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
HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan 02/01/1990

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

55 WEST 46TH STREET
NEW YORK, NY 10036

2b Employer Identification Number (EIN)
13-2614416

2c Plan Sponsor's telephone number
845-664-7000

2d Business code (see instructions)
339900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2026	TIMOTHY TOLINO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2026	TIMOTHY TOLINO
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	6237
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)**	3506
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	3835
b	Retired or separated participants receiving benefits	**6b**	26
c	Other retired or separated participants entitled to future benefits	**6c**	1506
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	5367
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	75
f	Total. Add lines **6d** and **6e**.	**6f**	5442
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)**	5476
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)**	4103
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	91
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:

2E 2G 2J 2K 2F

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)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

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

a Pension Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**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
HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
HUNTER DOUGLAS, INC

D Employer Identification Number (EIN)
13-2614416

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

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

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

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

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

VOYA RETIREMENT ADVISORS, LLC.

22-1862786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	INVEST ADVISOR	406364	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 49	RECORD KEEPER	269884	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

MORGAN STANLEY

71-0912527

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	INVEST ADVISOR	62368	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

BECHER DELLA TORRE GOTTO & CO.

22-2625944

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	7700	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE 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
HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN

B Three-digit plan number (PN) ▶ 004

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
HUNTER DOUGLAS, INC

D Employer Identification Number (EIN)
13-2614416

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: VANGUARD TARGET RETIREMENT 2070 TRU

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

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)
90-6083967-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2065 TRU

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

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)
82-6194314-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2060 TRU

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

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)
45-3799419-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2055 TRU

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

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)
27-6715091-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2050 TRU

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

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)
90-6083970-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2045 TRU

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

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)
90-6083972-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2040 TRU

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

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)
90-6083974-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2035 TRU

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

c EIN-PN 90-6083976-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2030 TRU

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

c EIN-PN 90-6083978-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2025 TRU

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

c EIN-PN 90-6083980-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2020 TRU

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

c EIN-PN 90-6083982-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET INC AND GROWTH

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

c EIN-PN 87-6420194-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM LARGE CAP VALUE TRUST II CL

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

c EIN-PN 86-1899009-676	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: WELLS FARGO STABLE RETURN

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

c EIN-PN 52-2250959-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: RIVERSOURCE STABLE CAPITAL FUND

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

c EIN-PN 41-0007957-058	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM STABLE VALUE FUND

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

c EIN-PN 04-3159710-202	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: NEW YORK LIFE INS CO ANCHOR ACCT

b Name of sponsor of entity listed in (a): NEW YORK LIFE INS CO

c EIN-PN 13-5582869-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: BNY MELLON US STOCK INDEX FUND

b Name of sponsor of entity listed in (a): BNY MELLON US

c EIN-PN 25-6078903-226	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: BNY MELLON US MID CAP INDEX FUND

b Name of sponsor of entity listed in (a): BNY MELLON US

c EIN-PN 25-6078903-237	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: BNY MELLON US SMALL CAP INDEX FUND

b Name of sponsor of entity listed in (a): BNY MELLON US

c EIN-PN 25-6078903-234	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: HUNTER DOUGLAS MASTER TRUST

b Name of sponsor of entity listed in (a): HUNTER DOUGLAS, INC.

c EIN-PN 13-2614416-609	**d** Entity code M	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 568431306

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

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
HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
HUNTER DOUGLAS, INC

D Employer Identification Number (EIN)
13-2614416

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	5928141	5605100
(9) Value of interest in common/collective trusts	1c(9)	143434027	0
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		568431306
(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)	374101768	0
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	5408391	0

		(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	528872327	574036406
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	528872327	574036406

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)	12409716	
(B) Participants	2a(1)(B)	17748334	
(C) Others (including rollovers)	2a(1)(C)	1820266	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		31978316
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	449570	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		449570
(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)	3128858	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		3128858
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		20015925
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		-2117113
(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)		54528034
c Other income	2c		1719599
d Total income. Add all **income** amounts in column (b) and enter total	2d		109703189
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	63797237	
(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)		63797237
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		-4442
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	18450	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	211281	
(5) Investment advisory and investment management fees	2i(5)	414063	
(6) Bank or trust company trustee/custodial fees	2i(6)	62368	
(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)	40153	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		746315
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		64539110
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		45164079
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: BDG-CPAS **(2)** EIN: 22-2625944

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**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		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**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**			

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.) ..... ☐ Yes ☐ No ☐ Not determined

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

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
HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
HUNTER DOUGLAS, INC

D Employer Identification Number (EIN)
13-2614416

Part I Distributions

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

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

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): 04-3581074

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 |

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: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

Global Headquarters
55 W. 46th Street 27th Fl
New York, NY 10036

T: 845.664.7000
F: 845.664.7001
hunterdouglas.com

HunterDouglas

October 15, 2026

U.S. Department of Labor
Employee Benefits Security Administration
200 Constitution Avenue NW
Washington, D.C. 20210

Dear Employee Benefits Security Administration:

The audit of the Hunter Douglas Inc. Employee Savings 401(k) Plan December 31, 2025 Plan year financial statements remains in process. Due to an unforeseen delay, the audit is not yet complete. We are working diligently to complete the required audit, and an amended filing will be completed as soon as possible, inclusive of the audit report. In the interim, we are filing the other required schedules and attachments.

Thank you for your patience through this process.

If you have any questions or would like to discuss our delay in more detail, please contact me.

Sincerely,

Timothy Tolino

Timothy Tolino, Global Director of Benefits, Mobility, and Wellness
timothy.tolino@hunterdouglas.com | (917) 829-1471

HUNTER DOUGLAS INC.
EMPLOYEE SAVINGS 401(k) PLAN

FINANCIAL STATEMENTS
and
SUPPLEMENTAL SCHEDULE

DECEMBER 31, 2025 and 2024

(With Independent Auditor's Report Thereon)

DRAFT

Hunter Douglas Inc. Employee Savings 401(k) Plan
Index of
Financial Statements and Supplemental Schedule

	Page(s)
Independent Auditor's Report	2-4
Statements of Net Assets Available for Benefits at December 31, 2025 and 2024	5
Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2025 and 2024	6
Notes to Financial Statements	7 - 21
Supplemental Schedule:	
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	22

Note: Supplemental Schedules required by ERISA which are not included herein have been omitted because they are not applicable.

