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

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

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)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
JTEKT NORTH AMERICA 401(K) RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/1989

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)
JTEKT NORTH AMERICA CORPORATION

7 RESEARCH DRIVE
GREENVILLE, SC 29607

2b Employer Identification Number (EIN) 57-0570962

2c Plan Sponsor's telephone number 864-770-2100

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.	10/17/2022	KRISTEN KOZAN
	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**	5538
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)**	4635
a(2) Total number of active participants at the end of the plan year	**6a(2)**	4214
b Retired or separated participants receiving benefits	**6b**	24
c Other retired or separated participants entitled to future benefits	**6c**	1085
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	5323
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**	**6f**	5323
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	5323
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J 2K 2T 3D 3H 2S

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)	[X]	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)	[X]	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)	[X]	1	**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 2021 Form M-1 annual report. If the plan was not required to file the 2021 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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
JTEKT NORTH AMERICA 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
JTEKT NORTH AMERICA CORPORATION

D Employer Identification Number (EIN)
57-0570962

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
06-1050034	93629	040322	5323	01/01/2021	12/31/2021

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
0	48421

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

PRUCO SECURITIES CORPORATION
213 WASHINGTON STREET, 17TH FLOOR
NEWARK, NJ 07102-0000

(b) Amount of sales and base commissions paid	Fees and other commissions paid		
	(c) Amount	**(d)** Purpose	**(e)** Organization code
	48421	SERVICES TO INSURER OR PLAN	4

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		
	(c) Amount	**(d)** Purpose	**(e)** Organization code

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	80131993
5	Current value of plan's interest under this contract in separate accounts at year end	5	172712281

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GUARANTEED GENERAL ACCOUNT CONTRACT

b	Balance at the end of the previous year			7b	77288626
c	Additions: (1) Contributions deposited during the year	7c(1)	5394793		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	1307071		
	(4) Transferred from separate account	7c(4)	7190780		
	(5) Other (specify below)	7c(5)	7239831		
	▶ LOAN REPAYMENTS MISCELLANEOUS IN TRANSFERS IN				
	(6)Total additions			7c(6)	21132475
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	98421101
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	10890718		
	(2) Administration charge made by carrier	7e(2)	15322		
	(3) Transferred to separate account	7e(3)	3077089		
	(4) Other (specify below)	7e(4)	4305979		
	▶ FORF. DR.,TRANSFERS OUT LOAN INITIATIONS MISC. OUT				
	(5) Total deductions			7e(5)	18289108
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	80131993

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision) **b** ☐ Dental **c** ☐ Vision **d** ☐ Life insurance
e ☐ Temporary disability (accident and sickness) **f** ☐ Long-term disability **g** ☐ Supplemental unemployment **h** ☐ Prescription drug
i ☐ Stop loss (large deductible) **j** ☐ HMO contract **k** ☐ PPO contract **l** ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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.**	**2021** **This Form is Open to Public Inspection.**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
JTEKT NORTH AMERICA 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
JTEKT NORTH AMERICA CORPORATION

D Employer Identification Number (EIN)
57-0570962

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

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

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

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

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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?
13 15 37 50 64 65	NONE	560542	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

CBIZ INVESTMENT ADVISORY SERVICES,

81-3968784

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	63097	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BAUKNIGHT PIETRAS & STORMER, P.A.

57-0940019

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 15	NONE	19402	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

PRUCO SECURITIES, LLC

22-1921421

(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?
33 71	NONE	0	Yes [X] No [ ]	Yes [ ] No [X]	32587	Yes [ ] No [X]

(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

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
JTEKT NORTH AMERICA 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
JTEKT NORTH AMERICA CORPORATION

D Employer Identification Number (EIN)
57-0570962

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: COLUMBIA DIVIDEND VAL ISP

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

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)
06-1050034-785	P	42483766

a Name of MTIA, CCT, PSA, or 103-12 IE: CORE BD ENHANCED IDX/PGIM

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

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)
06-1050034-036	P	20421433

a Name of MTIA, CCT, PSA, or 103-12 IE: EAGLE M CAP GROWTH

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

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)
06-1050034-776	P	16257457

a Name of MTIA, CCT, PSA, or 103-12 IE: LCG/AMERICAN CENTURY

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

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)
06-1050034-253	P	58881911

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU DAY ONE IFX TRGT BAL

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

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)
06-1050034-697	P	19307487

a Name of MTIA, CCT, PSA, or 103-12 IE: SCV/KENNEDY CAPITAL

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

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)
06-1050034-257	P	15360227

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
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
JTEKT NORTH AMERICA 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
JTEKT NORTH AMERICA CORPORATION

D Employer Identification Number (EIN)
57-0570962

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	1475	720
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)	10418772	8221250
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	150959982	172712281
(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)	154139891	170005342
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	77288626	80131993
(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	392808746	431071586
	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	392808746	431071586

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)	13047449	
	(B) Participants	2a(1)(B)	21797016	
	(C) Others (including rollovers)	2a(1)(C)	1184833	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		36029298
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)	496662	
	(F) Other	2b(1)(F)	1307071	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		1803733
	(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)	2588687	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		2588687
	(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)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		31698988
(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)		12781477
c Other income	2c		92446
d Total income. Add all **income** amounts in column (b) and enter total	2d		84994629
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	46007430	
(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)		46007430
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		59748
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)	664611	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		664611
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		46731789
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		38262840
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: BAUKNIGHT, PIETRAS & STORMER P.A. **(2)** EIN: 59-0940019

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		2500000
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

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
JTEKT NORTH AMERICA 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
JTEKT NORTH AMERICA CORPORATION

D Employer Identification Number (EIN)
57-0570962

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): 22-1211670

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 _____

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JTEKT North America 401(k) Retirement Savings Plan

Financial Statements and Supplemental Schedule

Years Ended December 31, 2021 and 2020
with Report of Independent Auditors

JTEKT North America 401(k) Retirement Savings Plan
Financial Statements and Supplemental Schedule
Years Ended December 31, 2021 and 2020

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Report of Independent Auditors

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Scope and Nature of the Employee Retirement Income Security Act of 1974 ("ERISA") Section 103(a)(3)(C) Audit of the 2021 Financial Statements

We have performed an audit of the accompanying financial statements of the JTEKT North America 401(k) Retirement Savings Plan (the "Plan"), an employee benefit plan subject to ERISA, as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statement of net assets available for plan benefits as of December 31, 2021, and the related statement of changes in net assets available for plan benefits for the year then ended, and the related notes to the financial statements ("2021 Financial Statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2021 Financial Statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section:

- The amounts and disclosures in the accompanying 2021 Financial Statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States.

