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

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.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
PVH CONSOLIDATED PENSION PLAN

1b Three-digit plan number (PN) ▶ 008

1c Effective date of plan 01/01/1986

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)
PVH CORP.

1001 FRONTIER ROAD
BRIDGEWATER, NJ 08807

2b Employer Identification Number (EIN) 13-1166910

2c Plan Sponsor's telephone number 908-685-0050

2d Business code (see instructions) 424300

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2025	JOSE BORBOR
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	11413
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)**	3878
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	3099
b	Retired or separated participants receiving benefits	**6b**	2553
c	Other retired or separated participants entitled to future benefits	**6c**	2349
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	8001
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	403
f	Total. Add lines **6d** and **6e**.	**6f**	8404
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	284
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)** [X] 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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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

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
PVH CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 008

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
PVH CORP.

D Employer Identification Number (EIN)
13-1166910

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2024

2 Assets:

a Market value	**2a**	571131231
b Actuarial value	**2b**	599468631

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	3099	251755132	251755132
b For terminated vested participants	4476	149144258	149144258
c For active participants	3878	137745387	145171432
d Total	11453	538644777	546070822

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**	5.26 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	10769789
b Expected plan-related expenses	**6b**	2700000
c Target normal cost	**6c**	13469789

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

10/09/2025
Date

KATIE HWANG
Type or print name of actuary

23-08439
Most recent enrollment number

MERCER
Firm name

414-277-4681
Telephone number (including area code)

1166 AVENUE OF THE AMERICAS
NEW YORK, NY 10036
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	44524782
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	20729751
9	Amount remaining (line 7 minus line 8)	0	23795031
10	Interest on line 9 using prior year's actual return of 18.84 %	0	4482984
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.38 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		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	28278015

Part III Funding Percentages

14	Funding target attainment percentage	14	104.60 %
15	Adjusted funding target attainment percentage	15	109.77 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	99.69 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	4.87 %	5.59 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	13469789
b Excess assets, if applicable, but not greater than line 31a	**31b**	13469789

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

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

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

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

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

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

B Three-digit plan number (PN) ▶ 008

C Plan sponsor's name as shown on line 2a of Form 5500
PVH CORP.

D Employer Identification Number (EIN)
13-1166910

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

WILLIS TOWERS WATSON DELAWARE

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 16 28	PLAN ADMIN & INV MANAGER	2827148	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11	ACTUARY	303175	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NORTHERN TRUST CO

36-3046063

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	CONTRACT ADMINISTRATOR	83028	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

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
PVH CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 008

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
PVH CORP.

D Employer Identification Number (EIN)
13-1166910

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: PVH CORP PENSION MASTER TRUST

b Name of sponsor of entity listed in (a): PVH CORP.

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)
26-0075089-022	M	475124757

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

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
PVH CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 008

C Plan sponsor's name as shown on line 2a of Form 5500
PVH CORP.

D Employer Identification Number (EIN)
13-1166910

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	571147988	475124757
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(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	571147988	475124757
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	148372	565475
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through1j)	1k	148372	565475
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	570999616	474559282

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

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		-5351050
(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		-5351050
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	86805588	
(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)		86805588
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)	2827451	
(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)	303175	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1153070	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		4283696
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		91089284
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-96440334
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: WITHUMSMITH+BROWN, PC **(2)** EIN: 22-2027092

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 559597.

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
PVH CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 008

C Plan sponsor's name as shown on line 2a of Form 5500
PVH CORP.

D Employer Identification Number (EIN)
13-1166910

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 | 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 36-3046063

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 | 2390

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

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

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

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

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

6	a	Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
	b	Enter the amount contributed by the employer to the plan for this plan year	6b	
	c	Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 32.0 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 61.0 %
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: 7.0 % Other: _____%

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

PVH CONSOLIDATED PENSION PLAN

FINANCIAL STATEMENTS

December 31, 2024 and 2023

(With Independent Auditor's Report)

PVH CONSOLIDATED PENSION PLAN

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Other schedules required by the Department of Labor's Rules and Regulations for reporting and Disclosure under the Employee Retirement Income Security act of 1974 ("ERISA") have been omitted because they are either not applicable or have been filed directly with the Department of Labor as part of the PVH Corp. Pension Master Trust filing.

Independent Auditor's Report

To the Plan Administrator of
PVH Consolidated Pension Plan:

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

We have performed audits of the financial statements of PVH Consolidated Pension Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note E to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of PVH Consolidated 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Withum Smith + Brown, PC

October 13, 2025

PVH CONSOLIDATED PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2024 and 2023

	2024	2023
Assets		
Plan's interest in the PVH Corp. Pension Master Trust, at fair value	$ 475,124,757	$ 571,147,988
Total assets	475,124,757	571,147,988
Liabilities		
Accrued administrative expenses	565,475	148,372
Total liabilities	565,475	148,372
Net assets available for benefits	$ 474,559,282	$ 570,999,616

See accompanying notes.

PVH CONSOLIDATED PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Years Ended December 31, 2024 and 2023

	2024	2023
Additions		
Plan's interest in investment (loss) income of PVH Corp. Pension Master Trust	$ (5,351,050)	$ 94,701,902
Net investment (loss) income	(5,351,050)	94,701,902
Deductions		
Benefit payments to participants	86,805,588	47,152,324
Administrative expenses	4,283,696	5,372,616
Total deductions	91,089,284	52,524,940
Net (decrease) increase in net assets	(96,440,334)	42,176,962
Net assets available for benefits, beginning of year	570,999,616	528,822,654
Net assets available for benefits, end of year	$ 474,559,282	$ 570,999,616

See accompanying notes.

A. Description of the Plan

General

The PVH Consolidated Pension Plan (the "Plan") is a noncontributory defined benefit plan that provides a retirement benefit for all eligible employees of PVH Corp. (the "Company"). The Plan is sponsored by the Company and administered by the Plan Committee appointed by the Company.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and the Internal Revenue Code of 1986 ("IRC"), in each case, as amended.

Plan Benefits and Vesting

Eligible associates are United States employees of the Company, employed on a salaried basis, or hourly-paid clerical, warehouse or retail associates. Associates who are not on the Company's U.S. payroll, non-resident aliens, residents of the Commonwealth of Puerto Rico and associates whose principal terms and conditions of employment are subject to the provisions of a collective bargaining agreement which does not provide for active participation in the Plan are excluded. Participation for eligible employees begins on the first day of the calendar quarter after the completion of one year of service in which a minimum of 1,000 hours are worked. The Plan excludes associates who are hired, rehired, or transferred to the United States payroll on or after January 1, 2022.

Vesting occurs upon the completion of five years of service or the attainment of the normal retirement age of 65 or by reason of total and permanent disability.

On April 2, 2024, the Plan was amended to freeze pensionable compensation and credited service amounts used to calculate participants' benefits effective June 30, 2024. Employees that meet a specified age and service requirement are included in a transition group that will continue to accrue benefits under the Plan for two years after the effective date of the freeze, ending on June 30, 2026.

Benefits under the Plan are generally equal to a Prior Service Benefit plus a Future Service Benefit. The Prior Service Benefit is equal to 1% of Past Service Compensation (i.e., five-year average of compensation from 1995 through 1999) plus 0.50% of Past Service Compensation in excess of the 1999 Social Security Average Breakpoint times years of service as of December 31, 1999. Different Prior Service formulas apply to hourly and retail associates. The Future Service Benefit is equal to 1% (0.75% of the first five years if hired on or after October 1, 2019; 0.65% for hourly associates) of each applicable future year's compensation plus 0.50% of each future year's compensation in excess of the Social Security covered compensation breakpoint for each year of service not in excess of 35 years (including service prior to 2000).

Eligibility and minimum benefits apply to certain associates from previously acquired companies.

Early retirement eligibility is age 55 and 10 years of service. Reductions from age 65 are applied to early retirement benefits. Associates who become totally and permanently disabled while actively employed by the Company can begin receiving benefits from the Plan. The Plan provides the spouse of a vested participant with benefits if the participant dies before retirement, in accordance with the joint and survivor provisions of the plan.

Forms of payment include various annuity options and a lump sum option.

Former participants of the Van Heusen Employees' Retirement Plan and the PVH Pennsylvania Plants Retirement Plan had different career pay formulas.

Information about the Plan agreement, the vesting and benefit provisions, and the Pension Benefit Guaranty Corporation's (the "PBGC") benefit guarantee is contained in a Summary Plan Description. A Summary Plan Description is available to all participants and beneficiaries.

Contributions and Funding Policy

Contributions are made entirely by the Company. The Company's funding policy is to make contributions that at least satisfy the minimum funding requirements of ERISA but do not exceed the maximum tax-deductible requirements of the IRC as provided by the Plan's actuary. The Company contributes such amounts as are necessary to provide assets sufficient to meet the benefits to be paid to participants and satisfy the ERISA minimum funding requirements. The Plan has met the ERISA minimum funding requirements for 2024 and 2023.

Termination of the Plan

The Company, by action of its Board of Directors, may amend or terminate the Plan for any reason, at any time, subject to the provisions set forth in ERISA. In the event that the Plan is terminated, the net assets of the Plan will be allocated for payment of benefits to the participants in an order of priority determined in accordance with the ERISA and the Plan document. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits, the sufficiency of the Plan's net assets to provide for accumulated benefit obligations and the level of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC's benefit guarantee, while other benefits may not be provided for at all.

Upon plan termination if there is not enough money in the Plan to pay the benefits to all participants, Plan assets will be allocated in the following order:

- first, to provide benefits to participants who retired or were eligible to retire at least three years before termination;
- second, to provide benefits guaranteed by the PBGC;
- third, to pay other vested benefits; and
- fourth, to pay any other plan benefits.

