

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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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 (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information			
1a	Name of plan HAWORTH PENSION PLAN	1b	Three-digit plan number (PN) ▶	001
		1c	Effective date of plan	12/31/1958
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) HAWORTH INTERNATIONAL, LTD. ONE HAWORTH CENTER HOLLAND, MI 49423-9576	2b	Employer Identification Number (EIN)	38-2101981
		2c	Plan Sponsor's telephone number	616-393-1228
		2d	Business code (see instructions)	337000

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2025	CHRIS BROOKS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor HAWORTH, INC. ONE HAWORTH CENTER HOLLAND, MI 49423-9576	3b Administrator's EIN 38-6053093 3c Administrator's telephone number 616-393-3000
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 4115
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) 676 6a(2) 740 6b 2366 6c 995 6d 4101 6e 267 6f 4368 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

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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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 HAWORTH PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HAWORTH INTERNATIONAL, LTD.	D Employer Identification Number (EIN) 38-2101981
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	511917487	
b	Actuarial value	2b	511917487	
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	2446	320983925	320983925
b	For terminated vested participants	1053	91105644	91105644
c	For active participants	676	144263320	144306529
d	Total	4175	556352889	556396098
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.18 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	11483799	
b	Expected plan-related expenses	6b	0	
c	Target normal cost	6c	11483799	

Statement by Enrolled Actuary

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

SIGN HERE	Signature of actuary STACY HAZMAN Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name 3949 SPARKS DRIVE SE SUITE 110 GRAND RAPIDS, MI 49546 Address of the firm	Date 23-07384 Most recent enrollment number 616-464-2759 Telephone number (including area code)
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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)	2432565	22375906
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	2432565	11569989
9 Amount remaining (line 7 minus line 8)	0	10805917
10 Interest on line 9 using prior year's actual return of <u>10.58</u> %	0	1143266
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.26</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	11949183

Part III Funding Percentages

14 Funding target attainment percentage	14	89.85 %
15 Adjusted funding target attainment percentage	15	89.85 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	85.71 %
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
01/15/2025	1678833				
09/02/2025	3749000				
Totals ►			18(b)	5427833	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
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	5038894

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 % ☐ N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 63
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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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	
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	11483799	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	56427794	5497644	
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	16981443	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	11949183	11949183
36 Additional cash requirement (line 34 minus line 35)	36	5032260	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	5038894	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	6634	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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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 HAWORTH PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 HAWORTH INTERNATIONAL, LTD.	D Employer Identification Number (EIN) 38-2101981	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: HAWORTH MASTER PENSION TRUST			
b Name of sponsor of entity listed in (a): HAWORTH INTERNATIONAL LTD			
c EIN-PN 38-2101981-006	d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
a Name of MTIA, CCT, PSA, or 103-12 IE: ASB ALLEGIANCE REAL ESTATE FD			
b Name of sponsor of entity listed in (a): CHEVY CHASE TRUST COMPANY			
c EIN-PN 52-6257033-006	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4457908	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan HAWORTH PENSION PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 HAWORTH INTERNATIONAL, LTD.		D Employer Identification Number (EIN) 38-2101981

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	2339394	2555631
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		5427833
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	2518	223732
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		284865
(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)		568
(B) Common	1c(4)(B)		18494058
(5) Partnership/joint venture interests	1c(5)		122078253
(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)		4457908
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	509595341	
(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)		347545701
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		12578145

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	511937253	513646694
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		533054
k Total liabilities (add all amounts in lines 1g through 1j)	1k		533054
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	511937253	513113640

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)	5427833	
(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)		5427833
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	27913	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		27913
(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)		
(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)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		21439420
(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		26895166

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	29166790	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		29166790
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)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		
j Total expenses. Add all expense amounts in column (b) and enter total	2j		29166790

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-2271624
l Transfers of assets:			
(1) To this plan	2l(1)		3448011
(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: **HUNGERFORD**

(2) EIN: **38-2184825**

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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
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 548130.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan HAWORTH PENSION PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 HAWORTH INTERNATIONAL, LTD.		D Employer Identification Number (EIN) 38-2101981
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
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): 38-6457728		
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 3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: 27.2 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 36.7 %

High-Yield Debt: 7.6 % Real Assets: 6.9 % Cash or Cash Equivalents: _____ % Other: 21.6 %

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 _____.

HAWORTH PENSION PLANS

FINANCIAL STATEMENTS

For the years ended
December 31, 2024 and 2023

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INDEPENDENT AUDITOR'S REPORT

October 6, 2025

To the Plan Administrator of the
Haworth Pension Plan and the Haworth Hourly Pension Plan
Holland, Michigan

Opinion

We have audited the financial statements of Haworth Pension Plan and the Haworth Hourly Pension Plan, employee benefit plans subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the assets available for benefits of Haworth Pension Plan and the Haworth Hourly Pension Plan as of December 31, 2024 and 2023, and the changes in its assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of Haworth Pension Plan and the Haworth Hourly Pension 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 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.

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 Haworth Pension Plan and the Haworth Hourly Pension Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America 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 auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Haworth Pension Plan and the Haworth Hourly Pension 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 Haworth Pension Plan and the Haworth Hourly Pension Plan's ability to continue as a going concern for a reasonable period of time.

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

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedules of Assets (Held at End of Year) and Schedule of Reportable Transactions 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 has been subjected to the 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 auditing standards generally accepted in the United States of America.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

A handwritten signature in cursive script that reads "Hungerford".

Certified Public Accountants
Grand Rapids, Michigan

FINANCIAL STATEMENTS

STATEMENTS OF ASSETS AVAILABLE FOR BENEFITS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

December 31, 2024			
	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
Assets			
Investments at fair value:			
Cash	\$ 3,744	\$ -	\$ 3,744
Money market	2,555,631	-	2,555,631
Mutual funds	340,826,650	-	340,826,650
Real estate limited partnerships	26,281,115	-	26,281,115
Common/collective trust funds	24,383,316	-	24,383,316
Limited partnerships	100,255,046	-	100,255,046
Equity investments	12,498,960	-	12,498,960
Total investments	506,804,462	-	506,804,462
Receivables:			
Employer contributions	5,427,833	-	5,427,833
Accrued income	881,345	-	881,345
Total receivables	6,309,178	-	6,309,178
Assets Available for Benefits	\$ 513,113,640	\$ -	\$ 513,113,640
December 31, 2023			
	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
Assets			
Investments at fair value:			
Money market	\$ 2,339,394	\$ 12,445	\$ 2,351,839
Plan interest in Haworth Master Pension Trust	509,595,341	3,492,195	513,087,536
Total investments	511,934,735	3,504,640	515,439,375
Receivables:			
Accrued income	2,518	28	2,546
Assets Available for Benefits	\$ 511,937,253	\$ 3,504,668	\$ 515,441,921

STATEMENTS OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS

HAWORTH PENSION PLANS

For the years ended December 31, 2024 and 2023

	Year Ended December 31, 2024		
	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
Additions to Assets			
Attributed to:			
Investment income			
Interest income	\$ 27,913	\$ 293	\$ 28,206
Employer contributions	5,427,833	-	5,427,833
Plan interest in net income of Haworth Master Pension Trust	21,439,420	145,146	21,584,566
Total Additions	26,895,166	145,439	27,040,605
Deductions from Assets Attributed to:			
Benefits paid directly to participants or beneficiaries	29,166,790	202,096	29,368,886
Net Decrease Prior to Plan Transfers	(2,271,624)	(56,657)	(2,328,281)
Transfers to (from) related Plan	3,448,011	(3,448,011)	-
Net Decrease	1,176,387	(3,504,668)	(2,328,281)
Assets Available for Benefits:			
Beginning of year	511,937,253	3,504,668	515,441,921
End of year	\$ 513,113,640	\$ -	\$ 513,113,640
	Year Ended December 31, 2023		
	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
Additions to Assets			
Attributed to:			
Investment income			
Interest income	\$ 21,120	\$ 233	\$ 21,353
Plan interest in net income of Haworth Master Pension Trust	50,250,763	340,980	50,591,743
Total Additions	50,271,883	341,213	50,613,096
Deductions from Assets Attributed to:			
Benefits paid directly to participants or beneficiaries	26,706,473	175,785	26,882,258
Net Increase	23,565,410	165,428	23,730,838
Assets Available for Benefits:			
Beginning of year	488,371,843	3,339,240	491,711,083
End of year	\$ 511,937,253	\$ 3,504,668	\$ 515,441,921

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note A – Description of the Plans

The following brief description of the Haworth Pension Plan and the Haworth Hourly Pension Plan (Plans) is provided for general information purposes only. Participants should refer to the Summary Plan Description for a more complete description of the Plans' provisions.

General

The Plans are noncontributory defined benefit pension plans covering a portion of U.S. salaried and hourly employees of Haworth International, Ltd., the Plan Sponsor, and its U.S. subsidiaries; and are administered by Haworth, Inc. (Company). The Haworth Pension Plan became effective January 1, 1958 and the Haworth Hourly Pension Plan became effective February 1, 1971. Both Plans were restated effective January 1, 2020 and are subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Eligibility

Eligible employees of the Company become participants in the Plans on January 1 or July 1 following completion of a 12-month period in which 1,000 hours of service are credited.

Effective December 31, 2009, the Haworth Pension Plan was amended to freeze participation. An employee in covered employment on December 31, 2009, who is not a participant in this Plan on December 31, 2009, shall become a participant on the first entry date following the date the employee satisfies the eligibility requirements. An employee who is not in covered employment on December 31, 2009 or an employee hired on or after January 1, 2010, shall not become a participant in this Plan.

Effective May 31, 2024, the Haworth Hourly Pension Plan was amended to freeze participation. An employee who was not a participant on May 31, 2024, shall not become a participant in the Plan. Effective December 31, 2024, the Haworth Hourly Pension Plan was amended to freeze all accrued benefits and years of benefit service and was merged into the Haworth Pension Plan.

Contributions

There are no employee contributions allowed under the Plans. Employer contributions are actuarially determined on the basis of retirement benefits of all its participating employees. Plan terms applying to various employee groups of the Company are set forth in the plan document and are not described individually and in detail herein.

Plans Operations

The Company has appointed Comerica Bank (through April 30, 2023) and Northern Trust Company (commencing May 1, 2023) (Trustees) to serve as Trustees and the Company to act as the plans' administrator. The Trustees are responsible for holding the investment assets of the Plans, executing investment transactions, and making distributions to participants. The plans' administrator is responsible for interpreting and communicating the provisions of the Plans, ensuring that all government and participant reporting requirements are fulfilled, and approving all distributions from the Plans to participants. The Plans' fiduciary committee is responsible for oversight of the Plans, determines the appropriateness of the Plans' investment strategy, and monitors investment performance.

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS December 31, 2024 and 2023

Note A – Description of the Plans (Continued)

Benefits

The normal monthly retirement benefit for each of the Plans is calculated as follows:

- Haworth Pension Plan - based on a final average pay formula.
- Haworth Hourly Pension Plan – based on years of credited service multiplied by fixed amounts.

The normal benefits are adjusted for early or late retirement, disability, or upon the participant's death, as stated in the plan document. The normal retirement benefits are payable as a monthly annuity payable for life for single participants and a joint and 50 percent survivor annuity for married participants. If a participant's accrued vested benefit is valued at \$1,000 or less, the amount will be paid to the participant in a single lump sum. Participants with accrued vested benefits valued at greater than \$1,000 but less than \$20,000 may receive a lump sum payment upon request.

Vesting

Benefits accrued within the Plans become fully vested upon the participant's completion of five years of service with the Company, as defined.

Administrative Expenses

Certain investment fees are paid by the Plans and are based on reasonable and customary rates. As indicated in Note E, such expenses are paid through and are reflected in the Plans' interest in the net investment gain or loss of the Haworth Master Pension Trust in the statements of changes in assets available for benefits. Certain other costs and expenses incurred with the operation of the Plans are borne by the Company.

Note B – Summary of Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared using 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 (U.S. GAAP) requires the plans' administrator to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; disclosures 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.

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note B – Summary of Accounting Policies (Continued)

Investment Valuation and Income Recognition

The Haworth Master Pension Trust (Master Trust) has been established for the Plans. Use of the Master Trust permits the commingling of the assets of both Plans for investment and administrative purposes. For the year ended December 31, 2023, investments of the Master Trust are reported in the Plans' financial statements at fair value. As of January 1, 2025, the Master Trust was re-established as the Haworth Pension Trust, and all assets at the close of business on December 31, 2024 became held directly by the Haworth Pension Plan and are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Notes D and E for discussion of fair value measurements.

Net realized and unrealized appreciation (depreciation) in the aggregate current value of investments included in the statements of changes in assets available for benefits is composed of realized gains and losses on sales of investments and unrealized gains and losses resulting from changes in the aggregate current value of investments. Purchases and sales of securities are recorded on a trade date basis. Interest income is recorded as it is earned. Dividend income is reported on the ex-dividend date.

