal Incidence	2003 Society of Actuaries Turnover Mercer Modified Age Based rates times 80% for all ages. See table of sample rates for Tandus.		
• Benefit commencement age for			
– Future vested deferred	65		
– Current vested deferred	65		
• Spouse assumptions	Male participants	Female participants	
	– Percentage married	N/A	N/A
	– Spouse age difference	N/A	N/A

Form of payment			
Tarkett – Pre-2001 Election	Lump sum	Single life	100% J&S
• Active retirements	60%	22%	18%
• Future vested deferred	60%	22%	18%
• Future disabilities	0%	55%	45%
• Future deaths	0%	0%	100%
• Current vested deferred	60%	22%	18%
Tarkett – Post-2001 Election	Lump sum	Single life	100% J&S
• Active retirements	0%	55%	45%
• Future vested deferred	0%	55%	45%
• Future disabilities	0%	55%	45%
• Future deaths	0%	0%	100%
• Current vested deferred	0%	55%	45%

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

<u>Duramax</u>	<u>Single life</u>	<u>100% J&S</u>
• Active retirements	55%	45%
• Future vested deferred	55%	45%
• Future disabilities	55%	45%
• Future deaths	0%	100%
• Current vested deferred	55%	45%
<u>Tandus</u>	<u>Lump Sum</u>	
• Active retirements	100%	
• Future vested deferred	100%	
• Future disabilities	100%	
• Future deaths	100%	
• Current vested deferred	100%	
Unpredictable contingent event assumptions	Not applicable	

Table of sample rates

Withdrawal Rates – Tarkett, Tandus and Duramax

Age	Rate	Age	Rate
20	20.80%	38	6.00%
21	19.20%	39	5.68%
22	18.00%	40	5.52%
23	16.80%	41	5.32%
24	15.60%	42	5.20%
25	14.40%	43	5.04%
26	13.20%	44	4.96%
27	12.00%	45	4.88%
28	11.20%	46	4.80%
29	10.40%	47	4.72%
30	9.76%	48	4.64%
31	9.12%	49	4.56%
32	8.48%	50	4.48%
33	7.92%	51	4.32%
34	7.36%	52	4.16%
35	6.96%	53	4.00%
36	6.64%	54	3.68%
37	6.32%	55	3.52%

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

Disability Rates for Tarkett (non-Domco), Duramax, and Tandus employees only

Male rates

Age	Rate	Age	Rate	Age	Rate
20	0.064%	37	0.237%	54	1.330%
21	0.069%	38	0.260%	55	1.502%
22	0.074%	39	0.285%	56	1.674%
23	0.080%	40	0.314%	57	1.836%
24	0.086%	41	0.345%	58	1.984%
25	0.093%	42	0.381%	59	2.125%
26	0.100%	43	0.419%	60	2.266%
27	0.108%	44	0.460%	61	2.409%
28	0.116%	45	0.505%	62	2.558%
29	0.125%	46	0.556%	63	2.712%
30	0.134%	47	0.616%	64	2.868%
31	0.145%	48	0.682%	65	3.028%
32	0.157%	49	0.751%	66	3.199%
33	0.170%	50	0.830%	67	3.382%
34	0.184%	51	0.922%	68	3.577%
35	0.199%	52	1.033%	69	3.781%
36	0.216%	53	1.170%	70+	N/A

Female Rates

Age	Rate	Age	Rate	Age	Rate
20	0.055%	37	0.293%	54	1.334%
21	0.060%	38	0.314%	55	1.490%
22	0.066%	39	0.335%	56	1.630%
23	0.074%	40	0.357%	57	1.733%
24	0.084%	41	0.383%	58	1.753%
25	0.096%	42	0.413%	59	1.773%
26	0.108%	43	0.447%	60	1.793%
27	0.121%	44	0.482%	61	1.813%
28	0.135%	45	0.522%	62	1.833%
29	0.149%	46	0.570%	63	1.903%
30	0.165%	47	0.628%	64	1.992%
31	0.181%	48	0.695%	65	2.095%
32	0.198%	49	0.770%	66	2.207%
33	0.215%	50	0.854%	67	2.322%
34	0.234%	51	0.947%	68	2.441%
35	0.252%	52	1.052%	69	2.567%
36	0.272%	53	1.181%	70+	N/A

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**Rationale for significant economic assumptions**

- **Discount rate for funding** – The funding discount rate is prescribed by the IRS and based on the plan sponsor's election.
- **Expected investment return for funding** – The expected rate of return on plan assets is based on the simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for the plan's current asset mix, net of an adjustment of 12 bps for expenses assumed to be paid from plan assets.
- **Administrative expense** – Assumption set equal to the average of the prior three year's actual administrative expenses, rounded to the nearest \$10,000. This avoids volatile administrative projects year over year causing significant changes to our administrative expense assumption.
- **Interest crediting rate** – The cash balance interest crediting rate is prescribed in the former Tandus Flooring, Inc. Pension Account Plan provisions as summarized below.

Rationale for demographic assumptions

- **Funding Mortality** - The funding mortality is prescribed by the IRS and based on the plan sponsor's election.
- **Retirement incidence, withdrawal incidence, and deferred vested benefit commencement date** – Assumptions were updated in 2022 based on an experience analysis covering the period January 1, 2017 to December 31, 2021 to align with actual plan experience and based on the understanding that this period was representative of future expected experience.
- **Disability incidence, form of payment, and spouse age difference assumptions** – Assumptions were developed in 2017 based on an experience analysis covering the period January 1, 2012 to December 31, 2016. These assumptions were reviewed for reasonability during the experience analysis conducted in 2022 based on experience from January 1, 2017 to December 31, 2022, but remained unchanged. For Tandus, 100% of participants are assumed to elect a lump sum of their cash balance account, based on experience that shows very few participants elect the actuarially equivalent annuity options.

Actuarial methods for funding**Asset methods**

The asset valuation method is an annual average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as required by IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.

