| Form 5500 | Annual Return/Report of Employee Benefit Plan | OMB Nos. 1210-0110 1210-0089 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | 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).<br>▶ **Complete all entries in accordance with the instructions to the Form 5500.** | **2022**<br>**This Form is Open to Public Inspection** |

## Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**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. . . . . ▶ [X]

**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
DANA COMBINED HOURLY EMPLOYEES' PENSION PLAN

**1b** Three-digit plan number (PN) ▶ 003

**1c** Effective date of plan 01/01/1951

**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)
DANA LIMITED

P.O. BOX 1000
MAUMEE, OH 43537

**2b** Employer Identification Number (EIN) 26-1318190

**2c** Plan Sponsor's telephone number 419-887-3000

**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. | 10/13/2023 | LAURA BOWLES |
| | **Signature of plan administrator** | Date | Enter name of individual signing as plan administrator |
| **SIGN HERE** | | | |
| | **Signature of employer/plan sponsor** | Date | Enter name of individual signing as employer or plan sponsor |
| **SIGN HERE** | | | |
| | **Signature of DFE** | Date | Enter name of individual signing as DFE |

**For Paperwork Reduction Act Notice, see the Instructions for Form 5500.**

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

DANA INCORPORATED INVESTMENT COMMITTEE

3939 TECHNOLOGY DRIVE
MAUMEE, OH 43537

**3b** Administrator's EIN: 26-1318190

**3c** Administrator's telephone number: 419-887-3000

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

**a** Sponsor's name

**c** Plan Name

**4b** EIN

**4d** PN

| | | |
|---|---|---|
| **5** Total number of participants at the beginning of the plan year | **5** | 3550 |
| **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)** | 356 |
| **a(2)** Total number of active participants at the end of the plan year | **6a(2)** | 326 |
| **b** Retired or separated participants receiving benefits | **6b** | 1902 |
| **c** Other retired or separated participants entitled to future benefits | **6c** | 582 |
| **d** Subtotal. Add lines **6a(2)**, **6b**, and **6c** | **6d** | 2810 |
| **e** Deceased participants whose beneficiaries are receiving or are entitled to receive benefits | **6e** | 634 |
| **f** Total. Add lines **6d** and **6e** | **6f** | 3444 |
| **g** Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g** | |
| **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:

1B 1I

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

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

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

**9b** Plan benefit arrangement (check all that apply)

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

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

**a Pension Schedules**

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

**b General Schedules**

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

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

| SCHEDULE SB (Form 5500) | Single-Employer Defined Benefit Plan Actuarial Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br>▶ **File as an attachment to Form 5500 or 5500-SF.** | **2022**<br>**This Form is Open to Public Inspection** |

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

**A** Name of plan
DANA COMBINED HOURLY EMPLOYEES' PENSION PLAN

**B** Three-digit plan number (PN) ▶ 003

**C** Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
DANA LIMITED

**D** Employer Identification Number (EIN)
26-1318190

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

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

## Part I Basic Information

**1** Enter the valuation date: Month 01 Day 01 Year 2022

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 222191161 |
| **b** Actuarial value | **2b** | 222191161 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 2619 | 147933596 | 147933596 |
| **b** For terminated vested participants | 670 | 12956974 | 12956974 |
| **c** For active participants | 356 | 11069855 | 12874033 |
| **d** Total | 3645 | 171960425 | 173764603 |

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

| | | |
|---|---|---|
| **a** Funding target disregarding prescribed at-risk assumptions | **4a** | |
| **b** Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | **4b** | |
| **5** Effective interest rate | **5** | 5.31 % |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 792000 |
| **c** Total (line 6a + line 6b) | **6c** | 792000 |

**Statement by Enrolled Actuary**

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

**SIGN HERE**

| | |
|---|---|
| Signature of actuary | 08/29/2023<br>Date |
| CHRISTOPHER D RICHMOND<br>Type or print name of actuary | 23-08687<br>Most recent enrollment number |
| WILLIS TOWERS WATSON US LLC<br>Firm name | 248-936-7700<br>Telephone number (including area code) |

TRAVELERS TOWER
26555 EVERGREEN ROAD SUITE 1600
SOUTHFIELD, MI 48076

Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 945326 | 0 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 945326 | 0 |
| 10 | Interest on line 9 using prior year's actual return of -0.38 % | -3592 | 0 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| | a Present value of excess contributions (line 38a from prior year) | | 0 |
| | b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.49 % | | 0 |
| | b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 0 |
| | c Total available at beginning of current plan year to add to prefunding balance | | 0 |
| | d Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 941734 | 0 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 127.32 % |
| 15 | Adjusted funding target attainment percentage | 15 | 127.86 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 133.32 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage. | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

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

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

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

| | | |
|---|---|---|
| a Contributions allocated toward unpaid minimum required contributions from prior years | 19a | 0 |
| b Contributions made to avoid restrictions adjusted to valuation date. | 19b | 0 |
| c Contributions allocated toward minimum required contribution for current year adjusted to valuation date. | 19c | 0 |

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

**21** Discount rate:

**a** Segment rates:

| 1st segment: | 2nd segment: | 3rd segment: | N/A, full yield curve used |
|---|---|---|---|
| 4.75 % | 5.18 % | 5.92 % | |

| | | |
|---|---|---|
| **b** Applicable month (enter code) | 21b | 4 |
| **22** Weighted average retirement age | 22 | 65 |

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

## Part VI Miscellaneous Items

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

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

**26** Demographic and benefit information

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

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

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

## Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

## Part VIII Minimum Required Contribution For Current Year

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

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | 31a | 792000 |
| **b** Excess assets, if applicable, but not greater than line 31a | 31b | 792000 |

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

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

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

| | | |
|---|---|---|
| **36** Additional cash requirement (line 34 minus line 35) | 36 | 0 |
| **37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | 37 | 0 |

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

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

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

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

| SCHEDULE D (Form 5500) | DFE/Participating Plan Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2022**<br>**This Form is Open to Public Inspection.** |

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**A** Name of plan
DANA COMBINED HOURLY EMPLOYEES' PENSION PLAN

**B** Three-digit plan number (PN) ▶ 003

**C** Plan or DFE sponsor's name as shown on line 2a of Form 5500
DANA LIMITED

**D** Employer Identification Number (EIN)
26-1318190

## 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: DANA LIMITED MASTER TRUST

**b** Name of sponsor of entity listed in (a): DANA LIMITED

| **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) |
|---|---|---|
| 26-1318190-143 | M | 166155591 |

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Part II Information on Participating Plans (to be completed by DFEs)

(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

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**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) | Financial Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | 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).<br>▶ **File as an attachment to Form 5500.** | **2022**<br>**This Form is Open to Public Inspection** |

