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

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of 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)

Part II Basic Plan Information—enter all requested information

1a Name of plan
NEXTEER AUTOMOTIVE SALARIED 401(K) RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/2011

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)
NEXTEER AUTOMOTIVE CORPORATION

3900 E. HOLLAND ROAD
SAGINAW, MI 48601

2b Employer Identification Number (EIN)
26-1668808

2c Plan Sponsor's telephone number
989-757-5000

2d Business code (see instructions)
336300

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.	10/15/2021	RONALD C SOBCZAK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	2217
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)**	1811
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1713
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	413
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2126
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	8
f	Total. Add lines **6d** and **6e**.	**6f**	2134
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	2113
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	27
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J 2K 2S 2T

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

9a Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2020** **This Form is Open to Public Inspection.**

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
NEXTEER AUTOMOTIVE SALARIED 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
NEXTEER AUTOMOTIVE CORPORATION

D Employer Identification Number (EIN)
26-1668808

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

BMO ASSET MANAGEMENT

39-6043182

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

AMG FUNDS

06-1298481

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

HARTFORD MUTUAL FUNDS

13-3317783

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

FIDELITY INVESTMENTS

06-1194217

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

PARNASSUS

94-6579180

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

BLACKROCK

04-6171663

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

T. ROWE PRICE

52-2264646

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

METROPOLITAN WEST FUNDS

95-4597302

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

ABERDEEN FUNDS

51-0368279

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

JOHN HANCOCK

04-3483032

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

DREYFUS

13-5673135

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

OAKMARK

04-3276558

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

FRANKLIN TEMPLETON INVESTMENTS

94-3167260

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

LOOMIS SAYLES FUNDS

04-3200030

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

VANGUARD

23-1945930

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

CONESTOGA CAPITAL ADVISORS

23-3072906

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

MFS

04-2747644

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

NUVEEN

36-3817266

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

PIMCO FUNDS

95-2632339

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

AMERICAN FUND

95-1411037

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)

WELLS FARGO BANK, N.A.

94-1347393

(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?
15 21 37 50 60 62 64	SERVICE PROVIDER	163235	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

SHEPARD KAPLAN

83-0368447

(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?
50 51	SERVICE PROVIDER	75000	Yes [ ] No [X]	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 [ ]

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)

(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 ☐

(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

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
NEXTEER AUTOMOTIVE SALARIED 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
NEXTEER AUTOMOTIVE CORPORATION

D Employer Identification Number (EIN)
26-1668808

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: BLACKROCK S&P MIDCAP INDEX CIT N

b Name of sponsor of entity listed in (a): WELLS FARGO, N.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)
52-2265235-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK US AGGREG BOND INDEX CIT

b Name of sponsor of entity listed in (a): WELLS FARGO, N.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)
20-5699010-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK S&P 500 INDEX CIT N

b Name of sponsor of entity listed in (a): WELLS FARGO, N.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)
94-3224211-001	C	0

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)

(Complete as many entries as needed to report all participating plans)

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
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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

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
NEXTEER AUTOMOTIVE SALARIED 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
NEXTEER AUTOMOTIVE CORPORATION

D Employer Identification Number (EIN)
26-1668808

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	3137094	2826375
(9) Value of interest in common/collective trusts	1c(9)	32003760	0
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	279545501	358912833
(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)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	314686355	361739208
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	314686355	361739208

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)	9570571	
	(B) Participants	2a(1)(B)	17245201	
	(C) Others (including rollovers)	2a(1)(C)	914698	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		27730470
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	162152	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		162152
	(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)	3417037	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		3417037
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		4943305
(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)		32422161
c Other income	2c		180352
d Total income. Add all **income** amounts in column (b) and enter total	2d		68855477
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	21575655	
(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)		21575655
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		2325
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	238235	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		238235
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		21816215
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		47039262
l Transfers of assets:			
(1) To this plan	2l(1)		13591
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: REHMANN ROBSON, LLC **(2)** EIN: 38-3635706

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, 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.

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	

			Yes	No	Amount
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		500000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
NEXTEER AUTOMOTIVE SALARIED 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
NEXTEER AUTOMOTIVE CORPORATION

D Employer Identification Number (EIN)
26-1668808

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): 41-6257133

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

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

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

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

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

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

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

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (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) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

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_____

Nexteer Automotive Salaried 401(k) Retirement Plan

Years Ended December 31, 2020 and 2019

Financial Statements and Supplemental Information

Rehmann

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

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INDEPENDENT AUDITORS' REPORT

October 14, 2021

Nexteer Automotive Corporation
Benefit Plan Administrative Committee
Nexteer Automotive
Salaried 401(k) Retirement Plan
3900 E. Holland Road
Saginaw, Michigan 48601

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of ***Nexteer Automotive Salaried 401(k) Retirement Plan*** (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, 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's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

Independent Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to information summarized in Note 2, which was certified by Wells Fargo Bank, N.A., the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's investment assets and notes receivable from participants, and executes the related transactions. The Plan Administrator has obtained certifications from the trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the Plan Administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Supplemental Schedule

The December 31, 2020 supplemental schedule of assets (held at end of year) is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on this supplemental schedule.

Report on Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

Statements of Net Assets Available for Benefits

ASSETS	December 31 2020	December 31 2019
Investments at fair value		
Mutual funds	$ 330,312,809	$ 170,072,942
Money market fund	28,600,024	25,562,573
Separately managed accounts	-	83,909,986
Common collective trusts	-	32,003,760
Total investments at fair value	**358,912,833**	**311,549,261**
Notes receivable from participants	2,826,375	3,137,094
Total assets (equal to net assets available for benefits)	**$ 361,739,208**	**$ 314,686,355**

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

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2020	2019
Additions to net assets attributed to		
Contributions		
Participant	$ 17,245,201	$ 17,411,227
Employer	9,570,571	10,573,679
Rollover	914,698	612,849
Total contributions	**27,730,470**	**28,597,755**
Investment income - dividends	3,417,037	2,756,038
Transfer from other plan	13,591	270,977
Other income	180,352	381,539
Interest income - notes receivable from participants	162,152	165,180
Total additions	**31,503,602**	**32,171,489**
Deductions from net assets attributed to		
Benefits paid to participants	21,577,980	18,726,158
Administrative and other expenses	238,235	248,434
Total deductions	**21,816,215**	**18,974,592**
Net appreciation in fair value of investments	37,365,466	51,049,687
Net increase	**47,052,853**	**64,246,584**
Net assets available for benefits		
Beginning of year	314,686,355	250,439,771
End of year	**$ 361,739,208**	**$ 314,686,355**

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

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

1. DESCRIPTION OF THE PLAN AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following description of the ***Nexteer Automotive Salaried 401(k) Retirement Plan*** (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

Description of the Plan

General

The Plan was established with an effective date of January 1, 2011. The Plan is a defined contribution plan covering all eligible salaried employees of ***Nexteer Automotive Corporation*** and its subsidiary ***Steering Solutions Expat Holding Corporation*** (collectively the "Corporation") who are age eighteen or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

For purposes of the Plan, ineligible employees include: employees whose employment with the Corporation is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining; hourly-paid employees; part-time, temporary or seasonal employees; leased employees; and individuals hired by the Corporation and characterized as co-op students, interns, and/or working on a per diem basis.

Risks and Economic Uncertainties

The Plan invests in mutual funds and a money market fund with the underlying assets consisting of any combination of stocks, bonds, fixed income securities, and other investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of interest rate, market, and credit risks inherent with certain of the Plan's investment securities, it is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and changes in net assets available for benefits.

