

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information	
1a	Name of plan HUNTER DOUGLAS EMPLOYEES' RETIREMENT PLAN	1b Three-digit plan number (PN) ▶ 002
		1c Effective date of plan 07/01/1965
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) HUNTER DOUGLAS, INC. ONE DUETTE WAY BROOMFIELD, CO 80020	2b Employer Identification Number (EIN) 13-2614416 2c Plan Sponsor's telephone number 845-664-7000 2d Business code (see instructions) 339900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2025	TIMOTHY TOLINO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	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 2222
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 705 6a(2) 0 6b 0 6c 0 6d 0 6e 0 6f 0 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

1A 1H 1I

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
► Round off amounts to nearest dollar.	
► Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan HUNTER DOUGLAS EMPLOYEES' RETIREMENT PLAN	B Three-digit plan number (PN) ► 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HUNTER DOUGLAS, INC.	D Employer Identification Number (EIN) 13-2614416
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	151514076	
b	Actuarial value	2b	151514076	
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	497	69894284	69894284
b	For terminated vested participants	1020	41059402	41059402
c	For active participants	705	30665087	30665087
d	Total	2222	141618773	141618773
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	5.15 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	424422	
c	Target normal cost	6c	424422	

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 THOMAS MIANO Type or print name of actuary OCTOBER THREE CONSULTING LLC Firm name 6191 N. STATE HIGHWAY 161 SUITE 470 IRVING, TX 75038 Address of the firm	09/03/2025 Date 23-04601 Most recent enrollment number 312-878-2440 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	20657028	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	417824	0
9 Amount remaining (line 7 minus line 8)	20239204	0
10 Interest on line 9 using prior year's actual return of <u>7.43</u> %	1503773	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.05</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	21742977	0

Part III Funding Percentages

14 Funding target attainment percentage	14	91.63 %
15 Adjusted funding target attainment percentage	15	106.98 %
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	103.99 %
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

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21	Discount rate:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">a Segment rates:</td> <td style="width: 33%;">1st segment: %</td> <td style="width: 33%;">2nd segment: %</td> <td style="width: 33%;">3rd segment: %</td> <td style="width: 33%;">☒ N/A, full yield curve used</td> </tr> </table>	a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used		
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used					
	b Applicable month (enter code)	21b							
22	Weighted average retirement age	22	65						
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute								

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

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28	Unpaid minimum required contributions for all prior years	28	0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII	Minimum Required Contribution For Current Year
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31	Target normal cost and excess assets (see instructions):		
	a Target normal cost (line 6c)	31a	424422
	b Excess assets, if applicable, but not greater than line 31a	31b	0
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	424422
		Carryover balance	Prefunding balance
35	Balances elected for use to offset funding requirement	424422	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)
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41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	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 HUNTER DOUGLAS EMPLOYEES' RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 HUNTER DOUGLAS, INC.	D Employer Identification Number (EIN) 13-2614416	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

OCTOBER THREE CONSULTING LLC

27-1175487

(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 50	NONE	1034033	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PARTNERS CAPITAL INV GRP, LLC

81-4189609

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	554911	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BANK OF AMERICA

94-1687665

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	74419	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

MORGAN STANLEY

13-3480578

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	15450	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BDG-CPAS

22-2625944

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	14150	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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 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 HUNTER DOUGLAS EMPLOYEES' RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 HUNTER DOUGLAS, INC.	D Employer Identification Number (EIN) 13-2614416

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	29935103	97700
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	30289	44737
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	21549281	11848084
(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)	47461023	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	50559131	2097419
(5) Partnership/joint venture interests	1c(5)	1979249	1057998
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	151514076	15145938
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	35452	250132
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	35452	250132
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	151478624	14895806

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	3756964	
(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)		3756964
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	345876	
(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)		345876
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	455703142	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	449904885	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	2786368	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(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		89935
d Total income. Add all income amounts in column (b) and enter total	2d		12777400

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	144836937	
(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)		144836937
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)	74419	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	20600	
(5) Investment advisory and investment management fees	2i(5)	760686	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	1051938	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	2615638	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		4523281
j Total expenses. Add all expense amounts in column (b) and enter total	2j		149360218

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-136582818
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **BDG-CPAS**

(2) EIN: **22-2625944**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☒ Yes ☐ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year 0.

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 552886.

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 HUNTER DOUGLAS EMPLOYEES' RETIREMENT PLAN				B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 HUNTER DOUGLAS, INC.				D Employer Identification Number (EIN) 13-2614416	
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): 94-1687665					
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	1468
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☒ N/A If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☒ Increase ☐ Decrease ☐ Both ☐ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: 5.3 % Private Equity: 6.3 % Investment-Grade Debt and Interest Rate Hedging Assets: 0.0 %

High-Yield Debt: 0.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 78.8 % Other: 9.6 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

**HUNTER DOUGLAS INC.
EMPLOYEES' RETIREMENT PLAN**

**FINANCIAL STATEMENTS
and
SUPPLEMENTAL SCHEDULES**

December 31, 2024 and 2023

(With Independent Auditor's Report Thereon)

Hunter Douglas Inc. Employees' Retirement Plan
Index of
Financial Statements and Supplemental Schedules

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Independent Auditor's Report

To the Plan Administrator of
the Hunter Douglas Inc. Employees' Retirement Plan
Broomfield, Colorado

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

We have performed audits of the accompanying financial statements of the Hunter Douglas Inc. Employees' Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 (in liquidation) and 2023 (ongoing), and the related statements of changes in net assets available for benefits for the years ended December 31, 2024 (in liquidation) and 2023 (ongoing), and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 5 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 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Emphasis of Matter – Plan Termination and Liquidation Basis of Accounting

As discussed in Note 7 to the financial statements, pursuant to a resolution of the Board of Directors (the "Board") of Hunter Douglas Inc., dated as of May 3, 2024, and the written notice provided to the Plan's trustee and administrator, the Board approved the Plan's termination effective on July 31, 2024, and management determined liquidation is imminent. As a result, the Plan has changed its basis of accounting from the going concern basis used in presenting the 2023 financial statements to the liquidation basis used in presenting the 2024 financial statements. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

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

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

In our opinion

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

BDG-CPAs

Ridgewood, New Jersey
October 14, 2025

Hunter Douglas Inc. Employees' Retirement Plan
Statements of Net Assets Available for Benefits
as of December 31, 2024 (in Liquidation) and 2023 (Ongoing)

<u>Assets</u>	<u>2024 (in Liquidation)</u>	<u>2023 (Ongoing)</u>
Cash	\$ 97,700	\$ 29,935,103
Investments, at fair value:		
Cash equivalents	11,848,084	21,549,281
Equity funds	2,097,419	50,559,131
Mutual funds - fixed income	-	47,461,023
Limited partnerships	1,057,998	1,979,249
Total investments	<u>15,003,501</u>	<u>121,548,684</u>
Accrued income	<u>44,737</u>	<u>30,289</u>
Total assets	<u>15,145,938</u>	<u>151,514,076</u>
<u>Liabilities</u>		
Accrued expenses	<u>250,132</u>	<u>35,452</u>
Total liabilities	<u>250,132</u>	<u>35,452</u>
Net assets available for benefits	<u>\$ 14,895,806</u>	<u>\$ 151,478,624</u>

The accompanying notes are an integral part of the financial statements.

Hunter Douglas Inc. Employees' Retirement Plan
Statements of Changes in Net Assets Available for Benefits
for the years ended December 31, 2024 (in Liquidation) and 2023 (Ongoing)

	<u>2024 (in Liquidation)</u>	<u>2023 (Ongoing)</u>
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	\$ 7,827,114	\$ 7,751,891
Interest and dividend income	4,102,840	2,830,930
Total investment income	<u>11,929,954</u>	<u>10,582,821</u>
Total additions	<u>11,929,954</u>	<u>10,582,821</u>
Deductions from net assets attributed to:		
Benefits paid to participants	143,989,490	7,895,118
Administrative expenses	4,523,282	1,284,724
Total deductions	<u>148,512,772</u>	<u>9,179,842</u>
Net increase (decrease)	(136,582,818)	1,402,979
Net assets available for benefits, beginning of year	<u>151,478,624</u>	<u>150,075,645</u>
Net assets available for benefits, end of year	<u><u>\$ 14,895,806</u></u>	<u><u>\$ 151,478,624</u></u>

The accompanying notes are an integral part of the financial statements.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1 – Description of Plan

General

The following description of the Hunter Douglas Inc. Employees' Retirement Plan (the "Plan") is provided for general information only. Participants should refer to the Plan Document for more complete information.

The Plan is a noncontributory defined benefit pension plan for which all contributions are made by Hunter Douglas Inc. (the "Company"). The Plan was formed on July 1, 1965 and was last amended and restated effective January 1, 2020 to include all amendments adopted subsequent to the January 1, 2017 restatement. An employee's participation in the Plan commences on the January 1 or July 1 after the employee completes 12 consecutive months of service, as defined. The Plan's assets, together with the income therefrom, are held by Bank of America (the "Trustee"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan was frozen as of December 31, 2012. The Plan is closed to new entrants and there are no future benefit accruals.

The Plan was terminated effective on July 31, 2024 (the "Termination Date"). See Note 7.

Vesting

Prior to the Termination Date, pension benefits became 100% vested to participants after five years of service. Regardless of the number of years of service, a participant would have been 100% vested and entitled to a normal retirement benefit upon attainment of age 65.

Effective on July 31, 2024, participants are 100% vested in employer contributions.

Payment of Benefits

Normal Retirement Date is the first of the month following attainment of age 65. The Normal Retirement Benefit payments are determined by a formula which considers the employee's compensation level and credited service, as defined, as well as covered compensation, as defined. Generally, benefit payments will equal the sum of 1% of final average pay, as defined, up to covered compensation plus 1.5% of the final average pay in excess of covered compensation, multiplied by the number of years of service, not exceeding 35. The employee has the option of receiving a lump-sum payment (if less than or equal to \$5,000 (\$7,000 as of January 1, 2024)) or a type of annuity payment, as specified in the Plan Document.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1 – Description of Plan (continued)

A participant is eligible to receive an early retirement benefit, as defined, at any time upon the attainment of age 55, provided that the participant has met the vesting requirements of the Plan. The benefit is determined in the same manner as the Normal Retirement Benefit but actuarially reduced for commencement prior to age 65. Payments of this benefit will commence on the first day of the month coincident with or next following the attainment of the participant's early retirement date.

In accordance with the Plan Document, a spouse's benefit is between 50% and 100% of the amount of vested pension benefit the participant would have received had the employee been terminated on the date of his/her death, survived to the earliest retirement age and retired with a joint and between 50% and 100% survivor option in effect. If the death of the participant occurs on or before eligibility for early retirement, the benefit to the spouse commences when the participant would have first been eligible for early retirement.

The Plan was amended effective September 2, 2020 to provide a Special Election Window during the period from September 1, 2020 to October 15, 2020 to certain active participants, terminated vested participants, surviving Spouses, and alternate payees who had not commenced receiving benefits under the Plan to elect a lump sum or other form of benefit.

The Plan was amended effective May 23, 2024 to provide a Special Election Window in connection with the plan termination during the period from July 2, 2024 to August 30, 2024 to all participants currently receiving an annuity, active participants, terminated vested participants, surviving Spouses, and alternate payees who had not commenced receiving benefits under the Plan to elect a lump sum payment.

Administrative Expenses

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

Funding Policy

The Company's policy is to contribute not less than the amounts to the Plan as are necessary on an actuarial basis to provide the Plan with assets sufficient to meet the minimum funding requirements of ERISA. The Company met the minimum funding requirements of ERISA for the years ended December 31, 2024 and 2023.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 2 – Summary of Significant Accounting Policies

Basis of Accounting

As a result of the Plan's termination effective on July 31, 2024, the Plan changed its basis of accounting from the going concern basis used in presenting the 2023 financial statements to the liquidation basis used in presenting the 2024 financial statements in accordance with accounting principles generally accepted in the United States of America.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodian. See Note 6 for discussion of fair value measurements.

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

Use of Estimates

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

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 2 – Summary of Significant Accounting Policies (continued)

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 3) are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are accumulated based on employees' compensation during each year of credited service. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances - retirement, death, disability, and termination of employment - are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

SECURE Act and CARES Act

On December 20, 2023, the IRS released Notice 2024-2, which extends the deadline for adopting any SECURE Act plan amendments until December 31, 2026, to provide relief for plan sponsors waiting for final IRS guidance on many of the SECURE Act's provisions. The Notice also extends the deadline for the 2020 waiver in the CARES Act of required minimum distributions until December 31, 2025. These amendments can be retroactively adopted; therefore, the Plan can implement the amendments prior to amending the plan instrument. Similarly, plans may have voluntarily adopted provisions under the CARES Act by placing them in operation without amending the plan as long as the plan management makes the required amendments to plan documents by December 31, 2026.

SECURE 2.0 Act of 2022

The SECURE 2.0 Act of 2022 ("SECURE 2.0 Act") was signed into law on December 29, 2022, to increase retirement savings, improve retirement rules, and lower employer costs of setting up a retirement plan. Plan amendments required by the SECURE 2.0 Act generally need not be made until the end of the first plan year beginning on or after January 1, 2025; however, plans must be operated in accordance with the effective date of each new provision. There is no current impact to the Plan and these provisions did not have an impact on the financial statements. Since the provisions include both required and optional elements, the Plan Administrator will determine the optional provisions to elect.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 3 – Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits is determined by an independent actuary and 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 accumulated plan benefits information as of the beginning of the Plan year is as follows:

	January 1,	
	2024	2023
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Active participants	\$ 32,685,922	\$ 37,475,340
Inactive participants with deferred benefits	43,368,777	35,719,925
Inactive participants receiving benefits	71,748,460	70,132,036
	<u>147,803,159</u>	<u>143,327,301</u>
Non-vested benefits	<u>-</u>	<u>-</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 147,803,159</u>	<u>\$ 143,327,301</u>

Changes in accumulated plan benefits for the year ended December 31, 2023:

Actuarial present value of accumulated plan benefits at January 1, 2023	\$ 143,327,301
Increase (decrease) during 2023 plan year:	
Benefits accumulated and demographic experience	801,870
Increase for interest	7,333,977
Benefits paid	(7,895,118)
Change in actuarial assumptions	<u>4,235,129</u>
Net increase	<u>4,475,858</u>
Actuarial present value of accumulated plan benefits at January 1, 2024	<u>\$ 147,803,159</u>

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 3 – Accumulated Plan Benefits (continued)

The more significant assumptions underlying the actuarial calculations are as follows:

Actuarial cost method	Traditional Unit Credit Cost method
Discount rate	4.89%
Mortality basis	PRI-2012 fully generational mortality projected with scale MP-2021
Termination and Disability	In accordance with assumptions that vary with age.
Retirement	Normal retirement age 65

Actuarial Assumption Changes from Prior Valuation: Discount rate changed from 5.14% in 2023 to 4.89% in 2024 to reflect the accounting assumptions used for the plan.

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

Note 4 – Investments

The Plan's investments are held by a bank-administered trust fund. During the years ended December 31, 2024 and 2023, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by \$7,827,114 and \$7,751,891, respectively.

The following table presents select investments, with approximate percentage of the Plan's net assets, as of December 31, 2024 and 2023.

	<i>December 31,</i>			
	<u>2024</u>		<u>2023</u>	
Federated Hermes US Treasury	\$ 11,803,104	79%	\$ -	-
Infinity Q Volatility Alpha Offshore Fund LTD Class A Sub-Series IFQVI - Class A	1,451,581	10%	1,451,581	1%
Federated Hermes Government Obligations Fund	-	-	21,549,281	14%
Vanguard Extended Duration Treasury Index Fund	-	-	20,880,771	14%
Vanguard Long Term Treasury Fund	-	-	20,532,923	14%

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 5 – Investment Information Certified by Plan’s Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Accordingly, the plan administrator has obtained a certification from the trustee that all investment information included in the accompanying financial statements and supplemental schedules is complete and accurate. Such information is summarized as follows:

	2024	2023
Investments, at fair value	\$ 15,003,501	\$ 121,548,684
Cash	97,700	29,935,103
Accrued income	44,737	30,289
Interest and dividend income	4,102,840	2,830,930
Net appreciation in fair value of investments	7,827,114	7,751,891

Note 6 – Fair Value Measurements

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

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 Inputs to the valuation methodology include:
- Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability;
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 6 – Fair Value Measurements (continued)

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

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

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

Cash equivalents: Cash equivalents represents a money market fund which is valued daily in a public market.

Equity funds: Valued at the closing price reported on the active market on which the individual securities are traded.

Limited partnerships: Valued at the quoted net asset value of the underlying investments based upon either the applicable audited financial statements or annual unaudited financial statements provided by the fund manager and generally represents the Plan's proportionate share of the net assets of the partnership.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The categorization of an investment within the fair value hierarchy is based upon the pricing transparency of the investment and does not necessarily correspond to Plan management's perceived risk of that investment.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 6 – Fair Value Measurements (continued)

	<i>Assets at Fair Value as of December 31, 2024</i>			
	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Cash equivalents	\$ 11,848,084	\$ -	\$ -	\$ 11,848,084
Equity funds	-	2,097,419	-	2,097,419
Total assets in fair value hierarchy	<u>\$ 11,848,084</u>	<u>\$ 2,097,419</u>	<u>\$ -</u>	13,945,503
Investments measured at net asset value				<u>1,057,998</u>
Investments at fair value				<u>\$ 15,003,501</u>

	<i>Assets at Fair Value as of December 31, 2023</i>			
	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Cash equivalents	\$ 21,549,281	\$ -	\$ -	\$ 21,549,281
Equity funds	-	50,559,131	-	50,559,131
Mutual funds - fixed income	47,461,023	-	-	47,461,023
Total assets in fair value hierarchy	<u>\$ 69,010,304</u>	<u>\$ 50,559,131</u>	<u>\$ -</u>	119,569,435
Investments measured at net asset value				<u>1,979,249</u>
Total assets at fair value				<u>\$ 121,548,684</u>

Transfers Between Levels

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

We evaluate the significance of transfers between levels based upon the nature of the financial instrument and size of the transfers relative to total net assets available for benefits.

Additional information on the objectives, unfunded commitments, redemption frequency (if currently eligible) and redemption notice period for the Plan's investments by asset class is as follows:

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 6 – Fair Value Measurements (continued)

Fixed Income: includes publicly traded debt instruments, primarily US Treasuries. Redemptions can be made daily.

Global Equities: Includes investments, including funds with publicly listed equities that seek to achieve an attractive long-term rate of return and to outperform the MSCI World Index. For limited partnership investments, redemptions can be made daily or quarterly with 95 or 31 day notice. For mutual funds, redemptions can be made daily.