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

- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions – Tarkett Retirement Plan**

Effective date and plan year	Original plan: January 1, 2002 (with some provisions having earlier effective dates to comply with applicable law) Most recent amendment: August 9, 2023
Plan Year	January 1st to December 31 st
Status of the plan	All retirement benefits are frozen as December 31, 2005. As of January 1, 2006, no new participants are permitted. Duramax Hourly Pension Plan and Tandus Flooring, Inc. Pension Account Plan merged into the Tarkett Retirement Plan effective December 30, 2013
Significant events that occurred during the year	Annuities were purchased for certain in-pay participants and their liabilities were transferred to an insurer during 2024.
Definitions	
• Entry Date	For employees hired prior to January 1, 2001, the entry date is the date of hire. For employees hired on or after January 1, 2001, the entry date is the date an employee has attained age 21 and completed one year of service.
• Eligibility	Any participant in a prior plan or any employee of a Tarkett affiliated company that has joined this plan. Prior Plans include: <ul style="list-style-type: none"> • Tarkett, Inc. Retirement Plan for Salaried Employees • Tarkett, Inc. Retirement Plan for Hourly Paid Employees • Domco, Inc. Retirement Plan for Salaried Employees • Domco, Inc. Retirement Plan for Nonbargaining Unit Employees Participation in the plan was frozen as of December 31, 2005.
• Credited service	Years and months of employment with Tarkett, Inc. and affiliated companies participating in the Plan. Credited service as of December 31, 2000 shall be determined in accordance with Prior Plan rules.
• Compensation	Annual basic compensation received from the Employer in a calendar year, including overtime payments, commissions, bonuses, etc., as reported on Form W-2 for Federal Income Tax purposes. Compensation for each year shall not exceed the IRC Section 401(a)(17) limit.
• Average Compensation	Average of the 5 highest consecutive calendar years of Compensation during the last 10 years of employment.
• Accrued benefit	The Accrued Benefit at any time prior to a participant's Normal Retirement Date shall be the Normal Retirement Benefit calculated using Average Compensation and Credited Service as of the accrual date. Benefits accrued were frozen as of December 31, 2005, i.e., Credited Service and Average Compensation are determined as of December 31, 2005 with no future accrual of benefits.

Schedule SB, Part V — Summary of Plan Provisions

Normal Retirement	
• Eligibility	First day of the month coinciding with or next following the later of the date a Participant reaches age 65 and 5 years of Credited Service
• Benefit	1% of Average Compensation times Credited Service after 12/31/2000 plus 12/31/2000 accrued benefit according to prior plan indexed with increases in Average Compensation.
	Special rules apply to some grandfathered participants' Prior Plan benefits. Normal retirement benefits earned as of December 31, 2005 were frozen, i.e., Credited Service and Average Compensation are determined as of December 31, 2005 with no future accrual of benefits.
Early Retirement	
• Eligibility	First day of the month coinciding with or next following the date a Participant reaches age 55 and completes 5 years of Credited Service (10 years of Credited Service for prior Tarkett Hourly Plan participants).
• Benefit	At the election of the Participant, benefit may commence early and is equal to Accrued Benefit reduced by 1/3% for each month prior to age 65 (with different reductions for prior Tarkett Hourly Plan participants).
Deferred Vested	
• Eligibility	Termination of service after completion of at least five years of Credited Service.
• Benefit	At the election of the Participant, benefit may commence early and is equal to Accrued Benefit reduced by 1/3% for each month prior to age 65 (with different reductions for prior Tarkett Hourly Plan participants).
Late Retirement	
• Eligibility	The date, following Normal Retirement Date, a Participant actually retires.
• Benefit	Benefit calculated using actuarial equivalence of the combined group annuity mortality table of 1983 and 7.5% interest.
Disability	
• Eligibility	All participants who have attained age 50 with 10 years of Credited Service and entitled to Social Security disability benefits, with some special rules for prior Tarkett Hourly Plan participants.
• Benefit	Benefit calculated as the actuarial equivalent of his Accrued Benefit as of the date of disability. Payments may commence the first day of any future month after his disability date and before his normal retirement date.
Pre-Retirement Death	
• Eligibility	The spouse of a married participant is eligible if the participant dies after satisfying the eligibility requirements for vested benefits
• Benefit	The benefit is calculated as if member elected Early Retirement the day before death and chose a 100% Joint & Survivor Annuity option; 100% of member's benefit is payable to spouse commencing on the earliest date the member would have been eligible to receive immediate payments.

Schedule SB, Part V — Summary of Plan Provisions

Form of Benefits	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Unless otherwise elected, any benefit payable under the plan shall be paid on a straight-life basis.
<ul style="list-style-type: none"> Automatic form for married participants 	Unless otherwise elected, any benefit payable under the plan shall be paid on a 50% joint and contingent annuitant annuity basis.
<ul style="list-style-type: none"> Optional forms 	<p>All employees commencing benefits may elect to have their lifetime benefit payable on an actuarially equivalent 50%, 75%, or 100% joint and contingent annuitant annuity basis. Also, 5-year and 10- year certain and life annuity are available for all employees. Finally, a level income annuity is available for participant hired prior to the Plan’s effective date.</p> <p>Also, the following actuarially equivalent forms of payment are available to the sub groups:</p> <p>Tarkett Hourly:</p> <ul style="list-style-type: none"> - 15-year certain and life annuity - 20-year certain and life annuity <p>Tarkett Salaried:</p> <ul style="list-style-type: none"> - 20-year certain and life annuity <p>Domco Hourly and Salaried:</p> <ul style="list-style-type: none"> - Lump sum payment available for the pre-2001 benefit earned
<ul style="list-style-type: none"> Actuarial Equivalence 	<p>Benefits other than lump sum payments: 1983 GAM Unisex Mortality Table and an interest rate of 7.5%.</p> <p>Lump sum payments: PPA mortality and interest rates equal to the 3-tiered minimum present value segment rates for the October preceding the Plan Year in which the distribution will be made.</p>
Miscellaneous	
<ul style="list-style-type: none"> Maximum benefits 	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000

Summary of major plan provisions – Former Duramax Hourly Pension Plan

Effective date and plan year	Original plan: July 1, 1997 Most recent amendment: August 9, 2023
Plan Year	January 1st to December 31 st
Status of the plan	All hourly rated employees of Duramax, Inc. are covered. As of May 1, 2007, no new participants are permitted. The plan was merged into the Tarkett Retirement Plan effective December 30, 2013.
Significant events that occurred during the year	Annuities were purchased for certain in-pay participants and their liabilities were transferred to an insurer during 2024.
Normal Retirement	
<ul style="list-style-type: none"> Eligibility 	Age 65