DRAFT

Independent Auditor's Report

To the Plan Administrator of
the Hunter Douglas Inc. Employee Savings 401(k) Plan
New York, New York

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

We have performed audits of the accompanying financial statements of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

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

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Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

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- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion –

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule 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).

Ridgewood, New Jersey
October xx, 2026

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Hunter Douglas Inc. Employee Savings 401(k) Plan
Statements of Net Assets Available For Benefits
December 31,

	2025	2024
Assets		
Investments, at fair value	$ -	$ 522,944,186
Plan interest in Hunter Douglas Master Trust (Note 5)	568,430,705	-
Receivables:		
Participant contributions	-	469,008
Employer contributions	-	383,977
Notes receivable from participants	5,639,637	5,967,121
Total receivables	5,639,637	6,820,106
Total assets	574,070,342	529,764,292
Net assets available for benefits	$ 574,070,342	$ 529,764,292

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

Hunter Douglas Inc. Employee Savings 401(k) Plan
Statements of Changes in Net Assets Available for Benefits
For the years ended December 31,

	2025	2024
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	$ 68,288,623	$ 51,897,679
Interest and dividends	8,921,168	13,056,709
Total investment income	77,209,791	64,954,388
Interest income on notes receivable from participants	432,287	392,880
Other income (Note 9)	459,487	549,590
Change in Plan interest in Hunter Douglas Master Trust	-	-
Contributions:		
Participant	17,279,326	18,458,212
Employer	12,025,739	12,665,629
Rollover	1,820,266	6,543,510
Total contributions	31,125,331	37,667,351
Total additions to net assets	109,226,896	103,564,209
Deductions from net assets attributed to:		
Benefits paid to participants	64,168,660	72,457,065
Administrative expenses	752,186	848,622
Total deductions from net assets	64,920,846	73,305,687
Net increase	44,306,050	30,258,522
Net assets transferred into Plan (Note 1)	-	347,893
Net assets available for benefits, beginning of year	529,764,292	499,157,877
Net assets available for benefits, end of year	$ 574,070,342	$ 529,764,292

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

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Note 1 – Plan Description

The following description of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the "Plan") provides general information only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution 401(k) Savings Plan covering substantially all employees of Hunter Douglas Inc. (the "Company" and "Plan Sponsor"). Effective January 1, 2017, the Plan was amended and restated to incorporate all plan amendments, as well as to eliminate the six month of service requirement for eligibility. Prior to January 1, 2017, participants were required to complete 1,000 hours of service in a Plan year or six months after the date of hire in order to be eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Company's Board of Directors is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Company's Board of Directors.

On July 31, 2024, the 3 Day Blinds 401(k) Savings Plan merged into the Plan. The transferred net assets have been recognized in the accounts of the Plan on or about July 31, 2024 at their balances previously carried in the accounts of the 3 Day Blinds 401(k) Savings Plan. A summary of the transferred net assets follows:

Investments, at fair value	$ 302,100
Notes receivable from participants	45,793
	$ 347,893

Participant Contributions: Participant contributions are made on a before-tax or a Roth 401(k) after-tax basis. Participants may elect to contribute from 1% to 50% of their compensation through before-tax or Roth 401(k) after-tax contributions, subject to Plan limits and the dollar deferral and non-discrimination limitations as prescribed by the Internal Revenue Code. In 2025 and 2024, these contributions could not exceed $23,500 and $23,000, respectively. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. In both 2025 and 2024, catch-up contributions could not exceed $7,500. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

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Note 1 – Plan Description (continued)

Employer Contributions: Effective January 1, 2013, the Company amended the Plan to make it a "Safe Harbor" 401(k) Plan. Accordingly, the Company makes a contribution equal to 100% of the first 6% of base compensation that a participant contributes to the Plan on either a before-tax basis or a Roth 401(k) after-tax basis ("Safe Harbor Matching Contributions"). Safe Harbor Matching Contributions are added to a participant's account each time a participant makes a contribution into the Plan.

During May 2020, the Company suspended Safe Harbor Matching Contributions for payroll periods beginning after May 18, 2020.

Effective November 1, 2020, the Company amended the Plan to make a contribution to the Plan on behalf of each Participant who made salary savings contributions during November 2020 and December 2020, in an amount equal to 100% of the first 6% of the Participant's compensation contributed by a Participant as the Participant's salary savings contribution ("Matching Contribution"). At the end of the 2020 Plan year, the Company shall make an additional contribution, if necessary, equal to the amount of the difference, if any, between (i) the amounts allocated to the Participant as Safe Harbor Matching Contributions prior to payroll periods beginning after May 18, 2020 plus the Matching Contribution allocated to the Participant for November 2020 and December 2020 discussed above and (ii) 100% of the Participant's salary savings contribution up to 6% of compensation for the Plan year.

Effective January 1, 2021, the Company reinstated the Safe Harbor Matching Contributions.

In addition, effective January 1, 2013, the Company amended the Plan to add Company profit-sharing contributions ("Company Retirement Contributions"). Accordingly, effective January 1, 2013, the Company contributes 1.50% of an eligible participant's compensation (or such other amount as may be determined by the Board of Directors in its discretion) to a participant's account on an annual basis, following the end of each calendar year. During May 2020, the Company suspended Company Retirement Contributions for the Plan year ended December 31, 2020.

Effective for the Plan year ended December 31, 2021, the Company Retirement Contribution was equal to 1% of an eligible participant's compensation.

Effective January 1, 2022, the amount of the Company Retirement Contribution shall be equal to a percentage of an eligible participant's compensation based on Years of Service, as defined, as follows:

Years of Service Completed	Company Retirement Contribution
Less than 4	1.00%
4 but less than 7	1.50%
7 or more	2.00%

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Note 1 – Plan Description (continued)

Effective January 1, 2023, in order to be eligible to receive Company Retirement Contributions for a Plan Year, a participant must be employed by the Company on that last day of such Plan Year; provided, however, that a participant hired prior to October 13, 2023 shall not be required to be employed on December 31, 2023 to receive the 2023 Company Retirement Contribution, if any.

