Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
HAWORTH PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 12/31/1958

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
HAWORTH INTERNATIONAL, LTD.

ONE HAWORTH CENTER
HOLLAND, MI 49423-9576

2b Employer Identification Number (EIN) 38-2101981

2c Plan Sponsor's telephone number 616-393-1228

2d Business code (see instructions) 337000

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/02/2026	CHRIS BROOKS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

HAWORTH, INC.

ONE HAWORTH CENTER
HOLLAND, MI 49423-9576

3b Administrator's EIN: 38-6053093

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

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

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	4368
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	740
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	673
b	Retired or separated participants receiving benefits	**6b**	2458
c	Other retired or separated participants entitled to future benefits	**6c**	904
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	4035
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	272
f	Total. Add lines **6d** and **6e**.	**6f**	4307
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	7
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A 3H

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

9a Plan funding arrangement (check all that apply)

- (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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
HAWORTH PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
HAWORTH INTERNATIONAL, LTD.

D Employer Identification Number (EIN)
38-2101981

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	512956882
b Actuarial value	**2b**	512956882

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	2637	340095316	340095316
b For terminated vested participants	1052	83278486	83278486
c For active participants	740	140219821	140243369
d Total	4429	563593623	563617171

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	9615712
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	9615712

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

Date

STACY HAIZMAN
Type or print name of actuary

26-07384
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

616-464-2759
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	11949183
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	11949183
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 4.31 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		6634
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.18 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		286
c	Total available at beginning of current plan year to add to prefunding balance		6920
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	91.01 %
15	Adjusted funding target attainment percentage	15	91.01 %
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	89.85 %
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
04/22/2025	4246000	0	09/08/2026	2135000	0
07/08/2025	4246000	0			
10/14/2025	1545000	0			
11/06/2025	2535167	0			
01/08/2026	3359000	0			
03/13/2026	35000000	0			
			Totals ► 18(b)	53066167	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	50240238

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:	1st segment: 5.00 %	2nd segment: 5.27 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	63

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	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**	9615712
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	50660289	5310669
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**	14926381

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

36 Additional cash requirement (line 34 minus line 35)	**36**	14926381
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	50240238
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	35313857
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
HAWORTH PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
HAWORTH INTERNATIONAL, LTD.

D Employer Identification Number (EIN)
38-2101981

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: ASB ALLEGIANCE REAL ESTATE FD

b Name of sponsor of entity listed in (a): CHEVY CHASE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
52-6257033-006	C	4222186

a Name of MTIA, CCT, PSA, or 103-12 IE: MFS HERITAGE TRUST COMPANY COLLECTI

b Name of sponsor of entity listed in (a): MFS HERITAGE TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
57-1187281-013	C	29297071

a Name of MTIA, CCT, PSA, or 103-12 IE: NORTHERN TRUST COLLECTIVE SHORT TER

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-6138589-084	C	3603967

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

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a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
HAWORTH PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
HAWORTH INTERNATIONAL, LTD.

D Employer Identification Number (EIN)
38-2101981

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	2555631	5000000
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	5427833	40494000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	223732	1015593
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	284865	2935831
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	568	
(B) Common	1c(4)(B)	18494058	21040643
(5) Partnership/joint venture interests	1c(5)	122078253	131843352
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	4457908	3586492
(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)	347545701	360568147
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	12578145	12988392

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	513646694	579472450
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	533054	312697
1k Total liabilities (add all amounts in lines 1g through1j)	1k	533054	312697
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	513113640	579159753

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)	53066167	
(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)		53066167
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	39375	
(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)		39375
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	13787764	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		13787764
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	3656097	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	3656094	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		3
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	101195	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		101195

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		12030216
(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)		15891903
c Other income	2c		3705154
d Total income. Add all **income** amounts in column (b) and enter total	2d		98621777
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	31472954	
(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)		31472954
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	1102710	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1102710
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		32575664
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		66046113
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: HUNGERFORD **(2)** EIN: 38-2184825

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 587518.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
HAWORTH PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
HAWORTH INTERNATIONAL, LTD.

D Employer Identification Number (EIN)
38-2101981

Part I Distributions

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

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

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

EIN(s): 38-6457728

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | **3** | 11

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 28.2 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 36.2 %
High-Yield Debt: 7.2 % Real Assets: 6.3 % Cash or Cash Equivalents: _____% Other: 22.1 %

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

HAWORTH PENSION PLAN

FINANCIAL STATEMENTS

As of December 31, 2025 and 2024 and
for the year ended December 31, 2025

HUNGERFORD
CPAs • ADVISORS • TECHNOLOGY • WEALTH

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HUNGERFORD
CPAs • ADVISORS • TECHNOLOGY • WEALTH

INDEPENDENT AUDITOR'S REPORT

October 1, 2026

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

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2025 Financial Statements

We have performed an audit of the accompanying financial statements of Haworth Pension Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statement of assets available for benefits as of December 31, 2025, and the related statement of changes in assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2025 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 audit 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 qualified institutions as of December 31, 2025, and for the year then ended, stating that the certified investment information, as described in Note E to the financial statements, is complete and accurate.

Opinion on the 2025 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the *Auditor's Responsibilities for the Audit of the 2025 Financial Statements* section—

- the amounts and disclosures in the accompanying 2025 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying 2025 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2025 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the 2025 Financial Statements* section of our report. We are required to be independent of Haworth Pension Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 on the 2025 financial statements.

Responsibilities of Management for the 2025 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 Haworth Pension Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the 2025 Financial Statements

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

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

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

Our audit 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 Matters

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2025, and Schedule of Reportable Transactions for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the 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).

Auditor's Report on the 2024 Financial Statements

We have audited the 2024 financial statements for the Haworth Pension Plan and Haworth Hourly Pension Plan, and in our report dated October 6, 2025, we expressed an unmodified opinion on those 2024 financial statements.

Hungerford

Certified Public Accountants
Grand Rapids, Michigan

FINANCIAL STATEMENTS

STATEMENTS OF ASSETS AVAILABLE FOR BENEFITS

HAWORTH PENSION PLAN
December 31, 2025 and 2024

	2025	2024
Assets		
Investments at fair value:		
Cash	$ 5,000,000	$ 3,744
Money market	2,686,170	2,555,631
Mutual funds	360,094,356	340,826,650
Real estate limited partnerships	28,735,149	26,281,115
Common/collective trust funds	25,070,445	24,383,316
Limited partnerships	103,108,203	100,255,046
Other equity investments	12,986,658	12,498,960
Total investments	537,680,981	506,804,462
Receivables:		
Employer contributions	40,494,000	5,427,833
Accrued income	984,772	881,345
Total receivables	41,478,772	6,309,178
Assets Available for Benefits	**$ 579,159,753**	**$ 513,113,640**

STATEMENTS OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS

HAWORTH PENSION PLAN
For the year ended December 31, 2025

	Haworth Pension Plan
Additions to Assets Attributed to:	
Investment income	
Interest and dividends	$ 15,241,806
Net appreciation in fair value of investments	29,504,189
Other income	14,446
Employer contributions	53,066,167
Total Additions	97,826,608
Deductions from Assets Attributed to:	
Benefits paid directly to participants or beneficiaries	31,472,954
Expenses	307,541
Total Deductions	31,780,495
Net Increase	66,046,113
Assets Available for Benefits:	
Beginning of year	513,113,640
End of year	**$ 579,159,753**

Continued on next page.

STATEMENTS OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS (Continued)

HAWORTH PENSION PLAN
For the year ended December 31, 2024

	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
Additions to Assets Attributed to:			
Investment income			
Interest income	$ 27,913	$ 293	$ 28,206
Employer contributions	5,427,833	-	5,427,833
Plan interest in net income of Haworth Master Pension Trust	21,439,420	145,146	21,584,566
Total Additions	26,895,166	145,439	27,040,605
Deductions from Assets Attributed to:			
Benefits paid directly to participants or beneficiaries	29,166,790	202,096	29,368,886
Net Decrease Prior to Plan Transfers	(2,271,624)	(56,657)	(2,328,281)
Transfers to (from) related Plan	3,448,011	(3,448,011)	-
Net Decrease	1,176,387	(3,504,668)	(2,328,281)
Assets Available for Benefits:			
Beginning of year	511,937,253	3,504,668	515,441,921
End of year	**$ 513,113,640**	**$ -**	**$ 513,113,640**

Note A – Description of the Plan

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

General

The Plan is a noncontributory defined benefit pension plan covering a portion of U.S. salaried and hourly employees of Haworth International, Ltd., the Plan Sponsor, and its U.S. subsidiaries; and is administered by Haworth, Inc. (Company). The Haworth Pension Plan became effective January 1, 1958 and the Haworth Hourly Pension Plan became effective February 1, 1971. Both Plans were restated effective January 1, 2020 and are subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Haworth Hourly Pension Plan was amended to freeze participation effective May 31, 2024. Effective December 31, 2024, the Haworth Hourly Pension Plan was further amended to freeze all accrued benefits and years of benefit service and was merged into the Haworth Pension Plan. Therefore, as of December 31, 2024, the Haworth Hourly Pension Plan and the Haworth Pension Plan were combined and are collectively referred to as the "Plan".