Schedule SB, Part V — Summary of Plan Provisions

- Benefit A monthly life annuity income equal to the Participant’s years of credited service multiplied by a benefit rate dependent on his date of retirement as follows:

Norbalt and Johnson Rubber

Retirement Date	Benefit Rate	Born prior to 1/1/1940
		Benefit Rate
Before 2/1/1998	Various	Various
2/1/98-12/08/05	\$16.00	\$18.00

Effective 12/08/2005 Benefit Accruals were ended

Johnsite

Retirement Date	Benefit Rate	Born prior to 1/1/1946
		Benefit Rate
Before 2/1/1998	Various	Various
2/1/98 to 1/1/02	\$16.00	\$18.00
1/1/02 to 1/1/03	\$17.00	\$21.00
1/1/03 to 1/1/04	\$18.00	\$22.00
1/1/04 to 1/1/05	\$19.00	\$23.00
1/1/05 and after	\$20.00	\$24.00

Rubber Flooring

Benefit Rate	Born prior to 1/1/1946
	Benefit Rate
\$16.00	\$18.00

Early Retirement

- Eligibility Age 60 and 15 years of credited service
- Benefit Either:
 - (i) an immediate monthly income for life in an amount determined as for Normal Retirement (based on the rate applicable to Early Retirement) and on benefit service to Early Retirement, but reduced ½ of 1% for each full month between the date of Early Retirement and Normal Retirement.
 - or
 - (ii) a monthly life income deferred to Normal Retirement Date in an amount determined as for Normal Retirement but based on service and the benefit rate in effect at Early Retirement.

Deferred Vested

- Benefit A vested deferred benefit will be paid to any participant according to the following scale:

Service	Vesting Percentage
0-4 Years	0%
5 or more Years	100%

Schedule SB, Part V — Summary of Plan Provisions

Disability	
• Eligibility	10 years of credited service.
• Benefit	A monthly life annuity equal to the Normal Retirement Benefit based on service and the benefit rate as of the date of Disability Retirement.
Pre-Retirement Death	
• Benefit	<p>Eligible spouses of vested participants not eligible for Early Retirement shall receive, commencing at age 60, a death benefit equal to 50% of that to which the participant would have been entitled had he (a) survived to age 60 with the accrued benefit he had when he died, (b) elected Early Retirement, (c) accepted the spouse's annuity benefit, and (d) died immediately thereafter.</p> <p>A participant eligible for Early Retirement will be treated as having retired the day prior and having accepted the spouse's benefit. All costs of the Pre-Retirement Death Benefit are met by Company contributions.</p>
Form of Benefits	
• Automatic form for unmarried participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a straight-life basis.
• Automatic form for married participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a 50% joint and contingent annuitant annuity basis.
• Optional forms	All employees commencing benefits may elect to have their lifetime benefit payable on an actuarially equivalent 50%, 75%, or 100% joint and contingent annuitant annuity basis. In addition, a lump sum payment is automatically distributed if the actuarially equivalent lump sum amount is less than \$1,000.
• Actuarial Equivalence	<p>Benefits other than lump sum payments: GA51 mortality table projected to 1975 by scale C, using a one year setback for participants and a six year setback for beneficiaries, and an interest rate of 8.0% per annum.</p> <p>Lump sum payments: PPA mortality and interest rates equal to the 3-tiered minimum present value segment rates for the October preceding the Plan Year in which the distribution will be made.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000

Summary of major plan provisions – Former Tandus Flooring, Inc. Pension Account Plan

Effective date and plan year	Original plan: February 6, 1997 Most recent amendment: August 9, 2023
Plan Year	January 1st to December 31 st
Status of the plan	All retirement benefits are frozen as of April 30, 2002. As of April 30, 2002, no new participants are permitted. The plan was merged into the Tarkett Retirement Plan effective December 30, 2013.
Significant events that occurred during the year	None

Schedule SB, Part V — Summary of Plan Provisions

Definitions

- **Eligibility** An employee can enter the plan once they have attained the later of age 20 ½ and the completion of six month of service. The plan was frozen as of April 30, 2002.

- **Credited Service** All years and months of employment with Tandus, Flooring, Inc. from date of hire to the earliest of retirement, termination of employment, or death. The plan was frozen effective April 30, 2002 and no additional benefits accrued after this date.

- **Vesting Schedule** Any participants credited with an hour of service on or after January 1, 2008 are fully vested after accumulating three years of vesting service.

Any participants not credited with an hour of service on or after January 1, 2008 are fully vested after accumulating five years of vesting service.

A participant becomes 100% vested regardless of service level at the attainment of his Normal Retirement Date or the date he becomes eligible for a disability retirement.

Effective October 1, 2004, Monterey employees terminated as a result of the closing of all operations will be 100% vested regardless of vesting schedule.

- **Compensation** Wages as defined in Code Section 3401(a), paid for such Earnings Computation Period for services as an Employee that would be used for purposes of income tax withholding at the source, determined without regard to any rules that limit compensation included in wages based on the nature or location of the employment or services performed, but excluding reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation, and welfare payments.

Notwithstanding the foregoing, Earnings shall not include the following:

- (1) the value of any qualified or non-qualified stock option granted to the Participant by his Employer to the extent such value is includible in the Participant's taxable income.
- (2) any other cash remuneration attributable to the sale, exchange or other disposition of stock, and any cash remuneration under any phantom or shadow stock plan or similar arrangement which bases benefits primarily on stock appreciation or per share earnings or performance.

In addition to the foregoing, Earnings include any amount that would have been included in the foregoing description, but for the Participant's election to defer payment of such amount under Code Section 125, 132(f), 402(e)(3), 402(h)(1)(B), 403(b), or 457(b) and certain contributions described in Code Section 414(h)(2) that are picked up by the employing unit and treated as employer contributions.

Schedule SB, Part V — Summary of Plan Provisions

In no event, however, shall the Earnings of a Participant taken into account under the Plan for any 12-consecutive Valuation Periods (the "limitation period") exceed \$200,000 (subject to adjustment annually as provided in Code Section 401(a)(17)(B); provided, however, that the dollar increase in effect on January 1 of any calendar year, if any, is effective for limitation periods beginning in such calendar year).