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**A** Name of plan
DANA COMBINED HOURLY EMPLOYEES' PENSION PLAN

**B** Three-digit plan number (PN) ▶ 003

**C** Plan sponsor's name as shown on line 2a of Form 5500
DANA LIMITED

**D** Employer Identification Number (EIN)
26-1318190

## Part I Asset and Liability Statement

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

| Assets | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **a** Total noninterest-bearing cash | 1a | | |
| **b** Receivables (less allowance for doubtful accounts): | | | |
| **(1)** Employer contributions | 1b(1) | | |
| **(2)** Participant contributions | 1b(2) | | |
| **(3)** Other | 1b(3) | | |
| **c** General investments: | | | |
| **(1)** Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | | |
| **(2)** U.S. Government securities | 1c(2) | | |
| **(3)** Corporate debt instruments (other than employer securities): | | | |
| **(A)** Preferred | 1c(3)(A) | | |
| **(B)** All other | 1c(3)(B) | | |
| **(4)** Corporate stocks (other than employer securities): | | | |
| **(A)** Preferred | 1c(4)(A) | | |
| **(B)** Common | 1c(4)(B) | | |
| **(5)** Partnership/joint venture interests | 1c(5) | | |
| **(6)** Real estate (other than employer real property) | 1c(6) | | |
| **(7)** Loans (other than to participants) | 1c(7) | | |
| **(8)** Participant loans | 1c(8) | | |
| **(9)** Value of interest in common/collective trusts | 1c(9) | | |
| **(10)** Value of interest in pooled separate accounts | 1c(10) | | |
| **(11)** Value of interest in master trust investment accounts | 1c(11) | 222191161 | 166155591 |
| **(12)** Value of interest in 103-12 investment entities | 1c(12) | | |
| **(13)** Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | | |
| **(14)** Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| **(15)** Other | 1c(15) | | |

| | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **1d** Employer-related investments: | | | |
| **(1)** Employer securities | 1d(1) | | |
| **(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 | 222191161 | 166155591 |
| **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 | 222191161 | 166155591 |

## Part II Income and Expense Statement

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

| **Income** | | (a) Amount | (b) Total |
|---|---|---|---|
| **a Contributions:** | | | |
| **(1)** Received or receivable in cash from: **(A)** Employers | 2a(1)(A) | | |
| **(B)** Participants | 2a(1)(B) | | |
| **(C)** Others (including rollovers) | 2a(1)(C) | | |
| **(2)** Noncash contributions | 2a(2) | | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 0 |
| **b Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | | |
| **(B)** U.S. Government securities | 2b(1)(B) | | |
| **(C)** Corporate debt instruments | 2b(1)(C) | | |
| **(D)** Loans (other than to participants) | 2b(1)(D) | | |
| **(E)** Participant loans | 2b(1)(E) | | |
| **(F)** Other | 2b(1)(F) | | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 0 |
| **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | | |
| **(B)** Common stock | 2b(2)(B) | | |
| **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 0 |
| **(3)** Rents | 2b(3) | | |
| **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | | |
| **(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) | | |
| (8) Net investment gain (loss) from master trust investment accounts | 2b(8) | | -40438836 |
| (9) Net investment gain (loss) from 103-12 investment entities | 2b(9) | | |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) | 2b(10) | | |
| c Other income | 2c | | |
| d Total income. Add all **income** amounts in column (b) and enter total | 2d | | -40438836 |
| **Expenses** | | | |
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 15596734 | |
| (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) | | 15596734 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | |
| 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) | | |
| (5) Total administrative expenses. Add lines **2i(1)** through **(4)** | 2i(5) | | 0 |
| j Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 15596734 |
| **Net Income and Reconciliation** | | | |
| k Net income (loss). Subtract line **2j** from line **2d** | 2k | | -56035570 |
| 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: REHMANN ROBSON LLC **(2)** EIN: 38-3635706

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

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

## Part IV Compliance Questions

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

| | | Yes | No | Amount |
|---|---|---|---|---|
| **a** Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) | 4a | | X | |

| | | Yes | No | Amount |
|---|---|---|---|---|
| **b** Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) | 4b | | X | |
| **c** Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) | 4c | | X | |
| **d** Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) | 4d | | X | |
| **e** Was this plan covered by a fidelity bond? | 4e | X | | 50000000 |
| **f** Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | 4f | | X | |
| **g** Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | 4g | | X | |
| **h** Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | 4h | | X | |
| **i** Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | 4i | | X | |
| **j** Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | 4j | | X | |
| **k** Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | 4k | | X | |
| **l** Has the plan failed to provide any benefit when due under the plan? | 4l | | X | |
| **m** If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | 4m | | | |
| **n** If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | 4n | | | |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ 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 472022.

| SCHEDULE R (Form 5500) | Retirement Plan Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | 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).<br>▶ **File as an attachment to Form 5500.** | **2022**<br>**This Form is Open to Public Inspection.** |

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**A** Name of plan
DANA COMBINED HOURLY EMPLOYEES' PENSION PLAN

**B** Three-digit plan number (PN) ▶ 003

**C** Plan sponsor's name as shown on line 2a of Form 5500
DANA LIMITED

**D** Employer Identification Number (EIN)
26-1318190

## 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): 36-3046063 _____

**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** 8

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

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

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

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

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

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

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

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

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

## Part III Amendments

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

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

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

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

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

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

## Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

**a** Name of contributing employer

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

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

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

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

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

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

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

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

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

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

**19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

**a** Enter the percentage of plan assets held as:
Stock: 12.0 % Investment-Grade Debt: 81.0 % High-Yield Debt: 2.0 % Real Estate: 0.0 % Other: 5.0 %

**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_____

# Dana Combined Hourly Employees Pension Plan

Years Ended December 31, 2022 and 2021

Financial Statements

Rehmann

# DANA COMBINED HOURLY EMPLOYEES PENSION PLAN

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Rehmann

**INDEPENDENT AUDITORS' REPORT**

October 5, 2023

Dana Incorporated Investment Committee
Dana Combined Hourly Employees Pension Plan
Maumee, Ohio

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

We have performed audits of the financial statements of ***Dana Combined Hourly Employees Pension Plan*** (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits (modified cash basis) as of December 31, 2022 and 2021, the related statements of changes in net assets available for benefits (modified cash basis) for the years then ended, and the statement of accumulated plan benefits as of December 31, 2021, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements (the "financial statements").

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

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021 and for the years then ended, stating that the certified investment information, as described in Note 2 to the financial statements, is complete and accurate.