Hedged Equities: Includes strategies that trade publicly listed equities (both long and short). These strategies seek to generate an attractive long-term rate of return with a beta to the equities markets of less than 1. Redemptions can be made quarterly with 95 or 31 day notice.

Absolute Return: Includes investments that seek to generate returns that are not correlated with equity markets. Typical strategies included those who underwrite and capitalize on the successful completion of mergers and acquisitions, those who follow a systematic, and quantitative equity market neutral strategy. Redemptions can be made quarterly with 75 or 95 day notice.

Credit: Includes investments across the credit spectrum, including investments in residential mortgage-backed securities and bank loans. Redemptions can be made daily.

Multi-Asset Class: includes investments that provide exposure to all liquid asset classes, including global equities, hedged equities, fixed income, absolute return, credit, inflation linked bonds, and public real estate. Redemptions can be made quarterly with 95 day notice.

Private Debt: Includes privately held investments in debt obligations across a variety of sectors and strategies including healthcare, real estate, technology, and distressed. Redemptions can be made once every 2 years with 96 day notice.

Private Equity: Includes funds that invest in various vehicles with strategies including technology, global co-investment in middle market and large cap buyouts, distressed and turnaround opportunities, and middle market industrials.

The following tables summarize the unfunded commitments, redemption frequency (if currently eligible) and redemption notice period for the Plan's investments by asset class as of December 31, 2024 and 2023.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 6 – Fair Value Measurements (continued)

As of December 31, 2024

<u>Redemption Frequency</u>	<u>Notice Period</u>	<u>Market Value</u>
Absolute Return		
N/A - Illiquid Side Pocket	N/A	\$ 1,451,581
Hedged Equities		
N/A - Illiquid Side Pocket	N/A	481,430
Global Equities		
N/A - Illiquid Side Pocket	N/A	190,328
Private Equity		
N/A - Private Equity	N/A	1,032,066
		\$ 3,155,405
		\$ 3,155,405
<u>Strategy</u>	<u>Market Value</u>	<u>Unfunded Commitment</u>
Private Equity	\$ 1,032,066	\$ 359,375
Total	\$ 1,032,066	\$ 359,375

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 6 – Fair Value Measurements (continued)

As of December 31, 2023

<u>Redemption Frequency</u>	<u>Notice Period</u>	<u>Market Value</u>
Fixed Income		
Daily	-	\$ 41,413,693
Absolute Return		
N/A - Illiquid Side Pocket	N/A	1,451,581
Credit		
Daily	-	6,047,329
Hedged Equities		
N/A - Illiquid Side Pocket	N/A	633,414
Global Equities		
Daily	-	42,542,871
Quarterly	31	2,408,961
N/A - Illiquid Side Pocket	N/A	180,340
Private Debt		
Once Every 2 Years	96	2,967,604
Private Equity		
N/A - Private Equity	N/A	751,503
		<u>\$ 98,397,296</u>

<u>Strategy</u>	<u>Market Value</u>	<u>Unfunded Commitment</u>
Private Equity	\$ 751,503	\$ 503,125
Total	<u>\$ 751,503</u>	<u>\$ 503,125</u>

Note 7 – Plan Termination

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

1. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding plan termination.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 7 – Plan Termination (continued)

2. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations (discussed subsequently).
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, a statutory ceiling exists, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For plan terminations occurring during 2024 and 2023, that ceiling is \$7,108 and \$6,750 per month, respectively. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

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

Pursuant to a resolution of the Board of Directors (the "Board") of Hunter Douglas Inc., dated as of May 3, 2024, and the written notice provided to the Plan's trustee and administrator, the Board approved the Plan's termination effective on July 31, 2024. Final distributions will be based on all participants being 100% vested and are expected to be made as soon as administratively feasible. As of December 31, 2024, all assets of the Plan have not yet been fully liquidated. In accordance with accounting principles generally accepted in the United States of America, the Plan changed its basis of accounting from the ongoing plan basis used in presenting the 2023 financial statements to the liquidation basis used in presenting the 2024 financial statements. The liquidation basis was not materially different than the ongoing Plan basis because the Plan's assets are recorded at fair value.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 8 – Tax Status and Contingencies

The Plan has received a determination letter from the Internal Revenue Service dated March 12, 2018, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (“IRC”) and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. However, the plan administrator and the Plan’s tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. The Plan received a determination letter from the Internal Revenue Service dated September 26, 2025 stating that the Plan’s termination does not affect the Plan’s qualification for federal tax purposes.

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

The United States Department of Labor’s Employee Benefits Security Administration is performing a review of the Plan for the period from January 1, 2018 to date. The review is currently in progress and no findings have arisen to date.

Note 9 – 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. Market risks include risks related to pandemics and international conflicts. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

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

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 10 – Related-Party and Party-in-Interest Transactions

Certain Plan investments are managed by Bank of America, N.A. Bank of America, N.A. is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Management believes that fees paid during the year for administrative and managerial services rendered by Bank of America, N.A., the trustee as defined by the Plan, October Three Consulting LLC, the independent actuary as defined by the Plan, and Partners Capital, were based on customary and reasonable rates for such services. Fees incurred by the Plan for the investment management services are included in net appreciation (depreciation) in fair value of the investment, as they are paid through revenue sharing, rather than a direct payment. These transactions qualify as exempt party-in-interest transactions.

Note 11 – Purchase of Group Annuity Buy-out Contract

Effective October 1, 2020 the Company amended the Plan and its underlying Trust to permit the assets of the Plan to be used to purchase an irrevocable, nonparticipating, single premium, group annuity buy-out contract from an insurance company. The Company transferred the liabilities associated with retirees whose monthly benefits are \$650 or less per month and in pay status as of October 1, 2020 to the insurance company. The Company's intention is that after the annuity purchase, individuals who receive annuity certificates shall no longer be participants in or beneficiaries of the Plan, as set forth in Department of Labor regulation 29 C.F.R. § 2510.3-3(d)(2)(ii) with respect to their pension benefits, and the Plan shall have no further obligation to make any payments with respect to any pension benefits of such individuals, including with respect to any survivor, alternate payee, beneficiary, or other person claiming by or through such individuals.

Effective October 4, 2024, the Company amended the Plan and its underlying Trust to permit the assets of the Plan to be used to purchase an irrevocable, nonparticipating, single premium, group annuity buy-out contract from an insurance company (the "Annuity Premium"). The Annuity Premium in the amount of \$62,696,522 was paid to the insurance company. The Company transferred the liabilities associated with deferred annuitants and retired annuitants as of October 11, 2024 to the insurance company, with a benefit commencement date of November 1, 2024. The Company's intention is that after the annuity purchase, individuals who receive annuity certificates shall no longer be participants in or beneficiaries of the Plan, as set forth in Department of Labor regulation 29 C.F.R. § 2510.3-3(d)(2)(ii) with respect to their pension benefits, and the Plan shall have no further obligation to make any payments with respect to any pension benefits of such individuals, including with respect to any survivor, alternate payee, beneficiary, or other person claiming by or through such individuals.

Hunter Douglas Inc. Employees' Retirement Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 12 – Subsequent Events

The Plan has evaluated subsequent events through October 14, 2025, the date the financial statements were available to be issued.

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4i-Schedule of Assets Held at End of Year December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226



TRADE DATE

P O R T F O L I O D E T A I L

AS OF 12/31/24

ACCOUNT
51-16-200-8512844

HUNTER DOUGLAS CONSOLIDATED

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PAR VALUE/ SHARES	ASSET DESCRIPTION	BOOK VALUE	MARKET PRICE	MARKET VALUE	UNREALIZED GAIN/LOSS	ACCRUED INCOME	YTM	MARKET YIELD	EST ANNUAL INCOME
CASH EQUIVALENTS									
MONEY MARKET FUNDS									
13.320	FEDERATED HERMES US TRSY CASH RESERVES CL PRM CUSIP NO: 31423R880 ACCOUNT 51-16-200-0874685	13.32	1.000	13.32		.06		4.204	.56
44,966.230	FEDERATED HERMES US TRSY CASH RESERVES CL PRM CUSIP NO: 31423R880 ACCOUNT 51-16-200-3906880	44,966.23	1.000	44,966.23		169.30		4.192	1,884.98
11803,104.070	FEDERATED HERMES US TRSY CASH RESERVES CL PRM CUSIP NO: 31423R880 ACCOUNT 51-16-200-8512781	11,803,104.07	1.000	11,803,104.07		44,560.21		4.192	494,786.12
	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY CUSIP NO: 99Z490478 ACCOUNT 51-16-200-8512781		1.000			6.94			
TOTAL MONEY MARKET FUNDS		11,848,083.62		11,848,083.62		44,736.51		4.192	496,671.66
TOTAL CASH EQUIVALENTS		11,848,083.62		11,848,083.62		44,736.51		4.192	496,671.66
EQUITIES									
CLOSELY HELD-EQUITY									
2,128.550	TOSCA OPPORTUNITY DESIGNATED CLASS 1 USD SHARES CAYMAN ISLANDS CUSIP NO: 99Z625156 ACCOUNT 51-16-200-2895605	233,742.23	89.417	190,328.28	-43,413.95				

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4i-Schedule of Assets Held at End of Year December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

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P O R T F O L I O D E T A I L

AS OF 12/31/24

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HUNTER DOUGLAS CONSOLIDATED

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PAR VALUE/ SHARES	ASSET DESCRIPTION	BOOK VALUE	MARKET PRICE	MARKET VALUE	UNREALIZED GAIN/LOSS	ACCRUED INCOME	YTM	MARKET YIELD	EST ANNUAL INCOME
301.973	RTW OFFSHORE FUND ONE LTD R C A0125 1-136 1018-C CAYMAN ISL CUSIP NO: 99Z663694 ACCOUNT 51-16-200-3906880	350,437.97	1,508.445	455,509.78	105,071.81				
20,183.277	INFINITY Q VOLATILITY ALPHA OFFSHORE FUND LTD CL A SUB-SER IFQVI CL A SERIES001JUL2018 CUSIP NO: 99Z705164 ACCOUNT 51-16-200-3876729	2,373,920.09	71.920	1,451,581.28	-922,338.81				
	TOTAL CLOSELY HELD-EQUITY	2,958,100.29		2,097,419.34	-860,680.95				
	TOTAL EQUITIES	2,958,100.29		2,097,419.34	-860,680.95				
ALTERNATIVE INVESTMENTS									
HEDGE FUNDS									
23.780	RTW INNOVATION OFFSHORE FUND CLASS C SUB CL 1 (3D) 0422 03 CAYMAN ISLANDS CUSIP NO: 99ME30369 ACCOUNT 51-16-200-3906880	23,171.33	1,090.207	25,925.13	2,753.80				
7.183	VISIUM BAL OFFSHORE FUND LTD CL A SUB CL 2 SER NOV 01 2005 FC CUSIP NO: 99Z353510 ACCOUNT 51-16-200-1708213	9,849.27	1.000	7.18	-9,842.09				
1032,066.000	PARTNERS CAPITAL CONDOR FUND XI (CAYMAN) LP CUSIP NO: 99Z697445 ACCOUNT 51-16-200-8512781	653,125.00	1.000	1,032,066.00	378,941.00				

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226



TRADE DATE

5 % R E P O R T B Y A S S E T - S I N G L E T R A N

01/01/24 THROUGH 12/31/24

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51-16-200-8512844

HUNTER DOUGLAS CONSOLIDATED

VALUATION

151,514,075.55

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7,575,703.77

ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES US TRSY CASH RESERVES CL PRM	PUR	11/13/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38	.00
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	SAL	01/02/24	-20,672,431.080	20,672,431.08	.00	.00	-20,672,431.08	-20,672,431.08	.00
	PUR	01/22/24	7,946,413.350	-7,946,413.35	.00	.00	7,946,413.35	7,946,413.35	.00
	SAL	01/25/24	-7,946,413.350	7,946,413.35	.00	.00	-7,946,413.35	-7,946,413.35	.00
	PUR	01/26/24	10,361,613.570	-10,361,613.57	.00	.00	10,361,613.57	10,361,613.57	.00
	PUR	01/29/24	43,113,843.610	-43,113,843.61	.00	.00	43,113,843.61	43,113,843.61	.00
	SAL	02/06/24	-13,000,000.000	13,000,000.00	.00	.00	-13,000,000.00	-13,000,000.00	.00
	PUR	05/20/24	12,201,391.600	-12,201,391.60	.00	.00	12,201,391.60	12,201,391.60	.00
	PUR	09/17/24	25,000,000.000	-25,000,000.00	.00	.00	25,000,000.00	25,000,000.00	.00
	SAL	10/01/24	-73,202,079.080	73,202,079.08	.00	.00	-73,202,079.08	-73,202,079.08	.00
	PUR	10/04/24	75,098,458.730	-75,098,458.73	.00	.00	75,098,458.73	75,098,458.73	.00
	SAL	10/11/24	-63,093,167.420	63,093,167.42	.00	.00	-63,093,167.42	-63,093,167.42	.00
	SAL	11/12/24	-14,189,361.590	14,189,361.59	.00	.00	-14,189,361.59	-14,189,361.59	.00
VANGUARD EXTD DURATION TREASURY IDX FD INSTL CL	SAL	09/17/24	-518,341.308	13,000,000.00	.00	.00	-13,259,966.82	-12,594,700.81	405,299.19
	SAL	10/04/24	-402,992.544	9,405,845.98	.00	.00	-10,301,798.90	-9,789,604.32	-383,758.34
VANGUARD LONG TERM TREASURY FUND CL ADM	PUR	05/20/24	2,147,239.264	-17,499,999.98	.00	.00	17,499,999.98	17,499,999.98	.00
	SAL	09/17/24	-889,877.642	7,999,999.99	.00	.00	-7,678,761.39	-7,533,206.63	466,793.36
	SAL	10/04/24	-3,700,112.718	32,005,975.01	.00	.00	-31,929,600.25	-31,326,484.89	679,490.12
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	05/20/24	1,851,851.852	-17,999,999.98	.00	.00	17,999,999.98	17,999,999.98	.00
	SAL	09/17/24	-929,549.902	9,500,000.00	.00	.00	-9,037,088.16	-9,037,088.16	462,911.84
	SAL	10/04/24	-948,336.903	9,578,202.72	.00	.00	-9,221,608.10	-9,221,608.10	356,594.62
VANGUARD SHORT TERM TREASURY FUND CL ADM	PUR	09/17/24	900,900.901	-8,999,999.99	.00	.00	8,999,999.99	8,999,999.99	.00
	SAL	10/04/24	-1,423,591.495	14,164,735.38	.00	.00	-14,097,426.29	-14,097,426.29	67,309.09
VANGUARD TOTAL WORLD STOCK INDEX FD CL ADM	SAL	05/20/24	-403,193.650	16,051,139.21	.00	.00	-13,274,897.82	-14,691,173.80	1,359,965.41

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226



TRADE DATE 5 % R E P O R T B Y A S S E T - S I N G L E T R A N

01/01/24 THROUGH 12/31/24

ACCOUNT HUNTER DOUGLAS CONSOLIDATED VALUATION 151,514,075.55 THRESHOLD 111 7,575,703.77
51-16-200-8512844

ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
VANGUARD TOTAL WORLD STOCK INDEX FD CL INSTL	PUR	02/06/24	61,265.847	-13,000,000.00	.00	.00	13,000,000.00	13,000,000.00	.00
	SAL	05/20/24	-100,753.845	23,122,000.00	.00	.00	-21,244,068.87	-21,244,068.92	1,877,931.08
	SAL	10/04/24	-41,099.858	9,943,699.64	.00	.00	-8,665,954.27	-8,665,954.30	1,277,745.34
VANGUARD VALUE INDEX FUND ADMIRAL CLASS	SAL	05/20/24	-136,554.024	8,717,608.89	.00	.00	-7,643,576.27	-7,963,616.25	753,992.64
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY	PUR	01/19/24	7,946,413.350	-7,946,413.35	.00	.00	7,946,413.35	7,946,413.35	.00
	SAL	01/22/24	-7,946,413.350	7,946,413.35	.00	.00	-7,946,413.35	-7,946,413.35	.00
	PUR	01/25/24	10,361,613.570	-10,361,613.57	.00	.00	10,361,613.57	10,361,613.57	.00
	PUR	01/26/24	32,787,682.290	-32,787,682.29	.00	.00	32,787,682.29	32,787,682.29	.00
	SAL	01/29/24	-43,149,295.860	43,149,295.86	.00	.00	-43,149,295.86	-43,149,295.86	.00
	PUR	11/12/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38	.00
	SAL	11/13/24	-14,189,192.380	14,189,192.38	.00	.00	-14,189,192.38	-14,189,192.38	.00
15 PURCHASES FOR			310,695,814.78	20 SALES FOR	410,877,560.93	ISSUE AGGREGATE TOTAL		721,573,375.71	

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
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TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
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HUNTER DOUGLAS CONSOLIDATED