Payments of benefits at plan termination will come only from Plan assets or from the PBGC.

B. Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared using the accrual basis of accounting.

Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities, and actuarial present value of accumulated plan benefits at the date of financial statements and changes therein. Actual results could differ from those estimates.

Investments and Master Trust

The Plan's assets are held by the trustee of the PVH Corp. Pension Master Trust ("Master Trust") and are segregated from the assets of the Company. The Plan does not own specific assets in the Master Trust but rather maintains an undivided beneficial interest in such assets. The Plan shares in Master Trust income and expenses based upon its proportionate share of Master Trust net assets available for benefits. The trustee of the Master Trust is the Northern Trust Company ("the Trustee").

Master Trust investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note G for a discussion of fair value measurements. Purchases and sales of Master Trust securities are reflected on a trade-date basis. Dividend income is recorded on the ex-dividend date. Interest is recorded on the accrual basis. Gains or losses on sales of Master Trust securities are based on an average cost method.

The majority of the administrative and other expenses of the Plan are paid by the Master Trust.

Accumulated Plan Benefits and Benefit Payments

Accumulated plan benefits (see Note C for additional information) are those estimated future periodic payments and lump-sum distributions that are attributable under the Plan's provisions to service rendered by the employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated and vested employees or their beneficiaries, and (b) active employees or their beneficiaries. The actuarial present value of accumulated plan benefits under the Plan is included to the extent deemed attributable to employee service rendered to the valuation date. Benefit payments to participants are recorded when paid.

C. Accumulated Plan Benefits

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

The actuarial present value of accumulated plan benefits at the beginning of each Plan year is as follows:

	January 1, 2024	January 1, 2023
Vested benefits:		
Inactive participants receiving benefits	$ 232,507,138	$ 232,505,435
Other participants	262,918,534	259,470,656
Total vested benefits	495,425,672	491,976,091
Non-vested benefits	6,749,951	8,345,323
Total actuarial present value of accumulated plan benefits	$ 502,175,623	$ 500,321,414

The change in actuarial value of accumulated Plan benefits as of the beginning of the year is as follows:

Actuarial present value of accumulated plan benefits at January 1, 2023	$ 500,321,414
Increase during the year attributable to:	
Benefits accumulated and losses	22,607,241
Increase for interest due to decrease in discount period	29,673,786
Change in actuarial assumptions	(3,274,494)
Benefits paid	(47,152,324)
Net increase	(1,854,209)
Actuarial present value of accumulated plan benefits at January 1, 2024	$ 502,175,623

The calculations of the present value of vested and non-vested benefits under the Plan were made by Mercer as of January 1, 2024 and 2023. The change in the actuarial assumptions is driven by the increase in the discount rate as well as increases in the lump sum conversion segment rates.

The more significant assumptions underlying the January 1, 2024, and 2023 actuarial calculations are as follows:

Actuarial cost method	Projected unit credit method
Assumed rate of interest	6.25% per annum for 2024 and 2023
Mortality basis	PRI-2012 mortality tables with no collar adjustment (non-annuitant, annuitant and contingent annuitant), projected generationally for mortality improvements using Scale MP-2021 for 2024 and 2023.
Retirement	From ages 55 to 75

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

D. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated January 10, 2017, that the Plan is designed in accordance with the applicable sections of the IRC and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan's administrator believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the Plan's administrator to evaluate uncertain tax positions taken by the Plan. The financial effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. There are no uncertain tax positions taken or expected to be taken by the Plan. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan's administrator believes the Plan is no longer subject to income tax examinations for years prior to 2021.

E. Information Certified by Trustee

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2024 and 2023, and therefore, as permitted, no auditing procedures were performed by the independent auditor with respect to the information certified by the Trustee. The Trustee of the Plan and the PVH Corp. Pension Master Trust has certified the completeness and accuracy of the investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023, and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2024 and 2023.

F. Investments in Master Trust

The assets of the Plan are included in the assets of the Master Trust held by Northern Trust Company at December 31, 2024 and 2023. The net assets of the Master Trust consist of the following:

	December 31, 2024		December 31, 2023	
	Master Trust Balances	Plan's Interest in Master Trust Balances	Master Trust Balances	Plan's Interest in Master Trust Balances
Assets				
Investments, at fair value:				
Equity securities	$ 31,711,902	$ 31,584,800	$ 46,159,926	$ 45,983,341
Mutual fund	20,573,989	20,491,528	30,799,735	30,681,910
Common collective trusts	342,975,096	341,600,442	411,569,486	409,995,019
Government securities	806,313	803,081	1,796,084	1,789,213
Corporate debt securities	80,058,857	79,737,979	82,321,991	82,007,067
Total Master Trust investments at fair value	476,126,157	474,217,830	572,647,222	570,456,550
Receivable from investments sold	254,219	253,200	244,727	243,790
Interest and dividends receivable	1,193,699	1,188,915	941,902	938,299
Liabilities				
Payable for investments purchased	(537,342)	(535,188)	(492,536)	(490,651)
Total Master Trust net assets	$ 477,036,733	475,124,757	$ 573,341,315	$ 571,147,988
Plan's percentage interest in net assets		99.6%		99.6%

Investment income of the Master Trust for the years ended December 31, 2024 and 2023 was as follows:

	2024	2023
Investment (loss) income:		
Net (depreciation) appreciation in the fair value of investments	$ (11,054,553)	$ 86,792,055
Interest and dividend income	5,681,301	8,280,665
Total net investment (loss) income	$ (5,373,252)	$ 95,072,720
Plan's interest in net investment income (loss) of the Master Trust	$ (5,351,050)	$ 94,701,902

G. Fair Value Measurements

In accordance with accounting principles generally accepted in the United States of America, fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in the principal or most advantageous market in an orderly transaction

between market participants at the measurement date. A three level fair value hierarchy prioritizes the inputs used to measure fair value as follows:

Level 1 – Inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the Plan has the ability to access at the measurement date. The Plan's Level 1 assets include equity securities and mutual funds.

Level 2 – Observable inputs other than quoted prices included in Level 1, including quoted prices for identical assets or liabilities in inactive markets, quoted prices for similar assets or liabilities in active markets, inputs other than quoted prices that are observable for the asset or liability, and inputs derived principally from or corroborated by observable market data. The Plan's Level 2 assets include common collective trust funds, government securities, and corporate debt securities.

Level 3 – Unobservable inputs reflecting the Plan's own assumptions about the inputs that market participants would use in pricing the asset or liability based on the best information available. The Plan has no Level 3 investments at December 31, 2024 or 2023.

If the inputs used to measure the financial instruments fall within different levels of the hierarchy, the categorization is based on the lowest level input that is significant to the fair value measurement of the instrument.

The following tables set forth the financial assets of the Master Trust, by level, within the fair value hierarchy as of December 31, 2024 and 2023:

		Fair Value as of December 31, 2024[6]		
Asset Category	Total	Quoted Prices In Active Markets for Identical Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Equity Securities[1]	$ 31,711,902	$ 31,711,902	$ -	$ -
Mutual fund[2]	20,573,989	20,573,989	-	-
Common collective trusts[3]	342,975,096	-	342,975,096	-
Government securities[4]	806,313	-	806,313	-
Corporate debt securities[4]	80,058,857	-	80,058,857	-
Subtotal	476,126,157	$ 52,285,891	$ 423,840,266	$ -
Other assets and liabilities[5]	910,576			
Total investments measured at fair value	$ 477,036,733			

		Fair Value as of December 31, 2023[6]		
Asset Category	Total	Quoted Prices In Active Markets for Identical Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Equity Securities[1]	$ 46,159,926	$ 46,159,926	$ -	$ -
Mutual fund[2]	30,799,735	30,799,735	-	-
Common collective trusts[3]	411,569,486	-	411,569,486	-
Government securities[4]	1,796,084	-	1,796,084	-
Corporate debt securities[4]	82,321,991	-	82,321,991	-
Subtotal	572,647,222	$ 76,959,661	$ 495,687,561	$ -
Other assets and liabilities[5]	694,093			
Total investments measured at fair value	$ 573,341,315			

(1) Valued at the closing price in the active market in which the individual securities are traded.

(2) Valued at the net asset value of the fund, as determined by the closing price in the active exchange in which the individual fund is traded.

(3) Valued at the net asset value of the fund, as determined by a pricing vendor or the fund family. These funds invest in (a) large cap equities that track the Russell 1000 index, (b) equities of companies outside the United States, (c) high-grade short-term money market instruments and (d) U.S. Treasury STRIPS. The Plan can redeem these investments at net asset value within the near term.

(4) Valued with bid evaluation pricing that uses a discounted cash flow method. Inputs include actual and comparable trade data, market benchmarks, broker quotes, trading spreads and/or other applicable data.

(5) This category includes other pension assets and liabilities such as pending trades and accrued income.

(6) The Plan uses third party pricing services to determine the fair value of the financial instruments held by the Master Trust. The Company obtains an understanding of the pricing services' valuation methodologies and related inputs and validates a sample of prices provided by the pricing services by reviewing prices from other pricing sources and analyzing pricing data in certain instances. The Plan has not adjusted any prices received from the third party pricing services.

H. Risks and Uncertainties

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

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

I. Transactions with Parties-in-Interest

Certain administrative fees, including audit fees, are paid directly by the Company. Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

J. Subsequent Events

The Company has evaluated all subsequent events subsequent to December 31, 2024 through October 13, 2025, the date the financial statements were available to be issued. No material subsequent events have occurred since December 31, 2024, that warrant adjustments to or disclosure in the financial statements.