On March 11, 2020, the World Health Organization categorized Coronavirus Disease 2019 ("COVID-19") as a pandemic, and on March 13, 2020, the President of the United States declared the global outbreak a national emergency. In addition, state and local authorities have required or recommended social distancing and have imposed quarantine and other isolation measures on large portions of the domestic population, including mandatory business closures. These measures, designed to protect the overall public health, have had and are expected to continue to have material adverse financial and other impacts on world economies.

NOTES TO FINANCIAL STATEMENTS

As a result of the COVID-19 pandemic, there has been heightened market risk and volatility experienced in the financial markets and it is difficult to fully assess or predict the duration of and ultimate impact brought by the pandemic. The longer-term economic effects will depend on future developments that are highly uncertain. As such, Plan management is unable to estimate the impact the current environment will have on participants' account balances, and the investment amounts reported in the Plan's statements of net assets available for benefits and changes in net assets available for benefits.

On March 27, 2020, the President signed the C*oronavirus Aid, Relief, and Economic Security Act* (the "CARES Act") into law. The CARES Act included provisions for eligible defined contribution plans, including availability of qualified coronavirus-related distributions, delay of repayments for existing plan loans, and other relief provisions. These CARES Act provisions were optional and employers were permitted to choose whether, and to what extent, to provide the coronavirus-related distribution and/or loan provisions of the CARES Act. The Plan provided access to the new CARES Act distribution and loan deferral options to participants as soon as administratively feasible, in accordance with IRS guidance and other applicable requirements.

Contributions

Each year eligible participants may contribute up to 75% of their eligible compensation as either pre-tax 401(k) contributions or Roth 401(k) contributions, as defined in the Plan agreement. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant.

The Corporation makes matching contributions equal to 100% of elective deferrals, up to (1) 6% of each participant's Plan year compensation if hired on or after January 1, 2011; or (2) 8% of each participant's Plan year compensation if hired before January 1, 2011. The Corporation may also elect to make additional discretionary nonelective contributions. No such additional discretionary contributions were made in 2020 and 2019.

Participants direct the investment of contributions into various investment options offered by the Plan. The Plan currently offers mutual funds and a money market fund as investment options for participants. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

NOTES TO FINANCIAL STATEMENTS

Participant Accounts

Each participant's account is credited with the participant's contribution and the Corporation's matching and nonelective contributions (when made) and an allocation of Plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, specific participant transactions, or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their 401(k) voluntary contributions plus actual earnings thereon. For employees hired on or subsequent to January 1, 2015, vesting in the Corporation matching and nonelective contributions is based on years of continuous service. A participant is 100 percent vested after three years of credited service, with no vesting prior to attaining the three years of credited service.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their account balance. The notes receivable are secured by the balance in the participant's account and bear interest at rates ranging from 4.25% to 6.50% which are commensurate with local prevailing rates at the time the notes were issued, as determined quarterly by the Plan Administrator. Principal and interest is paid ratably through payroll deductions.

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account or installment payments only if the participant is subject to a lifetime required minimum distribution, as defined by the Plan agreement. For termination of service or for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. In-service withdrawal of vested balances may be elected by participants who have reached 59 ½ years of age. The Plan also permits withdrawals of active participants' elective contributions, rollover contributions, matching contributions, and nonelective contributions only in amounts necessary to satisfy financial hardship as defined by the Plan agreement.

Forfeited Accounts

Forfeited nonvested accounts are allocated to Plan expenses or used to reduce future employer cash contributions. There was no reduction in Plan expenses or employer contributions from forfeited nonvested accounts during 2019. Employer contributions were reduced by $719,236 from forfeited nonvested accounts during 2020. At December 31, 2020 and 2019, forfeited nonvested accounts totaled $72,887 and $492,340, respectively.

NOTES TO FINANCIAL STATEMENTS

Transfer from Other Plan

During 2020 and 2019, the Plan recognized participant account balance transfers totaling $13,591 and $270,977, respectively, from the Nexteer Automotive Hourly 401(k) Retirement Plan for employees who are now eligible to participate in the Plan. Those transfers are recognized in the statements of net assets available for benefits as "transfer from other plan."

Administrative Expenses and Legal Costs

Except as otherwise indicated, the Plan's administrative expenses and legal costs are generally paid by the Corporation and qualify as party-in-interest transactions exempt from the prohibited transaction rules. Fees for trustee and record keeping services are paid by the Plan. Participants are charged directly for fees and expenses related to participant notes receivables, participant distributions, participant qualified domestic relations orders and other participant-specific activities.

Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates

The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

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

Investment management fees and investment operating expenses are charged to the Plan and are deducted from income earned on a daily basis and are not separately reflected. Consequently, investment management fees and investment operating expenses are reflected as a reduction of net appreciation or as an addition to net depreciation in the aggregate fair value of such investments.

NOTES TO FINANCIAL STATEMENTS

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 or 2019. If a participant ceases to make loan repayments and the Plan Administrator deems the note receivable to be in default, the participant note receivable is reduced and a benefit payment is recorded.

Contributions

Participant contributions are recorded when withheld from compensation. Employer contributions are recorded in the period in which they become the obligations of the Corporation.

Benefits Paid to Participants

Benefit payments to participants are recorded when paid.

New Accounting Pronouncement

In August 2018, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2018-13, *Fair Value Measurement (Topic 820), Disclosure Framework - Changes to the Disclosure Requirements for Fair Value Measurement.* On January 1, 2020, Plan management adopted ASU No. 2018-13, and as a result the Plan modified certain disclosures in Note 3. The adoption of this standard did not have a material impact on the Plan's financial statements.

Subsequent Events

In preparing these financial statements, Plan management has evaluated, for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2020, the most recent statement of net assets available for benefits presented herein, through October 14, 2021, the date these financial statements were available to be issued. No such significant events or transactions were identified.

2. INVESTMENTS

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Wells Fargo Bank, N.A. ("Wells Fargo"), as trustee, has certified the completeness and accuracy of the investment information reflected in (1) the accompanying statements of net assets available for benefits as of December 31, 2020 and 2019, (2) the December 31, 2020, schedule of assets (held at end of year), and (3) the related investment activity reflected in the statements of changes in net assets available for benefits during 2020 and 2019. Wells Fargo has also certified the completeness and accuracy of notes receivable from participants and the related interest income as of and for the years ended December 31, 2020 and 2019.

NOTES TO FINANCIAL STATEMENTS

3. FAIR VALUE MEASUREMENTS

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. For financial assets recorded at fair value, the description includes an indication of the level of the fair value hierarchy in which the assets are classified. There have been no changes in the methodologies used at December 31, 2020 and 2019.

Mutual funds : Shares held in mutual funds are valued at quoted market prices that represent the net asset value ("NAV") of shares held by the Plan at year end and are classified as Level 1. The NAV is based on the value of the underlying assets owned by the fund, less its liabilities, then divided by the number of shares outstanding. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Money market fund : Shares held in the money market fund is comprised of debt securities with an average maturity of 60 days or less. The composition of securities is structured to maintain a value of $1 per share and these funds are classified as Level 2.

NOTES TO FINANCIAL STATEMENTS

Separately managed accounts : These investments are valued using the NAV of units held by the Plan at year-end as provided by Wells Fargo and are not assigned a level in the fair value hierarchy. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying assets owned by the account net of investment management fees. The practical expedient is not used when it is determined to be probable that the investment will be sold for an amount different than the reported NAV.