Actuarial Present Values of Accumulated Plan Benefits

Accumulated plan benefits (see Note C) are those future periodic payments, including lump sum distributions, that are attributable under the Plans' provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. The accumulated plan benefits for active employees are based on their average compensation during the applicable period ending on the date as of which the benefit information is presented (January 1, 2024) under the Haworth Pension Plan. The accumulated plan benefits for active employees under the Haworth Hourly Pension Plan are based on their years of service on the date as of which the benefit information is presented (January 1, 2024). Benefits payable under all circumstances (retirement, death, and termination of employment) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

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

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS December 31, 2024 and 2023

Note B – Summary of Accounting Policies (Continued)

Actuarial Present Values of Accumulated Plan Benefits (Continued)

The significant actuarial assumptions used in the valuations as of January 1, 2024 were: (a) life expectancy of participants (Pri-2012 tables for employees, retirees, and contingent survivors were used), (b) retirement age assumptions, (c) certain assumptions as to annual rates of withdrawal based on ages of participants, (d) rates of disability (none), (e) marital status (80% of participants and executives in the Haworth Pension Plan; [80% of males and 70% of females in the Haworth Hourly Pension Plan] assumed to be married, with the male spouse assumed to be 2 years older than the female spouse in the Haworth Pension Plan [3 years older than the female spouse in the Haworth Hourly Pension Plan]), and (f) discount rate of 7.6 percent. The foregoing actuarial assumptions are based on the presumption that the Plans will continue. Were the Plans to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The following changes were made the actuarial assumptions since the prior year:

- The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale and was changed from using a static projection of mortality improvement to a generational projection for the Haworth Hourly Pension Plan.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale for the Haworth Pension Plan.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Subsequent Events

Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 6, 2025, which is the date the financial statements were available to be issued.

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note C – Accumulated Plan Benefits and Funding Policy

Actuarial valuations of the Plans were made as of January 1, 2024 and 2023. Accumulated plan benefits at these dates are set forth in the following tables.

	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
January 1, 2024			
Actuarial present value of accumulated plan benefits:			
Vested benefits:			
Participants currently receiving benefits	\$ 265,354,455	\$ 982,991	\$ 266,337,446
Other vested benefits	173,685,593	1,044,167	174,729,760
	439,040,048	2,027,158	441,067,206
Nonvested benefits	776,139	51,238	827,377
Total actuarial present value of accumulated plan benefits	\$ 439,816,187	\$ 2,078,396	\$ 441,894,583
January 1, 2023			
Actuarial present value of accumulated plan benefits:			
Vested benefits:			
Participants currently receiving benefits	\$ 245,982,366	\$ 942,113	\$ 246,924,479
Other vested benefits	179,554,748	1,026,272	180,581,020
	425,537,114	1,968,385	427,505,499
Nonvested benefits	849,049	60,060	909,109
Total actuarial present value of accumulated plan benefits	\$ 426,386,163	\$ 2,028,445	\$ 428,414,608

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note C – Accumulated Plan Benefits and Funding Policy (Continued)

Changes in accumulated plan benefits are as follows:

	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
Year ended January 1, 2024			
Actuarial present value of accumulated plan benefits at beginning of year	\$ 426,386,163	\$ 2,028,445	\$ 428,414,608
Increase (decrease) during the year due to:			
Benefits accumulated	4,788,650	36,056	4,824,706
Decrease in the discount period	31,775,463	149,368	31,924,831
Actual benefits paid	(26,706,473)	(175,785)	(26,882,258)
Actuarial (gains) losses	3,572,553	40,312	3,612,865
Change in assumptions	(169)	-	(169)
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 439,816,187</u>	<u>\$ 2,078,396</u>	<u>\$ 441,894,583</u>
Year ended January 1, 2023			
Actuarial present value of accumulated plan benefits at beginning of year	\$ 409,600,602	\$ 1,984,756	\$ 411,585,358
Increase (decrease) during the year due to:			
Benefits accumulated	6,972,808	40,571	7,013,379
Decrease in the discount period	30,720,726	144,655	30,865,381
Actual benefits paid	(24,804,800)	(246,569)	(25,051,369)
Actuarial (gains) losses	(71,879)	105,032	33,153
Change in assumptions	3,968,706	-	3,968,706
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 426,386,163</u>	<u>\$ 2,028,445</u>	<u>\$ 428,414,608</u>

It is the sponsor's policy to fund the Plans as required by ERISA, and minimum funding standards have been met.

Note D – Fair Value Measurements

The Plans' investments are reported at fair value in the accompanying statements of assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plans believe their valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement accounting literature establishes 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 are unadjusted quoted prices in active markets for identical assets or liabilities that the Plans have the ability to access.

Level 2 – inputs to the valuation methodology include:

- quoted prices for similar assets and liabilities in active markets,
- quoted prices for identical or similar assets and liabilities in markets that are not active,
- other inputs that are observable or can be corroborated by observable market data,
- 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 are generally unobservable and significant to the fair value measurement. Such inputs typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability, including certain pricing models, discounted cash flow methodologies, and similar techniques that use significant unobservable inputs.

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

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

Money Market and Mutual Funds: Valued based on quoted net asset values of the shares held by the Plans on the last business day of the plan year.

Note D – Fair Value Measurements (Continued)

Hedge funds, real estate limited partnerships, common/collective trust funds and limited partnerships: Valued based on net asset value (NAV) or unit value of underlying investment funds as reported by the underlying fund managers, which is determined by quoted market prices, sales of similar assets on active markets, and other inputs such as expected discounted cash flows, credit risk, volatility statistics, liquidity statistics, and redemption restrictions. The funds provide for redemptions with notice, as set forth in individual subscription agreements. Management evaluates the valuation of each of the funds and accepts the issuers' valuations without adjustment.

The investment strategies of the funds that do not file with the Department of Labor as Direct Filing Entities (DFEs) are as follows:

- AACP Tax-Exempt Investors V – The Partnership invests substantially all of its assets in Asia Alternatives Capital Partners V, LP, which seeks to achieve long-term capital appreciation.
- AEA Investors SBF V – The Fund seeks capital appreciation through direct private equity investments, including leveraged acquisitions.
- Apollo Investment Fund IX – The Fund invests in buyout opportunities, corporate carveouts, and distressed company investments.
- Ares US Real Estate Opportunity Fund IV, L.P. – The Fund seeks diversified opportunistic investments in real estate located primarily in the United States.
- Asia Alternatives Delaware V – The Fund seeks to achieve long term capital appreciation through investing in a diversified portfolio of alternative investments, including venture funds, private equity funds, buyout funds, and direct investments.
- Axiom Asia 6, LP – The Fund invests in mid-market, country-specific funds and in top-performing companies in Asia.
- Axiom Emerging Markets Equity Fund - The Fund invests in emerging market securities of companies that are located in countries, or that derive a majority of their revenues or assets from countries, not included in the MSCI Developed Markets Index series.
- Bain Capital Fund XIII – The Partnership's business activity is to invest in various healthcare and technology firms, executing various buyout strategies.
- Blackrock Liquidity Fund – The Fund seeks to maximize current income consistent with the preservation of principal and liquidity through the maintenance of a portfolio of high quality short-term "money market" instruments.
- Blue Vista Real Estate Partners IV – The Fund seeks to generate income and appreciation by investing in a diversified portfolio of income-producing real estate related investments.
- Brookfield II and III Real Estate Funds – The Funds invest in high quality real estate opportunities focusing on large, complex, distressed, turnaround, and recapitalization opportunities.
- CCMP Capital Investors III LP – The Fund seeks to generate long-term capital appreciation for investors by investing in equity, equity-related, and other securities in connection with privately negotiated buyout and growth equity transactions.
- Cevian Capital II Ltd. – The Fund invests in undervalued publicly listed companies and by adding value to the companies in which it invests by effecting change.

Note D – Fair Value Measurements (Continued)

- Dalfen Last Mile IV and V Co-Investment General Partnership Fund – The Partnership carries on the operations of owning real property, directly or indirectly, through its subsidiaries.
- Eagle Point Credit Non-US Limited Partnership – The Partnership acquires interests in the Master Fund, whose objective is to generate high current income and capital appreciation by investing in equity and junior debt tranches of collateralized loan obligations.
- Graham Global Investment Fund II Ltd. – The Fund seeks to achieve long-term capital appreciation through professionally managed trading in various financial markets using derivative contracts and other financial instruments.
- HG Vora Special Opportunities Fund, LP – The Fund invests substantially all assets through a Master Fund that invests in securities, including bank debt, international stocks, corporate debt, and real estate investment trusts.
- IPI Partners III – The Fund invests on a global basis in data centers and other technology and connectivity-related real assets.
- Kayne Anderson Real Estate Partners VI, LP – The Fund invests substantially all of its assets through a master-feeder structure in the master fund which was organized for the purpose of acquiring or investing in real estate entities.
- Landmark Equity Partners XV LP - Landmark's investment strategy concentrates on acquiring portfolios of private equity limited partnership interests on a negotiated basis, as well as positions in secondary direct portfolios to achieve strong returns for the Fund.
- Marlin Equity V-A, LP – The Fund seeks to invest in businesses that can benefit from the firm's flexible capital base; strong industry knowledge within software, technology, healthcare, IT, business services, and industrial technology; and a substantial network of operational resources.
- Monomoy Capital Partners – The Fund seeks long-term capital appreciation by acquiring, holding, or disposing of controlling positions in securities in companies in the middle market.
- Newbury Equity Partners III (Cayman) LP - The Fund seeks to realize long-term returns in excess of those available through conventional investments primarily by investing in a diversified group of closed-end private funds focused on leveraged buyout, growth equity, mezzanine, and venture capital investment funds.
- Pfingston Partners V – The Fund invests in private companies in manufacturing, distribution, and business services that are undergoing an ownership transition, recapitalization, or requiring growth capital.
- Renaissance Institutional Equities Fund – The Fund seeks to provide long-term capital growth through capital appreciation by investing primarily in a diversified portfolio of equity securities of foreign companies located in Europe, the Far East, and the Pacific Rim.
- Siguler Guff Distressed Real Estate Opportunities Fund II – The Partnership assembles portfolios of manager relationships taking the form of fund investments, joint ventures or other forms of co-investment in various types of real property interests, including equity interests in commercial property, commercial mortgages, commercial mortgage-backed securities, bank loans and the debt and equity securities of real estate operating companies or real estate investment trusts ("REITs") primarily in the United States and Europe.

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note D – Fair Value Measurements (Continued)

- SRE Real Estate Fund, LP - The Fund's investment strategy targets an average annual before fees income return of 6.0% to 6.5% and an average annual total return of 9.0% to 10.0% and holds an existing portfolio of stabilized, Class A multifamily properties in geographically diversified secondary and tertiary markets throughout the United States. SREF seeks to provide its investors with consistent high levels of distributed cash along with modest long-term capital appreciation.
- TCV VIII (A) LP - The Fund's investment strategy focuses on the next generation of premier technology companies and focuses on growth equity investing with a lower-risk profile and more near-term opportunities for liquidity than earlier-stage investments.
- Thoma Bravo Fund XIV-A and XV, LP – The Funds invests in various private equity transactions, with a focus on software and technology enabled services sectors.

The following table sets forth by level, within the fair value hierarchy, the Plans' investments at fair value as of December 31, 2024 and 2023. See Note E for fair value measurements of the Master Trust investments as of December 31, 2023.

	Level 1	Level 2	Level 3	Total
2024				
Cash	\$ 3,744	\$ -	\$ -	\$ 3,744
Money market	2,555,631	-	-	2,555,631
Mutual funds	340,826,650	-	-	340,826,650
Common/collective trust funds	-	24,383,316	-	24,383,316
	<u>\$ 343,386,025</u>	<u>\$ 24,383,316</u>	<u>\$ -</u>	
Investments measured at net asset value (a)				<u>139,035,121</u>
Investments at fair value				<u>\$ 506,804,462</u>
2023				
Money market	\$ 2,351,839	\$ -	\$ -	\$ 2,351,839

(a) In accordance with FASB Codification Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of assets available for benefits.

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note E – Investment in Haworth Master Pension Trust

The Plans' investment assets are held in a trust account at Northern Trust Company. As of December 31, 2023, investment assets consisted of an interest in the Haworth Master Pension Trust. At December 31, 2023, the Haworth Pension Plan's interest in the assets of the Master Trust was approximately 99%, and the Haworth Hourly Pension Plan's interest in the assets of the Master Trust was approximately 1%. As discussed in Note A and Note B, the Haworth Hourly Pension Plan's interest in the Master Trust and all combined assets of the Master Trust were transferred directly to the Haworth Pension Plan on December 31, 2024. Prior to the transfer, investment income and expenses relating to the Master Trust are allocated to the individual Plans based upon average balances invested by each Plan. The assets of the Master Trust in which the Plans participate are as follows as of December 31, 2023:

Assets

Investments at fair value:

Mutual funds	\$ 349,063,361
Real estate limited partnerships	27,753,854
Common/collective trust funds	21,894,568
Limited partnerships	102,378,227
Equity investments	<u>11,972,768</u>

Total investments at fair value	513,062,778
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Accrued income	<u>24,758</u>
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Total Assets Available for Benefits	<u><u>\$ 513,087,536</u></u>
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NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note E – Investment in Haworth Master Pension Trust (Continued)

The change in assets available for benefits held by the Master Trust is as follows:

	Year ended December 31,	
	2024	2023
Change in net assets available for benefit		
Interest	\$ 12,869	\$ 120,072
Dividends	14,353,534	10,787,718
Net appreciation in fair value	8,283,686	40,363,724
Other income	200,163	536,584
Investment management fees	(1,265,686)	(1,216,355)
Investment income	21,584,566	50,591,743
Net transfers	(534,672,102)	(27,063,206)
Assets Available for Benefits		
Beginning of year	513,087,536	489,558,999
End of year	\$ -	\$ 513,087,536

Management fees and operating expenses charged to the Plans for investments in the commingled and mutual funds are deducted from income (loss) earned on a daily basis and are not separately reflected. Consequently, certain operating expenses are reflected as a reduction of investment return on such assets.

