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
LIBBEY SALARIED CASH BALANCE PENSION PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 06/24/1993

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)
LIBBEY GLASS LLC

300 MADISON AVENUE
PO BOX 10060
TOLEDO, OH 43699-0060

2b Employer Identification Number (EIN) 22-2784107

2c Plan Sponsor's telephone number 419-325-2100

2d Business code (see instructions) 327210

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2026	JENNIFER W MOLNAR
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2026	MICHAEL LINDSEY
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

LIBBEY EMPLOYEE BENEFITS COMMITTEE

300 MADISON AVENUE
PO BOX 10060
TOLEDO, OH 43699-0060

3b Administrator's EIN
22-2784107

3c Administrator's telephone number
419-325-2100

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

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	981
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)**	107
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	87
b	Retired or separated participants receiving benefits	**6b**	412
c	Other retired or separated participants entitled to future benefits	**6c**	294
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	793
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	135
f	Total. Add lines **6d** and **6e**.	**6f**	928
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A 1C 1I

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

9a Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
LIBBEY SALARIED CASH BALANCE PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
LIBBEY GLASS LLC

D Employer Identification Number (EIN)
22-2784107

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

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

Part I Basic Information

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

2 Assets:

a Market value	**2a**	55578998
b Actuarial value	**2b**	58079327

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	547	26366740	26366740
b For terminated vested participants	327	15074412	15074412
c For active participants	107	6177546	6357630
d Total	981	47618698	47798782

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

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

5 Effective interest rate	**5**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	261235
c Target normal cost	**6c**	261235

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

07/09/2026
Date

ANDREW E. DUNN
Type or print name of actuary

26-07908
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

216-937-4000
Telephone number (including area code)

1001 LAKESIDE AVENUE
SUITE 1500
CLEVELAND, OH 44114-1172
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 1.07 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	121.50 %
15	Adjusted funding target attainment percentage	15	121.50 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	129.19 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

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

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

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	261235
b Excess assets, if applicable, but not greater than line 31a	**31b**	261235

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

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

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

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

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

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

SCHEDULE 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
LIBBEY SALARIED CASH BALANCE PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
LIBBEY GLASS LLC

D Employer Identification Number (EIN)
22-2784107

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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(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)

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	106124	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

LEGAL & GENERAL INVT MGMT AMERICA

20-8058531

(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?
28 51	NONE	43310	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	36581	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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)

CLEARSTED ADVISORS, LLC

34-1597728

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	OCIO	33780	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
LIBBEY SALARIED CASH BALANCE PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
LIBBEY GLASS LLC

D Employer Identification Number (EIN)
22-2784107

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: NORTHERN TRUST COLLECTIVE GOVT STIF

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-6138589-068	C	2713663

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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
LIBBEY SALARIED CASH BALANCE PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
LIBBEY GLASS LLC

D Employer Identification Number (EIN)
22-2784107

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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1657272	610514
(2) U.S. Government securities	1c(2)	51630315	51813890
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	2291411	2713663
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(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	55578998	55138067
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	55578998	55138067

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	985	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)	2370930	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		2371915
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	5008282	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	5085132	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		-76850
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	1794116	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		1794116

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		121842
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		4211023
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4318957	
(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)		4318957
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	76975	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	77090	
(6) Bank or trust company trustee/custodial fees	2i(6)	36581	
(7) Actuarial fees	2i(7)	29149	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	113202	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		332997
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		4651954
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-440931
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: CLIFTONLARSONALLEN LLP **(2)** EIN: 41-0746749

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 580174.

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
LIBBEY SALARIED CASH BALANCE PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
LIBBEY GLASS LLC

D Employer Identification Number (EIN)
22-2784107

Part I Distributions

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

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

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

EIN(s): 04-1867445

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 | 21

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_____.

COLLABORATORS | COACHES | ADVOCATES | MENTORS
FRIENDS | VOLUNTEERS | REGULARS | DINERS | VISITORS
CPAs | CONSULTANTS | WEALTH ADVISORS | *NEIGHBORS*
COLLABORATORS | COACHES | ADVOCATES | MENTORS |
CONNOISSEURS | CUSTOMERS | TEACHERS |
| VOLUNTEERS |

FINANCIAL STATEMENTS

Libbey Salaried Cash Balance Pension Plan
Years Ended December 31, 2025 and 2024
Independent Auditors' Report and Supplemental Schedules

Employer Identification Number (EIN): 22-2784107
Plan Number: 003

Right there with you

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Libbey Salaried Cash Balance Pension Plan

Financial Statements

Years Ended December 31, 2025 and 2024

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INDEPENDENT AUDITORS' REPORT

Plan Administrator
Libbey Salaried Cash Balance Pension Plan
Toledo, Ohio

Report on the Audit of the Financial Statements

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

We have performed audits of the financial statements of Libbey Salaried Cash Balance Pension Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 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 Libbey Salaried Cash Balance Pension Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's 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 qualified institutions as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion on the Financial Statements

In our opinion, based on our audits and on the procedures performed as described in the Auditors' 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 on the Financial Statements

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Libbey Salaried Cash Balance Pension Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' 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 auditors' 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 Libbey Salaried Cash Balance Pension Plan's internal control. Accordingly, no such opinion is expressed.

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

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

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

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

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) and schedule of reportable transactions as of or for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the 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 GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

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

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Maumee, Ohio
October 12, 2026

Libbey Salaried Cash Balance Pension Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2025	2024
Assets		
Investment in Master Trust, at fair value *(Note 5)*	$ 55,138,067	$ 55,578,998
Net assets available for benefits	$ 55,138,067	$ 55,578,998

See accompanying notes to financial statements.

Libbey Salaried Cash Balance Pension Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31,	
	2025	2024
Net investment gain from Master Trust *(Note 5)*	$ 4,211,023	$ 691,826
Administrative expenses	(332,997)	(368,495)
	3,878,026	323,331
Benefits paid to participants	(4,318,957)	(4,655,002)
Net decrease	(440,931)	(4,331,671)
Net assets available for benefits:		
Beginning of year	55,578,998	59,910,669
End of year	$ 55,138,067	$ 55,578,998

See accompanying notes to financial statements.

Libbey Salaried Cash Balance Pension Plan

Notes to Financial Statements

December 31, 2025 and 2024

1. Description of the Plan

The following description of the Libbey Salaried Cash Balance Pension Plan (the Plan) is provided for general information purposes only. Participants should refer to the summary plan description or plan document for more complete information about the Plan, including the vesting and benefit provisions and the benefit guarantee of the Pension Benefit Guarantee Corporation (PBGC). Copies of these documents are available at the corporate office of Libbey Glass LLC (the Company, Plan Sponsor, and Plan Administrator).

General

The Plan is a cash balance defined benefit plan established to provide normal and early retirement, termination, and death benefits to salaried employees. Effective January 1, 2006, the Plan was amended to restrict enrollment to new employees. Effective January 1, 2013, the Plan ceased annual company contribution credits to the cash balance accounts. Interest credits continue to accrue. Effective December 31, 2015, the Company merged two other Company defined benefit plans into the Plan to reduce administrative costs. In connection with the merger, the Plan assumed the obligation to pay benefits to the former participants of the two Syracuse China Company merged plans. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

The Employee Benefits Committee of Libbey Glass LLC (the Committee) is responsible for the general administration of the Plan. The Committee is comprised of several employees of the Company and reports to the Board of Directors of the Company. Effective September 28, 2023, the Plan entered into an agreement with The Northern Trust Company (Northern Trust) to serve as trustee of the Plan. As of December 31, 2024, certain Plan assets were held by State Street in transition to Northern Trust. No Plan assets were held by State Street as of December 31, 2025.

Benefits

Benefits are calculated based on whether the participant was originally in one of the salaried cash balance pension plans or the union pension plan.

Salaried Cash Balance Pension Plans

Salaried cash balance pension plan participants accrue benefits in a defined notional cash balance account. Interest is credited to participant cash balance accounts based on the beginning of the year balances. The annual interest crediting rate is based on the 30-year U.S. Treasury Securities rate for the month of October immediately preceding the plan year. The Plan has a minimum interest crediting rate of 5% and a maximum crediting rate of 10%. Participant cash balance accounts were also credited on an annual basis with a percentage of their eligible earnings, with the percentage determined based on age and service, as defined by the Plan, until January 1, 2013 (for original Libbey Inc. salaried participants) or April 9, 2009 (for original Syracuse China Company salaried participants).

A participant is entitled to pension benefits beginning at normal retirement age (65) primarily based upon levels of compensation and years of service under the Plan. Benefits are paid at the option of the participant in the form of a lump sum or recurring payments. Accrued benefits become vested after completion of three years of credited service or the attainment of normal retirement age. Benefits are payable beginning at normal retirement age or in reduced amounts upon early retirement. Participants 55 years of age or older with five or more years of credited service are entitled to early retirement benefits. Retirement benefits are based on the immediate cash balance account
determined as of the participant's pension starting date. Benefits are also payable upon disability or death.

Union Pension Plan

Participants of the legacy Syracuse China Company Union Pension Plan, a traditional defined benefit plan, accrue benefits based on credited service times a per month amount specified in the collective bargaining agreement. These participants are entitled to pension benefits beginning at normal retirement age (65) based on a benefit formula amount stipulated by union class in the applicable union contract multiplied by the participant's years of credited service under the Plan. Benefits are paid to the participant in the form of a recurring payment. Accrued benefits become vested after completion of five years of credited service or the attainment of normal retirement age. Benefits are payable beginning at normal retirement age or in reduced amounts upon early retirement and the completion of 15 years of credited service. Benefits are also payable upon disability or death.

Funding

The Company contributes such amounts as are necessary to provide assets sufficient to meet the benefits to be paid to participants and satisfy the ERISA minimum funding requirements. The Plan has met the ERISA minimum funding requirements for 2025 and 2024.

Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder, and the Plan document.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit.

Whether all participants receive their benefits, should the Plan be terminated at some future time, will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

2. Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Most significantly, estimates are used in determining the actuarial present value of accumulated plan benefits and in determining the fair value of investments (see Notes 3 and 4 for further details). Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's assets are stated at fair value and are included in the Libbey Master Retirement Trust (the Master Trust) along with the assets of another pension plan of the Company. Prior to approval by the Committee in June 2022, each participating plan was allocated an undivided interest in the Master Trust. Effective June 2022, the Committee approved a change to the Plan's investment policy, in which the Plan was allocated a specific interest to the Master Trust's investments. The Master Trust remaining assets are allocated among both plans by assigning to each plan those transactions (primarily contributions, benefit payments, and plan-specific expenses) that can be specifically identified and by allocating among both plans, in proportion to each plan's beneficial interest in the Master Trust, income and expenses resulting from the collective investment of the assets of the Master Trust. As of December 31, 2024, the Master Trust held an investment in the Harbor Capital Group Trust for Defined Benefit Plans (the Group Trust). There was no Group Trust for 2025. The Group Trust was under a separate trust agreement, along with the assets of other third-party pension plans. Fair value is defined as 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 (i.e., an exit price). See Note 3 for further details.

The Master Trust also holds a mix of primarily fixed income securities with the goal of mirroring the characteristics of the pension liabilities as much as possible to mitigate risk, as well as a modest allocation to short-term investments with the goal of ensuring sufficient liquidity will be available to meet expected cash flow requirements. Due to the change in the investment strategy, the Plan sold the hedge fund assets in 2024 with a minimal balance remaining for potential audit holdback costs, fees and adjustments.

The Committee is responsible for determining the Plan's valuation policies and analyzing information provided by the investment custodians and issuers that is used to determine the fair value of the Plan's investments. In addition, the Committee determines guidelines for the long-term asset allocation of the Master Trust while considering diversification and pension plan liability structure. The diversified asset allocation is intended to maintain an appropriate balance of risk and return.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. 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.

Payment of Benefits

Benefits are recorded when paid.

3. Fair Value of Investments

The Plan's investment valuation policy is to state the investments at fair value. Valuation techniques and inputs used to measure fair value are as follows:

Short-term investments - valued using net asset value (NAV) as a practical expedient.

Group Trust - valued at the unit prices established by the trustee, also referred to as NAV as a practical expedient. The underlying securities in the Group Trust include equity securities and debt securities/fixed income investments.

Debt securities/Fixed income investments - valued on a basis of valuations furnished by a trustee-approved pricing service, which determines valuations for normal institutional-size trading units of such securities which are generally recognized at fair value as determined in good faith by the trustee.

Fixed income futures - valued at the last reported readily available sales price of the contracts on their principal exchange on the valuation date or official close for certain markets.

Hedge funds - valued primarily using NAV by applying estimated month-end NAV and performance numbers provided by the fund administrator.