HLB WE ARE AN INDEPENDENT MEMBER OF THE GLOBAL ADVISORY AND ACCOUNTING NETWORK

7124 W. Central Ave, Toledo, OH 43617 419.865.8118

***Opinion***

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the modified cash basis of accounting described in Note 1.

- The information in the accompanying 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***

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

***Basis of Accounting***

We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis method of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in Note 1, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible 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 that the financial statements are available to be issued.

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

***Independent Auditors' Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of the modified cash basis of accounting described in Note 1.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with the modified cash basis of accounting described in Note 1.

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.

Rehmann Robson LLC

# DANA COMBINED HOURLY EMPLOYEES PENSION PLAN

## Statements of Net Assets Available for Benefits

(Modified Cash Basis Method of Accounting)

| | December 31 | |
|---|---|---|
| **ASSETS** | **2022** | **2021** |
| Plan interest in Dana Master Pension Trust, at fair value (equal to net assets available for benefits) | **$ 166,155,591** | **$ 222,191,161** |

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

# DANA COMBINED HOURLY EMPLOYEES PENSION PLAN

## Statements of Changes in Net Assets Available for Benefits

(Modified Cash Basis Method of Accounting)

| | Year Ended December 31 | |
|---|---|---|
| | **2022** | **2021** |
| **Additions to net assets attributed to** | | |
| Plan interest in Dana Master Pension Trust net investment income | $ 8,779,823 | $ 3,490,310 |
| **Deductions from net assets attributed to** | | |
| Benefits paid to participants | 15,596,734 | 16,079,291 |
| Administrative expenses | 1,336,668 | 1,534,116 |
| **Total deductions** | **16,933,402** | **17,613,407** |
| Plan interest in Dana Master Pension Trust net depreciation in fair value of investments | (47,881,991) | (4,084,464) |
| **Net decrease** | **(56,035,570)** | **(18,207,561)** |
| **Net assets available for benefits** | | |
| Beginning of year | 222,191,161 | 240,398,722 |
| **End of year** | **$ 166,155,591** | **$ 222,191,161** |

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

# DANA COMBINED HOURLY EMPLOYEES PENSION PLAN

## Statement of Accumulated Plan Benefits

December 31, 2021

| | |
|---|---|
| **Actuarial present value of accumulated plan benefits** | |
| **Vested benefits** | |
| Participants currently receiving payments | $ 162,465,214 |
| Other participants | 30,386,348 |
| **Total vested benefits** | **192,851,562** |
| Nonvested benefits | 2,427,365 |
| **Total actuarial present value of accumulated plan benefits** | **$ 195,278,927** |

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

# DANA COMBINED HOURLY EMPLOYEES PENSION PLAN

## Statement of Changes in Accumulated Plan Benefits

Year Ended December 31, 2021

| | |
|---|---|
| **Increase (decrease) during the year attributed to** | |
| Decrease in the discount period | $ 7,209,690 |
| Change in actuarial assumptions (Note 1) | (8,652,554) |
| Benefits paid to participants | (16,079,291) |
| Actuarial losses | (1,229,702) |
| **Net decrease** | **(18,751,857)** |
| **Actuarial present value of accumulated plan benefits** | |
| Beginning of year | 214,030,784 |
| **End of year** | **$ 195,278,927** |

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

# DANA COMBINED HOURLY EMPLOYEES PENSION PLAN

## Notes to Financial Statements

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

The following brief description of the ***Dana Combined Hourly Employees Pension Plan*** (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

**Description of the Plan**

***General***

The Plan is a defined benefit pension plan established to provide pension benefits to individuals who are employed by ***Dana Limited*** (the "Company") and its subsidiaries including, but not limited to, facilities located in Lima, Ohio and Pottstown, Pennsylvania who are members of the collective bargaining units at those locations. The Plan also covers former employees who were members of various bargaining units at facilities that were closed or sold to unrelated parties. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Effective January 31, 2008, the Plan was frozen with regards to credited service. No credited service will be granted to any participant under the Plan for any period of employment after that date. Participants who were employed on the freeze date and had completed 20 or more years of credited service at that time will continue to accrue service after that date only for the purpose of determining if a participant qualifies for an early retirement benefit from the Plan.

Employees who were members of the participating bargaining units and were hired prior to January 31, 2008, were eligible to participate in the Plan, in addition to employees who were eligible to participate in other plans that were merged into this Plan.

Dana Incorporated is the Company's parent. The Plan is administered by the Dana Incorporated Investment Committee (the "Investment Committee").

## Notes to Financial Statements

***Risks and Economic Uncertainties***

The Plan's net assets, along with the net assets of three other Company pension plans, are held by the trustee, Northern Trust Company ("Northern Trust"), in the Dana Master Pension Trust (the "Master Trust"). The Master Trust invests in various investment securities with the underlying assets consisting of any combination of stocks, bonds, fixed income securities, and other investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of interest rate, market, and credit risks inherent with certain of the Plan's investment securities, it is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and changes in net assets available for benefits. Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

***Funding Policy***

Minimum required contributions to the Plan are based upon valuations performed by an independent actuary. The *Pension Protection Act of 2006* (the "PPA") determines minimum required contributions as the sum of (a) the value of benefits earned during the year, (b) expected administrative expenses paid from the trust during the year, and (c) an amortization of any unfunded obligation over seven years. The Plan has met the minimum funding requirements prescribed by ERISA.

***Pension Benefits***

Participants are entitled to monthly pension benefits beginning at normal retirement age (65) which are equal to specified rates multiplied by total years of credited service in accordance with the terms of the Plan document and relevant collective bargaining unit agreement. The benefit is typically in the form of a joint and surviving spouse annuity; however, participants may elect to waive the survivor benefit option in the manner prescribed by ERISA. Retired participants from certain bargaining units or their surviving spouses who are age 65 or older and receiving a pension benefit from the Plan, also receive a monthly Medicare benefit in addition to their monthly pension benefit. If the participant's accrued benefit is not greater than $1,000, the participant will receive the present value of the benefit in a lump-sum without their consent. Vested benefits greater than $1,000 but less than or equal to $5,000 may be paid in a lump-sum or rollover with the participant's written consent; otherwise their interest in the Plan will be transferred in a direct rollover to an individual retirement account administered by Vanguard Fiduciary Trust Company or other individual retirement account administered by a trustee as designated by the Investment Committee if the participant fails to elect a distribution or rollover option.

Early retirement is available for participants with minimum age or service requirements, or a combination of both, as outlined in the Plan document. Early retirement benefits for participants are generally equal to their accrued normal retirement benefit reduced by a percentage for each month prior to normal retirement age or another age as specified in the Plan document.