The Master Trust receives income from investments in partnerships which are subject to unrelated business income tax. The Master Trust files Form 990-T as required.

NOTES TO FINANCIAL STATEMENTS

HAWORTH PENSION PLANS

December 31, 2024 and 2023

Note E – Investment in Haworth Master Pension Trust (Continued)

Fair Value Measurements

The following table sets forth by level, within the fair value hierarchy, the Master Trust's investments at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 349,063,361	\$ -	\$ -	\$ 349,063,361
Common/collective trust funds	-	21,894,568	-	21,894,568
	<u>\$ 349,063,361</u>	<u>\$ 21,894,568</u>	<u>\$ -</u>	
Investments measured at net asset value (a)				<u>142,104,849</u>
Investments at fair value				<u>\$ 513,062,778</u>

(a) In accordance with FASB Codification Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of assets available for benefits.

Gains and losses (realized and unrealized) included in changes in assets for the periods above are reported in Plan interest in net investment gain of Haworth Master Pension Trust in the Statements of Changes in Assets Available for Benefits.

Note F – Party-In-Interest Transactions

Certain investments held by the Haworth Pension Plan and the Haworth Master Pension Trust are short-term investment funds managed by Comerica Bank and Northern Trust Company. Comerica Bank and Northern Trust are the Trustees, as defined by the Plans, and therefore these transactions qualify as party-in-interest transactions. Investment management fees paid by the Master Trust were paid to parties in interest and were based on reasonable and customary rates.

Note G – Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Haworth Pension Plan and the Haworth Hourly Pension Plan to discontinue its contributions at any time and to terminate the Plans subject to the provisions of ERISA and its related regulations. In the event that the Plans terminate, the assets held to provide benefits shall be allocated as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Accrued benefits derived from participants' after-tax contributions.
2. Accrued benefits derived from participants' mandatory contributions.
3. Normal benefits to those participants or their beneficiaries to whom payment commenced, or would have commenced if participant had retired, at least three years prior to the termination.
4. All other benefits insured through the Pension Benefit Guaranty Corporation (PBGC).
5. All other uninsured vested benefits.
6. Other nonvested benefits.

If residual assets remain, they shall be paid to the employer only after satisfaction of all liabilities of the Plans. The PBGC guarantees the payments of nonforfeitable basic benefits, subject to limitations prescribed by ERISA.

Note H – Tax Status

Both the Haworth Pension Plan and the Haworth Hourly Pension Plan obtained their latest determination letters dated December 16, 2020 in which the Internal Revenue Service stated that the Plans, as designed, were in compliance with the applicable requirements of the Internal Revenue Code (IRC). The plan administrator and the Plans' tax counsel believe that the Plans are currently designed and being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plans and recognize a tax liability (or asset) if the Plans have taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service.

The plan administrator has analyzed the tax positions taken by the Plans, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax period in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Note I – Risk and Uncertainties

The Haworth Pension Plan and the Master Pension Trust invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of 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 J – Commitments

As of December 31, 2024, the Haworth Pension Plan had approximately \$54,600,000 in unfunded commitments to contribute capital to investments in real estate limited partnerships and other limited partnerships. As of December 31, 2023, the Master Pension Trust had approximately \$47,600,000 in unfunded commitments to such investments.

SUPPLEMENTAL SCHEDULES

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**HAWORTH PENSION PLAN**

December 31, 2024

EIN 38-2101981

PN 001

(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 Funds		
	BlackRock	BLF FedFund Cash Reserve	\$ 2,555,631	\$ 2,555,631

See attached listing for investments held by other Trustee.

Portfolio Statement

31 DEC 2024

Haworth Pension Plan

December 31, 2024

EIN 38-2101981

PN 001

◆ Asset Summary

Country	Accrued income/expense	Market value	Cost	Market	Unrealized gain/loss	Translation	Total	Market value incl. accruals	%
Equities									
Funds - common stock									
Global Region - USD	0.00	19,031,224.31	17,195,845.05	1,835,379.26		0.00	1,835,379.26	19,031,224.31	3.768%
United States - USD	0.00	118,123,734.42	90,103,587.27	28,020,147.15		0.00	28,020,147.15	118,123,734.42	23.385%
Total funds - common stock	0.00	137,154,958.73	107,299,432.32	29,855,526.41		0.00	29,855,526.41	137,154,958.73	27.153%
Total equities	0.00	137,154,958.73	107,299,432.32	29,855,526.41		0.00	29,855,526.41	137,154,958.73	27.153%
Fixed Income									
Funds - government bond									
United States - USD	210,918.71	64,615,975.57	70,619,768.09	- 6,003,792.52		0.00	- 6,003,792.52	64,826,894.28	12.834%
Total funds - government bond	210,918.71	64,615,975.57	70,619,768.09	- 6,003,792.52		0.00	- 6,003,792.52	64,826,894.28	12.834%
Funds - government agencies									
Emerging Markets Region - USD	108,021.51	19,175,921.19	17,948,443.15	1,227,478.04		0.00	1,227,478.04	19,283,942.70	3.818%
Total funds - government agencies	108,021.51	19,175,921.19	17,948,443.15	1,227,478.04		0.00	1,227,478.04	19,283,942.70	3.818%
Funds - corporate bond									
United States - USD	539,165.81	114,015,209.04	110,973,347.85	3,041,861.19		0.00	3,041,861.19	114,554,374.85	22.678%
Total funds - corporate bond	539,165.81	114,015,209.04	110,973,347.85	3,041,861.19		0.00	3,041,861.19	114,554,374.85	22.678%
Funds - fixed income etf									
United States - USD	0.00	25,753,916.00	31,947,247.40	- 6,193,331.40		0.00	- 6,193,331.40	25,753,916.00	5.099%
Total funds - fixed income etf	0.00	25,753,916.00	31,947,247.40	- 6,193,331.40		0.00	- 6,193,331.40	25,753,916.00	5.099%
Total fixed income	858,106.03	223,561,021.80	231,488,806.49	- 7,927,784.69		0.00	- 7,927,784.69	224,419,127.83	44.428%

Portfolio Statement
31 DEC 2024

◆ Asset Summary

Country	Accrued income/expense	Market value	Cost	Market	Unrealized gain/loss	Translation	Total	Market value incl. accruals	%
Real Estate									
Real estate									
Global Region - USD	0.00	6,219,951.00	4,475,946.36	1,744,004.64		0.00	1,744,004.64	6,219,951.00	1.231%
United States - USD	0.00	26,976,535.38	18,596,829.10	8,379,706.28		0.00	8,379,706.28	26,976,535.38	5.341%
Total real estate	0.00	33,196,486.38	23,072,775.46	10,123,710.92		0.00	10,123,710.92	33,196,486.38	6.572%
Total real estate	0.00	33,196,486.38	23,072,775.46	10,123,710.92		0.00	10,123,710.92	33,196,486.38	6.572%
Venture Capital and Partnerships									
Partnerships									
Asia Region - USD	0.00	4,755,826.00	4,575,000.00	180,826.00		0.00	180,826.00	4,755,826.00	0.942%
Global Region - USD	0.00	10,998,052.00	7,988,346.73	3,009,705.27		0.00	3,009,705.27	10,998,052.00	2.177%
North America Region - USD	0.00	5,710,185.00	5,188,324.00	521,861.00		0.00	521,861.00	5,710,185.00	1.130%
United States - USD	0.00	49,700,147.00	32,060,948.51	17,639,198.49		0.00	17,639,198.49	49,700,147.00	9.839%
Total partnerships	0.00	71,164,210.00	49,812,619.24	21,351,590.76		0.00	21,351,590.76	71,164,210.00	14.088%
Total venture capital and partnerships	0.00	71,164,210.00	49,812,619.24	21,351,590.76		0.00	21,351,590.76	71,164,210.00	14.088%
Hedge Fund									
Hedge equity									
Global Region - USD	0.00	6,900,952.78	3,500,000.00	3,400,952.78		0.00	3,400,952.78	6,900,952.78	1.366%
International Region - USD	0.00	7,060,995.17	5,500,000.00	1,560,995.17		0.00	1,560,995.17	7,060,995.17	1.398%
United States - USD	0.00	15,274,512.00	9,218,597.76	6,055,914.24		0.00	6,055,914.24	15,274,512.00	3.024%
Total hedge equity	0.00	29,236,459.95	18,218,597.76	11,017,862.19		0.00	11,017,862.19	29,236,459.95	5.788%
Hedge fund of funds									
Global Region - USD	0.00	5,437,965.22	3,508,212.86	1,929,752.36		0.00	1,929,752.36	5,437,965.22	1.077%
Total hedge fund of funds	0.00	5,437,965.22	3,508,212.86	1,929,752.36		0.00	1,929,752.36	5,437,965.22	1.077%
Total hedge fund	0.00	34,674,425.17	21,726,810.62	12,947,614.55		0.00	12,947,614.55	34,674,425.17	6.865%

Portfolio Statement

31 DEC 2024

◆ Asset Summary

Country	Accrued income/expense	Market value	Cost	Market	Unrealized gain/loss	Translation	Total	Market value incl. accruals	%
Cash and Cash Equivalents									
Currency									
Currency	0.00	230.91	230.91	0.00		0.00	0.00	230.91	0.000%
Total currency	0.00	230.91	230.91	0.00		0.00	0.00	230.91	0.000%
Funds - short term investment									
United States - USD	21,197.77	5,352,091.66	5,352,091.66	0.00		0.00	0.00	5,373,289.43	1.064%
Total funds - short term investment	21,197.77	5,352,091.66	5,352,091.66	0.00		0.00	0.00	5,373,289.43	1.064%
Total cash and cash equivalents	21,197.77	5,352,322.57	5,352,322.57	0.00		0.00	0.00	5,373,520.34	1.064%
Adjustments To Cash									
Pending trade purchases									
Pending trade purchases	0.00	- 858,106.03	- 858,106.03	0.00		0.00	0.00	-858,106.03	- 0.170%
Total pending trade purchases	0.00	- 858,106.03	- 858,106.03	0.00		0.00	0.00	-858,106.03	- 0.170%
Total adjustments to cash	0.00	- 858,106.03	- 858,106.03	0.00		0.00	0.00	-858,106.03	- 0.170%
Total Unrealized Gains							78,847,568.28		
Total Unrealized Losses							- 12,496,910.33		
Total	879,303.80	504,245,318.62	437,894,660.67	66,350,657.95		0.00	66,350,657.95	505,124,622.42	100.000%

Total Cost incl. Accruals 438,773,964.47

Portfolio Statement
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Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		
					Market	Translation	Total
Equities							
Funds - common stock							
Global Region - USD							
CF AXIOM EMERGING MARKETS TRUST CL 2 CUSIP: 1AP999C83							
1,696,187.55	11.2200000	0.00	19,031,224.31	17,195,845.05	1,835,379.26	0.00	1,835,379.26
Total USD		0.00	19,031,224.31	17,195,845.05	1,835,379.26	0.00	1,835,379.26
Total Global Region		0.00	19,031,224.31	17,195,845.05	1,835,379.26	0.00	1,835,379.26
United States - USD							
CF MFS INTERNATIONAL EQUITY FUND CL 6A CUSIP: 995184991							
1,391,359.30	18.5300000	0.00	25,781,887.83	24,746,812.66	1,035,075.17	0.00	1,035,075.17
MFO FIDELITY SALEM STREET TRUST LRG CP IDX INS CUSIP: 31635V679							
880,595.99	18.1400000	0.00	15,974,011.26	13,116,205.28	2,857,805.98	0.00	2,857,805.98
MFO VANGUARD INDEX FDS EXTD MKT PORTFOLIO INSTL SHS CUSIP: 922908884							
269,375.01	144.0700000	0.00	38,808,857.69	34,346,639.02	4,462,218.67	0.00	4,462,218.67
MFO VANGUARD INSTL INDEX FD SH BEN INT CUSIP: 922040100							
78,427.60	478.9000000	0.00	37,558,977.64	17,893,930.31	19,665,047.33	0.00	19,665,047.33

Portfolio Statement
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◆ Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
					Market	Translation	
Equities							
Funds - common stock							
Total USD		0.00	118,123,734.42	90,103,587.27	28,020,147.15	0.00	28,020,147.15
Total United States		0.00	118,123,734.42	90,103,587.27	28,020,147.15	0.00	28,020,147.15
Total Funds - Common Stock							
4,315,945.45		0.00	137,154,958.73	107,299,432.32	29,855,526.41	0.00	29,855,526.41
Total Equities							
4,315,945.45		0.00	137,154,958.73	107,299,432.32	29,855,526.41	0.00	29,855,526.41
Fixed Income							
Funds - government bond							
United States - USD							
MFO FIDELITY SALEM STR TR LONG-TERM	TREAS BD IDX FD INSTL PREM CL	CUSIP: 31635V232					
7,046,453.17	9.1700000	210,918.71	64,615,975.57	70,619,768.09	- 6,003,792.52	0.00	- 6,003,792.52
Total USD		210,918.71	64,615,975.57	70,619,768.09	- 6,003,792.52	0.00	- 6,003,792.52