Eligibility

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

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

Contributions

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

Plans Operations

The Company has appointed Northern Trust Company (Trustee) to serve as Trustee, Bank of America, N.A. (Custodian) to serve as a Custodian, and the Company to act as the plans' administrator. The Trustee and Custodian are responsible for holding the investment assets of the Plans, executing investment transactions, and making distributions to participants. The plan administrator is responsible for interpreting and communicating the provisions of the Plan, ensuring that all government and participant reporting requirements are fulfilled, and approving all distributions from the Plan to participants. The Plan's fiduciary committee is responsible for oversight of the Plans, determines the appropriateness of the Plan's investment strategy, and monitors investment performance.

Note A – Description of the Plan (Continued)

Benefits

The normal monthly retirement benefit for the Plan is calculated as follows:

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

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

Vesting

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

Administrative Expenses

Certain investment fees are paid by the Plan and are based on reasonable and customary rates. Certain other costs and expenses incurred with the operation of the Plans are borne by the Company.

Note B – Summary of Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Note B – Summary of Accounting Policies (Continued)

Investment Valuation and Income Recognition

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

Net realized and unrealized appreciation (depreciation) in the aggregate current value of investments included in the statements of changes in assets available for benefits is composed of realized gains and losses on sales of investments and unrealized gains and losses resulting from changes in the aggregate current value of investments. Purchases and sales of securities are recorded on a trade date basis. Interest income is recorded as it is earned. Dividend income is reported on the ex-dividend date. Management fees and operating expenses charged to the Plan for investments in the commingled and mutual funds are deducted from income (loss) earned on a daily basis and are not separately reflected. Consequently, certain operating expenses are reflected as a reduction of investment return on such assets.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note C) 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. The accumulated plan benefits for active employees are based on their average compensation during the applicable period ending on the date as of which the benefit information is presented (January 1, 2025) under the Haworth Pension Plan. The accumulated plan benefits for active employees under the former Haworth Hourly Pension Plan are based on their years of service on the date as of which the benefit information is presented (January 1, 2025). Benefits payable under all circumstances (retirement, death, and termination of employment) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

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

Note B – Summary of Accounting Policies (Continued)

Actuarial Present Value of Accumulated Plan Benefits (Continued)

The significant actuarial assumptions used in the valuations as of January 1, 2025 were: (a) life expectancy of participants (Pri-2012 tables for employees, retirees, and contingent survivors were used), (b) retirement age assumptions, (c) certain assumptions as to annual rates of withdrawal based on ages of participants, (d) rates of disability (none), (e) marital status (80% of participants and executives in the Haworth Pension Plan; [80% of males and 70% of females in the former Haworth Hourly Pension Plan] assumed to be married, with the male spouse assumed to be 2 years older than the female spouse in the Haworth Pension Plan [3 years older than the female spouse in the former Haworth Hourly Pension Plan]), and (f) discount rate of 7.6 percent. The foregoing 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.

There were no changes made to the actuarial assumptions since the prior year.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Subsequent Events

Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 1, 2026, which is the date the financial statements were available to be issued.

Note C – Accumulated Plan Benefits and Funding Policy

Actuarial valuations of the Plan was made as of January 1, 2025 and 2024. Accumulated plan benefits at these dates are set forth in the following tables. As stated in Note A, the Haworth Hourly Pension Plan was merged into the Haworth Pension Plan as of December 31, 2024. Therefore, the January 1, 2025 valuation results reflect the addition of the Hourly Pension Plan assets and liabilities.

	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
January 1, 2025			
Actuarial present value of accumulated plan benefits:			
Vested benefits:			
Participants currently receiving benefits	$ 286,661,764	$ -	$ 286,661,764
Other vested benefits	167,846,075	-	167,846,075
	454,507,839	-	454,507,839
Nonvested benefits	810,537	-	810,537
Total actuarial present value of accumulated plan benefits	$ 455,318,376	$ -	$ 455,318,376

Changes in accumulated plan benefits are as follows:

	Haworth Pension Plan	Haworth Hourly Pension Plan	Total
Year ended January 1, 2025			
Actuarial present value of accumulated plan benefits at beginning of year	$ 439,816,187	$ -	$ 439,816,187
Increase (decrease) during the year due to:			
Benefits accumulated	8,287,154	-	8,287,154
Decrease in the discount period	32,968,883	-	32,968,883
Actual benefits paid	(29,166,790)	-	(29,166,790)
Actuarial (gains) losses	1,391,417	-	1,391,417
Plan amendments	2,021,491	-	2,021,491
Change in assumptions	34	-	34
Actuarial present value of accumulated plan benefits at end of year	$ 455,318,376	$ -	$ 455,318,376

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

Note D – Fair Value Measurements

The Plan's investments are reported at fair value in the accompanying statements of assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan 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 fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 – inputs are unadjusted quoted prices in active markets for identical assets or liabilities that the Plan have the ability to access.

Level 2 – inputs to the valuation methodology include:

- quoted prices for similar assets and liabilities in active markets,
- quoted prices for identical or similar assets and liabilities in markets that are not active,
- other inputs that are observable or can be corroborated by observable market data,
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

Level 3 – inputs are generally unobservable and significant to the fair value measurement. Such inputs typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability, including certain pricing models, discounted cash flow methodologies, and similar techniques that use significant unobservable inputs.

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

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

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

Note D – Fair Value Measurements (Continued)

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

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

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

Note D – Fair Value Measurements (Continued)

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

Note D – Fair Value Measurements (Continued)

- Siguler Guff Distressed Real Estate Opportunities Fund II – The Partnership assembles portfolios of manager relationships taking the form of fund investments, joint ventures or other forms of co-investment in various types of real property interests, including equity interests in commercial property, commercial mortgages, commercial mortgage-backed securities, bank loans and the debt and equity securities of real estate operating companies or real estate investment trusts ("REITs") primarily in the United States and Europe.
- SRE Real Estate Fund, LP - The Fund's investment strategy targets an average annual before fees income return of 6.0% to 6.5% and an average annual total return of 9.0% to 10.0% and holds an existing portfolio of stabilized, Class A multifamily properties in geographically diversified secondary and tertiary markets throughout the United States. SREF seeks to provide its investors with consistent high levels of distributed cash along with modest long-term capital appreciation.
- TCV VIII (A) LP - The Fund's investment strategy focuses on the next generation of premier technology companies and focuses on growth equity investing with a lower-risk profile and more near-term opportunities for liquidity than earlier-stage investments.
- Thoma Bravo Fund XIV-A and XV, LP – The Funds invests in various private equity transactions, with a focus on software and technology enabled services sectors.
- Trive Capital Fund V-A LP – The Fund was organized for the purpose of making private equity and debt investments in middle market companies.

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

	Level 1	Level 2	Level 3	Total
December 31, 2025				
Cash	$ 5,000,000	$ -	$ -	$ 5,000,000
Money market	2,686,170	-	-	2,686,170
Mutual funds	360,094,356	-	-	360,094,356
Common/collective trust funds	-	25,070,445	-	25,070,445
	$ 367,780,526	$ 25,070,445	$ -	
Investments measured at net asset value (a)				144,830,010
Investments at fair value				$ 537,680,981

Note D – Fair Value Measurements (Continued)

	Level 1	Level 2	Level 3	Total
December 31, 2024				
Cash	$ 3,744	$ -	$ -	$ 3,744
Money market	2,555,631	-	-	2,555,631
Mutual funds	340,826,650	-	-	340,826,650
Common/collective trust funds	-	24,383,316	-	24,383,316
	$ 343,386,025	$ 24,383,316	$ -	
Investments measured at net asset value (a)				139,035,121
Investments at fair value				$ 506,804,462

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

Note E – Information Certified by Trustee and Custodian

All investment information directed in the accompanying 2025 financial statements and supplementary schedules, including investments held and accrued income as of December 31, 2025 and net appreciation in fair value of investments and interest and dividends for the year then ended, were obtained or derived from information supplies to the Plan administrator and certified as complete and accurate by the Trustee and Custodian.

Note F – Party-In-Interest Transactions

Certain investments held by the Plan are short-term investment funds managed by Northern Trust Company and Bank of America, N.A. Northern Trust is the Trustee and Bank of America, N.A. is a Custodian, as defined by the Plan, and therefore these transactions qualify as party-in-interest transactions. Investment management fees were paid to parties in interest and were based on reasonable and customary rates.