In addition to early retirement benefits, supplemental benefits are payable to certain eligible participants who meet specified minimum age or service requirements. These benefits are paid until the retiree reaches age 62 and one month and are calculated using schedules in the Plan document, or by multiplying the participant's credited service by a specified dollar amount according to the terms of the Plan document.

***Death and Disability Benefits***

If an active or terminated vested participant dies prior to benefit commencement, a benefit is payable to the beneficiary equal to 50%, 55%, or 60% of the participant's accrued normal retirement benefit, as stated in the Plan document. Such benefit is reduced for payments made prior to age 65 and for election of the joint annuitant option.

Certain participants who become disabled and meet specified service requirements are eligible to receive disability benefits under the Plan until such time as their normal retirement payments begin. Monthly disability benefits are calculated by multiplying a participant's years of service by a specified dollar amount according to the terms of the Plan document.

***Vesting***

All participants are fully vested in their benefits. Nonvested benefits in the statement of accumulated plan benefits consist of benefits that are contingent upon a future event, such as death, disability or attainment of a certain age.

***Administrative Expenses***

Certain of the Plan's administrative expenses are paid directly by the Company and, accordingly, they are not reflected in the Plan's financial statements. Administrative fees and expenses for investment consulting, legal, actuarial, audit and record keeping services, Pension Benefit Guaranty Corporation ("PBGC") insurance premiums and services provided by the trustee, investment managers and administrative service providers are generally borne by the Plan. These expenses are party-in-interest transactions, which qualify for exemption from prohibited transaction rules under ERISA.

## Notes to Financial Statements

### Summary of Significant Accounting Policies

***Basis of Accounting***

The accounts of the Plan are maintained under the modified cash basis method of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Consequently, contributions are recognized when received rather than when earned and Plan expenses are recognized when paid rather than when the obligation is incurred.

***Use of Estimates***

The preparation of financial statements in conformity with the modified cash basis method of accounting requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosures of contingent assets and liabilities, the recorded amounts of additions to and deductions from Plan assets and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

***Master Trust Agreement***

The net assets of the participating plans have been commingled in the Master Trust for investment purposes only. Employer contributions, when made, benefit payments and certain administrative expenses are identified with each respective participating plan whereas earnings and administrative expenses not specifically related to each plan are allocated proportionately to the participating plans. The allocation is based on the relative dollar value investment of the participating plans in the Master Trust, with the exception of income related to certain investments, which is allocated to each plan to match the duration of the associated pension liability.

***Investment Valuation and Income Recognition***

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

Net investment income of the Master Trust includes interest, dividends and distributions received on such investments, net income from swaps and swaptions and net depreciation in fair value of investments bought and sold as well as held during the year. Investment income of the Master Trust is recorded when earned on the accrual basis. Dividend income is recorded on the ex-dividend date.

## Notes to Financial Statements

***Actuarial Present Value of Accumulated Plan Benefits***

Accumulated plan benefits consist of those future benefit payments attributable, in accordance with the Plan provisions, to participants credited with service through their applicable freeze dates. These accumulated benefits are expected to be paid to retired or terminated vested participants or their surviving spouses, or presently eligible participants or their surviving spouses. Future estimated plan benefits used to measure accumulated plan benefits include amounts payable in the event of retirement, death, disability or termination of employment to the extent they are deemed attributable to credited service through the applicable freeze dates.

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

The significant actuarial assumptions used in the valuation as of and for the year ended December 31, 2021 (most recent information available), are as follows:

| | |
|---|---|
| Rates of Mortality | Based upon custom mortality tables using historical experience projected generationally using the MP-2021 scale. |
| Retirement Age | Based upon age stated in the Plan document and actual experience |
| Valuation Interest Rate | 4.00% |

All actuarial methods and assumptions used in 2021 were consistent with those used in 2020 except that the Valuation Interest Rate was updated from 3.50% to 4.00%. In addition, the MP-2021 mortality projection scale was used in place of the MP-2020 mortality projection scale.

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

***Contributions***

Contributions are recorded when received by the trustee.

***Payment of Benefits***

Benefit payments to participants are recorded when paid.

## Notes to Financial Statements

***Subsequent Events***

In preparing these financial statements, Plan management has evaluated, for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2022, the most recent statement of net assets available for benefits presented herein, through October 5, 2023, the date these financial statements were available to be issued. No such significant events or transactions were identified.

## 2. MASTER TRUST

The Master Trust includes the net assets of four defined benefit pension plans sponsored by the Company. The Master Trust is administered under the supervision of the Board of Directors of Dana Incorporated which has appointed the Investment Committee to oversee the administration of the investments. The Investment Committee executes this duty by appointing Northern Trust and various investment managers to direct the Master Trust's investments. The Plan's interest in the Master Trust represents 31.27% and 30.53% of the net assets of the Master Trust at December 31, 2022 and 2021, respectively, with the exception of the investment contract with an insurance company and the pooled separate accounts.

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Northern Trust, as trustee, has certified the completeness and accuracy of all investment information reflected in (1) the Plan interest in Dana Master Pension Trust included in the accompanying statements of net assets available for benefits as of December 31, 2022 and 2021, (2) the related Plan interest in Dana Master Pension Trust net investment income and net depreciation in fair value of investments reflected in the statements of changes in net assets available for benefits during 2022 and 2021, and (3) the changes in fair value in 2022 and 2021 of the Plan's Level 3 assets presented in Note 3, and (4) the information summarized below.

## Notes to Financial Statements

The following presents the net assets available for benefits of plans participating in the Master Trust at December 31:

| | 2022 | | 2021 | |
|---|---|---|---|---|
| | Master Trust Balances | Plan's Interest in Master Trust | Master Trust Balances | Plan's Interest in Master Trust |
| **Assets** | | | | |
| Investments, at fair value | | | | |
| Equity securities | $ 20,025,276 | $ 6,261,199 | $ 30,909,333 | $ 9,437,949 |
| Collective trust funds | | | | |
| Equity securities | 39,271,098 | 12,278,690 | 67,178,227 | 20,512,401 |
| Bonds | 256,184,434 | 80,099,851 | 355,936,907 | 108,682,843 |
| U.S. government agency securities | 8,282,391 | 2,589,612 | 23,712,826 | 7,240,545 |
| Corporate debt instruments | 163,306,828 | 51,060,294 | 196,453,224 | 59,985,617 |
| State and local bonds | 622,497 | 194,633 | 650,364 | 198,584 |
| Foreign government bonds | 1,252,511 | 391,616 | 2,114,754 | 645,725 |
| Core real estate investment funds | 13,788,506 | 4,311,180 | 13,673,493 | 4,175,105 |
| Investment contract with an insurance company | 4,226,897 | - | 4,120,862 | - |
| Pooled separate accounts | 1,652,344 | - | 1,659,558 | - |
| Interest bearing cash | 25,212,699 | 7,883,123 | 31,663,419 | 9,668,203 |
| Swaps and swaptions | 552,427 | 172,725 | 2,812,095 | 858,654 |
| Total investments | 534,377,908 | 165,242,923 | 730,885,062 | 221,405,626 |
| Receivables | | | | |
| Interest and dividends | 1,634,295 | 510,986 | 1,663,730 | 508,010 |
| Due from broker | 1,103,652 | 345,073 | - | - |
| Securities sold not settled | 404,618 | 126,510 | 996,654 | 304,321 |
| Total receivables | 3,142,565 | 982,569 | 2,660,384 | 812,331 |
| **Total assets** | **537,520,473** | **166,225,492** | **733,545,446** | **222,217,957** |
| **Liabilities** | | | | |
| Swaps and swaptions | 70,335 | 21,991 | - | - |
| Securities purchases not settled | 153,231 | 47,910 | 35,323 | 10,785 |
| Due to broker | - | - | 52,437 | 16,011 |
| Total liabilities | 223,566 | 69,901 | 87,760 | 26,796 |
| **Net assets available for benefits** | **$ 537,296,907** | **$ 166,155,591** | **$ 733,457,686** | **$ 222,191,161** |

## Notes to Financial Statements

The following presents the changes in net assets available for benefits of plans participating in the Master Trust for the years ended December 31:

| | 2022 | 2021 |
|---|---|---|
| **Additions to net assets attributed to** | | |
| Investment income | | |
| Interest | $ 16,351,623 | $ 16,309,976 |
| Dividends and distributions | 1,153,406 | 1,254,670 |
| Net income from swaps and swaptions | 466,293 | 1,255,476 |
| Other | 3,681 | 26,688 |
| **Total additions** | **17,975,003** | **18,846,810** |
| **Deductions from net assets attributed to** | | |
| Benefits paid to participants | 48,968,017 | 49,571,897 |
| Administrative expenses | 5,095,389 | 6,194,374 |
| **Total deductions** | **54,063,406** | **55,766,271** |
| Net depreciation in fair value of investments | (160,072,376) | (11,017,670) |
| **Net decrease** | **(196,160,779)** | **(47,937,131)** |
| Net assets available for benefits, Beginning of year | 733,457,686 | 781,394,817 |
| **End of year** | **$ 537,296,907** | **$ 733,457,686** |

## Notes to Financial Statements

### 3. FAIR VALUE MEASUREMENTS

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The fair value measurement level within the fair value hierarchy of each of the assets and liabilities of the Master Trust is based on the lowest level of any input that is significant to the fair value measurements. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets and liabilities measured at fair value. For financial assets recorded at fair value, the description includes an indication of the level of the fair value hierarchy in which the assets are classified. There have been no changes in the methodologies used at December 31, 2022 and 2021.

*Equity securities:* The Level 1 fair value measurement for most equity securities is based upon closing prices reported in an active market.

*Collective trust funds:* These investments are public investment securities valued using the net asset value ("NAV") provided by the issuer and are classified as "other" and are not assigned to a level in the fair value hierarchy. The NAV is used as a practical expedient to estimate fair value. This practical expedient is not used when it is probable that the Plan will sell the investment for an amount different than the reported NAV.

*U.S. government agency securities:* Fair value is based on yields currently available for comparable securities and these investments are classified as Level 2.

## Notes to Financial Statements

*Corporate debt instruments:* Fair value is based on yields currently available for comparable securities and these investments are classified as Level 2.

*State and local bonds:* Fair value is measured based on yields currently available for comparable securities and these investments are classified as Level 2.

*Foreign government bonds:* Fair value is measured based on yields currently available for comparable securities and these investments are classified as Level 2.

*Core real estate investment funds:* Fair value is based on the NAV's provided by the fund managers or determined by a third party and the unit price is based on the values of the underlying net assets of these funds. These funds are classified as "other" and are not assigned to a level in the fair value hierarchy. The NAV is used as a practical expedient to estimate fair value. This practical expedient is not used when it is probable that the Plan will sell the investment for an amount different than the reported NAV.

*Investment contract with an insurance company:* This investment is reported at fair value as determined by Aetna Life Insurance Company utilizing the market approach of resetting interest rates periodically based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer and are classified as Level 3.

*Pooled separate account:* Valued at the unit price reported by Aetna Life Insurance Company. The underlying investments owned can include registered investment companies, common stocks, corporate bonds, U.S. Government securities, other pooled separate accounts, or guaranteed insurance contracts priced by the sponsoring insurance company using applicable interest rates and contract provisions. The unit price is based on the fair value of the underlying investments owned, less any accrual of fees and expenses borne by the account, and divided by the number of units outstanding. The unit price is readily determinable and quoted on the active private market on which the Plan can transact daily with no significant redemption restrictions on this investment and are classified as Level 2.

*Interest-bearing cash:* Fair value is determined based on exchange rates sourced by Reuters and these investments are classified as Level 2.

*Swaps and swaptions:* Fair value is determined based on quotes received by industry vendors and are classified as Level 2.

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

## Notes to Financial Statements

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

| | (in thousands of dollars) | | | | |
|---|---|---|---|---|---|
| **2022** | **Level 1** | **Level 2** | **Level 3** | **Other (1)** | **Total** |
| **Assets** | | | | | |
| Equity securities | $ 20,025 | $ - | $ - | $ - | $ 20,025 |
| Collective trust funds | | | | | |
| Equity securities | - | - | - | 39,271 | 39,271 |
| Bonds | - | - | - | 256,184 | 256,184 |
| U.S. government agency securities | - | 8,282 | - | - | 8,282 |
| Corporate debt instruments | - | 163,307 | - | - | 163,307 |
| State and local bonds | - | 623 | - | - | 623 |
| Foreign government bonds | - | 1,253 | - | - | 1,253 |
| Core real estate investment funds | - | - | - | 13,789 | 13,789 |
| Investment contract with an insurance company | - | - | 4,227 | - | 4,227 |
| Pooled separate accounts | - | 1,652 | - | - | 1,652 |
| Interest bearing cash | - | 25,213 | - | - | 25,213 |
| Swaps and swaptions | - | 552 | - | - | 552 |
| **Total assets at fair value** | **$ 20,025** | **$ 200,882** | **$ 4,227** | **$ 309,244** | **$ 534,378** |
| **Liability** | | | | | |
| Swaps and swaptions | **$ -** | **$ 70** | **$ -** | **$ -** | **$ 70** |