The following table summarizes the fair values and applicable fair value hierarchy levels of our Master Trust assets as of December 31:

	December 31, 2025			
	Level 1	**Level 2**	**Level 3**	**Total**
Fixed income futures - asset	$ (18,308,258)	$ —	$ —	$ (18,308,258)
Fixed income futures - liability	18,308,258	—	—	18,308,258
Debt securities	—	83,746,641	—	83,746,641
	$ —	$ 83,746,641	$ —	$ 83,746,641
Short-term investments*				5,840,315
Collective investment trust*				165,175,833
				$ 254,762,789

	December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Fixed income futures - asset	$ (20,578,148)	$ —	—	$ (20,578,148)
Fixed income futures - liability	20,578,148	—	—	20,578,148
Debt securities	—	98,725,957	—	98,725,957
	$ —	$ 98,725,957	$ —	$ 98,725,957
Hedge funds*				487,396
Investment in Group Trust*				395,728
Short-term investments*				4,691,211
Collective investment trust*				153,886,880
				$ 258,187,172

*measured at NAV as a practical expedient

Investments measured at NAV as a practical expedient for fair value have been excluded from the fair value hierarchy, in accordance with U.S. GAAP.

The following table summarizes investments for which fair value is measured using the net asset per share practical expedient as of December 31:

Investment Type	Fair Value 2025	Fair Value 2024	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Hedge funds	$ —	$ 487,396	$ —	Quarterly	90 Days
Investment in Group Trust	$ —	$ 395,728	$ —	60 Days	60 Days
Short-term investments	$ 5,840,315	$ 4,691,211	$ —	Daily	Daily
Collective investment trust	$165,175,833	$153,886,880	$ —	Daily	Daily

See Note 5 for further information as to the Plan's interest in the Master Trust and the Group Trust.

4. Accumulated Plan Benefits

Accumulated plan benefits are those estimated future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions for service rendered by the employees at the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated vested employees or their beneficiaries and (b) present employees or their beneficiaries.

The Plan's actuary estimates the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of benefit payments (by means of decrements for such factors as death, withdrawal, or early retirement) between the valuation date and the expected date of payment.

The significant assumptions underlying the actuarial valuation as of December 31, 2024 and 2023 are:

Assumed rate of return	2024 – 5.25% annually 2023 – 5.50% annually
Mortality basis	2024 – Pri-2012 Sex Distinct Mortality Table (with white collar adjustments and generational projection scale MP 2021) 2023 – Pri-2012 Sex Distinct Mortality Table (with white collar adjustments and generational projection scale MP 2021)
Retirement age	Based on company experience varying from ages 55 to 70
Actuarial cost method	Unit credit

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

The accumulated plan benefit information as of December 31, 2024 is as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving benefits	$ 27,643,820
Other participants	22,385,776
Non-vested benefits	132,969
Total	$ 50,162,565

The non-vested benefits above are attributable to early retirement subsidies for active participants who are assumed to retire early with subsidized retirement benefits.
Changes in the present value of accumulated plan benefits are as follows:

Actuarial present value of accumulated plan benefits as of December 31, 2023	$	51,199,611
Net decrease attributable to:		
Actuarial gains		(52,861)
Interest due to decrease in the discount period		2,689,679
Benefits paid		(4,655,002)
Assumption changes		981,138
Net decrease		(1,037,046)
Actuarial present value of accumulated plan benefits as of December 31, 2024	$	50,162,565

The computations of the actuarial present value of accumulated benefits were made as of January 1, 2025 and 2024. Had the valuations been performed as of December 31, there would be no material differences.

5. Investment in Master Trust - Information Certified by Trustee

The Northern Trust Company, the qualified institution of the Plan, has supplied the Plan Administrator with certifications as to the completeness and accuracy of investment information reflected in the accompanying statements of net assets available for benefits as of December 31, 2025 and 2024 and the statements of changes in net assets available for benefits for the years then ended. In addition, State Street Bank and Trust Company supplied the Plan Administrator with a certification as to the completeness and accuracy of certain investment information reflected in the accompanying statement of net assets available for benefits as of December 31, 2024 and the statement of changes in net assets available for benefits for the year then ended. At December 31, 2025 and 2024, the Plan's interest in the net assets of the Master Trust were approximately 21.6% and 21.5%, respectively.

The following table presents the fair value of the investments for the Master Trust at December 31:

		2025		2024
Master Trust:				
Short-term investments	$	5,840,315	$	4,691,211
Hedge funds*		—		487,396
Debt Securities		248,922,474		252,612,837
Fixed income futures – asset		(18,308,258)		(20,578,148)
Fixed income futures – liability		18,308,258		20,578,148
Group Trust		—		395,728
Total	$	254,762,789	$	258,187,172
Plan's value of interest in the Master Trust:				
Short-term investments	$	2,721,822	$	2,307,816
Debt Securities		52,416,245		53,256,253
Fixed income futures – asset		(2,722,774)		(3,150,836)
Fixed income futures – liability		2,722,774		3,150,836
Group Trust		—		14,929
Total	$	55,138,067	$	55,578,998

* Northern Trust's and State Street's certifications do not apply to these assets.

Investment gain from the Master Trust is as follows for the years ended December 31:

	2025	2024
Net appreciation (depreciation) in fair value of investments*	$ 13,997,400	$ (2,985,984)
Interest and other income*	3,793,458	6,178,593
Net investment gain in the Master Trust	$ 17,790,858	$ 3,192,609
Plan's share of net appreciation (depreciation) from the Master Trust*	$ 1,839,108	$ (1,690,895)
Plan's share of interest and other income from the Master Trust*	2,371,915	2,382,721
Plan's share of net investment gain from the Master Trust	$ 4,211,023	$ 691,826

* Information was certified as complete and accurate by Northern Trust and State Street and is unaudited with the exception of net appreciation and interest and other income related to the hedge funds, which was immaterial.

See Note 3 for further information on the fair value measurements of the Plan's investments which is also unaudited except for information related to hedge funds.

Administrative expenses of the Master Trust are as follows for the years ended December 31:

	2025	2024
Administrative expenses of the Master Trust	$ (1,258,328)	$ (1,371,383)
Plan's share of administrative expenses from the Master Trust	$ (332,997)	$ (368,495)

6. Derivatives

Through its investment in the Master Trust, the Plan uses derivative instruments to hedge market risk, gain market exposure, and advance the overall objectives of the Master Trust and its investment strategies. Derivatives are utilized by external investment managers retained by the Master Trust and in protective overlay strategies designed to achieve investment objectives.

The Master Trust is party to certain call (put) option agreements, which are designed to manage exposures to foreign exchange and interest rate risks. The interest rate and foreign currency instruments are used for the purpose of hedging changes in the fair value of assets that result from interest rate changes and currency fluctuations or as an efficient substitute for traditional securities.

Derivatives are recorded in the Plan's investment in the Master Trust on the Plan's financial statements. The following are the estimated fair value of call (put) option agreements held in the Master Trust at December 31, 2025 and 2024 shown at the gross amounts:

	2025		2024	
	Gross Asset	Gross Liability	Gross Asset	Gross Liability
Fixed income futures	$ (18,308,258)	$ 18,308,258	$ (20,578,148)	$ 20,578,148
Total	$ (18,308,258)	$ 18,308,258	$ (20,578,148)	$ 20,578,148

The notional amount represents the contract amount, not the amount at risk. The following table presents the notional amounts of derivative instruments at December 31:

	2025	2024
Fixed income futures	$ (17,200,000)	$ (19,600,000)
Total	$ (17,200,000)	$ (19,600,000)

Any gains or losses recognized on derivatives are recognized in current year investment income. For the years ended December 31, 2025 and 2024, respectively, the amount of loss recognized as master trust investment income in the statement of changes in net assets available for benefits attributable to derivative instruments was $272,481 and $815,192.

7. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated February 4, 2014, stating that the Plan is qualified under applicable sections of the Internal Revenue Code (the Code) and, therefore, the related trust is tax-exempt. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan Administrator believes the Plan operates in compliance with the applicable requirements of the Code and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP requires plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

8. Transactions with Parties in Interest

Certain of the Plan’s assets are invested in funds managed by the primary investment manager of the Plan’s assets. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA.

9. Risks and Uncertainties

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

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

10. Administrative Expenses

The Plan incurs administrative expenses directly related to the Plan, which consist primarily of PBGC fees, actuarial fees, investment consulting, and system administration, including expenses related to the Master Trust which are allocated to the Plan. Expenses relating to purchases, sales, or transfers of the Plan's investments are charged to the particular investment fund to which the expenses relate and are reflected in the net investment gain from Master Trust. All other administrative expenses are paid by the Company on behalf of the Plan. See Note 5 for the administrative expenses incurred by the Master Trust and the Plan's share of these administrative expenses.

11. Reconciliation of Financial Statements to Form 5500

The Master Trust does not file a Form 5500 as a direct filing entity. Accordingly, the underlying assets of the Master Trust held as of December 31, 2025 directly attributable to the Plan have been reported on Schedule H, Line 4i and reportable transactions for the year ended December 31, 2025 have been reported on Schedule H, Line 4j.

12. Subsequent Events

In preparing these financial statements, the Plan has evaluated events and transactions for potential recognition or disclosure though October 12, 2026, the date the financial statements were available to be issued.

Libbey Salaried Cash Balance Pension Plan

EIN 22-2784107 Plan #003

Schedule H, Line 4i — Schedule of Assets
(Held at End of Year)

December 31, 2025

Identity of Issuer, Borrower, Lessor or Similar Party and Description of Investment	Cost	Current Value
Corporate bonds:		
ANHEUSER-BUSCH INBEV FIN INC 4.7% 02-01-2036	$504,923	$565,410
TORONTO-DOMINION BANK TRANCHE # TR 00572VAR DTD 3.2% 03-10-2032	239,853	279,965
TOTALENERGIES CAP 5.425% 09-10-2064	124,448	112,706
AERCAP IRELAND CAP/GLOBA 3.85% DUE 10-29-2041 BEO	212,304	221,220
PVTPL GRUPO BIMBO SAB DE CV SR NT 144A 4% DUE 09-06-2049/09-06-2019 BEO	71,232	76,776
B A T CAP CORP FIXED 3.734% DUE 09-25-2040	114,050	121,701
B A T CAP CORP 4.758% DUE 09-06-2049	184,481	177,954
DIAGEO CAP PLC 5.625% 10-05-2033	171,090	175,944
ABBOTT LABS 3.75% DUE 11-30-2026	239,645	250,012
ABBOTT LABS 6% DUE 04-01-2039	187,797	203,785
ABBVIE INC 5.4% 03-15-2054	254,210	243,902
ADVOCATE HEALTH & HOSPS CORP 3.829% 08-15-2028	646,107	693,897
AEP TEX INC FIXED 3.8% DUE 10-01-2047	163,375	185,451
AIR PRODS & CHEMS FIXED 2.7% DUE 05-15-2040	559,317	639,378
ALEXANDRIA REAL ESTATE EQUITIES 2.95% 03-15-2034	201,996	235,831
ALTRIA GROUP INC 3.4% DUE 02-04-2041	145,078	155,078
AMAZON COM INC FIXED 3.875% DUE 08-22-2037	639,987	712,365
AMERICAN ELEC PWR CO INC 2.3% DUE 03-01-2030/03-05-2020 REG	236,742	277,491
AMERICAN EXPRESS CO 2.55% DUE 03-04-2027BEO	516,350	566,774
AMERN INTL GROUP 3.875% DUE 01-15-2035	323,792	374,601
AMERN WTR CAP CORP 4.3% DUE 09-01-2045	424,838	479,493
ANTHEM INC FIXED 3.7% 09-15-2049	69,865	73,862
ANTHEM INC 4.375% 12-01-2047	174,969	178,974
AON CORP FIXED 2.9% DUE 08-23-2051	209,192	218,651
APPLE INC FIXED 2.95% 09-11-2049	383,068	375,377
AT&T INC 3.5% DUE 09-15-2053 REG	342,723	386,454
AT&T INC 3.8% 12-01-2057	79,414	89,770
AVALONBAY CMNTYS 3.9% DUE 10-15-2046	568,525	662,741
AVISTA CORP 4.0% DUE 04-01-2052 BEO	563,274	627,926
BANK AMER CORP 3.248% DUE 10-21-2027	444,406	485,511
BANK AMER CORP 3.5% DUE 04-19-2026	66,144	69,910
BERKSHIRE HATHAWAY ENERGY CO SR NT 4.6% 05-01-2053	142,667	160,694
BERKSHIRE HATHAWAY ENERGY CO 3.8% 07-15-2048	371,251	421,977
BERKSHIRE HATHAWAY FIXED 2.875% DUE 03-15-2032	168,190	191,335
BK NEW YORK MELLON CORP 2.5% 01-26-2032	273,187	323,990
BP CAP MKTS AMER INC 3.379% 02-08-2061	285,684	311,658
BRISTOL MYERS FIXED 4.55% DUE 02-20-2048	149,582	156,198
CALIFORNIA INSTITUTE OF TECHNOLOGY 3.65%09-01-2119	269,946	292,795
CAMDEN PROPERTY TRUST FIXED 4.1% DUE 10-15-2028	517,910	562,300