Opinion on the 2021 Financial Statements (continued)

- The information in the accompanying 2021 Financial Statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the 2021 Financial Statements in accordance with accounting principles generally accepted in the United States, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Auditors' Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

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

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

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

Auditors' Responsibilities for the Audit of the 2021 Financial Statements (continued)

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 Financial Statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2021 Financial Statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States.

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule as of December 31, 2021, as listed in the accompanying table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Other Matter - Supplemental Schedule Required by ERISA (continued)

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

In our opinion:

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

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

Auditors' Report on the 2020 Financial Statements

We were engaged to audit the accompanying 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 15, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Baumright Pietrus & Stromer, P.A.

October 17, 2022

JTEKT North America 401(k) Retirement Savings Plan
Statements of Net Assets Available for Plan Benefits

	December 31, 2021	2020
Assets		
Investments, at fair value:		
Mutual funds	**$ 170,005,342**	$ 154,139,891
Pooled separate accounts	**172,713,001**	150,961,457
Investment, at contract value:		
Investment contract with insurance company	**80,131,993**	77,288,626
Total investments	**422,850,336**	382,389,974
Notes receivable from participants	**8,221,250**	10,418,772
Total assets	**431,071,586**	392,808,746
Liabilities		
Plan liabilities	**--**	--
Net assets available for plan benefits	**$ 431,071,586**	$ 392,808,746

See accompanying notes.

JTEKT North America 401(k) Retirement Savings Plan
Statements of Changes in Net Assets Available for Plan Benefits

	Years Ended December 31, 2021	2020
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	**$ 44,572,911**	$ 44,189,606
Interest and dividends	**3,895,758**	3,548,006
	48,468,669	47,737,612
Interest on notes receivable from participants	**496,662**	637,268
Employee contributions	**21,797,016**	20,238,403
Employee rollovers	**1,184,833**	2,770,460
Employer contributions	**13,047,449**	12,490,190
Total additions	**84,994,629**	83,873,933
Deductions from net assets attributed to:		
Benefits paid to participants, including rollovers and deemed distributions of notes receivable from participants	**46,067,178**	83,139,219
Administrative expenses	**664,611**	762,800
Total deductions	**46,731,789**	83,902,019
Net change	**38,262,840**	(28,086)
Net assets available for plan benefits, beginning	**392,808,746**	392,836,832
Net assets available for plan benefits, ending	**$ 431,071,586**	$ 392,808,746

See accompanying notes.

JTEKT North America 401(k) Retirement Savings Plan
Notes to Financial Statements
December 31, 2021 and 2020

1. Description of Plan

The following description of the JTEKT North America 401(k) Retirement Savings Plan (the "Plan") provides only general information. Participants may refer to the Plan's documents for a more complete description of the Plan's provisions.

General

The Plan is a qualified defined contribution plan covering all eligible employees of JTEKT North America, Inc. and affiliated companies ("JTEKT"). The Plan provides for retirement benefits under the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan has been restated and amended periodically, as necessary, to maintain its exemption from Federal income taxes under Section 501(a) of the Internal Revenue Code ("IRC"), to comply with the requirements of ERISA, and to help achieve business objectives of JTEKT.

For the year ended December 31, 2020, the Plan adopted the following provisions of the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") that was signed into law on March 27, 2020:

- Coronavirus-Related Distributions ("CRDs"): The CARES Act allowed for participants affected by COVID-19 to withdraw an aggregate limit of $100,000 from the Plan beginning on or after January 1, 2020 and before December 30, 2020. CRDs are not subject to the 10% early withdrawal penalty tax. Participants could (1) report the full distribution as income in 2020, (2) recognize the income ratably over a three-year period, or (3) repay all or part of the distribution back to the Plan tax-free within three years of the date of the CRD withdrawal.

- Plan Loan Relief: The CARES Act provided for a temporary loan repayment deferral. The deferral provision adopted by the Plan allowed qualified Plan participants who had Plan loan repayments to defer such repayments until 2021.

- Temporary Increase in Loan Limits: The CARES Act provided for participant loans up to the lesser of $100,000 or 100% of the participant's vested account balance.

Management retroactively adopted the required plan amendment for the above provision on January 1, 2021.

Eligibility

Employees are eligible to participate in the Plan on the first day of the payroll period following 30 days of employment. Employees must be 18 years of age to participate in the Plan.

1. Description of Plan (continued)

Contributions

The Plan allows contributions of any portion of a participant's pretax compensation, as defined in the Plan's documents. Participants who have attained age fifty before the end of the year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified benefit plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan has an automatic enrollment provision whereby all eligible employees are automatically enrolled in the Plan, unless they affirmatively elect not to participate, with a default deferral rate set at 4% of pretax compensation. Effective June 1, 2020, newly eligible employees and employees participating with a deferral rate below 6% are subject to an automatic increase of 1%, up to a maximum of 6% of pre-tax compensation, increasing on June 1 of each year. Effective January 1, 2021, the automatic increase of 1% each June 1 increased to a maximum of 10% of pre-tax compensation. Contributions are subject to limits specified by applicable laws and regulations. Effective June 1, 2022, any participant whose deferral percentage was less than the automatic enrollment percentage had their deferral percentage increased to 4%, unless the participant opted out of such an increase.

JTEKT makes safe harbor matching contributions based on the plan year participant elective deferral, equal to 100% of participant contributions up to 4% of the participant's qualifying compensation plus an additional amount equal to 50% of participant contributions that exceed 4% up to 6% of the participant's qualifying compensation. The Plan also allows for discretionary employer annual contributions equal to a uniform percentage of the participant's qualifying compensation for the plan year. JTEKT made no discretionary employer contributions for the years ended December 31, 2021 and 2020.

Participant Accounts

Each participant's account is credited with the participant's contributions, allocations of JTEKT's contributions, plan earnings or losses, and forfeitures of terminated participant's accounts, and charged with an allocation of any administrative expenses paid by the Plan. Earnings or losses are allocated by fund based on the ratio of a participant's account invested in a particular fund to all participants' investments.

Vesting

Participants are 100% vested in all contributions.

1. Description of Plan (continued)

Notes Receivable from Participants

Under the terms of the Plan, participants may borrow from their accounts, subject to certain restrictions. All loans must be made on a uniform and nondiscriminatory basis, be adequately collateralized, bear interest at the prime rate plus 1% (determined at the time of issuance of each loan), and have a repayment schedule over a period of time not to exceed the earlier of five years or the normal retirement date (unless for the purpose of purchasing a principal residence). Participants can borrow from $1,000 to $50,000 provided such borrowings do not exceed 50% of the participant's total account balance, except as impacted by the CARES Act. The notes are collateralized by the balance in the participants' accounts, and interest rates on loans ranged from 4.25% to 6.50% at December 31, 2021.