VALUATION

151,514,075.55

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7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES US TRSY CASH RESERVES CL PRM	PUR	11/13/24	13.270	-13.27	.00	.00	13.27	13.27	.00
	PUR	11/13/24	32,149.730	-32,149.73	.00	.00	32,149.73	32,149.73	.00
	PUR	11/13/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38	.00
	PUR	11/13/24	.780	-.78	.00	.00	.78	.78	.00
	SAL	11/14/24	-6,962.990	6,962.99	.00	.00	-6,962.99	-6,962.99	.00
	PUR	11/18/24	11,832.940	-11,832.94	.00	.00	11,832.94	11,832.94	.00
	PUR	11/18/24	837.650	-837.65	.00	.00	837.65	837.65	.00
	SAL	11/19/24	-837.650	837.65	.00	.00	-837.65	-837.65	.00
	PUR	11/20/24	837.650	-837.65	.00	.00	837.65	837.65	.00
	SAL	11/21/24	-2,391,215.690	2,391,215.69	.00	.00	-2,391,215.69	-2,391,215.69	.00
	PUR	11/29/24	410,723.490	-410,723.49	.00	.00	410,723.49	410,723.49	.00
	PUR	12/02/24	.050	-.05	.00	.00	.05	.05	.00
	PUR	12/02/24	145.910	-145.91	.00	.00	145.91	145.91	.00
	SAL	12/02/24	-359,342.100	359,342.10	.00	.00	-359,342.10	-359,342.10	.00
	PUR	12/03/24	10,550.900	-10,550.90	.00	.00	10,550.90	10,550.90	.00
	SAL	12/09/24	-50,000.000	50,000.00	.00	.00	-50,000.00	-50,000.00	.00
	PUR	12/12/24	157.300	-157.30	.00	.00	157.30	157.30	.00
	SAL	12/18/24	-.780	.78	.00	.00	-.78	-.78	.00
	PUR	12/19/24	50,757.210	-50,757.21	.00	.00	50,757.21	50,757.21	.00
	SAL	12/23/24	-50,756.430	50,756.43	.00	.00	-50,756.43	-50,756.43	.00
13 PURCHASES FOR			14,707,199.26	7 SALES FOR	2,859,115.64	ISSUE AGGREGATE TOTAL	17,566,314.90		
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	PUR	01/02/24	.010	-.01	.00	.00	.01	.01	.00
	PUR	01/02/24	2.050	-2.05	.00	.00	2.05	2.05	.00
	PUR	01/02/24	1,234.990	-1,234.99	.00	.00	1,234.99	1,234.99	.00
	SAL	01/02/24	-20,672,431.080	20,672,431.08	.00	.00	-20,672,431.08	-20,672,431.08	.00
	PUR	01/12/24	197.590	-197.59	.00	.00	197.59	197.59	.00
	SAL	01/16/24	-.010	.01	.00	.00	-.01	-.01	.00
	SAL	01/16/24	-2.050	2.05	.00	.00	-2.05	-2.05	.00
	SAL	01/16/24	-296.320	296.32	.00	.00	-296.32	-296.32	.00
	SAL	01/16/24	-18,363.420	18,363.42	.00	.00	-18,363.42	-18,363.42	.00
	PUR	01/17/24	.010	-.01	.00	.00	.01	.01	.00
	PUR	01/17/24	2.050	-2.05	.00	.00	2.05	2.05	.00
	PUR	01/17/24	296.320	-296.32	.00	.00	296.32	296.32	.00
	PUR	01/18/24	2,408,961.230	-2,408,961.23	.00	.00	2,408,961.23	2,408,961.23	.00
	PUR	01/18/24	2,427.560	-2,427.56	.00	.00	2,427.56	2,427.56	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226



TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

HUNTER DOUGLAS CONSOLIDATED

VALUATION

151,514,075.55

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7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	PUR	01/22/24	7,946,413.350	-7,946,413.35	.00	.00	7,946,413.35	7,946,413.35	.00
	PUR	01/23/24	5,001.940	-5,001.94	.00	.00	5,001.94	5,001.94	.00
	SAL	01/25/24	-.010	.01	.00	.00	-.01	-.01	.00
	SAL	01/25/24	-2.050	2.05	.00	.00	-2.05	-2.05	.00
	SAL	01/25/24	-2,408,961.230	2,408,961.23	.00	.00	-2,408,961.23	-2,408,961.23	.00
	SAL	01/25/24	-6,236.930	6,236.93	.00	.00	-6,236.93	-6,236.93	.00
	SAL	01/25/24	-7,946,413.350	7,946,413.35	.00	.00	-7,946,413.35	-7,946,413.35	.00
	PUR	01/26/24	10,361,613.570	-10,361,613.57	.00	.00	10,361,613.57	10,361,613.57	.00
	PUR	01/29/24	43,113,843.610	-43,113,843.61	.00	.00	43,113,843.61	43,113,843.61	.00
	PUR	02/01/24	2,746.180	-2,746.18	.00	.00	2,746.18	2,746.18	.00
	PUR	02/01/24	6.180	-6.18	.00	.00	6.18	6.18	.00
	SAL	02/01/24	-613,196.230	613,196.23	.00	.00	-613,196.23	-613,196.23	.00
	PUR	02/01/24	6,586.610	-6,586.61	.00	.00	6,586.61	6,586.61	.00
	SAL	02/06/24	-13,000,000.000	13,000,000.00	.00	.00	-13,000,000.00	-13,000,000.00	.00
	PUR	02/12/24	31,428.060	-31,428.06	.00	.00	31,428.06	31,428.06	.00
	PUR	02/20/24	89,777.710	-89,777.71	.00	.00	89,777.71	89,777.71	.00
	PUR	02/28/24	1,075.610	-1,075.61	.00	.00	1,075.61	1,075.61	.00
	SAL	02/29/24	-10,219.970	10,219.97	.00	.00	-10,219.97	-10,219.97	.00
	PUR	03/01/24	.440	-.44	.00	.00	.44	.44	.00
	PUR	03/01/24	11.400	-11.40	.00	.00	11.40	11.40	.00
	PUR	03/01/24	.020	-.02	.00	.00	.02	.02	.00
	SAL	03/01/24	-511,125.140	511,125.14	.00	.00	-511,125.14	-511,125.14	.00
	PUR	03/01/24	27.350	-27.35	.00	.00	27.35	27.35	.00
	SAL	03/05/24	-182,627.310	182,627.31	.00	.00	-182,627.31	-182,627.31	.00
	SAL	03/11/24	-31,250.000	31,250.00	.00	.00	-31,250.00	-31,250.00	.00
	PUR	03/20/24	133,736.490	-133,736.49	.00	.00	133,736.49	133,736.49	.00
	SAL	03/25/24	-21,570.570	21,570.57	.00	.00	-21,570.57	-21,570.57	.00
	PUR	03/27/24	21,570.570	-21,570.57	.00	.00	21,570.57	21,570.57	.00
	PUR	04/01/24	4.770	-4.77	.00	.00	4.77	4.77	.00
	PUR	04/01/24	12.230	-12.23	.00	.00	12.23	12.23	.00
	PUR	04/01/24	.030	-.03	.00	.00	.03	.03	.00
	SAL	04/01/24	-493,279.040	493,279.04	.00	.00	-493,279.04	-493,279.04	.00
	PUR	04/01/24	29.340	-29.34	.00	.00	29.34	29.34	.00
	PUR	04/02/24	417,004.320	-417,004.32	.00	.00	417,004.32	417,004.32	.00
	SAL	04/04/24	-8,813.320	8,813.32	.00	.00	-8,813.32	-8,813.32	.00
	PUR	04/08/24	14,323.000	-14,323.00	.00	.00	14,323.00	14,323.00	.00
	SAL	04/09/24	-37,375.100	37,375.10	.00	.00	-37,375.10	-37,375.10	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	SAL	04/12/24	-8.880	8.88	.00	.00	-8.88	-8.88	.00
	SAL	04/12/24	-44.280	44.28	.00	.00	-44.28	-44.28	.00
	SAL	04/12/24	-6.230	6.23	.00	.00	-6.23	-6.23	.00
	SAL	04/12/24	-18,459.210	18,459.21	.00	.00	-18,459.21	-18,459.21	.00
	SAL	04/12/24	-48.610	48.61	.00	.00	-48.61	-48.61	.00
	PUR	04/15/24	8.880	-8.88	.00	.00	8.88	8.88	.00
	PUR	04/15/24	44.280	-44.28	.00	.00	44.28	44.28	.00
	PUR	04/15/24	6.230	-6.23	.00	.00	6.23	6.23	.00
	SAL	04/15/24	-14,323.000	14,323.00	.00	.00	-14,323.00	-14,323.00	.00
	PUR	04/15/24	48.610	-48.61	.00	.00	48.61	48.61	.00
	PUR	04/16/24	14,323.000	-14,323.00	.00	.00	14,323.00	14,323.00	.00
	PUR	04/19/24	2,420.570	-2,420.57	.00	.00	2,420.57	2,420.57	.00
	PUR	04/19/24	3,481.510	-3,481.51	.00	.00	3,481.51	3,481.51	.00
	PUR	04/29/24	876,845.180	-876,845.18	.00	.00	876,845.18	876,845.18	.00
	PUR	04/30/24	3,470.770	-3,470.77	.00	.00	3,470.77	3,470.77	.00
	PUR	05/01/24	4.630	-4.63	.00	.00	4.63	4.63	.00
	PUR	05/01/24	11.860	-11.86	.00	.00	11.86	11.86	.00
	PUR	05/01/24	38.060	-38.06	.00	.00	38.06	38.06	.00
	SAL	05/01/24	-493,714.940	493,714.94	.00	.00	-493,714.94	-493,714.94	.00
	PUR	05/01/24	1,811.700	-1,811.70	.00	.00	1,811.70	1,811.70	.00
	PUR	05/15/24	2,503.840	-2,503.84	.00	.00	2,503.84	2,503.84	.00
	SAL	05/15/24	-44,066.150	44,066.15	.00	.00	-44,066.15	-44,066.15	.00
	SAL	05/17/24	-1,085.450	1,085.45	.00	.00	-1,085.45	-1,085.45	.00
	SAL	05/17/24	-2,781.670	2,781.67	.00	.00	-2,781.67	-2,781.67	.00
	SAL	05/17/24	-22,762.470	22,762.47	.00	.00	-22,762.47	-22,762.47	.00
	SAL	05/17/24	-552,640.440	552,640.44	.00	.00	-552,640.44	-552,640.44	.00
	SAL	05/17/24	-425,459.320	425,459.32	.00	.00	-425,459.32	-425,459.32	.00
	PUR	05/20/24	12,201,391.600	-12,201,391.60	.00	.00	12,201,391.60	12,201,391.60	.00
	PUR	05/21/24	1,039,179.350	-1,039,179.35	.00	.00	1,039,179.35	1,039,179.35	.00
	SAL	05/22/24	-2,603.550	2,603.55	.00	.00	-2,603.55	-2,603.55	.00
	PUR	05/24/24	3,340.350	-3,340.35	.00	.00	3,340.35	3,340.35	.00
	SAL	05/28/24	-62,500.000	62,500.00	.00	.00	-62,500.00	-62,500.00	.00
	PUR	06/03/24	2.480	-2.48	.00	.00	2.48	2.48	.00
	PUR	06/03/24	6.360	-6.36	.00	.00	6.36	6.36	.00
	PUR	06/03/24	47.390	-47.39	.00	.00	47.39	47.39	.00
	SAL	06/03/24	-485,734.660	485,734.66	.00	.00	-485,734.66	-485,734.66	.00
	PUR	06/03/24	973.430	-973.43	.00	.00	973.43	973.43	.00

Hunter Douglas Inc. Employees' Retirement Plan
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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	PUR	06/05/24	1,897.320	-1,897.32	.00	.00	1,897.32	1,897.32	.00
	SAL	06/07/24	-5,323.410	5,323.41	.00	.00	-5,323.41	-5,323.41	.00
	PUR	06/10/24	46.000	-46.00	.00	.00	46.00	46.00	.00
	SAL	06/13/24	-65,081.410	65,081.41	.00	.00	-65,081.41	-65,081.41	.00
	PUR	06/17/24	16,466.670	-16,466.67	.00	.00	16,466.67	16,466.67	.00
	PUR	06/17/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77	.00
	SAL	06/21/24	-11,242.770	11,242.77	.00	.00	-11,242.77	-11,242.77	.00
	PUR	06/24/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77	.00
	PUR	06/26/24	65,433.640	-65,433.64	.00	.00	65,433.64	65,433.64	.00
	PUR	07/01/24	39.510	-39.51	.00	.00	39.51	39.51	.00
	PUR	07/01/24	.020	-.02	.00	.00	.02	.02	.00
	PUR	07/01/24	15.910	-15.91	.00	.00	15.91	15.91	.00
	SAL	07/01/24	-445,276.390	445,276.39	.00	.00	-445,276.39	-445,276.39	.00
	PUR	07/01/24	3.890	-3.89	.00	.00	3.89	3.89	.00
	PUR	07/02/24	289.920	-289.92	.00	.00	289.92	289.92	.00
	SAL	07/05/24	-45,356.400	45,356.40	.00	.00	-45,356.40	-45,356.40	.00
	PUR	07/09/24	1,223,737.730	-1,223,737.73	.00	.00	1,223,737.73	1,223,737.73	.00
	SAL	07/15/24	-9.110	9.11	.00	.00	-9.11	-9.11	.00
	SAL	07/15/24	-6.380	6.38	.00	.00	-6.38	-6.38	.00
	SAL	07/15/24	-309.240	309.24	.00	.00	-309.24	-309.24	.00
	SAL	07/15/24	-18,464.080	18,464.08	.00	.00	-18,464.08	-18,464.08	.00
	SAL	07/15/24	-20.000	20.00	.00	.00	-20.00	-20.00	.00
	PUR	07/16/24	9.110	-9.11	.00	.00	9.11	9.11	.00
	PUR	07/16/24	6.380	-6.38	.00	.00	6.38	6.38	.00
	PUR	07/16/24	309.240	-309.24	.00	.00	309.24	309.24	.00
	PUR	07/16/24	20.000	-20.00	.00	.00	20.00	20.00	.00
	SAL	07/17/24	-5,053.660	5,053.66	.00	.00	-5,053.66	-5,053.66	.00
	PUR	07/18/24	2,072.150	-2,072.15	.00	.00	2,072.15	2,072.15	.00
	PUR	07/22/24	464,677.340	-464,677.34	.00	.00	464,677.34	464,677.34	.00
	SAL	07/25/24	-187,248.660	187,248.66	.00	.00	-187,248.66	-187,248.66	.00
	PUR	08/01/24	73.260	-73.26	.00	.00	73.26	73.26	.00
	PUR	08/01/24	.030	-.03	.00	.00	.03	.03	.00
	PUR	08/01/24	54.600	-54.60	.00	.00	54.60	54.60	.00
	SAL	08/01/24	-435,607.830	435,607.83	.00	.00	-435,607.83	-435,607.83	.00
	PUR	08/01/24	4.330	-4.33	.00	.00	4.33	4.33	.00
	PUR	08/21/24	3,876.790	-3,876.79	.00	.00	3,876.79	3,876.79	.00
	PUR	08/26/24	25,032.950	-25,032.95	.00	.00	25,032.95	25,032.95	.00

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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	PUR	09/03/24	73.370	-73.37	.00	.00	73.37	73.37	.00
	PUR	09/03/24	.030	-.03	.00	.00	.03	.03	.00
	PUR	09/03/24	59.440	-59.44	.00	.00	59.44	59.44	.00
	SAL	09/03/24	-440,879.500	440,879.50	.00	.00	-440,879.50	-440,879.50	.00
	PUR	09/03/24	4.340	-4.34	.00	.00	4.34	4.34	.00
	SAL	09/04/24	-7,352.550	7,352.55	.00	.00	-7,352.55	-7,352.55	.00
	PUR	09/17/24	25,000,000.000	-25,000,000.00	.00	.00	25,000,000.00	25,000,000.00	.00
	PUR	09/25/24	34,786.920	-34,786.92	.00	.00	34,786.92	34,786.92	.00
	PUR	10/01/24	69.150	-69.15	.00	.00	69.15	69.15	.00
	PUR	10/01/24	.030	-.03	.00	.00	.03	.03	.00
	PUR	10/01/24	56.010	-56.01	.00	.00	56.01	56.01	.00
	SAL	10/01/24	-73,202,079.080	73,202,079.08	.00	.00	-73,202,079.08	-73,202,079.08	.00
	PUR	10/01/24	4.090	-4.09	.00	.00	4.09	4.09	.00
	SAL	10/02/24	-748,561.830	748,561.83	.00	.00	-748,561.83	-748,561.83	.00
	PUR	10/04/24	75,098,458.730	-75,098,458.73	.00	.00	75,098,458.73	75,098,458.73	.00
	SAL	10/07/24	-16,724.440	16,724.44	.00	.00	-16,724.44	-16,724.44	.00
	SAL	10/07/24	-6.470	6.47	.00	.00	-6.47	-6.47	.00
	SAL	10/07/24	-13,548.270	13,548.27	.00	.00	-13,548.27	-13,548.27	.00
	SAL	10/07/24	-990.080	990.08	.00	.00	-990.08	-990.08	.00
	SAL	10/08/24	-193,152.740	193,152.74	.00	.00	-193,152.74	-193,152.74	.00
	SAL	10/09/24	-185,035.060	185,035.06	.00	.00	-185,035.06	-185,035.06	.00
	SAL	10/11/24	-63,093,167.420	63,093,167.42	.00	.00	-63,093,167.42	-63,093,167.42	.00
	SAL	10/15/24	-19,132.750	19,132.75	.00	.00	-19,132.75	-19,132.75	.00
	PUR	10/16/24	32,067.980	-32,067.98	.00	.00	32,067.98	32,067.98	.00
	SAL	10/22/24	-3,545,705.690	3,545,705.69	.00	.00	-3,545,705.69	-3,545,705.69	.00
	PUR	10/25/24	53,248.410	-53,248.41	.00	.00	53,248.41	53,248.41	.00
	SAL	10/28/24	-9,949.130	9,949.13	.00	.00	-9,949.13	-9,949.13	.00
	PUR	10/30/24	3,500,018.610	-3,500,018.61	.00	.00	3,500,018.61	3,500,018.61	.00
	PUR	10/31/24	481,482.250	-481,482.25	.00	.00	481,482.25	481,482.25	.00
	PUR	11/01/24	13.270	-13.27	.00	.00	13.27	13.27	.00
	PUR	11/01/24	81.750	-81.75	.00	.00	81.75	81.75	.00
	PUR	11/01/24	55,449.820	-55,449.82	.00	.00	55,449.82	55,449.82	.00
	PUR	11/01/24	.780	-.78	.00	.00	.78	.78	.00
	SAL	11/04/24	-1,319,215.740	1,319,215.74	.00	.00	-1,319,215.74	-1,319,215.74	.00
	PUR	11/05/24	280.240	-280.24	.00	.00	280.24	280.24	.00
	SAL	11/07/24	-15,855.280	15,855.28	.00	.00	-15,855.28	-15,855.28	.00
	SAL	11/12/24	-13.270	13.27	.00	.00	-13.27	-13.27	.00