Note G – Plan Termination

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

1. Accrued benefits derived from participants' after-tax contributions.

2. Accrued benefits derived from participants' mandatory contributions.

3. Normal benefits to those participants or their beneficiaries to whom payment commenced, or would have commenced if participant had retired, at least three years prior to the termination.

4. All other benefits insured through the Pension Benefit Guaranty Corporation (PBGC).

5. All other uninsured vested benefits.

6. Other nonvested benefits.

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

Note H – Tax Status

The Plan obtained its latest determination letter dated December 8, 2025 in which the Internal Revenue Service stated that the Plan, as designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC). 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.

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

The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax period in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2022.

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

Note I – Risk and Uncertainties

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

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

Note J – Commitments

As of December 31, 2025 and 2024, the Plan had approximately $43,000,000 and $54,600,000 in unfunded commitments to contribute capital to investments in real estate limited partnerships and other limited partnerships, respectively.

SUPPLEMENTAL SCHEDULES

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

HAWORTH PENSION PLAN
December 31, 2025
EIN 38-2101981
PN 001

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
		Money Market Funds		
	BlackRock	BLF FedFund Cash Reserve	$ 2,686,170	$ 2,686,170

See attached listing for investments held by the Trustee.

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Equities							
Funds - common stock							
Global Region - USD							
CF AXIOM EMERGING MARKETS TRUST CL 2 CUSIP: 1AP999C83							
1,517,488.48	14.1500000	0.00	21,472,461.99	15,384,204.87	6,088,257.12	0.00	6,088,257.12
Total USD		0.00	21,472,461.99	15,384,204.87	6,088,257.12	0.00	6,088,257.12
Total Global Region		0.00	21,472,461.99	15,384,204.87	6,088,257.12	0.00	6,088,257.12
United States - USD							
CF MFS INTERNATIONAL EQUITY FUND CL 6A CUSIP: 995184991							
1,282,147.52	22.8500000	0.00	29,297,070.83	22,804,364.39	6,492,706.44	0.00	6,492,706.44
MFO FIDELITY SALEM STREET TRUST LRG CP IDX INS CUSIP: 31635V679							
833,940.67	20.7000000	0.00	17,262,571.87	12,488,490.32	4,774,081.55	0.00	4,774,081.55
MFO VANGUARD INDEX FDS EXTD MKT PORTFOLIO INSTL SHS CUSIP: 922908884							
264,738.75	158.6100000	0.00	41,990,213.14	33,828,371.83	8,161,841.31	0.00	8,161,841.31
MFO VANGUARD INSTL INDEX FD SH BEN INT CUSIP: 922040100							
73,589.15	552.0800000	0.00	40,627,097.93	17,265,682.57	23,361,415.36	0.00	23,361,415.36

Portfolio Statement

31 DEC 2025

◆ Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Equities							
Funds - common stock							
Total USD		0.00	129,176,953.77	86,386,909.11	42,790,044.66	0.00	42,790,044.66
Total United States		0.00	129,176,953.77	86,386,909.11	42,790,044.66	0.00	42,790,044.66
Total Funds - Common Stock 3,971,904.57		0.00	150,649,415.76	101,771,113.98	48,878,301.78	0.00	48,878,301.78
Total Equities 3,971,904.57		0.00	150,649,415.76	101,771,113.98	48,878,301.78	0.00	48,878,301.78
Fixed Income							
Funds - government bond							
United States - USD							
MFO FIDELITY SALEM STR TR LONG-TERM 7,323,445.12	TREAS BD IDX FD INSTL PREM CL CUSIP: 31635V232 9.2900000	227,915.33	68,034,805.16	73,207,554.74	- 5,172,749.58	0.00	- 5,172,749.58
Total USD		227,915.33	68,034,805.16	73,207,554.74	- 5,172,749.58	0.00	- 5,172,749.58

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Fixed Income							
Funds - government bond							
Total United States		227,915.33	68,034,805.16	73,207,554.74	- 5,172,749.58	0.00	- 5,172,749.58
Total Funds - Government Bond							
7,323,445.12		227,915.33	68,034,805.16	73,207,554.74	- 5,172,749.58	0.00	- 5,172,749.58
Funds - government agencies							
Emerging Markets Region - USD							
MFO PRUDENTIAL WORLD FUND INC PGIM	EMERGING MKTS DEBT HARD	CUSIP: 743969453					
2,754,715.70	7.3100000	105,871.41	20,136,971.77	17,769,608.46	2,367,363.31	0.00	2,367,363.31
Total USD		105,871.41	20,136,971.77	17,769,608.46	2,367,363.31	0.00	2,367,363.31
Total Emerging Markets Region		105,871.41	20,136,971.77	17,769,608.46	2,367,363.31	0.00	2,367,363.31
Total Funds - Government Agencies							
2,754,715.70		105,871.41	20,136,971.77	17,769,608.46	2,367,363.31	0.00	2,367,363.31

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Fixed Income							
Funds - corporate bond							
United States - USD							
MFO ARTISAN PARTNRS FD HGH INCM INSTL CUSIP: 04314H568							
1,979,851.97	9.2000000	109,248.95	18,214,638.12	16,913,752.65	1,300,885.47	0.00	1,300,885.47
MFO PIMCO FUNDS LONG TERM CREDIT BOND FUND CLASS INSTL CUSIP: 72201P647							
5,925,781.27	8.9000000	259,723.62	52,739,453.30	50,644,968.70	2,094,484.60	0.00	2,094,484.60
MFO VANGUARD FXD INC LONG TERM CORP ADMIRAL SH CUSIP: 922031778							
6,246,571.69	7.6800000	202,680.33	47,973,670.58	46,177,910.50	1,795,760.08	0.00	1,795,760.08
Issue Date: 2 Sep 08							
Total USD		571,652.90	118,927,762.00	113,736,631.85	5,191,130.15	0.00	5,191,130.15
Total United States		571,652.90	118,927,762.00	113,736,631.85	5,191,130.15	0.00	5,191,130.15
Total Funds - Corporate Bond							
14,152,204.93		571,652.90	118,927,762.00	113,736,631.85	5,191,130.15	0.00	5,191,130.15

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Fixed Income							
Funds - fixed income etf							
United States - USD							
MFC VANGUARD WORLD FD EXTENDED DURATION TREAS ETF SHS CUSIP: 921910709							
380,300.00	65.0100000	0.00	24,723,303.00	31,947,247.40	- 7,223,944.40	0.00	- 7,223,944.40
Total USD		0.00	24,723,303.00	31,947,247.40	- 7,223,944.40	0.00	- 7,223,944.40
Total United States		0.00	24,723,303.00	31,947,247.40	- 7,223,944.40	0.00	- 7,223,944.40
Total Funds - Fixed Income ETF							
380,300.00		0.00	24,723,303.00	31,947,247.40	- 7,223,944.40	0.00	- 7,223,944.40
Total Fixed Income							
24,610,665.75		905,439.64	231,822,841.93	236,661,042.45	- 4,838,200.52	0.00	- 4,838,200.52
Real Estate							
Real estate							
Global Region - USD							
BROOKFIELD STRATEGIC REAL ESTATE PARTNERS II CUSIP: 994SHY997							
982,127.28	1,287,342.0000000	19,465.44	1,287,342.00	982,127.28	305,214.72	0.00	305,214.72

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Real Estate							
Real estate							
BROOKFIELD STRATEGIC REAL ESTATE PARTNERS III LP CUSIP: 994SHZ994							
3,367,035.71	4,091,066.0000000	0.00	4,091,066.00 *	3,367,035.71	724,030.29	0.00	724,030.29
* Market Value based on prices received from an external manager or other client-directed pricing source							
Total USD		19,465.44	5,378,408.00	4,349,162.99	1,029,245.01	0.00	1,029,245.01
Total Global Region		19,465.44	5,378,408.00	4,349,162.99	1,029,245.01	0.00	1,029,245.01
United States - USD							
ARES US REAL ESTATE OPPORTUNITY PARALLELFUND IV-A, L.P. CUSIP: 995HE0997							
1,400,869.00	1,402,960.0000000	0.00	1,402,960.00	1,400,869.00	2,091.00	0.00	2,091.00
Blue Owl Digital Infrastructure Fund IIILP CUSIP: 994W18992							
3,012,930.69	3,310,879.0000000	0.00	3,310,879.00	3,012,930.69	297,948.31	0.00	297,948.31
BLUE VISTA REAL ESTATE PARTNERS IV LP CUSIP: 994SHX999							
178,299.19	209,555.0000000	0.00	209,555.00 *	178,299.19	31,255.81	0.00	31,255.81
* Market Value based on prices received from an external manager or other client-directed pricing source							
CF ASB ALLEGIANCE REAL ESTATE FUND CUSIP: 000791335							
2,885.98	1,462.9992000	0.00	4,222,186.43	4,065,389.19	156,797.24	0.00	156,797.24