Payment of Benefits

Benefits under the Plan are distributed upon retirement, disability, or death. A lump sum payment will be automatically distributed for balances not exceeding $5,000. The participant may elect any method or form of distribution available under the Plan for balances exceeding $5,000. Subject to certain conditions, a participant may make hardship withdrawals from his or her balance in the Plan while employed. Upon termination of employment for reasons other than retirement, disability, or death, the participant's balance in the Plan will be paid to the participant as soon as administratively feasible upon participant request of a distribution.

Plan Termination

Although it has not expressed any intent to do so, JTEKT has the right, under the Plan, to terminate the Plan subject to the provisions of ERISA.

Administrative Expenses

The Plan pays all trustee, recordkeeping, and professional fees.

2. Summary of Significant Accounting Policies

Financial Statement Presentation

The accompanying financial statements are prepared in accordance with accounting principles generally accepted in the United States ("US GAAP").

2. Summary of Significant Accounting Policies (continued)

Estimates

The preparation of financial statements in conformity with US GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and reported changes in net assets during the reporting period. Actual results could differ from those estimates.

Notes Receivable from Participants

Participant notes receivable are measured at the unpaid principal balance plus any accrued but unpaid interest. If a participant does not make repayments and the Plan administrator considers the participant note receivable to be in default, the note receivable balance will become immediately due and payable, and the delinquent participant loans are reclassified as distributions based on the terms of the Plan's documents.

Investment Valuation and Income Recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

The Plan's investments include the Prudential Guaranteed Income Fund, a fully benefit-responsive guaranteed annuity contract with Prudential Retirement Insurance and Annuity Company ("Prudential Insurance"). Prudential Insurance maintains the contributions in a general account and the account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Prudential Insurance is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

Because the guaranteed annuity contract meets the criteria to be considered fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for plan benefits attributable to the guaranteed annuity contract. The guaranteed annuity contract is presented at contract value. Contract value, as reported to the Plan by Prudential Insurance, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

2. Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition (continued)

Certain events limit the Plan's ability to transact at contract value with Prudential Insurance. Such events include the following: (a) amendments to the Plan documents (including complete or partial plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of JTEKT or other JTEKT events that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from Federal income taxes or any required prohibited transactions exemption under ERISA.

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

Risks and Uncertainties

The Plan's investment securities are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values in investment securities will occur in the near term and that these changes could materially affect the amounts reported in the 2021 statement of net assets available for plan benefits.

Payment of Benefits

Benefit payments are recorded when paid.

3. Trustee Certifications

Information disclosed in the accompanying financial statements as of and for the years ended December 31, 2021 and 2020, related to investments, participant notes receivable, net appreciation in fair value of investments, and interest and dividends, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Prudential Trust Company ("Prudential Trust") and Prudential Insurance, the trustees of the Plan.

4. Fair Value Measurements

The Plan's investments include mutual funds and pooled separate accounts, which are reported at fair value. The methods used to measure fair values may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to measure the fair values of certain financial instruments could result in a different fair value at the reporting date.

4. Fair Value Measurements (continued)

US GAAP establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs to the valuation methodology are unobservable. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. All of the Plan's mutual fund investments were valued using Level 1 inputs, based on quoted market prices.

The Plan's investments in pooled separate accounts are valued at the net asset value ("NAV") of units of the accounts. The NAV, as provided by the issuer, is used as a practical expedient to estimate fair value. The NAV of each account is based on the fair value of the underlying investments held less the account's liabilities. This practical expedient is not used when it is determined to be probable that the Plan 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 accounts, the account provider reserves the right to temporarily delay withdrawal from the accounts in order to ensure that security liquidations will be carried out in an orderly business manner.

5. Party-in-Interest Transactions

Plan investments include mutual funds, an investment contract, and pooled separate accounts which are managed by the Plan's trustees. Prudential Retirement Services ("Prudential Retirement") is the Plan's recordkeeper. All transactions with Prudential Retirement qualify as party-in-interest transactions. Fees paid by the Plan (net of ERISA fee recapture) to Prudential Trust, Prudential Insurance, and Prudential Retirement for trustee, recordkeeping, and investment advisory services amounted to approximately $665,000 and $763,000 for the years ended December 31, 2021 and 2020, respectively. These fees included approximately $632,000 and $622,000 in participant fees and $33,000 and $141,000 in plan expenses for the years ended December 31, 2021 and 2020, respectively.

Fees related to the administration of participant notes receivable are charged directly to the participant's account and are included in Plan expenses.

Employees of JTEKT provide certain administrative services at no cost to the Plan. These services are paid for by JTEKT and are excluded from these financial statements.

These party-in-interest transactions are exempt from the prohibited transactions rules of ERISA.

6. Income Tax Status

The Plan is a non-standardized prototype plan, provided by Prudential Insurance, designed to be in compliance with the applicable requirements of the IRC. The Internal Revenue Service ("IRS") has determined and informed Prudential Insurance by a letter dated April 29, 2014, that the prototype plan, as then designed, was in accordance with applicable sections of the IRC. Although the prototype plan has been amended and restated since receiving the opinion letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore, believe that the Plan is qualified and the related trust was tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

During 2021, operational errors were discovered relating to participation of employees and automatic enrollment that resulted in an understatement of employee contributions, employer safe harbor matching contributions, and lost earnings to the Plan. As of the date the financial statements were available to be issued, management has not determined the extent of the errors and has not quantified the impact on the Plan's 2021 financial statements but does not believe the impact is material. Management expects to have corrective amounts determined and the corrections made during 2022. Management will take the necessary corrective actions to ensure that these errors have no impact on the Plan's tax status and to ensure that participants are made whole.

US GAAP requires the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. No such liabilities were identified at December 31, 2021 and 2020. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2018.

7. Subsequent Events

Management evaluated events and transactions after December 31, 2021 through October 17, 2022, the date the financial statements were available to be issued, for subsequent events. No subsequent events were noted.