Identity of Issuer, Borrower, Lessor or Similar Party and Description of Investment	Cost	Current Value
CENTERPOINT ENERGY 5.4% DUE 03-01-2033	32,960	36,292
CHARTER COMMUNICATIONS OPER LLC / SR SECD NT 3.95% 06-30-2062	411,890	458,673
CIGNA CORP NEW FIXED 3.2% DUE 03-15-2040	426,756	494,730
CITIGROUP INC 3.2% DUE 10-21-2026	512,576	551,796
CNA FINL CORP 5.125% 02-15-2034	210,775	211,688
COMCAST CORP NEW 2.987% 11-01-2063	162,108	168,721
COMCAST CORP NEW 3.2% DUE 07-15-2036	357,288	410,342
CONOCOPHILLIPS CO FIXED 3.758% DUE 03-15-2042	562,023	625,639
DISNEY WALT CO SR NT 6.15% 03-01-2037	510,818	568,757
DOLLAR TREE INC 3.375% 12-01-2051	419,808	492,056
DUKE ENERGY OH INC 3.7% DUE 06-15-2046	409,178	469,734
ECOLAB INC 2.75% 08-18-2055 BEO	557,045	622,168
ENTERPRISE PRODUCTS OPER L P 3.125% DUE 07-31-2029	513,270	572,507
ERP OPER LTD 4.5% DUE 06-01-2045	557,953	663,502
ESSEX PORTFOLIO L FIXED 2.65% DUE 09-01-2050	422,627	510,891
EVEREST REINSURANCE HOLDINGS INC 3.5%10-15-2050	127,766	139,624
FL PWR & LT CO 4.05% DUE 06-01-2042	350,045	389,635
FL PWR & LT CO 5.65% DUE 02-01-2037	191,294	214,188
FOX CORP 5.476% DUE 01-25-2039	421,640	507,696
GALLAGHER ARTHUR J & CO SR NT 3.5% 05-20-2051	66,231	69,983
GATX CORP 1.9% 06-01-2031	381,360	460,467
GENERAL MOTORS FINANCIAL 3.1% 01-12-2032	382,235	456,367
GILEAD SCIENCES 4% DUE 09-01-2036	440,610	494,214
GOLDMAN SACHS GROUP INC 2.6% DUE 02-07-2030	56,604	65,827
GOLDMAN SACHS 3.85% DUE 01-26-2027	457,028	489,611
HARTFORD FINL SVCS 4.3 DUE 04-15-2043	424,137	491,180
HOME DEPOT INC 3.3% DUE 04-15-2040 REG	78,715	90,202
JOHNS HOPKINS UNIV 2.813% DUE 01-01-2060	659,807	705,471
JOHNSON & JOHNSON 3.4% 01-15-2038	294,229	331,147
JPMORGAN CHASE & 2.95% DUE 10-01-2026	519,204	556,403
KEURIG DR PEPPER INC SR NT 2.25% 03-15-2031	239,658	276,787
KIMCO RLTY CORP 4.125% DUE 12-01-2046	417,225	514,448
KINDER MORGAN INC 4.8% DUE 02-01-2033 BEO	382,630	436,708
LIBERTY MUT GROUP INC SR NT 144A 3.951% 10-15-2050	128,457	129,953
LOCKHEED MARTIN 3.6% DUE 03-01-2035	509,535	573,308
LOWE'S COMPANIES INC 2.8% 09-15-2041	420,104	493,832
MA INST TECH 3.959% DUE 07-01-2038	632,116	702,909
MARSH & MCLENNAN 4.375% DUE 03-15-2029	389,324	419,339
MCDONALDS CORP MEDIUM TERM NTS BOOK ENTRTRANCHE # TR 00104 5.7 01 FEB 2039	28,473	31,396
MCDONALDS CORP MEDIUM TERM NTS 3.7 DUE 02-15-2042	389,502	441,978
MEMORIAL SLOAN-KETTERING 5 7-1-2042	351,396	385,401
METLIFE INC 5.7% DUE 06-15-2035	501,412	561,688
MICROSOFT CORP 3.45% DUE 08-08-2036	344,644	384,419
MID-AMERICA APTS FIXED 2.875% DUE 09-15-2051	196,958	226,487
MID-AMERICA APTS L P FIXED 3.95% 03-15-2029 REG	337,595	367,994
MISSISSIPPI PWR CO 4.25 DUE 03-15-2042	141,482	163,223
MORGAN STANLEY 3.125% DUE 07-27-2026	514,285	552,531
NATIONAL RETAIL PPTYS INC 3.1% DUE 04-15-2050	341,663	399,019

Identity of Issuer, Borrower, Lessor or Similar Party and Description of Investment	Cost	Current Value
NISOURCE INC 1.7% DUE 02-15-2031	386,600	461,284
NNN REIT INC SR NT 3% 04-15-2052	83,629	97,119
NORFOLK SOUTHN CORP 3.155% DUE 05-15-2055	401,272	449,529
NORFOLK SOUTHN FIXED 2.55% DUE 11-01-2029	8,324	9,451
NORTHROP GRUMMAN 3.25% DUE 01-15-2028	387,864	419,631
NOVARTIS CAP CORP FIXED 2% DUE 02-14-2027	648,504	707,148
O REILLY AUTOMOTIVE INC NEW 1.75% 03-15-2031	384,144	451,679
OGLETHORPE PWR CORP 4.5% 04-01-2047	68,913	79,669
OGLETHORPE PWR 5.375% DUE 11-01-2040	346,172	410,617
ONEOK INC NEW 3.25% 06-01-2030	379,857	433,479
ORACLE CORP FIXED 2.95% DUE 04-01-2030	391,543	434,382
PARTNERS 3.765% DUE 07-01-2048	356,265	388,299
PNC FINL SVCS 2.55% DUE 01-22-2030	238,389	282,549
PROCTER & GAMBLE 5.55% DUE 03-05-2037	260,967	281,676
PROLOGIS L P 5.125% 01-15-2034	502,130	560,414
PUBLIC SERVICE CO OF COLORADO 3.6 DUE 09-15-2042	141,405	161,840
PUBLIC STORAGE 1.95% 11-09-2028	130,197	146,841
PUBLIC SVC CO NEW HAMPSHIRE 5.35% 10-01-2033	212,640	219,490
PUBLIC SVC ELEC 5.45% 03-01-2054	254,222	245,240
PUGET SOUND ENERGY 4.3% DUE 05-20-2045	188,019	213,153
PUGET SOUND ENERGY 6.274% DUE 03-15-2037	337,396	377,156
PVTPL ROCHE HLDGS INC 5.21% DUE 03-08-2054 BEO	225,430	219,068
RAYMOND JAMES FINL INC 3.75% 04-01-2051	228,706	239,450
REALTY INCOME CORP 1.8% DUE 03-15-2033	513,952	623,630
REALTY INCOME CORP 3.4% 01-15-2030	382,411	452,280
REGENCY CTRS L P 2.95% DUE 09-15-2029	389,498	446,288
S&P GLOBAL INC 2.5% DUE 12-01-2029	268,237	301,839
SAN DIEGO GAS & ELEC CO 5.55% 04-15-2054	275,368	268,362
SIMON PPTY GROUP L 4.25% DUE 10-01-2044	568,208	675,935
SOUTHERN PWR CO 5.25% DUE 07-15-2043	422,496	492,473
ST PAUL TRAVELERS COS INC FORMERLY ST P ST PAUL TRAVELERS 6.75 06-20-2036 BEO	489,187	529,394
TAMPA ELEC CO 4.35% DUE 05-15-2044	524,454	596,660
THERMO FISHER SCIENTIFIC 1.75% 10-15-2028	83,911	94,431
TRAVELERS COS INC 3.75% DUE 05-15-2046	17,532	19,720
UDR INC 2.1% DUE 06-15-2033 REG	384,887	462,385
UNION PAC CORP FIXED 3.75% DUE 02-05-2070	50,832	54,177
UNION PAC CORP FIXED 3.79% DUE 04-06-2071	152,995	165,302
UNION PAC CORP 2.891% DUE 04-06-2036	328,072	376,284
UNITEDHEALTH GROUP 3.5% DUE 08-15-2039	565,341	634,603
UNIV SOUTHN CAL 3.028% DUE 10-01-2039	700,747	809,843
VA ELEC & PWR CO 6.35% DUE 11-30-2037	500,376	561,059
VERIZON COMMUNICATIONS INC 2.987% 10-30-2056 USD	412,385	463,276
VISA INC 1.9% DUE 04-15-2027 REG	561,891	617,106
WELLS FARGO & CO 4.15% DUE 01-24-2029	400,902	441,262
WELLS FARGO & CO 5.375% DUE 02-07-2035	110,940	126,437
WELLTOWER INC 2.75% 01-15-2032	366,486	432,727
WILLIAMS COS INC 8.75% DUE 03-15-2032	391,178	425,135
WRKCO INC 3.9% DUE 06-01-2028	382,360	417,916

Identity of Issuer, Borrower, Lessor or Similar Party and Description of Investment	Cost	Current Value
XCEL ENERGY INC MINN SR NT 2.35% 11-15-2031	382,832	453,208
Total Corporate bonds	44,616,113	49,951,681
Asset-backed securities:		
BENCHMARK SER 2019-B11 CL A5 3.5421% 05-15-2052	818,163	915,609
CMO BANK SR 2019-BNK20 CL A-3 2.758% 09-01-2061	835,625	946,600
Total Asset-backed securities	1,653,788	1,862,209
Fixed income derivative futures:		
FUT MAR 26 CBT UL T-BONDS	958,751	944,000
FUT MAR 26 CBT ULT TNOTE	(577,148)	(575,078)
FUT MAR 26 US 2YR T-NOTE	(1,461,195)	(1,461,523)
FUT MAR 26 10 YR T-NOTES	338,484	337,312
FUT MAR 26 5 YR T NOTE	(1,970,438)	(1,967,484)
Total Fixed income derivative futures	(2,711,546)	(2,722,773)
Derivative offset positions:		
FUT MAR 26 CBT UL T-BONDS	(958,751)	(944,000)
FUT MAR 26 CBT ULT TNOTE	577,148	575,078
FUT MAR 26 US 2YR T-NOTE	1,461,195	1,461,523
FUT MAR 26 10 YR T-NOTES	(338,484)	(337,312)
FUT MAR 26 5 YR T NOTE	1,970,438	1,967,484
Total Derivative offset positions	2,711,546	2,722,773
Cash and cash equivalents:		
NT COLLECTIVE GOVT SHORT TERM INVT FD	2,713,663	2,713,663
Cash - U.S. dollars	(24,832)	(24,832)
Variation margin - U.S. dollars	24,761	24,761
Total Cash and cash equivalents	2,713,592	2,713,592
Total investments	**$48,983,493**	**$54,527,482**

Amounts are presented at cost and current value as reported in the Northern Trust portfolio statement as of December 31, 2025. Accrued income of $610,585 is excluded from the current-value column because it is reported separately from market value in the trust report.

Libbey Salaried Cash Balance Pension Plan

EIN 22-2784107 Plan No. 003

Schedule H, Line 4j — Schedule of Reportable Transactions

For the Year Ended December 31, 2025

Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
Northern Trust Company	Northern Trust Collective Government Short-Term Investment Fund - total acquisitions (200 transactions)	$11,538,247		$11,538,247	$11,538,247	
Northern Trust Company	Northern Trust Collective Government Short-Term Investment Fund - total dispositions (126 transactions)		$11,092,507	$11,092,507	$11,092,507	$0



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SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	3	1	0	0	0	0	4
45-49	0	0	0	0	2	9	2	0	0	0	13
50-54	0	0	0	0	5	6	10	4	1	0	26
55-59	0	0	0	0	1	11	10	8	4	0	34
60-64	0	0	0	0	1	5	3	8	4	1	22
65-69	0	0	0	0	0	1	4	0	2	1	8
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	12	33	29	20	11	2	107

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

Plan Name: Libbey Salaried Cash Balance Pension Plan
EIN / PN: 22-2784107/003
Plan Sponsor: Libbey Glass LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September
- Interest rate basis: Segment Rates

Interest rates:	**Reflecting Stabilization**	**Not Reflecting Stabilization**
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective Interest Rate:	5.33%	5.31%

Annual rates of increase:

- Compensation: N/A
- Cash balance interest rate credit: 5.50%

Plan-related expenses $261,235; based on prior year's administrative expenses.

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates and may be inconsistent with other economic assumptions used in the valuation.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

- Healthy

Separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at .78% for years after 2024). .

- Disabled

Alternative disabled life mortality as defined under Revenue Ruling 96-7.