- **Accrued benefit** The amount of monthly retirement benefits to be provided for each Participant who retires on his Normal Retirement Date shall be equal to the amount of the Participant’s Cash Balance Account as of the preceding Valuation Date, divided by the Actuarial Equivalent of \$1.00 per month payable as a straight life annuity at Normal Retirement.

Normal Retirement

- **Eligibility** First day of the month coinciding with or next following the later of the date a Participant reaches age 65.
- **Benefit**
 - I. **Cash Balance Account**
The amount of monthly retirement benefits to be provided for each Participant who retires on his Normal Retirement Date shall be equal to A divided by B, where A is the Cash Balance Account and equals as of any Valuation Date (i) the Cash Balance Account as of the preceding Valuation Date, plus (ii) a Benefit Credit for the Valuation Period ending on the Valuation Date, plus (iii) an Interest Credit credited on the Valuation Date to the Participant’s Cash Balance Account as of the preceding Valuation Date, and B equals the Actuarial Equivalent of \$1.00 per month payable as a straight life annuity at Normal Retirement.

II. **Benefit Credit Schedules**

A. **Salaried Employee of the Employer**

The amount of the Benefit Credit for each Participant who is a Salaried Employee of the Employer for the Valuation Period shall be equal to the product of his Compensation and his Excess Compensation for the Valuation Period then ended multiplied by the applicable percentages from the following schedule based on his Period of Service¹ or his attained age¹ (whichever yields the largest Benefit Credit) on the last day of the Valuation Period:

Period of Service¹	Attained Years of Age¹	Compensation	Applicable Percentage of Excess Compensation²
Less than 10 years	Less than 50	2.5%	2.0%
10 – 14	50 – 54	3.0%	2.5%
15 – 19	55 – 59	4.0%	2.5%
20 – 24	60 – 64	5.0%	3.0%
25 or more years	65 or more	6.0%	4.0%

¹ Plan was frozen effective April 30, 2002. No additional benefits are accrued after this date.

Schedule SB, Part V — Summary of Plan Provisions

² Excess Compensation equals compensation in excess of one-third of the Taxable Wage Base.

B. Hourly Employee of the Employer

Assignment to Benefit Category. Each participant who is an Hourly Employee of the Employer shall be assigned to a Benefit Category shown in the following table based on his Compensation Amount at the time of his commencement of participation in the Plan:

Compensation Amount	Benefit Category
Less than \$16,500	1
\$16,500 to \$19,499	2
\$19,500 to \$22,499	3
\$22,500 to \$25,499	4
\$25,500 to \$28,499	5
More than \$28,500	6

Benefit Credits. The amount of the Benefit Credit for each Participant who is an Hourly Employee for the Employer shall be determined from the following schedule based on the Participant’s Benefit Category and Period of Service¹ on the last day of the Valuation Period

Period of Service ¹	Benefit Category(monthly)					
	1	2	3	4	5	6
Less than 5 yrs	\$25.00	\$30.00	\$35.00	\$40.00	\$45.00	\$50.00
5 – 9	\$31.25	\$37.50	\$43.75	\$50.00	\$56.25	\$62.50
10 – 14	\$37.25	\$45.00	\$52.50	\$60.00	\$67.50	\$75.00
15 – 19	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00	\$100.00
20 – 24	\$62.50	\$75.00	\$87.50	\$100.00	\$112.50	\$125.00
25 or more yrs	\$75.00	\$90.00	\$105.00	\$120.00	\$135.00	\$150.00

¹ Plan was frozen effective April 30, 2002. No additional benefits are accrued after this date.

Benefit Credits shall continue to be credited to a Participant’s Cash Balance Account as provided in this paragraph B until the earlier of (a) the date the Participant is no longer actively employed or (b) the Participant’s Annuity Starting Date.

III. Interest Credit

The amount determined by multiplying the Participant’s Cash Balance Account as of the beginning of the Valuation Period then ended by a percentage rate which, when compounded on each Valuation Date within the current Plan Year, shall equal an effective annual rate equal to the Interest Credit Rate for the Plan year. Interest Credits shall continue to be credited to a Participant’s Annuity Starting Date.

Interest Credit Rate for a Plan Year means the Average Yield on one year United States Treasury Bills for the calendar year immediately preceding such Plan Year, as reported in the Federal Reserve Statistical Release (G.13) of the Board of Governors of the Federal Reserve System on the first business day after the close of such calendar year.

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	The Interest Credit Rate for a Plan Year, however, shall not be less than five percent per annum or more than twelve percent per annum.
Early Retirement	
• Eligibility	The plan does not provide for an Early Retirement Benefit.
Pre-Retirement Death	
• Eligibility	The spouse of a married participant is eligible if the participant dies after satisfying the eligibility requirements for vested benefits.
• Benefit	Actuarial equivalent of the Participant's Accrued Benefit.
Form of Benefits	
• Automatic form for unmarried participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a straight-life basis.
• Automatic form for married participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a 50% joint and contingent annuitant annuity basis.
• Optional forms	All employees commencing benefits may elect to have his lifetime benefit payable on an actuarially equivalent to: <ul style="list-style-type: none"> • 50%, 66 2/3%, 75% or 100% joint and contingent annuity • 5-year, 10-year or 15-year certain and life annuity • 5-year, 10-year or 15-year term certain annuity <p style="text-align: center;">Single sum payment</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000

Benefits included or excluded

Unless noted below, all benefits provided by the plan, on a merged plan basis are included in this valuation:

- **Most recent plan amendments included:** Amendment #4
- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* The actuarially increased normal retirement benefit is valued as a minimum benefit for any participant over normal retirement age.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued with the application of a late retirement actuarial increase due to delayed receipt as of valuation date.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.

Schedule SB, Part V — Summary of Plan Provisions

IRC Section 416 rules for top-heavy plans: We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Scheduled benefit increases:** Scheduled benefit increases effective after the end of the current plan year are excluded from minimum funding requirements.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Interest discounts and mortality rates were updated from 2023 to 2024 in accordance with PPA.
- The expense component of normal cost decreased from \$710,000 to \$780,000 to reflect our expectations for the current plan year.
- Expected investment return was updated from 5.60% to 5.45% to reflect the updated expected long-term return on assets assumption for 2024.
- The interest crediting rate was updated to be 5.08% for 2024 and 5.00% for 2025 onwards.