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

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

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

2020	Level 1	Level 2	Level 3	Other(1)	Total
Mutual funds	$ 330,312,809	$ -	$ -	$ -	$ 330,312,809
Money market fund	-	28,600,024	-	-	28,600,024
Total investments at fair value	**$ 330,312,809**	**$ 28,600,024**	**$ -**	**$ -**	**$ 358,912,833**

2019	Level 1	Level 2	Level 3	Other(1)	Total
Mutual funds	$ 170,072,942	$ -	$ -	$ -	$ 170,072,942
Money market fund	-	25,562,573	-	-	25,562,573
Separately managed accounts	-	-	-	83,909,986	83,909,986
Common collective trusts	-	-	-	32,003,760	32,003,760
Total investments at fair value	**$ 170,072,942**	**$ 25,562,573**	**$ -**	**$ 115,913,746**	**$ 311,549,261**

NOTES TO FINANCIAL STATEMENTS

(1) Certain investments are measured at NAV per share (or its equivalent) on a non-active market and have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. Plan management evaluates the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. There were no transfers of assets into or out of Level 3 in 2020 and 2019.

The following tables set forth additional disclosures for the fair value measurement of investments in certain entities that calculate net asset value per share (or its equivalent) as of December 31, 2019:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Periods
Separately managed accounts	$ 83,909,986	$ -	Daily	Daily
Common collective trusts	32,003,760	-	Daily	Daily

The following is a description of the investment strategies for separately managed accounts and common collective trusts at December 31, 2019:

Separately Managed Accounts:

Moderate allocation : These funds seek to provide a high level of current income and growth of capital, with greater emphasis on providing current income. Investors typically have a moderate tolerance for risk, a medium time horizon for investing, and can withstand the market risk of fixed income and equity investments.

Conservative allocation : These funds seek to provide a high level of current income, with a limited potential for growth of capital. Investors typically have a relatively low tolerance for risk and/or a relatively shorter time horizon for investing, as well as the ability to withstand some market risk from fixed income and equity investments.

Growth allocation : These funds seek to provide capital preservation and growth of capital, with greater emphasis on growth of capital. Investors typically have a relatively high tolerance for risk but want it balanced with current income, medium to longer time horizon for investing, and can withstand the market risk of equity and fixed income investments.

Aggressive allocation : These funds seek to provide growth of capital. Investors typically have a higher tolerance for risk and/or a longer time horizon for investing, as well as the ability to withstand the market risk of a portfolio invested mostly in equities.

NOTES TO FINANCIAL STATEMENTS

Common collective trusts: These funds include investments that seek an investment return that approximates as closely as practicable the performance of certain indices over the long term by investing in a portfolio that owns units of one or more portfolios that hold securities of the S&P 500 Index, S&P Mid-Cap Index, or Barclays U.S. Aggregate Bond Index.

4. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Plan investments are managed by Shepherd Kaplan LLC, and Wells Fargo is the trustee as defined by the Plan and, therefore, transactions with these entities qualify as party-in-interest. Investment operating expenses are charged to the Plan for investments and are deducted from income earned on a daily basis and are not separately reflected. Investment management fees are also paid by the Plan.

5. TAX STATUS

The Corporation's management adopted the Volume Submitter Profit Sharing Plan with CODA plan document. The prototype Plan document has received an opinion letter from the Internal Revenue Service dated March 31, 2014, stating that the written form of the underlying plan document is qualified under Section 401(a) of the Internal Revenue Code (the "Code") and that any employer adopting this form of the Plan will be considered to have a plan qualified under Section 401(a) of the Code. The Plan is required to operate in conformity with the Code to maintain its qualification. The Plan's Administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2020, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or asset or disclosure in the financial statements. The Plan may be subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2017.

6. PLAN TERMINATION

Although it has not expressed any intent to do so, the Corporation has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts. Any unallocated assets of the Plan should be allocated to participant accounts and distributed in such a manner as the Corporation may determine.

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SUPPLEMENTAL INFORMATION
AS OF DECEMBER 31, 2020

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

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

December 31, 2020
Plan #001
EIN 26-1668808

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
	Mutual funds		
	Fidelity Investments	Fidelity Contrafund K6, 2,879,754 shares	$ 54,369,755
	Fidelity Investments	Fidelity 500 Index Fund, 255,383 shares	33,243,177
	American Funds	American 2030 Target Retirement Fund, 1,319,507 shares	22,246,886
	Hartford Mutual Funds	Hartford Mid Cap Fund R5, 419,243 shares	17,872,329
	American Funds	American 2035 Target Retirement Fund, 802,070 shares	14,373,103
	American Funds	American 2025 Target Retirement Fund, 871,748 shares	13,477,231
	John Hancock	John Hancock Federal DISC M/C R6 Fund, 531,585 shares	12,391,237
	Conestoga	Conestoga Small Cap Institutional Fund, 153,664 shares	12,090,315
	Met West	Metropolitan West Total Return Bond Fund, 1,037,543 shares	10,883,828
	American Funds	American 2040 Target Retirement Fund, 565,290 shares	10,548,318
	T. Rowe Price	T. Rowe Price International Discovery Fund, 109,740 shares	9,978,637
	MFS	MFS Value Fund R6, 198,668 shares	8,904,309
	Fidelity Investments	Fidelity Small Cap Indexed Fund, 319,339 shares	7,977,099
	American Funds	American 2045 Target Retirement Fund, 413,753 shares	7,902,690
	American Funds	American Balanced Fund R6, 258,880 shares	7,820,754
	Parnassus	Parnassus Core Equity Institutional Fund, 145,221 shares	7,805,641
	American Funds	American 2050 Target Retirement Fund, 400,212 shares	7,527,994
	Oakmark	Oakmark International Institutional Fund, 284,000 shares	7,401,028
	American Funds	American 2055 Target Retirement Fund, 283,672 shares	6,714,522
	Vanguard	Vanguard Short-Term Federal Admiral Fund, 552,538 shares	6,083,445
	Aberdeen	Aberdeen Emerg Markets Institutional Fund, 277,607 shares	5,640,977
	American Funds	American 2020 Target Retirement Fund, 408,313 shares	5,634,718
	T. Rowe Price	T. Rowe Price High Yield Fund I, 834,153 shares	5,538,774
	Loomis	Loomis Sayles Bond Fund N1, 358,157 shares	4,860,188
	Nuveen	Nuveen Real Estate Securities Fund R6, 240,469 shares	4,564,111
	Fidelity Investments	Fidelity Mid Cap Index Fund, 148,178 shares	4,002,275
	Fidelity Investments	Fidelity International Index Fund, 68,081 shares	3,105,175
	Fidelity Investments	Fidelity US Bond Index Fund, 246,256 shares	3,065,890
	American Funds	American 2060 Target Retirement Fund, 176,938 shares	2,800,928
	Fidelity Investments	Fidelity Select Natural Resource Fund, 121,402 shares	2,498,447
	MFS	MFS Emerging Markets Fund R6, 151,811 shares	2,337,888
	Pimco	Pimco Global Bond Opportunities, 194,012 shares	2,085,628
	Blackrock	Blackrock Strategic Income Opportunity Fund, 196,711 shares	2,041,856
	AMG	AMG MG Silvercst Small Cap Fund, 96,836 shares	1,661,711
	American Funds	American 2015 Target Retirement Fund, 40,463 shares	506,191
	American Funds	American 2010 Target Retirement Fund, 30,200 shares	355,754
	Total separately managed accounts		**330,312,809**
	Money market fund		
	Dreyfus Corporation	Dreyfus Institutional Preferred MM, 28,600,024 shares	28,600,024
	Total investments at fair value		**358,912,833**
*	Notes receivable from participants	Loans, maturing through November 2035, interest rates from 4.25% - 6.50%, collateral - participant account balances	2,826,375
	Total		**$ 361,739,208**

(a) An asterisk in this column identifies a person known to be a party-in-interest.