## Notes to Financial Statements

| 2021 | (in thousands of dollars) Level 1 | Level 2 | Level 3 | Other (1) | Total |
|---|---|---|---|---|---|
| **Assets** | | | | | |
| Equity securities | $ 30,909 | $ - | $ - | $ - | $ 30,909 |
| Collective trust funds | | | | | |
| Equity securities | - | - | - | 67,178 | 67,178 |
| Bonds | - | - | - | 355,937 | 355,937 |
| U.S. government agency securities | - | 23,713 | - | - | 23,713 |
| Corporate debt instruments | - | 196,453 | - | - | 196,453 |
| State and local bonds | - | 650 | - | - | 650 |
| Foreign government bonds | - | 2,115 | - | - | 2,115 |
| Core real estate investment funds | - | - | - | 13,674 | 13,674 |
| Investment contract with an insurance company | - | - | 4,121 | - | 4,121 |
| Pooled separate accounts | - | 1,660 | - | - | 1,660 |
| Interest bearing cash | - | 31,663 | - | - | 31,663 |
| Swaps and swaptions | - | 2,812 | - | - | 2,812 |
| **Total assets at fair value** | **$ 30,909** | **$ 259,066** | **$ 4,121** | **$ 436,789** | **$ 730,885** |

(1) Certain investments are measured at NAV per share (or its equivalent) on an inactive market and have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the schedule of net assets available for benefits of plans participating in the Master Trust in Note 2.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. Plan management evaluates the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. There were no purchases, issuances or transfers of assets into or out of Level 3 in 2022 and 2021.

## Notes to Financial Statements

The following tables set forth the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, the significant unobservable inputs and the ranges of values for those inputs at December 31:

| 2022 Instrument | Fair Value | Principal Valuation Technique | Significant Unobservable Inputs | Weighted Average |
|---|---|---|---|---|
| Investment contract with an insurance company | $ 4,226,897 | Market approach | Interest rates | 0.39% |

| 2021 Instrument | Fair Value | Principal Valuation Technique | Significant Unobservable Inputs | Weighted Average |
|---|---|---|---|---|
| Investment contract with an insurance company | $ 4,120,862 | Market approach | Interest rates | 0.39% |

In estimating fair value of the investments classified as Level 3, the Investment Committee utilizes third-party pricing sources.

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

| | 2022 | | | |
|---|---|---|---|---|
| Investment Type | Fair Value (in thousands) | Unfunded Commitments | Redemption Frequency | Redemption Notice Period |
| Collective trust funds | $ 295,455 | $ - | Daily/Monthly | Daily/Monthly |
| Core real estate investment funds | 13,789 | - | Quarterly | Quarterly |

| | 2021 | | | |
|---|---|---|---|---|
| Investment Type | Fair Value (in thousands) | Unfunded Commitments | Redemption Frequency | Redemption Notice Period |
| Collective trust funds | $ 423,115 | $ - | Daily/Monthly | Daily/Monthly |
| Core real estate investment funds | 13,674 | - | Quarterly | Quarterly |

The following is a description of the investment strategies for investments in certain entities that calculate net asset value per share (or its equivalent) at December 31, 2022 and 2021.

*Collective trust funds:* These funds invest in a wide variety of investment categories including equities and fixed income securities with the goal of providing growth and offsetting changes in the value of the Plans' benefit obligations due to changes in interest rates.

*Core real estate investment funds* : These funds invest in stabilized, income-flowing properties using primarily commingled fund vehicles. These investments are part of the return-seeking diversified pool of assets for the purpose of generating an incremental return with an acceptable level of risk.

## 4. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan invests in the Northern Trust Collective Government Short Term Investment Fund and Northern Trust Collective Russell 1000 Growth Index Fund - Non-Lending, which are collective trust funds managed by Northern Trust Asset Management, the investment advisor division of Northern Trust, trustee of the Plan. The balance within the net assets available for benefits of the Master Trust related to these funds was $42,748,865 and $43,166,149 at December 31, 2022 and 2021, respectively. The Plan is not charged directly for investment management services associated with these funds. Fees paid by the Master Trust for investment management services associated with these funds, as well as other collective trust funds and core real estate investment funds, are included as a reduction of the net investment income of the funds.

Administrative fees and expenses relating to services provided by Northern Trust, investment advisors and managers, administrative service providers and auditors are party-in-interest transactions. These transactions qualify for exemption from prohibited transaction rules under ERISA.

## 5. INCOME TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated August 24, 2017, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan Administrator and the Plan's legal counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, that the Plan is qualified and the related Master Trust is tax exempt.

The Plan Administrator has considered the tax positions taken by the Plan to determine if the Plan has taken any uncertain tax positions that more likely than not would not be sustained upon examination by the IRS, and has concluded that, as of December 31, 2022, there are no uncertain positions taken or expected to be taken. While the Plan may be subject to routine audits by the IRS, there are currently no audits for any tax periods in progress. Generally, the Plan is no longer subject to income tax examinations for years prior to 2019 under the IRS three-year statute of limitations.

## Notes to Financial Statements

### 6. PLAN TERMINATION

The Company expects to continue the Plan as long as necessary to pay accumulated plan benefits. However, the Company reserves the right to terminate the Plan, in whole or in part, at any time as prescribed by the Board of Directors of Dana Incorporated, the Company's parent.

Upon the complete termination of the Plan, the assets then remaining in the Plan, after providing for the expenses of the Plan, would be allocated (to the extent that they are sufficient) for the purpose of providing benefits that have accrued to participants or their beneficiaries as of the date of such termination, in a manner that is consistent with the order of precedence prescribed by Section 4044 of ERISA.

Any assets remaining in the fund because of variations in actual experience from actuarial estimates, after the complete satisfaction of all liabilities under the Plan in accordance with the preceding paragraph, would revert to the Company.