Portfolio Statement

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◆ Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
					Market	Translation	
Fixed Income							
Funds - government bond							
Total United States		210,918.71	64,615,975.57	70,619,768.09	- 6,003,792.52	0.00	- 6,003,792.52
Total Funds - Government Bond							
7,046,453.17		210,918.71	64,615,975.57	70,619,768.09	- 6,003,792.52	0.00	- 6,003,792.52
Funds - government agencies							
Emerging Markets Region - USD							
MFO PRUDENTIAL WORLD FUND INC PGIM	EMERGING MKTS DEBT HARD	CUSIP: 743969453					
2,803,497.25	6.8400000	108,021.51	19,175,921.19	17,948,443.15	1,227,478.04	0.00	1,227,478.04
Total USD							
		108,021.51	19,175,921.19	17,948,443.15	1,227,478.04	0.00	1,227,478.04
Total Emerging Markets Region							
		108,021.51	19,175,921.19	17,948,443.15	1,227,478.04	0.00	1,227,478.04
Total Funds - Government Agencies							
2,803,497.25		108,021.51	19,175,921.19	17,948,443.15	1,227,478.04	0.00	1,227,478.04

Portfolio Statement

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◆ Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
					Market	Translation	
Fixed Income							
Funds - corporate bond							
United States - USD							
MFO ARTISAN PARTNRS FD HGH INCM INSTL CUSIP: 04314H568							
2,114,789.80	9.1000000	113,638.66	19,244,587.18	17,968,587.50	1,275,999.68	0.00	1,275,999.68
MFO PIMCO FUNDS LONG TERM CREDIT BOND FUND CLASS INSTL CUSIP: 72201P647							
5,767,185.52	8.6800000	236,562.45	50,059,170.31	49,189,553.82	869,616.49	0.00	869,616.49
MFO VANGUARD FXD INC LONG TERM CORP ADMIRAL SH CUSIP: 922031778							
5,937,775.77	7.5300000	188,964.70	44,711,451.55	43,815,206.53	896,245.02	0.00	896,245.02
Issue Date: 2 Sep 08							
Total USD		539,165.81	114,015,209.04	110,973,347.85	3,041,861.19	0.00	3,041,861.19
Total United States		539,165.81	114,015,209.04	110,973,347.85	3,041,861.19	0.00	3,041,861.19
Total Funds - Corporate Bond							
13,819,751.09		539,165.81	114,015,209.04	110,973,347.85	3,041,861.19	0.00	3,041,861.19

Portfolio Statement

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◆ Asset Detail - Base Currency

Description/Asset ID	Investment Mgr ID	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		
Shares/PAR value						Market	Translation	Total
<i>Fixed Income</i>								
Funds - fixed income etf								
United States - USD								
MFC VANGUARD WORLD FD EXTENDED DURATION TREAS ETF SHS CUSIP: 921910709								
380,300.00		67.7200000	0.00	25,753,916.00	31,947,247.40	- 6,193,331.40	0.00	- 6,193,331.40
Total USD			0.00	25,753,916.00	31,947,247.40	- 6,193,331.40	0.00	- 6,193,331.40
Total United States			0.00	25,753,916.00	31,947,247.40	- 6,193,331.40	0.00	- 6,193,331.40
Total Funds - Fixed Income ETF								
380,300.00			0.00	25,753,916.00	31,947,247.40	- 6,193,331.40	0.00	- 6,193,331.40
Total Fixed Income								
24,050,001.51			858,106.03	223,561,021.80	231,488,806.49	- 7,927,784.69	0.00	- 7,927,784.69
<i>Real Estate</i>								
Real estate								
Global Region - USD								
BROOKFIELD STRATEGIC REAL ESTATE PARTNERS II CUSIP: 994SHY997								
995,242.39		1,530,212.0000000	0.00	1,530,212.00	995,242.39	534,969.61	0.00	534,969.61

Portfolio Statement

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◆ Asset Detail - Base Currency

Description/Asset ID		Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss						
Investment Mgr ID	Shares/PAR value					Market	Translation	Total				
Real Estate												
Real estate												
BROOKFIELD STRATEGIC REAL ESTATE PARTNERS III LP		CUSIP: 994SHZ994										
3,480,703.97	4,689,739.00000000	0.00	4,689,739.00	3,480,703.97	1,209,035.03	0.00	1,209,035.03					
Total USD		0.00	6,219,951.00	4,475,946.36	1,744,004.64	0.00	1,744,004.64					
Total Global Region		0.00	6,219,951.00	4,475,946.36	1,744,004.64	0.00	1,744,004.64					
United States - USD												
BLUE VISTA REAL ESTATE PARTNERS IV LP		CUSIP: 994SHX999										
189,790.19	324,209.00000000	0.00	324,209.00	189,790.19	134,418.81	0.00	134,418.81					
CF ASB ALLEGIANCE REAL ESTATE FUND		CUSIP: 000791335										
3,167.94	1,407.1947000	0.00	4,457,908.38	4,462,577.37	- 4,668.99	0.00	- 4,668.99					
DALFEN LAST MILE INDUSTRIAL FUND IV LP		CUSIP: 994SJB995										
1,959,564.59	3,328,248.00000000	0.00	3,328,248.00	1,959,564.59	1,368,683.41	0.00	1,368,683.41					
DALFEN LAST MILE INDUSTRIAL FUND V LP		CUSIP: 994SJC993										
1,739,920.72	1,789,622.00000000	0.00	1,789,622.00	1,739,920.72	49,701.28	0.00	49,701.28					
* Market Value based on prices received from an external manager or other client-directed pricing source												

Portfolio Statement

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◆ Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		
					Market	Translation	Total
Real Estate							
Real estate							
IPI PARTNERS III-A LP CUSIP: 994W18992							
2,098,734.00	2,713,436.00000000	0.00	2,713,436.00	2,098,734.00	614,702.00	0.00	614,702.00
KAYNE ANDERSON REAL ESTATE PARTNERS VI, LP CUSIP: 994SJE999							
1,698,584.94	1,970,235.00000000	0.00	1,970,235.00	1,698,584.94	271,650.06	0.00	271,650.06
Sentinel Real Estate Fund, LP CUSIP: 994SJM991							
4,946,420.68	9,992,219.00000000	0.00	9,992,219.00	4,946,420.68	5,045,798.32	0.00	5,045,798.32
* Market Value based on prices received from an external manager or other client-directed pricing source							
Siguler Guff Distressed Real Estate Opportunities Fund II (E), LP CUSIP: 994SJN999							
1,501,236.61	2,400,658.00000000	0.00	2,400,658.00	1,501,236.61	899,421.39	0.00	899,421.39
Total USD							
		0.00	26,976,535.38	18,596,829.10	8,379,706.28	0.00	8,379,706.28
Total United States							
		0.00	26,976,535.38	18,596,829.10	8,379,706.28	0.00	8,379,706.28
Total Real Estate							
18,613,366.03		0.00	33,196,486.38	23,072,775.46	10,123,710.92	0.00	10,123,710.92

Portfolio Statement

31 DEC 2024

◆ Asset Detail - Base Currency

Description/Asset ID	Investment Mgr ID	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
Shares/PAR value						Market	Translation	
<i>Real Estate</i>								
Real estate								
Total Real Estate								
18,613,366.03			0.00	33,196,486.38	23,072,775.46	10,123,710.92	0.00	10,123,710.92
<i>Venture Capital and Partnerships</i>								
Partnerships								
Asia Region - USD								
AXIOM ASIA 6, L.P CUSIP: 994SHV993								
4,575,000.00	4,755,826.00000000		0.00	4,755,826.00	4,575,000.00	180,826.00	0.00	180,826.00
Total USD								
			0.00	4,755,826.00	4,575,000.00	180,826.00	0.00	180,826.00
Total Asia Region								
			0.00	4,755,826.00	4,575,000.00	180,826.00	0.00	180,826.00
Global Region - USD								
AAP TAX-EXEMPT INVESTORS V (ERISA), L.P CUSIP: 994SZA999								
4,853,131.52	6,242,680.00000000		0.00	6,242,680.00	4,853,131.52	1,389,548.48	0.00	1,389,548.48
APOLLO INVESTMENT FUND IX, L.P. CUSIP: 994SHU995								
3,135,215.21	4,755,372.00000000		0.00	4,755,372.00	3,135,215.21	1,620,156.79	0.00	1,620,156.79

Portfolio Statement

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◆ Asset Detail - Base Currency

					Unrealized gain/loss	
Description/Asset ID	Investment Mgr ID	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	
Shares/PAR value					Market	Translation
					Total	

Venture Capital and Partnerships

Partnerships

Total USD	0.00	10,998,052.00	7,988,346.73	3,009,705.27	0.00	3,009,705.27
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Total Global Region	0.00	10,998,052.00	7,988,346.73	3,009,705.27	0.00	3,009,705.27
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North America Region - USD

BAIN CAPITAL FUND XIII, LP CUSIP: 994SHW991						
5,188,324.00	5,710,185.00000000	0.00	5,710,185.00	5,188,324.00	521,861.00	0.00

Total USD	0.00	5,710,185.00	5,188,324.00	521,861.00	0.00	521,861.00
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Total North America Region	0.00	5,710,185.00	5,188,324.00	521,861.00	0.00	521,861.00
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United States - USD

AEA Investors SBF V LP CUSIP: 995555992						
1,504,257.00	1,629,691.00000000	0.00	1,629,691.00	1,504,257.00	125,434.00	0.00
* Market Value based on prices received from an external manager or other client-directed pricing source						

ARES US REAL ESTATE OPPORTUNITY PARALLELFUND IV-A, L.P. CUSIP: 995HE0997						
496,943.00	496,943.00000000	0.00	496,943.00	496,943.00	0.00	0.00

Portfolio Statement
31 DEC 2024

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
					Market	Translation	
Venture Capital and Partnerships							
Partnerships							
ASIA ALTERNATIVES DELAWARE V (ERISA) LP CUSIP: 994SZB997							
277,541.48	460,004.00000000	0.00	460,004.00	277,541.48	182,462.52	0.00	182,462.52
* Market Value based on prices received from an external manager or other client-directed pricing source							
CCMP CAPITAL INVESTORS III CUSIP: 994SJA997							
318,470.42	23,353.00000000	0.00	23,353.00	318,470.42	- 295,117.42	0.00	- 295,117.42
LANDMARK EQUITY PARTNERS XV LP CUSIP: 994SJF996							
1,243,425.69	2,191,644.00000000	0.00	2,191,644.00	1,243,425.69	948,218.31	0.00	948,218.31
MARLIN EQUITY V-A, LP CUSIP: 994SJG994							
4,609,986.79	7,754,347.00000000	0.00	7,754,347.00	4,609,986.79	3,144,360.21	0.00	3,144,360.21
MONOMOY CAPITAL PARTNERS AIV III, LP CUSIP: 994SJH992							
1,304,976.18	5,022,808.00000000	0.00	5,022,808.00	1,304,976.18	3,717,831.82	0.00	3,717,831.82
Newbury Equity Partners III (Cayman) L.P. CUSIP: 994SJJ998							
3,482,384.30	4,475,289.00000000	0.00	4,475,289.00	3,482,384.30	992,904.70	0.00	992,904.70
PFINGSTEN PARTNERS FUND V LP CUSIP: 994SJK995							
2,445,227.06	7,594,953.00000000	0.00	7,594,953.00	2,445,227.06	5,149,725.94	0.00	5,149,725.94
* Market Value based on prices received from an external manager or other client-directed pricing source							

Portfolio Statement
31 DEC 2024

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
					Market	Translation	
<i>Venture Capital and Partnerships</i>							
Partnerships							
Thoma Bravo Fund XIV-A, L.P. CUSIP: 994SJQ992							
6,774,482.00	8,204,251.00000000	0.00	8,204,251.00	6,774,482.00	1,429,769.00	0.00	1,429,769.00
TCV VIII (A) LP CUSIP: 994SJP994							
3,871,809.59	4,669,766.00000000	0.00	4,669,766.00	3,871,809.59	797,956.41	0.00	797,956.41
THOMA BRAVO FUND XV-A, L.P. CUSIP: 994SJR990							
5,731,445.00	7,177,098.00000000	0.00	7,177,098.00	5,731,445.00	1,445,653.00	0.00	1,445,653.00
Total USD							
		0.00	49,700,147.00	32,060,948.51	17,639,198.49	0.00	17,639,198.49
Total United States							
		0.00	49,700,147.00	32,060,948.51	17,639,198.49	0.00	17,639,198.49
Total Partnerships							
49,812,619.24		0.00	71,164,210.00	49,812,619.24	21,351,590.76	0.00	21,351,590.76
Total Venture Capital and Partnerships							
49,812,619.24		0.00	71,164,210.00	49,812,619.24	21,351,590.76	0.00	21,351,590.76