Termination

2003 Society of Actuaries Basic Age Table

Disability incidence

Rates varying by age

Sample rates:

Attained Age	Rate
40	0.0015
55	0.0095

Retirement

Rates varying by age.

Age	Rate
55	12.00%
56	5.00%
57	5.00%
58	8.00%
59 - 61	10.00%
62 - 64	20.00%
65 – 66	35.00%
67 – 69	50.00%
70	100.00%

SCHEDULE SB ATTACHMENTS

Benefit commencement date:	
• Preretirement death benefit	The later of the death of the active participant or the date the participant would have attained age 55.
• Deferred vested benefit	Age 65
• Disability benefit	Upon disablement.
• Retirement benefit	Upon termination of employment.
Form of payment	Approximately 60% of eligible participants are assumed to elect a lump sum; remainder are assumed to elect a life annuity. Lump sums were valued using the substitution of annuity form under IRS Regulation §1.430(d)-1(f)(4) without application of generational mortality. Annuities were calculated from the cash balance accounts using the required methodology in IRS Regulation §1.430(d)-1(f)(5).
Percent married	80% of participants. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Covered pay	N/A
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

Decrement timing

The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of fair value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

Benefits for participants who have terminated without vested rights, but may be rehired, were not valued. The preretirement survivor annuity for terminated vested participants was not explicitly valued. The enhanced retirement benefit was not valued.

Sources of Data and Other Information

WTW used participant data as of January 1, 2025, supplied by Libbey. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussion with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. To the extent that data were not provided, estimates were made based on prior year information.

5% Report - Part A

Single Transaction in Excess of 5%

Security Description / Asset ID	Shares/Par Value	Date	Acquisition Price	Disposition Price	Lease Rental	Expenses Incurred	Cost	Current Value on Transaction Date	Net Gain/Loss

THERE ARE NO REPORTABLE TRANSACTIONS

NOTE: TRANSACTIONS ARE BASED ON THE 2024-12-31 VALUE (INCLUDING ACCRUALS) OF 55,564,068.91

5% Report - Part B

Series of Non-Security Transactions with Same Party in Excess of 5%

Security Description / Asset ID	Shares/Par Value	Date	Acquisition Price	Disposition Price	Lease Rental	Expenses Incurred	Cost	Current Value on Transaction Date	Net Gain/Loss

THERE ARE NO REPORTABLE TRANSACTIONS

NOTE: TRANSACTIONS ARE BASED ON THE 2024-12-31 VALUE (INCLUDING ACCRUALS) OF 55,564,068.91

5% Report - Part C Summary

Series of Transactions by Issue in Excess of 5%

Security Description / Asset ID		Number of Transactions	Transaction Aggregate Acquisition Price	Transaction Aggregate Disposition Price	Lease Rental	Expenses Incurred	Cost of Asset	Current Value of Asset on Transaction
NT COLLECTIVE GOVT SHORT TERM INVT FD CUSIP: 66586U445	Total acquisitions	200	11,538,247.00			0.00	11,538,247.00	11,538.247.00
	Total dispositions	126		11,092,506.62		0.00	11,092,506.62	11,092.506.62

NOTE: TRANSACTIONS ARE BASED ON THE 2024-12-31 VALUE (INCLUDING ACCRUALS) OF 55,564,068.91

5% Report - Part D

Series of Transactions with Same Party in Excess of 5%

Security Description / Asset ID	Shares/Par Value	Date	Acquisition Price	Disposition Price	Lease Rental	Expenses Incurred	Cost	Current Value on Transaction Date	Net Gain/Loss

THERE ARE NO REPORTABLE TRANSACTIONS

NOTE: TRANSACTIONS ARE BASED ON THE 2024-12-31 VALUE (INCLUDING ACCRUALS) OF 55,564,068.91

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
LIBBEY SALARIED CASH BALANCE PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
LIBBEY GLASS LLC

D Employer Identification Number (EIN)
22-2784107

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

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

Part I Basic Information

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

2 Assets:

a Market value	**2a**	55,578,998
b Actuarial value	**2b**	58,079,327

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	547	26,366,740	26,366,740
b For terminated vested participants	327	15,074,412	15,074,412
c For active participants	107	6,177,546	6,357,630
d Total	981	47,618,698	47,798,782

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

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

5 Effective interest rate	**5**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	261,235
c Target normal cost	**6c**	261,235

Statement by Enrolled Actuary

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

SIGN HERE Andrew E. Dunn AED — July 9, 2026

Signature of actuary — Date

Andrew E. Dunn — 2607908

Type or print name of actuary — Most recent enrollment number

Willis Towers Watson US LLC — 216-937-4000

Firm name — Telephone number (including area code)

1001 Lakeside Avenue
Suite 1500
Cleveland OH 44114-1172

Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 1.07 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	121.50 %
15	Adjusted funding target attainment percentage	15	121.50 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	129.19 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

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

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

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	261,235
b Excess assets, if applicable, but not greater than line 31a	**31b**	261,235

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

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

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

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

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

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

SCHEDULE SB ATTACHMENTS

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

The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

(1) Retirement Age	(2) Assumed Retirement Rate	(3) Number of Participants at Beginning	(4) Number of Participants Retiring (2) * (3)	(5) Product for Weighting (1) * (4)
55	0.120	1,000.00	120.00	6,600.00
56	0.050	880.00	44.00	2,464.00
57	0.050	836.00	41.80	2,382.60
58	0.080	794.20	63.54	3,685.32
59	0.100	730.66	73.07	4,311.13
60	0.100	657.60	65.76	3,945.60
61	0.100	591.84	59.18	3,609.98
62	0.200	532.65	106.53	6,604.86
63	0.200	426.12	85.22	5,368.86
64	0.200	340.90	68.18	4,363.52
65	0.350	272.72	95.45	6,204.25
66	0.350	177.27	62.04	4,094.64
67	0.500	115.22	57.61	3,859.87
68	0.500	57.61	28.81	1,959.08
69	0.500	28.81	14.40	993.60
70	1.000	14.40	14.40	1,008.00
			1000.00	61,455.31

Weighted Average Retirement Age:	61,455.31 /	1,000.00	=	61.46

Plan Name: Libbey Salaried Cash Balance Pension Plan
EIN / PN: 22-2784107/003
Plan Sponsor: Libbey Glass LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September
- Interest rate basis: Segment Rates

Interest rates:	**Reflecting Stabilization**	**Not Reflecting Stabilization**
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective Interest Rate:	5.33%	5.31%

Annual rates of increase:

- Compensation: N/A
- Cash balance interest rate credit: 5.50%

Plan-related expenses $261,235; based on prior year's administrative expenses.

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates and may be inconsistent with other economic assumptions used in the valuation.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

- Healthy

Separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at .78% for years after 2024). .

- Disabled

Alternative disabled life mortality as defined under Revenue Ruling 96-7.

Termination

2003 Society of Actuaries Basic Age Table

Disability incidence

Rates varying by age

Sample rates:

Attained Age	Rate
40	0.0015
55	0.0095

Retirement

Rates varying by age.

Age	Rate
55	12.00%
56	5.00%
57	5.00%
58	8.00%
59 - 61	10.00%
62 - 64	20.00%
65 – 66	35.00%
67 – 69	50.00%
70	100.00%

SCHEDULE SB ATTACHMENTS

Benefit commencement date:	
• Preretirement death benefit	The later of the death of the active participant or the date the participant would have attained age 55.
• Deferred vested benefit	Age 65
• Disability benefit	Upon disablement.
• Retirement benefit	Upon termination of employment.
Form of payment	Approximately 60% of eligible participants are assumed to elect a lump sum; remainder are assumed to elect a life annuity. Lump sums were valued using the substitution of annuity form under IRS Regulation §1.430(d)-1(f)(4) without application of generational mortality. Annuities were calculated from the cash balance accounts using the required methodology in IRS Regulation §1.430(d)-1(f)(5).
Percent married	80% of participants. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Covered pay	N/A
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

Decrement timing

The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of fair value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

Benefits for participants who have terminated without vested rights, but may be rehired, were not valued. The preretirement survivor annuity for terminated vested participants was not explicitly valued. The enhanced retirement benefit was not valued.

Sources of Data and Other Information

WTW used participant data as of January 1, 2025, supplied by Libbey. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussion with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. To the extent that data were not provided, estimates were made based on prior year information.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions

Name of plan	Libbey Salaried Cash Balance Pension Plan
Effective date	June 24, 1993
Amended and restated	January 1, 2013
Eligible employees	Employees of Libbey, Traex and World Tableware Inc., excluding collectively bargained employees, leased employees, temporary employees and employees of Drummond Glass Company of Syracuse China Company and employees hired after December 31, 2005.
Participation date	January 1 or July 1 coincident with or next following the first anniversary of the person's Employment Date.

Definitions

Service	– Years and months of service in eligible class from Employment Date to December 31, 2012. – Includes service under the 1997 Plan through December 31, 1997. – Disabled Employees continue to earn service.
Pensionable pay	Compensation paid by an Employer as defined in the Plan: base salary including overtime pay, production schedule premium payments, incidental payments made in addition to base salary attributed to performance, shift differential, goal sharing, bonus and other incentive payments in the year paid plus 401(k) and Section 125 deferrals.
Social Security benefit	The amount of earning subject to the FICA Social Security tax in effect at beginning of the Plan Year.
Normal retirement date (NRD)	First of month on or after the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Opening account balance

For a participant on December 31, 1997, who is an active employee on January 1, 1998: single sum amount equal to 100% of the current value of the Accrued Benefit under the 1997 Plan at December 31, 1997, based on NRD (or if age 65 or older, December 31, 1997) and the actuarial assumptions in Appendix A of the plan document, including 7.00% interest and the 1983 GAM (unisex) mortality table (post-65 only).

Annual cash balance contribution

For each Plan Year after January 1, 1998 through December 31, 2012, the Annual Cash Balance contribution equals Compensation times Contribution Percentage from schedule:

Contribution Percentage Schedule		
Sum of age and years of Service	**Contribution percentage of compensation under Social Security Wage Base**	**Contribution percentage of compensation at or above Social Security Wage Base**
0 but less than 30	1.5%	3.0%
30 but less than 34	1.7	3.4
34 but less than 38	1.9	3.8
38 but less than 42	2.1	4.2
42 but less than 46	2.3	4.6
46 but less than 50	2.7	5.4
50 but less than 60	3.2	6.4
60 but less than 70	4.0	8.0
70 but less than 80	5.5	11.0
80 but less than 90	7.0	12.7
90 and over	9.0	14.7

Interest credits

Rates: 30-year Treasury Securities rate in effect as of the month of October (September average) of preceding Plan Year. Minimum: 5%, Maximum 10%

Applied on last day of Plan Year to Cash Balance Account amount as of first date of each Plan Year.

SCHEDULE SB ATTACHMENTS

Immediate cash balance account annuity	Annual amount of retirement income calculated as: (a) Cash Balance Account divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the plan document and age at pension starting date.
Deferred cash balance account annuity	Projected annual amount that would be payable on NRD determined by: (a) Current Cash Balance Account projected at interest rate equal to Interest Credit compounded annually for number of years and months to NRD divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the plan document at Normal Retirement Age.
Pension benefit	Greater of: (a) Immediate Cash Balance Account Annuity or (b) Minimum Accrued Benefit (set forth below)

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing three years of service.
Postponed retirement	Retirement after NRD.
Deferred vested retirement	Termination for reasons other than death, disability or retirement after completing three years of service.
Preretirement death	Death while vested and prior to receive a retirement benefit. Benefit may be paid to spouse or other beneficiary.

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date.
Postponed retirement	Pension benefit as of postponed retirement date.
Deferred vested termination	Pension benefit as of early retirement date or later.
Preretirement death	Pension benefit as of death date payable as immediate annuity or lump sum (a surviving spouse may choose to defer payment). Benefit to spouse shall not be less than actuarial equivalent of 50% joint and survivor annuity amount.
Payment forms	Single life, 50%, 75% or 100% Joint and Survivor, Lump Sum, Level Income Payment forms are calculated using conversion factors generally assuming the 1983 Group Annuity Mortality Unisex table for both the participant and the beneficiary and 7.00% interest, or the Applicable Mortality Table for the plan year and the Applicable Interest Rate published in October prior to the plan year. Spousal consent is required if a married participant chooses any option other than joint and survivor annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Minimum Accrued Benefit

Eligible employees

- Libbey Glass Inc. employee at December 31, 1997.
- As of December 31, 1997:
  - Age 45
  - Ten or more years of Service
  - Combined age and years of Service equal 65 or more.

SCHEDULE SB ATTACHMENTS

Duration	For years 1998 through 2007.

Definitions for Minimum Accrued Benefits

Average earnings	The average of the highest three consecutive calendar years of pensionable pay before 2008.
Pension benefit	1.212% of Average Earnings plus 0.176% of Average Earnings in excess of the Social Security Wage Base for each year of Service not in excess of 35, plus 0.5% of Average Earnings for each year of Service in excess of 35. The minimum benefit is $192 for each year of Service.