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Real Estate							
Real estate							
DALFEN LAST MILE INDUSTRIAL FUND IV LP CUSIP: 994SJB995							
1,543,888.59	3,007,700.0000000	42,391.00	3,007,700.00	1,543,888.59	1,463,811.41	0.00	1,463,811.41
DALFEN LAST MILE INDUSTRIAL FUND V LP CUSIP: 994SJC993							
2,288,045.72	2,158,799.0000000	0.00	2,158,799.00	2,288,045.72	- 129,246.72	0.00	- 129,246.72
KAYNE ANDERSON REAL ESTATE PARTNERS VI, LP CUSIP: 994SJE999							
1,780,801.94	2,350,591.0000000	0.00	2,350,591.00	1,780,801.94	569,789.06	0.00	569,789.06
Sentinel Real Estate Fund, LP CUSIP: 994SJM991							
4,946,420.68	9,991,558.0000000	0.00	9,991,558.00	4,946,420.68	5,045,137.32	0.00	5,045,137.32
Siguler Guff Distressed Real Estate Opportunities Fund II (E), LP CUSIP: 994SJN999							
1,181,000.14	1,899,136.0000000	0.00	1,899,136.00	1,181,000.14	718,135.86	0.00	718,135.86
SCULPTOR REAL ESTATE PARALLEL FUND V B LP CUSIP: 995WAA996							
230,114.00	198,896.0000000	0.00	198,896.00	230,114.00	- 31,218.00	0.00	- 31,218.00
Total USD		42,391.00	28,752,260.43	20,627,759.14	8,124,501.29	0.00	8,124,501.29
Total United States		42,391.00	28,752,260.43	20,627,759.14	8,124,501.29	0.00	8,124,501.29

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Real Estate							
Real estate							
Total Real Estate							
20,914,418.92		61,856.44	34,130,668.43	24,976,922.13	9,153,746.30	0.00	9,153,746.30
Total Real Estate							
20,914,418.92		61,856.44	34,130,668.43	24,976,922.13	9,153,746.30	0.00	9,153,746.30
Venture Capital and Partnerships							
Partnerships							
Asia Region - USD							
AXIOM ASIA 6, L.P CUSIP: 994SHV993							
5,325,000.00	5,768,413.0000000	0.00	5,768,413.00	5,325,000.00	443,413.00	0.00	443,413.00
Total USD		0.00	5,768,413.00	5,325,000.00	443,413.00	0.00	443,413.00
Total Asia Region		0.00	5,768,413.00	5,325,000.00	443,413.00	0.00	443,413.00
Global Region - USD							
AACP TAX-EXEMPT INVESTORS V (ERISA), L.P CUSIP: 994SZA999							
4,692,530.52	6,073,343.0000000	0.00	6,073,343.00	4,692,530.52	1,380,812.48	0.00	1,380,812.48

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Venture Capital and Partnerships							
Partnerships							
APOLLO INVESTMENT FUND IX, L.P. CUSIP: 994SHU995							
3,337,422.07	4,575,596.0000000	0.00	4,575,596.00	3,337,422.07	1,238,173.93	0.00	1,238,173.93
Total USD		0.00	10,648,939.00	8,029,952.59	2,618,986.41	0.00	2,618,986.41
Total Global Region		0.00	10,648,939.00	8,029,952.59	2,618,986.41	0.00	2,618,986.41
North America Region - USD							
BAIN CAPITAL FUND XIII, LP CUSIP: 994SHW991							
5,899,137.01	6,078,970.0000000	0.00	6,078,970.00	5,899,137.01	179,832.99	0.00	179,832.99
Total USD		0.00	6,078,970.00	5,899,137.01	179,832.99	0.00	179,832.99
Total North America Region		0.00	6,078,970.00	5,899,137.01	179,832.99	0.00	179,832.99
United States - USD							
AEA Investors SBF V LP CUSIP: 995555992							
3,450,170.00	3,654,223.0000000	0.00	3,654,223.00 *	3,450,170.00	204,053.00	0.00	204,053.00

* Market Value based on prices received from an external manager or other client-directed pricing source

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Venture Capital and Partnerships							
Partnerships							
ASIA ALTERNATIVES DELAWARE V (ERISA) LP CUSIP: 994SZB997							
220,913.48	325,130.0000000	0.00	325,130.00	220,913.48	104,216.52	0.00	104,216.52
AUDAX PRIVATE EQUITY SOLUTIONS FUND, L.P. CUSIP: 995SAN997							
2,719,513.30	2,829,519.0000000	0.00	2,829,519.00	2,719,513.30	110,005.70	0.00	110,005.70
CCMP CAPITAL INVESTORS III CUSIP: 994SJA997							
318,470.42	22,121.0000000	0.00	22,121.00 *	318,470.42	- 296,349.42	0.00	- 296,349.42
* Market Value based on prices received from an external manager or other client-directed pricing source							
LANDMARK EQUITY PARTNERS XV LP CUSIP: 994SJF996							
1,317,754.92	2,041,487.0000000	0.00	2,041,487.00	1,317,754.92	723,732.08	0.00	723,732.08
MARLIN EQUITY V-A, LP CUSIP: 994SJG994							
4,377,567.79	7,529,547.0000000	0.00	7,529,547.00	4,377,567.79	3,151,979.21	0.00	3,151,979.21
MONOMOY CAPITAL PARTNERS AIV III, LP CUSIP: 994SJH992							
1,218,584.18	2,250,188.0000000	0.00	2,250,188.00	1,218,584.18	1,031,603.82	0.00	1,031,603.82
Newbury Equity Partners III (Cayman) L.P. CUSIP: 994SJJ998							
3,164,298.68	3,544,734.0000000	0.00	3,544,734.00 *	3,164,298.68	380,435.32	0.00	380,435.32
* Market Value based on prices received from an external manager or other client-directed pricing source							

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Venture Capital and Partnerships							
Partnerships							
PFINGSTEN PARTNERS FUND V LP CUSIP: 994SJK995							
1,909,880.60	5,771,567.0000000	0.00	5,771,567.00	1,909,880.60	3,861,686.40	0.00	3,861,686.40
Thoma Bravo Fund XIV-A, L.P. CUSIP: 994SJQ992							
7,441,064.00	8,095,720.0000000	0.00	8,095,720.00	7,441,064.00	654,656.00	0.00	654,656.00
TCV VIII (A) LP CUSIP: 994SJP994							
3,871,809.59	5,101,515.0000000	0.00	5,101,515.00	3,871,809.59	1,229,705.41	0.00	1,229,705.41
THOMA BRAVO FUND XV-A, L.P. CUSIP: 994SJR990							
6,355,440.00	8,793,565.0000000	0.00	8,793,565.00	6,355,440.00	2,438,125.00	0.00	2,438,125.00
TRIVE CAPITAL FUND V-A, LP CUSIP: 995N63997							
2,278,609.00	2,038,711.0000000	0.00	2,038,711.00	2,278,609.00	- 239,898.00	0.00	- 239,898.00
Total USD		0.00	51,998,027.00	38,644,075.96	13,353,951.04	0.00	13,353,951.04
Total United States		0.00	51,998,027.00	38,644,075.96	13,353,951.04	0.00	13,353,951.04
Total Partnerships							
57,898,165.56		0.00	74,494,349.00	57,898,165.56	16,596,183.44	0.00	16,596,183.44

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Venture Capital and Partnerships							
Partnerships							
Total Venture Capital and Partnerships							
57,898,165.56		0.00	74,494,349.00	57,898,165.56	16,596,183.44	0.00	16,596,183.44
Hedge Fund							
Hedge equity							
Global Region - USD							
CF CEVIAN CAPITAL II LTD AUSD3 2019 JUL CUSIP: 11999EV22							
73,628.72	112.6180000	0.00	8,291,919.19	3,500,000.00	4,791,919.19	0.00	4,791,919.19
Total USD		0.00	8,291,919.19	3,500,000.00	4,791,919.19	0.00	4,791,919.19
Total Global Region		0.00	8,291,919.19	3,500,000.00	4,791,919.19	0.00	4,791,919.19
International Region - USD							
CF HG VORA SPECIAL OPPORTUNITIES FUND, LTD CL A ,SUB CLASS 1-ILG-INITIAL CUSIP: 66599B111							
1,604.57	4,358.2578000	0.00	6,993,129.72	5,500,000.00	1,493,129.72	0.00	1,493,129.72
Total USD		0.00	6,993,129.72	5,500,000.00	1,493,129.72	0.00	1,493,129.72