Effective January 1, 2024 the amount of the Company Retirement Contribution, if any, for a Plan Year shall be determined by the Board of Directors in its sole discretion.

The Company did not make Company Retirement Contributions for the Plan years ended December 31, 2025 and 2024.

Participants' Accounts: Each participant's account is credited with the participant's salary savings contributions and Company matching contributions, as well as allocations of Company Retirement Contributions and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are always 100% vested in their before-tax and Roth 401(k) after-tax contributions, any rollover amounts, the Safe Harbor Matching Contributions, and any investment earnings on those contributions.

Once a participant has completed five years of service with the Company, the participant will also be fully vested in the value of the Participant's Company matching contributions made prior to January 1, 2013, prior profit sharing contributions, and their earnings. A participant receives credit for one year of service for every plan year in which the participant completes at least 1,000 hours of service.

If a participant has less than five years of service, the participant may be partially vested in the value of any Company contributions and their earnings according to the following schedule:

Years of Service	Vested % of Pre-2013 Company Matching Contributions
Less than 1 year	0%
1 but less than 2	20%
2 but less than 3	40%
3 but less than 4	60%
4 but less than 5	80%
5 or more	100%

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Note 1 – Plan Description (continued)

Effective January 1, 2022, upon termination of participation in the Plan for any reason other than death, Disability, or Normal Retirement, a participant shall be vested in a percentage of the participant's Company Retirement Contribution Account, such vested percentage to be determined based on Years of Vesting Service, as defined, credited to the participant at the time of termination of participation, as follows:

Years of Vesting Service Completed	Vested % of Company Retirement Plan Contributions
Less than 1	0%
1 but less than 2	20%
2 but less than 3	40%
3 or more	100%

Effective January 1, 2023, upon termination of participation in the Plan for any reason other than death, Disability, or Normal Retirement, a participant hired on or after October 13, 2023 shall be vested in a percentage of the participant's Company Retirement Contribution Account, such vested percentage to be determined based on Years of Vesting Service, as defined, credited to the participant at the time of termination of participation, as follows:

Years of Vesting Service Completed	Vested % of Company Retirement Plan Contributions
Less than 3	0%
3 or more	100%

Participants who terminated prior to January 1, 2022 are unaffected by the changes made subsequent to December 31, 2021. Company Retirement Contributions for all prior years are subject to the original service and vesting rules.

Upon termination of employment, the non-vested portion, if any, of a participant's Company matching contribution account shall be forfeited as the employee takes distribution of the vested portion. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company Retirement Contributions or to offset administrative expenses. At December 31, 2025 and 2024, there were $424,314 and $222,500, respectively, of forfeitures available to reduce future employer contributions or to offset administrative expenses.

Payment of Benefits: On termination of service due to death, disability, retirement, or other reasons, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or installment distributions.

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Note 1 – Plan Description (continued)

Notes Receivable From Participants: Participants may borrow from their accounts a minimum of $500 up to a maximum of $50,000 or 50% of their vested account balance, whichever is less. The term of the loans ranges from one to five years. However, if the loan is used to acquire a principal residence, the payment term can be 15 years. The loans are secured by the balance in the participant's account and bear interest at the prevailing market interest rates. Principal and interest are paid through payroll deductions.

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

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

Note 2 – Summary of Accounting Policies

Basis of Accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

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Note 2 – Summary of Accounting Policies (continued)

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodian. See Note 3 for discussion of fair value measurements.

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

Contributions: Contributions from Plan participants and the matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 and 2024. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits: Benefits are recorded when paid.

Administrative Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

Note 3 – Fair Value Measurements

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

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

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Note 3 – Fair Value Measurements (continued)

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

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

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

Common/collective trusts: Valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Commingled funds: Valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily.

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Note 3 – Fair Value Measurements (continued)

Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

	Assets at Fair Value as of December 31, 2025			
	Level 1	*Level 2*	*Level 3*	*Total*
Mutual funds	$ 339,495,881	$ -	$ -	$ 339,495,881
Self-managed account	6,425,276	-	-	6,425,276
Total assets in the fair value hierarchy	$ 345,921,157	$ -	$ -	345,921,157
Investments measured at net asset value				222,509,548
Investments at fair value				$ 568,430,705

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Note 3 – Fair Value Measurements (continued)

	Assets at Fair Value as of December 31, 2024			
	Level 1	*Level 2*	*Level 3*	*Total*
Mutual funds	$ 374,101,768	$ -	$ -	$ 374,101,768
Self-managed account	5,408,391	-	-	5,408,391
Total assets in the fair value hierarchy	$ 379,510,159	$ -	$ -	379,510,159
Investments measured at net asset value				143,434,027
Invesments at fair value				$ 522,944,186

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Note 3 – Fair Value Measurements (continued)

Fair Value of Investments in Entities that Use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2025 and 2024, respectively:

Investment	*Fair Value December 31, 2025*	*Fair Value December 31, 2024*	*Unfunded Commitments*	*Redemption Frequency (if currently eligible)*	*Redemption Notice Period*
Common collective trusts - Balanced/ asset allocation	$188,388,253	$ -	n/a	Daily	Daily
Commingled funds - RiverSource Stable Capital Fund I	$ 8,530,324	$ 9,134,345	n/a	Daily	Daily
Commingled funds - Wells Fargo Stable Return Fund	$ 8,530,324	$ 9,134,345	n/a	Daily	Daily
Commingled funds - New York Life Insurance Company	$ 8,530,324	$ 9,134,345	n/a	Daily	Daily
Commingled funds - Putnam Stable Value Fund	$ 8,530,323	$ 9,134,345	n/a	Daily	Daily
Commingled funds - BNY Mellon U.S. Stock Index Fund	$ -	$ 78,307,326	n/a	Daily	Daily
Commingled funds - BNY Mellon U.S. Small Cap Index	$ -	$ 4,338,938	n/a	Daily	Daily
Commingled funds - BNY Mellon U.S. Mid Cap Index	$ -	$ 24,250,383	n/a	Daily	Daily

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Note 4 – Investments and Information Certified by the Plan's Trustee

Management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, plan management instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Voya Institutional Trust Company, the trustee of the Plan, as complete and accurate, except for comparing such information certified by the trustee with information included in the Plan's financial statements and supplemental schedule:

Investments held and participant loans receivable certified by the trustee:

	As of December 31,	
	2025	*2024*
Investments	$ 568,430,705	$ 522,944,186
Participant loans receivable	5,639,637	5,967,121

Investment income and interest on participant loans certified by the trustee:

	For the Year Ended December 31,	
	2025	*2024*
Net appreciation in fair value of investments	$ 68,288,623	$ 51,897,679
Interest and dividend income	8,921,168	13,056,709
Interest on participant loans	432,287	392,880

The following presents select investments, with approximate percentage of the Plan's net assets, as of December 31, 2025 and 2024.