The above information has been certified by Wells Fargo Bank, N.A., trustee of the Plan, as complete and accurate.

Nexteer Automotive Salaried 401(k) Retirement Plan

Years Ended December 31, 2020 and 2019

Financial Statements and Supplemental Information

Rehmann

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

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INDEPENDENT AUDITORS' REPORT

October 14, 2021

Nexteer Automotive Corporation
Benefit Plan Administrative Committee
Nexteer Automotive
Salaried 401(k) Retirement Plan
3900 E. Holland Road
Saginaw, Michigan 48601

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of ***Nexteer Automotive Salaried 401(k) Retirement Plan*** (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, 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's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

Independent Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to information summarized in Note 2, which was certified by Wells Fargo Bank, N.A., the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's investment assets and notes receivable from participants, and executes the related transactions. The Plan Administrator has obtained certifications from the trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the Plan Administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Supplemental Schedule

The December 31, 2020 supplemental schedule of assets (held at end of year) is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on this supplemental schedule.

Report on Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

Statements of Net Assets Available for Benefits

ASSETS	December 31 2020	December 31 2019
Investments at fair value		
Mutual funds	$ 330,312,809	$ 170,072,942
Money market fund	28,600,024	25,562,573
Separately managed accounts	-	83,909,986
Common collective trusts	-	32,003,760
Total investments at fair value	**358,912,833**	**311,549,261**
Notes receivable from participants	2,826,375	3,137,094
Total assets (equal to net assets available for benefits)	**$ 361,739,208**	**$ 314,686,355**

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

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2020	2019
Additions to net assets attributed to		
Contributions		
Participant	$ 17,245,201	$ 17,411,227
Employer	9,570,571	10,573,679
Rollover	914,698	612,849
Total contributions	**27,730,470**	**28,597,755**
Investment income - dividends	3,417,037	2,756,038
Transfer from other plan	13,591	270,977
Other income	180,352	381,539
Interest income - notes receivable from participants	162,152	165,180
Total additions	**31,503,602**	**32,171,489**
Deductions from net assets attributed to		
Benefits paid to participants	21,577,980	18,726,158
Administrative and other expenses	238,235	248,434
Total deductions	**21,816,215**	**18,974,592**
Net appreciation in fair value of investments	37,365,466	51,049,687
Net increase	**47,052,853**	**64,246,584**
Net assets available for benefits		
Beginning of year	314,686,355	250,439,771
End of year	**$ 361,739,208**	**$ 314,686,355**

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

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

1. DESCRIPTION OF THE PLAN AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following description of the ***Nexteer Automotive Salaried 401(k) Retirement Plan*** (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

Description of the Plan

General

The Plan was established with an effective date of January 1, 2011. The Plan is a defined contribution plan covering all eligible salaried employees of ***Nexteer Automotive Corporation*** and its subsidiary ***Steering Solutions Expat Holding Corporation*** (collectively the "Corporation") who are age eighteen or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

For purposes of the Plan, ineligible employees include: employees whose employment with the Corporation is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining; hourly-paid employees; part-time, temporary or seasonal employees; leased employees; and individuals hired by the Corporation and characterized as co-op students, interns, and/or working on a per diem basis.

Risks and Economic Uncertainties

The Plan invests in mutual funds and a money market fund with the underlying assets consisting of any combination of stocks, bonds, fixed income securities, and other investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of interest rate, market, and credit risks inherent with certain of the Plan's investment securities, it is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and changes in net assets available for benefits.

On March 11, 2020, the World Health Organization categorized Coronavirus Disease 2019 ("COVID-19") as a pandemic, and on March 13, 2020, the President of the United States declared the global outbreak a national emergency. In addition, state and local authorities have required or recommended social distancing and have imposed quarantine and other isolation measures on large portions of the domestic population, including mandatory business closures. These measures, designed to protect the overall public health, have had and are expected to continue to have material adverse financial and other impacts on world economies.

NOTES TO FINANCIAL STATEMENTS

As a result of the COVID-19 pandemic, there has been heightened market risk and volatility experienced in the financial markets and it is difficult to fully assess or predict the duration of and ultimate impact brought by the pandemic. The longer-term economic effects will depend on future developments that are highly uncertain. As such, Plan management is unable to estimate the impact the current environment will have on participants' account balances, and the investment amounts reported in the Plan's statements of net assets available for benefits and changes in net assets available for benefits.

On March 27, 2020, the President signed the C*oronavirus Aid, Relief, and Economic Security Act* (the "CARES Act") into law. The CARES Act included provisions for eligible defined contribution plans, including availability of qualified coronavirus-related distributions, delay of repayments for existing plan loans, and other relief provisions. These CARES Act provisions were optional and employers were permitted to choose whether, and to what extent, to provide the coronavirus-related distribution and/or loan provisions of the CARES Act. The Plan provided access to the new CARES Act distribution and loan deferral options to participants as soon as administratively feasible, in accordance with IRS guidance and other applicable requirements.

Contributions

Each year eligible participants may contribute up to 75% of their eligible compensation as either pre-tax 401(k) contributions or Roth 401(k) contributions, as defined in the Plan agreement. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant.

The Corporation makes matching contributions equal to 100% of elective deferrals, up to (1) 6% of each participant's Plan year compensation if hired on or after January 1, 2011; or (2) 8% of each participant's Plan year compensation if hired before January 1, 2011. The Corporation may also elect to make additional discretionary nonelective contributions. No such additional discretionary contributions were made in 2020 and 2019.

Participants direct the investment of contributions into various investment options offered by the Plan. The Plan currently offers mutual funds and a money market fund as investment options for participants. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

NOTES TO FINANCIAL STATEMENTS

Participant Accounts

Each participant's account is credited with the participant's contribution and the Corporation's matching and nonelective contributions (when made) and an allocation of Plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, specific participant transactions, or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their 401(k) voluntary contributions plus actual earnings thereon. For employees hired on or subsequent to January 1, 2015, vesting in the Corporation matching and nonelective contributions is based on years of continuous service. A participant is 100 percent vested after three years of credited service, with no vesting prior to attaining the three years of credited service.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their account balance. The notes receivable are secured by the balance in the participant's account and bear interest at rates ranging from 4.25% to 6.50% which are commensurate with local prevailing rates at the time the notes were issued, as determined quarterly by the Plan Administrator. Principal and interest is paid ratably through payroll deductions.

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account or installment payments only if the participant is subject to a lifetime required minimum distribution, as defined by the Plan agreement. For termination of service or for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. In-service withdrawal of vested balances may be elected by participants who have reached 59 ½ years of age. The Plan also permits withdrawals of active participants' elective contributions, rollover contributions, matching contributions, and nonelective contributions only in amounts necessary to satisfy financial hardship as defined by the Plan agreement.

Forfeited Accounts

Forfeited nonvested accounts are allocated to Plan expenses or used to reduce future employer cash contributions. There was no reduction in Plan expenses or employer contributions from forfeited nonvested accounts during 2019. Employer contributions were reduced by $719,236 from forfeited nonvested accounts during 2020. At December 31, 2020 and 2019, forfeited nonvested accounts totaled $72,887 and $492,340, respectively.

NOTES TO FINANCIAL STATEMENTS

Transfer from Other Plan

During 2020 and 2019, the Plan recognized participant account balance transfers totaling $13,591 and $270,977, respectively, from the Nexteer Automotive Hourly 401(k) Retirement Plan for employees who are now eligible to participate in the Plan. Those transfers are recognized in the statements of net assets available for benefits as "transfer from other plan."