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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	SAL	11/12/24	-32,149.730	32,149.73	.00	.00	-32,149.73	-32,149.73	.00
	SAL	11/12/24	-14,189,361.590	14,189,361.59	.00	.00	-14,189,361.59	-14,189,361.59	.00
	SAL	11/12/24	-.780	.78	.00	.00	-.78	-.78	.00
96 PURCHASES FOR			184,791,002.22	69 SALES FOR	206,340,282.73	ISSUE AGGREGATE TOTAL		391,131,284.95	
VANGUARD EXTD DURATION TREASURY IDX FD INSTL CL	PUR	04/25/24	8,713.333	-198,141.19	.00	.00	198,141.19	198,141.19	.00
	PUR	05/20/24	45,600.367	-1,000,000.00	.00	5,000.00	1,000,000.00	1,000,000.00	.00
	PUR	07/09/24	9,782.241	-212,568.10	.00	.00	212,568.10	212,568.10	.00
	SAL	09/17/24	-518,341.308	13,000,000.00	.00	.00	-13,259,966.82	-12,594,700.81	405,299.19
	PUR	10/03/24	3,916.669	-92,825.05	.00	.00	92,825.05	92,825.05	.00
	SAL	10/04/24	-402,992.544	9,405,845.98	.00	.00	-10,301,798.90	-9,789,604.32	-383,758.34
	PUR	10/11/24	3,916.669	-92,825.05	.00	.00	92,825.05	92,825.05	.00
	PUR	10/29/24	-3,916.660	-92,825.05	.00	.00	-92,825.05	92,825.05	.00
6 PURCHASES FOR			1,689,184.44	2 SALES FOR	22,405,845.98	ISSUE AGGREGATE TOTAL		24,095,030.42	
VANGUARD LONG TERM TREASURY FUND CL ADM	PUR	12/02/24	-1,207.555	9,962.33	.00	.00	-9,962.33	-9,962.33	.00
	PUR	02/01/24	7,100.208	-60,635.78	.00	.00	60,635.78	60,635.78	.00
	PUR	03/01/24	6,974.299	-58,095.91	.00	.00	58,095.91	58,095.91	.00
	PUR	04/01/24	7,534.864	-63,292.86	.00	.00	63,292.86	63,292.86	.00
	PUR	05/01/24	8,187.473	-64,435.41	.00	.00	64,435.41	64,435.41	.00
	PUR	05/20/24	2,147,239.264	-17,499,999.98	.00	.00	17,499,999.98	17,499,999.98	.00
	PUR	06/03/24	11,405.523	-92,042.57	.00	.00	92,042.57	92,042.57	.00
	PUR	07/01/24	14,978.711	-122,525.86	.00	.00	122,525.86	122,525.86	.00
	PUR	08/01/24	14,947.004	-126,152.71	.00	.00	126,152.71	126,152.71	.00
	PUR	09/03/24	14,833.605	-127,420.67	.00	.00	127,420.67	127,420.67	.00
	SAL	09/17/24	-889,877.642	7,999,999.99	.00	.00	-7,678,761.39	-7,533,206.63	466,793.36
	PUR	10/01/24	12,848.488	-112,167.30	.00	.00	112,167.30	112,167.30	.00
	SAL	10/04/24	-3,700,112.718	32,005,975.01	.00	.00	-31,929,600.25	-31,326,484.89	679,490.12
	PUR	11/01/24	1,207.555	-9,962.33	.00	.00	9,962.33	9,962.33	.00
12 PURCHASES FOR			18,326,769.05	2 SALES FOR	40,005,975.00	ISSUE AGGREGATE TOTAL		58,332,744.05	
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	12/02/24	-309.765	3,051.19	.00	.00	-3,051.19	-3,051.19	.00
	PUR	05/20/24	1,851,851.852	-17,999,999.98	.00	.00	17,999,999.98	17,999,999.98	.00
	PUR	06/03/24	2,585.027	-25,048.91	.00	.00	25,048.91	25,048.91	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226



TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

HUNTER DOUGLAS CONSOLIDATED

VALUATION

151,514,075.55

PAGE
THRESHOLD

118

7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	07/01/24	6,286.189	-61,353.20	.00	.00	61,353.20	61,353.20	.00
	PUR	08/01/24	6,317.500	-62,922.30	.00	.00	62,922.30	62,922.30	.00
	PUR	09/03/24	6,256.395	-62,876.77	.00	.00	62,876.77	62,876.77	.00
	SAL	09/17/24	-929,549.902	9,500,000.00	.00	.00	-9,037,088.16	-9,037,088.16	462,911.84
	PUR	10/01/24	4,589.842	-46,495.10	.00	.00	46,495.10	46,495.10	.00
	SAL	10/04/24	-948,336.903	9,578,202.72	.00	.00	-9,221,608.10	-9,221,608.10	356,594.62
	PUR	11/01/24	309.765	-3,051.19	.00	.00	3,051.19	3,051.19	.00
8 PURCHASES FOR			18,258,696.26	2 SALES FOR	19,078,202.72	ISSUE	AGGREGATE TOTAL	37,336,898.98	
VANGUARD SHORT TERM TREASURY FUND CL ADM	PUR	02/09/24	-11.395	112.58	.00	.00	-112.58	-112.58	.00
	PUR	12/02/24	-490.888	4,830.34	.00	.00	-4,830.34	-4,830.34	.00
	PUR	02/01/24	11.395	-112.58	.00	.00	112.58	112.58	.00
	PUR	03/01/24	3.041	-29.77	.00	.00	29.77	29.77	.00
	PUR	04/01/24	.012	-.12	.00	.00	.12	.12	.00
	SAL	04/29/24	-3.053	29.64	.00	.00	-29.89	-29.89	-.25
	PUR	05/01/24	.012	-.12	.00	.00	.12	.12	.00
	PUR	05/20/24	512,820.513	-5,000,000.00	.00	.00	5,000,000.00	5,000,000.00	.00
	PUR	06/03/24	828.557	-8,070.15	.00	.00	8,070.15	8,070.15	.00
	PUR	07/01/24	1,936.398	-18,899.24	.00	.00	18,899.24	18,899.24	.00
	PUR	08/01/24	1,952.578	-19,232.89	.00	.00	19,232.89	19,232.89	.00
	PUR	09/03/24	1,907.058	-18,898.94	.00	.00	18,898.94	18,898.94	.00
	PUR	09/17/24	900,900.901	-8,999,999.99	.00	.00	8,999,999.99	8,999,999.99	.00
	PUR	10/01/24	3,245.478	-32,324.96	.00	.00	32,324.96	32,324.96	.00
	SAL	10/04/24	-1,423,591.495	14,164,735.38	.00	.00	-14,097,426.29	-14,097,426.29	67,309.09
	PUR	11/01/24	490.888	-4,830.34	.00	.00	4,830.34	4,830.34	.00
14 PURCHASES FOR			14,097,456.18	2 SALES FOR	14,164,765.02	ISSUE	AGGREGATE TOTAL	28,262,221.20	
VANGUARD TOTAL WORLD STOCK INDEX FD CL ADM	PUR	03/19/24	1,537.565	-58,842.62	.00	.00	58,842.62	58,842.62	.00
	SAL	05/20/24	-403,193.650	16,051,139.21	.00	.00	-13,274,897.82	-14,691,173.80	1,359,965.41
1 PURCHASES FOR			58,842.62	1 SALES FOR	16,051,139.21	ISSUE	AGGREGATE TOTAL	16,109,981.83	
VANGUARD TOTAL WORLD STOCK INDEX FD CL INSTL	PUR	02/06/24	61,265.847	-13,000,000.00	.00	.00	13,000,000.00	13,000,000.00	.00
	SAL	05/20/24	-100,753.845	23,122,000.00	.00	.00	-21,244,068.87	-21,244,068.92	1,877,931.08
	SAL	09/17/24	-14,654.775	3,500,000.00	.00	.00	-3,089,976.86	-3,089,976.86	410,023.14

01-226

5% REPORT BY ASSET-AGGREGATE

BANK OF AMERICA 

151,514,075.55	THRESHOLD	PAGE 119	7,575,703.77
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Hunter Douglas Inc. Employees' Retirement Plan
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01/01/24 THROUGH 12/31/24

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HUNTER DOUGLAS CONSOLIDATED

VALUATION

151,514,075.55 THRESHOLD PAGE 120
7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY	SAL	03/20/24	-133,736.490	133,736.49	.00	.00	-133,736.49	-133,736.49	.00
	PUR	03/26/24	21,570.570	-21,570.57	.00	.00	21,570.57	21,570.57	.00
	SAL	03/27/24	-21,570.570	21,570.57	.00	.00	-21,570.57	-21,570.57	.00
	PUR	04/01/24	417,004.320	-417,004.32	.00	.00	417,004.32	417,004.32	.00
	SAL	04/02/24	-417,004.320	417,004.32	.00	.00	-417,004.32	-417,004.32	.00
	PUR	04/05/24	14,323.000	-14,323.00	.00	.00	14,323.00	14,323.00	.00
	SAL	04/08/24	-14,323.000	14,323.00	.00	.00	-14,323.00	-14,323.00	.00
	PUR	04/12/24	8.880	-8.88	.00	.00	8.88	8.88	.00
	PUR	04/12/24	44.280	-44.28	.00	.00	44.28	44.28	.00
	PUR	04/12/24	6.230	-6.23	.00	.00	6.23	6.23	.00
	PUR	04/12/24	48.610	-48.61	.00	.00	48.61	48.61	.00
	SAL	04/15/24	-8.880	8.88	.00	.00	-8.88	-8.88	.00
	SAL	04/15/24	-44.280	44.28	.00	.00	-44.28	-44.28	.00
	PUR	04/15/24	14,316.770	-14,316.77	.00	.00	14,316.77	14,316.77	.00
	SAL	04/15/24	-48.610	48.61	.00	.00	-48.61	-48.61	.00
	SAL	04/16/24	-14,323.000	14,323.00	.00	.00	-14,323.00	-14,323.00	.00
	PUR	04/18/24	2,420.570	-2,420.57	.00	.00	2,420.57	2,420.57	.00
	PUR	04/18/24	3,481.510	-3,481.51	.00	.00	3,481.51	3,481.51	.00
	SAL	04/19/24	-2,420.570	2,420.57	.00	.00	-2,420.57	-2,420.57	.00
	SAL	04/19/24	-3,481.510	3,481.51	.00	.00	-3,481.51	-3,481.51	.00
	PUR	04/26/24	880,286.310	-880,286.31	.00	.00	880,286.31	880,286.31	.00
	PUR	04/29/24	3,470.770	-3,470.77	.00	.00	3,470.77	3,470.77	.00
	SAL	04/29/24	-880,286.310	880,286.31	.00	.00	-880,286.31	-880,286.31	.00
	SAL	04/30/24	-3,470.770	3,470.77	.00	.00	-3,470.77	-3,470.77	.00
	PUR	05/14/24	2,503.840	-2,503.84	.00	.00	2,503.84	2,503.84	.00
	SAL	05/15/24	-2,503.840	2,503.84	.00	.00	-2,503.84	-2,503.84	.00
	PUR	05/20/24	1,039,179.350	-1,039,179.35	.00	.00	1,039,179.35	1,039,179.35	.00
	SAL	05/21/24	-1,039,179.350	1,039,179.35	.00	.00	-1,039,179.35	-1,039,179.35	.00
	PUR	05/23/24	3,340.350	-3,340.35	.00	.00	3,340.35	3,340.35	.00
	SAL	05/24/24	-3,340.350	3,340.35	.00	.00	-3,340.35	-3,340.35	.00
	PUR	06/04/24	1,897.320	-1,897.32	.00	.00	1,897.32	1,897.32	.00
	SAL	06/05/24	-1,897.320	1,897.32	.00	.00	-1,897.32	-1,897.32	.00
	PUR	06/07/24	46.000	-46.00	.00	.00	46.00	46.00	.00
	SAL	06/10/24	-46.000	46.00	.00	.00	-46.00	-46.00	.00
	PUR	06/14/24	16,466.670	-16,466.67	.00	.00	16,466.67	16,466.67	.00
	PUR	06/14/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77	.00
	SAL	06/17/24	-16,466.670	16,466.67	.00	.00	-16,466.67	-16,466.67	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
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01/01/24 THROUGH 12/31/24

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51-16-200-8512844

HUNTER DOUGLAS CONSOLIDATED

VALUATION 151,514,075.55 THRESHOLD 121
7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY	SAL	06/17/24	-11,242.770	11,242.77	.00	.00	-11,242.77	-11,242.77	.00
	PUR	06/21/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77	.00
	SAL	06/24/24	-11,242.770	11,242.77	.00	.00	-11,242.77	-11,242.77	.00
	PUR	06/25/24	65,433.640	-65,433.64	.00	.00	65,433.64	65,433.64	.00
	SAL	06/26/24	-65,433.640	65,433.64	.00	.00	-65,433.64	-65,433.64	.00
	PUR	07/01/24	289.920	-289.92	.00	.00	289.92	289.92	.00
	SAL	07/02/24	-289.920	289.92	.00	.00	-289.92	-289.92	.00
	PUR	07/08/24	1,223,737.730	-1,223,737.73	.00	.00	1,223,737.73	1,223,737.73	.00
	SAL	07/09/24	-1,223,737.730	1,223,737.73	.00	.00	-1,223,737.73	-1,223,737.73	.00
	PUR	07/15/24	9.110	-9.11	.00	.00	9.11	9.11	.00
	PUR	07/15/24	6.380	-6.38	.00	.00	6.38	6.38	.00
	PUR	07/15/24	309.240	-309.24	.00	.00	309.24	309.24	.00
	PUR	07/15/24	20.000	-20.00	.00	.00	20.00	20.00	.00
	SAL	07/16/24	-9.110	9.11	.00	.00	-9.11	-9.11	.00
	SAL	07/16/24	-6.380	6.38	.00	.00	-6.38	-6.38	.00
	SAL	07/16/24	-309.240	309.24	.00	.00	-309.24	-309.24	.00
	SAL	07/16/24	-20.000	20.00	.00	.00	-20.00	-20.00	.00
	PUR	07/17/24	2,072.150	-2,072.15	.00	.00	2,072.15	2,072.15	.00
	SAL	07/18/24	-2,072.150	2,072.15	.00	.00	-2,072.15	-2,072.15	.00
	PUR	07/19/24	464,677.340	-464,677.34	.00	.00	464,677.34	464,677.34	.00
	SAL	07/22/24	-464,677.340	464,677.34	.00	.00	-464,677.34	-464,677.34	.00
	PUR	08/20/24	3,876.790	-3,876.79	.00	.00	3,876.79	3,876.79	.00
	SAL	08/21/24	-3,876.790	3,876.79	.00	.00	-3,876.79	-3,876.79	.00
	PUR	08/23/24	25,032.950	-25,032.95	.00	.00	25,032.95	25,032.95	.00
	SAL	08/26/24	-25,032.950	25,032.95	.00	.00	-25,032.95	-25,032.95	.00
	PUR	09/24/24	34,786.920	-34,786.92	.00	.00	34,786.92	34,786.92	.00
	SAL	09/25/24	-34,786.920	34,786.92	.00	.00	-34,786.92	-34,786.92	.00
	PUR	10/07/24	31,269.260	-31,269.26	.00	.00	31,269.26	31,269.26	.00
	SAL	10/08/24	-31,269.260	31,269.26	.00	.00	-31,269.26	-31,269.26	.00
	PUR	10/15/24	32,067.980	-32,067.98	.00	.00	32,067.98	32,067.98	.00
	SAL	10/16/24	-32,067.980	32,067.98	.00	.00	-32,067.98	-32,067.98	.00
	PUR	10/24/24	53,248.410	-53,248.41	.00	.00	53,248.41	53,248.41	.00
	SAL	10/25/24	-53,248.410	53,248.41	.00	.00	-53,248.41	-53,248.41	.00
	PUR	10/29/24	3,545,705.690	-3,545,705.69	.00	.00	3,545,705.69	3,545,705.69	.00
	SAL	10/30/24	-3,053,507.980	3,053,507.98	.00	.00	-3,053,507.98	-3,053,507.98	.00
	SAL	10/31/24	-136,751.730	136,751.73	.00	.00	-136,751.73	-136,751.73	.00
	SAL	11/01/24	-341,713.730	341,713.73	.00	.00	-341,713.73	-341,713.73	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
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01/01/24 THROUGH 12/31/24

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THRESHOLD

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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY	SAL	11/04/24	-13,452.010	13,452.01	.00	.00	-13,452.01	-13,452.01	.00
	SAL	11/05/24	-280.240	280.24	.00	.00	-280.24	-280.24	.00
	PUR	11/12/24	13.270	-13.27	.00	.00	13.27	13.27	.00
	PUR	11/12/24	32,149.730	-32,149.73	.00	.00	32,149.73	32,149.73	.00
	PUR	11/12/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38	.00
	PUR	11/12/24	.780	-.78	.00	.00	.78	.78	.00
	SAL	11/13/24	-13.270	13.27	.00	.00	-13.27	-13.27	.00
	SAL	11/13/24	-32,149.730	32,149.73	.00	.00	-32,149.73	-32,149.73	.00
	SAL	11/13/24	-14,189,192.380	14,189,192.38	.00	.00	-14,189,192.38	-14,189,192.38	.00
	SAL	11/13/24	-.780	.78	.00	.00	-.78	-.78	.00
	PUR	11/15/24	11,832.940	-11,832.94	.00	.00	11,832.94	11,832.94	.00
	PUR	11/15/24	837.650	-837.65	.00	.00	837.65	837.65	.00
	SAL	11/18/24	-11,832.940	11,832.94	.00	.00	-11,832.94	-11,832.94	.00
	SAL	11/18/24	-837.650	837.65	.00	.00	-837.65	-837.65	.00
	PUR	11/19/24	837.650	-837.65	.00	.00	837.65	837.65	.00
	SAL	11/20/24	-837.650	837.65	.00	.00	-837.65	-837.65	.00
	PUR	11/27/24	410,723.490	-410,723.49	.00	.00	410,723.49	410,723.49	.00
	SAL	11/29/24	-410,723.490	410,723.49	.00	.00	-410,723.49	-410,723.49	.00
	PUR	12/02/24	10,550.900	-10,550.90	.00	.00	10,550.90	10,550.90	.00
	SAL	12/03/24	-10,550.900	10,550.90	.00	.00	-10,550.90	-10,550.90	.00
	PUR	12/11/24	157.300	-157.30	.00	.00	157.30	157.30	.00
	SAL	12/12/24	-157.300	157.30	.00	.00	-157.30	-157.30	.00
	PUR	12/18/24	50,757.210	-50,757.21	.00	.00	50,757.21	50,757.21	.00
	SAL	12/19/24	-50,757.210	50,757.21	.00	.00	-50,757.21	-50,757.21	.00
62 PURCHASES FOR			76,402,311.48	64 SALES FOR	76,402,311.48	ISSUE AGGREGATE TOTAL	152,804,622.96		

Hunter Douglas Employees' Retirement Plan
 EIN / PN 13-2614416 / 002
 Schedule SB, Line 26 - Schedule of Active Participant Data

Attained age	Completed years of credited service as of January 1, 2024										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & over	
Under 25	-	-	-	-	-	-	-	-	-	-	-
25 to 29	-	-	-	-	-	-	-	-	-	-	-
30 to 34	2	4	-	-	-	-	-	-	-	-	6
35 to 39	6	11	15	1	-	-	-	-	-	-	33
40 to 44	-	16	36	27	1	-	-	-	-	-	80
45 to 49	3	15	33	38	34	-	-	-	-	-	123
50 to 54	5	22	29	40	52	13	1	-	-	-	162
55 to 59	5	20	42	27	29	24	10	-	-	-	157
60 to 64	3	16	28	35	15	17	12	-	-	-	126
65 to 69	-	2	6	4	3	-	1	1	-	-	17
70 & over	-	-	1	-	-	-	-	-	-	-	1
Total	24	106	190	172	134	54	24	1	-	-	705



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

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

Actuarial Assumptions and Methods

Plan Sponsor Elections

Yield curve election:	The plan sponsor elected to use the full yield curve under IRC section 430(h)(2)(D)(ii).
Shortfall Amortization:	The plan sponsor adopted 15-year amortization of the funding shortfall beginning in the 2021 plan year, as permitted by IRC section 430(c)(8) and the Employee Retirement Income Security Act of 1974 (ERISA) section 303(c)(8) as amended by ARPA.