	December 31,			
	2025		*2024*	
Fidelity 500 Index Fund	$ 84,843,889	15%	$ -	-
American Funds The Bond Fund of America Class R6	50,836,024	9%	-	-
BNY Mellon U.S. Stock Index Fund	-	-	78,307,326	15%
American Funds Bond Fund of America Class A	-	-	49,448,404	9%

During the years ended December 31, 2025 and 2024, the Plan's investments (including gains and losses bought and sold, as well as held during the year), appreciated in value by $68,288,623 and $51,897,679, respectively.

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Note 5 – Interest in Hunter Douglas Master Trust

A portion of the Plan's investments are in the Hunter Douglas Master Trust, which was established for the investment of assets of the Plan and the 3 Day Blinds 401(k) Savings Plan. Each participating retirement plan has an undivided interest in the Hunter Douglas Master Trust. The assets of the Hunter Douglas Master Trust are held by Voya Institutional Trust Company, the trustee as defined by the Hunter Douglas Master Trust.

The value of the Plan's interest in the Hunter Douglas Master Trust is based on the beginning of year value of the Plan's interest in the trust plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses. At December 31, 2025, the Plan's interest in the net assets of the Hunter Douglas Master Trust was approximately XX%. Total investment income (including net appreciation in the fair value of investments) of the Hunter Douglas Master Trust is allocated to the individual Plans based upon the amount of time the plan's assets were invested in the master trust.

The following table presents the investments of the Hunter Douglas Master Trust as of December 31, 2025.

	Hunter Douglas Master Trust Balances	Plan's Interest in Hunter Douglas Master Trust Balances
Assets		
Mutual funds	$ -	$ 339,495,881
Common collective trust	-	188,388,253
Commingled funds	-	34,121,295
Self-managed account	-	6,425,276
Total investments at fair value (see Note 3)	-	568,430,705
Total assets	-	574,070,342
Net assets available for benefits	$ -	$ 574,070,342

The following are net appreciation (depreciation) in the fair value of investments and investment income for the Hunter Douglas Master Trust for the year ended December 31, 2025.

Net appreciation (depreciation) in fair value of investments	$ -
Interest and dividends	-

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Note 5 – Interest in Hunter Douglas Master Trust (continued)

Refer to Note 3 for a description of the valuation methodologies used.

The following table sets forth by level, within the fair value hierarchy, the assets at fair value of the Hunter Douglas Master Trust as of December 31, 2025.

	Level 1	*Level 2*	*Level 3*	*Total*
Mutual funds	$ -	$ -	$ -	$ -
Self-managed account	-	-	-	-
Total assets in the fair value hierarchy	$ -	$ -	$ -	-
Investments measured at net asset value				-
Total assets, at fair value				$ -

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

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

Note 6 – Related-Party Transactions and Party-In-Interest Transactions

Management believes that fees paid during the year for administrative, recordkeeping, and managerial services rendered by Voya Institutional Trust Company, the trustee as defined by the Plan, and Voya Institutional Plan Services, LLC, the recordkeeper as defined by the Plan, as well as Morgan Stanley, an advisor to the Plan, were based on customary and reasonable rates for such services. Therefore, these transactions qualify as exempt party-in-interest transactions. Notes receivable from participants are also considered exempt party-in-interest transactions.

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Note 7 – Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in the company contribution portion of their account.

Note 8 – Income Tax Status

The Plan obtained its latest determination letter on March 12, 2018, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified and the related trust is tax-exempt.

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

Note 9 – Risks and Uncertainties

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

Note 10 – Other Income – Revenue Sharing

During 2025 and 2024, the Plan received $459,487 and $549,590, respectively, from Voya Institutional Trust Company to offset Plan administrative expenses.

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Note 11 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2025 and 2024 to Form 5500:

	2025	2024
Net assets available for benefits per the financial statements	$ 574,070,342	$ 529,764,292
Less: Deemed distributions of participant loans	(34,537)	(38,980)
Less: Participant contributions receivable	-	(469,008)
Less: Employer contributions receivable	-	(383,977)
Net assets available for benefits per the Form 5500	$ 574,035,805	$ 528,872,327

The following is a reconciliation of the net increase in net assets available for benefits before transfers per the financial statements for the year ended December 31, 2025 to Form 5500:

Net increase in net assets available for benefits before transfers per the financial statements	$ 44,306,050
Less: Deemed loans at end of year	(34,537)
Add: Participant contributions receivable at beginning of year	469,008
Add: Employer contributions receivable at beginning of year	383,977
Add: Deemed loans at beginning of year	38,980
Net increase in net assets available for benefits before transfers per the Form 5500	$ 45,163,478

Note 12 – Subsequent Events

The Plan has evaluated subsequent events through October xx, 2026, the date the financial statements were available to be issued.