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

### 7. RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of Plan interest in Dana Master Pension Trust net investment income reported in these financial statements to the amounts reported on Schedules H of Forms 5500 for the years ended December 31:

| | 2022 | 2021 |
|---|---|---|
| Plan interest in Dana Master Pension Trust net investment income reported in these financial statements | $ 8,779,823 | $ 3,490,310 |
| Plan interest in Dana Master Pension Trust net depreciation in fair value of investments | (47,881,991) | (4,084,464) |
| Administrative expenses netted against net investment income | (1,336,668) | (1,534,116) |
| **Net investment loss from Dana Master Pension Trust investment accounts reported on Schedule H of Form 5500** | **$ (40,438,836)** | **$ (2,128,270)** |

## Notes to Financial Statements

The following is a reconciliation of administrative expenses reported in these financial statements to the amounts reported on Schedules H of Forms 5500 for the years ended December 31:

| | 2022 | 2021 |
|---|---|---|
| Administrative expenses reported in these financial statements | $ 1,336,668 | $ 1,534,116 |
| Administrative expenses netted against net investment income | (1,336,668) | (1,534,116) |
| **Administrative expenses reported on Schedule H of Form 5500** | **$ -** | **$ -** |

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26a
## Schedule of Active Participant Data as of January 1, 2022

| Attained Age | Attained Years of Credited Service[1] | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Under 1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40 & Over | Total |
| Under 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25-29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30-34 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| 35-39 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| 40-44 | 14 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 |
| 45-49 | 11 | 5 | 13 | 28 | 5 | 0 | 0 | 0 | 0 | 0 | 62 |
| 50-54 | 13 | 12 | 14 | 43 | 10 | 0 | 0 | 0 | 0 | 0 | 92 |
| 55-59 | 14 | 5 | 14 | 35 | 5 | 2 | 0 | 0 | 0 | 0 | 75 |
| 60-64 | 7 | 11 | 8 | 18 | 7 | 1 | 3 | 1 | 0 | 0 | 56 |
| 65-69 | 3 | 0 | 4 | 8 | 0 | 0 | 1 | 15 | 0 | 0 | 31 |
| 70 & over | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 8 |
| Total | 74 | 40 | 56 | 132 | 28 | 3 | 4 | 18 | 1 | 0 | 356 |

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

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

## Schedule SB, Part V
## Statement of Actuarial Assumptions/Methods

### Actuarial Assumptions and Methods – Contributions

The following former plans compose the Dana Combined Hourly Employees' Pension Plan (Plan 003): 003 (only select locations), 026, 028, 029, 034, 048, 054, 055, 069, 078, 115, 126, 127, 130, and 131.

The following former plans compose the Dana U.S.W. Hourly Employees' Pension Plan (Plan 148): 004, 005, 008, 118, and 129.

The assumptions detailed herein are as of January 1, 2022.

### Economic Assumptions

**Funding interest rate basis**

- Yield curve basis — IRS-prescribed 24-month average segment rates
- Applicable month — September based on bond yields through the preceding August

| | Reflecting Corridors | Not Reflecting Corridors |
|---|---|---|
| First segment rate | 4.75% | 1.07% |
| Second segment rate | 5.18% | 2.68% |
| Third segment rate | 5.92% | 3.36% |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

- Effective Interest Rate

| | Reflecting Corridors | Not Reflecting Corridors |
|---|---|---|
| Plan 003 | 5.31% | 2.77% |
| Plan 015 | 5.29% | 2.73% |
| Plan 148 | 5.32% | 2.78% |

## Demographic Assumptions

**Mortality**

For Plans 003, 015, and 148, a custom mortality table was developed during 2018 using Dana's historical mortality experience. A sample of annual rates per 1000 participants are provided below for each gender:

| Age | Males | Females |
|---|---|---|
| 20 | 0.5 | 0.2 |
| 25 | 0.6 | 0.2 |
| 30 | 0.6 | 0.3 |
| 35 | 0.7 | 0.4 |
| 40 | 0.8 | 0.5 |
| 45 | 1.2 | 0.8 |
| 50 | 2.3 | 1.5 |
| 55 | 4.3 | 2.7 |
| 60 | 8.3 | 5.1 |
| 65 | 13.9 | 9.7 |
| 70 | 21.6 | 16.4 |
| 75 | 35.0 | 27.1 |
| 80 | 59.1 | 46.3 |
| 85 | 103.1 | 82.2 |
| 90 | 180.4 | 145.9 |
| 95 | 281.0 | 237.8 |
| 100 | 374.1 | 330.8 |
| 105 | 453.8 | 415.9 |
| 110 | 498.6 | 470.8 |
| 115 | 500.0 | 500.0 |
| 120+ | 1000.0 | 1000.0 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

These custom mortality tables are projected generationally from 2015 using the SOA projection scale, MP-2020.

**Termination**

Annual rate per 1000 participants

| Service | High Subsidy (Plans 003, 004, 005, 034) | Moderate Subsidy (Plans 015, 118) |
|---|---|---|
| 2 | 70.2 | 135.2 |
| 7 | 32.5 | 55.8 |
| 12 | 20.7 | 37.4 |
| 17 | 15.5 | 33.9 |
| 22 | 10.5 | 25.2 |
| 27 | 10.2 | 13.6 |

**Disability**

No incidence of disability is assumed

**Retirement age**

Active Participant Retirement Assumptions
Annual Rate per 1,000 Employees

| | High Subsidy Plans (Plans 003, 004, 005, 034) | | | Moderate Subsidy (Plans 015, 118) |
|---|---|---|---|---|
| **Age** | **<30 YOS** | **30-31 YOS** | **32+ YOS** | |
| 50-54 | N/A | 150 | 75 | 20 |
| 55-56 | 50 | 275 | 150 | 50 |
| 57-59 | 75 | 275 | 150 | 75 |
| 60-61 | 150 | 275 | 150 | 150 |
| 62 | 300 | 300 | 300 | 300 |
| 63-64 | 150 | 150 | 150 | 150 |
| 65 | 750 | 750 | 750 | 750 |
| 66-69 | 500 | 500 | 500 | 500 |
| 70 | 1000 | 1000 | 1000 | 1000 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

In general, deferred vesteds are assumed to retire at normal retirement age of 65.

**Form of payment**

| Plan | Form of Payment |
|---|---|
| Berwick (029), Ecorse (028), Fort Wayne (004), Marion (005), Spicer (003), Syracuse (034) | For those single, a life annuity. For those married, 95% of the retirement income payable to the employee during his lifetime with 60% of such reduced amount payable to his surviving spouse after his death. |
| Combined Hourly (003) | For those single, a life annuity. For those married, 100% of the retirement income payable to the employee during his lifetime with 60% of such reduced amount payable to his surviving spouse after his death. |
| Hillsdale (026), Rochester (115) | For those single, a life annuity. For those married, 95% of the retirement income payable to the employee during his lifetime with 55% of such reduced amount payable to his surviving spouse after his death. |
| Robinson (015), Everflex (078), Hohenwald (048), Pueblo (008), Henderson Plant (118), Brake Systems Inc.(127), PTG (129) | For those single, a life annuity. For those married, an actuarially reduced amount of the retirement income payable to the employee during his lifetime with 50% of such reduced amount payable to his surviving spouse after his death. |
| Terminated vested, deferred disabled | Single life annuity with REA benefits |

**Expenses**

Expenses included in the Funding Target Normal Cost include: PBGC premiums, benefit administration fees, audit fees, and trust eligible actuarial fees.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

**Special at-risk assumptions**

For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan.