SUPPLEMENTAL SCHEDULE

JTEKT North America 401(k) Retirement Savings Plan
Employer ID# 57-0570962/Plan #003
Schedule H Part IV, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Mutual Funds			
	American Funds Europacific Growth R6	Mutual fund	$ --	$ 37,932,197
	T Rowe Overseas Stock I	Mutual fund	--	30,518,701
	Vanguard 500 Index Fund Admiral Class	Mutual fund	--	26,005,181
*	Prudential Total Return Bond Q Fund	Mutual fund	--	25,406,911
	Brown Capital Management Small Co. Fund	Mutual fund	--	19,009,837
	MFS Mid Capital Value Class R6	Mutual fund	--	13,067,729
	American Funds American Balanced R6	Mutual fund	--	8,549,039
	Vanguard Mid Cap Index Fund	Mutual fund	--	4,814,370
	Vanguard Small Cap Index Fund	Mutual fund	--	3,810,934
	DFA Emerging Markets Core Equity Portfolio	Mutual fund	--	890,443
			$ --	$ 170,005,342
	Pooled Separate Accounts			
*	The Prudential Insurance Company of America	Large Cap Growth / American Century Fund	$ --	$ 58,881,911
*	The Prudential Insurance Company of America	Columbia Dividend Val ISP Fund	--	42,483,766
*	The Prudential Insurance Company of America	T Rowe Price U.S. Bond Enhanced Index Fund	--	20,421,433
*	The Prudential Insurance Company of America	Eagle Mid Cap Growth (ISP) Fund	--	16,257,457
*	The Prudential Insurance Company of America	Small Cap Value I - Kennedy Capital Fund	--	15,360,227
*	The Prudential Insurance Company of America	Prudential Day One IFX Target Balance Fund	--	19,307,487
*	The Prudential Insurance Company of America	LN AP Fund	--	720
			$ --	$ 172,713,001
	Investment Contract			
*	Prudential Guaranteed Income Fund	Investment contract	$ --	$ 80,131,993
*	**Participant Notes Receivable**	Interest rate range: 4.25% to 6.50%	$ --	$ 8,221,250

* Indicates a party-in-interest to the Plan

Note: The above information was derived from information certified by the trustees. Cost has been omitted for participant-directed funds.

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JTEKT North America 401(k) Retirement Savings Plan

Financial Statements and Supplemental Schedule

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Report of Independent Auditors

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Scope and Nature of the Employee Retirement Income Security Act of 1974 ("ERISA") Section 103(a)(3)(C) Audit of the 2021 Financial Statements

We have performed an audit of the accompanying financial statements of the JTEKT North America 401(k) Retirement Savings Plan (the "Plan"), an employee benefit plan subject to ERISA, as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statement of net assets available for plan benefits as of December 31, 2021, and the related statement of changes in net assets available for plan benefits for the year then ended, and the related notes to the financial statements ("2021 Financial Statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2021 Financial Statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section:

- The amounts and disclosures in the accompanying 2021 Financial Statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States.

Opinion on the 2021 Financial Statements (continued)

- The information in the accompanying 2021 Financial Statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the 2021 Financial Statements in accordance with accounting principles generally accepted in the United States, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Auditors' Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

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

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

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

Auditors' Responsibilities for the Audit of the 2021 Financial Statements (continued)

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 Financial Statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2021 Financial Statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States.

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule as of December 31, 2021, as listed in the accompanying table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Other Matter - Supplemental Schedule Required by ERISA (continued)

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

In our opinion:

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

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

Auditors' Report on the 2020 Financial Statements

We were engaged to audit the accompanying 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 15, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Baumright Pietrus & Stromer, P.A.

October 17, 2022

JTEKT North America 401(k) Retirement Savings Plan
Statements of Net Assets Available for Plan Benefits

	December 31, 2021	2020
Assets		
Investments, at fair value:		
Mutual funds	**$ 170,005,342**	$ 154,139,891
Pooled separate accounts	**172,713,001**	150,961,457
Investment, at contract value:		
Investment contract with insurance company	**80,131,993**	77,288,626
Total investments	**422,850,336**	382,389,974
Notes receivable from participants	**8,221,250**	10,418,772
Total assets	**431,071,586**	392,808,746
Liabilities		
Plan liabilities	**--**	--
Net assets available for plan benefits	**$ 431,071,586**	$ 392,808,746

See accompanying notes.

JTEKT North America 401(k) Retirement Savings Plan
Statements of Changes in Net Assets Available for Plan Benefits

	Years Ended December 31, 2021	2020
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	**$ 44,572,911**	$ 44,189,606
Interest and dividends	**3,895,758**	3,548,006
	48,468,669	47,737,612
Interest on notes receivable from participants	**496,662**	637,268
Employee contributions	**21,797,016**	20,238,403
Employee rollovers	**1,184,833**	2,770,460
Employer contributions	**13,047,449**	12,490,190
Total additions	**84,994,629**	83,873,933
Deductions from net assets attributed to:		
Benefits paid to participants, including rollovers and deemed distributions of notes receivable from participants	**46,067,178**	83,139,219
Administrative expenses	**664,611**	762,800
Total deductions	**46,731,789**	83,902,019
Net change	**38,262,840**	(28,086)
Net assets available for plan benefits, beginning	**392,808,746**	392,836,832
Net assets available for plan benefits, ending	**$ 431,071,586**	$ 392,808,746

See accompanying notes.

JTEKT North America 401(k) Retirement Savings Plan
Notes to Financial Statements
December 31, 2021 and 2020

1. Description of Plan

The following description of the JTEKT North America 401(k) Retirement Savings Plan (the "Plan") provides only general information. Participants may refer to the Plan's documents for a more complete description of the Plan's provisions.

General

The Plan is a qualified defined contribution plan covering all eligible employees of JTEKT North America, Inc. and affiliated companies ("JTEKT"). The Plan provides for retirement benefits under the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan has been restated and amended periodically, as necessary, to maintain its exemption from Federal income taxes under Section 501(a) of the Internal Revenue Code ("IRC"), to comply with the requirements of ERISA, and to help achieve business objectives of JTEKT.

For the year ended December 31, 2020, the Plan adopted the following provisions of the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") that was signed into law on March 27, 2020:

- Coronavirus-Related Distributions ("CRDs"): The CARES Act allowed for participants affected by COVID-19 to withdraw an aggregate limit of $100,000 from the Plan beginning on or after January 1, 2020 and before December 30, 2020. CRDs are not subject to the 10% early withdrawal penalty tax. Participants could (1) report the full distribution as income in 2020, (2) recognize the income ratably over a three-year period, or (3) repay all or part of the distribution back to the Plan tax-free within three years of the date of the CRD withdrawal.

- Plan Loan Relief: The CARES Act provided for a temporary loan repayment deferral. The deferral provision adopted by the Plan allowed qualified Plan participants who had Plan loan repayments to defer such repayments until 2021.

- Temporary Increase in Loan Limits: The CARES Act provided for participant loans up to the lesser of $100,000 or 100% of the participant's vested account balance.

Management retroactively adopted the required plan amendment for the above provision on January 1, 2021.

Eligibility

Employees are eligible to participate in the Plan on the first day of the payroll period following 30 days of employment. Employees must be 18 years of age to participate in the Plan.