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Hunter Douglas Inc. Employee Savings 401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year)
December 31, 2025

Plan sponsor's employer identification number: 13-2614416
Plan number: 004

(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
	Fidelity 500 Index Fund	Mutual funds	**	$ 84,843,889
	American Funds The Bond Fund of America Class R6	Mutual funds	**	50,836,024
	AB US Large Cap Growth W Series	Mutual funds	**	45,190,698
	International Index Fund	Mutual funds	**	44,639,388
	Vanguard Target Retirement 2035 Trust II	Common collective trust	**	35,233,379
	American Funds Investment Company of America Class R6	Mutual funds	**	33,990,028
	Vanguard Target Retirement 2030 Trust II	Common collective trust	**	30,599,314
	Vanguard Target Retirement 2040 Trust II	Common collective trust	**	28,871,393
	Fidelity Mid Cap Index Fund	Mutual funds	**	24,584,028
	Vanguard Target Retirement 2045 Trust II	Common collective trust	**	21,043,869
	Vanguard Target Retirement 2050 Trust II	Common collective trust	**	18,216,802
	Vanguard Target Retirement 2025 Trust II	Common collective trust	**	15,780,509
	Vanguard Target Retirement 2055 Trust II	Common collective trust	**	11,700,488
	Vanguard Treasury Money Market Fund	Mutual funds	**	11,322,131
	Janus Henderson Enterprise Collective Fund Class MS	Mutual funds	**	11,041,261
	Avantis International Equity Fund	Mutual funds	**	8,625,965
	RiverSource Stable Capital Fund	Commingled funds	**	8,530,324
	Wells Fargo Stable Return Fund	Commingled funds	**	8,530,324
	New York Life Insurance Company Anchor Account	Commingled funds	**	8,530,324
	Putnam Stable Value Fund	Commingled funds	**	8,530,323
	Putnam Large Cap Value Trust II Class MSG	Common collective trust	**	7,486,447
	American Century Small Cap Growth Fund R6 Class	Mutual funds	**	7,223,744
	Self-Managed Account	Other	**	6,425,276
	Vanguard Target Retirement 2020 Trust II	Common collective trust	**	6,222,261
	Vanguard Target Retirement 2060 Trust II	Common collective trust	**	5,876,393
	Victory Sycamore Established Value Fund Class R6	Mutual funds	**	5,271,007
	Vanguard Target Retirement Income and Growth Trust II	Common collective trust	**	5,163,865
	Fidelity Small Cap Index Fund	Mutual funds	**	4,779,124
	Invesco Small Cap Value Fund Class R6	Mutual funds	**	4,631,824
	Cohen & Steers Institutional Realty Shares	Mutual funds	**	2,516,770
	Vanguard Target Retirement 2065 Trust II	Common collective trust	**	2,045,331
	Vanguard Target Retirement 2070 Trust II	Common collective trust	**	148,202
	Total participant-directed investments at fair value			568,430,705
*	Participant loans	Interest rates, 3.25% to 8.50%, various maturities	-0-	5,605,100
		Total		$ 574,035,805

* Party-in-interest.
** Cost omitted for participant-directed investments.

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See independent auditor's report.

Global Headquarters
55 W. 46th Street 27th Fl
New York, NY 10036

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HunterDouglas

October 15, 2026

U.S. Department of Labor
Employee Benefits Security Administration
200 Constitution Avenue NW
Washington, D.C. 20210

Dear Employee Benefits Security Administration:

The audit of the Hunter Douglas Inc. Employee Savings 401(k) Plan December 31, 2025 Plan year financial statements remains in process. Due to an unforeseen delay, the audit is not yet complete. We are working diligently to complete the required audit, and an amended filing will be completed as soon as possible, inclusive of the audit report. In the interim, we are filing the other required schedules and attachments.

Thank you for your patience through this process.

If you have any questions or would like to discuss our delay in more detail, please contact me.

Sincerely,

Timothy Tolino

Timothy Tolino, Global Director of Benefits, Mobility, and Wellness
timothy.tolino@hunterdouglas.com | (917) 829-1471

HUNTER DOUGLAS INC.
EMPLOYEE SAVINGS 401(k) PLAN

FINANCIAL STATEMENTS
and
SUPPLEMENTAL SCHEDULE

DECEMBER 31, 2025 and 2024

(With Independent Auditor's Report Thereon)

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Hunter Douglas Inc. Employee Savings 401(k) Plan
Index of
Financial Statements and Supplemental Schedule

	Page(s)
Independent Auditor's Report	2-4
Statements of Net Assets Available for Benefits at December 31, 2025 and 2024	5
Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2025 and 2024	6
Notes to Financial Statements	7 - 21
Supplemental Schedule:	
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	22

Note: Supplemental Schedules required by ERISA which are not included herein have been omitted because they are not applicable.

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Independent Auditor's Report

To the Plan Administrator of
the Hunter Douglas Inc. Employee Savings 401(k) Plan
New York, New York

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

We have performed audits of the accompanying financial statements of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

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

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Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

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- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion –

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule 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).

Ridgewood, New Jersey
October xx, 2026

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Hunter Douglas Inc. Employee Savings 401(k) Plan
Statements of Net Assets Available For Benefits
December 31,

	2025	2024
Assets		
Investments, at fair value	$ -	$ 522,944,186
Plan interest in Hunter Douglas Master Trust (Note 5)	568,430,705	-
Receivables:		
Participant contributions	-	469,008
Employer contributions	-	383,977
Notes receivable from participants	5,639,637	5,967,121
Total receivables	5,639,637	6,820,106
Total assets	574,070,342	529,764,292
Net assets available for benefits	$ 574,070,342	$ 529,764,292

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

Hunter Douglas Inc. Employee Savings 401(k) Plan
Statements of Changes in Net Assets Available for Benefits
For the years ended December 31,

	2025	2024
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	$ 68,288,623	$ 51,897,679
Interest and dividends	8,921,168	13,056,709
Total investment income	77,209,791	64,954,388
Interest income on notes receivable from participants	432,287	392,880
Other income (Note 9)	459,487	549,590
Change in Plan interest in Hunter Douglas Master Trust	-	-
Contributions:		
Participant	17,279,326	18,458,212
Employer	12,025,739	12,665,629
Rollover	1,820,266	6,543,510
Total contributions	31,125,331	37,667,351
Total additions to net assets	109,226,896	103,564,209
Deductions from net assets attributed to:		
Benefits paid to participants	64,168,660	72,457,065
Administrative expenses	752,186	848,622
Total deductions from net assets	64,920,846	73,305,687
Net increase	44,306,050	30,258,522
Net assets transferred into Plan (Note 1)	-	347,893
Net assets available for benefits, beginning of year	529,764,292	499,157,877
Net assets available for benefits, end of year	$ 574,070,342	$ 529,764,292

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

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Note 1 – Plan Description

The following description of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the "Plan") provides general information only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution 401(k) Savings Plan covering substantially all employees of Hunter Douglas Inc. (the "Company" and "Plan Sponsor"). Effective January 1, 2017, the Plan was amended and restated to incorporate all plan amendments, as well as to eliminate the six month of service requirement for eligibility. Prior to January 1, 2017, participants were required to complete 1,000 hours of service in a Plan year or six months after the date of hire in order to be eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Company's Board of Directors is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Company's Board of Directors.