Economic Assumptions

Interest Rate Basis: The full yield curve as of December 2023.

Effective interest rate (current year):	5.15%
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ASC 960 discount rate (current year):	4.89%
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The interest rates listed above are compounded annually.

RETIREMENT

The retirement decrement assumptions from active and deferred vested status are summarized in Exhibit A.

WITHDRAWAL

The withdrawal decrement assumptions are summarized in Exhibit B.

DISABILITY

The disability decrement assumptions are summarized in Exhibit C.

RATIONALE FOR RETIREMENT AGE, WITHDRAWAL AND DISABILITY ASSUMPTIONS

The assumptions are reviewed periodically and consider actual plan experience and anticipated experience.



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

Schedule SB, Part V - Statement of Actuarial Assumptions/Methods Actuarial Assumptions and Methods

MORTALITY AND MORTALITY IMPROVEMENT

The mortality follows the IRS 2024 Generational Mortality Table, as prescribed by Treasury regulation section 1.430(h)(3)-1. For ASC 960, the PRI-2012 fully generational mortality projected with scale MP-2021 was used.

For disabled participants, the Revenue Ruling 96-7 table is used for all purposes.

DECREMENT TIMING

Decrements are assumed to occur as of the beginning of the year.

Other Assumptions

FORM OF PAYMENT

Payment form assumptions for single and married participants are summarized in Exhibit D.

MARITAL STATUS

80% of employees are assumed to be married; male participants are assumed to be three years older than their spouses, and female participants three years younger.

EXPENSES

Assumed expenses for 2024 are \$200,000 for professional fees based on historical and expected future plan experiences, plus the 2024 PBGC premium of \$224,422.

Changes from Prior Year and Rationale for Changes

The ASC 960 discount rate has changed from 5.14% in 2023 to 4.89% in 2024 to reflect the US GAAP accounting assumptions used for the plan.



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

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

Actuarial Assumptions and Methods

Actuarial Methods

VALUATION DATE

The valuation date is January 1, 2024.

ACTUARIAL VALUE OF ASSETS

The actuarial value of assets is equal to the market value of assets.

MINIMUM FUNDING METHOD

The funding target and target normal cost for minimum funding calculations are determined using the traditional unit credit cost method as prescribed by Treasury regulation section 1.430(d)-1. The liability under the unit credit cost method is the value of the accrued pension benefit using service and pay as of the valuation date. The sum of the present value of the accrued benefits for all participants is the ERISA funding target. The normal cost is the present value of the benefits earned during the year. The target normal cost is the sum of the normal costs for all participants and the assumed administrative expenses. Since the plan is frozen as of December 31, 2012, the funding target is based on the frozen accrued benefits, and there is no normal cost.

ASC 960 COST METHOD

The method used to calculate the ASC 960 present value of accumulated plan benefits is the traditional unit credit cost method. The liability under the unit credit cost method is the value of the accrued pension benefit using service and pay as of the valuation date. The present value of the accrued benefit is calculated using the applicable ASC 960 assumptions.

Changes in Method from Prior Year and Rationale for Changes

None.



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

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

Actuarial Assumptions and Methods

Exhibit A - Retirement Rates

Attained age	Active Retirement	Attained age	Deferred Vested Retirement
Under 55	0%	Under 55	0%
55	1%	55	2%
56	1%	56	2%
57	1%	57	2%
58	1%	58	2%
59	1%	59	2%
60	1%	60	0%
61	1%	61	5%
62	5%	62	10%
63	5%	63	5%
64	5%	64	10%
65	50%	65	100%
66	25%	66	100%
67	25%	67	100%
68	25%	68	100%
69	25%	69	100%
70+	100%	70+	100%

Exhibit B - Withdrawal Rates

Attained age	Percentage
30 or less	15%
31-39	10%
40+	5%



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

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

Actuarial Assumptions and Methods

Exhibit C - Sample of Disability Rates

Attained age	Percentage		Attained age	Percentage	
	Male	Female		Male	Female
25	0.1460%	0.0600%	46	0.5560%	0.4930%
26	0.1520%	0.0700%	47	0.6130%	0.5400%
27	0.1580%	0.0790%	48	0.6690%	0.5870%
28	0.1630%	0.0890%	49	0.7260%	0.6340%
29	0.1690%	0.0990%	50	0.7830%	0.6810%
30	0.1750%	0.1080%	51	0.8870%	0.7680%
31	0.1860%	0.1260%	52	0.9910%	0.8550%
32	0.1980%	0.1440%	53	1.0940%	0.9410%
33	0.2090%	0.1620%	54	1.1990%	1.0280%
34	0.2210%	0.1800%	55	1.3020%	1.1150%
35	0.2320%	0.1980%	56	1.5030%	1.2650%
36	0.2530%	0.2210%	57	1.7050%	1.4150%
37	0.2750%	0.2440%	58	1.9060%	1.5660%
38	0.2960%	0.2660%	59	2.1080%	1.7160%
39	0.3180%	0.2890%	60	2.3090%	1.8660%
40	0.3390%	0.3120%	61	2.5070%	1.8880%
41	0.3710%	0.3390%	62	2.7050%	1.9090%
42	0.4030%	0.3660%	63	2.9030%	1.9310%
43	0.4350%	0.3920%	64	3.1010%	1.9530%
44	0.4670%	0.4190%	65	3.2990%	1.9740%
45	0.4990%	0.4460%	66+	0.0000%	0.0000%



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

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

Actuarial Assumptions and Methods

Exhibit D - Form of Payment

Entered before 2005

Percentage of Payment Form				
<u>Marital</u>		<u>10-year</u>	<u>50%</u>	<u>100%</u>
<u>Status</u>	<u>Single Life</u>	<u>Certain Only</u>	<u>J&S</u>	<u>J&S</u>
Single	50%	50%	0%	0%
Married	30%	30%	15%	25%

Entered 2005 or later

Percentage of Payment Form				
<u>Marital</u>		<u>10-year</u>	<u>50%</u>	<u>100%</u>
<u>Status</u>	<u>Single Life</u>	<u>Certain Only</u>	<u>J&S</u>	<u>J&S</u>
Single	100%	0%	0%	0%
Married	50%	0%	20%	30%

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002



01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - S I N G L E T R A N

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD PAGE 110
7,575,703.77

ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES US TRSY CASH RESERVES CL PRM	PUR	11/13/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38	.00
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	SAL	01/02/24	-20,672,431.080	20,672,431.08	.00	.00	-20,672,431.08	-20,672,431.08	.00
	PUR	01/22/24	7,946,413.350	-7,946,413.35	.00	.00	7,946,413.35	7,946,413.35	.00
	SAL	01/25/24	-7,946,413.350	7,946,413.35	.00	.00	-7,946,413.35	-7,946,413.35	.00
	PUR	01/26/24	10,361,613.570	-10,361,613.57	.00	.00	10,361,613.57	10,361,613.57	.00
	PUR	01/29/24	43,113,843.610	-43,113,843.61	.00	.00	43,113,843.61	43,113,843.61	.00
	SAL	02/06/24	-13,000,000.000	13,000,000.00	.00	.00	-13,000,000.00	-13,000,000.00	.00
	PUR	05/20/24	12,201,391.600	-12,201,391.60	.00	.00	12,201,391.60	12,201,391.60	.00
	PUR	09/17/24	25,000,000.000	-25,000,000.00	.00	.00	25,000,000.00	25,000,000.00	.00
	SAL	10/01/24	-73,202,079.080	73,202,079.08	.00	.00	-73,202,079.08	-73,202,079.08	.00
	PUR	10/04/24	75,098,458.730	-75,098,458.73	.00	.00	75,098,458.73	75,098,458.73	.00
	SAL	10/11/24	-63,093,167.420	63,093,167.42	.00	.00	-63,093,167.42	-63,093,167.42	.00
	SAL	11/12/24	-14,189,361.590	14,189,361.59	.00	.00	-14,189,361.59	-14,189,361.59	.00
VANGUARD EXTD DURATION TREASURY IDX FD INSTL CL	SAL	09/17/24	-518,341.308	13,000,000.00	.00	.00	-13,259,966.82	-12,594,700.81	405,299.19
	SAL	10/04/24	-402,992.544	9,405,845.98	.00	.00	-10,301,798.90	-9,789,604.32	-383,758.34
VANGUARD LONG TERM TREASURY FUND CL ADM	PUR	05/20/24	2,147,239.264	-17,499,999.98	.00	.00	17,499,999.98	17,499,999.98	.00
	SAL	09/17/24	-889,877.642	7,999,999.99	.00	.00	-7,678,761.39	-7,533,206.63	466,793.36
	SAL	10/04/24	-3,700,112.718	32,005,975.01	.00	.00	-31,929,600.25	-31,326,484.89	679,490.12
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	05/20/24	1,851,851.852	-17,999,999.98	.00	.00	17,999,999.98	17,999,999.98	.00
	SAL	09/17/24	-929,549.902	9,500,000.00	.00	.00	-9,037,088.16	-9,037,088.16	462,911.84
	SAL	10/04/24	-948,336.903	9,578,202.72	.00	.00	-9,221,608.10	-9,221,608.10	356,594.62
VANGUARD SHORT TERM TREASURY FUND CL ADM	PUR	09/17/24	900,900.901	-8,999,999.99	.00	.00	8,999,999.99	8,999,999.99	.00
	SAL	10/04/24	-1,423,591.495	14,164,735.38	.00	.00	-14,097,426.29	-14,097,426.29	67,309.09
VANGUARD TOTAL WORLD STOCK INDEX FD CL ADM	SAL	05/20/24	-403,193.650	16,051,139.21	.00	.00	-13,274,897.82	-14,691,173.80	1,359,965.41

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Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002



01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - S I N G L E T R A N

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 111
PAGE 7,575,703.77

ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
VANGUARD TOTAL WORLD STOCK INDEX FD CL INSTL	PUR	02/06/24	61,265.847	-13,000,000.00	.00	.00	13,000,000.00	13,000,000.00	.00
	SAL	05/20/24	-100,753.845	23,122,000.00	.00	.00	-21,244,068.87	-21,244,068.92	1,877,931.08
	SAL	10/04/24	-41,099.858	9,943,699.64	.00	.00	-8,665,954.27	-8,665,954.30	1,277,745.34
VANGUARD VALUE INDEX FUND ADMIRAL CLASS	SAL	05/20/24	-136,554.024	8,717,608.89	.00	.00	-7,643,576.27	-7,963,616.25	753,992.64
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY	PUR	01/19/24	7,946,413.350	-7,946,413.35	.00	.00	7,946,413.35	7,946,413.35	.00
	SAL	01/22/24	-7,946,413.350	7,946,413.35	.00	.00	-7,946,413.35	-7,946,413.35	.00
	PUR	01/25/24	10,361,613.570	-10,361,613.57	.00	.00	10,361,613.57	10,361,613.57	.00
	PUR	01/26/24	32,787,682.290	-32,787,682.29	.00	.00	32,787,682.29	32,787,682.29	.00
	SAL	01/29/24	-43,149,295.860	43,149,295.86	.00	.00	-43,149,295.86	-43,149,295.86	.00
	PUR	11/12/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38	.00
	SAL	11/13/24	-14,189,192.380	14,189,192.38	.00	.00	-14,189,192.38	-14,189,192.38	.00
15 PURCHASES FOR	310,695,814.78	20 SALES FOR	410,877,560.93	ISSUE	721,573,375.71				

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

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01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 112
PAGE 7,575,703.77



BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	GAIN/LOSS	NET
HUNTER DOUGLAS CONSOLIDATED										
FEDERATED HERMES US TRSY CASH RESERVES CL PRM	PUR	11/13/24	13.270	-13.27	.00	.00	13.27	13.27		.00
	PUR	11/13/24	32,149.730	-32,149.73	.00	.00	32,149.73	32,149.73		.00
	PUR	11/13/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38		.00
	PUR	11/13/24	.780	-.78	.00	.00	.78	.78		.00
	SAL	11/14/24	-6,962.990	6,962.99	.00	.00	-6,962.99	-6,962.99		.00
	PUR	11/18/24	11,832.940	-11,832.94	.00	.00	11,832.94	11,832.94		.00
	PUR	11/18/24	837.650	-837.65	.00	.00	837.65	837.65		.00
	SAL	11/19/24	-837.650	837.65	.00	.00	-837.65	-837.65		.00
	PUR	11/20/24	837.650	-837.65	.00	.00	837.65	837.65		.00
	SAL	11/21/24	-2,391,215.690	2,391,215.69	.00	.00	-2,391,215.69	-2,391,215.69		.00
	PUR	11/29/24	410,723.490	-410,723.49	.00	.00	410,723.49	410,723.49		.00
	PUR	12/02/24	.050	-.05	.00	.00	.05	.05		.00
	PUR	12/02/24	145.910	-145.91	.00	.00	145.91	145.91		.00
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	SAL	12/02/24	-359,342.100	359,342.10	.00	.00	-359,342.10	-359,342.10		.00
	PUR	12/03/24	10,550.900	-10,550.90	.00	.00	10,550.90	10,550.90		.00
	SAL	12/09/24	-50,000.000	50,000.00	.00	.00	-50,000.00	-50,000.00		.00
	PUR	12/12/24	157.300	-157.30	.00	.00	157.30	157.30		.00
	SAL	12/18/24	-.780	.78	.00	.00	-.78	-.78		.00
	PUR	12/19/24	50,757.210	-50,757.21	.00	.00	50,757.21	50,757.21		.00
	SAL	12/23/24	-50,756.430	50,756.43	.00	.00	-50,756.43	-50,756.43		.00
	13 PURCHASES FOR			7 SALES FOR	2,859,115.64	ISSUE	AGGREGATE TOTAL	17,566,314.90		.00
	PUR	01/02/24	.010	-.01	.00	.00	.01	.01		.00
	PUR	01/02/24	2.050	-2.05	.00	.00	2.05	2.05		.00
	PUR	01/02/24	1,234.990	-1,234.99	.00	.00	1,234.99	1,234.99		.00
	SAL	01/02/24	-20,672,431.080	20,672,431.08	.00	.00	-20,672,431.08	-20,672,431.08		.00
	PUR	01/12/24	197.590	-197.59	.00	.00	197.59	197.59		.00
	SAL	01/16/24	-.010	.01	.00	.00	-.01	-.01		.00
	SAL	01/16/24	-2.050	2.05	.00	.00	-2.05	-2.05		.00
	SAL	01/16/24	-296.320	296.32	.00	.00	-296.32	-296.32		.00
	SAL	01/16/24	-18,363.420	18,363.42	.00	.00	-18,363.42	-18,363.42		.00
	PUR	01/17/24	.010	-.01	.00	.00	.01	.01		.00
	PUR	01/17/24	2.050	-2.05	.00	.00	2.05	2.05		.00
	PUR	01/17/24	296.320	-296.32	.00	.00	296.32	296.32		.00
	PUR	01/18/24	2,408,961.230	-2,408,961.23	.00	.00	2,408,961.23	2,408,961.23		.00
	PUR	01/18/24	2,427.560	-2,427.56	.00	.00	2,427.56	2,427.56		.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 113
PAGE 7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	ANNUAL MARKET	PREVIOUS MARKET	GAIN/LOSS	NET
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	PUR	01/22/24	7,946,413.350	-7,946,413.35	.00	.00	7,946,413.35	7,946,413.35		.00	.00
	PUR	01/23/24	5,001.940	-5,001.94	.00	.00	5,001.94	5,001.94		.00	.00
	SAL	01/25/24	-0.010	.01	.00	.00	-0.01	-0.01		.00	.00
	SAL	01/25/24	-2.050	2,408,961.23	.00	.00	-2,408,961.23	-2,408,961.23		.00	.00
	SAL	01/25/24	-6,236.930	6,236.93	.00	.00	-6,236.93	-6,236.93		.00	.00
	SAL	01/25/24	-7,946,413.350	7,946,413.35	.00	.00	-7,946,413.35	-7,946,413.35		.00	.00
	PUR	01/26/24	10,361,613.570	-10,361,613.57	.00	.00	10,361,613.57	10,361,613.57		.00	.00
	PUR	01/29/24	43,113,843.610	-43,113,843.61	.00	.00	43,113,843.61	43,113,843.61		.00	.00
	PUR	02/01/24	2,746.180	-2,746.18	.00	.00	2,746.18	2,746.18		.00	.00
	PUR	02/01/24	6.180	-6.18	.00	.00	6.18	6.18		.00	.00
	SAL	02/01/24	-613,196.230	613,196.23	.00	.00	-613,196.23	-613,196.23		.00	.00
	PUR	02/01/24	6,586.610	-6,586.61	.00	.00	6,586.61	6,586.61		.00	.00
	SAL	02/06/24	-13,000,000.000	13,000,000.00	.00	.00	-13,000,000.00	-13,000,000.00		.00	.00
	PUR	02/12/24	31,428.060	-31,428.06	.00	.00	31,428.06	31,428.06		.00	.00
	PUR	02/20/24	89,777.710	-89,777.71	.00	.00	89,777.71	89,777.71		.00	.00
	PUR	02/28/24	1,075.610	-1,075.61	.00	.00	1,075.61	1,075.61		.00	.00
	SAL	02/29/24	-10,219.970	10,219.97	.00	.00	-10,219.97	-10,219.97		.00	.00
	PUR	03/01/24	.440	-.44	.00	.00	.44	.44		.00	.00
	PUR	03/01/24	11.400	-11.40	.00	.00	11.40	11.40		.00	.00
	PUR	03/01/24	.020	-.02	.00	.00	.02	.02		.00	.00
	SAL	03/01/24	-511,125.140	511,125.14	.00	.00	-511,125.14	-511,125.14		.00	.00
	PUR	03/01/24	27.350	-27.35	.00	.00	27.35	27.35		.00	.00
	SAL	03/05/24	-182,627.310	182,627.31	.00	.00	-182,627.31	-182,627.31		.00	.00
	SAL	03/11/24	-31,250.000	31,250.00	.00	.00	-31,250.00	-31,250.00		.00	.00
	PUR	03/20/24	133,736.490	-133,736.49	.00	.00	133,736.49	133,736.49		.00	.00
	SAL	03/25/24	-21,570.570	21,570.57	.00	.00	-21,570.57	-21,570.57		.00	.00
	PUR	03/27/24	21,570.570	-21,570.57	.00	.00	21,570.57	21,570.57		.00	.00
	PUR	04/01/24	4.770	-4.77	.00	.00	4.77	4.77		.00	.00
	PUR	04/01/24	12.230	-12.23	.00	.00	12.23	12.23		.00	.00
	PUR	04/01/24	.030	-.03	.00	.00	.03	.03		.00	.00
	SAL	04/01/24	-493,279.040	493,279.04	.00	.00	-493,279.04	-493,279.04		.00	.00
	PUR	04/01/24	29.340	-29.34	.00	.00	29.34	29.34		.00	.00
	PUR	04/02/24	417,004.320	-417,004.32	.00	.00	417,004.32	417,004.32		.00	.00
	PUR	04/04/24	-8,813.320	8,813.32	.00	.00	-8,813.32	-8,813.32		.00	.00
	PUR	04/08/24	14,323.000	-14,323.00	.00	.00	14,323.00	14,323.00		.00	.00
	SAL	04/09/24	-37,375.100	37,375.10	.00	.00	-37,375.10	-37,375.10		.00	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD PAGE 114
7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	GAIN/LOSS	NET
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM										
	SAL	04/12/24	-8.880	8.88	.00	.00	-8.88	-8.88	.00	.00
	SAL	04/12/24	-44.280	44.28	.00	.00	-44.28	-44.28	.00	.00
	SAL	04/12/24	-6.230	6.23	.00	.00	-6.23	-6.23	.00	.00
	SAL	04/12/24	-18,459.210	18,459.21	.00	.00	-18,459.21	-18,459.21	.00	.00
	SAL	04/12/24	-48.610	48.61	.00	.00	-48.61	-48.61	.00	.00
	PUR	04/15/24	8.880	-8.88	.00	.00	8.88	8.88	.00	.00
	PUR	04/15/24	44.280	-44.28	.00	.00	44.28	44.28	.00	.00
	PUR	04/15/24	6.230	-6.23	.00	.00	6.23	6.23	.00	.00
	SAL	04/15/24	-14,323.000	14,323.00	.00	.00	-14,323.00	-14,323.00	.00	.00
	PUR	04/15/24	48.610	-48.61	.00	.00	48.61	48.61	.00	.00
	PUR	04/16/24	14,323.000	-14,323.00	.00	.00	14,323.00	14,323.00	.00	.00
	PUR	04/19/24	2,420.570	-2,420.57	.00	.00	2,420.57	2,420.57	.00	.00
	PUR	04/19/24	3,481.510	-3,481.51	.00	.00	3,481.51	3,481.51	.00	.00
	PUR	04/29/24	876,845.180	-876,845.18	.00	.00	876,845.18	876,845.18	.00	.00
	PUR	04/30/24	3,470.770	-3,470.77	.00	.00	3,470.77	3,470.77	.00	.00
	PUR	05/01/24	4.630	-4.63	.00	.00	4.63	4.63	.00	.00
	PUR	05/01/24	11.860	-11.86	.00	.00	11.86	11.86	.00	.00
	PUR	05/01/24	38.060	-38.06	.00	.00	38.06	38.06	.00	.00
	SAL	05/01/24	-493,714.940	493,714.94	.00	.00	-493,714.94	-493,714.94	.00	.00
	PUR	05/01/24	1,811.700	-1,811.70	.00	.00	1,811.70	1,811.70	.00	.00
	PUR	05/15/24	2,503.840	-2,503.84	.00	.00	2,503.84	2,503.84	.00	.00
	SAL	05/15/24	-44,066.150	44,066.15	.00	.00	-44,066.15	-44,066.15	.00	.00
	SAL	05/17/24	-1,085.450	1,085.45	.00	.00	-1,085.45	-1,085.45	.00	.00
	SAL	05/17/24	-2,781.670	2,781.67	.00	.00	-2,781.67	-2,781.67	.00	.00
	SAL	05/17/24	-22,762.470	22,762.47	.00	.00	-22,762.47	-22,762.47	.00	.00
	SAL	05/17/24	-552,640.440	552,640.44	.00	.00	-552,640.44	-552,640.44	.00	.00
	SAL	05/17/24	-425,459.320	425,459.32	.00	.00	-425,459.32	-425,459.32	.00	.00
	PUR	05/20/24	12,201,391.600	-12,201,391.60	.00	.00	12,201,391.60	12,201,391.60	.00	.00
	PUR	05/21/24	1,039,179.350	-1,039,179.35	.00	.00	1,039,179.35	1,039,179.35	.00	.00
	SAL	05/22/24	-2,603.550	2,603.55	.00	.00	-2,603.55	-2,603.55	.00	.00
	PUR	05/24/24	3,340.350	-3,340.35	.00	.00	3,340.35	3,340.35	.00	.00
	SAL	05/28/24	-62,500.000	62,500.00	.00	.00	-62,500.00	-62,500.00	.00	.00
	PUR	06/03/24	2,480	-2.48	.00	.00	2.48	2.48	.00	.00
	PUR	06/03/24	6.360	-6.36	.00	.00	6.36	6.36	.00	.00
	PUR	06/03/24	47.390	-47.39	.00	.00	47.39	47.39	.00	.00
	SAL	06/03/24	-485,734.660	485,734.66	.00	.00	-485,734.66	-485,734.66	.00	.00
	PUR	06/03/24	973.430	-973.43	.00	.00	973.43	973.43	.00	.00