Eligibility for Minimum Accrued Benefits

Early retirement	Retirement before NRD and on or after both attaining age 55 and completing ten years of Service.
Preretirement death	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
Enhanced retirement	Retirement due to reduction in force (as described in Appendix B of the Plan) or change in organization or operation while eligible for Minimum Accrued Benefit.

Monthly Minimum Accrued Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date, reduced 5/12^{ths} of 1% for each month by which the participant's early retirement date precedes age 60. If the participant has at least 30 years of Service, early retirement benefits are unreduced.
Postponed retirement	Pension benefit as of actual retirement date.
Deferred vested retirement	Pension benefit as of termination date, reduced by actuarial equivalent factors if payments commence before the participant's NRD.

SCHEDULE SB ATTACHMENTS

Preretirement death	25% of the participant's base salary as of the date of death for participants who are at least 35 years of age and have at least five years of Service. For participants under 35 years of age who have at least five years of Service, the benefit is equal to 50% of the pension benefit reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday. May be elected in lieu of cash balance account.
Enhanced retirement	Monthly pension benefit determined with special early retirement factors (found in Appendix B of Plan).
Payment forms	Single Life, 50%, 75% or 100% Joint and Survivor, Lump Sum, Level Income Spousal consent is required if a married participant chooses any option other than joint and survivor annuity.

Plan Provisions Effective After January 1, 2025

No future plan provisions changes were recognized in determining the enclosed results.

Changes in Plan Provisions Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Plan Provisions

Name of prior plan	Syracuse China Company Salaried Cash Balance Pension Plan (merged into the Libbey Salary Plan effective December 31, 2015).
Effective date	October 10, 1995.
Amended and restated	January 1, 2013.
Eligible employees	Employees of Syracuse China Company, excluding collectively bargained employees, leased employees, temporary employees and employees of Drummond Glass Company, Libbey, Traex or World Tableware Inc. and employees hired after December 31, 2005.
Participation date	January 1 or July 1 coincident with or next following the first anniversary of the person's Employment Date.

Definitions

Service	• Years and months of service in eligible class from Employment Date to Separation from Service Date. • Includes service under the 1997 Plan through December 31, 1997. • Disabled Employees continue to earn service.
Pensionable pay	Compensation paid by an Employer as defined in the Plan: base salary including overtime pay, production schedule premium payments, incidental payments made in addition to base salary attributed to performance, shift differential, goal sharing, bonus and other incentive payments in the year paid plus 401(k) and Section 125 deferrals.
Social Security benefit	The amount of earning subject to the FICA Social Security tax in effect at beginning of the Plan Year.
Normal retirement date (NRD)	First of month on or after the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Opening account balance

For a participant on December 31, 1997, who is an active employee on January 1, 1998: single sum amount equal to 100% of the current value of the Accrued Benefit under the 1997 Syracuse Plan at December 31, 1997, based on NRD (or if age 65 or older, December 31, 1997) and the actuarial assumptions in Appendix A of the plan document, including 7.00% interest and the 1983 GAM (unisex) mortality table (post-65 only).

Annual cash balance contribution

For each Plan Year after January 1, 1998, the Annual Cash Balance contribution equals Compensation times Contribution Percentage from schedule:

Contribution Percentage Schedule		
Sum of age and years of Services	**Contribution percentage of compensation under Social Security Wage Base**	**Contribution percentage of compensation at or above Social Security Wage Base**
0 but less than 30	1.5%	3.0%
30 but less than 34	1.7	3.4
34 but less than 38	1.9	3.8
38 but less than 42	2.1	4.2
42 but less than 46	2.3	4.6
46 but less than 50	2.7	5.4
50 but less than 60	3.2	6.4
60 but less than 70	4.0	8.0
70 but less than 80	5.5	11.0
80 but less than 90	7.0	12.7
90 and over	9.0	14.7

Interest credits

Rates: 30-year Treasury Securities rate in effect as of the month of October (September average) of preceding Plan Year.

- Minimum: 5%
- Maximum 10%

Applied on last day of Plan Year to Cash Balance Account amount as of first date of each Plan Year.

SCHEDULE SB ATTACHMENTS

Immediate cash balance account annuity	Annual amount of retirement income calculated as: (a) Cash Balance Account divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the Plan and age at pension starting date.
Deferred cash balance account annuity	Projected annual amount that would be payable on NRD determined by: (a) Current Cash Balance Account projected at interest rate equal to Interest Credit compounded annually for number of years and months to NRD divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the Plan at Normal Retirement Age.
Pension benefit	Immediate Cash Balance Account Annuity

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing five years of Service.
Postponed retirement	Retirement after NRD.
Deferred vested retirement	Termination for reasons other than death, disability or retirement after completing five years of Service.
Preretirement death	Death while vested and prior to receive a retirement benefit. Benefit may be paid to spouse or other beneficiary.

Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date.

SCHEDULE SB ATTACHMENTS

Postponed retirement	Pension benefit as of postponed retirement date.
Deferred vested termination	Pension benefit as of early retirement date or later.
Preretirement death	Pension benefit as of death date payable as immediate annuity or lump sum (a surviving spouse may choose to defer payment). Benefit to spouse shall not be less than actuarial equivalent of 50% joint and survivor annuity amount.
Payment forms	Single life, 50%, 75% or 100% Joint and Survivor, Lump Sum, Level Income Payment forms are calculated using conversion factors generally assuming the 1983 Group Annuity Mortality Unisex table for both the participant and the beneficiary and 7.00% interest. Spousal consent is required if a married participant chooses any option other than joint and survivor annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Plan Provisions Effective After January 1, 2025

No future plan provisions changes were recognized in determining the enclosed results.

Changes in Plan Provisions Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Plan Provisions

Name of prior plan

Syracuse China Company Union Pension Plan (merged into the Libbey Salary Plan effective December 31, 2015).

Effective date

October 10, 1995.

Amended and restated

January 1, 2013.

Eligible employees

All collectively bargained employees in units covered by the plan who are full-time or part-time and have completed 1,000 hours.

Participation date

Date of becoming a covered employee.

Definitions

Service

- Full-time employees: Years and months of service as a covered employee.
- Part-time employees: One year of service if 1,000 hours are worked.

Normal retirement date (NRD)

Dates participant attains age 65

Pension benefit

Monthly benefit rate times the number of years of service up to the maximum shown below:

Effective Date	Rate	Service Maximum
10/10/1995	$15.00	30
4/1/1995	16.00	32
4/1/1997	17.00	32
4/1/1998	18.00	32
4/1/1999	19.00	35
4/1/2000	20.00	35
4/1/2001	21.00	35
4/1/2002	22.00	--
4/1/2003	23.00	--
4/1/2004	24.00	--
4/1/2005	25.00	--

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 60 and completing 15 years of service.
Postponed retirement	Retirement after NRD.
Deferred vested retirement	Termination for reasons other than death, disability or retirement after completing five years of service.
Preretirement death	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date, reduced by 0.5% for each month that benefit commencement precedes age 65.
Postponed retirement	Pension benefit determined as of actual retirement date.
Deferred vested termination	Pension benefit as deferred retirement date.
Preretirement death	50% of the pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's early retirement date.

SCHEDULE SB ATTACHMENTS

Payment forms

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Other optional forms are available are: Single Life, 75% or 100% Joint and Survivor, 10 Year Certain and Continuous.

Payment forms are calculated using conversion factors assuming the 1971 TPFC Forecast Mortality Table using a 5-year setback for the beneficiary and a 1-year setback for the participant, and assuming 8.00% interest.

Plan Provisions Effective After January 1, 2025

No future plan provisions changes were recognized in determining the enclosed results.

Changes in Plan Provisions Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	3	1	0	0	0	0	4
45-49	0	0	0	0	2	9	2	0	0	0	13
50-54	0	0	0	0	5	6	10	4	1	0	26
55-59	0	0	0	0	1	11	10	8	4	0	34
60-64	0	0	0	0	1	5	3	8	4	1	22
65-69	0	0	0	0	0	1	4	0	2	1	8
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	12	33	29	20	11	2	107

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

Plan Name: Libbey Salaried Cash Balance Pension Plan
EIN / PN: 22-2784107/003
Plan Sponsor: Libbey Glass LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	663,876	620,159	2,998,003	4,282,038
2026	591,276	1,075,993	2,871,441	4,538,710
2027	541,486	1,017,767	2,734,906	4,294,159
2028	574,111	976,650	2,600,586	4,151,347
2029	545,332	952,795	2,467,893	3,966,020
2030	499,214	942,534	2,335,434	3,777,182
2031	533,740	945,781	2,204,180	3,683,701
2032	480,170	981,397	2,074,616	3,536,183
2033	457,140	1,010,649	1,947,367	3,415,156
2034	418,835	1,031,825	1,822,420	3,273,080
2035	398,144	1,063,364	1,700,052	3,161,560
2036	367,460	1,074,400	1,580,504	3,022,364
2037	349,019	1,063,780	1,464,038	2,876,837
2038	333,489	1,052,438	1,350,914	2,736,841
2039	320,638	1,040,065	1,241,389	2,602,092
2040	291,447	1,029,207	1,135,698	2,456,352
2041	285,068	1,017,264	1,034,055	2,336,387
2042	259,234	1,002,144	936,735	2,198,113
2043	285,645	986,710	843,883	2,116,238
2044	255,170	970,286	755,737	1,981,193
2045	227,108	952,263	672,494	1,851,865
2046	208,028	922,890	594,330	1,725,248
2047	216,212	885,280	521,374	1,622,866
2048	188,554	848,316	453,762	1,490,632
2049	196,031	809,904	391,607	1,397,542
2050	169,138	767,689	334,949	1,271,776
2051	159,154	723,428	283,804	1,166,386
2052	149,030	678,479	238,115	1,065,624
2053	138,607	633,112	197,763	969,482
2054	128,520	587,640	162,554	878,714
2055	118,235	542,409	132,216	792,860
2056	108,223	497,776	106,419	712,418
2057	98,395	454,091	84,774	637,260
2058	88,845	411,698	66,862	567,405
2059	79,658	370,915	52,240	502,813
2060	70,911	332,024	40,467	443,402
2061	62,667	295,280	31,112	389,059
2062	54,979	260,887	23,773	339,639
2063	47,883	228,989	18,083	294,955
2064	41,398	199,664	13,719	254,781
2065	35,528	172,935	10,400	218,863
2066	30,265	148,769	7,895	186,929
2067	25,588	127,086	6,013	158,687
2068	21,469	107,773	4,602	133,844

Plan Name: Libbey Salaried Cash Balance Pension Plan
EIN / PN: 22-2784107/003
Plan Sponsor: Libbey Glass LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

2069	17,874	90,688	3,544	112,106
2070	14,765	75,684	2,747	93,196
2071	12,099	62,609	2,142	76,850
2072	9,832	51,311	1,679	62,822
2073	7,922	41,633	1,320	50,875
2074	6,325	33,421	1,039	40,785

SCHEDULE SB ATTACHMENTS

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

The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

(1) Retirement Age	(2) Assumed Retirement Rate	(3) Number of Participants at Beginning	(4) Number of Participants Retiring (2) * (3)	(5) Product for Weighting (1) * (4)
55	0.120	1,000.00	120.00	6,600.00
56	0.050	880.00	44.00	2,464.00
57	0.050	836.00	41.80	2,382.60
58	0.080	794.20	63.54	3,685.32
59	0.100	730.66	73.07	4,311.13
60	0.100	657.60	65.76	3,945.60
61	0.100	591.84	59.18	3,609.98
62	0.200	532.65	106.53	6,604.86
63	0.200	426.12	85.22	5,368.86
64	0.200	340.90	68.18	4,363.52
65	0.350	272.72	95.45	6,204.25
66	0.350	177.27	62.04	4,094.64
67	0.500	115.22	57.61	3,859.87
68	0.500	57.61	28.81	1,959.08
69	0.500	28.81	14.40	993.60
70	1.000	14.40	14.40	1,008.00
			1000.00	61,455.31