Schedule SB, line 26 — Schedule of Active Participant Data

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34											
35–39					3						3
40–44			1	1	7	4					13
45–49		4	3	2	5	7	5				26
50–54		13	7	3	9	4	4	2			42
55–59	1	11	3	5	6	5	6	7	3		47
60–64		1	1	1	8	4	4	3	2	2	26
65–69			4	1	1	4	1				11
70 & up					1			1			2
Total	1	29	19	13	40	28	20	13	5	2	170

In each cell, the number is the count of active participants for each age/service combination

Note that the chart above excludes 17 participants who are still active employees within the controlled group but have transferred out of location with ongoing benefit accruals.

Schedule SB, Line 22 – Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	7.0%	10,000	700	38,500
56	7.0%	9,300	651	36,456
57	7.0%	8,649	605	34,485
58	7.0%	8,044	563	32,654
59	7.0%	7,481	524	30,916
60	7.0%	6,957	487	29,220
61	7.0%	6,470	453	27,633
62	15.0%	6,017	903	55,986
63	15.0%	5,114	767	48,321
64	15.0%	4,347	652	41,728
65	40.0%	3,695	1,478	96,070
66	40.0%	2,217	887	58,542
67	40.0%	1,330	532	35,644
68	40.0%	798	319	21,692
69	40.0%	479	192	13,248
70 and above	100.0%	287	287	20,090
Total			10,000	621,185
Average				62.12

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	242,299	504,418	4,503,943	5,250,661
2025	183,955	309,270	4,368,416	4,861,641
2026	198,873	308,814	4,219,378	4,727,065
2027	175,882	353,696	4,068,859	4,598,437
2028	200,477	370,342	3,887,788	4,458,608
2029	200,756	317,148	3,721,422	4,239,326
2030	235,008	490,055	3,552,513	4,277,576
2031	255,038	362,743	3,370,989	3,988,771
2032	265,352	372,610	3,194,153	3,832,115
2033	286,993	400,105	3,013,765	3,700,863
2034	297,225	474,273	2,831,543	3,603,040
2035	317,681	409,168	2,648,813	3,375,661
2036	321,019	401,044	2,465,791	3,187,855
2037	323,648	396,118	2,283,049	3,002,815
2038	332,606	391,505	2,102,174	2,826,285
2039	347,271	390,108	1,923,899	2,661,277
2040	359,058	390,775	1,749,336	2,499,169
2041	365,299	380,074	1,579,654	2,325,028
2042	373,122	372,453	1,416,044	2,161,618
2043	364,623	360,038	1,259,665	1,984,326
2044	369,899	352,161	1,111,614	1,833,674
2045	373,089	339,901	972,859	1,685,849
2046	373,879	333,637	844,206	1,551,722
2047	368,568	326,537	726,264	1,421,369
2048	359,527	311,257	619,399	1,290,184
2049	354,772	295,708	523,721	1,174,200
2050	344,066	279,926	439,083	1,063,076
2051	335,002	263,962	365,106	964,071
2052	322,383	247,874	301,203	871,460
2053	313,580	231,733	246,634	791,947
2054	299,621	215,621	200,548	715,790
2055	285,031	199,636	162,031	646,698
2056	270,031	183,883	130,155	584,069
2057	254,716	168,474	104,010	527,200
2058	239,259	153,517	82,738	475,514
2059	223,731	139,119	65,552	428,402
2060	208,281	125,376	51,749	385,406
2061	193,012	112,371	40,714	346,097
2062	178,015	100,170	31,928	310,113
2063	163,378	88,819	24,954	277,151
2064	149,175	78,341	19,433	246,949
2065	135,478	68,744	15,071	219,293
2066	122,349	60,016	11,632	193,998
2067	109,845	52,131	8,928	170,904
2068	98,015	45,049	6,808	149,873
2069	86,895	38,723	5,154	130,772
2070	76,519	33,096	3,869	113,485
2071	66,911	28,113	2,878	97,902
2072	58,084	23,718	2,119	83,921
2073	50,042	19,860	1,543	71,445

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions – Tarkett Retirement Plan**

Effective date and plan year	Original plan: January 1, 2002 (with some provisions having earlier effective dates to comply with applicable law) Most recent amendment: August 9, 2023
Plan Year	January 1st to December 31 st
Status of the plan	All retirement benefits are frozen as December 31, 2005. As of January 1, 2006, no new participants are permitted. Duramax Hourly Pension Plan and Tandus Flooring, Inc. Pension Account Plan merged into the Tarkett Retirement Plan effective December 30, 2013
Significant events that occurred during the year	Annuities were purchased for certain in-pay participants and their liabilities were transferred to an insurer during 2024.
Definitions	
• Entry Date	For employees hired prior to January 1, 2001, the entry date is the date of hire. For employees hired on or after January 1, 2001, the entry date is the date an employee has attained age 21 and completed one year of service.
• Eligibility	Any participant in a prior plan or any employee of a Tarkett affiliated company that has joined this plan. Prior Plans include: <ul style="list-style-type: none"> • Tarkett, Inc. Retirement Plan for Salaried Employees • Tarkett, Inc. Retirement Plan for Hourly Paid Employees • Domco, Inc. Retirement Plan for Salaried Employees • Domco, Inc. Retirement Plan for Nonbargaining Unit Employees Participation in the plan was frozen as of December 31, 2005.
• Credited service	Years and months of employment with Tarkett, Inc. and affiliated companies participating in the Plan. Credited service as of December 31, 2000 shall be determined in accordance with Prior Plan rules.
• Compensation	Annual basic compensation received from the Employer in a calendar year, including overtime payments, commissions, bonuses, etc., as reported on Form W-2 for Federal Income Tax purposes. Compensation for each year shall not exceed the IRC Section 401(a)(17) limit.
• Average Compensation	Average of the 5 highest consecutive calendar years of Compensation during the last 10 years of employment.
• Accrued benefit	The Accrued Benefit at any time prior to a participant's Normal Retirement Date shall be the Normal Retirement Benefit calculated using Average Compensation and Credited Service as of the accrual date. Benefits accrued were frozen as of December 31, 2005, i.e., Credited Service and Average Compensation are determined as of December 31, 2005 with no future accrual of benefits.