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Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 115
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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM									
	PUR	06/05/24	1,897.320	-1,897.32	.00	.00	1,897.32	1,897.32	.00
	SAL	06/07/24	-5,323.410	5,323.41	.00	.00	-5,323.41	-5,323.41	.00
	PUR	06/10/24	46.000	-46.00	.00	.00	46.00	46.00	.00
	SAL	06/13/24	-65,081.410	65,081.41	.00	.00	-65,081.41	-65,081.41	.00
	PUR	06/17/24	16,466.670	-16,466.67	.00	.00	16,466.67	16,466.67	.00
	PUR	06/17/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77	.00
	SAL	06/21/24	-11,242.770	11,242.77	.00	.00	-11,242.77	-11,242.77	.00
	PUR	06/24/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77	.00
	PUR	06/26/24	65,433.640	-65,433.64	.00	.00	65,433.64	65,433.64	.00
	PUR	07/01/24	39.510	-39.51	.00	.00	39.51	39.51	.00
	PUR	07/01/24	.020	-.02	.00	.00	.02	.02	.00
	PUR	07/01/24	15.910	-15.91	.00	.00	15.91	15.91	.00
	SAL	07/01/24	-445,276.390	445,276.39	.00	.00	-445,276.39	-445,276.39	.00
	PUR	07/01/24	3.890	-3.89	.00	.00	3.89	3.89	.00
	PUR	07/02/24	289.920	-289.92	.00	.00	289.92	289.92	.00
	SAL	07/05/24	-45,356.400	45,356.40	.00	.00	-45,356.40	-45,356.40	.00
	PUR	07/09/24	1,223,737.730	-1,223,737.73	.00	.00	1,223,737.73	1,223,737.73	.00
	SAL	07/15/24	-9.110	9.11	.00	.00	-9.11	-9.11	.00
	SAL	07/15/24	-6.380	6.38	.00	.00	-6.38	-6.38	.00
	SAL	07/15/24	-309.240	309.24	.00	.00	-309.24	-309.24	.00
	SAL	07/15/24	-18,464.080	18,464.08	.00	.00	-18,464.08	-18,464.08	.00
	SAL	07/15/24	-20.000	20.00	.00	.00	-20.00	-20.00	.00
	PUR	07/16/24	9.110	-9.11	.00	.00	9.11	9.11	.00
	PUR	07/16/24	6.380	-6.38	.00	.00	6.38	6.38	.00
	PUR	07/16/24	309.240	-309.24	.00	.00	309.24	309.24	.00
	PUR	07/16/24	20.000	-20.00	.00	.00	20.00	20.00	.00
	SAL	07/17/24	-5,053.660	5,053.66	.00	.00	-5,053.66	-5,053.66	.00
	PUR	07/18/24	2,072.150	-2,072.15	.00	.00	2,072.15	2,072.15	.00
	PUR	07/22/24	464,677.340	-464,677.34	.00	.00	464,677.34	464,677.34	.00
	SAL	07/25/24	-187,248.660	187,248.66	.00	.00	-187,248.66	-187,248.66	.00
	PUR	08/01/24	73.260	-73.26	.00	.00	73.26	73.26	.00
	PUR	08/01/24	.030	-.03	.00	.00	.03	.03	.00
	PUR	08/01/24	54.600	-54.60	.00	.00	54.60	54.60	.00
	SAL	08/01/24	-435,607.830	435,607.83	.00	.00	-435,607.83	-435,607.83	.00
	PUR	08/01/24	4.330	-4.33	.00	.00	4.33	4.33	.00
	PUR	08/21/24	3,876.790	-3,876.79	.00	.00	3,876.79	3,876.79	.00
	PUR	08/26/24	25,032.950	-25,032.95	.00	.00	25,032.95	25,032.95	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 116
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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	ANNUAL MARKET	PREVIOUS MARKET	GAIN/LOSS	NET
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	PUR	09/03/24	73.370	-73.37	.00	.00	73.37	73.37	73.37	.00	.00
	PUR	09/03/24	.030	-.03	.00	.00	.03	.03	.03	.00	.00
	PUR	09/03/24	59.440	-59.44	.00	.00	59.44	59.44	59.44	.00	.00
	SAL	09/03/24	-440.879	440.879.50	.00	.00	-440.879.50	-440.879.50	-440.879.50	.00	.00
	PUR	09/03/24	4.340	-4.34	.00	.00	4.34	4.34	4.34	.00	.00
	PUR	09/04/24	-7.352	7.352.55	.00	.00	-7.352.55	-7.352.55	-7.352.55	.00	.00
	SAL	09/17/24	25,000.000	-25,000,000.00	.00	.00	25,000,000.00	25,000,000.00	25,000,000.00	.00	.00
	PUR	09/25/24	34.786	34.786.92	.00	.00	34.786.92	34.786.92	34.786.92	.00	.00
	PUR	10/01/24	69.150	-69.15	.00	.00	69.15	69.15	69.15	.00	.00
	PUR	10/01/24	.030	-.03	.00	.00	.03	.03	.03	.00	.00
	PUR	10/01/24	56.010	-56.01	.00	.00	56.01	56.01	56.01	.00	.00
	SAL	10/01/24	-73,202.079	73,202,079.08	.00	.00	-73,202,079.08	-73,202,079.08	-73,202,079.08	.00	.00
	PUR	10/01/24	4.090	-4.09	.00	.00	4.09	4.09	4.09	.00	.00
	SAL	10/02/24	-748,561.830	748,561.83	.00	.00	-748,561.83	-748,561.83	-748,561.83	.00	.00
	PUR	10/04/24	75,098.458	-75,098,458.73	.00	.00	75,098,458.73	75,098,458.73	75,098,458.73	.00	.00
	SAL	10/07/24	-16,724.440	16,724.44	.00	.00	-16,724.44	-16,724.44	-16,724.44	.00	.00
	SAL	10/07/24	-6.470	6.47	.00	.00	-6.47	-6.47	-6.47	.00	.00
	SAL	10/07/24	-13,548.270	13,548.27	.00	.00	-13,548.27	-13,548.27	-13,548.27	.00	.00
	SAL	10/07/24	-990.080	990.08	.00	.00	-990.08	-990.08	-990.08	.00	.00
	SAL	10/08/24	-193,152.740	193,152.74	.00	.00	-193,152.74	-193,152.74	-193,152.74	.00	.00
	SAL	10/09/24	-185,035.060	185,035.06	.00	.00	-185,035.06	-185,035.06	-185,035.06	.00	.00
	SAL	10/11/24	-63,093.167	63,093,167.42	.00	.00	-63,093,167.42	-63,093,167.42	-63,093,167.42	.00	.00
	SAL	10/15/24	-19,132.750	19,132.75	.00	.00	-19,132.75	-19,132.75	-19,132.75	.00	.00
	PUR	10/16/24	32,067.980	-32,067.98	.00	.00	32,067.98	32,067.98	32,067.98	.00	.00
	SAL	10/22/24	-3,545.705	3,545,705.69	.00	.00	-3,545,705.69	-3,545,705.69	-3,545,705.69	.00	.00
	PUR	10/25/24	53,248.410	-53,248.41	.00	.00	53,248.41	53,248.41	53,248.41	.00	.00
	SAL	10/28/24	-9,949.130	9,949.13	.00	.00	-9,949.13	-9,949.13	-9,949.13	.00	.00
	PUR	10/30/24	3,500.018	-3,500,018.61	.00	.00	3,500,018.61	3,500,018.61	3,500,018.61	.00	.00
	PUR	10/31/24	481.482	-481,482.25	.00	.00	481,482.25	481,482.25	481,482.25	.00	.00
	PUR	11/01/24	13.270	-13.27	.00	.00	13.27	13.27	13.27	.00	.00
	PUR	11/01/24	81.750	-81.75	.00	.00	81.75	81.75	81.75	.00	.00
	PUR	11/01/24	55,449.820	-55,449.82	.00	.00	55,449.82	55,449.82	55,449.82	.00	.00
	PUR	11/01/24	.780	-.78	.00	.00	.78	.78	.78	.00	.00
	SAL	11/04/24	-1,319,215.740	1,319,215.74	.00	.00	-1,319,215.74	-1,319,215.74	-1,319,215.74	.00	.00
	PUR	11/05/24	280.240	-280.24	.00	.00	280.24	280.24	280.24	.00	.00
	SAL	11/07/24	-15,855.280	15,855.28	.00	.00	-15,855.28	-15,855.28	-15,855.28	.00	.00
	SAL	11/12/24	-13.270	13.27	.00	.00	-13.27	-13.27	-13.27	.00	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 117
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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
FEDERATED HERMES GOVT OBLIGATIONS FD CL PREM	SAL	11/12/24	-32,149.730	32,149.73	.00	.00	-32,149.73	-32,149.73	.00
	SAL	11/12/24	-14,189,361.590	14,189,361.59	.00	.00	-14,189,361.59	-14,189,361.59	.00
	SAL	11/12/24	-.780	.78	.00	.00	-.78	-.78	.00
	96 PURCHASES FOR		184,791,002.22	69 SALES FOR	206,340,282.73	ISSUE AGGREGATE TOTAL	391,131,284.95		
VANGUARD EXT'D DURATION TREASURY IDX FD INSTL CL	PUR	04/25/24	8,713.333	-198,141.19	.00	.00	198,141.19	198,141.19	.00
	PUR	05/20/24	45,600.367	-1,000,000.00	.00	5,000.00	1,000,000.00	1,000,000.00	.00
	PUR	07/09/24	7,782.241	-212,568.10	.00	.00	212,568.10	212,568.10	.00
	SAL	09/17/24	-518,341.308	13,000,000.00	.00	.00	-13,259,966.82	-12,594,700.81	405,299.19
	PUR	10/03/24	3,916.669	-92,825.05	.00	.00	92,825.05	92,825.05	.00
VANGUARD LONG TERM TREASURY FUND CL ADM	SAL	10/04/24	-402,992.544	9,405,845.98	.00	.00	-10,301,798.90	-9,789,604.32	-383,758.34
	PUR	10/11/24	3,916.669	-92,825.05	.00	.00	92,825.05	92,825.05	.00
	PUR	10/29/24	-3,916.660	92,825.05	.00	.00	-92,825.05	92,825.05	.00
	6 PURCHASES FOR		1,689,184.44	2 SALES FOR	22,405,845.98	ISSUE AGGREGATE TOTAL	24,095,030.42		
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	12/02/24	-1,207.555	9,962.33	.00	.00	-9,962.33	-9,962.33	.00
	PUR	02/01/24	7,100.208	-60,635.78	.00	.00	60,635.78	60,635.78	.00
	PUR	03/01/24	6,974.299	-58,095.91	.00	.00	58,095.91	58,095.91	.00
	PUR	04/01/24	7,534.864	-63,292.86	.00	.00	63,292.86	63,292.86	.00
	PUR	05/01/24	8,187.473	-64,435.41	.00	.00	64,435.41	64,435.41	.00
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	05/20/24	2,147,239.264	-17,499,999.98	.00	.00	17,499,999.98	17,499,999.98	.00
	PUR	06/03/24	11,405.523	-92,042.57	.00	.00	92,042.57	92,042.57	.00
	PUR	07/01/24	14,978.711	-122,525.86	.00	.00	122,525.86	122,525.86	.00
	PUR	08/01/24	14,947.004	-126,152.71	.00	.00	126,152.71	126,152.71	.00
	PUR	09/03/24	14,833.605	-127,420.67	.00	.00	127,420.67	127,420.67	.00
VANGUARD INTERM TERM TREASURY FD CL ADM	SAL	09/17/24	-889,877.642	7,999,999.99	.00	.00	-7,678,761.39	-7,533,206.63	466,793.36
	PUR	10/01/24	12,848.488	-112,167.30	.00	.00	112,167.30	112,167.30	.00
	SAL	10/04/24	-3,700,112.718	32,005,975.01	.00	.00	-31,929,600.25	-31,326,484.89	679,490.12
	PUR	11/01/24	1,207.555	-9,962.33	.00	.00	9,962.33	9,962.33	.00
	12 PURCHASES FOR		18,326,769.05	2 SALES FOR	40,005,975.00	ISSUE AGGREGATE TOTAL	58,332,744.05		
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	12/02/24	-309.765	3,051.19	.00	.00	-3,051.19	-3,051.19	.00
	PUR	05/20/24	1,851,851.852	-17,999,999.98	.00	.00	17,999,999.98	17,999,999.98	.00
	PUR	06/03/24	2,585.027	-25,048.91	.00	.00	25,048.91	25,048.91	.00

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Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