Weighted Average Retirement Age:	61,455.31 /	1,000.00	=	61.46

Plan Name: Libbey Salaried Cash Balance Pension Plan
EIN / PN: 22-2784107/003
Plan Sponsor: Libbey Glass LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	663,876	620,159	2,998,003	4,282,038
2026	591,276	1,075,993	2,871,441	4,538,710
2027	541,486	1,017,767	2,734,906	4,294,159
2028	574,111	976,650	2,600,586	4,151,347
2029	545,332	952,795	2,467,893	3,966,020
2030	499,214	942,534	2,335,434	3,777,182
2031	533,740	945,781	2,204,180	3,683,701
2032	480,170	981,397	2,074,616	3,536,183
2033	457,140	1,010,649	1,947,367	3,415,156
2034	418,835	1,031,825	1,822,420	3,273,080
2035	398,144	1,063,364	1,700,052	3,161,560
2036	367,460	1,074,400	1,580,504	3,022,364
2037	349,019	1,063,780	1,464,038	2,876,837
2038	333,489	1,052,438	1,350,914	2,736,841
2039	320,638	1,040,065	1,241,389	2,602,092
2040	291,447	1,029,207	1,135,698	2,456,352
2041	285,068	1,017,264	1,034,055	2,336,387
2042	259,234	1,002,144	936,735	2,198,113
2043	285,645	986,710	843,883	2,116,238
2044	255,170	970,286	755,737	1,981,193
2045	227,108	952,263	672,494	1,851,865
2046	208,028	922,890	594,330	1,725,248
2047	216,212	885,280	521,374	1,622,866
2048	188,554	848,316	453,762	1,490,632
2049	196,031	809,904	391,607	1,397,542
2050	169,138	767,689	334,949	1,271,776
2051	159,154	723,428	283,804	1,166,386
2052	149,030	678,479	238,115	1,065,624
2053	138,607	633,112	197,763	969,482
2054	128,520	587,640	162,554	878,714
2055	118,235	542,409	132,216	792,860
2056	108,223	497,776	106,419	712,418
2057	98,395	454,091	84,774	637,260
2058	88,845	411,698	66,862	567,405
2059	79,658	370,915	52,240	502,813
2060	70,911	332,024	40,467	443,402
2061	62,667	295,280	31,112	389,059
2062	54,979	260,887	23,773	339,639
2063	47,883	228,989	18,083	294,955
2064	41,398	199,664	13,719	254,781
2065	35,528	172,935	10,400	218,863
2066	30,265	148,769	7,895	186,929
2067	25,588	127,086	6,013	158,687
2068	21,469	107,773	4,602	133,844

Plan Name: Libbey Salaried Cash Balance Pension Plan
EIN / PN: 22-2784107/003
Plan Sponsor: Libbey Glass LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

2069	17,874	90,688	3,544	112,106
2070	14,765	75,684	2,747	93,196
2071	12,099	62,609	2,142	76,850
2072	9,832	51,311	1,679	62,822
2073	7,922	41,633	1,320	50,875
2074	6,325	33,421	1,039	40,785

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions

Name of plan	Libbey Salaried Cash Balance Pension Plan
Effective date	June 24, 1993
Amended and restated	January 1, 2013
Eligible employees	Employees of Libbey, Traex and World Tableware Inc., excluding collectively bargained employees, leased employees, temporary employees and employees of Drummond Glass Company of Syracuse China Company and employees hired after December 31, 2005.
Participation date	January 1 or July 1 coincident with or next following the first anniversary of the person's Employment Date.

Definitions

Service	– Years and months of service in eligible class from Employment Date to December 31, 2012. – Includes service under the 1997 Plan through December 31, 1997. – Disabled Employees continue to earn service.
Pensionable pay	Compensation paid by an Employer as defined in the Plan: base salary including overtime pay, production schedule premium payments, incidental payments made in addition to base salary attributed to performance, shift differential, goal sharing, bonus and other incentive payments in the year paid plus 401(k) and Section 125 deferrals.
Social Security benefit	The amount of earning subject to the FICA Social Security tax in effect at beginning of the Plan Year.
Normal retirement date (NRD)	First of month on or after the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Opening account balance

For a participant on December 31, 1997, who is an active employee on January 1, 1998: single sum amount equal to 100% of the current value of the Accrued Benefit under the 1997 Plan at December 31, 1997, based on NRD (or if age 65 or older, December 31, 1997) and the actuarial assumptions in Appendix A of the plan document, including 7.00% interest and the 1983 GAM (unisex) mortality table (post-65 only).

Annual cash balance contribution

For each Plan Year after January 1, 1998 through December 31, 2012, the Annual Cash Balance contribution equals Compensation times Contribution Percentage from schedule:

Contribution Percentage Schedule		
Sum of age and years of Service	**Contribution percentage of compensation under Social Security Wage Base**	**Contribution percentage of compensation at or above Social Security Wage Base**
0 but less than 30	1.5%	3.0%
30 but less than 34	1.7	3.4
34 but less than 38	1.9	3.8
38 but less than 42	2.1	4.2
42 but less than 46	2.3	4.6
46 but less than 50	2.7	5.4
50 but less than 60	3.2	6.4
60 but less than 70	4.0	8.0
70 but less than 80	5.5	11.0
80 but less than 90	7.0	12.7
90 and over	9.0	14.7

Interest credits

Rates: 30-year Treasury Securities rate in effect as of the month of October (September average) of preceding Plan Year. Minimum: 5%, Maximum 10%

Applied on last day of Plan Year to Cash Balance Account amount as of first date of each Plan Year.

SCHEDULE SB ATTACHMENTS

Immediate cash balance account annuity	Annual amount of retirement income calculated as: (a) Cash Balance Account divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the plan document and age at pension starting date.
Deferred cash balance account annuity	Projected annual amount that would be payable on NRD determined by: (a) Current Cash Balance Account projected at interest rate equal to Interest Credit compounded annually for number of years and months to NRD divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the plan document at Normal Retirement Age.
Pension benefit	Greater of: (a) Immediate Cash Balance Account Annuity or (b) Minimum Accrued Benefit (set forth below)

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing three years of service.
Postponed retirement	Retirement after NRD.
Deferred vested retirement	Termination for reasons other than death, disability or retirement after completing three years of service.
Preretirement death	Death while vested and prior to receive a retirement benefit. Benefit may be paid to spouse or other beneficiary.

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date.
Postponed retirement	Pension benefit as of postponed retirement date.
Deferred vested termination	Pension benefit as of early retirement date or later.
Preretirement death	Pension benefit as of death date payable as immediate annuity or lump sum (a surviving spouse may choose to defer payment). Benefit to spouse shall not be less than actuarial equivalent of 50% joint and survivor annuity amount.
Payment forms	Single life, 50%, 75% or 100% Joint and Survivor, Lump Sum, Level Income Payment forms are calculated using conversion factors generally assuming the 1983 Group Annuity Mortality Unisex table for both the participant and the beneficiary and 7.00% interest, or the Applicable Mortality Table for the plan year and the Applicable Interest Rate published in October prior to the plan year. Spousal consent is required if a married participant chooses any option other than joint and survivor annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Minimum Accrued Benefit

Eligible employees

- Libbey Glass Inc. employee at December 31, 1997.
- As of December 31, 1997:
  - Age 45
  - Ten or more years of Service
  - Combined age and years of Service equal 65 or more.

SCHEDULE SB ATTACHMENTS

Duration	For years 1998 through 2007.

Definitions for Minimum Accrued Benefits

Average earnings	The average of the highest three consecutive calendar years of pensionable pay before 2008.
Pension benefit	1.212% of Average Earnings plus 0.176% of Average Earnings in excess of the Social Security Wage Base for each year of Service not in excess of 35, plus 0.5% of Average Earnings for each year of Service in excess of 35. The minimum benefit is $192 for each year of Service.

Eligibility for Minimum Accrued Benefits

Early retirement	Retirement before NRD and on or after both attaining age 55 and completing ten years of Service.
Preretirement death	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
Enhanced retirement	Retirement due to reduction in force (as described in Appendix B of the Plan) or change in organization or operation while eligible for Minimum Accrued Benefit.

Monthly Minimum Accrued Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date, reduced 5/12^{ths} of 1% for each month by which the participant's early retirement date precedes age 60. If the participant has at least 30 years of Service, early retirement benefits are unreduced.
Postponed retirement	Pension benefit as of actual retirement date.
Deferred vested retirement	Pension benefit as of termination date, reduced by actuarial equivalent factors if payments commence before the participant's NRD.

SCHEDULE SB ATTACHMENTS

Preretirement death	25% of the participant's base salary as of the date of death for participants who are at least 35 years of age and have at least five years of Service. For participants under 35 years of age who have at least five years of Service, the benefit is equal to 50% of the pension benefit reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday. May be elected in lieu of cash balance account.
Enhanced retirement	Monthly pension benefit determined with special early retirement factors (found in Appendix B of Plan).
Payment forms	Single Life, 50%, 75% or 100% Joint and Survivor, Lump Sum, Level Income Spousal consent is required if a married participant chooses any option other than joint and survivor annuity.

Plan Provisions Effective After January 1, 2025

No future plan provisions changes were recognized in determining the enclosed results.

Changes in Plan Provisions Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Plan Provisions

Name of prior plan	Syracuse China Company Salaried Cash Balance Pension Plan (merged into the Libbey Salary Plan effective December 31, 2015).
Effective date	October 10, 1995.
Amended and restated	January 1, 2013.
Eligible employees	Employees of Syracuse China Company, excluding collectively bargained employees, leased employees, temporary employees and employees of Drummond Glass Company, Libbey, Traex or World Tableware Inc. and employees hired after December 31, 2005.
Participation date	January 1 or July 1 coincident with or next following the first anniversary of the person's Employment Date.

Definitions

Service	• Years and months of service in eligible class from Employment Date to Separation from Service Date. • Includes service under the 1997 Plan through December 31, 1997. • Disabled Employees continue to earn service.
Pensionable pay	Compensation paid by an Employer as defined in the Plan: base salary including overtime pay, production schedule premium payments, incidental payments made in addition to base salary attributed to performance, shift differential, goal sharing, bonus and other incentive payments in the year paid plus 401(k) and Section 125 deferrals.
Social Security benefit	The amount of earning subject to the FICA Social Security tax in effect at beginning of the Plan Year.
Normal retirement date (NRD)	First of month on or after the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Opening account balance

For a participant on December 31, 1997, who is an active employee on January 1, 1998: single sum amount equal to 100% of the current value of the Accrued Benefit under the 1997 Syracuse Plan at December 31, 1997, based on NRD (or if age 65 or older, December 31, 1997) and the actuarial assumptions in Appendix A of the plan document, including 7.00% interest and the 1983 GAM (unisex) mortality table (post-65 only).

Annual cash balance contribution

For each Plan Year after January 1, 1998, the Annual Cash Balance contribution equals Compensation times Contribution Percentage from schedule:

Contribution Percentage Schedule		
Sum of age and years of Services	**Contribution percentage of compensation under Social Security Wage Base**	**Contribution percentage of compensation at or above Social Security Wage Base**
0 but less than 30	1.5%	3.0%
30 but less than 34	1.7	3.4
34 but less than 38	1.9	3.8
38 but less than 42	2.1	4.2
42 but less than 46	2.3	4.6
46 but less than 50	2.7	5.4
50 but less than 60	3.2	6.4
60 but less than 70	4.0	8.0
70 but less than 80	5.5	11.0
80 but less than 90	7.0	12.7
90 and over	9.0	14.7

Interest credits

Rates: 30-year Treasury Securities rate in effect as of the month of October (September average) of preceding Plan Year.

- Minimum: 5%
- Maximum 10%

Applied on last day of Plan Year to Cash Balance Account amount as of first date of each Plan Year.

SCHEDULE SB ATTACHMENTS

Immediate cash balance account annuity	Annual amount of retirement income calculated as: (a) Cash Balance Account divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the Plan and age at pension starting date.
Deferred cash balance account annuity	Projected annual amount that would be payable on NRD determined by: (a) Current Cash Balance Account projected at interest rate equal to Interest Credit compounded annually for number of years and months to NRD divided by (b) Immediate annuity factor for one dollar of annual benefit under a life annuity option, based on actuarial assumptions in Appendix A of the Plan at Normal Retirement Age.
Pension benefit	Immediate Cash Balance Account Annuity

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing five years of Service.
Postponed retirement	Retirement after NRD.
Deferred vested retirement	Termination for reasons other than death, disability or retirement after completing five years of Service.
Preretirement death	Death while vested and prior to receive a retirement benefit. Benefit may be paid to spouse or other beneficiary.

Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date.

SCHEDULE SB ATTACHMENTS

Postponed retirement	Pension benefit as of postponed retirement date.
Deferred vested termination	Pension benefit as of early retirement date or later.
Preretirement death	Pension benefit as of death date payable as immediate annuity or lump sum (a surviving spouse may choose to defer payment). Benefit to spouse shall not be less than actuarial equivalent of 50% joint and survivor annuity amount.
Payment forms	Single life, 50%, 75% or 100% Joint and Survivor, Lump Sum, Level Income Payment forms are calculated using conversion factors generally assuming the 1983 Group Annuity Mortality Unisex table for both the participant and the beneficiary and 7.00% interest. Spousal consent is required if a married participant chooses any option other than joint and survivor annuity.
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Plan Provisions Effective After January 1, 2025

No future plan provisions changes were recognized in determining the enclosed results.

Changes in Plan Provisions Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Plan Provisions

Name of prior plan

Syracuse China Company Union Pension Plan (merged into the Libbey Salary Plan effective December 31, 2015).