Schedule SB, line 26a — Schedule of Active Participants Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25	53	387	35								475
	24,237	27,683	31,264								
25–29	6	237	141	6							390
		61,939	44,945								
30–34	4	163	171	86	5						429
		86,207	86,902	63,217							
35–39	2	143	189	108	26	1					469
		108,166	103,387	86,245	77,994						
40–44	3	121	136	118	39	12	2				431
		117,661	122,913	113,443	107,556						
45–49	3	122	121	117	57	25	10				455
		130,593	125,947	121,860	134,151	140,252					
50–54	3	90	116	108	34	28	17	8			404
		117,792	102,909	95,384	137,096	112,630					
55–59	1	54	112	96	44	35	24	20	3		389
		101,152	79,260	101,151	117,354	117,875	132,791	181,365			
60–64	3	52	87	86	31	21	13	12	3	1	309
		99,049	78,641	84,282	83,232	123,185					
65–69	1	16	34	21	9	5	1	1			88
			59,622	80,326							
70 & up		6	14	11	5	3					39
Total	79	1,391	1,156	757	250	130	67	41	6	1	3,878
											88,995

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average pay for the prior plan year projected with one year salary scale and limited in accordance with IRC Section 401(a)(17). Average pay is not shown for cells with fewer than 20 participants

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

Actuarial Assumptions for January 1, 2024 Funding Valuation

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	4	
• ARPA election	Elected in 2021 plan year for interest rates and amortizations	
	Stabilized	**Nonstabilized**
• First 5 years	4.75%	3.62%
• Next 15 years	4.87%	4.46%
• Over 20 years	5.59%	4.52%
Mortality sponsor elections		
• Healthy and disabled participants	Section 430(h)(3) prescribed generational annuitant and nonannuitant mortality tables for 2024 plan year funding valuations in accordance with the IRS regulation 1.430(h)(3)- 1.	

Other economic assumptions		
• Salary increases	**Age**	**Rates of Increase**
	<30	6.65%
	30-34	5.90
	35-39	5.40
	40-44	4.65
	45-49	4.15
	50-54	3.90
	55+	3.15
• Social Security wage base	3.50% per year	
• Expected investment return	5.20% for 2022, 6.55% for 2023 and 6.10% for 2024	
• Expenses	$2,700,000 added to current year normal cost	

Demographic assumptions			
• Withdrawal		**Sample Rates**	
	Attained age	**Hourly**	**Salaried**
	20	16%	45%
	25	16	31
	30	16	24
	35	16	18
	40	13	14
	45	12	13
	50	11	13
	55	9	14
	60	7	14
	65	5	14

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

- Retirement age

Attained age	Hourly	Salaried
55	11%	7%
56	11	7
57	11	7
58	11	7
59	11	7
60	18	7
61	18	13
62	18	13
63	18	13
64	18	13
65	35	30
66	35	25
67	27	25
68	27	25
69	27	25
70	27	20
71	27	20
72	27	20
73	27	20
74	27	20
75	100	100

- Benefit commencement age for
  - Future vested deferred: 65
  - Current vested deferred: 65

• Spouse assumptions	Male participants	Female participants
– Percentage married	80%	80%
– Spouse age difference	5 years younger	5 years older

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

Form of payment [1]	**Single Life**	**50% J&S**	**100% J&S**	**Lump Sum**
For former PVH Pension Plan and Outlet Plan participants				
• Active retirements and terminated vested on or after 9/1/2019	15%	7.5%	7.5%	70%
• Terminated vested before 9/1/2019				
- Males	60%	20%	20%	0%
- Females	85%	10%	5%	0%
For former Chattanooga Plan and Pennsylvania Plan participants				
- Males	30%	40%	30%	0%
- Females	60%	30%	10%	0%
Unpredictable contingent event assumptions	Not applicable.			

[1] For active retirements and future/current vested deferred participants.

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

Actuarial Methods for Funding

Asset Methods

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

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

Participant Methods

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

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum Funding Methods

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

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- This plan provides death benefits that are only partially based on a participant's accrued benefit or years of service. This benefit is allocated to funding target based on the accrued benefit on the valuation date plus a portion of the excess of the benefit over the accrued benefit multiplied by the ratio of the participant's service at the beginning of the plan year to their service at each decrement age. This benefit is allocated to target normal cost based on the proportionate benefit attributable to the increase in the participant's service and compensation during the plan year.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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

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

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

A Name of plan
PVH CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 008

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
PVH CORP.

D Employer Identification Number (EIN)
13-1166910

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2024

2 Assets:

a Market value	**2a**	571,131,231
b Actuarial value	**2b**	599,468,631

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	3,099	251,755,132	251,755,132
b For terminated vested participants	4,476	149,144,258	149,144,258
c For active participants	3,878	137,745,387	145,171,432
d Total	11,453	538,644,777	546,070,822

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**	5.26%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	10,769,789
b Expected plan-related expenses	**6b**	2,700,000
c Target normal cost	**6c**	13,469,789

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

Katie Hwang KH — Signature of actuary

10/9/2025 — Date

KATIE HWANG — Type or print name of actuary

2308439 — Most recent enrollment number

MERCER — Firm name

414-277-4681 — Telephone number (including area code)

1166 AVENUE OF THE AMERICAS

NEW YORK NY 10036 — Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	44,524,782
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	20,729,751
9	Amount remaining (line 7 minus line 8)	0	23,795,031
10	Interest on line 9 using prior year's actual return of 18.84%	0	4,482,984
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.38%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		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	28,278,015

Part III Funding Percentages

14	Funding target attainment percentage	**14**	104.60%
15	Adjusted funding target attainment percentage	**15**	109.77%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	**16**	99.69%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	**17**	%

Part IV Contributions and Liquidity Shortfalls

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

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

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

a Contributions allocated toward unpaid minimum required contributions from prior years.	**19a**	0
b Contributions made to avoid restrictions adjusted to valuation date	**19b**	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	**19c**	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☒ 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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	4.87 %	5.59%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	13,469,789
b Excess assets, if applicable, but not greater than line 31a	**31b**	13,469,789

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

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

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

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

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

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

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

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

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

The weighted average retirement age is 62.

	Count	Average
Hourly Employees	323	60.61
Salaried Employees	3,555	62.55
	3,878	62.39

PVH Pension Plan – Hourly Employees:

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	11.00%	10,000	1,100	60,500
56	11.00%	8,900	979	54,824
57	11.00%	7,921	871	49,647
58	11.00%	7,050	776	45,008
59	11.00%	6,274	690	40,710
60	18.00%	5,584	1,005	60,300
61	18.00%	4,579	824	50,264
62	18.00%	3,755	676	41,912
63	18.00%	3,079	554	34,902
64	18.00%	2,525	455	29,120
65	35.00%	2,070	725	47,125
66	35.00%	1,345	471	31,086
67	27.00%	874	236	15,812
68	27.00%	638	172	11,696
69	27.00%	466	126	8,694
70	27.00%	340	92	6,440
71	27.00%	248	67	4,757
72	27.00%	181	49	3,528
73	27.00%	132	36	2,628
74	27.00%	96	26	1,924
75	100.00%	70	70	5,250
Total			10,000	606,127
Average				60.61

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

PVH Pension Plan – Salaried Employees:

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	7.00%	10,000	700	38,500
56	7.00%	9,300	651	36,456
57	7.00%	8,649	605	34,485
58	7.00%	8,044	563	32,654
59	7.00%	7,481	524	30,916
60	7.00%	6,957	487	29,220
61	13.00%	6,470	841	51,301
62	13.00%	5,629	732	45,384
63	13.00%	4,897	637	40,131
64	13.00%	4,260	554	35,456
65	30.00%	3,706	1,112	72,280
66	25.00%	2,594	649	42,834
67	25.00%	1,945	486	32,562
68	25.00%	1,459	365	24,820
69	25.00%	1,094	274	18,906
70	20.00%	820	164	11,480
71	20.00%	656	131	9,301
72	20.00%	525	105	7,560
73	20.00%	420	84	6,132
74	20.00%	336	67	4,958
75	100.00%	269	269	20,175
Total			10,000	625,511
Average				62.55

Plan: PVH Consolidated Pension Plan
EIN/PN: 13-1166910/008
Valuation Date: 01/01/2024

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	749,973	6,147,486	26,204,933	33,102,392
2025	1,519,283	2,049,456	25,232,911	28,801,650
2026	2,290,879	2,913,494	24,279,782	29,484,155
2027	3,146,418	3,590,378	23,315,389	30,052,185
2028	3,954,011	4,369,965	22,325,824	30,649,800
2029	4,717,248	5,104,634	21,348,252	31,170,134
2030	5,443,503	5,778,875	20,369,134	31,591,512
2031	6,119,570	6,568,735	19,382,326	32,070,631
2032	6,734,188	7,248,677	18,399,584	32,382,449
2033	7,315,180	7,979,281	17,408,099	32,702,560
2034	7,849,819	8,628,151	16,422,812	32,900,782
2035	8,410,140	9,339,747	15,437,877	33,187,764
2036	8,931,149	10,030,364	14,454,766	33,416,279
2037	9,486,223	10,373,939	13,474,527	33,334,689
2038	10,051,560	10,897,640	12,501,219	33,450,419
2039	10,554,462	11,329,927	11,541,711	33,426,100
2040	11,148,114	11,691,154	10,598,320	33,437,588
2041	11,736,198	11,909,287	9,675,937	33,321,422
2042	12,305,925	12,293,562	8,779,641	33,379,128
2043	12,822,614	12,631,034	7,914,556	33,368,204
2044	13,245,386	12,771,597	7,085,655	33,102,638
2045	13,683,936	12,964,882	6,297,599	32,946,417
2046	13,912,365	13,077,669	5,554,542	32,544,576
2047	14,121,308	13,194,218	4,860,072	32,175,598
2048	14,375,312	13,149,377	4,217,115	31,741,804
2049	14,395,584	13,160,245	3,627,845	31,183,674
2050	14,415,936	13,028,666	3,093,567	30,538,169
2051	14,309,182	12,800,521	2,614,539	29,724,242
2052	14,295,023	12,607,707	2,190,035	29,092,765
2053	14,320,979	12,344,668	1,818,359	28,484,006
2054	14,102,494	12,087,936	1,496,882	27,687,312
2055	13,890,483	11,793,993	1,222,211	26,906,687
2056	13,621,545	11,461,090	990,359	26,072,994
2057	13,232,333	11,154,580	796,980	25,183,893
2058	12,791,666	10,752,156	637,592	24,181,414
2059	12,292,435	10,297,222	507,709	23,097,366
2060	11,805,118	9,784,386	403,020	21,992,524
2061	11,290,030	9,263,635	319,506	20,873,171
2062	10,758,779	8,731,553	253,508	19,743,840
2063	10,191,861	8,205,191	201,797	18,598,849
2064	9,618,818	7,672,926	161,568	17,453,312
2065	9,046,320	7,154,093	130,438	16,330,851
2066	8,485,956	6,650,062	106,428	15,242,446
2067	7,922,296	6,161,113	87,926	14,171,335
2068	7,367,147	5,691,580	73,634	13,132,361
2069	6,824,234	5,242,066	62,528	12,128,828
2070	6,297,433	4,812,973	53,802	11,164,208
2071	5,788,735	4,404,491	46,835	10,240,061
2072	5,300,166	4,016,740	41,162	9,358,068
2073	4,833,073	3,649,704	36,446	8,519,223