1. Description of Plan (continued)

Contributions

The Plan allows contributions of any portion of a participant's pretax compensation, as defined in the Plan's documents. Participants who have attained age fifty before the end of the year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified benefit plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan has an automatic enrollment provision whereby all eligible employees are automatically enrolled in the Plan, unless they affirmatively elect not to participate, with a default deferral rate set at 4% of pretax compensation. Effective June 1, 2020, newly eligible employees and employees participating with a deferral rate below 6% are subject to an automatic increase of 1%, up to a maximum of 6% of pre-tax compensation, increasing on June 1 of each year. Effective January 1, 2021, the automatic increase of 1% each June 1 increased to a maximum of 10% of pre-tax compensation. Contributions are subject to limits specified by applicable laws and regulations. Effective June 1, 2022, any participant whose deferral percentage was less than the automatic enrollment percentage had their deferral percentage increased to 4%, unless the participant opted out of such an increase.

JTEKT makes safe harbor matching contributions based on the plan year participant elective deferral, equal to 100% of participant contributions up to 4% of the participant's qualifying compensation plus an additional amount equal to 50% of participant contributions that exceed 4% up to 6% of the participant's qualifying compensation. The Plan also allows for discretionary employer annual contributions equal to a uniform percentage of the participant's qualifying compensation for the plan year. JTEKT made no discretionary employer contributions for the years ended December 31, 2021 and 2020.

Participant Accounts

Each participant's account is credited with the participant's contributions, allocations of JTEKT's contributions, plan earnings or losses, and forfeitures of terminated participant's accounts, and charged with an allocation of any administrative expenses paid by the Plan. Earnings or losses are allocated by fund based on the ratio of a participant's account invested in a particular fund to all participants' investments.

Vesting

Participants are 100% vested in all contributions.

1. Description of Plan (continued)

Notes Receivable from Participants

Under the terms of the Plan, participants may borrow from their accounts, subject to certain restrictions. All loans must be made on a uniform and nondiscriminatory basis, be adequately collateralized, bear interest at the prime rate plus 1% (determined at the time of issuance of each loan), and have a repayment schedule over a period of time not to exceed the earlier of five years or the normal retirement date (unless for the purpose of purchasing a principal residence). Participants can borrow from $1,000 to $50,000 provided such borrowings do not exceed 50% of the participant's total account balance, except as impacted by the CARES Act. The notes are collateralized by the balance in the participants' accounts, and interest rates on loans ranged from 4.25% to 6.50% at December 31, 2021.

Payment of Benefits

Benefits under the Plan are distributed upon retirement, disability, or death. A lump sum payment will be automatically distributed for balances not exceeding $5,000. The participant may elect any method or form of distribution available under the Plan for balances exceeding $5,000. Subject to certain conditions, a participant may make hardship withdrawals from his or her balance in the Plan while employed. Upon termination of employment for reasons other than retirement, disability, or death, the participant's balance in the Plan will be paid to the participant as soon as administratively feasible upon participant request of a distribution.

Plan Termination

Although it has not expressed any intent to do so, JTEKT has the right, under the Plan, to terminate the Plan subject to the provisions of ERISA.

Administrative Expenses

The Plan pays all trustee, recordkeeping, and professional fees.

2. Summary of Significant Accounting Policies

Financial Statement Presentation

The accompanying financial statements are prepared in accordance with accounting principles generally accepted in the United States ("US GAAP").

2. Summary of Significant Accounting Policies (continued)

Estimates

The preparation of financial statements in conformity with US GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and reported changes in net assets during the reporting period. Actual results could differ from those estimates.

Notes Receivable from Participants

Participant notes receivable are measured at the unpaid principal balance plus any accrued but unpaid interest. If a participant does not make repayments and the Plan administrator considers the participant note receivable to be in default, the note receivable balance will become immediately due and payable, and the delinquent participant loans are reclassified as distributions based on the terms of the Plan's documents.

Investment Valuation and Income Recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

The Plan's investments include the Prudential Guaranteed Income Fund, a fully benefit-responsive guaranteed annuity contract with Prudential Retirement Insurance and Annuity Company ("Prudential Insurance"). Prudential Insurance maintains the contributions in a general account and the account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Prudential Insurance is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

Because the guaranteed annuity contract meets the criteria to be considered fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for plan benefits attributable to the guaranteed annuity contract. The guaranteed annuity contract is presented at contract value. Contract value, as reported to the Plan by Prudential Insurance, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

2. Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition (continued)

Certain events limit the Plan's ability to transact at contract value with Prudential Insurance. Such events include the following: (a) amendments to the Plan documents (including complete or partial plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of JTEKT or other JTEKT events that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from Federal income taxes or any required prohibited transactions exemption under ERISA.

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

Risks and Uncertainties

The Plan's investment securities are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values in investment securities will occur in the near term and that these changes could materially affect the amounts reported in the 2021 statement of net assets available for plan benefits.

Payment of Benefits

Benefit payments are recorded when paid.

3. Trustee Certifications

Information disclosed in the accompanying financial statements as of and for the years ended December 31, 2021 and 2020, related to investments, participant notes receivable, net appreciation in fair value of investments, and interest and dividends, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Prudential Trust Company ("Prudential Trust") and Prudential Insurance, the trustees of the Plan.

4. Fair Value Measurements

The Plan's investments include mutual funds and pooled separate accounts, which are reported at fair value. The methods used to measure fair values may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to measure the fair values of certain financial instruments could result in a different fair value at the reporting date.

4. Fair Value Measurements (continued)

US GAAP establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs to the valuation methodology are unobservable. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. All of the Plan's mutual fund investments were valued using Level 1 inputs, based on quoted market prices.

The Plan's investments in pooled separate accounts are valued at the net asset value ("NAV") of units of the accounts. The NAV, as provided by the issuer, is used as a practical expedient to estimate fair value. The NAV of each account is based on the fair value of the underlying investments held less the account's liabilities. This practical expedient is not used when it is determined to be probable that the Plan 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 accounts, the account provider reserves the right to temporarily delay withdrawal from the accounts in order to ensure that security liquidations will be carried out in an orderly business manner.

5. Party-in-Interest Transactions

Plan investments include mutual funds, an investment contract, and pooled separate accounts which are managed by the Plan's trustees. Prudential Retirement Services ("Prudential Retirement") is the Plan's recordkeeper. All transactions with Prudential Retirement qualify as party-in-interest transactions. Fees paid by the Plan (net of ERISA fee recapture) to Prudential Trust, Prudential Insurance, and Prudential Retirement for trustee, recordkeeping, and investment advisory services amounted to approximately $665,000 and $763,000 for the years ended December 31, 2021 and 2020, respectively. These fees included approximately $632,000 and $622,000 in participant fees and $33,000 and $141,000 in plan expenses for the years ended December 31, 2021 and 2020, respectively.