On July 31, 2024, the 3 Day Blinds 401(k) Savings Plan merged into the Plan. The transferred net assets have been recognized in the accounts of the Plan on or about July 31, 2024 at their balances previously carried in the accounts of the 3 Day Blinds 401(k) Savings Plan. A summary of the transferred net assets follows:

Investments, at fair value	$ 302,100
Notes receivable from participants	45,793
	$ 347,893

Participant Contributions: Participant contributions are made on a before-tax or a Roth 401(k) after-tax basis. Participants may elect to contribute from 1% to 50% of their compensation through before-tax or Roth 401(k) after-tax contributions, subject to Plan limits and the dollar deferral and non-discrimination limitations as prescribed by the Internal Revenue Code. In 2025 and 2024, these contributions could not exceed $23,500 and $23,000, respectively. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. In both 2025 and 2024, catch-up contributions could not exceed $7,500. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

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Note 1 – Plan Description (continued)

Employer Contributions: Effective January 1, 2013, the Company amended the Plan to make it a "Safe Harbor" 401(k) Plan. Accordingly, the Company makes a contribution equal to 100% of the first 6% of base compensation that a participant contributes to the Plan on either a before-tax basis or a Roth 401(k) after-tax basis ("Safe Harbor Matching Contributions"). Safe Harbor Matching Contributions are added to a participant's account each time a participant makes a contribution into the Plan.

During May 2020, the Company suspended Safe Harbor Matching Contributions for payroll periods beginning after May 18, 2020.

Effective November 1, 2020, the Company amended the Plan to make a contribution to the Plan on behalf of each Participant who made salary savings contributions during November 2020 and December 2020, in an amount equal to 100% of the first 6% of the Participant's compensation contributed by a Participant as the Participant's salary savings contribution ("Matching Contribution"). At the end of the 2020 Plan year, the Company shall make an additional contribution, if necessary, equal to the amount of the difference, if any, between (i) the amounts allocated to the Participant as Safe Harbor Matching Contributions prior to payroll periods beginning after May 18, 2020 plus the Matching Contribution allocated to the Participant for November 2020 and December 2020 discussed above and (ii) 100% of the Participant's salary savings contribution up to 6% of compensation for the Plan year.

Effective January 1, 2021, the Company reinstated the Safe Harbor Matching Contributions.

In addition, effective January 1, 2013, the Company amended the Plan to add Company profit-sharing contributions ("Company Retirement Contributions"). Accordingly, effective January 1, 2013, the Company contributes 1.50% of an eligible participant's compensation (or such other amount as may be determined by the Board of Directors in its discretion) to a participant's account on an annual basis, following the end of each calendar year. During May 2020, the Company suspended Company Retirement Contributions for the Plan year ended December 31, 2020.

Effective for the Plan year ended December 31, 2021, the Company Retirement Contribution was equal to 1% of an eligible participant's compensation.

Effective January 1, 2022, the amount of the Company Retirement Contribution shall be equal to a percentage of an eligible participant's compensation based on Years of Service, as defined, as follows:

Years of Service Completed	Company Retirement Contribution
Less than 4	1.00%
4 but less than 7	1.50%
7 or more	2.00%

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Note 1 – Plan Description (continued)

Effective January 1, 2023, in order to be eligible to receive Company Retirement Contributions for a Plan Year, a participant must be employed by the Company on that last day of such Plan Year; provided, however, that a participant hired prior to October 13, 2023 shall not be required to be employed on December 31, 2023 to receive the 2023 Company Retirement Contribution, if any.

Effective January 1, 2024 the amount of the Company Retirement Contribution, if any, for a Plan Year shall be determined by the Board of Directors in its sole discretion.

The Company did not make Company Retirement Contributions for the Plan years ended December 31, 2025 and 2024.

Participants' Accounts: Each participant's account is credited with the participant's salary savings contributions and Company matching contributions, as well as allocations of Company Retirement Contributions and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are always 100% vested in their before-tax and Roth 401(k) after-tax contributions, any rollover amounts, the Safe Harbor Matching Contributions, and any investment earnings on those contributions.

Once a participant has completed five years of service with the Company, the participant will also be fully vested in the value of the Participant's Company matching contributions made prior to January 1, 2013, prior profit sharing contributions, and their earnings. A participant receives credit for one year of service for every plan year in which the participant completes at least 1,000 hours of service.

If a participant has less than five years of service, the participant may be partially vested in the value of any Company contributions and their earnings according to the following schedule:

Years of Service	Vested % of Pre-2013 Company Matching Contributions
Less than 1 year	0%
1 but less than 2	20%
2 but less than 3	40%
3 but less than 4	60%
4 but less than 5	80%
5 or more	100%

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Note 1 – Plan Description (continued)

Effective January 1, 2022, upon termination of participation in the Plan for any reason other than death, Disability, or Normal Retirement, a participant shall be vested in a percentage of the participant's Company Retirement Contribution Account, such vested percentage to be determined based on Years of Vesting Service, as defined, credited to the participant at the time of termination of participation, as follows:

Years of Vesting Service Completed	Vested % of Company Retirement Plan Contributions
Less than 1	0%
1 but less than 2	20%
2 but less than 3	40%
3 or more	100%

Effective January 1, 2023, upon termination of participation in the Plan for any reason other than death, Disability, or Normal Retirement, a participant hired on or after October 13, 2023 shall be vested in a percentage of the participant's Company Retirement Contribution Account, such vested percentage to be determined based on Years of Vesting Service, as defined, credited to the participant at the time of termination of participation, as follows:

Years of Vesting Service Completed	Vested % of Company Retirement Plan Contributions
Less than 3	0%
3 or more	100%

Participants who terminated prior to January 1, 2022 are unaffected by the changes made subsequent to December 31, 2021. Company Retirement Contributions for all prior years are subject to the original service and vesting rules.