Administrative Expenses and Legal Costs

Except as otherwise indicated, the Plan's administrative expenses and legal costs are generally paid by the Corporation and qualify as party-in-interest transactions exempt from the prohibited transaction rules. Fees for trustee and record keeping services are paid by the Plan. Participants are charged directly for fees and expenses related to participant notes receivables, participant distributions, participant qualified domestic relations orders and other participant-specific activities.

Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates

The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

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

Investment management fees and investment operating expenses are charged to the Plan and are deducted from income earned on a daily basis and are not separately reflected. Consequently, investment management fees and investment operating expenses are reflected as a reduction of net appreciation or as an addition to net depreciation in the aggregate fair value of such investments.

NOTES TO FINANCIAL STATEMENTS

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 or 2019. If a participant ceases to make loan repayments and the Plan Administrator deems the note receivable to be in default, the participant note receivable is reduced and a benefit payment is recorded.

Contributions

Participant contributions are recorded when withheld from compensation. Employer contributions are recorded in the period in which they become the obligations of the Corporation.

Benefits Paid to Participants

Benefit payments to participants are recorded when paid.

New Accounting Pronouncement

In August 2018, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2018-13, *Fair Value Measurement (Topic 820), Disclosure Framework - Changes to the Disclosure Requirements for Fair Value Measurement.* On January 1, 2020, Plan management adopted ASU No. 2018-13, and as a result the Plan modified certain disclosures in Note 3. The adoption of this standard did not have a material impact on the Plan's financial statements.

Subsequent Events

In preparing these financial statements, Plan management has evaluated, for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2020, the most recent statement of net assets available for benefits presented herein, through October 14, 2021, the date these financial statements were available to be issued. No such significant events or transactions were identified.

2. INVESTMENTS

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Wells Fargo Bank, N.A. ("Wells Fargo"), as trustee, has certified the completeness and accuracy of the investment information reflected in (1) the accompanying statements of net assets available for benefits as of December 31, 2020 and 2019, (2) the December 31, 2020, schedule of assets (held at end of year), and (3) the related investment activity reflected in the statements of changes in net assets available for benefits during 2020 and 2019. Wells Fargo has also certified the completeness and accuracy of notes receivable from participants and the related interest income as of and for the years ended December 31, 2020 and 2019.

NOTES TO FINANCIAL STATEMENTS

3. FAIR VALUE MEASUREMENTS

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. For financial assets recorded at fair value, the description includes an indication of the level of the fair value hierarchy in which the assets are classified. There have been no changes in the methodologies used at December 31, 2020 and 2019.

Mutual funds : Shares held in mutual funds are valued at quoted market prices that represent the net asset value ("NAV") of shares held by the Plan at year end and are classified as Level 1. The NAV is based on the value of the underlying assets owned by the fund, less its liabilities, then divided by the number of shares outstanding. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Money market fund : Shares held in the money market fund is comprised of debt securities with an average maturity of 60 days or less. The composition of securities is structured to maintain a value of $1 per share and these funds are classified as Level 2.

NOTES TO FINANCIAL STATEMENTS

Separately managed accounts : These investments are valued using the NAV of units held by the Plan at year-end as provided by Wells Fargo and are not assigned a level in the fair value hierarchy. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying assets owned by the account net of investment management fees. The practical expedient is not used when it is determined to be probable that the investment will be sold for an amount different than the reported NAV.

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

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

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

2020	Level 1	Level 2	Level 3	Other(1)	Total
Mutual funds	$ 330,312,809	$ -	$ -	$ -	$ 330,312,809
Money market fund	-	28,600,024	-	-	28,600,024
Total investments at fair value	**$ 330,312,809**	**$ 28,600,024**	**$ -**	**$ -**	**$ 358,912,833**

2019	Level 1	Level 2	Level 3	Other(1)	Total
Mutual funds	$ 170,072,942	$ -	$ -	$ -	$ 170,072,942
Money market fund	-	25,562,573	-	-	25,562,573
Separately managed accounts	-	-	-	83,909,986	83,909,986
Common collective trusts	-	-	-	32,003,760	32,003,760
Total investments at fair value	**$ 170,072,942**	**$ 25,562,573**	**$ -**	**$ 115,913,746**	**$ 311,549,261**

NOTES TO FINANCIAL STATEMENTS

(1) Certain investments are measured at NAV per share (or its equivalent) on a non-active market and have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. Plan management evaluates the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. There were no transfers of assets into or out of Level 3 in 2020 and 2019.

The following tables set forth additional disclosures for the fair value measurement of investments in certain entities that calculate net asset value per share (or its equivalent) as of December 31, 2019:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Periods
Separately managed accounts	$ 83,909,986	$ -	Daily	Daily
Common collective trusts	32,003,760	-	Daily	Daily

The following is a description of the investment strategies for separately managed accounts and common collective trusts at December 31, 2019:

Separately Managed Accounts:

Moderate allocation : These funds seek to provide a high level of current income and growth of capital, with greater emphasis on providing current income. Investors typically have a moderate tolerance for risk, a medium time horizon for investing, and can withstand the market risk of fixed income and equity investments.

Conservative allocation : These funds seek to provide a high level of current income, with a limited potential for growth of capital. Investors typically have a relatively low tolerance for risk and/or a relatively shorter time horizon for investing, as well as the ability to withstand some market risk from fixed income and equity investments.

Growth allocation : These funds seek to provide capital preservation and growth of capital, with greater emphasis on growth of capital. Investors typically have a relatively high tolerance for risk but want it balanced with current income, medium to longer time horizon for investing, and can withstand the market risk of equity and fixed income investments.

Aggressive allocation : These funds seek to provide growth of capital. Investors typically have a higher tolerance for risk and/or a longer time horizon for investing, as well as the ability to withstand the market risk of a portfolio invested mostly in equities.

NOTES TO FINANCIAL STATEMENTS

Common collective trusts: These funds include investments that seek an investment return that approximates as closely as practicable the performance of certain indices over the long term by investing in a portfolio that owns units of one or more portfolios that hold securities of the S&P 500 Index, S&P Mid-Cap Index, or Barclays U.S. Aggregate Bond Index.

4. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Plan investments are managed by Shepherd Kaplan LLC, and Wells Fargo is the trustee as defined by the Plan and, therefore, transactions with these entities qualify as party-in-interest. Investment operating expenses are charged to the Plan for investments and are deducted from income earned on a daily basis and are not separately reflected. Investment management fees are also paid by the Plan.

5. TAX STATUS

The Corporation's management adopted the Volume Submitter Profit Sharing Plan with CODA plan document. The prototype Plan document has received an opinion letter from the Internal Revenue Service dated March 31, 2014, stating that the written form of the underlying plan document is qualified under Section 401(a) of the Internal Revenue Code (the "Code") and that any employer adopting this form of the Plan will be considered to have a plan qualified under Section 401(a) of the Code. The Plan is required to operate in conformity with the Code to maintain its qualification. The Plan's Administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2020, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or asset or disclosure in the financial statements. The Plan may be subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2017.

6. PLAN TERMINATION

Although it has not expressed any intent to do so, the Corporation has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts. Any unallocated assets of the Plan should be allocated to participant accounts and distributed in such a manner as the Corporation may determine.