Schedule SB, Part V — Summary of Plan Provisions

Normal Retirement	
• Eligibility	First day of the month coinciding with or next following the later of the date a Participant reaches age 65 and 5 years of Credited Service
• Benefit	1% of Average Compensation times Credited Service after 12/31/2000 plus 12/31/2000 accrued benefit according to prior plan indexed with increases in Average Compensation.
	Special rules apply to some grandfathered participants' Prior Plan benefits. Normal retirement benefits earned as of December 31, 2005 were frozen, i.e., Credited Service and Average Compensation are determined as of December 31, 2005 with no future accrual of benefits.
Early Retirement	
• Eligibility	First day of the month coinciding with or next following the date a Participant reaches age 55 and completes 5 years of Credited Service (10 years of Credited Service for prior Tarkett Hourly Plan participants).
• Benefit	At the election of the Participant, benefit may commence early and is equal to Accrued Benefit reduced by 1/3% for each month prior to age 65 (with different reductions for prior Tarkett Hourly Plan participants).
Deferred Vested	
• Eligibility	Termination of service after completion of at least five years of Credited Service.
• Benefit	At the election of the Participant, benefit may commence early and is equal to Accrued Benefit reduced by 1/3% for each month prior to age 65 (with different reductions for prior Tarkett Hourly Plan participants).
Late Retirement	
• Eligibility	The date, following Normal Retirement Date, a Participant actually retires.
• Benefit	Benefit calculated using actuarial equivalence of the combined group annuity mortality table of 1983 and 7.5% interest.
Disability	
• Eligibility	All participants who have attained age 50 with 10 years of Credited Service and entitled to Social Security disability benefits, with some special rules for prior Tarkett Hourly Plan participants.
• Benefit	Benefit calculated as the actuarial equivalent of his Accrued Benefit as of the date of disability. Payments may commence the first day of any future month after his disability date and before his normal retirement date.
Pre-Retirement Death	
• Eligibility	The spouse of a married participant is eligible if the participant dies after satisfying the eligibility requirements for vested benefits
• Benefit	The benefit is calculated as if member elected Early Retirement the day before death and chose a 100% Joint & Survivor Annuity option; 100% of member's benefit is payable to spouse commencing on the earliest date the member would have been eligible to receive immediate payments.

Schedule SB, Part V — Summary of Plan Provisions

Form of Benefits	
<ul style="list-style-type: none"> Automatic form for unmarried participants 	Unless otherwise elected, any benefit payable under the plan shall be paid on a straight-life basis.
<ul style="list-style-type: none"> Automatic form for married participants 	Unless otherwise elected, any benefit payable under the plan shall be paid on a 50% joint and contingent annuitant annuity basis.
<ul style="list-style-type: none"> Optional forms 	<p>All employees commencing benefits may elect to have their lifetime benefit payable on an actuarially equivalent 50%, 75%, or 100% joint and contingent annuitant annuity basis. Also, 5-year and 10- year certain and life annuity are available for all employees. Finally, a level income annuity is available for participant hired prior to the Plan’s effective date.</p> <p>Also, the following actuarially equivalent forms of payment are available to the sub groups:</p> <p>Tarkett Hourly:</p> <ul style="list-style-type: none"> - 15-year certain and life annuity - 20-year certain and life annuity <p>Tarkett Salaried:</p> <ul style="list-style-type: none"> - 20-year certain and life annuity <p>Domco Hourly and Salaried:</p> <ul style="list-style-type: none"> - Lump sum payment available for the pre-2001 benefit earned
<ul style="list-style-type: none"> Actuarial Equivalence 	<p>Benefits other than lump sum payments: 1983 GAM Unisex Mortality Table and an interest rate of 7.5%.</p> <p>Lump sum payments: PPA mortality and interest rates equal to the 3-tiered minimum present value segment rates for the October preceding the Plan Year in which the distribution will be made.</p>
Miscellaneous	
<ul style="list-style-type: none"> Maximum benefits 	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000

Summary of major plan provisions – Former Duramax Hourly Pension Plan

Effective date and plan year	Original plan: July 1, 1997 Most recent amendment: August 9, 2023
Plan Year	January 1st to December 31 st
Status of the plan	All hourly rated employees of Duramax, Inc. are covered. As of May 1, 2007, no new participants are permitted. The plan was merged into the Tarkett Retirement Plan effective December 30, 2013.
Significant events that occurred during the year	Annuities were purchased for certain in-pay participants and their liabilities were transferred to an insurer during 2024.
Normal Retirement	
<ul style="list-style-type: none"> Eligibility 	Age 65

Schedule SB, Part V — Summary of Plan Provisions

- Benefit A monthly life annuity income equal to the Participant’s years of credited service multiplied by a benefit rate dependent on his date of retirement as follows:

Norbalt and Johnson Rubber

Retirement Date	Benefit Rate	Born prior to 1/1/1940
		Benefit Rate
Before 2/1/1998	Various	Various
2/1/98-12/08/05	\$16.00	\$18.00

Effective 12/08/2005 Benefit Accruals were ended

Johnsite

Retirement Date	Benefit Rate	Born prior to 1/1/1946
		Benefit Rate
Before 2/1/1998	Various	Various
2/1/98 to 1/1/02	\$16.00	\$18.00
1/1/02 to 1/1/03	\$17.00	\$21.00
1/1/03 to 1/1/04	\$18.00	\$22.00
1/1/04 to 1/1/05	\$19.00	\$23.00
1/1/05 and after	\$20.00	\$24.00

Rubber Flooring

Benefit Rate	Born prior to 1/1/1946
	Benefit Rate
\$16.00	\$18.00

Early Retirement

- Eligibility Age 60 and 15 years of credited service
- Benefit Either:
 - (i) an immediate monthly income for life in an amount determined as for Normal Retirement (based on the rate applicable to Early Retirement) and on benefit service to Early Retirement, but reduced ½ of 1% for each full month between the date of Early Retirement and Normal Retirement.
 - or
 - (ii) a monthly life income deferred to Normal Retirement Date in an amount determined as for Normal Retirement but based on service and the benefit rate in effect at Early Retirement.