Upon termination of employment, the non-vested portion, if any, of a participant's Company matching contribution account shall be forfeited as the employee takes distribution of the vested portion. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company Retirement Contributions or to offset administrative expenses. At December 31, 2025 and 2024, there were $424,314 and $222,500, respectively, of forfeitures available to reduce future employer contributions or to offset administrative expenses.

Payment of Benefits: On termination of service due to death, disability, retirement, or other reasons, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or installment distributions.

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Note 1 – Plan Description (continued)

Notes Receivable From Participants: Participants may borrow from their accounts a minimum of $500 up to a maximum of $50,000 or 50% of their vested account balance, whichever is less. The term of the loans ranges from one to five years. However, if the loan is used to acquire a principal residence, the payment term can be 15 years. The loans are secured by the balance in the participant's account and bear interest at the prevailing market interest rates. Principal and interest are paid through payroll deductions.

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

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

Note 2 – Summary of Accounting Policies

Basis of Accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

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Note 2 – Summary of Accounting Policies (continued)

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodian. See Note 3 for discussion of fair value measurements.

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

Contributions: Contributions from Plan participants and the matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 and 2024. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits: Benefits are recorded when paid.

Administrative Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

Note 3 – Fair Value Measurements

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

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

DRAFT

Note 3 – Fair Value Measurements (continued)

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

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

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

Common/collective trusts: Valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Commingled funds: Valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily.

DRAFT

Note 3 – Fair Value Measurements (continued)

Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

	Assets at Fair Value as of December 31, 2025			
	Level 1	*Level 2*	*Level 3*	*Total*
Mutual funds	$ 339,495,881	$ -	$ -	$ 339,495,881
Self-managed account	6,425,276	-	-	6,425,276
Total assets in the fair value hierarchy	$ 345,921,157	$ -	$ -	345,921,157
Investments measured at net asset value				222,509,548
Investments at fair value				$ 568,430,705

DRAFT

Note 3 – Fair Value Measurements (continued)

	Assets at Fair Value as of December 31, 2024			
	Level 1	*Level 2*	*Level 3*	*Total*
Mutual funds	$ 374,101,768	$ -	$ -	$ 374,101,768
Self-managed account	5,408,391	-	-	5,408,391
Total assets in the fair value hierarchy	$ 379,510,159	$ -	$ -	379,510,159
Investments measured at net asset value				143,434,027
Invesments at fair value				$ 522,944,186

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Note 3 – Fair Value Measurements (continued)

Fair Value of Investments in Entities that Use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2025 and 2024, respectively:

Investment	*Fair Value December 31, 2025*	*Fair Value December 31, 2024*	*Unfunded Commitments*	*Redemption Frequency (if currently eligible)*	*Redemption Notice Period*
Common collective trusts - Balanced/ asset allocation	$188,388,253	$ -	n/a	Daily	Daily
Commingled funds - RiverSource Stable Capital Fund I	$ 8,530,324	$ 9,134,345	n/a	Daily	Daily
Commingled funds - Wells Fargo Stable Return Fund	$ 8,530,324	$ 9,134,345	n/a	Daily	Daily
Commingled funds - New York Life Insurance Company	$ 8,530,324	$ 9,134,345	n/a	Daily	Daily
Commingled funds - Putnam Stable Value Fund	$ 8,530,323	$ 9,134,345	n/a	Daily	Daily
Commingled funds - BNY Mellon U.S. Stock Index Fund	$ -	$ 78,307,326	n/a	Daily	Daily
Commingled funds - BNY Mellon U.S. Small Cap Index	$ -	$ 4,338,938	n/a	Daily	Daily
Commingled funds - BNY Mellon U.S. Mid Cap Index	$ -	$ 24,250,383	n/a	Daily	Daily

DRAFT

Note 4 – Investments and Information Certified by the Plan's Trustee

Management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, plan management instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Voya Institutional Trust Company, the trustee of the Plan, as complete and accurate, except for comparing such information certified by the trustee with information included in the Plan's financial statements and supplemental schedule:

Investments held and participant loans receivable certified by the trustee:

	As of December 31,	
	2025	*2024*
Investments	$ 568,430,705	$ 522,944,186
Participant loans receivable	5,639,637	5,967,121

Investment income and interest on participant loans certified by the trustee:

	For the Year Ended December 31,	
	2025	*2024*
Net appreciation in fair value of investments	$ 68,288,623	$ 51,897,679
Interest and dividend income	8,921,168	13,056,709
Interest on participant loans	432,287	392,880

The following presents select investments, with approximate percentage of the Plan's net assets, as of December 31, 2025 and 2024.

	December 31,			
	2025		*2024*	
Fidelity 500 Index Fund	$ 84,843,889	15%	$ -	-
American Funds The Bond Fund of America Class R6	50,836,024	9%	-	-
BNY Mellon U.S. Stock Index Fund	-	-	78,307,326	15%
American Funds Bond Fund of America Class A	-	-	49,448,404	9%

During the years ended December 31, 2025 and 2024, the Plan's investments (including gains and losses bought and sold, as well as held during the year), appreciated in value by $68,288,623 and $51,897,679, respectively.

DRAFT

Note 5 – Interest in Hunter Douglas Master Trust

A portion of the Plan's investments are in the Hunter Douglas Master Trust, which was established for the investment of assets of the Plan and the 3 Day Blinds 401(k) Savings Plan. Each participating retirement plan has an undivided interest in the Hunter Douglas Master Trust. The assets of the Hunter Douglas Master Trust are held by Voya Institutional Trust Company, the trustee as defined by the Hunter Douglas Master Trust.

The value of the Plan's interest in the Hunter Douglas Master Trust is based on the beginning of year value of the Plan's interest in the trust plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses. At December 31, 2025, the Plan's interest in the net assets of the Hunter Douglas Master Trust was approximately XX%. Total investment income (including net appreciation in the fair value of investments) of the Hunter Douglas Master Trust is allocated to the individual Plans based upon the amount of time the plan's assets were invested in the master trust.

The following table presents the investments of the Hunter Douglas Master Trust as of December 31, 2025.