Fees related to the administration of participant notes receivable are charged directly to the participant's account and are included in Plan expenses.

Employees of JTEKT provide certain administrative services at no cost to the Plan. These services are paid for by JTEKT and are excluded from these financial statements.

These party-in-interest transactions are exempt from the prohibited transactions rules of ERISA.

6. Income Tax Status

The Plan is a non-standardized prototype plan, provided by Prudential Insurance, designed to be in compliance with the applicable requirements of the IRC. The Internal Revenue Service ("IRS") has determined and informed Prudential Insurance by a letter dated April 29, 2014, that the prototype plan, as then designed, was in accordance with applicable sections of the IRC. Although the prototype plan has been amended and restated since receiving the opinion letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore, believe that the Plan is qualified and the related trust was tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

During 2021, operational errors were discovered relating to participation of employees and automatic enrollment that resulted in an understatement of employee contributions, employer safe harbor matching contributions, and lost earnings to the Plan. As of the date the financial statements were available to be issued, management has not determined the extent of the errors and has not quantified the impact on the Plan's 2021 financial statements but does not believe the impact is material. Management expects to have corrective amounts determined and the corrections made during 2022. Management will take the necessary corrective actions to ensure that these errors have no impact on the Plan's tax status and to ensure that participants are made whole.

US GAAP requires the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. No such liabilities were identified at December 31, 2021 and 2020. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2018.

7. Subsequent Events

Management evaluated events and transactions after December 31, 2021 through October 17, 2022, the date the financial statements were available to be issued, for subsequent events. No subsequent events were noted.

SUPPLEMENTAL SCHEDULE

JTEKT North America 401(k) Retirement Savings Plan
Employer ID# 57-0570962/Plan #003
Schedule H Part IV, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Mutual Funds			
	American Funds Europacific Growth R6	Mutual fund	$ --	$ 37,932,197
	T Rowe Overseas Stock I	Mutual fund	--	30,518,701
	Vanguard 500 Index Fund Admiral Class	Mutual fund	--	26,005,181
*	Prudential Total Return Bond Q Fund	Mutual fund	--	25,406,911
	Brown Capital Management Small Co. Fund	Mutual fund	--	19,009,837
	MFS Mid Capital Value Class R6	Mutual fund	--	13,067,729
	American Funds American Balanced R6	Mutual fund	--	8,549,039
	Vanguard Mid Cap Index Fund	Mutual fund	--	4,814,370
	Vanguard Small Cap Index Fund	Mutual fund	--	3,810,934
	DFA Emerging Markets Core Equity Portfolio	Mutual fund	--	890,443
			$ --	$ 170,005,342
	Pooled Separate Accounts			
*	The Prudential Insurance Company of America	Large Cap Growth / American Century Fund	$ --	$ 58,881,911
*	The Prudential Insurance Company of America	Columbia Dividend Val ISP Fund	--	42,483,766
*	The Prudential Insurance Company of America	T Rowe Price U.S. Bond Enhanced Index Fund	--	20,421,433
*	The Prudential Insurance Company of America	Eagle Mid Cap Growth (ISP) Fund	--	16,257,457
*	The Prudential Insurance Company of America	Small Cap Value I - Kennedy Capital Fund	--	15,360,227
*	The Prudential Insurance Company of America	Prudential Day One IFX Target Balance Fund	--	19,307,487
*	The Prudential Insurance Company of America	LN AP Fund	--	720
			$ --	$ 172,713,001
	Investment Contract			
*	Prudential Guaranteed Income Fund	Investment contract	$ --	$ 80,131,993
*	**Participant Notes Receivable**	Interest rate range: 4.25% to 6.50%	$ --	$ 8,221,250

* Indicates a party-in-interest to the Plan

Note: The above information was derived from information certified by the trustees. Cost has been omitted for participant-directed funds.

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JTEKT North America 401(k) Retirement Savings Plan

Financial Statements and Supplemental Schedule

Years Ended December 31, 2021 and 2020
with Report of Independent Auditors

JTEKT North America 401(k) Retirement Savings Plan
Financial Statements and Supplemental Schedule
Years Ended December 31, 2021 and 2020

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Report of Independent Auditors

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Scope and Nature of the Employee Retirement Income Security Act of 1974 ("ERISA") Section 103(a)(3)(C) Audit of the 2021 Financial Statements

We have performed an audit of the accompanying financial statements of the JTEKT North America 401(k) Retirement Savings Plan (the "Plan"), an employee benefit plan subject to ERISA, as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statement of net assets available for plan benefits as of December 31, 2021, and the related statement of changes in net assets available for plan benefits for the year then ended, and the related notes to the financial statements ("2021 Financial Statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2021 Financial Statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section:

- The amounts and disclosures in the accompanying 2021 Financial Statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States.

Opinion on the 2021 Financial Statements (continued)

- The information in the accompanying 2021 Financial Statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the 2021 Financial Statements in accordance with accounting principles generally accepted in the United States, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Auditors' Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

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

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

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

Auditors' Responsibilities for the Audit of the 2021 Financial Statements (continued)

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 Financial Statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2021 Financial Statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States.

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule as of December 31, 2021, as listed in the accompanying table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

Retirement Plan Committee
JTEKT North America 401(k) Retirement Savings Plan

Other Matter - Supplemental Schedule Required by ERISA (continued)

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

In our opinion:

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

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

Auditors' Report on the 2020 Financial Statements

We were engaged to audit the accompanying 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 15, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Baumright Pietrus & Stromer, P.A.

October 17, 2022

JTEKT North America 401(k) Retirement Savings Plan
Statements of Net Assets Available for Plan Benefits

	December 31, 2021	2020
Assets		
Investments, at fair value:		
Mutual funds	**$ 170,005,342**	$ 154,139,891
Pooled separate accounts	**172,713,001**	150,961,457
Investment, at contract value:		
Investment contract with insurance company	**80,131,993**	77,288,626
Total investments	**422,850,336**	382,389,974
Notes receivable from participants	**8,221,250**	10,418,772
Total assets	**431,071,586**	392,808,746
Liabilities		
Plan liabilities	**--**	--
Net assets available for plan benefits	**$ 431,071,586**	$ 392,808,746

See accompanying notes.