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5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 118
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BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
VANGUARD INTERM TERM TREASURY FD CL ADM	PUR	07/01/24	6,286.189	-61,353.20	.00	.00	61,353.20	61,353.20	.00
	PUR	08/01/24	6,317.500	-62,922.30	.00	.00	62,922.30	62,922.30	.00
	PUR	09/03/24	6,256.395	-62,876.77	.00	.00	62,876.77	62,876.77	.00
	SAL	09/17/24	-929,549.902	9,500,000.00	.00	.00	-9,037,088.16	-9,037,088.16	462,911.84
	PUR	10/01/24	4,589.842	-46,495.10	.00	.00	46,495.10	46,495.10	.00
	SAL	10/04/24	-948,336.903	9,578,202.72	.00	.00	-9,221,608.10	-9,221,608.10	356,594.62
	PUR	11/01/24	309.765	-3,051.19	.00	.00	3,051.19	3,051.19	.00
	8 PURCHASES FOR		18,258,696.26	2 SALES FOR	19,078,202.72	ISSUE	AGGREGATE TOTAL	37,336,898.98	
VANGUARD SHORT TERM TREASURY FUND CL ADM	PUR	02/09/24	-11.395	112.58	.00	.00	-112.58	-112.58	.00
	PUR	12/02/24	-490.888	4,830.34	.00	.00	-4,830.34	-4,830.34	.00
	PUR	02/01/24	11.395	-112.58	.00	.00	112.58	112.58	.00
	PUR	03/01/24	3.041	-29.77	.00	.00	29.77	29.77	.00
	PUR	04/01/24	.012	-12	.00	.00	12	12	.00
	SAL	04/29/24	-3.053	29.64	.00	.00	-29.89	-29.89	-25
	PUR	05/01/24	.012	-12	.00	.00	12	12	.00
	PUR	05/20/24	512,820.513	-5,000,000.00	.00	.00	5,000,000.00	5,000,000.00	.00
	PUR	06/03/24	828.557	-8,070.15	.00	.00	8,070.15	8,070.15	.00
	PUR	07/01/24	1,936.398	-18,899.24	.00	.00	18,899.24	18,899.24	.00
	PUR	08/01/24	1,952.578	-19,232.89	.00	.00	19,232.89	19,232.89	.00
	PUR	09/03/24	1,907.058	-18,898.94	.00	.00	18,898.94	18,898.94	.00
	PUR	09/17/24	900,900.901	-8,999,999.99	.00	.00	8,999,999.99	8,999,999.99	.00
	PUR	10/01/24	3,245.478	-32,324.96	.00	.00	32,324.96	32,324.96	.00
VANGUARD TOTAL WORLD STOCK INDEX FD CL ADM	SAL	10/04/24	-1,423,591.495	14,164,735.38	.00	.00	-14,097,426.29	-14,097,426.29	67,309.09
	PUR	11/01/24	490.888	-4,830.34	.00	.00	4,830.34	4,830.34	.00
	14 PURCHASES FOR		14,097,456.18	2 SALES FOR	14,164,765.02	ISSUE	AGGREGATE TOTAL	28,262,221.20	
VANGUARD TOTAL WORLD STOCK INDEX FD CL INSTL	PUR	03/19/24	1,537.565	-58,842.62	.00	.00	58,842.62	58,842.62	.00
	SAL	05/20/24	-403,193.650	16,051,139.21	.00	.00	-13,274,897.82	-14,691,173.80	1,359,965.41
	1 PURCHASES FOR		58,842.62	1 SALES FOR	16,051,139.21	ISSUE	AGGREGATE TOTAL	16,109,981.83	
VANGUARD TOTAL WORLD STOCK INDEX FD CL INSTL	PUR	02/06/24	61,265.847	-13,000,000.00	.00	.00	13,000,000.00	13,000,000.00	.00
	SAL	05/20/24	-100,753.845	23,122,000.00	.00	.00	-21,244,068.87	-21,244,068.92	1,877,931.08
	SAL	09/17/24	-14,654.775	3,500,000.00	.00	.00	-3,089,976.86	-3,089,976.86	410,023.14

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

PAGE 119
THRESHOLD 7,575,703.77



BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	VALUATION	151,514,075.55	PAGE 119 THRESHOLD 7,575,703.77	PREVIOUS ANNUAL MARKET	NET GAIN/LOSS
HUNTER DOUGLAS CONSOLIDATED											
VANGUARD TOTAL WORLD STOCK INDEX FD CL INSTL	1	SAL 10/04/24 PURCHASES FOR	-41,099.858 13,000,000.00	9,943,699.64 3 SALES FOR	.00 36,565,699.64	.00 ISSUE	-8,665,954.27 AGGREGATE TOTAL	-8,665,954.30 49,565,699.64			1,277,745.34
VANGUARD VALUE INDEX FUND ADMIRAL CLASS	1	PUR 03/25/24 SAL 05/20/24 PURCHASES FOR	843.953 -136,554.024 53,076.21	-53,076.21 8,717,608.89 1 SALES FOR	.00 .00 8,717,608.89	.00 .00 ISSUE	53,076.21 -7,643,576.27 AGGREGATE TOTAL	53,076.21 -7,963,616.25 8,770,685.10			753,992.64
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY											
		PUR 01/11/24	197.590	-197.59	.00	.00	197.59	197.59			.00
		SAL 01/12/24	-197.590	197.59	.00	.00	-197.59	-197.59			.00
		PUR 01/16/24	.010	-.01	.00	.00	.01	.01			.00
		PUR 01/16/24	2.050	-2.05	.00	.00	2.05	2.05			.00
		PUR 01/16/24	296.320	-296.32	.00	.00	296.32	296.32			.00
		SAL 01/17/24	-.010	.01	.00	.00	-.01	-.01			.00
		SAL 01/17/24	-2.050	2.05	.00	.00	-2.05	-2.05			.00
		PUR 01/17/24	2,408,961.230	-2,408,961.23	.00	.00	2,408,961.23	2,408,961.23			.00
		SAL 01/17/24	-296.320	296.32	.00	.00	-296.32	-296.32			.00
		PUR 01/17/24	2,427.560	-2,427.56	.00	.00	2,427.56	2,427.56			.00
		SAL 01/18/24	-2,408,961.230	2,408,961.23	.00	.00	-2,408,961.23	-2,408,961.23			.00
		SAL 01/18/24	-2,427.560	2,427.56	.00	.00	-2,427.56	-2,427.56			.00
		PUR 01/19/24	7,946,413.350	-7,946,413.35	.00	.00	7,946,413.35	7,946,413.35			.00
		PUR 01/22/24	5,001.940	-5,001.94	.00	.00	5,001.94	5,001.94			.00
		SAL 01/22/24	-7,946,413.350	7,946,413.35	.00	.00	-7,946,413.35	-7,946,413.35			.00
		SAL 01/23/24	-5,001.940	5,001.94	.00	.00	-5,001.94	-5,001.94			.00
		PUR 01/25/24	10,361,613.570	-10,361,613.57	.00	.00	10,361,613.57	10,361,613.57			.00
		PUR 01/26/24	32,787,682.290	-32,787,682.29	.00	.00	32,787,682.29	32,787,682.29			.00
		SAL 01/29/24	-43,149,295.860	43,149,295.86	.00	.00	-43,149,295.86	-43,149,295.86			.00
		PUR 02/09/24	31,428.060	-31,428.06	.00	.00	31,428.06	31,428.06			.00
		SAL 02/12/24	-31,428.060	31,428.06	.00	.00	-31,428.06	-31,428.06			.00
		PUR 02/16/24	89,777.710	-89,777.71	.00	.00	89,777.71	89,777.71			.00
		SAL 02/20/24	-89,777.710	89,777.71	.00	.00	-89,777.71	-89,777.71			.00
		PUR 02/27/24	1,075.610	-1,075.61	.00	.00	1,075.61	1,075.61			.00
		SAL 02/28/24	-1,075.610	1,075.61	.00	.00	-1,075.61	-1,075.61			.00
		PUR 03/13/24	1,200.000	-1,200.00	.00	.00	1,200.00	1,200.00			.00
		SAL 03/14/24	-1,200.000	1,200.00	.00	.00	-1,200.00	-1,200.00			.00
		PUR 03/19/24	133,736.490	-133,736.49	.00	.00	133,736.49	133,736.49			.00

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Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD PAGE 120
7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	ANNUAL MARKET	PREVIOUS MARKET	GAIN/LOSS	NET
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY											
	SAL	03/20/24	-133,736.490	133,736.49	.00	.00	-133,736.49	-133,736.49			.00
	PUR	03/26/24	21,570.570	-21,570.57	.00	.00	21,570.57	21,570.57			.00
	SAL	03/27/24	-21,570.570	21,570.57	.00	.00	-21,570.57	-21,570.57			.00
	PUR	04/01/24	417,004.320	-417,004.32	.00	.00	417,004.32	417,004.32			.00
	SAL	04/02/24	-417,004.320	417,004.32	.00	.00	-417,004.32	-417,004.32			.00
	PUR	04/05/24	14,323.000	-14,323.00	.00	.00	14,323.00	14,323.00			.00
	SAL	04/08/24	-14,323.000	14,323.00	.00	.00	-14,323.00	-14,323.00			.00
	PUR	04/12/24	8,880	-8.88	.00	.00	8.88	8.88			.00
	PUR	04/12/24	44,280	-44.28	.00	.00	44.28	44.28			.00
	PUR	04/12/24	6,230	-6.23	.00	.00	6.23	6.23			.00
	PUR	04/12/24	48,610	-48.61	.00	.00	48.61	48.61			.00
	SAL	04/15/24	-8,880	8.88	.00	.00	-8.88	-8.88			.00
	SAL	04/15/24	-44,280	44.28	.00	.00	-44.28	-44.28			.00
	PUR	04/15/24	14,316.770	-14,316.77	.00	.00	14,316.77	14,316.77			.00
	SAL	04/15/24	-48,610	48.61	.00	.00	-48.61	-48.61			.00
	SAL	04/16/24	-14,323.000	14,323.00	.00	.00	-14,323.00	-14,323.00			.00
	PUR	04/18/24	2,420.570	-2,420.57	.00	.00	2,420.57	2,420.57			.00
	PUR	04/18/24	3,481.510	-3,481.51	.00	.00	3,481.51	3,481.51			.00
	SAL	04/19/24	-2,420.570	2,420.57	.00	.00	-2,420.57	-2,420.57			.00
	SAL	04/19/24	-3,481.510	3,481.51	.00	.00	-3,481.51	-3,481.51			.00
	PUR	04/26/24	880,286.310	-880,286.31	.00	.00	880,286.31	880,286.31			.00
	PUR	04/29/24	3,470.770	-3,470.77	.00	.00	3,470.77	3,470.77			.00
	SAL	04/29/24	-880,286.310	880,286.31	.00	.00	-880,286.31	-880,286.31			.00
	SAL	04/30/24	-3,470.770	3,470.77	.00	.00	-3,470.77	-3,470.77			.00
	PUR	05/14/24	2,503.840	-2,503.84	.00	.00	2,503.84	2,503.84			.00
	SAL	05/15/24	-2,503.840	2,503.84	.00	.00	-2,503.84	-2,503.84			.00
	PUR	05/20/24	1,039,179.350	-1,039,179.35	.00	.00	1,039,179.35	1,039,179.35			.00
	SAL	05/21/24	-1,039,179.350	1,039,179.35	.00	.00	-1,039,179.35	-1,039,179.35			.00
	PUR	05/23/24	3,340.350	-3,340.35	.00	.00	3,340.35	3,340.35			.00
	SAL	05/24/24	-3,340.350	3,340.35	.00	.00	-3,340.35	-3,340.35			.00
	PUR	06/04/24	1,897.320	-1,897.32	.00	.00	1,897.32	1,897.32			.00
	SAL	06/05/24	-1,897.320	1,897.32	.00	.00	-1,897.32	-1,897.32			.00
	PUR	06/07/24	46,000	-46.00	.00	.00	46.00	46.00			.00
	SAL	06/10/24	-46,000	46.00	.00	.00	-46.00	-46.00			.00
	PUR	06/14/24	16,466.670	-16,466.67	.00	.00	16,466.67	16,466.67			.00
	PUR	06/14/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77			.00
	SAL	06/17/24	-16,466.670	16,466.67	.00	.00	-16,466.67	-16,466.67			.00

08/14 01



Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 121
7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	HUNTER DOUGLAS SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	ANNUAL MARKET	PREVIOUS MARKET	GAIN/LOSS	NET
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY	SAL	06/17/24	-11,242.770	11,242.77	.00	.00	-11,242.77	-11,242.77	11,242.77	.00	.00
	PUR	06/21/24	11,242.770	-11,242.77	.00	.00	11,242.77	11,242.77	11,242.77	.00	.00
	SAL	06/24/24	-11,242.770	11,242.77	.00	.00	-11,242.77	-11,242.77	11,242.77	.00	.00
	PUR	06/25/24	65,433.640	-65,433.64	.00	.00	65,433.64	65,433.64	65,433.64	.00	.00
	SAL	06/26/24	-65,433.640	65,433.64	.00	.00	-65,433.64	-65,433.64	65,433.64	.00	.00
	PUR	07/01/24	289.920	-289.92	.00	.00	289.92	289.92	289.92	.00	.00
	SAL	07/02/24	-289.920	289.92	.00	.00	-289.92	-289.92	289.92	.00	.00
	PUR	07/08/24	1,223,737.730	-1,223,737.73	.00	.00	1,223,737.73	1,223,737.73	1,223,737.73	.00	.00
	SAL	07/09/24	-1,223,737.730	1,223,737.73	.00	.00	-1,223,737.73	-1,223,737.73	1,223,737.73	.00	.00
	PUR	07/15/24	9.110	-9.11	.00	.00	9.11	9.11	9.11	.00	.00
	PUR	07/15/24	6.380	-6.38	.00	.00	6.38	6.38	6.38	.00	.00
	PUR	07/15/24	309.240	-309.24	.00	.00	309.24	309.24	309.24	.00	.00
	PUR	07/15/24	20.000	-20.00	.00	.00	20.00	20.00	20.00	.00	.00
	SAL	07/16/24	-9.110	9.11	.00	.00	-9.11	-9.11	-9.11	.00	.00
	SAL	07/16/24	-6.380	6.38	.00	.00	-6.38	-6.38	-6.38	.00	.00
	SAL	07/16/24	-309.240	309.24	.00	.00	-309.24	-309.24	-309.24	.00	.00
	SAL	07/16/24	-20.000	20.00	.00	.00	-20.00	-20.00	-20.00	.00	.00
	PUR	07/17/24	2,072.150	-2,072.15	.00	.00	2,072.15	2,072.15	2,072.15	.00	.00
	PUR	07/18/24	-2,072.150	2,072.15	.00	.00	-2,072.15	-2,072.15	2,072.15	.00	.00
	PUR	07/19/24	464,677.340	-464,677.34	.00	.00	464,677.34	464,677.34	464,677.34	.00	.00
	SAL	07/22/24	-464,677.340	464,677.34	.00	.00	-464,677.34	-464,677.34	464,677.34	.00	.00
	PUR	08/20/24	3,876.790	-3,876.79	.00	.00	3,876.79	3,876.79	3,876.79	.00	.00
	SAL	08/21/24	-3,876.790	3,876.79	.00	.00	-3,876.79	-3,876.79	3,876.79	.00	.00
	PUR	08/23/24	25,032.950	-25,032.95	.00	.00	25,032.95	25,032.95	25,032.95	.00	.00
	SAL	08/26/24	-25,032.950	25,032.95	.00	.00	-25,032.95	-25,032.95	25,032.95	.00	.00
	PUR	09/24/24	34,786.920	-34,786.92	.00	.00	34,786.92	34,786.92	34,786.92	.00	.00
	SAL	09/25/24	-34,786.920	34,786.92	.00	.00	-34,786.92	-34,786.92	34,786.92	.00	.00
	PUR	10/07/24	31,269.260	-31,269.26	.00	.00	31,269.26	31,269.26	31,269.26	.00	.00
	SAL	10/08/24	-31,269.260	31,269.26	.00	.00	-31,269.26	-31,269.26	31,269.26	.00	.00
	PUR	10/15/24	32,067.980	-32,067.98	.00	.00	32,067.98	32,067.98	32,067.98	.00	.00
	SAL	10/16/24	-32,067.980	32,067.98	.00	.00	-32,067.98	-32,067.98	32,067.98	.00	.00
	PUR	10/24/24	53,248.410	-53,248.41	.00	.00	53,248.41	53,248.41	53,248.41	.00	.00
	SAL	10/25/24	-53,248.410	53,248.41	.00	.00	-53,248.41	-53,248.41	53,248.41	.00	.00
	PUR	10/29/24	3,545,705.690	-3,545,705.69	.00	.00	3,545,705.69	3,545,705.69	3,545,705.69	.00	.00
	SAL	10/30/24	-3,545,705.690	3,545,705.69	.00	.00	-3,545,705.69	-3,545,705.69	3,545,705.69	.00	.00
	SAL	10/31/24	-136,751.730	136,751.73	.00	.00	-136,751.73	-136,751.73	136,751.73	.00	.00
	SAL	11/01/24	-341,713.730	341,713.73	.00	.00	-341,713.73	-341,713.73	341,713.73	.00	.00

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4j-Schedule of Reportable Transactions December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002