Deferred Vested

- Benefit A vested deferred benefit will be paid to any participant according to the following scale:

Service	Vesting Percentage
0-4 Years	0%
5 or more Years	100%

Schedule SB, Part V — Summary of Plan Provisions

Disability	
• Eligibility	10 years of credited service.
• Benefit	A monthly life annuity equal to the Normal Retirement Benefit based on service and the benefit rate as of the date of Disability Retirement.
Pre-Retirement Death	
• Benefit	<p>Eligible spouses of vested participants not eligible for Early Retirement shall receive, commencing at age 60, a death benefit equal to 50% of that to which the participant would have been entitled had he (a) survived to age 60 with the accrued benefit he had when he died, (b) elected Early Retirement, (c) accepted the spouse's annuity benefit, and (d) died immediately thereafter.</p> <p>A participant eligible for Early Retirement will be treated as having retired the day prior and having accepted the spouse's benefit. All costs of the Pre-Retirement Death Benefit are met by Company contributions.</p>
Form of Benefits	
• Automatic form for unmarried participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a straight-life basis.
• Automatic form for married participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a 50% joint and contingent annuitant annuity basis.
• Optional forms	All employees commencing benefits may elect to have their lifetime benefit payable on an actuarially equivalent 50%, 75%, or 100% joint and contingent annuitant annuity basis. In addition, a lump sum payment is automatically distributed if the actuarially equivalent lump sum amount is less than \$1,000.
• Actuarial Equivalence	<p>Benefits other than lump sum payments: GA51 mortality table projected to 1975 by scale C, using a one year setback for participants and a six year setback for beneficiaries, and an interest rate of 8.0% per annum.</p> <p>Lump sum payments: PPA mortality and interest rates equal to the 3-tiered minimum present value segment rates for the October preceding the Plan Year in which the distribution will be made.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000

Summary of major plan provisions – Former Tandus Flooring, Inc. Pension Account Plan

Effective date and plan year	Original plan: February 6, 1997 Most recent amendment: August 9, 2023
Plan Year	January 1st to December 31 st
Status of the plan	All retirement benefits are frozen as of April 30, 2002. As of April 30, 2002, no new participants are permitted. The plan was merged into the Tarkett Retirement Plan effective December 30, 2013.
Significant events that occurred during the year	None

Schedule SB, Part V — Summary of Plan Provisions

Definitions

- **Eligibility** An employee can enter the plan once they have attained the later of age 20 ½ and the completion of six month of service. The plan was frozen as of April 30, 2002.

- **Credited Service** All years and months of employment with Tandus, Flooring, Inc. from date of hire to the earliest of retirement, termination of employment, or death. The plan was frozen effective April 30, 2002 and no additional benefits accrued after this date.

- **Vesting Schedule** Any participants credited with an hour of service on or after January 1, 2008 are fully vested after accumulating three years of vesting service.

Any participants not credited with an hour of service on or after January 1, 2008 are fully vested after accumulating five years of vesting service.

A participant becomes 100% vested regardless of service level at the attainment of his Normal Retirement Date or the date he becomes eligible for a disability retirement.

Effective October 1, 2004, Monterey employees terminated as a result of the closing of all operations will be 100% vested regardless of vesting schedule.

- **Compensation** Wages as defined in Code Section 3401(a), paid for such Earnings Computation Period for services as an Employee that would be used for purposes of income tax withholding at the source, determined without regard to any rules that limit compensation included in wages based on the nature or location of the employment or services performed, but excluding reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation, and welfare payments.

Notwithstanding the foregoing, Earnings shall not include the following:

- (1) the value of any qualified or non-qualified stock option granted to the Participant by his Employer to the extent such value is includible in the Participant's taxable income.
- (2) any other cash remuneration attributable to the sale, exchange or other disposition of stock, and any cash remuneration under any phantom or shadow stock plan or similar arrangement which bases benefits primarily on stock appreciation or per share earnings or performance.

In addition to the foregoing, Earnings include any amount that would have been included in the foregoing description, but for the Participant's election to defer payment of such amount under Code Section 125, 132(f), 402(e)(3), 402(h)(1)(B), 403(b), or 457(b) and certain contributions described in Code Section 414(h)(2) that are picked up by the employing unit and treated as employer contributions.

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In no event, however, shall the Earnings of a Participant taken into account under the Plan for any 12-consecutive Valuation Periods (the "limitation period") exceed \$200,000 (subject to adjustment annually as provided in Code Section 401(a)(17)(B); provided, however, that the dollar increase in effect on January 1 of any calendar year, if any, is effective for limitation periods beginning in such calendar year).

- **Accrued benefit** The amount of monthly retirement benefits to be provided for each Participant who retires on his Normal Retirement Date shall be equal to the amount of the Participant’s Cash Balance Account as of the preceding Valuation Date, divided by the Actuarial Equivalent of \$1.00 per month payable as a straight life annuity at Normal Retirement.

Normal Retirement

- **Eligibility** First day of the month coinciding with or next following the later of the date a Participant reaches age 65.
- **Benefit**
 - I. **Cash Balance Account**
The amount of monthly retirement benefits to be provided for each Participant who retires on his Normal Retirement Date shall be equal to A divided by B, where A is the Cash Balance Account and equals as of any Valuation Date (i) the Cash Balance Account as of the preceding Valuation Date, plus (ii) a Benefit Credit for the Valuation Period ending on the Valuation Date, plus (iii) an Interest Credit credited on the Valuation Date to the Participant’s Cash Balance Account as of the preceding Valuation Date, and B equals the Actuarial Equivalent of \$1.00 per month payable as a straight life annuity at Normal Retirement.

II. **Benefit Credit Schedules**

A. **Salaried Employee of the Employer**

The amount of the Benefit Credit for each Participant who is a Salaried Employee of the Employer for the Valuation Period shall be equal to the product of his Compensation and his Excess Compensation for the Valuation Period then ended multiplied by the applicable percentages from the following schedule based on his Period of Service¹ or his attained age¹ (whichever yields the largest Benefit Credit) on the last day of the Valuation Period:

Period of Service¹	Attained Years of Age¹	Compensation	Applicable Percentage of Excess Compensation²
Less than 10 years	Less than 50	2.5%	2.0%
10 – 14	50 – 54	3.0%	2.5%
15 – 19	55 – 59	4.0%	2.5%
20 – 24	60 – 64	5.0%	3.0%
25 or more years	65 or more	6.0%	4.0%

¹ Plan was frozen effective April 30, 2002. No additional benefits are accrued after this date.