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SUPPLEMENTAL INFORMATION
AS OF DECEMBER 31, 2020

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

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

December 31, 2020
Plan #001
EIN 26-1668808

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
	Mutual funds		
	Fidelity Investments	Fidelity Contrafund K6, 2,879,754 shares	$ 54,369,755
	Fidelity Investments	Fidelity 500 Index Fund, 255,383 shares	33,243,177
	American Funds	American 2030 Target Retirement Fund, 1,319,507 shares	22,246,886
	Hartford Mutual Funds	Hartford Mid Cap Fund R5, 419,243 shares	17,872,329
	American Funds	American 2035 Target Retirement Fund, 802,070 shares	14,373,103
	American Funds	American 2025 Target Retirement Fund, 871,748 shares	13,477,231
	John Hancock	John Hancock Federal DISC M/C R6 Fund, 531,585 shares	12,391,237
	Conestoga	Conestoga Small Cap Institutional Fund, 153,664 shares	12,090,315
	Met West	Metropolitan West Total Return Bond Fund, 1,037,543 shares	10,883,828
	American Funds	American 2040 Target Retirement Fund, 565,290 shares	10,548,318
	T. Rowe Price	T. Rowe Price International Discovery Fund, 109,740 shares	9,978,637
	MFS	MFS Value Fund R6, 198,668 shares	8,904,309
	Fidelity Investments	Fidelity Small Cap Indexed Fund, 319,339 shares	7,977,099
	American Funds	American 2045 Target Retirement Fund, 413,753 shares	7,902,690
	American Funds	American Balanced Fund R6, 258,880 shares	7,820,754
	Parnassus	Parnassus Core Equity Institutional Fund, 145,221 shares	7,805,641
	American Funds	American 2050 Target Retirement Fund, 400,212 shares	7,527,994
	Oakmark	Oakmark International Institutional Fund, 284,000 shares	7,401,028
	American Funds	American 2055 Target Retirement Fund, 283,672 shares	6,714,522
	Vanguard	Vanguard Short-Term Federal Admiral Fund, 552,538 shares	6,083,445
	Aberdeen	Aberdeen Emerg Markets Institutional Fund, 277,607 shares	5,640,977
	American Funds	American 2020 Target Retirement Fund, 408,313 shares	5,634,718
	T. Rowe Price	T. Rowe Price High Yield Fund I, 834,153 shares	5,538,774
	Loomis	Loomis Sayles Bond Fund N1, 358,157 shares	4,860,188
	Nuveen	Nuveen Real Estate Securities Fund R6, 240,469 shares	4,564,111
	Fidelity Investments	Fidelity Mid Cap Index Fund, 148,178 shares	4,002,275
	Fidelity Investments	Fidelity International Index Fund, 68,081 shares	3,105,175
	Fidelity Investments	Fidelity US Bond Index Fund, 246,256 shares	3,065,890
	American Funds	American 2060 Target Retirement Fund, 176,938 shares	2,800,928
	Fidelity Investments	Fidelity Select Natural Resource Fund, 121,402 shares	2,498,447
	MFS	MFS Emerging Markets Fund R6, 151,811 shares	2,337,888
	Pimco	Pimco Global Bond Opportunities, 194,012 shares	2,085,628
	Blackrock	Blackrock Strategic Income Opportunity Fund, 196,711 shares	2,041,856
	AMG	AMG MG Silvercst Small Cap Fund, 96,836 shares	1,661,711
	American Funds	American 2015 Target Retirement Fund, 40,463 shares	506,191
	American Funds	American 2010 Target Retirement Fund, 30,200 shares	355,754
	Total separately managed accounts		**330,312,809**
	Money market fund		
	Dreyfus Corporation	Dreyfus Institutional Preferred MM, 28,600,024 shares	28,600,024
	Total investments at fair value		**358,912,833**
*	Notes receivable from participants	Loans, maturing through November 2035, interest rates from 4.25% - 6.50%, collateral - participant account balances	2,826,375
	Total		**$ 361,739,208**

(a) An asterisk in this column identifies a person known to be a party-in-interest.

The above information has been certified by Wells Fargo Bank, N.A., trustee of the Plan, as complete and accurate.

Nexteer Automotive Salaried 401(k) Retirement Plan

Years Ended December 31, 2020 and 2019

Financial Statements and Supplemental Information

Rehmann

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

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INDEPENDENT AUDITORS' REPORT

October 14, 2021

Nexteer Automotive Corporation
Benefit Plan Administrative Committee
Nexteer Automotive
Salaried 401(k) Retirement Plan
3900 E. Holland Road
Saginaw, Michigan 48601

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of ***Nexteer Automotive Salaried 401(k) Retirement Plan*** (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, 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's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

Independent Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to information summarized in Note 2, which was certified by Wells Fargo Bank, N.A., the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's investment assets and notes receivable from participants, and executes the related transactions. The Plan Administrator has obtained certifications from the trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the Plan Administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Supplemental Schedule

The December 31, 2020 supplemental schedule of assets (held at end of year) is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on this supplemental schedule.

Report on Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

Statements of Net Assets Available for Benefits

ASSETS	December 31 2020	December 31 2019
Investments at fair value		
Mutual funds	$ 330,312,809	$ 170,072,942
Money market fund	28,600,024	25,562,573
Separately managed accounts	-	83,909,986
Common collective trusts	-	32,003,760
Total investments at fair value	**358,912,833**	**311,549,261**
Notes receivable from participants	2,826,375	3,137,094
Total assets (equal to net assets available for benefits)	**$ 361,739,208**	**$ 314,686,355**

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

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2020	2019
Additions to net assets attributed to		
Contributions		
Participant	$ 17,245,201	$ 17,411,227
Employer	9,570,571	10,573,679
Rollover	914,698	612,849
Total contributions	**27,730,470**	**28,597,755**
Investment income - dividends	3,417,037	2,756,038
Transfer from other plan	13,591	270,977
Other income	180,352	381,539
Interest income - notes receivable from participants	162,152	165,180
Total additions	**31,503,602**	**32,171,489**
Deductions from net assets attributed to		
Benefits paid to participants	21,577,980	18,726,158
Administrative and other expenses	238,235	248,434
Total deductions	**21,816,215**	**18,974,592**
Net appreciation in fair value of investments	37,365,466	51,049,687
Net increase	**47,052,853**	**64,246,584**
Net assets available for benefits		
Beginning of year	314,686,355	250,439,771
End of year	**$ 361,739,208**	**$ 314,686,355**

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

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

1. DESCRIPTION OF THE PLAN AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following description of the ***Nexteer Automotive Salaried 401(k) Retirement Plan*** (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

Description of the Plan

General

The Plan was established with an effective date of January 1, 2011. The Plan is a defined contribution plan covering all eligible salaried employees of ***Nexteer Automotive Corporation*** and its subsidiary ***Steering Solutions Expat Holding Corporation*** (collectively the "Corporation") who are age eighteen or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

For purposes of the Plan, ineligible employees include: employees whose employment with the Corporation is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining; hourly-paid employees; part-time, temporary or seasonal employees; leased employees; and individuals hired by the Corporation and characterized as co-op students, interns, and/or working on a per diem basis.

Risks and Economic Uncertainties

The Plan invests in mutual funds and a money market fund with the underlying assets consisting of any combination of stocks, bonds, fixed income securities, and other investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of interest rate, market, and credit risks inherent with certain of the Plan's investment securities, it is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and changes in net assets available for benefits.

On March 11, 2020, the World Health Organization categorized Coronavirus Disease 2019 ("COVID-19") as a pandemic, and on March 13, 2020, the President of the United States declared the global outbreak a national emergency. In addition, state and local authorities have required or recommended social distancing and have imposed quarantine and other isolation measures on large portions of the domestic population, including mandatory business closures. These measures, designed to protect the overall public health, have had and are expected to continue to have material adverse financial and other impacts on world economies.