01-226

TRADE DATE

5 % R E P O R T B Y A S S E T - A G G R E G A T E

01/01/24 THROUGH 12/31/24

ACCOUNT
51-16-200-8512844

VALUATION 151,514,075.55 THRESHOLD 122
PAGE 7,575,703.77

BROKER/PARTY ASSET DESCRIPTION	TRAN TYPE	SETTLE DATE	SHARES/ UNITS	PURCHASE/SALE COST/PROCEEDS	BROKER COMMISSION	OTHER EXPENSE	COST OF ASSET	PREVIOUS ANNUAL MARKET	GAIN/LOSS	NET
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY	SAL	11/04/24	-13,452.010	13,452.01	.00	.00	-13,452.01	-13,452.01	.00	.00
	SAL	11/05/24	-280.240	280.24	.00	.00	-280.24	-280.24	.00	.00
	PUR	11/12/24	13.270	-13.27	.00	.00	13.27	13.27	.00	.00
	PUR	11/12/24	32,149.730	-32,149.73	.00	.00	32,149.73	32,149.73	.00	.00
	PUR	11/12/24	14,189,192.380	-14,189,192.38	.00	.00	14,189,192.38	14,189,192.38	.00	.00
	PUR	11/12/24	.780	-.78	.00	.00	.78	.78	.00	.00
	SAL	11/13/24	-13.270	13.27	.00	.00	-13.27	-13.27	.00	.00
	SAL	11/13/24	-32,149.730	32,149.73	.00	.00	-32,149.73	-32,149.73	.00	.00
	SAL	11/13/24	-14,189,192.380	14,189,192.38	.00	.00	-14,189,192.38	-14,189,192.38	.00	.00
	SAL	11/13/24	-.780	.78	.00	.00	-.78	-.78	.00	.00
	PUR	11/15/24	11,832.940	-11,832.94	.00	.00	11,832.94	11,832.94	.00	.00
	PUR	11/15/24	837.650	-837.65	.00	.00	837.65	837.65	.00	.00
	SAL	11/18/24	-11,832.940	11,832.94	.00	.00	-11,832.94	-11,832.94	.00	.00
	SAL	11/18/24	-837.650	837.65	.00	.00	-837.65	-837.65	.00	.00
	PUR	11/19/24	837.650	-837.65	.00	.00	837.65	837.65	.00	.00
	SAL	11/20/24	-837.650	837.65	.00	.00	-837.65	-837.65	.00	.00
	PUR	11/27/24	410,723.490	-410,723.49	.00	.00	410,723.49	410,723.49	.00	.00
	SAL	11/29/24	-410,723.490	410,723.49	.00	.00	-410,723.49	-410,723.49	.00	.00
	PUR	12/02/24	10,550.900	-10,550.90	.00	.00	10,550.90	10,550.90	.00	.00
	SAL	12/03/24	-10,550.900	10,550.90	.00	.00	-10,550.90	-10,550.90	.00	.00
	PUR	12/11/24	157.300	-157.30	.00	.00	157.30	157.30	.00	.00
	SAL	12/12/24	-157.300	157.30	.00	.00	-157.30	-157.30	.00	.00
	PUR	12/18/24	50,757.210	-50,757.21	.00	.00	50,757.21	50,757.21	.00	.00
	SAL	12/19/24	-50,757.210	50,757.21	.00	.00	-50,757.21	-50,757.21	.00	.00
62 PURCHASES FOR			76,402,311.48	64 SALES FOR	76,402,311.48	ISSUE	AGGREGATE TOTAL	152,804,622.96		

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 HUNTER DOUGLAS EMPLOYEES' RETIREMENT PLAN	B Three-digit plan number (PN) 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HUNTER DOUGLAS, INC.	D Employer Identification Number (EIN) 13-2614416
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2024			
2 Assets:			
a Market value	2a	151,514,076	
b Actuarial value	2b	151,514,076	
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	497	69,894,284	69,894,284
b For terminated vested participants	1,020	41,059,402	41,059,402
c For active participants	705	30,665,087	30,665,087
d Total	2,222	141,618,773	141,618,773
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	5.15%	
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	424,422	
c Target normal cost	6c	424,422	

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 Thomas Miano TMM	09/03/2025
Signature of actuary	Date
Thomas Miano	2304601
Type or print name of actuary	Most recent enrollment number
October Three Consulting LLC	312-878-2440
Firm name	Telephone number (including area code)
6191 N. State Highway 161	
Suite 470	
Irving TX 75038	
Address of the firm	

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	20,657,028	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	417,824	0
9	Amount remaining (line 7 minus line 8)	20,239,204	0
10	Interest on line 9 using prior year's actual return of <u>7.43%</u>	1,503,773	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.05%</u>		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance.....		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	21,742,977	0

14	Funding target attainment percentage	14	91.63 %
15	Adjusted funding target attainment percentage	15	106.98 %
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	103.99 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

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

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

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

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

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

21 Discount rate:				
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b Applicable month (enter code).....				21b
22 Weighted average retirement age				22 65
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	424,422	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
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	424,422	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	424,422	0	424,422
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
--

Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

Schedule SB, Line 22 - Description of Weighted Average Retirement Age

DESCRIPTION OF WEIGHTED AVERAGE RETIREMENT AGE

The weighted average retirement age for active participants is 65.47 and was calculated by applying retirement rates at each possible retirement age.

Exhibit A - Retirement Rates

<u>Assumed retirement age</u>	<u>Number</u>	<u>Percent assumed to retire</u>	<u>Weighted Average Age</u>
Under 55	0	0%	0.00
55	1.00	1%	0.55
56	0.99	1%	0.55
57	0.98	1%	0.56
58	0.97	1%	0.56
59	0.96	1%	0.57
60	0.95	1%	0.57
61	0.94	1%	0.57
62	0.93	5%	2.89
63	0.89	5%	2.79
64	0.84	5%	2.69
65	0.80	50%	25.97
66	0.40	25%	6.59
67	0.30	25%	5.02
68	0.22	25%	3.82
69	0.17	25%	2.91
70	0.13	100%	<u>8.85</u>
			65.47

Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

Schedule SB, Line 26(b) - Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	79,943	1,976,627	7,820,166	9,876,736
2025	195,619	769,105	7,549,312	8,514,035
2026	333,642	1,102,000	7,221,950	8,657,592
2027	558,202	1,397,612	6,853,223	8,809,036
2028	833,670	1,672,897	6,436,246	8,942,812
2029	1,045,413	1,896,765	6,067,865	9,010,044
2030	1,298,569	2,167,517	5,617,520	9,083,606
2031	1,472,167	2,347,640	5,226,554	9,046,360
2032	1,654,537	2,522,274	4,849,856	9,026,667
2033	1,892,647	2,665,113	4,472,887	9,030,647
2034	2,043,972	2,825,714	4,172,380	9,042,066
2035	2,201,396	3,023,607	3,939,005	9,164,008
2036	2,357,553	3,146,724	3,697,907	9,202,183
2037	2,487,930	3,231,652	3,451,541	9,171,123
2038	2,672,070	3,324,054	3,202,059	9,198,184
2039	2,759,751	3,374,027	2,951,839	9,085,618
2040	2,871,600	3,409,101	2,704,112	8,984,813
2041	2,958,522	3,445,167	2,460,781	8,864,469
2042	2,980,118	3,441,045	2,224,203	8,645,366
2043	3,042,884	3,425,343	1,996,504	8,464,730
2044	3,028,625	3,383,472	1,779,524	8,191,621
2045	3,011,876	3,340,013	1,574,794	7,926,683
2046	2,990,242	3,269,846	1,383,528	7,643,616
2047	2,945,864	3,181,882	1,206,594	7,334,340
2048	2,873,574	3,086,145	1,044,548	7,004,267
2049	2,792,635	2,974,695	897,634	6,664,963
2050	2,693,623	2,851,429	765,799	6,310,850
2051	2,585,259	2,724,683	648,717	5,958,659
2052	2,471,682	2,583,643	545,802	5,601,127
2053	2,353,052	2,439,526	456,254	5,248,832
2054	2,224,295	2,290,086	379,089	4,893,471
2055	2,090,960	2,138,026	313,203	4,542,189
2056	1,956,241	1,984,945	257,428	4,198,613
2057	1,819,937	1,832,802	210,574	3,863,313
2058	1,684,464	1,682,977	171,492	3,538,932
2059	1,550,327	1,536,418	139,105	3,225,850
2060	1,419,070	1,394,527	112,424	2,926,021
2061	1,291,680	1,258,338	90,572	2,640,589
2062	1,168,989	1,128,721	72,765	2,370,475
2063	1,051,729	1,006,356	58,321	2,116,406
2064	940,472	891,755	46,659	1,878,887
2065	835,702	785,256	37,278	1,658,236
2066	737,757	687,039	29,759	1,454,555
2067	646,879	597,152	23,753	1,267,784
2068	563,200	515,499	18,969	1,097,668
2069	486,747	441,873	15,166	943,786
2070	417,462	376,001	12,145	805,608
2071	355,184	317,528	9,742	682,454
2072	299,694	266,043	7,829	573,566
2073	250,704	221,089	6,300	478,093



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002
Schedule SB, Part V - Summary of Plan Provisions
Plan Provisions

EFFECTIVE DATE

The plan was effective July 1, 1965 and was last restated January 1, 2017. The plan was last amended September 1, 2020.

PLAN YEAR

January 1 to December 31.

ELIGIBILITY

The plan was closed to new entrants effective December 31, 2012. Prior to December 31, 2012, all Employees not covered by a collective bargaining agreement or not in a division, unit, department, plant or location which is excluded from participation in the plan by resolution of the plan sponsor become Participants on the January 1st following their date of employment and completion of 1,000 hours in the 12 month period following their date of hire.

VESTING

Upon termination of participation in the plan for any reason other than reaching age 65 or becoming disabled, a Participant will be vested in his or her Accrued Benefit based on the following schedule:

<u>Years of Service</u>	<u>Vesting Percentage</u>
0 to 5 years	0%
5 or more years	100%

If a Participant attains age 65 or becomes disabled, he or she shall be 100% vested in his or her Accrued Benefit immediately.

CREDITED SERVICE

All years of service during which an Employee was a covered employee during the entire year. If an Employee is not a covered employee for the full year, all calendar months in which the Employee completed at least eighty-three (83) hours of service as a covered employee. Effective December 31, 2012 there is no further accrual benefit service.

AVERAGE COMPENSATION

The average of a Participant's Compensation for the period from the later of January 1, 1989 or date of participation to the earlier of date of separation and December 31, 2012 (freeze date).

FINAL AVERAGE PAY

The average of a Participant's Compensation during the highest five consecutive Plan Years of his Credited Service prior to the earlier of December 31, 2012 or his Normal Retirement Date, death or other termination of employment.



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

Schedule SB, Part V - Summary of Plan Provisions

Plan Provisions

COMPENSATION

The sum of the Employee's cash compensation from Form W-2, any amounts deferred to a cash or deferred plan under §401(k) of the Code, and any amounts that the Employee could have elected not to receive as cash under a cafeteria plan defined in §125 of the Code, less any amount of deferred compensation paid or accrued, payments for group insurance, reimbursement for expenses, and other forms of extraordinary pay. If any Employee has less than a full year of Compensation, then his Compensation shall be annualized. Compensation each year is limited in accordance with §401(a)(17) of the Code.

ACCRUED BENEFIT

Effective December 31, 2012, as a result of the plan freeze, frozen Accrued Benefits were calculated for each eligible member based on the following provisions.

The normal retirement benefit is the greater of a) plus b) plus c), or d). For Employees becoming Participants after January 1, 1993 the benefit is d). The monthly benefit is one-twelfth (1/12) the normal retirement benefit.

Effective January 1, 1994, for Participants affected by the 401(a)(17) compensation limit, an extended wear-away approach was followed (see section 4.1(g) of the plan document).

a) Prior Service Benefit:

1% of 1986 Compensation up to \$10,000; plus 2% of 1986 Compensation in excess of \$10,000; multiplied by years of Credited Service from July 1, 1956 through December 31, 1986.

b) Future Service Benefit (for each year 1987 and 1988):

1% of Compensation up to \$10,000 in 1987 (\$10,300 in 1988); plus 1.75% of Compensation between \$10,000 in 1987 (\$10,300 in 1988) and the Social Security Limit (\$43,800 in 1987 and \$45,000 in 1988); plus 2.5% of Compensation in excess of the Social Security Limit.

c) Career Average - Future Benefit Service (Beginning January 1, 1989):

The sum of:

1) 1.25% of Average Compensation up to the greater of:

i) 10,000, or

ii) 1/2 of Social Security Retirement Age Covered Compensation;

2) 1.75% of Average Compensation between the greater of (i) and (ii) above Covered Compensation

3) 1.9% of Average Compensation in excess of Covered Compensation multiplied by the number of years of Credited Service after December 31, 1988 up to 35 years of total service

4) 1.65% of Compensation for each year or portion of a year of Credited Service after December 31, 1988 in excess of 35 years of total Credited Service



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002
Schedule SB, Part V - Summary of Plan Provisions
Plan Provisions

ACCRUED BENEFIT (continued)

d) Final Average - Future Benefit Service:

1% of Final Average Pay up to Covered Compensation plus 1.5% of Final Average Pay in excess of Covered Compensation; multiplied by years of Credited Service, up to 35 years.

ACTUARIAL EQUIVALENCE

Actuarial Equivalence is based on 1971 Group Annuity Mortality Table for males set back one year and an annual interest rate of 8%.

NORMAL RETIREMENT DATE

The first day of the month coincident with or next following the Participant's sixty-fifth (65th) birthday.

NORMAL RETIREMENT BENEFIT

The Accrued Benefit payable at Normal Retirement Date.

EARLY RETIREMENT ELIGIBILITY

The first day of the month coincident with or next following attainment of age 55 and completion of 5 years of service.

EARLY RETIREMENT BENEFIT

The early retirement benefit is computed in the same manner as the normal retirement benefit. The early retirement benefit shall be actuarially reduced if payments commence prior to Normal Retirement Date.

LATE RETIREMENT ELIGIBILITY

A Participant may continue employment beyond Normal Retirement Date.

LATE RETIREMENT BENEFIT

The benefit payable at a late retirement date will be the normal retirement benefit.

DEFERRED VESTED ELIGIBILITY

If a Participant terminates employment after completion of five (5) Years of Vesting Service, the Participant is entitled to receive their pension at age sixty-five (65). Payments may commence as early as age 55 if the Participant had completed 5 years of service upon termination, but not later than the Normal Retirement Date.

DEFERRED VESTED BENEFIT

The deferred vested retirement benefit will be the frozen Accrued Benefit. The deferred vested retirement benefit shall be actuarially reduced if payments commence prior to Normal Retirement Date.

VESTING SERVICE

One Year of Vesting Service is earned for each calendar year the Employee completes 1,000 hours of service.



Hunter Douglas Employees' Retirement Plan

EIN / PN 13-2614416 / 002

Schedule SB, Part V - Summary of Plan Provisions

Plan Provisions

DISABILITY BENEFIT

The disability benefit will be payable from the first day of the month coincident with or next following the date of determination of disability. The Participant can instead elect to commence the benefit on the first day of any month from date of determination of disability to Normal Retirement Date.

DEATH BENEFIT

The spouse of a Participant who dies while eligible for vested benefit is entitled to the benefit that the spouse would have received as if the Participant had terminated employment on his date of death, survived to his earliest retirement date, retired on his earliest retirement date and elected a 50% joint and survivor annuity, and died immediately after such election.

BENEFIT FORM

The automatic benefit form for unmarried Participants is a Single Life Annuity; for married Participants it is a 50% Joint and Survivor Annuity actuarially reduced.

Participants may elect a Single Life Annuity, 50%, 66 2/3%, 75%, or 100% Joint and Survivor Annuity, Period Certain (not less than 10 years), Refund Option or Period Certain and Life Annuity (not to exceed 15 years). The Refund Option and Period Certain Annuity are only available to participants with a participation date prior to January 1, 2005.

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4i--Schedule of Assets Held at End of Year December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002



01-226

TRADE DATE

P O R T F O L I O D E T A I L

AS OF 12/31/24

ACCOUNT
51-16-200-8512844

HUNTER DOUGLAS CONSOLIDATED

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PAR VALUE/ SHARES	ASSET DESCRIPTION	BOOK VALUE	MARKET PRICE	MARKET VALUE	UNREALIZED GAIN/LOSS	ACCRUED INCOME	YTM	MARKET YIELD	EST ANNUAL INCOME
CASH EQUIVALENTS									
MONEY MARKET FUNDS									
13.320	FEDERATED HERMES US TRSY CASH RESERVES CL PRM CUSIP NO: 31423R880 ACCOUNT 51-16-200-0874685	13.32	1.000	13.32		.06		4.204	.56
44,966.230	FEDERATED HERMES US TRSY CASH RESERVES CL PRM CUSIP NO: 31423R880 ACCOUNT 51-16-200-3906880	44,966.23	1.000	44,966.23		169.30		4.192	1,884.98
11803,104.070	FEDERATED HERMES US TRSY CASH RESERVES CL PRM CUSIP NO: 31423R880 ACCOUNT 51-16-200-8512781	11,803,104.07	1.000	11,803,104.07		44,560.21		4.192	494,786.12
BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT - CUSTODY CUSIP NO: 99Z490478 ACCOUNT 51-16-200-8512781									
			1.000			6.94			
TOTAL MONEY MARKET FUNDS									
		11,848,083.62		11,848,083.62		44,736.51		4.192	496,671.66
TOTAL CASH EQUIVALENTS									
		11,848,083.62		11,848,083.62		44,736.51		4.192	496,671.66
EQUITIES									
CLOSELY HELD-EQUITY									
2,128.550	TOSCA OPPORTUNITY DESIGNATED CLASS 1 USD SHARES CAYMAN ISLANDS CUSIP NO: 99Z625156 ACCOUNT 51-16-200-2895605	233,742.23	89.417	190,328.28	-43,413.95				

Hunter Douglas Inc. Employees' Retirement Plan
Schedule H, Line 4i-Schedule of Assets Held at End of Year December 31, 2024
Plan Sponsor's EIN: 13-2614416
Plan Number 002



01-226

TRADE DATE

P O R T F O L I O D E T A I L

AS OF 12/31/24

ACCOUNT
51-16-200-8512844

HUNTER DOUGLAS CONSOLIDATED

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PAR VALUE/ SHARES	ASSET DESCRIPTION	BOOK VALUE	MARKET PRICE	MARKET VALUE	UNREALIZED GAIN/LOSS	ACCRUED INCOME	YTM	MARKET YIELD	EST ANNUAL INCOME
301.973	RTW OFFSHORE FUND ONE LTD R C A0125 1-136 1018-C CAYMAN ISL CUSIP NO: 99Z663694 ACCOUNT 51-16-200-3906880	350,437.97	1,508.445	455,509.78	105,071.81				
20,183.277	INFINITY Q VOLATILITY ALPHA OFFSHORE FUND LTD CL A SUB-SER IFQVI CL A SERIES001JUL2018 CUSIP NO: 99Z705164 ACCOUNT 51-16-200-3876729	2,373,920.09	71.920	1,451,581.28	-922,338.81				
	TOTAL CLOSELY HELD-EQUITY	2,958,100.29		2,097,419.34	-860,680.95				
	TOTAL EQUITIES	2,958,100.29		2,097,419.34	-860,680.95				
	ALTERNATIVE INVESTMENTS								
	HEDGE FUNDS								
23.780	RTW INNOVATION OFFSHORE FUND CLASS C SUB CL 1 (3D) 0422 03 CAYMAN ISLANDS CUSIP NO: 99ME30369 ACCOUNT 51-16-200-3906880	23,171.33	1,090.207	25,925.13	2,753.80				
7.183	VISIUM BAL OFFSHORE FUND LTD CL A SUB CL 2 SER NOV 01 2005 FC CUSIP NO: 99Z353510 ACCOUNT 51-16-200-1708213	9,849.27	1.000	7.18	-9,842.09				
1032,066.000	PARTNERS CAPITAL CONDOR FUND XI (CAYMAN) LP CUSIP NO: 99Z697445 ACCOUNT 51-16-200-8512781	653,125.00	1.000	1,032,066.00	378,941.00				