	Hunter Douglas Master Trust Balances	Plan's Interest in Hunter Douglas Master Trust Balances
Assets		
Mutual funds	$ -	$ 339,495,881
Common collective trust	-	188,388,253
Commingled funds	-	34,121,295
Self-managed account	-	6,425,276
Total investments at fair value (see Note 3)	-	568,430,705
Total assets	-	574,070,342
Net assets available for benefits	$ -	$ 574,070,342

The following are net appreciation (depreciation) in the fair value of investments and investment income for the Hunter Douglas Master Trust for the year ended December 31, 2025.

Net appreciation (depreciation) in fair value of investments	$ -
Interest and dividends	-

DRAFT

Note 5 – Interest in Hunter Douglas Master Trust (continued)

Refer to Note 3 for a description of the valuation methodologies used.

The following table sets forth by level, within the fair value hierarchy, the assets at fair value of the Hunter Douglas Master Trust as of December 31, 2025.

	Level 1	*Level 2*	*Level 3*	*Total*
Mutual funds	$ -	$ -	$ -	$ -
Self-managed account	-	-	-	-
Total assets in the fair value hierarchy	$ -	$ -	$ -	-
Investments measured at net asset value				-
Total assets, at fair value				$ -

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

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

Note 6 – Related-Party Transactions and Party-In-Interest Transactions

Management believes that fees paid during the year for administrative, recordkeeping, and managerial services rendered by Voya Institutional Trust Company, the trustee as defined by the Plan, and Voya Institutional Plan Services, LLC, the recordkeeper as defined by the Plan, as well as Morgan Stanley, an advisor to the Plan, were based on customary and reasonable rates for such services. Therefore, these transactions qualify as exempt party-in-interest transactions. Notes receivable from participants are also considered exempt party-in-interest transactions.

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Note 7 – Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in the company contribution portion of their account.

Note 8 – Income Tax Status

The Plan obtained its latest determination letter on March 12, 2018, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified and the related trust is tax-exempt.

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

Note 9 – Risks and Uncertainties

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

Note 10 – Other Income – Revenue Sharing

During 2025 and 2024, the Plan received $459,487 and $549,590, respectively, from Voya Institutional Trust Company to offset Plan administrative expenses.

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Note 11 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2025 and 2024 to Form 5500:

	2025	2024
Net assets available for benefits per the financial statements	$ 574,070,342	$ 529,764,292
Less: Deemed distributions of participant loans	(34,537)	(38,980)
Less: Participant contributions receivable	-	(469,008)
Less: Employer contributions receivable	-	(383,977)
Net assets available for benefits per the Form 5500	$ 574,035,805	$ 528,872,327

The following is a reconciliation of the net increase in net assets available for benefits before transfers per the financial statements for the year ended December 31, 2025 to Form 5500:

Net increase in net assets available for benefits before transfers per the financial statements	$ 44,306,050
Less: Deemed loans at end of year	(34,537)
Add: Participant contributions receivable at beginning of year	469,008
Add: Employer contributions receivable at beginning of year	383,977
Add: Deemed loans at beginning of year	38,980
Net increase in net assets available for benefits before transfers per the Form 5500	$ 45,163,478

Note 12 – Subsequent Events

The Plan has evaluated subsequent events through October xx, 2026, the date the financial statements were available to be issued.

DRAFT

Hunter Douglas Inc. Employee Savings 401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held At End of Year)
December 31, 2025

Plan sponsor's employer identification number: 13-2614416
Plan number: 004

(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
	Fidelity 500 Index Fund	Mutual funds	**	$ 84,843,889
	American Funds The Bond Fund of America Class R6	Mutual funds	**	50,836,024
	AB US Large Cap Growth W Series	Mutual funds	**	45,190,698
	International Index Fund	Mutual funds	**	44,639,388
	Vanguard Target Retirement 2035 Trust II	Common collective trust	**	35,233,379
	American Funds Investment Company of America Class R6	Mutual funds	**	33,990,028
	Vanguard Target Retirement 2030 Trust II	Common collective trust	**	30,599,314
	Vanguard Target Retirement 2040 Trust II	Common collective trust	**	28,871,393
	Fidelity Mid Cap Index Fund	Mutual funds	**	24,584,028
	Vanguard Target Retirement 2045 Trust II	Common collective trust	**	21,043,869
	Vanguard Target Retirement 2050 Trust II	Common collective trust	**	18,216,802
	Vanguard Target Retirement 2025 Trust II	Common collective trust	**	15,780,509
	Vanguard Target Retirement 2055 Trust II	Common collective trust	**	11,700,488
	Vanguard Treasury Money Market Fund	Mutual funds	**	11,322,131
	Janus Henderson Enterprise Collective Fund Class MS	Mutual funds	**	11,041,261
	Avantis International Equity Fund	Mutual funds	**	8,625,965
	RiverSource Stable Capital Fund	Commingled funds	**	8,530,324
	Wells Fargo Stable Return Fund	Commingled funds	**	8,530,324
	New York Life Insurance Company Anchor Account	Commingled funds	**	8,530,324
	Putnam Stable Value Fund	Commingled funds	**	8,530,323
	Putnam Large Cap Value Trust II Class MSG	Common collective trust	**	7,486,447
	American Century Small Cap Growth Fund R6 Class	Mutual funds	**	7,223,744
	Self-Managed Account	Other	**	6,425,276
	Vanguard Target Retirement 2020 Trust II	Common collective trust	**	6,222,261
	Vanguard Target Retirement 2060 Trust II	Common collective trust	**	5,876,393
	Victory Sycamore Established Value Fund Class R6	Mutual funds	**	5,271,007
	Vanguard Target Retirement Income and Growth Trust II	Common collective trust	**	5,163,865
	Fidelity Small Cap Index Fund	Mutual funds	**	4,779,124
	Invesco Small Cap Value Fund Class R6	Mutual funds	**	4,631,824
	Cohen & Steers Institutional Realty Shares	Mutual funds	**	2,516,770
	Vanguard Target Retirement 2065 Trust II	Common collective trust	**	2,045,331
	Vanguard Target Retirement 2070 Trust II	Common collective trust	**	148,202
	Total participant-directed investments at fair value			568,430,705
*	Participant loans	Interest rates, 3.25% to 8.50%, various maturities	-0-	5,605,100
		Total		$ 574,035,805

* Party-in-interest.
** Cost omitted for participant-directed investments.

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See independent auditor's report.