Schedule SB, Part V — Summary of Plan Provisions

Summary of Major Plan Provisions – former PVH Pension Plan (Other than Crystal Brands Division and Warnaco Plan)

Effective date and plan year	Effective date: January 1, 1986 Plan year: January 1 to December 31
Status of the plan	The plan is closed to participants hired or rehired after December 31, 2021. Benefit accruals are frozen effective June 30, 2024 except for participants who, as of that date, have both attained age 53 and completed 8 of vesting years who will continue to accrue benefits until June 30, 2026.
Significant events that occurred during the year	The plan freeze dates were announced in January 2024. The Plan is offering a lump sum window in 2024 for terminated vested participants who are not eligible to elect a lump sum. The Plan will also be paying out mandatory lump sums (with values under $7,000) and reminding terminated vested participants who are eligible to elect a lump sum of their benefit options.
Eligibility	All active employees who were previously covered as of December 31, 1993 under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen Employees' Pension and Severance Plan are covered under this Plan. All other employees who work more than 1,000 hours during a 12-month period commencing on or after their date of hire are eligible to become members on the first day of the next calendar quarter. Employees of Calvin Klein, Inc. on February 12, 2003 are eligible to become members on January 31, 2004 with benefit service retroactive to February 12, 2003. Employees of PVH Superba/Insignia Neckwear, Inc. and/or PVH/Superba Retail Management Corporation are eligible to become members on January 1, 2008. Employees of Tommy Hilfiger are eligible to become members on January 1, 2011. Employees of Warnaco are eligible to become members on January 1, 2014.
Credited Service	A. Prior Service to December 31, 1993: As defined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen Employees' Pension and Severance Plan. B. Future Service Total of all Benefit Accrual Months from January 1, 1994. Associates of Warnaco receive credited service effective January 1, 2014.
Vesting	5 years of service, or employed at age 65. A former Cheseborough-Pond's Plan participant shall receive credit for Vesting Service on and after February 1, 1987. He shall be credited with Vesting Service prior to February 1, 1987 on the basis of the credit for service which he had on that date under the terms of the Cheseborough-Pond's Plan. Each former Cheseborough-Pond's Plan member is fully vested in the Minimum Bass Pension.

Schedule SB, Part V — Summary of Plan Provisions

	Participants impacted by the IZOD retail store closings during 2015 are 100% vested.
Final Average Compensation	Average compensation during five consecutive complete years of service ending December 31, 1999.
Past Service Compensation	Average compensation during five consecutive complete years of service ending December 31, 1993 yielding the highest average.

Normal Retirement

- Eligibility: A member is eligible for normal retirement on the first day of the month coincident with or next following the attainment of age 65.

- Benefit:

1. Formula

Service Prior to December 31, 1993:

As defined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen Employees' Pension and Severance Plan.

For Future Service:

The maximum of A and B.

A. The sum of (i) and either (ii) or (iii) below.

(i) For Salaried associates, the greater of a) plus c), b) plus c) and d) and for Hourly associates, the greater of a) or b)

a) 0.65% of Past Service Compensation times 1/12 the number of Benefit Accrual Months up to December 31, 1993 plus .35% of Past Service Compensation in excess of the Social Security Average Breakpoint (1993 Covered Compensation) determined at December 31, 1993 times 1/12 of the number of Benefit Accrual Months not in excess of 780, and

b) The December 31, 1993 Grandfathered Benefit as determined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen Employees' Pension and Severance Plan.

c) 1/12% of Compensation for each Benefit Accrual Month for each year of service after January 1, 1994 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 1994.

d) For participants with one Hour of Service or more as an Eligible Associate after December 31, 1999, the sum of: 1/12% of Final Average Compensation as of December 31, 1999 times the number of Benefit Accrual Months up to December 31, 1999 plus 1/24% of Final Average Compensation in excess of the Social Security Average Breakpoint (1999 Covered Compensation) times the number of Benefit Accrual Months, not in excess of 420

Schedule SB, Part V — Summary of Plan Provisions

(ii) For Salaried Associates: 1/12% of Compensation for each Benefit Accrual Month for each year of service after January 1, 2000 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 2000.
Effective for any participant hired on or after October 1, 2019: 1/16% of Compensation shall be substituted for 1/12% of Compensation above with respect to the first 60 Benefit Accrual Months.

(iii) For Hourly Associates: 1/12 times .65% of Compensation for each Benefit Accrual Month for each year of service after January 1, 1994 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 1994.

B. Minimum Benefit: For former participants of the Phillips-Van Heusen Employees' Pension and Severance Plan, $1,320 plus $12 per year of service over 20 years minus $66 per year less than 20 years of service.

Former Bass Employees

For a former member of the Cheseborough-Pond's Inc. Retirement Plan, the benefit shall not be less than the accrued benefit as of August 31, 1987 under that plan (Minimum Bass Pension).

2. Compensation Base

A. For Prior Service: As defined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen Employees' Pension and Severance Plan.

B. For Future Service: Total W-2 pay for the calendar year, not in excess of IRC Section 401(a)(17) limits. Compensation in year of retirement or year of termination is the same as the preceding year.

Form of Payment

- Normal Form:

Unmarried Participant: Life annuity.

Married Participant: Joint & 50% survivor benefit.

- Optional Forms:

a) Joint and 50%, 66-2/3%, 75% or 100% contingent annuities.

b) Years certain and life annuities.

c) Lump sum.

d) Social Security leveling annuity.

e) Full cash refund annuity.

Benefits are actuarially adjusted to be equivalent in value to a life annuity based on plan factors. Sample factors below assume the beneficiary is the same age as the participant:

Age	50% J&S factor	100% J&S factor
55	0.955	0.909
60	0.945	0.889
62	0.941	0.881

Schedule SB, Part V — Summary of Plan Provisions

	65 0.935 0.869 If the present value of a terminated participant's vested accrued benefit is less than $7,000, the value of the participant's benefit is paid in a lump sum. If the present value of a terminated participant's vested accrued benefit is between $7,000 and $20,000 for terminations on or after September 1, 2012 or between $7,000 and $30,000 for terminations on or after October 1, 2015, the participant may elect to receive a lump sum payment. Participants who terminate or retire on or after September 1, 2019 may elect an unlimited lump sum payment. The lump sum is based on the September PPA lump sum rates and the 417(e) applicable mortality table for distributions.Social Security leveling is based on the September PPA lump sum rates and the 417(e) applicable mortality table.
Early Retirement	
• Eligibility:	First of any month after attaining age 55 with 10 years of service (For retirements prior to April 19, 1991, 15 years of service for former Salaried Plan participants and 20 years of service for former Hourly Plan participants). The plan was amended in 2015 to allow certain IZOD participants who are within 24 months of eligibility for early retirement, to qualify for an early retirement pension under the plan.
• Benefit:	Normal retirement benefit based on service and applicable salaries at date of early retirement. If the early retirement date precedes the normal retirement date, the net amount of the benefit is reduced for early commencement as follows: ▪ 10 years of service: 5% from age 65 ▪ 20 years of service: 3½% from age 65 ▪ 30 years of service: 2% from age 65 The early retirement reduction factors will be scaled linearly for a participant retiring with between 10 and 30 years of service. Special early retirement provisions are applicable to the Minimum Bass Pension and frozen Warnaco benefits.
Deferred Retirement	
• Eligibility:	Previously eligible for normal retirement.
• Benefit:	Normal retirement benefit based on service and applicable salaries at date of deferred retirement.
Deferred vested	
• Eligibility:	5 years of service after age 18, or employed at age 65. Participants impacted by the IZOD retail store closings during 2015 are 100% vested.
• Benefit:	Normal retirement benefit based on service and applicable salaries at date of termination.
• Retirement Date:	Unreduced benefit payable at normal retirement date. If the early retirement eligibility criteria are met, reduced benefit available at an early retirement date. The benefit is reduced for early commencement as follows:

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Age	Early Retirement Reduction Factor
55	0.40
56	0.43
57	0.46
58	0.50
59	0.55
60	0.60
61	0.66
62	0.73
63	0.81
64	0.90
65	1.00

For those under age 55 and 10 years of service, benefits are reduced based on the plan's actuarial equivalence GAM71 mortality with a 5 year setback at a rate of 7.50%.