Portfolio Statement

31 DEC 2024

◆ Asset Detail - Base Currency

Description/Asset ID	Investment Mgr ID	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
Shares/PAR value						Market	Translation	
Hedge Fund								
Hedge equity								
Global Region - USD								
CF CEVIAN CAPITAL II LTD AUSD2 2019 JUL CUSIP: DH999BH42								
42,890.50	160.8970000	0.00	6,900,952.78	3,500,000.00	3,400,952.78	0.00	3,400,952.78	
Total USD								
		0.00	6,900,952.78	3,500,000.00	3,400,952.78	0.00	3,400,952.78	
Total Global Region								
		0.00	6,900,952.78	3,500,000.00	3,400,952.78	0.00	3,400,952.78	
International Region - USD								
CF HG VORA SPECIAL OPPORTUNITIES FUND, LTD CL A ,SUB CLASS 1-ILG-INITIAL CUSIP: 66599B111								
1,604.57	4,400.5529000	0.00	7,060,995.17	5,500,000.00	1,560,995.17	0.00	1,560,995.17	
Total USD								
		0.00	7,060,995.17	5,500,000.00	1,560,995.17	0.00	1,560,995.17	
Total International Region								
		0.00	7,060,995.17	5,500,000.00	1,560,995.17	0.00	1,560,995.17	
United States - USD								
EAGLE POINT CREDIT NON-US LP CUSIP: 994SJD991								
4,766,883.51	8,343,975.0000000	0.00	8,343,975.00	4,766,883.51	3,577,091.49	0.00	3,577,091.49	

Portfolio Statement

31 DEC 2024

◆ Asset Detail - Base Currency

Description/Asset ID		Unrealized gain/loss					
Investment Mgr ID	Exchange rate/	Accrued					
Shares/PAR value	Local market price	income/expense	Market value	Cost	Market	Translation	Total
Hedge Fund							
Hedge equity							
RENAISSANCE INSTITUTIONAL EQUITIES FUND LLC (SERIES B) CUSIP: 994SJL993							
4,451,714.25	6,930,537.00000000	0.00	6,930,537.00	4,451,714.25	2,478,822.75	0.00	2,478,822.75
Total USD							
		0.00	15,274,512.00	9,218,597.76	6,055,914.24	0.00	6,055,914.24
Total United States							
		0.00	15,274,512.00	9,218,597.76	6,055,914.24	0.00	6,055,914.24
Total Hedge Equity							
9,263,092.83		0.00	29,236,459.95	18,218,597.76	11,017,862.19	0.00	11,017,862.19
Hedge fund of funds							
Global Region - USD							
CF GRAHAM GLOBAL INVESTMENT FUND II SPC LTD. CUSIP: 990574154							
7,872.21	690.7800000	0.00	5,437,965.22	3,508,212.86	1,929,752.36	0.00	1,929,752.36
Total USD							
		0.00	5,437,965.22	3,508,212.86	1,929,752.36	0.00	1,929,752.36
Total Global Region							
		0.00	5,437,965.22	3,508,212.86	1,929,752.36	0.00	1,929,752.36

Portfolio Statement

31 DEC 2024

◆ Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
					Market	Translation	
Hedge Fund							
Hedge fund of funds							
Total Hedge Fund of Funds							
7,872.21		0.00	5,437,965.22	3,508,212.86	1,929,752.36	0.00	1,929,752.36
Total Hedge Fund							
9,270,965.04		0.00	34,674,425.17	21,726,810.62	12,947,614.55	0.00	12,947,614.55
Cash and Cash Equivalents							
Currency							
USD - United States dollar	1.0000000	0.00	230.91	230.91	0.00	0.00	0.00
Total currency - all currencies							
		0.00	230.91	230.91	0.00	0.00	0.00
Total currency - all countries							
		0.00	230.91	230.91	0.00	0.00	0.00
Total Currency							
0.00		0.00	230.91	230.91	0.00	0.00	0.00

Portfolio Statement

31 DEC 2024

◆ Asset Detail - Base Currency

Description/Asset ID		Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
Investment Mgr ID	Shares/PAR value					Market	Translation	
Cash and Cash Equivalents								
Funds - short term investment								
United States - USD								
CF BLACKROCK LIQ FDS FEDFUND-IN CUSIP: 8EN999GS2								
	516.77	1.0000000	0.00	516.77	516.77	0.00	0.00	0.00
NT COLLECTIVE SHORT TERM INVT FD CUSIP: 66586U452								
V1034911301	5,351,574.89	1.0000000	21,197.77	5,351,574.89	5,351,574.89	0.00	0.00	0.00
Total USD								
			21,197.77	5,352,091.66	5,352,091.66	0.00	0.00	0.00
Total United States								
			21,197.77	5,352,091.66	5,352,091.66	0.00	0.00	0.00
Total Funds - Short Term Investment								
	5,352,091.66		21,197.77	5,352,091.66	5,352,091.66	0.00	0.00	0.00
Total Cash and Cash Equivalents								
	5,352,091.66		21,197.77	5,352,322.57	5,352,322.57	0.00	0.00	0.00

Portfolio Statement
31 DEC 2024

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss		Total
					Market	Translation	
<i>Adjustments To Cash</i>							
Pending trade purchases							
USD - United States dollar	1.0000000	0.00	- 858,106.03	- 858,106.03	0.00	0.00	0.00
Total pending trade purchases - all currencies		0.00	- 858,106.03	- 858,106.03	0.00	0.00	0.00
Total pending trade purchases - all countries		0.00	- 858,106.03	- 858,106.03	0.00	0.00	0.00
Total Pending trade purchases							
	0.00	0.00	- 858,106.03	- 858,106.03	0.00	0.00	0.00
Total Adjustments To Cash							
	0.00	0.00	- 858,106.03	- 858,106.03	0.00	0.00	0.00
Total	111,414,988.93	879,303.80	504,245,318.62	437,894,660.67	66,350,657.95	0.00	66,350,657.95

++ Informational Only Asset - an asset that is not held in the account but that is included in Northern Trust's reports at the client's request solely as a matter of convenience to the client. Custodial and other responsibilities for this asset rest solely with the client or another custodian. Northern Trust has no custodial or other responsibilities for this asset, and the asset is not an asset of any Northern Trust account for purposes of the applicable account agreement.

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

HAWORTH PENSION PLAN

December 31, 2024

EIN 38-2101981

PN 001

(a) Identity of Party Involved	(b) Description of Asset (Including Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
A single transaction (Category (i)) that amounts to more than 5% of the beginning value of plan assets (net of Interest in Master Trust):						
BlackRock	BLF FedFund Cash Reserve 2328279 shares	\$ -	\$ 2,328,279	\$ 2,328,279	\$ 2,328,279	\$ -
	BLF FedFund Cash Reserve 2332413 shares	2,332,413	-	2,332,413	2,332,413	-
	BLF FedFund Cash Reserve 2334790 shares	-	2,334,790	2,334,790	2,334,790	-
	BLF FedFund Cash Reserve 2404321 shares	2,404,321	-	2,404,321	2,404,321	-
	BLF FedFund Cash Reserve 2407670 shares	-	2,407,670	2,407,670	2,407,670	-
	BLF FedFund Cash Reserve 2394406 shares	2,394,406	-	2,394,406	2,394,406	-
	BLF FedFund Cash Reserve 2387991 shares	-	2,387,991	2,387,991	2,387,991	-
	BLF FedFund Cash Reserve 2406094 shares	2,406,094	-	2,406,094	2,406,094	-
	BLF FedFund Cash Reserve 2410925 shares	-	2,410,925	2,410,925	2,410,925	-
	BLF FedFund Cash Reserve 2398552 shares	2,398,552	-	2,398,552	2,398,552	-
	BLF FedFund Cash Reserve 2400601 shares	-	2,400,601	2,400,601	2,400,601	-
	BLF FedFund Cash Reserve 2399923 shares	2,399,923	-	2,399,923	2,399,923	-
	BLF FedFund Cash Reserve 2402244 shares	-	2,402,244	2,402,244	2,402,244	-

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (Continued)

HAWORTH PENSION PLAN

December 31, 2024

EIN 38-2101981

PN 001

(a) Identity of Party Involved	(b) Description of Asset (Including Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
BlackRock	BLF FedFund Cash Reserve 2456989 shares	\$ 2,456,989	\$ -	\$ 2,456,989	\$ 2,456,989	\$ -
	BLF FedFund Cash Reserve 2463356 shares	-	2,463,356	2,463,356	2,463,356	-
	BLF FedFund Cash Reserve 2463004 shares	2,463,004	-	2,463,004	2,463,004	-
	BLF FedFund Cash Reserve 2471017 shares	-	2,471,017	2,471,017	2,471,017	-
	BLF FedFund Cash Reserve 2516330 shares	2,516,330	-	2,516,330	2,516,330	-
	BLF FedFund Cash Reserve 2516615 shares	-	2,516,615	2,516,615	2,516,615	-
	BLF FedFund Cash Reserve 2509149 shares	2,509,149	-	2,509,149	2,509,149	-
	BLF FedFund Cash Reserve 2509529 shares	-	2,509,529	2,509,529	2,509,529	-
	BLF FedFund Cash Reserve 2527992 shares	2,527,992	-	2,527,992	2,527,992	-
	BLF FedFund Cash Reserve 2540222 shares	-	2,540,222	2,540,222	2,540,222	-
	BLF FedFund Cash Reserve 2522849 shares	2,522,849	-	2,522,849	2,522,849	-

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (Continued)

HAWORTH PENSION PLAN

December 31, 2024

EIN 38-2101981

PN 001

(a) Identity of Party Involved	(b) Description of Asset (Including Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
A Series of transactions (Category (iii)) that amount to more than 5% of the beginning value of plan assets (net of Interest in Master Trust):						
BlackRock	BLF FedFund Cash Reserve					
	74 Purchases	\$ 29,411,978	\$ -	\$ 29,411,978	\$ 29,411,978	\$ -
	31 Sales	-	29,207,405	29,207,405	29,207,405	-
There were no reportable transactions under categories (ii) or (iv).						

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

HAWORTH HOURLY PENSION PLAN

December 31, 2024

EIN 38-2101981

PN 002

(a) Identity of Party Involved	(b) Description of Asset (Including Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
A single transaction (Category (i)) that amounts to more than 5% of the beginning value of plan assets (net of Interest in Master Trust):						
BlackRock	BLF FedFund Cash Reserve					
	10445 shares	\$ -	\$ 10,445	\$ 10,445	\$ 10,445	\$ -
	BLF FedFund Cash Reserve					
	9838 shares	9,838	-	9,838	9,838	-
	BLF FedFund Cash Reserve					
	9625 shares	-	9,625	9,625	9,625	-
	BLF FedFund Cash Reserve					
	9165 shares	9,165	-	9,165	9,165	-
	BLF FedFund Cash Reserve					
	9435 shares	-	9,435	9,435	9,435	-
	BLF FedFund Cash Reserve					
	9862 shares	9,862	-	9,862	9,862	-
	BLF FedFund Cash Reserve					
	9625 shares	-	9,625	9,625	9,625	-
BlackRock	BLF FedFund Cash Reserve					
	27413 shares	27,413	-	27,413	27,413	-
	BLF FedFund Cash Reserve					
	27483 shares	-	27,483	27,483	27,483	-
	BLF FedFund Cash Reserve					
	32234 shares	32,234	-	32,234	32,234	-
	BLF FedFund Cash Reserve					
	32096 shares	-	32,096	32,096	32,096	-
BlackRock	BLF FedFund Cash Reserve					
	4386 shares	4,386	-	4,386	4,386	-

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (Continued)

HAWORTH HOURLY PENSION PLAN

December 31, 2024

EIN 38-2101981

PN 002

(a) Identity of Party Involved	(b) Description of Asset (Including Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
BlackRock	BLF FedFund Cash Reserve 4848 shares	\$ -	\$ 4,848	\$ 4,848	\$ 4,848	\$ -
	BLF FedFund Cash Reserve 29625 shares	29,625	-	29,625	29,625	-
	BLF FedFund Cash Reserve 25063 shares	-	25,063	25,063	25,063	-
	BLF FedFund Cash Reserve 5207 shares	5,207	-	5,207	5,207	-
	BLF FedFund Cash Reserve 9783 shares	-	9,783	9,783	9,783	-
	BLF FedFund Cash Reserve 10325 shares	10,325	-	10,325	10,325	-
	BLF FedFund Cash Reserve 10304 shares	-	10,304	10,304	10,304	-
	BLF FedFund Cash Reserve 16845 shares	16,845	-	16,845	16,845	-
	BLF FedFund Cash Reserve 16663 shares	-	16,663	16,663	16,663	-
	BLF FedFund Cash Reserve 15384 shares	15,384	-	15,384	15,384	-
	BLF FedFund Cash Reserve 15407 shares	-	15,407	15,407	15,407	-
	BLF FedFund Cash Reserve 21226 shares	21,226	-	21,226	21,226	-

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (Continued)**HAWORTH HOURLY PENSION PLAN**

December 31, 2024

EIN 38-2101981

PN 002

(a) Identity of Party Involved	(b) Description of Asset (Including Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
BlackRock	BLF FedFund Cash Reserve 21248 shares	\$ -	\$ 21,248	\$ 21,248	\$ 21,248	\$ -
	BLF FedFund Cash Reserve 9503 shares	9,503	-	9,503	9,503	-
A Series of transactions (Category (iii)) that amount to more than 5% of the beginning value of plan assets (net of Interest in Master Trust):						
BlackRock	BLF FedFund Cash Reserve 34 Purchases	\$ 202,119	\$ -	\$ 202,119	\$ 202,119	\$ -
	20 Sales	-	202,900	202,900	202,900	-

There were no reportable transactions under categories (ii) or (iv).