JTEKT North America 401(k) Retirement Savings Plan
Statements of Changes in Net Assets Available for Plan Benefits

	Years Ended December 31, 2021	2020
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	**$ 44,572,911**	$ 44,189,606
Interest and dividends	**3,895,758**	3,548,006
	48,468,669	47,737,612
Interest on notes receivable from participants	**496,662**	637,268
Employee contributions	**21,797,016**	20,238,403
Employee rollovers	**1,184,833**	2,770,460
Employer contributions	**13,047,449**	12,490,190
Total additions	**84,994,629**	83,873,933
Deductions from net assets attributed to:		
Benefits paid to participants, including rollovers and deemed distributions of notes receivable from participants	**46,067,178**	83,139,219
Administrative expenses	**664,611**	762,800
Total deductions	**46,731,789**	83,902,019
Net change	**38,262,840**	(28,086)
Net assets available for plan benefits, beginning	**392,808,746**	392,836,832
Net assets available for plan benefits, ending	**$ 431,071,586**	$ 392,808,746

See accompanying notes.

JTEKT North America 401(k) Retirement Savings Plan
Notes to Financial Statements
December 31, 2021 and 2020

1. Description of Plan

The following description of the JTEKT North America 401(k) Retirement Savings Plan (the "Plan") provides only general information. Participants may refer to the Plan's documents for a more complete description of the Plan's provisions.

General

The Plan is a qualified defined contribution plan covering all eligible employees of JTEKT North America, Inc. and affiliated companies ("JTEKT"). The Plan provides for retirement benefits under the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan has been restated and amended periodically, as necessary, to maintain its exemption from Federal income taxes under Section 501(a) of the Internal Revenue Code ("IRC"), to comply with the requirements of ERISA, and to help achieve business objectives of JTEKT.

For the year ended December 31, 2020, the Plan adopted the following provisions of the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") that was signed into law on March 27, 2020:

- Coronavirus-Related Distributions ("CRDs"): The CARES Act allowed for participants affected by COVID-19 to withdraw an aggregate limit of $100,000 from the Plan beginning on or after January 1, 2020 and before December 30, 2020. CRDs are not subject to the 10% early withdrawal penalty tax. Participants could (1) report the full distribution as income in 2020, (2) recognize the income ratably over a three-year period, or (3) repay all or part of the distribution back to the Plan tax-free within three years of the date of the CRD withdrawal.

- Plan Loan Relief: The CARES Act provided for a temporary loan repayment deferral. The deferral provision adopted by the Plan allowed qualified Plan participants who had Plan loan repayments to defer such repayments until 2021.

- Temporary Increase in Loan Limits: The CARES Act provided for participant loans up to the lesser of $100,000 or 100% of the participant's vested account balance.

Management retroactively adopted the required plan amendment for the above provision on January 1, 2021.

Eligibility

Employees are eligible to participate in the Plan on the first day of the payroll period following 30 days of employment. Employees must be 18 years of age to participate in the Plan.

1. Description of Plan (continued)

Contributions

The Plan allows contributions of any portion of a participant's pretax compensation, as defined in the Plan's documents. Participants who have attained age fifty before the end of the year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified benefit plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan has an automatic enrollment provision whereby all eligible employees are automatically enrolled in the Plan, unless they affirmatively elect not to participate, with a default deferral rate set at 4% of pretax compensation. Effective June 1, 2020, newly eligible employees and employees participating with a deferral rate below 6% are subject to an automatic increase of 1%, up to a maximum of 6% of pre-tax compensation, increasing on June 1 of each year. Effective January 1, 2021, the automatic increase of 1% each June 1 increased to a maximum of 10% of pre-tax compensation. Contributions are subject to limits specified by applicable laws and regulations. Effective June 1, 2022, any participant whose deferral percentage was less than the automatic enrollment percentage had their deferral percentage increased to 4%, unless the participant opted out of such an increase.

JTEKT makes safe harbor matching contributions based on the plan year participant elective deferral, equal to 100% of participant contributions up to 4% of the participant's qualifying compensation plus an additional amount equal to 50% of participant contributions that exceed 4% up to 6% of the participant's qualifying compensation. The Plan also allows for discretionary employer annual contributions equal to a uniform percentage of the participant's qualifying compensation for the plan year. JTEKT made no discretionary employer contributions for the years ended December 31, 2021 and 2020.

Participant Accounts

Each participant's account is credited with the participant's contributions, allocations of JTEKT's contributions, plan earnings or losses, and forfeitures of terminated participant's accounts, and charged with an allocation of any administrative expenses paid by the Plan. Earnings or losses are allocated by fund based on the ratio of a participant's account invested in a particular fund to all participants' investments.

Vesting

Participants are 100% vested in all contributions.

1. Description of Plan (continued)

Notes Receivable from Participants

Under the terms of the Plan, participants may borrow from their accounts, subject to certain restrictions. All loans must be made on a uniform and nondiscriminatory basis, be adequately collateralized, bear interest at the prime rate plus 1% (determined at the time of issuance of each loan), and have a repayment schedule over a period of time not to exceed the earlier of five years or the normal retirement date (unless for the purpose of purchasing a principal residence). Participants can borrow from $1,000 to $50,000 provided such borrowings do not exceed 50% of the participant's total account balance, except as impacted by the CARES Act. The notes are collateralized by the balance in the participants' accounts, and interest rates on loans ranged from 4.25% to 6.50% at December 31, 2021.

Payment of Benefits

Benefits under the Plan are distributed upon retirement, disability, or death. A lump sum payment will be automatically distributed for balances not exceeding $5,000. The participant may elect any method or form of distribution available under the Plan for balances exceeding $5,000. Subject to certain conditions, a participant may make hardship withdrawals from his or her balance in the Plan while employed. Upon termination of employment for reasons other than retirement, disability, or death, the participant's balance in the Plan will be paid to the participant as soon as administratively feasible upon participant request of a distribution.

Plan Termination

Although it has not expressed any intent to do so, JTEKT has the right, under the Plan, to terminate the Plan subject to the provisions of ERISA.

Administrative Expenses

The Plan pays all trustee, recordkeeping, and professional fees.

2. Summary of Significant Accounting Policies

Financial Statement Presentation

The accompanying financial statements are prepared in accordance with accounting principles generally accepted in the United States ("US GAAP").

2. Summary of Significant Accounting Policies (continued)

Estimates

The preparation of financial statements in conformity with US GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and reported changes in net assets during the reporting period. Actual results could differ from those estimates.

Notes Receivable from Participants

Participant notes receivable are measured at the unpaid principal balance plus any accrued but unpaid interest. If a participant does not make repayments and the Plan administrator considers the participant note receivable to be in default, the note receivable balance will become immediately due and payable, and the delinquent participant loans are reclassified as distributions based on the terms of the Plan's documents.