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Hedge Fund							
Hedge equity							
Total International Region		0.00	6,993,129.72	5,500,000.00	1,493,129.72	0.00	1,493,129.72
United States - USD							
EAGLE POINT CREDIT NON-US LP CUSIP: 994SJD991							
4,599,969.42	7,903,743.0000000	0.00	7,903,743.00	4,599,969.42	3,303,773.58	0.00	3,303,773.58
RENAISSANCE INSTITUTIONAL EQUITIES FUND LLC (SERIES B) CUSIP: 994SJL993							
4,451,714.25	7,084,529.0000000	0.00	7,084,529.00 *	4,451,714.25	2,632,814.75	0.00	2,632,814.75
* Market Value based on prices received from an external manager or other client-directed pricing source							
Total USD		0.00	14,988,272.00	9,051,683.67	5,936,588.33	0.00	5,936,588.33
Total United States		0.00	14,988,272.00	9,051,683.67	5,936,588.33	0.00	5,936,588.33
Total Hedge Equity							
9,126,916.96		0.00	30,273,320.91	18,051,683.67	12,221,637.24	0.00	12,221,637.24

Portfolio Statement

31 DEC 2025

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Hedge Fund							
Hedge fund of funds							
Global Region - USD							
CF GRAHAM GLOBAL INVESTMENT FUND II SPC LTD. CUSIP: 990574154							
7,881.14	760.4900000	0.00	5,993,528.16	3,514,819.14	2,478,709.02	0.00	2,478,709.02
Total USD		0.00	5,993,528.16	3,514,819.14	2,478,709.02	0.00	2,478,709.02
Total Global Region		0.00	5,993,528.16	3,514,819.14	2,478,709.02	0.00	2,478,709.02
Total Hedge Fund of Funds							
7,881.14		0.00	5,993,528.16	3,514,819.14	2,478,709.02	0.00	2,478,709.02
Total Hedge Fund							
9,134,798.10		0.00	36,266,849.07	21,566,502.81	14,700,346.26	0.00	14,700,346.26
Cash and Cash Equivalents							
Funds - short term investment							
United States - USD							
CF BLACKROCK LIQ FDS FEDFUND-IN CUSIP: 8EN999GS2							
11,491.04	1.0000000	0.00	11,491.04	11,491.04	0.00	0.00	0.00

Portfolio Statement

31 DEC 2025

Asset Detail - Base Currency

Description/Asset ID Investment Mgr ID Shares/PAR value	Exchange rate/ Local market price	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	 Translation	 Total
Cash and Cash Equivalents							
Funds - short term investment							
NT COLLECTIVE SHORT TERM INVT FD CUSIP: 66586U452 V1034911301							
3,586,491.53	1.0000000	17,475.86	3,586,491.53	3,586,491.53	0.00	0.00	0.00
Total USD		17,475.86	3,597,982.57	3,597,982.57	0.00	0.00	0.00
Total United States		17,475.86	3,597,982.57	3,597,982.57	0.00	0.00	0.00
Total Funds - Short Term Investment							
3,597,982.57		17,475.86	3,597,982.57	3,597,982.57	0.00	0.00	0.00
Total Cash and Cash Equivalents							
3,597,982.57		17,475.86	3,597,982.57	3,597,982.57	0.00	0.00	0.00

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

(a) Identity of Party Involved	(b) Description of Asset (Including Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Cost of Asset	(f) Current Value of Asset on Transaction Date	(g) Net Gain or (Loss)
A Series of transactions (Category (iii)) that amount to more than 5% of the beginning value of plan assets						
Northern Trust	NT Collective Short Term Investment Fund					
	77 Purchases	$ 45,194,874	$ -	$ 45,194,874	$ 45,194,874	$ -
	91 Sales	-	46,959,957	46,959,957	46,959,957	-

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions

January 1, 1958; as amended to date.

Haworth Pension Plan Provisions

Covered employees

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

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

The Haworth Hourly Pension Plan was merged into this plan at the end of 2024 with frozen benefits amounts attributable to service under the HHPP. HHPP participants will not earn service under the provisions of the Haworth Pension Plan. See the separate section of Summary of Plan Provisions for provision information related to the legacy HHPP benefits.

Participation date

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

Definitions

Vesting service

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

SCHEDULE SB ATTACHMENTS

Benefit service

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

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

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

Compensation

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

Normal retirement date (NRD)

Age 65.

SCHEDULE SB ATTACHMENTS

Accrued benefit

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

(A) Excess Formula. For each Participant, the monthly amount shall be the greater of (I) or (II) below.

(I) Formula with Accrued Benefit. The sum of (a) and (b) below.

(a) Formula/Service After December 31, 1997. 1.15% of the Participant's Average Monthly Compensation, plus .55% of the Participant's Average Monthly Compensation in excess of the Participant's Covered Compensation; such total multiplied by the number of the Participant's Years of Benefit Service earned after December 31, 1997 (including any fractional part of a year); plus

(b) Frozen Benefit. The amount the Participant would have received, under the terms of the Prior Plan in effect on December 31, 1997, determined as if the Participant's employment terminated on December 31, 1997.

(II) Formula With All Service. 1.15% of the Participant's Average Monthly Compensation, plus .55% of the Participant's Average Monthly Compensation in excess of the Participant's Covered Compensation; such total multiplied by the number of the Participant's Years of Benefit Service (including any fractional part of a year).

(B) Minimum/Salaried Haworth Formula. For each Employee who is actively employed by Haworth on a salaried basis on July 31, 1997, and who is credited with at least 50.00 points on January 1, 1998, the monthly amount shall be sum of (I) and (II) below.

(I) Formula. 2.25% of the Participant's unannualized Compensation while in Covered Employment for each Plan Year after December 31, 1997; plus

(II) Frozen Benefit. The amount the Participant would have received, under the terms of the Prior Plan in effect on December 31, 1997, determined as if the Participant's employment terminated on December 31, 1997.

(III) Determination of Points. The number of points for an Employee shall be the sum of the Employee's age and years of service as of January 1, 1998, determined to the nearest hundredth on December 31, 1997, with the fractional age determined by dividing by 365.

(C) Minimum/Salaried OGA Formula. For each Employee on the Effective Date who was previously a participant in the Office Furniture Pension Plan for Eligible Employees of Anderson Hickey Co. and United Chair Company, Inc. ("OGA Plan"), the monthly amount shall be the amount determined under (A)(II) above reduced by the monthly benefit payable to the Participant from the OGA Plan. For purposes of the preceding sentence, in determining the benefit under (A)(II) above, the Participant shall be credited with an additional Year of Benefit Service for each year of continuous employment prior to October 20, 1995, with Office Group America, Inc. or its subsidiaries, United Chair Company Inc. and Anderson Hickey Company.

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

Eligibility for Benefits

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

SCHEDULE SB ATTACHMENTS

Preretirement death benefit

5 Years of Service and married

Benefits Paid Upon the Following Events

Normal retirement

Accrued benefit payable at the normal retirement date.

Early retirement

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

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

Postponed retirement

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

Vested termination

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

Disablement

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

SCHEDULE SB ATTACHMENTS

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

Other Plan Provisions

Forms of payment	**Normal Form of Benefit:** If the participant is married, a Qualified Joint and Survivor Annuity (QJSA) is payable to the participant for life and 50% of the participant's benefit is payable to the surviving spouse, if any, for life after the participant's death. If single, the benefit shall be paid as a single life annuity. The adjustment for the 50% QJSA is 92% if the participant and spouse are the same age. **Optional forms of retirement income in lieu of normal form:** Life annuity with 5 or 10 years certain; joint annuitant option with 50%, 75% or 100% payable to joint annuitant at death of retiree; lump sum payments available for values under $20,000.
Actuarial equivalence	8%, 1983 Group Annuity Mortality Table
Pension increases	None.
Plan participants' contributions	None.

SCHEDULE SB ATTACHMENTS

2025 statutory limits	*Maximum Benefits*: Benefit amounts for valuation purposes are limited in accordance with Section 415 of the Internal Revenue Code as provided in the Plan. For the 2025 Plan Year, the maximum benefit payable is $280,000. *Plan Compensation Limitations*: Maximum compensation for valuation purposes are limited in accordance with Section 401(a)(17) of the Internal Revenue Code as provided in the Plan. For the 2025 Plan Year, the maximum compensation is $350,000.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining contributions.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

The HHPP was merged into this plan at the end of 2024.

Substantive Commitment

None.

SCHEDULE SB ATTACHMENTS

Former Haworth Hourly Pension Plan Provisions

The plan was originally effective February 1, 1971; as amended to date.