NOTES TO FINANCIAL STATEMENTS

As a result of the COVID-19 pandemic, there has been heightened market risk and volatility experienced in the financial markets and it is difficult to fully assess or predict the duration of and ultimate impact brought by the pandemic. The longer-term economic effects will depend on future developments that are highly uncertain. As such, Plan management is unable to estimate the impact the current environment will have on participants' account balances, and the investment amounts reported in the Plan's statements of net assets available for benefits and changes in net assets available for benefits.

On March 27, 2020, the President signed the C*oronavirus Aid, Relief, and Economic Security Act* (the "CARES Act") into law. The CARES Act included provisions for eligible defined contribution plans, including availability of qualified coronavirus-related distributions, delay of repayments for existing plan loans, and other relief provisions. These CARES Act provisions were optional and employers were permitted to choose whether, and to what extent, to provide the coronavirus-related distribution and/or loan provisions of the CARES Act. The Plan provided access to the new CARES Act distribution and loan deferral options to participants as soon as administratively feasible, in accordance with IRS guidance and other applicable requirements.

Contributions

Each year eligible participants may contribute up to 75% of their eligible compensation as either pre-tax 401(k) contributions or Roth 401(k) contributions, as defined in the Plan agreement. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant.

The Corporation makes matching contributions equal to 100% of elective deferrals, up to (1) 6% of each participant's Plan year compensation if hired on or after January 1, 2011; or (2) 8% of each participant's Plan year compensation if hired before January 1, 2011. The Corporation may also elect to make additional discretionary nonelective contributions. No such additional discretionary contributions were made in 2020 and 2019.

Participants direct the investment of contributions into various investment options offered by the Plan. The Plan currently offers mutual funds and a money market fund as investment options for participants. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

NOTES TO FINANCIAL STATEMENTS

Participant Accounts

Each participant's account is credited with the participant's contribution and the Corporation's matching and nonelective contributions (when made) and an allocation of Plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, specific participant transactions, or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their 401(k) voluntary contributions plus actual earnings thereon. For employees hired on or subsequent to January 1, 2015, vesting in the Corporation matching and nonelective contributions is based on years of continuous service. A participant is 100 percent vested after three years of credited service, with no vesting prior to attaining the three years of credited service.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their account balance. The notes receivable are secured by the balance in the participant's account and bear interest at rates ranging from 4.25% to 6.50% which are commensurate with local prevailing rates at the time the notes were issued, as determined quarterly by the Plan Administrator. Principal and interest is paid ratably through payroll deductions.

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account or installment payments only if the participant is subject to a lifetime required minimum distribution, as defined by the Plan agreement. For termination of service or for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. In-service withdrawal of vested balances may be elected by participants who have reached 59 ½ years of age. The Plan also permits withdrawals of active participants' elective contributions, rollover contributions, matching contributions, and nonelective contributions only in amounts necessary to satisfy financial hardship as defined by the Plan agreement.

Forfeited Accounts

Forfeited nonvested accounts are allocated to Plan expenses or used to reduce future employer cash contributions. There was no reduction in Plan expenses or employer contributions from forfeited nonvested accounts during 2019. Employer contributions were reduced by $719,236 from forfeited nonvested accounts during 2020. At December 31, 2020 and 2019, forfeited nonvested accounts totaled $72,887 and $492,340, respectively.

NOTES TO FINANCIAL STATEMENTS

Transfer from Other Plan

During 2020 and 2019, the Plan recognized participant account balance transfers totaling $13,591 and $270,977, respectively, from the Nexteer Automotive Hourly 401(k) Retirement Plan for employees who are now eligible to participate in the Plan. Those transfers are recognized in the statements of net assets available for benefits as "transfer from other plan."

Administrative Expenses and Legal Costs

Except as otherwise indicated, the Plan's administrative expenses and legal costs are generally paid by the Corporation and qualify as party-in-interest transactions exempt from the prohibited transaction rules. Fees for trustee and record keeping services are paid by the Plan. Participants are charged directly for fees and expenses related to participant notes receivables, participant distributions, participant qualified domestic relations orders and other participant-specific activities.

Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates

The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

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

Investment management fees and investment operating expenses are charged to the Plan and are deducted from income earned on a daily basis and are not separately reflected. Consequently, investment management fees and investment operating expenses are reflected as a reduction of net appreciation or as an addition to net depreciation in the aggregate fair value of such investments.

NOTES TO FINANCIAL STATEMENTS

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 or 2019. If a participant ceases to make loan repayments and the Plan Administrator deems the note receivable to be in default, the participant note receivable is reduced and a benefit payment is recorded.

Contributions

Participant contributions are recorded when withheld from compensation. Employer contributions are recorded in the period in which they become the obligations of the Corporation.

Benefits Paid to Participants

Benefit payments to participants are recorded when paid.

New Accounting Pronouncement

In August 2018, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2018-13, *Fair Value Measurement (Topic 820), Disclosure Framework - Changes to the Disclosure Requirements for Fair Value Measurement.* On January 1, 2020, Plan management adopted ASU No. 2018-13, and as a result the Plan modified certain disclosures in Note 3. The adoption of this standard did not have a material impact on the Plan's financial statements.

Subsequent Events

In preparing these financial statements, Plan management has evaluated, for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2020, the most recent statement of net assets available for benefits presented herein, through October 14, 2021, the date these financial statements were available to be issued. No such significant events or transactions were identified.

2. INVESTMENTS

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Wells Fargo Bank, N.A. ("Wells Fargo"), as trustee, has certified the completeness and accuracy of the investment information reflected in (1) the accompanying statements of net assets available for benefits as of December 31, 2020 and 2019, (2) the December 31, 2020, schedule of assets (held at end of year), and (3) the related investment activity reflected in the statements of changes in net assets available for benefits during 2020 and 2019. Wells Fargo has also certified the completeness and accuracy of notes receivable from participants and the related interest income as of and for the years ended December 31, 2020 and 2019.

NOTES TO FINANCIAL STATEMENTS

3. FAIR VALUE MEASUREMENTS

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. For financial assets recorded at fair value, the description includes an indication of the level of the fair value hierarchy in which the assets are classified. There have been no changes in the methodologies used at December 31, 2020 and 2019.

Mutual funds : Shares held in mutual funds are valued at quoted market prices that represent the net asset value ("NAV") of shares held by the Plan at year end and are classified as Level 1. The NAV is based on the value of the underlying assets owned by the fund, less its liabilities, then divided by the number of shares outstanding. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Money market fund : Shares held in the money market fund is comprised of debt securities with an average maturity of 60 days or less. The composition of securities is structured to maintain a value of $1 per share and these funds are classified as Level 2.

NOTES TO FINANCIAL STATEMENTS

Separately managed accounts : These investments are valued using the NAV of units held by the Plan at year-end as provided by Wells Fargo and are not assigned a level in the fair value hierarchy. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying assets owned by the account net of investment management fees. The practical expedient is not used when it is determined to be probable that the investment will be sold for an amount different than the reported NAV.