Effective date

October 10, 1995.

Amended and restated

January 1, 2013.

Eligible employees

All collectively bargained employees in units covered by the plan who are full-time or part-time and have completed 1,000 hours.

Participation date

Date of becoming a covered employee.

Definitions

Service

- Full-time employees: Years and months of service as a covered employee.
- Part-time employees: One year of service if 1,000 hours are worked.

Normal retirement date (NRD)

Dates participant attains age 65

Pension benefit

Monthly benefit rate times the number of years of service up to the maximum shown below:

Effective Date	Rate	Service Maximum
10/10/1995	$15.00	30
4/1/1995	16.00	32
4/1/1997	17.00	32
4/1/1998	18.00	32
4/1/1999	19.00	35
4/1/2000	20.00	35
4/1/2001	21.00	35
4/1/2002	22.00	--
4/1/2003	23.00	--
4/1/2004	24.00	--
4/1/2005	25.00	--

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 60 and completing 15 years of service.
Postponed retirement	Retirement after NRD.
Deferred vested retirement	Termination for reasons other than death, disability or retirement after completing five years of service.
Preretirement death	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

Normal retirement	Pension benefit as of NRD.
Early retirement	Pension benefit as of early retirement date, reduced by 0.5% for each month that benefit commencement precedes age 65.
Postponed retirement	Pension benefit determined as of actual retirement date.
Deferred vested termination	Pension benefit as deferred retirement date.
Preretirement death	50% of the pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's early retirement date.

SCHEDULE SB ATTACHMENTS

Payment forms

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of the 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Other optional forms are available are: Single Life, 75% or 100% Joint and Survivor, 10 Year Certain and Continuous.

Payment forms are calculated using conversion factors assuming the 1971 TPFC Forecast Mortality Table using a 5-year setback for the beneficiary and a 1-year setback for the participant, and assuming 8.00% interest.

Plan Provisions Effective After January 1, 2025

No future plan provisions changes were recognized in determining the enclosed results.

Changes in Plan Provisions Since Prior Year

None.

Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Non-Interest Bearing Cash - USD			
USD - United States dollar	-70.460	-70.46	-70.46
Total - all currencies		**-70.46**	**-70.46**
Total Non-Interest Bearing Cash - USD		**-70.46**	**-70.46**
Corporate Debt Instruments - Other			
Belgium - USD			
ANHEUSER-BUSCH INBEV FIN INC 4.7% 02-01-2036 SEDOL: BYMLCL3	570,000.000	504,923.10	565,410.12
Total Belgium - USD		**504,923.10**	**565,410.12**
Canada - USD			
TORONTO-DOMINION BANK TRANCHE # TR 00572VAR DTD 3.2% 03-10-2032 CUSIP: 89114TZV7	300,000.000	239,853.00	279,964.97
Total Canada - USD		**239,853.00**	**279,964.97**
France - USD			
TOTALENERGIES CAP 5.425% 09-10-2064 SEDOL: BQYKPN5	120,000.000	124,448.40	112,706.00
Total France - USD		**124,448.40**	**112,706.00**
Ireland - USD			
AERCAP IRELAND CAP/GLOBA 3.85% DUE 10-29-2041 BEO SEDOL: BNVW1X5	270,000.000	212,303.70	221,220.21
Total Ireland - USD		**212,303.70**	**221,220.21**
Mexico - USD			
PVTPL GRUPO BIMBO SAB DE CV SR NT 144A 4% DUE 09-06-2049/09-06-2019 BEO CUSIP: 40052VAG9	100,000.000	71,232.00	76,775.90
Total Mexico - USD		**71,232.00**	**76,775.90**

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United Kingdom - USD			
B A T CAP CORP FIXED 3.734% DUE 09-25-2040 SEDOL: BM9MPG1	150,000.000	114,049.50	121,701.07
B A T CAP CORP 4.758% DUE 09-06-2049 SEDOL: BJSFMZ8	210,000.000	184,480.80	177,954.25
DIAGEO CAP PLC 5.625% 10-05-2033 SEDOL: BRBS443	165,000.000	171,090.15	175,944.13
Total United Kingdom - USD		**469,620.45**	**475,599.45**
United States - USD			
ABBOTT LABS 3.75% DUE 11-30-2026 SEDOL: BYQHX36	250,000.000	239,645.00	250,011.57
ABBOTT LABS 6% DUE 04-01-2039 SEDOL: B5YSM31	185,000.000	187,797.20	203,784.83
ABBVIE INC 5.4% 03-15-2054 SEDOL: BSNSFM3	250,000.000	254,210.00	243,902.32
ADVOCATE HEALTH & HOSPS CORP 3.829% 08-15-2028 SEDOL: BHZQ089	695,000.000	646,106.75	693,897.17
AEP TEX INC FIXED 3.8% DUE 10-01-2047 SEDOL: BFXQYR4	250,000.000	163,375.00	185,450.84
AIR PRODS & CHEMS FIXED 2.7% DUE 05-15-2040 SEDOL: BKX8JV4	850,000.000	559,317.00	639,377.69
ALEXANDRIA REAL ESTATE EQUITIES 2.95% 03-15-2034 SEDOL: BP2TQV2	275,000.000	201,995.75	235,830.62
ALTRIA GROUP INC 3.4% DUE 02-04-2041 SEDOL: BKPSXY3	200,000.000	145,078.00	155,078.46
AMAZON COM INC FIXED 3.875% DUE 08-22-2037 CUSIP: 023135BF2	775,000.000	639,987.25	712,365.22
AMERICAN ELEC PWR CO INC 2.3% DUE 03-01-2030/03-05-2020 REG SEDOL: BLH0SD8	300,000.000	236,742.00	277,490.51
AMERICAN EXPRESS CO 2.55% DUE 03-04-2027BEO SEDOL: BM928J5	575,000.000	516,350.00	566,774.04
AMERN INTL GROUP 3.875% DUE 01-15-2035 SEDOL: BVCN939	400,000.000	323,792.00	374,600.54
AMERN WTR CAP CORP 4.3% DUE 09-01-2045 SEDOL: BYT33F3	560,000.000	424,838.40	479,492.68
ANTHEM INC FIXED 3.7% 09-15-2049 SEDOL: BK6V1D6	100,000.000	69,865.00	73,862.16

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
ANTHEM INC 4.375% 12-01-2047 SEDOL: BGB6FT2	215,000.000	174,969.15	178,973.80
AON CORP FIXED 2.9% DUE 08-23-2051 SEDOL: BN4FWF0	350,000.000	209,191.50	218,651.41
APPLE INC FIXED 2.95% 09-11-2049 CUSIP: 037833DQ0	560,000.000	383,068.00	375,376.51
AT&T INC 3.5% DUE 09-15-2053 REG CUSIP: 00206RKJ0	575,000.000	342,723.00	386,453.89
AT&T INC 3.8% 12-01-2057 CUSIP: 00206RMN9	130,000.000	79,414.40	89,769.75
AVALONBAY CMNTYS 3.9% DUE 10-15-2046 SEDOL: BYW4234	830,000.000	568,525.10	662,741.26
AVISTA CORP 4.0% DUE 04-01-2052 BEO SEDOL: BPSRFY6	835,000.000	563,274.30	627,925.59
BANK AMER CORP 3.248% DUE 10-21-2027 SEDOL: BD5FYQ4	490,000.000	444,405.50	485,511.21
BANK AMER CORP 3.5% DUE 04-19-2026 SEDOL: BYM7C88	70,000.000	66,143.70	69,910.47
BENCHMARK SER 2019-B11 CL A5 3.5421% 05-15-2052 SEDOL: BJ06FK5	943,000.000	818,163.01	915,608.96
BERKSHIRE HATHAWAY ENERGY CO SR NT 4.6% 05-01-2053 SEDOL: BNC3DJ7	190,000.000	142,667.20	160,694.12
BERKSHIRE HATHAWAY ENERGY CO 3.8% 07-15-2048 SEDOL: BG0JBZ0	555,000.000	371,250.60	421,976.61
BERKSHIRE HATHAWAY FIXED 2.875% DUE 03-15-2032 SEDOL: BKP9NN5	205,000.000	168,190.20	191,334.80
BK NEW YORK MELLON CORP 2.5% 01-26-2032 SEDOL: BN95VR0	355,000.000	273,186.70	323,989.67
BP CAP MKTS AMER INC 3.379% 02-08-2061 SEDOL: BMZ5L44	475,000.000	285,684.00	311,658.45
BRISTOL MYERS FIXED 4.55% DUE 02-20-2048 SEDOL: BMYBXL4	180,000.000	149,581.80	156,197.71
CALIFORNIA INSTITUTE OF TECHNOLOGY 3.65%09-01-2119 SEDOL: BJX9954	460,000.000	269,946.40	292,795.17
CAMDEN PROPERTY TRUST FIXED 4.1% DUE 10-15-2028 SEDOL: BF19XY5	560,000.000	517,910.40	562,300.34

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
CENTERPOINT ENERGY 5.4% DUE 03-01-2033 SEDOL: BNDLY42	35,000.000	32,960.20	36,291.90
CHARTER COMMUNICATIONS OPER LLC / SR SECD NT 3.95% 06-30-2062 CUSIP: 161175CG7	760,000.000	411,889.60	458,672.88
CIGNA CORP NEW FIXED 3.2% DUE 03-15-2040 SEDOL: BL6BBD3	625,000.000	426,756.25	494,730.39
CITIGROUP INC 3.2% DUE 10-21-2026 SEDOL: BYP7GJ4	555,000.000	512,575.80	551,796.28
CMO BANK SR 2019-BNK20 CL A-3 2.758% 09-01-2061 SEDOL: BM9RD28	1,000,000.000	835,625.00	946,599.70
CNA FINL CORP 5.125% 02-15-2034 SEDOL: BRBYMK3	210,000.000	210,774.90	211,688.45
COMCAST CORP NEW 2.987% 11-01-2063 SEDOL: BQB4RF6	310,000.000	162,108.30	168,720.77
COMCAST CORP NEW 3.2% DUE 07-15-2036 CUSIP: 20030NBT7	480,000.000	357,288.00	410,342.10
CONOCOPHILLIPS CO FIXED 3.758% DUE 03-15-2042 SEDOL: BPTH589	765,000.000	562,022.55	625,638.76
DISNEY WALT CO SR NT 6.15% 03-01-2037 SEDOL: BK24PP9	515,000.000	510,818.20	568,756.71
DOLLAR TREE INC 3.375% 12-01-2051 CUSIP: 256746AK4	730,000.000	419,808.40	492,055.54
DUKE ENERGY OH INC 3.7% DUE 06-15-2046 SEDOL: BYQHNY7	615,000.000	409,177.95	469,733.87
ECOLAB INC 2.75% 08-18-2055 BEO SEDOL: BN912T7	1,030,000.000	557,044.60	622,168.10
ENTERPRISE PRODUCTS OPER L P 3.125% DUE 07-31-2029 SEDOL: BKB02B3	590,000.000	513,270.50	572,507.23
ERP OPER LTD 4.5% DUE 06-01-2045 SEDOL: BXQ9SK7	755,000.000	557,952.55	663,502.01
ESSEX PORTFOLIO L FIXED 2.65% DUE 09-01-2050 SEDOL: BKPTQ69	845,000.000	422,626.75	510,891.12
EVEREST REINSURANCE HOLDINGS INC 3.5%10-15-2050 SEDOL: BN0XP93	200,000.000	127,766.00	139,624.39
FL PWR & LT CO 4.05% DUE 06-01-2042 SEDOL: B8C07L3	455,000.000	350,045.15	389,634.58