- One-time Lump Sum Offer: Terminated vested participants as of May 1, 2013 were given a one-time opportunity to receive a lump sum payment from the Plan if the lump sum value of their benefits did not exceed $20,000.

  Terminated vested participants as of July 1, 2015 were given a one-time opportunity to receive a lump sum payment from the Plan if the lump sum value of their benefits did not exceed $30,000.

  Terminated vested participants were given a one-time opportunity to receive an unlimited lump sum payment in December 2016 and again in December 2024.

Vested Pre-Retirement Spouse's Benefit

- Eligibility: Vested
- Benefit: One-half the amount that would have been payable at date of death, had the participant survived until that date and elected retirement benefits in the form of a joint and 50% survivor annuity.
- Benefit Payment Date: The first day of the month following the date of death, reduced for early commencement. Benefits may be deferred until a date not later than the participant's Normal Retirement Date.
- Form of Payment: Life annuity payable to surviving spouse or equivalent lump sum subject to the same lump sum thresholds described under Normal Retirement Form of Payment.

Disability Retirement

- Eligibility: Total and permanent disability, and not receiving LTD benefits.
- Benefit: Immediate payment of accrued benefit, reduced for early commencement with the same Early Retirement reduction factors described above. For those under age 55 and 10 years of service, benefits are reduced based

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	on the plan's actuarial equivalence GAM71 mortality with a 5 year setback at a rate of 7.50%.
• Form of Payment:	Normal form only.
Special Death Benefit	
• Eligibility:	Death after retirement or Normal Retirement Date if not retired, with 10 years of service (and not participant in Prior Crystal Plan). Participants who elect a lump sum are not eligible for this death benefit.
• Basic Death Benefit:	The lesser of 25% of final pay or $5,000, actuarially reduced for early commencement, payable as a lump sum upon death.
• Supplemental Death Benefit:	Prior to January 1, 2024, a Participant, with the consent of their Spouse, was allowed to elect to reduce the benefits payable under the Plan by the supplemental death benefit described below, multiplied by the Supplemental Death Benefit factor in Exhibit A of the plan document. The supplemental death benefit will be the amount needed to increase the basic death benefit to: (i) if coverage under Employer's group life insurance plan immediately prior to the earlier of date of retirement or normal retirement date was in excess of $2,000, then the greater of $4,500 and the lesser of 25% of life insurance coverage (up to a maximum of $12,500) and 50% of compensation at that date, (ii) if coverage under group life insurance plan was equal to $2,000, the amount of $1,000.
Contributions	The Company pays the full cost of benefits under the plan.

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Summary of Major Plan Provisions – former PVH Pension Plan (Crystal Brands Division)

Effective date and plan year	Effective date: July 1, 1995 Plan year: January 1 to December 31
Eligibility	All active employees who were participants under the prior plan on June 30, 1995 are covered under this Plan. All other employees who work more than 1,000 hours during a 12-month period commencing on or after their date of hire are eligible to become members on the first day of the next calendar quarter.
Credited Service	A. Prior Service to December 31, 1993 Total of all Benefit Accrual Months before January 1, 1994. B. Future Service Total of all Benefit Accrual Months from January 1, 1994.
Normal Retirement	
• Eligibility:	A member is eligible for normal retirement on the first day of the month coincident with or next following the attainment of age 65.
• Benefit:	1. Formula Phillips-Van Heusen Pension Plan (Crystal Brands Division) The maximum of A, B, and C below: A. The sum of (i) and either (ii) or (iii) below. (i) For Salaried associates, the greater of a) plus c), b) plus c) and d) and for Hourly associates, the greater of a) or b) a) .65% of Past Service Compensation times 1/12 the number of Benefit Accrual Months up to December 31, 1993 plus .35% of Past Service Compensation in excess of the Social Security Average Breakpoint (1993 Covered Compensation) determined at December 31, 1993 times 1/12 of the number of Benefit Accrual Months not in excess of 780, and b) The December 31, 1993 Grandfathered Benefit as determined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen Employees' Pension and Severance Plan. c) 1/12% of Compensation for each Benefit Accrual Month for each year of service after January 1, 1994 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 1994. d) For participants with one Hour of Service or more as an Eligible Associate after December 31, 1999, the sum of 1/12% of Final Average Compensation as of December 31, 1999 times the number of Benefit Accrual Months up to December 31, 1999 plus 1/24% of Final Average Compensation in excess of the Social Security Average Breakpoint (1999 Covered

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Compensation) times the number of Benefit Accrual Months, not in excess of 420

(ii) For Salaried Associates:

1/12% of Compensation for each Benefit Accrual Month for each year of service after January 1, 2000 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 2000.

Effective for any participant hired on or after October 1, 2019: 1/16% of Compensation shall be substituted for 1/12% of Compensation above with respect to the first 60 Benefit Accrual Months.

(iii) For Hourly Associates:

1/12 times .65% of Compensation for each Benefit Accrual Month for each year of service after January 1, 1994 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 1994.

B. Minimum Benefit: For former participants of the Phillips-Van Heusen Employees' Pension and Severance Plan, $1,320 plus $12 per year of service over 20 years minus $66 per year less than 20 years of service.

C. June 30, 1995 grandfathered benefit as determined under prior Crystal Brands Retirement Plan.

2. Compensation Base

Total W-2 pay for the calendar year, not in excess of IRC Section 401(a)(17) limits. Compensation in year of retirement or year of termination is the same as the preceding year.

Form of Payment

- Normal Form: Unmarried Participant: Life annuity.

  Married Participant: Joint & 50% survivor benefit.

- Optional Forms:

  a) Joint and 50%, 66-2/3%, or 100% contingent annuities.

  b) Years certain and life annuities.

  c) Lump sum.

  d) Social Security leveling annuity.

  e) Full cash refund annuity.

Benefits are actuarially adjusted to be equivalent in value to a life annuity based on plan factors. Sample factors below assume the beneficiary is the same age as the participant:

Age	50% J&S factor	100% J&S factor
55	0.9355	0.8787
60	0.9217	0.8548
62	0.9159	0.8448
65	0.9070	0.8298

If the present value of a terminated participant's vested accrued benefit is less than $7,000, the value of the participant's benefit is paid in a lump sum. If the

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	present value of a terminated participant's vested accrued benefit is between $7,000 and $20,000 for terminations on or after September 1, 2012 or between $7,000 and $30,000 for terminations on or after October 1, 2015, the participant may elect to receive a lump sum payment. Participants who terminate or retire on or after September 1, 2019 may elect an unlimited lump sum payment. The lump sum is based on the September PPA lump sum rates and the 417(e) applicable mortality table for distributions. The 10 year-treasury rate in effect the first day of the year of distribution is used for Social Security leveling.
Early Retirement	
• Eligibility:	First of any month after attaining age 55 with 10 years of service (age 62 for Trifari)
• Benefit:	Normal retirement benefit based on service and applicable salaries at date of early retirement. If the early retirement date precedes the normal retirement date, the net amount of the benefit is actuarially reduced based on the 1971 Group Annuity Mortality Table for males set back five years and a discount rate of 7.50%.
• Form of Payment:	Same as normal retirement.
Deferred Retirement	
• Eligibility:	Previously eligible for normal retirement.
• Benefit:	Normal retirement benefit based on service and applicable salaries at date of deferred retirement.
• Form of Payment:	Same as normal retirement.
Deferred vested	
• Eligibility:	5 years of service after age 18, or employed at age 65.
• Benefit:	Normal retirement benefit based on service and applicable salaries at date of termination.
• Retirement Date:	Unreduced benefit payable at normal retirement date. If the early retirement eligibility criteria are met, reduced benefit available at an early retirement date. The benefit is reduced ½% for each month by which pension commencement precedes normal retirement date. Palm Beach Plan benefits are reduced 1/180 per month for the first 60 months, plus 1/360 per month for the next 60 months before age 65. Trifari benefits are reduced 0.5833% per month prior to age 65.
• Form of payment:	Same as normal retirement.
• One-time Lump Sum Offer:	Terminated vested participants as of May 1, 2013 were given a one-time opportunity to receive a lump sum payment from the Plan if the lump sum value of their benefits did not exceed $20,000. Terminated vested participants as of July 1, 2015 were given a one-time opportunity to receive a lump sum payment from the Plan if the lump sum value of their benefits did not exceed $30,000. Terminated vested participants were given a one-time opportunity to receive an unlimited lump sum payment in December 2016 and again in December 2024.

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Vested Pre-Retirement Spouse's Benefit	
• Eligibility:	Vested.
• Benefit:	One-half the amount that would have been payable at the participant's date of death had the participant survived until that date and elected retirement benefits in the form of a joint and 50% survivor annuity.
• Benefit Payment Date:	The first day of the month following the date of death, reduced for early commencement. Benefits may be deferred until a date not later than the participant's Normal Retirement Date.
• Form of Payment:	Life annuity payable to surviving spouse or equivalent lump sum subject to the same lump sum thresholds described under Normal Retirement Form of Payment.
Disability Retirement	
• Eligibility:	Total and permanent disability, and not receiving LTD benefits.
• Benefit:	Immediate payment of accrued benefit, reduced for early commencement with the same Early Retirement reduction factors described above.
• Form of Payment:	Normal form only.
Contributions	The Company pays the full cost of benefits under the plan.