Covered employees

All Lincolnton members employed on an hourly or piecework basis excluding leased and temporary employees, interns, employees in the alternate member pool, and employees in a collective bargaining unit. Effective January 1, 1998, members from Holland, Allegan, and Douglas locations transferred to the Haworth Pension Plan.

Participation date

Prior to January 1, 1996, an hourly member commences participation on the first day of the month coincident with or following his or her date of hire. On or after January 1, 1996 an hourly member commences participation on the January 1 or July 1 following the completion of one year of service. A “Year of Service” is a 12-month period beginning on the date of hire or anniversary of that date in which at least 1000 Hours of Service are completed. The plan was amended effective May 31, 2024 to freeze participation in the plan.

Definitions

Vesting service

Prior to January 1, 1996, a member shall earn a Year of Vesting Service for each Plan Year in which he or she completes at least 731 Hours of Service including Plan Years before participation. For Hours of Service less than 731, the member receives a fractional year of Vesting Service in accordance with the following:

461 - 730 hours	.66
191 - 460 hours	.33
Less than 191 hours	0

On or after January 1, 1996 a member shall earn a Year of Vesting Service for each Plan Year in which he or she completes at least 1,000 Hours of Service.

Benefit service

A participant will earn a Year of Benefit Service for each Plan Year in which he or she completes at least 1,000 Hours of Service. Benefit Service will be the sum of this amount and Benefit Service as of December 31, 1995. The plan was amended to freeze benefit service as of December 31, 2024.

SCHEDULE SB ATTACHMENTS

Accrued benefit	The monthly amount of pension benefit payable as a single life annuity beginning at Normal Retirement Date, or actual retirement, if later. The amount is the sum of $6.50 times Benefit Service. The plan was amended to freeze benefits as of December 31, 2024.

Eligibility for Benefits

Normal retirement	Age 65
Early retirement	Age 55 and completion of 5 Years of Vesting Service
Postponed retirement	Beyond age 65
Vested termination	5 Years of Vesting Service
Disability	No new disability benefits are payable from the plan
Preretirement death benefit	5 Years of Vesting Service and married

Benefits Paid Upon the Following Events

Normal retirement

A monthly life income in the amount of the participant's accrued benefit.

Early retirement

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

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

SCHEDULE SB ATTACHMENTS

Postponed retirement	A monthly life income in the amount of the participant's accrued benefit based on Benefit Service to late retirement benefit.
Vested termination	The monthly accrued benefit payable at age 65 based on benefit service and the benefit level in effect at the date of termination. A reduced benefit may commence at any date on or after attainment of age 55.
Disablement	A monthly life income equal to the participant's accrued benefit at time payment commences, but not less than $150 per month. The plan was amended as of December 31, 2024 to not allow for any future disability benefits to commence.
Preretirement death	If a participant was eligible for Early Retirement, the surviving spouse shall receive 50% of the benefit which would have been payable to the participant if he or she had retired under the early retirement provisions on the date of death and elected immediate commencement of the benefit paid in the form of the 50% Qualified Joint and Survivor Annuity. If a participant who is vested dies before eligibility for early retirement, his or her surviving spouse shall receive 50% of the benefit which should have been payable to the participant if he or she had terminated employment on his or her date of death, and elected commencement of the 50% Qualified Joint and Survivor Annuity at the earliest retirement date.

Other Plan Provisions

Forms of payment	Normal form of benefit If the participant is married, a Qualified Joint and Survivor Annuity (QJSA) is payable to the participant for life and 50% of the participant's benefit is payable to the surviving spouse, if any, for life after the participant's death. If single, the benefit shall be paid as a single life annuity. The adjustment for the 50% QJSA is 92% if the participant and spouse are the same age. Optional forms in lieu of normal form Life annuity with 5 or 10 years certain; joint annuitant option with 50% or 100% payable to joint annuitant at death of retiree; lump sum payments for values under $20,000.

SCHEDULE SB ATTACHMENTS

Actuarial Equivalence	8% interest, 1983 Group Annuity Mortality Table.
Pension Increases	None.
Plan participants' contributions	None.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

The plan was amended effective May 31, 2024 to freeze participation in the plan, increase the lump sum and cashout thresholds and authorize automatic rollovers. It was further amended to freeze benefits, remove disability benefits for prospective disabilities, and merge the HHPP into the Haworth Pension Plan at the end of 2024.

Substantive Commitment

None.

SCHEDULE SB ATTACHMENTS

Office Group America Hourly

Former Haworth Hourly Pension Plan Provisions

The plan was originally effective January 1, 1996.

Covered employees	All OGA employees employed on an hourly or piecework basis excluding leased and temporary employees, interns, employees in the alternate member pool, employees in a collective bargaining unit, and non-resident aliens receiving no earned income from within the United States.
Participation date	All members at December 31, 1995 are participants in the Plan as of the effective date. On or after January 1, 1996 an hourly member commences participation on the January 1 or July 1 following the completion of one year of service. A Year of Service is a 12-month period beginning on the date of hire or anniversary of that date in which at least 1,000 Hours of Service are completed. The plan was amended effective May 31, 2024 to freeze participation in the plan.

Definitions

Vesting service	A member shall earn a Year of Vesting Service for each Plan Year in which he or she completes at least 1,000 Hours of Service. Vesting Service will include the service earned from their date of hire with OGA to December 31, 1995 based on elapsed time.
Benefit service	A participant shall earn .25 years of Benefit Service if he or she was employed on October 20, 1995 and still employed on December 31, 1995. On or after January 1, 1996, a participant will earn a Year of Benefit Service for each Plan Year in which he or she completes at least 1,000 Hours of Service. The plan was amended to freeze benefit service as of December 31, 2024.
Accrued benefits	The monthly amount of pension benefit payable as a single life annuity beginning at Normal Retirement Date, or actual retirement, if later. The amount is $6.50 times Benefit Service. The plan was amended to freeze benefits as of December 31, 2024.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65.
Early retirement	Age 55 and completion of 5 Years of Vesting Service.
Postponed retirement	Beyond age 65.
Vested termination	5 Years of Vesting Service.
Disability	No new disability benefits are payable from the plan.
Preretirement death benefit	5 Years of Vesting Service and married.

Benefits Paid Upon the Following Events

Normal retirement

A monthly life income in the amount of the participant's accrued benefit.

Postponed retirement

A monthly life income in the amount of the participant's accrued benefit based on Benefit Service to late retirement benefit.

Early retirement

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

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

SCHEDULE SB ATTACHMENTS

Deferred vested termination	The monthly accrued benefit payable at age 65 based on benefit service and the benefit level in effect at the date of termination. A reduced benefit may commence at any date on or after attainment of age 55.
Disablement	A monthly life income equal to the participant's accrued benefit at time payment commences, but not less than $65 per month. The plan was amended as of December 31, 2024 to not allow for any future disability benefits to commence.
Preretirement death	If a participant was eligible for Early Retirement, the surviving spouse shall receive 50% of the benefit which would have been payable to the participant if he or she had retired under the early retirement provisions on the date of death and elected immediate commencement of the benefit paid in the form of the 50% Qualified Joint and Survivor Annuity. If a participant who is vested dies before eligibility for early retirement, his or her surviving spouse shall receive 50% of the benefit which should have been payable to the participant if he or she had terminated employment on his or her date of death, and elected commencement of the 50% Qualified Joint and Survivor Annuity at the earliest retirement date.

Other Plan Provisions

Forms of payment	Normal form of benefit If the participant is married, a Qualified Joint and Survivor Annuity (QJSA) is payable to the participant for life and 50% of the participant's benefit is payable to the surviving spouse, if any, for life after the participant's death. If single, the benefit shall be paid as a single life annuity. The adjustment for the 50% QJSA is 92% if the participant and spouse are the same age. Optional forms in lieu of normal form Life annuity with 5 or 10 years certain; joint annuitant option with 50% or 100% payable to joint annuitant at death of retiree; lump sum payments for values under $20,000.
Actuarial Equivalence	8% interest, 1983 Group Annuity Mortality Table.

SCHEDULE SB ATTACHMENTS

Pension Increases	None.
Plan participants' contributions	Not required or permitted.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

The plan was amended effective May 31, 2024 to freeze participation in the plan, increase the lump sum and cashout thresholds and authorize automatic rollovers. It was further amended to freeze benefits, remove disability benefits for prospective disabilities, and merge the HHPP into the Haworth Pension Plan at the end of 2024.

Substantive Commitment

None.

SCHEDULE SB ATTACHMENTS

Globe Hourly

Former Haworth Hourly Pension Plan Provisions

The plan was originally effective January 1, 1977.

Covered employees	All Bargaining Unit Employees covered by Local #2338 Southern Council of Industrial Workers, United Brotherhood of Carpenters and Joiners of America, AFL-CIO.
Participation date	Participation commences on the January 1 or July 1 following the later of attainment of age 21 and 1 Year of Service. The plan was amended effective May 31, 2024 to freeze participation in the plan.