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² Excess Compensation equals compensation in excess of one-third of the Taxable Wage Base.

B. Hourly Employee of the Employer

Assignment to Benefit Category. Each participant who is an Hourly Employee of the Employer shall be assigned to a Benefit Category shown in the following table based on his Compensation Amount at the time of his commencement of participation in the Plan:

Compensation Amount	Benefit Category
Less than \$16,500	1
\$16,500 to \$19,499	2
\$19,500 to \$22,499	3
\$22,500 to \$25,499	4
\$25,500 to \$28,499	5
More than \$28,500	6

Benefit Credits. The amount of the Benefit Credit for each Participant who is an Hourly Employee for the Employer shall be determined from the following schedule based on the Participant’s Benefit Category and Period of Service¹ on the last day of the Valuation Period

Period of Service ¹	Benefit Category(monthly)					
	1	2	3	4	5	6
Less than 5 yrs	\$25.00	\$30.00	\$35.00	\$40.00	\$45.00	\$50.00
5 – 9	\$31.25	\$37.50	\$43.75	\$50.00	\$56.25	\$62.50
10 – 14	\$37.25	\$45.00	\$52.50	\$60.00	\$67.50	\$75.00
15 – 19	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00	\$100.00
20 – 24	\$62.50	\$75.00	\$87.50	\$100.00	\$112.50	\$125.00
25 or more yrs	\$75.00	\$90.00	\$105.00	\$120.00	\$135.00	\$150.00

¹ Plan was frozen effective April 30, 2002. No additional benefits are accrued after this date.

Benefit Credits shall continue to be credited to a Participant’s Cash Balance Account as provided in this paragraph B until the earlier of (a) the date the Participant is no longer actively employed or (b) the Participant’s Annuity Starting Date.

III. Interest Credit

The amount determined by multiplying the Participant’s Cash Balance Account as of the beginning of the Valuation Period then ended by a percentage rate which, when compounded on each Valuation Date within the current Plan Year, shall equal an effective annual rate equal to the Interest Credit Rate for the Plan year. Interest Credits shall continue to be credited to a Participant’s Annuity Starting Date.

Interest Credit Rate for a Plan Year means the Average Yield on one year United States Treasury Bills for the calendar year immediately preceding such Plan Year, as reported in the Federal Reserve Statistical Release (G.13) of the Board of Governors of the Federal Reserve System on the first business day after the close of such calendar year.

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	The Interest Credit Rate for a Plan Year, however, shall not be less than five percent per annum or more than twelve percent per annum.
Early Retirement	
• Eligibility	The plan does not provide for an Early Retirement Benefit.
Pre-Retirement Death	
• Eligibility	The spouse of a married participant is eligible if the participant dies after satisfying the eligibility requirements for vested benefits.
• Benefit	Actuarial equivalent of the Participant's Accrued Benefit.
Form of Benefits	
• Automatic form for unmarried participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a straight-life basis.
• Automatic form for married participants	Unless otherwise elected, any benefit payable under the plan shall be paid on a 50% joint and contingent annuitant annuity basis.
• Optional forms	All employees commencing benefits may elect to have his lifetime benefit payable on an actuarially equivalent to: <ul style="list-style-type: none"> • 50%, 66 2/3%, 75% or 100% joint and contingent annuity • 5-year, 10-year or 15-year certain and life annuity • 5-year, 10-year or 15-year term certain annuity <p style="text-align: center;">Single sum payment</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000

Benefits included or excluded

Unless noted below, all benefits provided by the plan, on a merged plan basis are included in this valuation:

- **Most recent plan amendments included:** Amendment #4
- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* The actuarially increased normal retirement benefit is valued as a minimum benefit for any participant over normal retirement age.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued with the application of a late retirement actuarial increase due to delayed receipt as of valuation date.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.

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IRC Section 416 rules for top-heavy plans: We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Scheduled benefit increases:** Scheduled benefit increases effective after the end of the current plan year are excluded from minimum funding requirements.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

**TARKETT RETIREMENT PLAN
E.I.N. 74-2706630 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
		Money Market Fund:		
	First American Funds	First American Funds Government Obligations Fund	\$ 159,919	\$ 159,919
		Total Money Market Funds	<u>159,919</u>	<u>159,919</u>
		Common Collective Trust Funds:		
*	Mercer	Mercer Active Long Corporate Fixed Fund	6,247,280	6,871,829
*	Mercer	Mercer Long Duration Passive Fixed Income	5,273,177	5,139,474
*	Mercer	Mercer Active Int Core Fixed Income	1,912,482	2,150,506
	State Street	State Street Global Equity US Government Bond Index	159,854	169,940
*	Mercer	Mercer US Large Cap Core Passive Equity Fund	1,032,642	2,025,286
*	Mercer	Opportunistic Fixed Income	891,984	968,544
	State Street	State Street Global International	687,439	767,829
	State Street	State Street Emerging Markets Equity Index Fund	336,973	381,786
	First American Funds	First American Funds Global Low Volatility Commingled Pool	143,612	167,307
	State Street	State Street Russell Small/Mid Cap Index Fund	171,443	309,671
	State Street	State Street Global Small Cap Equity Ex-U.S. Index	105,736	117,396
		Total Common Collective Trust Funds	<u>16,962,622</u>	<u>19,069,568</u>
		Total	<u>\$ 17,122,541</u>	<u>\$ 19,229,487</u>

* Indicates Party-in-Interest

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Interest discounts and mortality rates were updated from 2023 to 2024 in accordance with PPA.
- The expense component of normal cost decreased from \$710,000 to \$780,000 to reflect our expectations for the current plan year.
- Expected investment return was updated from 5.60% to 5.45% to reflect the updated expected long-term return on assets assumption for 2024.
- The interest crediting rate was updated to be 5.08% for 2024 and 5.00% for 2025 onwards.