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

January 1, 1958; as amended to date

Covered employees

All members employed on a salaried basis excluding members of a collective bargaining unit, leased or temporary employees, interns, employees in the alternate member pool, or non-resident aliens receiving no earned income from within the United States. Effective January 1, 1996, salaried members of the Office Group America, Inc. and its subsidiaries, United Chair Company, Inc. and Anderson Hickey Company are included in the Plan. Effective January 1, 1997, salaried members of Globe Business Furniture are included in the Plan. Effective January 1, 1998, West Michigan hourly members are included in the Plan. Effective January 1, 1999, Big Rapids and Ludington hourly and salaried members are included in the Plan. Effective January 1, 2005, SMED members are included in the Plan.

All members who are participants as of December 31, 1995 shall continue to be participants. Thereafter, a member becomes a participant on the January 1 or July 1 following completion of a Year of Eligibility Service. A Year of Eligibility Service means completion of at least 1,000 Hours of Service in the 12-month period beginning on the date of hire or each anniversary of that date.

Participation date

Employees hired on or after January 1, 2010 shall not become a participant in this plan.

Definitions

Vesting service

A member will receive a Year of Vesting Service for each Plan Year in which the member completes at least 1,000 Hours of Service.

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit service

A participant will earn Benefit Service after January 1, 1998 (January 1, 1999 for Big Rapids and Ludington participants) in accordance with the following table:

Hours of Service	Fractional Years of Credited Service
1,801 hours or more	1.0
1,601 hours, but less than 1,801	0.9
1,401 hours, but less than 1,601	0.8
1,201 hours, but less than 1,401	0.7
1,001 hours, but less than 1,201	0.6
901 hours, but less than 1,001	0.5
Less than 901	0.0

Benefit Service will be the sum of this amount and Benefit Service as of December 31, 1997.

Compensation

A member's W-2 earnings, excluding fringe benefits, reimbursements or other expense allowances, moving expenses, deferred compensation in the year of deferral, benefits under any stock appreciation plan, and welfare benefits not to exceed the annual compensation limit as defined in IRC Section 401(a)(17) and the Plan document. If a member has at least 901 Hours of Service during a Plan Year but less than 2,080 Hours of Service, the member's Compensation for the Plan Year shall be determined by multiplying the member's Compensation by a fraction, not less than one, the numerator of which is 2,080 and the denominator of which is the number of the member's Hours of Service during the Plan Year. Only amounts that are not based on discretion, production levels, or other formulas shall be included in the annualizing calculation.

Normal retirement date (NRD)

Age 65.

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Accrued benefit

"Accrued Benefit" means a monthly pension benefit, payable as a Single Life Annuity, beginning on the first day of the month following the Participant's Normal Retirement Date. The monthly amount shall be the greater of (A), (B), or (C) below reduced by the amount of the profit-sharing offset, if applicable.

- (A) Excess Formula. For each Participant, the monthly amount shall be the greater of (I) or (II) below.
 - (I) Formula with Accrued Benefit. The sum of (a) and (b) below.
 - (a) Formula/Service After December 31, 1997. 1.15% of the Participant's Average Monthly Compensation, plus .55% of the Participant's Average Monthly Compensation in excess of the Participant's Covered Compensation; such total multiplied by the number of the Participant's Years of Benefit Service earned after December 31, 1997 (including any fractional part of a year); plus
 - (b) Frozen Benefit. The amount the Participant would have received, under the terms of the Prior Plan in effect on December 31, 1997, determined as if the Participant's employment terminated on December 31, 1997.
 - (II) Formula With All Service. 1.15% of the Participant's Average Monthly Compensation, plus .55% of the Participant's Average Monthly Compensation in excess of the Participant's Covered Compensation; such total multiplied by the number of the Participant's Years of Benefit Service (including any fractional part of a year).
- (B) Minimum/Salaried Haworth Formula. For each Employee who is actively employed by Haworth on a salaried basis on July 31, 1997, and who is credited with at least 50.00 points on January 1, 1998, the monthly amount shall be sum of (I) and (II) below.
 - (I) Formula. 2.25% of the Participant's unannualized Compensation while in Covered Employment for each Plan Year after December 31, 1997; plus

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- (II) Frozen Benefit. The amount the Participant would have received, under the terms of the Prior Plan in effect on December 31, 1997, determined as if the Participant's employment terminated on December 31, 1997.
- (III) Determination of Points. The number of points for an Employee shall be the sum of the Employee's age and years of service as of January 1, 1998, determined to the nearest hundredth on December 31, 1997, with the fractional age determined by dividing by 365.
- (C) Minimum/Salaried OGA Formula. For each Employee on the Effective Date who was previously a participant in the Office Furniture Pension Plan for Eligible Employees of Anderson Hickey Co. and United Chair Company, Inc. ("OGA Plan"), the monthly amount shall be the amount determined under (A)(II) above reduced by the monthly benefit payable to the Participant from the OGA Plan. For purposes of the preceding sentence, in determining the benefit under (A)(II) above, the Participant shall be credited with an additional Year of Benefit Service for each year of continuous employment prior to October 20, 1995, with Office Group America, Inc. or its subsidiaries, United Chair Company Inc. and Anderson Hickey Company.

In some instances, as set forth in the plan document, the accrued benefit will be reduced by the profit sharing offset.

Eligibility for Benefits

Normal retirement	Age 65
Early retirement	Age 55 and completion of 5 Years of Service
Postponed retirement	Beyond age 65
Vested termination	5 Years of Service
Disability	Termination due to disability prior to Normal Retirement Date

Plan Name:	Haworth Pension Plan
EIN / PN:	382101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death benefit

5 Years of Service and married

Benefits Paid Upon the Following Events

Normal retirement

Accrued benefit payable at the normal retirement date.

Early retirement

A monthly life income in the amount of the Participant's accrued benefit reduced according to the following table:

Age at which Payments Begin	Percentage Payable
64	93.33%
63	86.67%
62	80.00%
61	73.33%
60	66.67%
59	63.33%
58	60.00%
57	56.67%
56	53.33%
55	50.00%

Postponed retirement

A monthly life income which is the Participant's accrued benefit as of his late retirement date.

Vested termination

The monthly accrued benefit payable at age 65 based on benefit service and the benefit level in effect at the date of termination. A reduced benefit may commence at any date on or after attainment of age 55.

Disablement

Benefit Before Normal Retirement: In the event a participant's employment is terminated due to disability, the participant's vested percentage shall be 100%. The Participant will also continue to accrue a benefit for each year of disablement to employment termination based on the greater of his or her Compensation for the last full year prior to disablement or his or her salary at disablement annualized.

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death

If a participant was eligible for Early Retirement, the surviving spouse shall receive 50% of the benefit which would have been payable to the participant if he or she had retired under the early retirement provisions on the day before his or her date of death and elected immediate commencement of the benefit paid in the form of the 50% Qualified Joint and Survivor Annuity.

If a participant who is vested dies before eligibility for early retirement, his or her surviving spouse shall receive 50% of the benefit which should have been payable to the participant if he or she had terminated employment the day before his or her date of death, and elected commencement of the 50% Qualified Joint and Survivor Annuity at the earliest retirement date.

Other Plan Provisions

Forms of payment

Normal Form of Benefit: If the participant is married, a Qualified Joint and Survivor Annuity (QJSA) is payable to the participant for life and 50% of the participant's benefit is payable to the surviving spouse, if any, for life after the participant's death. If single, the benefit shall be paid as a single life annuity. The adjustment for the 50% QJSA is 92% if the participant and spouse are the same age.

Optional forms of retirement income in lieu of normal form: Life annuity with 5 or 10 years certain; joint annuitant option with 50%, 75% or 100% payable to joint annuitant at death of retiree; lump sum payments available for values under \$20,000.

Actuarial equivalence

8%, 1983 Group Annuity Mortality Table

Pension increases

None.

Plan participants' contributions

None.

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

2024 statutory limits

Maximum Benefits:

Benefit amounts for valuation purposes are limited in accordance with Section 415 of the Internal Revenue Code as provided in the Plan.

For the 2024 Plan Year, the maximum benefit payable is \$275,000.

Plan Compensation Limitations:

Maximum compensation for valuation purposes is limited in accordance with Section 401(a)(17) of the Internal Revenue Code as provided in the Plan. For the 2024 Plan Year, the maximum compensation is \$345,000.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining contributions.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

There have been no changes in the principal plan provisions since the prior valuation.

Substantive Commitment

None.

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS HELD AT END OF YEAR

See complete related attachment under the audited financial statements attachment package.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	3	0	0	9	0	0	0	0	0	12
40-44	0	0	3	1	27	4	1	0	0	0	36
45-49	0	1	2	2	34	30	23	4	0	0	96
50-54	0	1	0	1	24	32	49	22	0	0	129
55-59	0	1	1	4	24	23	41	43	57	3	197
60-64	0	0	2	3	24	21	25	24	47	30	176
65-69	0	0	0	0	8	2	7	2	5	4	28
70 & over	0	0	0	0	1	0	0	0	1	0	2
Total	0	6	8	11	151	112	146	95	110	37	676

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

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month January
- Interest rate basis 3-Segment Rates

Interest rates:	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.75%	4.37%
• Second segment rate	4.96%	4.96%
• Third segment rate	5.59%	4.95%
• Effective interest rate	5.18%	4.92%

Annual rates of increase

- Compensation 3.50%
- Future Social Security wage bases 3.50%
- Statutory limits on compensation 3.00%
- Assumed cost of living adjustments 0.00%

Demographic Assumptions

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

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

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Mortality

- **Healthy** Separate rates for non-annuitants (based on Pri-2012 “Employees” table without collar or amount adjustments and then projected forward with generational projection using adjusted Scale MP-2022 and annuitants (based on Pri-2012 “Healthy Annuitants” table (participants and beneficiaries combined) without collar or amount adjustments, projected forward with generational projection using adjusted Scale MP-2022. The rate of future mortality improvement at any age for any year beginning on or after the valuation date is capped at 0.78%.
- **Disabled** Same as for healthy participants.

Termination (per 100 employees)

Representative Termination Rates

Percentage leaving during the year		
Attained Age	Males	Females
20	8.00	8.00
25	8.00	8.00
30	7.00	7.00
35	7.00	7.00
40	6.00	6.00
45	5.00	5.00
50	5.00	5.00
55 and over	0.00	0.00

Disability None.

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

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

Non-Executives

Percentage retiring during the year		
Age	Males	Females
55	4.00	4.00
56	4.00	4.00
57	4.00	4.00
58	4.00	4.00
59	8.00	8.00
60	9.00	9.00
61	10.00	10.00
62	27.00	27.00
63	21.00	21.00
64	26.00	26.00
65	43.00	43.00
66-69	45.00	45.00
70	100.00	100.00

For Certain Executives

Percentage retiring during the year		
Age	Males	Females
55	4.00	4.00
56	4.00	4.00
57	4.00	4.00
58	4.00	4.00
59	8.00	8.00
60	9.00	9.00
61	10.00	10.00
62	50.00	50.00
63	100.00	100.00

One executive is assumed to not retire until age 70, at which age his rate of retirement equals 1.00. The average retirement age is 63.

Future Service

Active participants are assumed to work the same number of hours each year in the future as was worked in the prior plan year.

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit commencement date:	Lump sums are assumed to be payable immediately. Annuities are assumed to commence as follows:
• Preretirement death benefit	The later of the death of the active participant or the date the participant would have become eligible for early retirement.
• Deferred vested benefit	The later of age 64 or termination of employment.
• Retirement benefit	Upon termination of employment.
Form of payment	For lump sum values over \$20,000, participants are assumed to elect the normal form (life annuity for single participants and 40% of married participants and 50% joint and survivor annuity for 60% of married participants). For lump sums under \$20,000, the lump sum option is assumed to be elected. The lump sum value was calculated using the 2024 Optional Combined Mortality Table and the PPA 2024 January segment rates, limited by the rate corridors of MAP-21, as updated for the extension of corridors under ARPA.
Percent married and spouse age	For purposes of valuing the pre-retirement surviving spouse's benefit, 80% of eligible participants are assumed to be married and male spouses are assumed to be 2 years older than female spouses. Actual retiree spousal information was used.
Covered pay	Compensation assumed paid in the current year beginning on the valuation date is base pay plus assumed overtime plus target bonus for the valuation year.
Administrative expenses	The amount included this year for plan-related expenses is \$0.
At-risk assumptions	Not applicable.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Plan Name:	Haworth Pension Plan
EIN / PN:	38-2101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Methods

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

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2024. Information on assets, contributions and plan provisions were supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data was not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. The current plan administrator does not track beneficiary gender, thus the valuation assumes beneficiaries are the opposite gender as the participant.