Schedule SB, Part V — Summary of Plan Provisions

Summary of Major Plan Provisions – former PVH Pension Plan (Warnaco Plan)

Effective date and plan year	Original plan: December 1, 1950 Amended and Restated plan: January 1, 2008 Plan year: January 1 to December 31
Status of the plan	The plan was frozen as of December 31, 2002
Definitions	
• Participation	A regular employee at locations or divisions designated by the Board is eligible to participate at the later of attaining age 21 and one year of service. Effective December 31, 2002, the plan was frozen.
• Employee contributions	Employee contributions are neither required nor permitted.
• Vesting service	Vested service is all service from date of hire.
• Credited service	Credited service is all service with the Company excluding years before age 21. Also excluded is service prior to the corresponding credited service date for the following acquired divisions: **Division** — **Credited Service Date** ABS — 08/16/1999 Designer Holdings — 01/01/1998 Olga — 01/01/1988 GSM — 03/01/1996 Blanche — 06/01/1990 For employees of Authentic Fitness Corporation (“AFC”) on December 15, 1999 who became an employee of the Company on December 16, 1999 due to the Company’s acquisition of AFC, Credited Service will include all of such individual’s service as an employee of AFC prior to December 16, 1999, except where crediting such service with AFC would result in duplication of benefits under the Plan with respect to any period. Employment on or after December 31, 2002 will not be counted as Credited Service.
• Pensionable earnings	Earnings means, subject to the exclusions stated herein, the Participant’s base wage or salary plus any overtime, shift differential, piecework payment, cash bonus or any commission paid. Amounts which are excluded, without limitation, are: (a) amounts determined by the Company to represent reimbursement of expenses including such amounts paid as part of salesmen’s compensation; (b) amounts contributed or paid by the Company to or under any benefit plan, or any severance or single sum termination settlement payment; and (c) Any payments, relating to, or made as a result of, the transaction contemplated by the Agreement and Plan of Merger dated as of April 25, 1986 between W Acquisition Corp, WACQUISUB Corp., and Warnaco Inc.

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• Final average earnings	The highest average Compensation paid over the following number of consecutive calendar years of employment: **Year of Separation from Service** / **Number of Consecutive Years Averaged** 1994 or earlier: 5 1995: 6 1996: 7 1997: 8 1998: 9 1999: 10 2000: 11 2001: 12 2002 or later: 13 Compensation earned on or after December 31, 2002 will not be counted towards Average Final Compensation.
Normal retirement	
• Eligibility	Normal Retirement Date is the first day of the month coincident with or next following the later of the Participant's 65th birthday or the fifth anniversary of employment.
• Benefit	The annual amount of pension payable at Normal Retirement Date is the sum of, for each year of credited service up to 30 years, 1% of the participant's Average Final Compensation plus .6% of that part of such Average Final Compensation, which is in excess of his Social Security covered compensation amount. The minimum monthly amount of pension is $7 times the number of years of credited service up to 30 years (limited to a maximum of $210 per month, or $2,520 per year). Effective January 1, 1994, for 401(a)(17) Participants, the Normal Retirement Benefit shall be the greater of (1) and (2) below: 1) The Participant's accrued benefit under the Plan for all years of Credited Service up to 30 years. The Base Annual Compensation for the purposes of benefit accruals shall not exceed $150,000 (or such greater amount as may be permissible under IRC Section 401(a)(17) for any year after 1994). 2) The sum of the following: (i) The Participant's accrued benefit on December 31, 1993, determined based on plan provisions in effect on December 31, 1993. The Base Annual Compensation for any calendar year prior to 1994 shall not exceed $200,000 (or such greater amount as may be permissible under IRC Section 401(a)(17)). (ii) The Participant's accrued benefit under the Plan disregarding any Credited Service before January 1, 1994. The Base Annual Compensation for the purposes of benefit accruals shall not exceed $150,000 (or such greater amount as may be permissible under IRC Section 401(a)(17) for any year after 1994).

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Early retirement	
• Eligibility	The Early Retirement date is the first of the month after termination and following the attainment of age 60, and completion of five years of service.
• Benefit	The normal retirement benefit calculated using credited service as of the early retirement date reduced ½% for each month by which pension commencement precedes normal retirement date.
Late retirement	
• Eligibility	The Late Retirement Date is the first of the month subsequent to the normal retirement date following the actual retirement of the participant.
• Benefit	The Late Retirement Benefit is determined in the same manner as the Normal Retirement Benefit, considering Credited Service and Earnings to date of retirement.
Deferred vested	
• Eligibility	A participant earns a Deferred Vested Retirement Benefit (payable at age 65) after completion of 5 years of service.
• Benefit	The Deferred Vested Retirement Benefit is determined in the same manner as the Normal Retirement Benefit, considering service and salary at termination date.
Disability	
• Eligibility	A Participant is eligible for the Disability Retirement Benefit if he has attained age 60, accumulated 5 years of service, becomes totally and permanently disabled prior to normal retirement, and retires on the first of the month following the determination of permanent and total disability.
• Benefit	The Disability Retirement Benefit is determined in the same manner as Normal Retirement Benefit, considering Benefit Service and Earnings to date of disability. If the participant qualifies for disability insurance benefits under the federal Social Security Act, the benefit from the plan will not be reduced for early commencement.
Pre-retirement death	
• Eligibility	Spouse of a covered vested participant who dies prior to benefit commencement
• Benefit	The death benefit will: - Commence on the later of (a) the date of death or (b) the earliest date the participant could have elected to receive retirement benefits from the Plan unless the surviving spouse elects to defer commencement; - Be paid for the duration of the surviving spouse's lifetime; - Equal 50% of the benefit the participant would have received had he commenced benefits at such time under the Joint and 50% Survivor option; The death benefit for active vested participants is determined in the same manner except that the benefit is not reduced by the J&S option factor.
• Form of Payment	Life annuity payable to surviving spouse or equivalent lump sum subject to the same lump sum thresholds described under Normal Retirement Form of Payment.

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Form of Benefits

- Automatic form for unmarried participants: Straight Life Annuity
- Automatic form for married participants: 50% Joint & Survivor Annuity
- Optional forms and reduction factors:

	Form	Factor
i.	Straight Life Annuity	1.00
ii.	50% Joint and Survivor Annuity	0.89
iii.	75% Joint and Survivor Annuity	0.84
iv.	100% Joint and Survivor Annuity	0.80
v.	5-year Certain & Continuous Annuity	0.98
vi.	10-year Certain & Continuous Annuity	0.93
vii.	Lump Sum	N/A

If the beneficiary is more than ten years younger than the participant, the reduction for the Joint and Survivor options increases for each of the first fifteen full years in excess of ten (10) that the participant's birth date precedes the beneficiary's birth date; 1% if 100% J&S is elected, ¾% if 75% J&S is elected, or ½% if 50% J&S is elected.

Miscellaneous

- Maximum compensation: Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2024, the limit is $345,000.
- Maximum benefits: Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is $275,000.

Schedule SB, Part V — Summary of Plan Provisions

Summary of Major Plan Provisions – former PVH Pension Plan for Outlet and Specialty Store Associates

Effective date and plan year	Effective date: January 1, 2006 Plan year: January 1 - December 31
Status of the plan	The plan is closed to participants hired or rehired after December 31, 2021. Benefit accruals are frozen effective June 30, 2024 except for participants who, as of that date, have both attained age 53 and completed 8 of vesting years who will continue to accrue benefits until June 30, 2026.
Eligibility	All active retail field employees (other than employees of the CK Collection stores) who were previously covered as of January 1, 2006 under the Phillips-Van Heusen Corporation Pension Plan are covered under this Plan. All other employees who work more than 1,000 hours during a 12-month period commencing on or after their date of hire are eligible to become members on the first day of the next calendar quarter. Employees of Warnaco are eligible to become members on January 1, 2014.
Credited Service	A. Prior Service to December 31, 2005 As defined under the Phillips-Van Heusen Corporation Pension Plan. B. Future Service Total of all Benefit Accrual Months from January 1, 2006. Associates of Warnaco receive credited service effective January 1, 2014.
Vesting	5 years of service, or employed at age 65. Participants impacted by the sale of the Bass division on November 4, 2013 are 100% vested. Participants impacted by the IZOD retail store closings during 2015 are 100% vested.
Final Average Compensation	Average compensation during five consecutive complete years of service ending December 31, 2001.
Past Service Compensation	Average compensation during five consecutive complete years of service ending December 31, 1993 yielding the highest average.
Normal Retirement	
• Eligibility:	A member is eligible for normal retirement on the first day of the month coincident with or next following the attainment of age 65.
• Benefit:	1. Formula Service Prior to December 31, 1993: As defined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen-Van Heusen Employees' Pension and Severance Plan. For Future Service: The sum of (i) and (ii) below. (i) The greater of a) plus c), b) plus c) and d)

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a) .65% of Past Service Compensation times 1/12 the number of Benefit Accrual Months up to December 31, 1993 plus .35% of Past Service Compensation in excess of the Social Security Average Breakpoint (1993 Covered Compensation) determined at December 31, 1993 times 1/12 of the number of Benefit Accrual Months not in excess of 780, and

b) The December 31, 1993 Grandfathered Benefit as determined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen-Van Heusen Employees' Pension and Severance Plan.

c) 1/12% of Compensation for each Benefit Accrual Month for each year of service after January 1, 1994 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 1994.

d) For participants with one Hour of Service or more as an Eligible Associate after December 31, 1999, the sum of:

1/12% of Final Average Compensation as of December 31, 1999 times the number of Benefit Accrual Months up to December 31, 1999 plus 1/24% of Final Average Compensation in excess of the Social Security Average Breakpoint (1999 Covered Compensation) times the number of Benefit Accrual Months, not in excess of 420

(ii) 1/12% of Compensation for each Benefit Accrual Month for each year of service after January 1, 2000 plus 1/24% of Compensation in excess of the Social Security Average Breakpoint for that year for each Benefit Accrual Month for each year of service after January 1, 2000.