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

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

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

2020	Level 1	Level 2	Level 3	Other(1)	Total
Mutual funds	$ 330,312,809	$ -	$ -	$ -	$ 330,312,809
Money market fund	-	28,600,024	-	-	28,600,024
Total investments at fair value	**$ 330,312,809**	**$ 28,600,024**	**$ -**	**$ -**	**$ 358,912,833**

2019	Level 1	Level 2	Level 3	Other(1)	Total
Mutual funds	$ 170,072,942	$ -	$ -	$ -	$ 170,072,942
Money market fund	-	25,562,573	-	-	25,562,573
Separately managed accounts	-	-	-	83,909,986	83,909,986
Common collective trusts	-	-	-	32,003,760	32,003,760
Total investments at fair value	**$ 170,072,942**	**$ 25,562,573**	**$ -**	**$ 115,913,746**	**$ 311,549,261**

NOTES TO FINANCIAL STATEMENTS

(1) Certain investments are measured at NAV per share (or its equivalent) on a non-active market and have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. Plan management evaluates the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. There were no transfers of assets into or out of Level 3 in 2020 and 2019.

The following tables set forth additional disclosures for the fair value measurement of investments in certain entities that calculate net asset value per share (or its equivalent) as of December 31, 2019:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Periods
Separately managed accounts	$ 83,909,986	$ -	Daily	Daily
Common collective trusts	32,003,760	-	Daily	Daily

The following is a description of the investment strategies for separately managed accounts and common collective trusts at December 31, 2019:

Separately Managed Accounts:

Moderate allocation : These funds seek to provide a high level of current income and growth of capital, with greater emphasis on providing current income. Investors typically have a moderate tolerance for risk, a medium time horizon for investing, and can withstand the market risk of fixed income and equity investments.

Conservative allocation : These funds seek to provide a high level of current income, with a limited potential for growth of capital. Investors typically have a relatively low tolerance for risk and/or a relatively shorter time horizon for investing, as well as the ability to withstand some market risk from fixed income and equity investments.

Growth allocation : These funds seek to provide capital preservation and growth of capital, with greater emphasis on growth of capital. Investors typically have a relatively high tolerance for risk but want it balanced with current income, medium to longer time horizon for investing, and can withstand the market risk of equity and fixed income investments.

Aggressive allocation : These funds seek to provide growth of capital. Investors typically have a higher tolerance for risk and/or a longer time horizon for investing, as well as the ability to withstand the market risk of a portfolio invested mostly in equities.

NOTES TO FINANCIAL STATEMENTS

Common collective trusts: These funds include investments that seek an investment return that approximates as closely as practicable the performance of certain indices over the long term by investing in a portfolio that owns units of one or more portfolios that hold securities of the S&P 500 Index, S&P Mid-Cap Index, or Barclays U.S. Aggregate Bond Index.

4. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Plan investments are managed by Shepherd Kaplan LLC, and Wells Fargo is the trustee as defined by the Plan and, therefore, transactions with these entities qualify as party-in-interest. Investment operating expenses are charged to the Plan for investments and are deducted from income earned on a daily basis and are not separately reflected. Investment management fees are also paid by the Plan.

5. TAX STATUS

The Corporation's management adopted the Volume Submitter Profit Sharing Plan with CODA plan document. The prototype Plan document has received an opinion letter from the Internal Revenue Service dated March 31, 2014, stating that the written form of the underlying plan document is qualified under Section 401(a) of the Internal Revenue Code (the "Code") and that any employer adopting this form of the Plan will be considered to have a plan qualified under Section 401(a) of the Code. The Plan is required to operate in conformity with the Code to maintain its qualification. The Plan's Administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2020, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or asset or disclosure in the financial statements. The Plan may be subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2017.

6. PLAN TERMINATION

Although it has not expressed any intent to do so, the Corporation has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts. Any unallocated assets of the Plan should be allocated to participant accounts and distributed in such a manner as the Corporation may determine.

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SUPPLEMENTAL INFORMATION
AS OF DECEMBER 31, 2020

NEXTEER AUTOMOTIVE SALARIED 401(k) RETIREMENT PLAN

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

December 31, 2020
Plan #001
EIN 26-1668808

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
	Mutual funds		
	Fidelity Investments	Fidelity Contrafund K6, 2,879,754 shares	$ 54,369,755
	Fidelity Investments	Fidelity 500 Index Fund, 255,383 shares	33,243,177
	American Funds	American 2030 Target Retirement Fund, 1,319,507 shares	22,246,886
	Hartford Mutual Funds	Hartford Mid Cap Fund R5, 419,243 shares	17,872,329
	American Funds	American 2035 Target Retirement Fund, 802,070 shares	14,373,103
	American Funds	American 2025 Target Retirement Fund, 871,748 shares	13,477,231
	John Hancock	John Hancock Federal DISC M/C R6 Fund, 531,585 shares	12,391,237
	Conestoga	Conestoga Small Cap Institutional Fund, 153,664 shares	12,090,315
	Met West	Metropolitan West Total Return Bond Fund, 1,037,543 shares	10,883,828
	American Funds	American 2040 Target Retirement Fund, 565,290 shares	10,548,318
	T. Rowe Price	T. Rowe Price International Discovery Fund, 109,740 shares	9,978,637
	MFS	MFS Value Fund R6, 198,668 shares	8,904,309
	Fidelity Investments	Fidelity Small Cap Indexed Fund, 319,339 shares	7,977,099
	American Funds	American 2045 Target Retirement Fund, 413,753 shares	7,902,690
	American Funds	American Balanced Fund R6, 258,880 shares	7,820,754
	Parnassus	Parnassus Core Equity Institutional Fund, 145,221 shares	7,805,641
	American Funds	American 2050 Target Retirement Fund, 400,212 shares	7,527,994
	Oakmark	Oakmark International Institutional Fund, 284,000 shares	7,401,028
	American Funds	American 2055 Target Retirement Fund, 283,672 shares	6,714,522
	Vanguard	Vanguard Short-Term Federal Admiral Fund, 552,538 shares	6,083,445
	Aberdeen	Aberdeen Emerg Markets Institutional Fund, 277,607 shares	5,640,977
	American Funds	American 2020 Target Retirement Fund, 408,313 shares	5,634,718
	T. Rowe Price	T. Rowe Price High Yield Fund I, 834,153 shares	5,538,774
	Loomis	Loomis Sayles Bond Fund N1, 358,157 shares	4,860,188
	Nuveen	Nuveen Real Estate Securities Fund R6, 240,469 shares	4,564,111
	Fidelity Investments	Fidelity Mid Cap Index Fund, 148,178 shares	4,002,275
	Fidelity Investments	Fidelity International Index Fund, 68,081 shares	3,105,175
	Fidelity Investments	Fidelity US Bond Index Fund, 246,256 shares	3,065,890
	American Funds	American 2060 Target Retirement Fund, 176,938 shares	2,800,928
	Fidelity Investments	Fidelity Select Natural Resource Fund, 121,402 shares	2,498,447
	MFS	MFS Emerging Markets Fund R6, 151,811 shares	2,337,888
	Pimco	Pimco Global Bond Opportunities, 194,012 shares	2,085,628
	Blackrock	Blackrock Strategic Income Opportunity Fund, 196,711 shares	2,041,856
	AMG	AMG MG Silvercst Small Cap Fund, 96,836 shares	1,661,711
	American Funds	American 2015 Target Retirement Fund, 40,463 shares	506,191
	American Funds	American 2010 Target Retirement Fund, 30,200 shares	355,754
	Total separately managed accounts		**330,312,809**
	Money market fund		
	Dreyfus Corporation	Dreyfus Institutional Preferred MM, 28,600,024 shares	28,600,024
	Total investments at fair value		**358,912,833**
*	Notes receivable from participants	Loans, maturing through November 2035, interest rates from 4.25% - 6.50%, collateral - participant account balances	2,826,375
	Total		**$ 361,739,208**

(a) An asterisk in this column identifies a person known to be a party-in-interest.

The above information has been certified by Wells Fargo Bank, N.A., trustee of the Plan, as complete and accurate.