Investment Valuation and Income Recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

The Plan's investments include the Prudential Guaranteed Income Fund, a fully benefit-responsive guaranteed annuity contract with Prudential Retirement Insurance and Annuity Company ("Prudential Insurance"). Prudential Insurance maintains the contributions in a general account and the account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Prudential Insurance is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

Because the guaranteed annuity contract meets the criteria to be considered fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for plan benefits attributable to the guaranteed annuity contract. The guaranteed annuity contract is presented at contract value. Contract value, as reported to the Plan by Prudential Insurance, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

2. Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition (continued)

Certain events limit the Plan's ability to transact at contract value with Prudential Insurance. Such events include the following: (a) amendments to the Plan documents (including complete or partial plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of JTEKT or other JTEKT events that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from Federal income taxes or any required prohibited transactions exemption under ERISA.

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

Risks and Uncertainties

The Plan's investment securities are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values in investment securities will occur in the near term and that these changes could materially affect the amounts reported in the 2021 statement of net assets available for plan benefits.

Payment of Benefits

Benefit payments are recorded when paid.

3. Trustee Certifications

Information disclosed in the accompanying financial statements as of and for the years ended December 31, 2021 and 2020, related to investments, participant notes receivable, net appreciation in fair value of investments, and interest and dividends, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Prudential Trust Company ("Prudential Trust") and Prudential Insurance, the trustees of the Plan.

4. Fair Value Measurements

The Plan's investments include mutual funds and pooled separate accounts, which are reported at fair value. The methods used to measure fair values may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to measure the fair values of certain financial instruments could result in a different fair value at the reporting date.

4. Fair Value Measurements (continued)

US GAAP establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs to the valuation methodology are unobservable. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. All of the Plan's mutual fund investments were valued using Level 1 inputs, based on quoted market prices.

The Plan's investments in pooled separate accounts are valued at the net asset value ("NAV") of units of the accounts. The NAV, as provided by the issuer, is used as a practical expedient to estimate fair value. The NAV of each account is based on the fair value of the underlying investments held less the account's liabilities. This practical expedient is not used when it is determined to be probable that the Plan 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 accounts, the account provider reserves the right to temporarily delay withdrawal from the accounts in order to ensure that security liquidations will be carried out in an orderly business manner.

5. Party-in-Interest Transactions

Plan investments include mutual funds, an investment contract, and pooled separate accounts which are managed by the Plan's trustees. Prudential Retirement Services ("Prudential Retirement") is the Plan's recordkeeper. All transactions with Prudential Retirement qualify as party-in-interest transactions. Fees paid by the Plan (net of ERISA fee recapture) to Prudential Trust, Prudential Insurance, and Prudential Retirement for trustee, recordkeeping, and investment advisory services amounted to approximately $665,000 and $763,000 for the years ended December 31, 2021 and 2020, respectively. These fees included approximately $632,000 and $622,000 in participant fees and $33,000 and $141,000 in plan expenses for the years ended December 31, 2021 and 2020, respectively.

Fees related to the administration of participant notes receivable are charged directly to the participant's account and are included in Plan expenses.

Employees of JTEKT provide certain administrative services at no cost to the Plan. These services are paid for by JTEKT and are excluded from these financial statements.

These party-in-interest transactions are exempt from the prohibited transactions rules of ERISA.

6. Income Tax Status

The Plan is a non-standardized prototype plan, provided by Prudential Insurance, designed to be in compliance with the applicable requirements of the IRC. The Internal Revenue Service ("IRS") has determined and informed Prudential Insurance by a letter dated April 29, 2014, that the prototype plan, as then designed, was in accordance with applicable sections of the IRC. Although the prototype plan has been amended and restated since receiving the opinion letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore, believe that the Plan is qualified and the related trust was tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

During 2021, operational errors were discovered relating to participation of employees and automatic enrollment that resulted in an understatement of employee contributions, employer safe harbor matching contributions, and lost earnings to the Plan. As of the date the financial statements were available to be issued, management has not determined the extent of the errors and has not quantified the impact on the Plan's 2021 financial statements but does not believe the impact is material. Management expects to have corrective amounts determined and the corrections made during 2022. Management will take the necessary corrective actions to ensure that these errors have no impact on the Plan's tax status and to ensure that participants are made whole.

US GAAP requires the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. No such liabilities were identified at December 31, 2021 and 2020. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2018.

7. Subsequent Events

Management evaluated events and transactions after December 31, 2021 through October 17, 2022, the date the financial statements were available to be issued, for subsequent events. No subsequent events were noted.

SUPPLEMENTAL SCHEDULE

JTEKT North America 401(k) Retirement Savings Plan
Employer ID# 57-0570962/Plan #003
Schedule H Part IV, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Mutual Funds			
	American Funds Europacific Growth R6	Mutual fund	$ --	$ 37,932,197
	T Rowe Overseas Stock I	Mutual fund	--	30,518,701
	Vanguard 500 Index Fund Admiral Class	Mutual fund	--	26,005,181
*	Prudential Total Return Bond Q Fund	Mutual fund	--	25,406,911
	Brown Capital Management Small Co. Fund	Mutual fund	--	19,009,837
	MFS Mid Capital Value Class R6	Mutual fund	--	13,067,729
	American Funds American Balanced R6	Mutual fund	--	8,549,039
	Vanguard Mid Cap Index Fund	Mutual fund	--	4,814,370
	Vanguard Small Cap Index Fund	Mutual fund	--	3,810,934
	DFA Emerging Markets Core Equity Portfolio	Mutual fund	--	890,443
			$ --	$ 170,005,342
	Pooled Separate Accounts			
*	The Prudential Insurance Company of America	Large Cap Growth / American Century Fund	$ --	$ 58,881,911
*	The Prudential Insurance Company of America	Columbia Dividend Val ISP Fund	--	42,483,766
*	The Prudential Insurance Company of America	T Rowe Price U.S. Bond Enhanced Index Fund	--	20,421,433
*	The Prudential Insurance Company of America	Eagle Mid Cap Growth (ISP) Fund	--	16,257,457
*	The Prudential Insurance Company of America	Small Cap Value I - Kennedy Capital Fund	--	15,360,227
*	The Prudential Insurance Company of America	Prudential Day One IFX Target Balance Fund	--	19,307,487
*	The Prudential Insurance Company of America	LN AP Fund	--	720
			$ --	$ 172,713,001
	Investment Contract			
*	Prudential Guaranteed Income Fund	Investment contract	$ --	$ 80,131,993
*	**Participant Notes Receivable**	Interest rate range: 4.25% to 6.50%	$ --	$ 8,221,250

* Indicates a party-in-interest to the Plan

Note: The above information was derived from information certified by the trustees. Cost has been omitted for participant-directed funds.