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

Plan Name:	Haworth Pension Plan
EIN / PN:	38-2101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). Haworth does not pay these expenses from the trust.
Rates of increase in:	
• Compensation	Assumed compensation increases are based on a combination of assumed future (i) cost-of-living increases (CPI), (ii) productivity increases and (iii) promotional increases. CPI increases assumed are as described below. Productivity increases are consistent with the assumed real increases in NAW described below (i.e., increases in assumed NAW less increases in assumed CPI). Promotional increases were based on plan sponsor expectations.
• National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists.
• Increases in statutory limits (CPI)	The assumed CPI increases are based on forecasts prepared by economists.

Assumptions Rationale - Significant Demographic Assumptions

Healthy and Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2022, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Plan Name:	Haworth Pension Plan
EIN / PN:	38-2101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Retirement rates were based on an experience study conducted in 2022, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Benefit commencement date for deferred benefits:

- Preretirement death benefit
Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
- Deferred vested benefit
Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

Percent married

The assumed percentage married is based on the percentage married observed among recent retirees during the 2022 experience study.

Spouse age

The assumed age difference for spouses is based on the age difference observed among recent retirees during the 2022 experience study.

Sources of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Statement of Actuarial Assumptions/Methods, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated from an applicable month of January 2023 to January 2024.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430.

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2024	(20,095,464)	15.00000	(20,095,464)	(1,836,645)
Shortfall	01/01/2023	80,085,525	14.00000	76,523,258	7,334,289
Total				56,427,794	5,497,644

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Haworth International, LTD
EIN/PN	38-2101981/001
Plan Name	Haworth Pension Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Stacy Haizman
Enrollment Number	23-07384

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2024

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

Plan Name:	Haworth Pension Plan
EIN / PN:	382101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	1,035,770	2,064,961	27,666,336	30,767,067
2025	2,849,414	2,752,420	27,302,433	32,904,267
2026	4,357,327	3,380,902	26,902,900	34,641,129
2027	5,717,919	4,086,952	26,474,746	36,279,617
2028	6,878,621	4,733,298	26,002,317	37,614,236
2029	7,840,846	5,199,407	25,470,794	38,511,047
2030	8,662,270	5,554,282	24,892,897	39,109,449
2031	9,345,510	5,913,273	24,273,721	39,532,504
2032	9,897,473	6,292,987	23,609,914	39,800,374
2033	10,350,991	6,651,371	22,904,948	39,907,310
2034	10,730,476	6,873,927	22,157,567	39,761,970
2035	11,056,893	7,055,664	21,372,596	39,485,153
2036	11,326,668	7,211,916	20,543,682	39,082,266
2037	11,553,787	7,283,955	19,672,335	38,510,077
2038	11,787,696	7,344,331	18,760,639	37,892,666
2039	11,975,626	7,397,737	17,811,363	37,184,726
2040	12,065,893	7,375,710	16,828,075	36,269,678
2041	12,092,469	7,285,665	15,815,154	35,193,288
2042	12,072,606	7,167,622	14,777,822	34,018,050
2043	11,990,738	7,017,158	13,722,131	32,730,027
2044	11,822,132	6,850,494	12,655,045	31,327,671
2045	11,596,025	6,670,657	11,584,545	29,851,227
2046	11,334,384	6,463,200	10,519,570	28,317,154
2047	11,013,311	6,232,338	9,469,910	26,715,559
2048	10,644,470	5,965,118	8,446,030	25,055,618
2049	10,230,456	5,683,228	7,458,722	23,372,406
2050	9,783,223	5,396,963	6,518,561	21,698,747
2051	9,313,511	5,096,232	5,635,287	20,045,030
2052	8,817,810	4,775,143	4,817,180	18,410,133
2053	8,306,883	4,444,562	4,070,614	16,822,059
2054	7,773,496	4,110,695	3,399,674	15,283,865
2055	7,228,582	3,777,983	2,806,017	13,812,582
2056	6,682,739	3,450,100	2,288,944	12,421,783
2057	6,142,020	3,130,530	1,845,623	11,118,173
2058	5,612,016	2,822,431	1,471,498	9,905,945
2059	5,097,878	2,528,492	1,160,675	8,787,045
2060	4,604,086	2,250,900	906,385	7,761,371
2061	4,134,241	1,991,283	701,430	6,826,954
2062	3,691,017	1,750,721	538,587	5,980,325
2063	3,276,291	1,529,799	410,938	5,217,028
2064	2,891,152	1,328,609	312,105	4,531,866
2065	2,536,082	1,146,896	236,418	3,919,396
2066	2,210,965	984,055	178,995	3,374,015
2067	1,915,243	839,215	135,750	2,890,208

Plan Name: Haworth Pension Plan
 EIN / PN: 382101981/001
 Plan Sponsor: Haworth International, LTD
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

2068	1,648,075	711,337	103,362	2,462,774
2069	1,408,356	599,237	79,179	2,086,772
2070	1,194,798	501,661	61,125	1,757,584
2071	1,005,940	417,321	47,616	1,470,877
2072	840,214	344,930	37,452	1,222,596

Plan Name: Haworth Pension Plan
EIN / PN: 382101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210 - 0110 1210 - 0089 2024 This Form is Open to Public Inspection
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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 (Filers checking this box must provide participating employer information in accordance with the form instructions.)
B This return/report is:	☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here	▶ ☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description) _____
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here	▶ ☐

Part II	Basic Plan Information - enter all requested information
1a Name of plan HAWORTH PENSION PLAN	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 12/31/1958
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) HAWORTH INTERNATIONAL, LTD. ONE HAWORTH CENTER HOLLAND MI 49423-9576	2b Employer Identification Number (EIN) 38-2101981 2c Plan Sponsor's telephone number 616-393-1228 2d Business code (see instructions) 337000

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

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

SIGN HERE	<i>Chris Brooks</i>	10/10/2025	CHRIS BROOKS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500. Form 5500 (2024)
v. 240311

3a Plan administrator's name and address ☐ Same as Plan Sponsor
HAWORTH, INC.

**ONE HAWORTH CENTER
HOLLAND**

MI 49423-9576

3b Administrator's EIN
38-6053093

3c Administrator's telephone number
616-393-3000

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	4,115
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
a (1) Total number of active participants at the beginning of the plan year	6a(1)	676
a (2) Total number of active participants at the end of the plan year	6a(2)	740
b Retired or separated participants receiving benefits	6b	2,366
c Other retired or separated participants entitled to future benefits	6c	995
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	4,101
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	267
f Total. Add lines 6d and 6e	6f	4,368
g (1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

1A 3H

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) ☐ Insurance	(1) ☐ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts	(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust	(3) ☒ Trust
(4) ☐ General assets of the sponsor	(4) ☐ General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

- (1) ☒ **H** (Financial Information)
(2) ☐ **I** (Financial Information - Small Plan)
(3) ☐ **A** (Insurance Information) - Number Attached _____
(4) ☐ **C** (Service Provider Information)
(5) ☒ **D** (DFE/Participating Plan Information)
(6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS

See complete related attachment under the audited financial statement attachment package.

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
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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 HAWORTH PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HAWORTH INTERNATIONAL, LTD.	D Employer Identification Number (EIN) 38-2101981
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	511,917,487	
b	Actuarial value	2b	511,917,487	
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	2,446	320,983,925	320,983,925
b	For terminated vested participants	1,053	91,105,644	91,105,644
c	For active participants	676	144,263,320	144,306,529
d	Total	4,175	556,352,889	556,396,098
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.18%	
6	Target normal cost			
a	Present value of current plan year accruals	6a	11,483,799	
b	Expected plan-related expenses	6b	0	
c	Target normal cost	6c	11,483,799	

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	Stacy Haizman Signature of actuary	9/23/2025 Date
	Stacy Haizman Type or print name of actuary	2307384 Most recent enrollment number
	Willis Towers Watson US LLC Firm name	616-464-2759 Telephone number (including area code)
	3949 Sparks Drive SE Suite 110 Grand Rapids MI 49546 Address of the firm	

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 %	☐ N/A, full yield curve used
b	Applicable month (enter code).....	21b	0
22	Weighted average retirement age	22	63
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute		
Part VI	Miscellaneous Items		
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No		
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No		
26	Demographic and benefit information		
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years		
28	Unpaid minimum required contributions for all prior years	28	0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	
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	11,483,799
b	Excess assets, if applicable, but not greater than line 31a	31b	0
32	Amortization installments:	Outstanding Balance	Installment
a	Net shortfall amortization installment	56,427,794	5,497,644
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
			16,981,443
35	Balances elected for use to offset funding requirement	0	11,949,183
36	Additional cash requirement (line 34 minus line 35).....		36
			5,032,260
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37
			5,038,894
38	Present value of excess contributions for current year (see instructions)		
a	Total (excess, if any, of line 37 over line 36)		38a
			6,634
b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b
			0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39
			0
40	Unpaid minimum required contributions for all years		40
			0
Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)		
41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021		

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Haworth International, LTD
EIN/PN	38-2101981/001
Plan Name	Haworth Pension Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Stacy Haizman
Enrollment Number	23-07384

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2024

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

Plan Name:	Haworth Pension Plan
EIN / PN:	382101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month January
- Interest rate basis 3-Segment Rates

Interest rates:	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.75%	4.37%
• Second segment rate	4.96%	4.96%
• Third segment rate	5.59%	4.95%
• Effective interest rate	5.18%	4.92%

Annual rates of increase

- Compensation 3.50%
- Future Social Security wage bases 3.50%
- Statutory limits on compensation 3.00%
- Assumed cost of living adjustments 0.00%

Demographic Assumptions

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

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

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Mortality

- **Healthy** Separate rates for non-annuitants (based on Pri-2012 “Employees” table without collar or amount adjustments and then projected forward with generational projection using adjusted Scale MP-2022 and annuitants (based on Pri-2012 “Healthy Annuitants” table (participants and beneficiaries combined) without collar or amount adjustments, projected forward with generational projection using adjusted Scale MP-2022. The rate of future mortality improvement at any age for any year beginning on or after the valuation date is capped at 0.78%.
- **Disabled** Same as for healthy participants.

Termination (per 100 employees)

Representative Termination Rates

Percentage leaving during the year		
Attained Age	Males	Females
20	8.00	8.00
25	8.00	8.00
30	7.00	7.00
35	7.00	7.00
40	6.00	6.00
45	5.00	5.00
50	5.00	5.00
55 and over	0.00	0.00

Disability None.

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

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

Non-Executives

Percentage retiring during the year		
Age	Males	Females
55	4.00	4.00
56	4.00	4.00
57	4.00	4.00
58	4.00	4.00
59	8.00	8.00
60	9.00	9.00
61	10.00	10.00
62	27.00	27.00
63	21.00	21.00
64	26.00	26.00
65	43.00	43.00
66-69	45.00	45.00
70	100.00	100.00

For Certain Executives

Percentage retiring during the year		
Age	Males	Females
55	4.00	4.00
56	4.00	4.00
57	4.00	4.00
58	4.00	4.00
59	8.00	8.00
60	9.00	9.00
61	10.00	10.00
62	50.00	50.00
63	100.00	100.00

One executive is assumed to not retire until age 70, at which age his rate of retirement equals 1.00. The average retirement age is 63.

Future Service

Active participants are assumed to work the same number of hours each year in the future as was worked in the prior plan year.

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit commencement date:	Lump sums are assumed to be payable immediately. Annuities are assumed to commence as follows:
• Preretirement death benefit	The later of the death of the active participant or the date the participant would have become eligible for early retirement.
• Deferred vested benefit	The later of age 64 or termination of employment.
• Retirement benefit	Upon termination of employment.
Form of payment	For lump sum values over \$20,000, participants are assumed to elect the normal form (life annuity for single participants and 40% of married participants and 50% joint and survivor annuity for 60% of married participants). For lump sums under \$20,000, the lump sum option is assumed to be elected. The lump sum value was calculated using the 2024 Optional Combined Mortality Table and the PPA 2024 January segment rates, limited by the rate corridors of MAP-21, as updated for the extension of corridors under ARPA.
Percent married and spouse age	For purposes of valuing the pre-retirement surviving spouse's benefit, 80% of eligible participants are assumed to be married and male spouses are assumed to be 2 years older than female spouses. Actual retiree spousal information was used.
Covered pay	Compensation assumed paid in the current year beginning on the valuation date is base pay plus assumed overtime plus target bonus for the valuation year.
Administrative expenses	The amount included this year for plan-related expenses is \$0.
At-risk assumptions	Not applicable.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Plan Name:	Haworth Pension Plan
EIN / PN:	38-2101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Methods

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

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2024. Information on assets, contributions and plan provisions were supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data was not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. The current plan administrator does not track beneficiary gender, thus the valuation assumes beneficiaries are the opposite gender as the participant.

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

Plan Name:	Haworth Pension Plan
EIN / PN:	38-2101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). Haworth does not pay these expenses from the trust.
Rates of increase in:	
• Compensation	Assumed compensation increases are based on a combination of assumed future (i) cost-of-living increases (CPI), (ii) productivity increases and (iii) promotional increases. CPI increases assumed are as described below. Productivity increases are consistent with the assumed real increases in NAW described below (i.e., increases in assumed NAW less increases in assumed CPI). Promotional increases were based on plan sponsor expectations.
• National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists.
• Increases in statutory limits (CPI)	The assumed CPI increases are based on forecasts prepared by economists.