Definitions

Year of service	A member shall earn one Year of Service for each Plan Year in which he or she earns at least 1,000 Hours of Service.
Benefit service	A participant will earn one year of Benefit Service on the basis of 1,000 or more Hours of Service in a Plan Year. For the periods prior to January 1, 1995, the measurement period was the 12-month period ending on the anniversary of an employee's hire date. Benefit Service is not granted for service prior to January 1, 1977. The plan was amended to freeze benefit service as of December 31, 2024.
Accrued benefits	The Normal Retirement Benefit based on service earned to that date or actual retirement, if later, and the benefit rate in effect as of that date or actual retirement, if later. The plan was amended to freeze benefits as of December 31, 2024.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65 and 5 years from date of participation in the plan.
Early retirement	Age 55 and 10 years of service.
Postponed retirement	Beyond age 65 and 5 years from date of participation in the plan.
Vested termination	5 Years of Service.
Disability	No new disability benefits are payable from the plan.
Preretirement death	All Participants eligible for a vested benefit whether or not actively employed, and who are married for at least one year at date of death automatically receive coverage under this option.

Benefits Paid Upon the Following Events

Normal retirement

Based on the following formula:

$12.00 per year of Benefit Service if the date the participant's employment terminates is on or after December 1, 1997.

$11.50 per year of Benefit Service if the date the participant's employment terminates is on or after December 1, 1996 but prior to December 1, 1997.

$11.00 per year of Benefit Service for participants who terminate employment on or after December 1, 1993, but prior to December 1, 1996.

$10.50 per year of Benefit Service for participants who terminate employment on or after December 1, 1992, and prior to December 1, 1993.

$10.00 per year of Benefit Service for participants who terminate employment on or after December 1, 1991 and prior to December 1, 1992.

$9.50 per year of Benefit service for participants who terminate employment on or after December 1, 1990 and prior to December 1, 1991.

$8.00 per year of Benefit Service for participants who terminate employment prior to December 1, 1990.

SCHEDULE SB ATTACHMENTS

Early retirement	A monthly life income in the amount of the participant's accrued benefit as of Early Retirement Date reduced for commencement before age 65. The reduction equals 1/15 year from ages 65 to 60 and 1/30 per year from ages 60 to 55.
Deferred vested termination	The monthly accrued benefit payable at age 65 based on benefit service and benefit level in effect at the date of termination. A reduced benefit may commence at any date on or after attainment of age 55.
Disablement	A monthly life income equal to the participant's accrued benefit payable immediately. The plan was amended as of December 31, 2024 to not allow for any future disability benefits to commence.
Preretirement death	If a participant was eligible for Early Retirement, the surviving spouse shall receive 50% of the benefit which would have been payable to the participant if he or she had retired under the early retirement provisions on the date of his or her date of death and elected immediate commencement of the benefit paid in the form of the 50% Qualified Joint and Survivor Annuity.

Other Plan Provisions

Forms of payment	Normal Form of Benefit: If single, the benefit shall be paid as a single life annuity. If the participant is married, a Qualified Joint and Survivor Annuity (QJSA) is payable to the participant for life and 50% of the participant's benefit is payable to the surviving spouse, if any, for life after the participant's death. The amount of the QJSA is the actuarial equivalent to the single life annuity amount. Optional form in lieu of normal form Life annuity with 5, 10 or 15 years certain; joint annuitant option with 50% payable to joint annuitant at death of retiree; lump sum payments for values under $20,000.
Actuarial equivalence	Conversion to annuity forms: 7.5% interest, 1984 Unisex Pension Mortality Table.
Pension increases	None.

SCHEDULE SB ATTACHMENTS

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

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

The plan was amended effective May 31, 2024 to freeze participation in the plan, increase the lump sum and cashout thresholds and authorize automatic rollovers. It was further amended to freeze benefits, remove disability benefits for prospective disabilities, and merge the HHPP into the Haworth Pension Plan at the end of 2024.

Substantive Commitment

None.

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

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

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	3	1	0	0	0	0	0	0	0	4
25-29	0	4	5	0	0	0	0	0	0	0	9
30-34	0	6	6	0	0	0	0	0	0	0	12
35-39	0	3	5	5	13	0	0	0	0	0	26
40-44	0	6	10	4	21	6	0	0	0	0	47
45-49	0	7	8	2	26	18	28	4	0	0	93
50-54	0	4	3	3	29	27	51	29	0	0	146
55-59	0	3	4	5	21	17	48	30	50	4	182
60-64	0	1	3	10	23	20	34	22	46	35	194
65-69	0	0	1	0	4	5	4	1	1	5	21
70 & over	0	0	0	0	3	0	0	1	0	2	6
Total	0	37	46	29	140	93	165	87	97	46	740

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

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

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

Interest rates:	**Reflecting Stabilization**	**Not Reflecting Stabilization**
First segment rate	5.00%	5.00%
Second segment rate	5.27%	5.27%
Third segment rate	5.50%	5.40%
Effective interest rate	5.34%	5.30%

Annual rates of increase

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

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.

SCHEDULE SB ATTACHMENTS

Mortality

- Healthy

Separate rates for non-annuitants (based on Pri-2012 “Employees” table without collar or amount adjustments and then projected forward with generational projection using adjusted Scale MP-2021 and annuitants (based on Pri-2012 “Healthy Annuitants” table (participants and beneficiaries combined) without collar or amount adjustments, projected forward with generational projection using adjusted Scale MP-2021. The rate of future mortality improvement at any age for any year beginning on or after the valuation date is capped at 0.78%.

- Disabled

Same as for healthy participants.

Termination (per 100 employees)

The rates at which participants are assumed to leave Haworth by age and gender are shown below (per 100 employees):

Percentage assumed to leave during the year

Attained Age	Males	Females
20	8.00	8.00
25	8.00	8.00
30	7.00	7.00
35	7.00	7.00
40	6.00	6.00
45	5.00	5.00
50	5.00	5.00
55 and over	0.00	0.00

For the former HHPP plan, the rates at which participants are assumed to leave Haworth by age and gender are shown below (per 100 employees):

Percentage assumed to leave during the year

Age	Males	Females
20	14.1	14.1
25	11.3	11.3
30	10.3	10.3
35	9.6	9.6
40	8.2	8.2
45	6.9	6.9
50	3.3	3.3
55	0.7	0.7
60 and over	0.0	0.0

Disability

None.

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Retirement

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

Non-Executives

Percentage retiring during the year

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

For Certain Executives

Percentage retiring during the year

Age	Males	Females
55	4.00	4.00
56	4.00	4.00
57	4.00	4.00
58	4.00	4.00
59	8.00	8.00
60	9.00	9.00
61	10.00	10.00
62	50.00	50.00
63	100.00	100.00

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

SCHEDULE SB ATTACHMENTS

For the former HHPP plan, the rates at which participants are assumed to retire by age and gender are shown below (per 100 employees):

Percentage assumed to retire during the year

Age	Males	Females
55	3.00	3.00
56	3.00	3.00
57	3.00	3.00
58	5.00	5.00
59	5.00	5.00
60	10.00	10.00
61	10.00	10.00
62	30.00	30.00
63	15.00	15.00
64	15.00	15.00
65	100.00	100.00

Future Service

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

Benefit commencement date:

Lump sums are assumed to be payable immediately. Annuities are assumed to commence as follows:

- Preretirement death benefit: The later of the death of the active participant or the date the participant would have become eligible for early retirement (age 65 for former HHPP).
- Deferred vested benefit: The later of age 64 (age 65 for former HHPP) or termination of employment.
- Retirement benefit: Upon termination of employment.

SCHEDULE SB ATTACHMENTS

Form of payment	For lump sum values over $20,000, participants are assumed to elect the normal form (life annuity for single participants and 40% of married participants and 50% joint and survivor annuity for 60% of married participants). For lump sums under $20,000, the lump sum option is assumed to be elected. The lump sum value was calculated using the 2025 Optional Combined Mortality Table and the PPA 2025 January segment rates, limited by the rate corridors of MAP-21, as updated for the extension of corridors under ARPA. Former HHPP Participants are assumed to elect the normal form (life annuity for single participants and 50% joint and survivor annuity for married participants). We do not assume any participants take the optional lump sum form of payment under $20,000. While some may elect this option, the value of the benefit should be relatively close to the liability valued and thus, should not have a significant impact on the valuation.
Percent married and spouse age	For purposes of valuing the pre-retirement surviving spouse's benefit, 80% of eligible participants (80% of males and 70% of females for former HHPP) are assumed to be married and male spouses are assumed to be 2 years older than female spouses (3 years for former HHPP). Actual retiree spousal information was used.
Covered pay	Compensation assumed paid in the current year beginning on the valuation date is base pay plus assumed overtime plus target bonus for the valuation year.
Administrative expenses	The amount included this year for plan-related expenses is $0.
At-risk assumptions	Not applicable.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

SCHEDULE SB ATTACHMENTS

Methods

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

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor and the plan sponsor's administrator furnished participant data as of 1/1/2025. Information on assets, contributions and plan provisions were supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data was not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. The current plan administrator does not track beneficiary gender, thus the valuation assumes beneficiaries are the opposite gender as the participant.