Effective for any participant hired on or after October 1, 2019: 1/16% of Compensation shall be substituted for 1/12% of Compensation above with respect to the first 60 Benefit Accrual Months

2. Compensation

A. For Prior Service:

As defined under either the Phillips-Van Heusen Salaried Employees' and Salesmen's Retirement Plan or the Phillips-Van Heusen-Van Heusen Employees' Pension and Severance Plan.

B. For Future Service:

Total W-2 pay for the calendar year, not in excess of IRC Section 401(a)(17) limits. Compensation in year of retirement or year of termination is the same as the preceding year.

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Form of Payment

- Normal Form:

  Unmarried Participant: Life annuity.

  Married Participant: Joint & 50% survivor benefit.

- Optional Forms:

  a) Joint and 50%, 66-2/3%, 75%, or 100% contingent annuities.

  b) Years certain and life annuities.

  c) Lump sum

  d) Social Security leveling annuity.

  e) Full cash refund annuity.

  Benefits are actuarially adjusted to be equivalent in value to a life annuity based on plan factors. Sample factors below assume the beneficiary is the same age as the participant:

Age	50% J&S factor	100% J&S factor
55	0.955	0.909
60	0.945	0.889
62	0.941	0.881
65	0.935	0.869

  If the present value of a terminated participant's vested accrued benefit is less than $7,000, the value of the participant's benefit is paid in a lump sum. If the present value of a terminated participant's vested accrued benefit is between $7,000 and $20,000 for terminations on or after September 1, 2012 or between $7,000 and $30,000 for terminations on or after October 1, 2015, the participant may elect to receive a lump sum payment. Participants who terminate or retire on or after September 1, 2019 can elect a lump sum payment regardless of its size. The lump sum is based on the September PPA lump sum rates and the 417(e) applicable mortality table for distributions.

  Social Security leveling is based on the September PPA lump sum rates and the 417(e) applicable mortality table.

Early Retirement

- Eligibility:

  First of any month after attaining age 55 with 10 years of service. The plan was amended in 2015 to allow certain IZOD participants who are within 24 months of eligibility for early retirement, to qualify for an early retirement pension under the plan.

- Benefit:

  Normal retirement benefit based on service and applicable salaries at date of early retirement. If the early retirement date precedes the normal retirement date, the net amount of the benefit is reduced for early commencement as follows:

  - 10 years of service: 5% from age 65
  - 20 years of service: 3½% from age 65
  - 30 years of service: 2% from age 65

  The early retirement reduction per year factors will be scaled linearly for a participant retiring with between 10 and 30 years of service.

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Deferred Retirement

- Eligibility: Previously eligible for normal retirement.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of deferred retirement.

Deferred Vested

- Eligibility: 5 years of service after age 18, or employed at age 65. Participants impacted by the sale of the Bass division on November 4, 2013 are 100% vested. Participants impacted by the IZOD retail store closings during 2015 are 100% vested.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of termination.
- Retirement Date: Unreduced benefit payable at normal retirement date. If the early retirement eligibility criteria are met, reduced benefit available at an early retirement date. The benefit is reduced for early commencement as follows:

Age	Early Retirement Reduction Factor
55	0.40
56	0.43
57	0.46
58	0.50
59	0.55
60	0.60
61	0.66
62	0.73
63	0.81
64	0.90
65	1.00

For those under age 55 and 10 years of service, benefits are reduced based on the plan's actuarial equivalence GAM71 mortality with a 5 year setback at a rate of 7.50%.

- One-time Lump Sum Offer: Terminated vested participants as of May 1, 2013 were given a one-time opportunity to receive a lump sum payment from the Plan if the lump sum value of their benefits did not exceed $20,000.

  Terminated vested participants as of July 1, 2015 were given a one-time opportunity to receive a lump sum payment from the Plan if the lump sum value of their benefits did not exceed $30,000.

  Terminated vested participants were given a one-time opportunity to receive an unlimited lump sum payment in December 2016 and again in December 2024.

Vested Pre-Retirement Spouse's Benefit

- Eligibility: Vested
- Benefit: One-half the amount that would have been payable at the participant's date of death had the participant survived until that date and elected retirement benefits in the form of a joint and 50% survivor annuity.

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• Benefit Payment Date:	The first day of the month following the date of death, reduced for early commencement. Benefits may be deferred until a date not later than the participant's Normal Retirement Date.
• Form of Payment:	Life annuity payable to surviving spouse or equivalent lump sum subject to the same lump sum thresholds described under Normal Retirement Form of Payment.
Disability Retirement	
• Eligibility:	Total and permanent disability and not receiving LTD benefits.
• Benefit:	Immediate payment of accrued benefit, reduced for early commencement with the same Early Retirement reduction factors described above. For those under age 55 and 10 years of service, benefits are reduced based on the plan's actuarial equivalence GAM71 mortality with a 5 year setback at a rate of 7.50%.
• Form of Payment:	Normal form only.
Special Death Benefit	
• Eligibility:	Death after retirement or Normal Retirement Date if not retired, with 10 years of service. Participants who elect a lump sum are not eligible for this death benefit.
• Basic Death Benefit:	The lesser of 25% of final pay or $5,000, actuarially reduced for early commencement, payable as a lump sum upon death.
• Supplemental Death Benefit:	Prior to January 1, 2024, a Participant, with the consent of their Spouse, was allowed to elect to reduce the benefits payable under the Plan by the supplemental death benefit described below, multiplied by the Supplemental Death Benefit factor in Exhibit A of the plan document. The supplemental death benefit will be the amount needed to increase the basic death benefit to: (i) if coverage under Employer's group life insurance plan immediately prior to the earlier of date of retirement or normal retirement date was in excess of $2,000, then the greater of $4,500 and the lesser of 25% of life insurance coverage (up to a maximum of $12,500) and 50% of compensation at that date, or (ii) if coverage under group life insurance plan was equal to $2,000, the amount of $1,000.
Contributions	The Company pays the full cost of benefits under the plan.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2024, the limit is $345,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is $275,000.

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Summary of Major Plan Provisions – former Van Heusen Corporation Employees' Retirement Plan (Chattanooga Distribution Center)

Effective date and plan year	Effective date: February 1, 1973 Plan year: January 1 – December 31
Status of the plan	The Chattanooga warehouse closed on July 14, 2017. There are no longer any employees accruing benefits.
Eligibility	All full-time employees of the Chattanooga distribution center who have completed ninety days of employment prior to February 1 of the plan year.
Credited Service	Years and months of participation with an hour of service. For those who were participants on February 1, 1973, years and completed months excluding the ninety day probationary period.
Vesting	5 years of service, or employed at age 65. Participants impacted by the warehouse closure on July 14, 2017 are 100% vested.
Normal Retirement	
• Eligibility:	A member is eligible for normal retirement on the first day of the month coincident with or next following the attainment of age 65.
• Benefit:	For Prior Service: 0.52% of 1972 Compensation times service prior to February 1, 1973. For Future Service:

Period of Service	Percentage of Period Compensation
2/1/1973 – 3/31/1976	0.52%
4/1/1976 – 3/31/1977	0.70
4/1/1977 – 3/31/1978	0.75
4/1/1978 – 3/31/1979	0.90
4/1/1979 – 3/31/1980	0.95
4/1/1980 – 3/31/1981	1.00
4/1/1981 – 3/31/1982	1.10
4/1/1982 – 3/31/1983	1.25
4/1/1983 – 3/31/1984	1.35
4/1/1984 – 3/31/1985	1.45
4/1/1985 – 1/31/1986	1.50
2/1/1986 – 1/31/1987	1.55
2/1/1987 – 3/31/1988	1.60
4/1/1988 – 3/31/1989	1.62
4/1/1989 – 3/31/1990	1.65
4/1/1990 – 3/31/1992	1.67
4/1/1992 – 3/31/1993	1.68
4/1/1993 – 4/4/1999	1.69
4/5/1999 – 4/4/2004	1.75
4/5/2004 – 4/4/2006	1.765
4/5/2006 – 4/4/2007	1.78
4/5/2007 – 4/4/2008	1.79
4/5/2008 – 4/4/2010	1.80
4/5/2010 – 4/4/2011	1.81
4/5/2011 – 4/4/2013	1.82
4/5/2013 – 4/4/2014	1.83
4/5/2014 – 7/14/2017	1.84

Schedule SB, Part V — Summary of Plan Provisions

Form of Payment

- Normal Form: Unmarried Participant: Life annuity.
  Married Participant: Joint & 50% survivor benefit.
- Optional Form:
  a) Joint and 50%, 66-2/3%, 75%, or 100% contingent annuities.
  b) 10 year certain and life annuities.
  c) Social Security leveling annuity.
  d) Full cash refund annuity.

Benefits are actuarially adjusted to be equivalent in value to a life annuity based on plan factors. Sample factors below assume the beneficiary is the same age as the participant:

Age	50% J&S factor	100% J&S factor
55	0.950	0.900
60	0.930	0.870
62	0.922	0.858
65	0.910	0.840

If the present value of a terminated participant's vested accrued benefit is less than $1,000, the value of the participant's benefit is paid in a lump sum. If the present value is between $1,000 and $5,000, the participant may elect to receive a lump sum payment. The lump sum is based on the September PPA lump sum rates and the 417(e) applicable mortality table for distributions.

Social Security leveling is based on the September PPA lump sum rates and the 417(e) applicable mortality table.

Early Retirement

- Eligibility: First of any month after attaining age 55 with 10 years of service.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of early retirement. If the early retirement date precedes the normal retirement date, the net amount of the benefit is reduced for early commencement as follows:

Age	Early Retirement Reduction Factor
55	0.40
56	0.43
57	0.46
58	0.50
59	0.55
60	0.60
61	0.66
62	0.73
63	0.81
64	0.90
65	1.00

Schedule SB, Part V — Summary of Plan Provisions

Deferred Retirement

- Eligibility: Previously eligible for normal retirement.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of deferred retirement.