Assumptions Rationale - Significant Demographic Assumptions

Healthy and Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2022, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

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SCHEDULE SB ATTACHMENTS

Retirement

Retirement rates were based on an experience study conducted in 2022, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Benefit commencement date for deferred benefits:

- Preretirement death benefit
Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
- Deferred vested benefit
Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

Percent married

The assumed percentage married is based on the percentage married observed among recent retirees during the 2022 experience study.

Spouse age

The assumed age difference for spouses is based on the age difference observed among recent retirees during the 2022 experience study.

Sources of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Statement of Actuarial Assumptions/Methods, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated from an applicable month of January 2023 to January 2024.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430.

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SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

January 1, 1958; as amended to date

Covered employees

All members employed on a salaried basis excluding members of a collective bargaining unit, leased or temporary employees, interns, employees in the alternate member pool, or non-resident aliens receiving no earned income from within the United States. Effective January 1, 1996, salaried members of the Office Group America, Inc. and its subsidiaries, United Chair Company, Inc. and Anderson Hickey Company are included in the Plan. Effective January 1, 1997, salaried members of Globe Business Furniture are included in the Plan. Effective January 1, 1998, West Michigan hourly members are included in the Plan. Effective January 1, 1999, Big Rapids and Ludington hourly and salaried members are included in the Plan. Effective January 1, 2005, SMED members are included in the Plan.

All members who are participants as of December 31, 1995 shall continue to be participants. Thereafter, a member becomes a participant on the January 1 or July 1 following completion of a Year of Eligibility Service. A Year of Eligibility Service means completion of at least 1,000 Hours of Service in the 12-month period beginning on the date of hire or each anniversary of that date.

Participation date

Employees hired on or after January 1, 2010 shall not become a participant in this plan.

Definitions

Vesting service

A member will receive a Year of Vesting Service for each Plan Year in which the member completes at least 1,000 Hours of Service.

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Benefit service

A participant will earn Benefit Service after January 1, 1998 (January 1, 1999 for Big Rapids and Ludington participants) in accordance with the following table:

Hours of Service	Fractional Years of Credited Service
1,801 hours or more	1.0
1,601 hours, but less than 1,801	0.9
1,401 hours, but less than 1,601	0.8
1,201 hours, but less than 1,401	0.7
1,001 hours, but less than 1,201	0.6
901 hours, but less than 1,001	0.5
Less than 901	0.0

Benefit Service will be the sum of this amount and Benefit Service as of December 31, 1997.

Compensation

A member's W-2 earnings, excluding fringe benefits, reimbursements or other expense allowances, moving expenses, deferred compensation in the year of deferral, benefits under any stock appreciation plan, and welfare benefits not to exceed the annual compensation limit as defined in IRC Section 401(a)(17) and the Plan document. If a member has at least 901 Hours of Service during a Plan Year but less than 2,080 Hours of Service, the member's Compensation for the Plan Year shall be determined by multiplying the member's Compensation by a fraction, not less than one, the numerator of which is 2,080 and the denominator of which is the number of the member's Hours of Service during the Plan Year. Only amounts that are not based on discretion, production levels, or other formulas shall be included in the annualizing calculation.

Normal retirement date (NRD)

Age 65.

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SCHEDULE SB ATTACHMENTS

Accrued benefit

"Accrued Benefit" means a monthly pension benefit, payable as a Single Life Annuity, beginning on the first day of the month following the Participant's Normal Retirement Date. The monthly amount shall be the greater of (A), (B), or (C) below reduced by the amount of the profit-sharing offset, if applicable.

- (A) Excess Formula. For each Participant, the monthly amount shall be the greater of (I) or (II) below.
 - (I) Formula with Accrued Benefit. The sum of (a) and (b) below.
 - (a) Formula/Service After December 31, 1997. 1.15% of the Participant's Average Monthly Compensation, plus .55% of the Participant's Average Monthly Compensation in excess of the Participant's Covered Compensation; such total multiplied by the number of the Participant's Years of Benefit Service earned after December 31, 1997 (including any fractional part of a year); plus
 - (b) Frozen Benefit. The amount the Participant would have received, under the terms of the Prior Plan in effect on December 31, 1997, determined as if the Participant's employment terminated on December 31, 1997.
 - (II) Formula With All Service. 1.15% of the Participant's Average Monthly Compensation, plus .55% of the Participant's Average Monthly Compensation in excess of the Participant's Covered Compensation; such total multiplied by the number of the Participant's Years of Benefit Service (including any fractional part of a year).
- (B) Minimum/Salaried Haworth Formula. For each Employee who is actively employed by Haworth on a salaried basis on July 31, 1997, and who is credited with at least 50.00 points on January 1, 1998, the monthly amount shall be sum of (I) and (II) below.
 - (I) Formula. 2.25% of the Participant's unannualized Compensation while in Covered Employment for each Plan Year after December 31, 1997; plus

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- (II) Frozen Benefit. The amount the Participant would have received, under the terms of the Prior Plan in effect on December 31, 1997, determined as if the Participant's employment terminated on December 31, 1997.
- (III) Determination of Points. The number of points for an Employee shall be the sum of the Employee's age and years of service as of January 1, 1998, determined to the nearest hundredth on December 31, 1997, with the fractional age determined by dividing by 365.
- (C) Minimum/Salaried OGA Formula. For each Employee on the Effective Date who was previously a participant in the Office Furniture Pension Plan for Eligible Employees of Anderson Hickey Co. and United Chair Company, Inc. ("OGA Plan"), the monthly amount shall be the amount determined under (A)(II) above reduced by the monthly benefit payable to the Participant from the OGA Plan. For purposes of the preceding sentence, in determining the benefit under (A)(II) above, the Participant shall be credited with an additional Year of Benefit Service for each year of continuous employment prior to October 20, 1995, with Office Group America, Inc. or its subsidiaries, United Chair Company Inc. and Anderson Hickey Company.

In some instances, as set forth in the plan document, the accrued benefit will be reduced by the profit sharing offset.

Eligibility for Benefits

Normal retirement	Age 65
Early retirement	Age 55 and completion of 5 Years of Service
Postponed retirement	Beyond age 65
Vested termination	5 Years of Service
Disability	Termination due to disability prior to Normal Retirement Date

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Preretirement death benefit

5 Years of Service and married

Benefits Paid Upon the Following Events

Normal retirement

Accrued benefit payable at the normal retirement date.

Early retirement

A monthly life income in the amount of the Participant's accrued benefit reduced according to the following table:

Age at which Payments Begin	Percentage Payable
64	93.33%
63	86.67%
62	80.00%
61	73.33%
60	66.67%
59	63.33%
58	60.00%
57	56.67%
56	53.33%
55	50.00%

Postponed retirement

A monthly life income which is the Participant's accrued benefit as of his late retirement date.

Vested termination

The monthly accrued benefit payable at age 65 based on benefit service and the benefit level in effect at the date of termination. A reduced benefit may commence at any date on or after attainment of age 55.

Disablement

Benefit Before Normal Retirement: In the event a participant's employment is terminated due to disability, the participant's vested percentage shall be 100%. The Participant will also continue to accrue a benefit for each year of disablement to employment termination based on the greater of his or her Compensation for the last full year prior to disablement or his or her salary at disablement annualized.

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Preretirement death

If a participant was eligible for Early Retirement, the surviving spouse shall receive 50% of the benefit which would have been payable to the participant if he or she had retired under the early retirement provisions on the day before his or her date of death and elected immediate commencement of the benefit paid in the form of the 50% Qualified Joint and Survivor Annuity.

If a participant who is vested dies before eligibility for early retirement, his or her surviving spouse shall receive 50% of the benefit which should have been payable to the participant if he or she had terminated employment the day before his or her date of death, and elected commencement of the 50% Qualified Joint and Survivor Annuity at the earliest retirement date.

Other Plan Provisions

Forms of payment

Normal Form of Benefit: If the participant is married, a Qualified Joint and Survivor Annuity (QJSA) is payable to the participant for life and 50% of the participant's benefit is payable to the surviving spouse, if any, for life after the participant's death. If single, the benefit shall be paid as a single life annuity. The adjustment for the 50% QJSA is 92% if the participant and spouse are the same age.

Optional forms of retirement income in lieu of normal form: Life annuity with 5 or 10 years certain; joint annuitant option with 50%, 75% or 100% payable to joint annuitant at death of retiree; lump sum payments available for values under \$20,000.

Actuarial equivalence

8%, 1983 Group Annuity Mortality Table

Pension increases

None.

Plan participants' contributions

None.

Plan Name: Haworth Pension Plan
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SCHEDULE SB ATTACHMENTS

2024 statutory limits

Maximum Benefits:

Benefit amounts for valuation purposes are limited in accordance with Section 415 of the Internal Revenue Code as provided in the Plan.

For the 2024 Plan Year, the maximum benefit payable is \$275,000.

Plan Compensation Limitations:

Maximum compensation for valuation purposes is limited in accordance with Section 401(a)(17) of the Internal Revenue Code as provided in the Plan. For the 2024 Plan Year, the maximum compensation is \$345,000.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining contributions.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

There have been no changes in the principal plan provisions since the prior valuation.

Substantive Commitment

None.

Plan Name: Haworth Pension Plan
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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	3	0	0	9	0	0	0	0	0	12
40-44	0	0	3	1	27	4	1	0	0	0	36
45-49	0	1	2	2	34	30	23	4	0	0	96
50-54	0	1	0	1	24	32	49	22	0	0	129
55-59	0	1	1	4	24	23	41	43	57	3	197
60-64	0	0	2	3	24	21	25	24	47	30	176
65-69	0	0	0	0	8	2	7	2	5	4	28
70 & over	0	0	0	0	1	0	0	0	1	0	2
Total	0	6	8	11	151	112	146	95	110	37	676

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

Plan Name: Haworth Pension Plan
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Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	1,035,770	2,064,961	27,666,336	30,767,067
2025	2,849,414	2,752,420	27,302,433	32,904,267
2026	4,357,327	3,380,902	26,902,900	34,641,129
2027	5,717,919	4,086,952	26,474,746	36,279,617
2028	6,878,621	4,733,298	26,002,317	37,614,236
2029	7,840,846	5,199,407	25,470,794	38,511,047
2030	8,662,270	5,554,282	24,892,897	39,109,449
2031	9,345,510	5,913,273	24,273,721	39,532,504
2032	9,897,473	6,292,987	23,609,914	39,800,374
2033	10,350,991	6,651,371	22,904,948	39,907,310
2034	10,730,476	6,873,927	22,157,567	39,761,970
2035	11,056,893	7,055,664	21,372,596	39,485,153
2036	11,326,668	7,211,916	20,543,682	39,082,266
2037	11,553,787	7,283,955	19,672,335	38,510,077
2038	11,787,696	7,344,331	18,760,639	37,892,666
2039	11,975,626	7,397,737	17,811,363	37,184,726
2040	12,065,893	7,375,710	16,828,075	36,269,678
2041	12,092,469	7,285,665	15,815,154	35,193,288
2042	12,072,606	7,167,622	14,777,822	34,018,050
2043	11,990,738	7,017,158	13,722,131	32,730,027
2044	11,822,132	6,850,494	12,655,045	31,327,671
2045	11,596,025	6,670,657	11,584,545	29,851,227
2046	11,334,384	6,463,200	10,519,570	28,317,154
2047	11,013,311	6,232,338	9,469,910	26,715,559
2048	10,644,470	5,965,118	8,446,030	25,055,618
2049	10,230,456	5,683,228	7,458,722	23,372,406
2050	9,783,223	5,396,963	6,518,561	21,698,747
2051	9,313,511	5,096,232	5,635,287	20,045,030
2052	8,817,810	4,775,143	4,817,180	18,410,133
2053	8,306,883	4,444,562	4,070,614	16,822,059
2054	7,773,496	4,110,695	3,399,674	15,283,865
2055	7,228,582	3,777,983	2,806,017	13,812,582
2056	6,682,739	3,450,100	2,288,944	12,421,783
2057	6,142,020	3,130,530	1,845,623	11,118,173
2058	5,612,016	2,822,431	1,471,498	9,905,945
2059	5,097,878	2,528,492	1,160,675	8,787,045
2060	4,604,086	2,250,900	906,385	7,761,371
2061	4,134,241	1,991,283	701,430	6,826,954
2062	3,691,017	1,750,721	538,587	5,980,325
2063	3,276,291	1,529,799	410,938	5,217,028
2064	2,891,152	1,328,609	312,105	4,531,866
2065	2,536,082	1,146,896	236,418	3,919,396
2066	2,210,965	984,055	178,995	3,374,015
2067	1,915,243	839,215	135,750	2,890,208

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2068	1,648,075	711,337	103,362	2,462,774
2069	1,408,356	599,237	79,179	2,086,772
2070	1,194,798	501,661	61,125	1,757,584
2071	1,005,940	417,321	47,616	1,470,877
2072	840,214	344,930	37,452	1,222,596

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EIN / PN: 382101981/001
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Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2024	(20,095,464)	15.00000	(20,095,464)	(1,836,645)
Shortfall	01/01/2023	80,085,525	14.00000	76,523,258	7,334,289
Total				56,427,794	5,497,644

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