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

SCHEDULE SB ATTACHMENTS

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

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2025	(2,010,372)	15.00000	(2,010,372)	(186,975)
Shortfall	01/01/2024	(20,095,464)	14.00000	(18,852,885)	(1,836,645)
Shortfall	01/01/2023	80,085,525	13.00000	71,523,546	7,334,289
Total				50,660,289	5,310,669

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

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

Plan Name:	Haworth Pension Plan
EIN / PN:	38-2101981/001
Plan Sponsor:	Haworth International, LTD
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	1,125,578	1,769,933	30,094,821	32,990,332
2026	3,027,608	2,420,241	29,687,117	35,134,966
2027	4,522,605	3,130,193	29,248,109	36,900,907
2028	5,818,605	3,797,057	28,764,617	38,380,279
2029	6,896,313	4,327,910	28,208,927	39,433,150
2030	7,823,263	4,736,852	27,601,829	40,161,944
2031	8,601,663	5,149,910	26,961,631	40,713,204
2032	9,239,635	5,568,721	26,272,913	41,081,269
2033	9,772,974	5,942,582	25,539,693	41,255,249
2034	10,225,661	6,184,172	24,747,674	41,157,507
2035	10,606,884	6,388,277	23,912,317	40,907,478
2036	10,916,726	6,602,630	23,040,244	40,559,600
2037	11,179,470	6,735,591	22,120,536	40,035,597
2038	11,456,407	6,841,021	21,154,890	39,452,318
2039	11,688,416	6,939,592	20,145,636	38,773,644
2040	11,817,552	6,948,076	19,095,987	37,861,615
2041	11,888,031	6,889,968	18,010,062	36,788,061
2042	11,913,723	6,805,262	16,892,950	35,611,935
2043	11,877,423	6,689,573	15,750,706	34,317,702
2044	11,749,964	6,557,045	14,590,386	32,897,395
2045	11,562,404	6,421,742	13,420,162	31,404,308
2046	11,335,923	6,266,363	12,249,244	29,851,530
2047	11,045,751	6,074,905	11,087,784	28,208,440
2048	10,710,211	5,839,523	9,946,771	26,496,505
2049	10,333,169	5,591,759	8,837,823	24,762,751
2050	9,920,634	5,339,351	7,772,748	23,032,733
2051	9,484,178	5,070,096	6,762,939	21,317,213
2052	9,018,680	4,777,737	5,818,634	19,615,051
2053	8,535,645	4,473,276	4,948,358	17,957,279
2054	8,025,914	4,161,602	4,158,394	16,345,910
2055	7,498,709	3,847,233	3,452,423	14,798,365
2056	6,965,255	3,534,051	2,831,476	13,330,782
2057	6,432,037	3,225,090	2,294,009	11,951,136

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2058	5,904,867	2,924,073	1,836,251	10,665,191
2059	5,388,762	2,633,912	1,452,630	9,475,304
2060	4,888,592	2,356,847	1,136,253	8,381,692
2061	4,409,003	2,095,300	879,428	7,383,731
2062	3,952,677	1,850,815	674,126	6,477,618
2063	3,522,442	1,624,441	512,424	5,659,307
2064	3,120,525	1,416,723	386,824	4,924,072
2065	2,747,730	1,227,820	290,511	4,266,061
2066	2,404,256	1,057,484	217,506	3,679,246
2067	2,090,056	905,138	162,713	3,157,907
2068	1,804,653	769,970	121,926	2,696,549
2069	1,547,413	650,960	91,747	2,290,120
2070	1,317,334	546,957	69,491	1,933,782
2071	1,113,131	456,725	53,090	1,622,946
2072	933,355	378,989	40,972	1,353,316
2073	776,420	312,476	31,970	1,120,866
2074	640,637	255,953	25,230	921,820

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 19
Discounted Employer Contributions
as of January 1, 2025

Date	Applicable Plan Year	Contribution	Interest Rate Used to Discount During Timely Contribution Period	Timely Contribution Period	Interest Rate Used to Discount During Late Contribution Period	Late Contribution Period	Interest Adjusted Contribution
04/22/2025	2025	4,246,000	5.34%	0.28889	10.34%	0.01944	4,175,457
07/08/2025	2025	4,246,000	5.34%	0.51944	N/A	N/A	4,132,796
10/14/2025	2025	1,545,000	5.34%	0.78611	N/A	N/A	1,483,090
11/06/2025	2025	2,535,167	5.34%	0.84722	N/A	N/A	2,425,856
01/08/2026	2025	3,359,000	5.34%	1.01944	N/A	N/A	3,185,498
03/13/2026	2025	35,000,000	5.34%	1.20000	N/A	N/A	32,881,837
09/08/2026	2025	2,135,000	5.34%	1.70556	N/A	N/A	1,955,704
Total		53,066,167					50,240,238

Plan Name: Haworth Pension Plan
EIN / PN: 38-2101981/001
Plan Sponsor: Haworth International, LTD
Valuation Date: January 1, 2025

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210 - 0110
1210 - 0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

C If the plan is a collectively-bargained plan, check here ▶ ☐

D Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program
☐ special extension (enter description)

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

Part II Basic Plan Information - enter all requested information

1a Name of plan
HAWORTH PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 12/31/1958

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
HAWORTH INTERNATIONAL, LTD.

ONE HAWORTH CENTER

HOLLAND MI 49423-9576

2b Employer Identification Number (EIN) 38-2101981

2c Plan Sponsor's telephone number 616-393-1228

2d Business code (see instructions) 337000

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

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

SIGN HERE	Chris Brooks	10/02/2026	CHRIS BROOKS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500. **Form 5500 (2025) v. 250312**

518401 12-22-25

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

ONE HAWORTH CENTER
HOLLAND MI 49423-9576

3b Administrator's EIN
38-6053093

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

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

4b EIN
4d PN

5	Total number of participants at the beginning of the plan year	**5**	4,368
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a (1)	Total number of active participants at the beginning of the plan year	**6a(1)**	740
a (2)	Total number of active participants at the end of the plan year	**6a(2)**	673
b	Retired or separated participants receiving benefits	**6b**	2,458
c	Other retired or separated participants entitled to future benefits	**6c**	904
d	Subtotal. Add lines **6a(2), 6b,** and **6c**	**6d**	4,035
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	272
f	Total. Add lines **6d** and **6e**	**6f**	4,307
g (1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	7
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

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

9a Plan funding arrangement (check all that apply)
- **(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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS

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

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
HAWORTH PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
HAWORTH INTERNATIONAL, LTD.

D Employer Identification Number (EIN)
38-2101981

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	512,956,882
b Actuarial value	**2b**	512,956,882

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2,637	340,095,316	340,095,316
b For terminated vested participants	1,052	83,278,486	83,278,486
c For active participants	740	140,219,821	140,243,369
d Total	4,429	563,593,623	563,617,171

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.34%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	9,615,712
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	9,615,712

Statement by Enrolled Actuary

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

SIGN HERE Stacy Haizman SH
Signature of actuary

9/28/2026
Date

Stacy Haizman
Type or print name of actuary

2607384
Most recent enrollment number

Willis Towers Watson US LLC
Firm name

616-464-2759
Telephone number (including area code)

PO Box 674401

Houston TX 77267
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	11,949,183
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	11,949,183
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 4.31 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		6,634
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.18 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		286
	c Total available at beginning of current plan year to add to prefunding balance		6,920
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	91.01 %
15	Adjusted funding target attainment percentage	15	91.01 %
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	89.85 %
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
04/22/2025	4,246,000	0			
07/08/2025	4,246,000	0			
10/14/2025	1,545,000	0			
11/06/2025	2,535,167	0			
01/08/2026	3,359,000	0			
03/13/2026	35,000,000	0			
09/08/2026	2,135,000	0			
			Totals ► 18(b)	53,066,167	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	50,240,238

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.00 %	5.27 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	63

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	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**	9,615,712
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	50,660,289	5,310,669
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**	14,926,381

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

36 Additional cash requirement (line 34 minus line 35)	**36**	14,926,381
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	50,240,238

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

a Total (excess, if any, of line 37 over line 36)	**38a**	35,313,857
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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