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
FL PWR & LT CO 5.65% DUE 02-01-2037 SEDOL: B0WHN21	200,000.000	191,294.00	214,188.39
FOX CORP 5.476% DUE 01-25-2039 SEDOL: BMPRYX0	505,000.000	421,639.65	507,695.97
GALLAGHER ARTHUR J & CO SR NT 3.5% 05-20-2051 CUSIP: 363576AB5	100,000.000	66,231.00	69,983.46
GATX CORP 1.9% 06-01-2031 SEDOL: BKPKLY5	525,000.000	381,360.00	460,466.52
GENERAL MOTORS FINANCIAL 3.1% 01-12-2032 SEDOL: BP6H979	500,000.000	382,235.00	456,367.35
GILEAD SCIENCES 4% DUE 09-01-2036 CUSIP: 375558BJ1	530,000.000	440,609.70	494,214.07
GOLDMAN SACHS GROUP INC 2.6% DUE 02-07-2030 SEDOL: BKT1TF1	70,000.000	56,604.10	65,826.65
GOLDMAN SACHS 3.85% DUE 01-26-2027 SEDOL: BDFDPG5	490,000.000	457,027.90	489,611.20
HARTFORD FINL SVCS 4.3 DUE 04-15-2043 SEDOL: B8JV032	570,000.000	424,137.00	491,180.24
HOME DEPOT INC 3.3% DUE 04-15-2040 REG SEDOL: BMQ5MC8	110,000.000	78,714.90	90,201.86
JOHNS HOPKINS UNIV 2.813% DUE 01-01-2060 SEDOL: BLBKJ19	1,190,000.000	659,807.40	705,471.38
JOHNSON & JOHNSON 3.4% 01-15-2038 SEDOL: BFXCN97	375,000.000	294,228.75	331,146.58
JPMORGAN CHASE & 2.95% DUE 10-01-2026 SEDOL: BDHBPY5	560,000.000	519,204.00	556,402.62
KEURIG DR PEPPER INC SR NT 2.25% 03-15-2031 SEDOL: BNC5VQ6	310,000.000	239,657.90	276,786.68
KIMCO RLTY CORP 4.125% DUE 12-01-2046 SEDOL: BDS6CH1	625,000.000	417,225.00	514,447.89
KINDER MORGAN INC 4.8% DUE 02-01-2033 BEO SEDOL: BMBR274	435,000.000	382,630.35	436,707.78
LIBERTY MUT GROUP INC SR NT 144A 3.951% 10-15-2050 SEDOL: BKMH7Z2	175,000.000	128,457.00	129,952.53
LOCKHEED MARTIN 3.6% DUE 03-01-2035 SEDOL: BVYVQ29	620,000.000	509,534.60	573,307.69

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
LOWE'S COMPANIES INC 2.8% 09-15-2041 SEDOL: BNG50S7	685,000.000	420,103.65	493,831.78
MA INST TECH 3.959% DUE 07-01-2038 SEDOL: BYWPDY5	755,000.000	632,116.20	702,909.16
MARSH & MCLENNAN 4.375% DUE 03-15-2029 SEDOL: BJ2NYK7	415,000.000	389,323.95	419,338.87
MCDONALDS CORP MEDIUM TERM NTS BOOK ENTRTRANCHE # TR 00104 5.7 01 FEB 2039 SEDOL: B3L2856	30,000.000	28,473.30	31,395.68
MCDONALDS CORP MEDIUM TERM NTS 3.7 DUE 02-15-2042 SEDOL: B6T0R90	540,000.000	389,502.00	441,978.40
MEMORIAL SLOAN-KETTERING 5 7-1-2042 SEDOL: B7DX7R0	400,000.000	351,396.00	385,401.11
METLIFE INC 5.7% DUE 06-15-2035 SEDOL: B0BXDC0	525,000.000	501,411.75	561,688.37
MICROSOFT CORP 3.45% DUE 08-08-2036 CUSIP: 594918BS2	420,000.000	344,643.60	384,418.89
MID-AMERICA APTS FIXED 2.875% DUE 09-15-2051 SEDOL: BJK6BS5	355,000.000	196,957.55	226,487.23
MID-AMERICA APTS L P FIXED 3.95% 03-15-2029 REG SEDOL: BJJK605	370,000.000	337,595.40	367,993.85
MISSISSIPPI PWR CO 4.25 DUE 03-15-2042 SEDOL: BG493G1	190,000.000	141,481.60	163,223.24
MORGAN STANLEY 3.125% DUE 07-27-2026 SEDOL: BYV6G28	555,000.000	514,285.20	552,530.69
NATIONAL RETAIL PPTYS INC 3.1% DUE 04-15-2050 SEDOL: BKMGC43	615,000.000	341,663.25	399,019.28
NISOURCE INC 1.7% DUE 02-15-2031 SEDOL: BKXB3P5	525,000.000	386,599.50	461,284.31
NNN REIT INC SR NT 3% 04-15-2052 SEDOL: BPCVJR5	155,000.000	83,628.70	97,119.27
NORFOLK SOUTHN CORP 3.155% DUE 05-15-2055 SEDOL: BN79088	695,000.000	401,272.15	449,528.94
NORFOLK SOUTHN FIXED 2.55% DUE 11-01-2029 SEDOL: BJN4W50	10,000.000	8,323.70	9,450.91
NORTHROP GRUMMAN 3.25% DUE 01-15-2028 SEDOL: BF15KF3	425,000.000	387,863.50	419,631.10

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
NOVARTIS CAP CORP FIXED 2% DUE 02-14-2027 SEDOL: BKTHB19	720,000.000	648,504.00	707,148.14
O REILLY AUTOMOTIVE INC NEW 1.75% 03-15-2031 CUSIP: 67103HAK3	515,000.000	384,143.65	451,679.06
OGLETHORPE PWR CORP 4.5% 04-01-2047 SEDOL: BMWGQY5	95,000.000	68,913.00	79,668.69
OGLETHORPE PWR 5.375% DUE 11-01-2040 SEDOL: B5M1JL9	415,000.000	346,172.25	410,617.19
ONEOK INC NEW 3.25% 06-01-2030 SEDOL: BSNVZZ5	455,000.000	379,856.75	433,479.35
ORACLE CORP FIXED 2.95% DUE 04-01-2030 SEDOL: BM5JB13	470,000.000	391,542.90	434,382.16
PARTNERS 3.765% DUE 07-01-2048 SEDOL: BDFGHT1	500,000.000	356,265.00	388,298.63
PNC FINL SVCS 2.55% DUE 01-22-2030 SEDOL: BH3T5P2	300,000.000	238,389.00	282,548.66
PROCTER & GAMBLE 5.55% DUE 03-05-2037 SEDOL: B1THZH0	260,000.000	260,967.20	281,676.05
PROLOGIS L P 5.125% 01-15-2034 SEDOL: BMY63P3	545,000.000	502,130.30	560,414.25
PUBLIC SERVICE CO OF COLORADO 3.6 DUE 09-15-2042 SEDOL: B7V8P28	205,000.000	141,404.90	161,840.47
PUBLIC STORAGE 1.95% 11-09-2028 SEDOL: BK7XZQ2	155,000.000	130,196.90	146,840.76
PUBLIC SVC CO NEW HAMPSHIRE 5.35% 10-01-2033 SEDOL: BR82HB6	210,000.000	212,639.70	219,489.54
PUBLIC SVC ELEC 5.45% 03-01-2054 SEDOL: BMFS3F8	250,000.000	254,222.50	245,240.18
PUGET SOUND ENERGY 4.3% DUE 05-20-2045 SEDOL: BD3J3P0	255,000.000	188,019.15	213,153.16
PUGET SOUND ENERGY 6.274% DUE 03-15-2037 CUSIP: 745332BX3	345,000.000	337,396.20	377,155.84
PVTPL ROCHE HLDGS INC 5.21% DUE 03-08-2054 BEO SEDOL: BM8H4B5	225,000.000	225,429.75	219,068.23
RAYMOND JAMES FINL INC 3.75% 04-01-2051 SEDOL: BKP32M9	325,000.000	228,705.75	239,450.47

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
REALTY INCOME CORP 1.8% DUE 03-15-2033 SEDOL: BN459R1	750,000.000	513,952.50	623,630.48
REALTY INCOME CORP 3.4% 01-15-2030 SEDOL: BN7DKH9	465,000.000	382,411.05	452,279.52
REGENCY CTRS L P 2.95% DUE 09-15-2029 SEDOL: BJQZJV5	465,000.000	389,497.95	446,287.61
S&P GLOBAL INC 2.5% DUE 12-01-2029 SEDOL: BKM1DM3	320,000.000	268,236.80	301,838.51
SAN DIEGO GAS & ELEC CO 5.55% 04-15-2054 SEDOL: BPTK7J3	275,000.000	275,368.50	268,361.77
SIMON PPTY GROUP L 4.25% DUE 10-01-2044 SEDOL: BQR7XM8	800,000.000	568,208.00	675,934.86
SOUTHERN PWR CO 5.25% DUE 07-15-2043 SEDOL: BCB8385	515,000.000	422,495.70	492,472.81
ST PAUL TRAVELERS COS INC FORMERLY ST P ST PAUL TRAVELERS 6.75 06-20-2036 BEO SEDOL: B17M7Y8	460,000.000	489,187.00	529,393.77
TAMPA ELEC CO 4.35% DUE 05-15-2044 SEDOL: BMMVFY3	700,000.000	524,454.00	596,659.74
THERMO FISHER SCIENTIFIC 1.75% 10-15-2028 SEDOL: BPCHCZ2	100,000.000	83,911.00	94,430.65
TRAVELERS COS INC 3.75% DUE 05-15-2046 SEDOL: BD8BSC3	25,000.000	17,531.50	19,720.47
UDR INC 2.1% DUE 06-15-2033 REG SEDOL: BN33PY5	555,000.000	384,886.95	462,385.32
UNION PAC CORP FIXED 3.75% DUE 02-05-2070 SEDOL: BKDMLC1	80,000.000	50,832.00	54,177.10
UNION PAC CORP FIXED 3.79% DUE 04-06-2071 SEDOL: BMCFPF6	240,000.000	152,995.20	165,301.75
UNION PAC CORP 2.891% DUE 04-06-2036 SEDOL: BMCFPB2	445,000.000	328,071.80	376,284.14
UNITEDHEALTH GROUP 3.5% DUE 08-15-2039 SEDOL: BHKDKY1	760,000.000	565,341.20	634,602.69
UNIV SOUTHN CAL 3.028% DUE 10-01-2039 SEDOL: BZBZ9C3	970,000.000	700,747.40	809,842.63
VA ELEC & PWR CO 6.35% DUE 11-30-2037 SEDOL: B29R964	510,000.000	500,376.30	561,058.74

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Corporate Debt Instruments - Other			
United States - USD			
VERIZON COMMUNICATIONS INC 2.987% 10-30-2056 USD SEDOL: BMXT869	775,000.000	412,385.25	463,275.70
VISA INC 1.9% DUE 04-15-2027 REG SEDOL: BM6KKJ6	630,000.000	561,890.70	617,106.11
WELLS FARGO & CO 4.15% DUE 01-24-2029 SEDOL: BJ60RD8	440,000.000	400,901.60	441,262.22
WELLS FARGO & CO 5.375% DUE 02-07-2035 SEDOL: BG496Q2	120,000.000	110,940.00	126,436.98
WELLTOWER INC 2.75% 01-15-2032 SEDOL: BMHYK20	475,000.000	366,486.25	432,726.60
WILLIAMS COS INC 8.75% DUE 03-15-2032 SEDOL: 2744146	350,000.000	391,177.50	425,134.88
WRKCO INC 3.9% DUE 06-01-2028 SEDOL: BJ027P2	420,000.000	382,359.60	417,915.59
XCEL ENERGY INC MINN SR NT 2.35% 11-15-2031 SEDOL: BNVW2K9	510,000.000	382,831.50	453,208.43
Total United States - USD		**44,647,520.41**	**50,082,212.99**
Total Corporate Debt Instruments - Other		**46,269,901.06**	**51,813,889.64**
Value of Interest in Common/Collective Trusts			
United States - USD			
NT COLLECTIVE GOVT SHORT TERM INVT FD CUSIP: 66586U445	2,713,662.880	2,713,662.88	2,713,662.88
Total United States - USD		**2,713,662.88**	**2,713,662.88**
Total Value of Interest in Common/Collective Trusts		**2,713,662.88**	**2,713,662.88**
Other			
United States - USD			
FUT MAR 26 CBT UL T-BONDS CUSIP: 999599GH0	-8.000	-958,750.78	-944,000.00
FUT MAR 26 CBT UL T-BONDS CUSIP: 999599GH0	8.000	958,750.78	944,000.00

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Schedule of Assets Held for Investment Purposes

Security Description / Asset ID	Shares/Par Value	Historical Cost	Current Value
Other			
United States - USD			
FUT MAR 26 CBT ULT TNOTE CUSIP: 999599GH0	-5.000	-577,148.45	-575,078.13
FUT MAR 26 CBT ULT TNOTE CUSIP: 999599GH0	5.000	577,148.45	575,078.13
FUT MAR 26 US 2YR T-NOTE CUSIP: 999599GH0	-7.000	-1,461,195.31	-1,461,523.44
FUT MAR 26 US 2YR T-NOTE CUSIP: 999599GH0	7.000	1,461,195.31	1,461,523.44
FUT MAR 26 10 YR T-NOTES CUSIP: 999599GH0	-3.000	-338,484.39	-337,312.50
FUT MAR 26 10 YR T-NOTES CUSIP: 999599GH0	3.000	338,484.39	337,312.50
FUT MAR 26 5 YR T NOTE CUSIP: 999599GH0	-18.000	-1,970,437.50	-1,967,484.38
FUT MAR 26 5 YR T NOTE CUSIP: 999599GH0	18.000	1,970,437.50	1,967,484.38
Total United States - USD		**0.00**	**0.00**
Total Other		**0.00**	**0.00**
Total		**48,983,493.48**	**54,527,482.06**

** All or a portion of this security participates in Securities Lending.