Deferred vested

- Eligibility: 5 years of service after age 18, or employed at age 65.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of termination.
- Retirement Date: Unreduced benefit payable at normal retirement date. If the early retirement eligibility criteria are met, reduced benefit available at an early retirement date. The benefit is reduced for early commencement as follows:

Age	Early Retirement Reduction Factor
55	0.40
56	0.43
57	0.46
58	0.50
59	0.55
60	0.60
61	0.66
62	0.73
63	0.81
64	0.90
65	1.00

Vested Pre-Retirement Spouse's Benefit

- Eligibility: Vested, and one or more hours of service on or after January 1, 1976.
- Benefit: One-half the amount that would have been payable at the participant's date of death had the participant survived until that date and elected retirement benefits in the form of a joint and 50% survivor annuity.
- Benefit Payment Date: The first day of the month following the date of death, reduced for early commencement. Benefits may be deferred until a date not later than the participant’s Normal Retirement Date.
- Form of Payment: Life annuity payable to the surviving spouse or equivalent lump sum subject to the same lump sum thresholds described under Normal Retirement Form of Payment.

Disability Retirement

- Eligibility: Inability to perform current duties.
- Benefit: Immediate payment of accrued benefit, reduced for early commencement with the same Early Retirement reduction factors described above.
- Form of Payment: Normal form only.

Schedule SB, Part V — Summary of Plan Provisions

Contributions	The Company pays the full cost of benefits under the Plan.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is $275,000.

Schedule SB, Part V — Summary of Plan Provisions

Summary of Major Plan Provisions – former PVH Pennsylvania Plants Retirement Plan

Effective date and plan year	Effective Date: May 1, 1959 Plan year: January 1 – December 31
Status of the plan	There are no longer any employees accruing benefits.
Eligibility	All hourly employees of the Pennsylvania Plants enter the Plan on the January 1 coincident with or next following their date of hire, provided they complete a year of Eligibility Service (1,000 hours of service) in the first twelve months of employment.
Credited Service	Years and months of participation with an hour of service. Prior to January 1, 1978, years and completed months.
Vesting	5 years of service, or employed at age 65.

Normal Retirement

- Eligibility: A member is eligible for normal retirement on the first day of the month coincident with or next following the attainment of age 65.
- Benefit: For Prior Service: 0.36% of 1958 Compensation times service prior to May 1, 1959.

For Future Service:

Period of Service	Percentage of Period Compensation
5/1/1959 - 6/30/1966	0.36%
7/1/1966 - 6/30/1975	0.52
7/1/1975 - 6/30/1978	0.60
7/1/1978 - 6/30/1979	0.65
7/1/1979 - 6/30/1980	0.67
7/1/1980 - 6/30/1981	0.70
7/1/1981 -12/31/1982	0.85
1/1/1983 - 5/31/1983	0.90
6/1/1983 - 6/30/1984	0.95
7/1/1984 - 6/30/1985	1.00
7/1/1985 - 5/31/1986	1.05
6/1/1986 - 5/31/1987	1.15
6/1/1987 - 5/31/1988	1.25
6/1/1988 - 5/31/1989	1.35
6/1/1989 - 5/31/1990	1.45
6/1/1990 - 5/31/1991	1.50
6/1/1991 - 5/31/1992	1.55
6/1/1992 - 5/31/1993	1.58
6/1/1993 - 5/31/1994	1.60
6/1/1994 - 5/31/1995	1.62
6/1/1995 - 5/31/1996	1.64
6/1/1996 - 5/31/1997	1.66
6/1/1997 - 5/31/1998	1.66

Schedule SB, Part V — Summary of Plan Provisions

6/1/1998 - 5/31/1999	1.67
6/1/1999 - 5/31/2000	1.70
6/1/2000 - 5/31/2001	1.72
6/1/2001 - 5/31/2002	1.73
6/1/2002 – 5/31/2003	1.75
6/1/2003 – 5/31/2004	1.77
6/1/2004 – 5/31/2005	1.78
6/1/2005 – 5/31/2006	1.79
6/1/2006 – 5/31/2007	1.80
6/1/2007 – 5/31/2008	1.81
6/1/2008 – 5/31/2009	1.82
6/1/2009 – 5/31/2010	1.83
6/1/2010 – 5/31/2011	1.84
6/1/2011 – 5/31/2014	1.85
6/1/2014 – 5/31/2018	1.86
6/1/2018 – 5/31/2021	1.87
6/1/2021 – 5/31/2022	1.88

Form of Payment

- Normal Form:

Unmarried Participant: Life annuity.

Married Participant: Joint & 50% survivor benefit.

- Optional Forms:

a) Joint and 50%, 66-2/3%, 75%, or 100% contingent annuities.

b) 7 and 10 years certain and life annuities.

c) Social Security leveling annuity.

d) Full cash refund annuity.

Benefits are actuarially adjusted to be equivalent in value to a life annuity based on plan factors. Sample factors below assume the beneficiary is the same age as the participant:

Age	50% J&S factor	100% J&S factor
55	0.950	0.900
60	0.930	0.870
62	0.922	0.858
65	0.910	0.840

If the present value of a terminated participant's vested accrued benefit is less than $1,000, the value of the participant's benefit is paid in a lump sum. If the present value is between $1,000 and $5,000, the participant may elect to receive a lump sum payment. The lump sum is based on the September PPA lump sum rates and the 417(e) applicable mortality table for distributions.

Social Security leveling is based on the September PPA lump sum rates and the 417(e) applicable mortality table.

Schedule SB, Part V — Summary of Plan Provisions

Early Retirement

- Eligibility: First of any month after attaining age 55 with 10 years of service.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of early retirement. If the early retirement date precedes the normal retirement date, the net amount of the benefit is reduced for early commencement as follows:

Age	Early Retirement Reduction Factor
55	0.40
56	0.43
57	0.46
58	0.50
59	0.55
60	0.60
61	0.66
62	0.73
63	0.81
64	0.90
65	1.00

Deferred Retirement

- Eligibility: Previously eligible for normal retirement.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of deferred retirement.

Deferred vested

- Eligibility: 5 years of service after age 18, or employed at age 65.
- Benefit: Normal retirement benefit based on service and applicable salaries at date of termination.
- Retirement Date: Unreduced benefit payable at normal retirement date. If the early retirement eligibility criteria are met, reduced benefit available at an early retirement date. The benefit is reduced for early commencement as follows:

Age	Early Retirement Reduction Factor
55	0.40
56	0.43
57	0.46
58	0.50
59	0.55
60	0.60
61	0.66
62	0.73
63	0.81
64	0.90
65	1.00

Schedule SB, Part V — Summary of Plan Provisions

Vested Pre-Retirement Spouse's Benefit	
• Eligibility:	Vested, and one or more hours of service on or after January 1,1976.
• Benefit:	One-half the amount that would have been payable at the participant's date of death had the participant survived until that date and elected retirement benefits in the form of a joint and 50% survivor annuity.
• Benefit Payment Date:	The first day of the month following the date of death, reduced for early commencement. Benefits may be deferred until a date not later than the participant's Normal Retirement Date.
• Form of Payment:	Life annuity payable to the surviving spouse or equivalent lump sum subject to the same lump sum thresholds described under Normal Retirement Form of Payment.
• Charge for Coverage:	In the form of a reduction to any benefit payable. Coverage for ages before 55 is provided without reduction to the accrued benefit, but there is a charge at age 55 and later.
Disability Retirement	
• Eligibility:	Total and permanent disability.
• Benefit:	Immediate payment of accrued benefit, reduced for early commencement with the same Early Retirement reduction factors described above.
• Form of Payment:	Normal form only.
Lump Sum Death Benefits	
• Eligibility:	Actively working and ten years of Vesting Service completed.
• Benefit:	$2,000 prorated for Future Benefit Service less than twenty years.
• Form of Payment:	Lump sum to designated beneficiary.
Contributions	The company pays the full cost of benefits under the Plan.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2024, the limit is $345,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is $275,000.

Schedule SB, Part V — Summary of Plan Provisions

Benefits Included or Excluded

Unless noted below, all benefits provided by the plan, as restated and amended through January 1, 2024, are included in this valuation.

- **Most recent plan amendment included:** June 17, 2024
- **Disability benefits:** Disability benefits were not valued since their effect is not material.
- **Late retirement increases:**
  - *Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement; therefore, late retirement actuarial increases only apply to participants who defer retirement beyond age 70½. The plan also applies late retirement actuarial increases for a certain closed group of participants who did not receive suspension notices and who defer retirement beyond their normal retirement date and this valuation includes those increases.
  - *Deferred vested participants:* Accumulation of retroactive payments for current deferred vested participants over normal retirement is reflected in the valuation.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan Provisions Specific to Funding

Additional Benefits Included or Excluded

- **IRC Section 436 benefit restrictions:**
  - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits (if any) that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
  - Plan amendments: See above.
  - *Prohibited payments*: Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
  - *Benefit accruals*: The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Schedule SB, Part V — Summary of Plan Provisions

Plan Provision Changes Since Prior Valuation

- Maximum compensation amounts and maximum benefit amounts under IRS rules were updated from 2023 to 2024.

- Benefit accruals are frozen effective June 30, 2024 except for participants who, as of that date, have both attained age 53 and completed 8 of vesting years who will continue to accrue benefits until June 30, 2026.

- For participants who commence benefits on or after January 1, 2024, the supplemental death benefit portion of the Special Death Benefit is no longer available.

Schedule SB, line 24 — Change in Actuarial Assumptions

- The expense component of normal cost increased from $3,535,000 to $2,700,000 to reflect our expectations for the current plan year.
- The expected investment return changed from 6.55% in 2023 to 6.10% in 2024.