**Shutdown**

Provisions for Future Shutdowns

Should a plant shutdown occur and a plant's shutdown benefits become payable and/or a significant number of early retirements occur, there would be significant changes in the plan's financial conditions, affecting cash flow as well as present values. Actuarial techniques which are practical for establishing the cost of other types of pension benefits are not applicable to group termination benefits, because a practical provision for the occurrence cannot be determined. Therefore, this actuarial valuation contains no numeric measurement of the potential costs of such shutdown benefits.

Locations Currently Shutdown

For plans with shutdown locations, eligible plan participants will receive special early retirement benefits attributable to the shutdown. If the participant is subsequently re-employed by Dana Limited, the special early retirement benefits are forfeited.

If applicable, this actuarial valuation assumes that participants eligible to receive special early retirement benefits do so unless data supplied by Dana indicates they have been transferred to another position within Dana. They are treated as terminated vested participants and are assumed to commence benefits at the earliest, most valuable age.

**Marriage**

Assumes that 80% of all employees are married and that the male spouse is three years older than the female spouse.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

## Actuarial Methods

| | |
|---|---|
| **Actuarial cost method** | Present value of Accrued Benefits |
| **Actuarial value of assets** | Fair market value as of the valuation date including discounted contributions receivable for the prior plan year. |
| **Benefits not valued** | All benefits described in the Plan Provisions section of this report were valued and special benefits granted under plant closings or work-force reductions at certain on-going locations. Willis Towers Watson is unaware of any event which has occurred that would trigger these special benefits for plant closings or work-force reductions, except where noted. The cost for these benefits will be recognized in the valuation after the triggering event occurs. |

## Data Sources

| | |
|---|---|
| **Participant data:** | Dana Limited, their administrator, and the plan's Trustee provided census and asset information. Willis Towers Watson is aware of no potential material biases due to imperfect data. Willis Towers Watson checked the data for reasonableness and consistency, but no audit was performed. While it is possible that future data corrections could have a material impact on results, we believe the data provided were sufficient for reasonable valuation results, and we are aware of no errors or omissions that would have a significant effect on the results of our calculations. |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

## Changes in Methods and Assumptions since Prior Year

Since the prior valuation, the following assumptions have been changed:

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC 430.
- The mortality improvement scale was updated from MP-2019 to MP-2020 for contribution purposes.

## Assumptions Rationale - Significant Economic and Demographic Assumptions

**Discount rate**

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

**Mortality**

Assumptions used for funding purposes reflect the substitute mortality table that was approved for use by the IRS under Revenue Procedure 2017-55. We believe the assumptions do not significantly conflict with what would be reasonable because they reflect recent experience, and are adjusted to reflect the plan sponsor's expectations regarding future mortality improvement.

## Source of Prescribed Methods

**Funding methods**

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

| SCHEDULE SB (Form 5500) | Single-Employer Defined Benefit Plan Actuarial Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br>▶ **File as an attachment to Form 5500 or 5500-SF.** | **2022**<br>**This Form is Open to Public Inspection** |

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

**A** Name of plan
DANA COMBINED HOURLY EMPLOYEES' PENSION PLAN

**B** Three-digit plan number (PN) ▶ 003

**C** Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
DANA LIMITED

**D** Employer Identification Number (EIN)
26-1318190

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

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

## Part I Basic Information

**1** Enter the valuation date: Month 01 Day 01 Year 2022

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 222,191,161 |
| **b** Actuarial value | **2b** | 222,191,161 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 2,619 | 147,933,596 | 147,933,596 |
| **b** For terminated vested participants | 670 | 12,956,974 | 12,956,974 |
| **c** For active participants | 356 | 11,069,855 | 12,874,033 |
| **d** Total | 3,645 | 171,960,425 | 173,764,603 |

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

| | | |
|---|---|---|
| **a** Funding target disregarding prescribed at-risk assumptions | **4a** | |
| **b** Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | **4b** | |
| **5** Effective interest rate | **5** | 5.31% |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 792,000 |
| **c** Total (line 6a + line 6b) | **6c** | 792,000 |

**Statement by Enrolled Actuary**

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

**SIGN HERE**

CDR
Signature of actuary

8/29/2023
Date

CHRISTOPHER D RICHMOND
Type or print name of actuary

2308687
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

248-936-7700
Telephone number (including area code)

TRAVELERS TOWER
26555 EVERGREEN ROAD SUITE 1600
SOUTHFIELD MI 48076
Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 945,326 | 0 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 945,326 | 0 |
| 10 | Interest on line 9 using prior year's actual return of -0.38 % | -3,592 | 0 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| | a Present value of excess contributions (line 38a from prior year) | | 0 |
| | b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.49 % | | 0 |
| | b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 0 |
| | c Total available at beginning of current plan year to add to prefunding balance | | 0 |
| | d Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 941,734 | 0 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 127.32 % |
| 15 | Adjusted funding target attainment percentage | 15 | 127.86 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 133.32 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

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

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

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

| | | |
|---|---|---|
| a Contributions allocated toward unpaid minimum required contributions from prior years | 19a | 0 |
| b Contributions made to avoid restrictions adjusted to valuation date | 19b | 0 |
| c Contributions allocated toward minimum required contribution for current year adjusted to valuation date | 19c | 0 |

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

**21** Discount rate:

**a** Segment rates:

| 1st segment: | 2nd segment: | 3rd segment: | ☐ N/A, full yield curve used |
|---|---|---|---|
| 4.75 % | 5.18 % | 5.92 % | |

**b** Applicable month (enter code) ..... **21b** 4

**22** Weighted average retirement age ..... **22** 65

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

## Part VI Miscellaneous Items

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

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

**26** Demographic and benefit information

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

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

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

## Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

## Part VIII Minimum Required Contribution For Current Year

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

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | **31a** | 792,000 |
| **b** Excess assets, if applicable, but not greater than line 31a | **31b** | 792,000 |

**32** Amortization installments:

| | Outstanding Balance | Installment |
|---|---|---|
| **a** Net shortfall amortization installment | 0 | 0 |
| **b** Waiver amortization installment | 0 | 0 |

**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____ ) and the waived amount ..... **33**

**34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) ..... **34** 0

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

| | | |
|---|---|---|
| **36** Additional cash requirement (line 34 minus line 35) | **36** | 0 |
| **37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | **37** | 0 |

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

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

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

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

# SCHEDULE SB ATTACHMENTS

## Schedule SB – Statement by Enrolled Actuary

| | |
|---|---|
| **Plan Sponsor** | Dana Limited |
| **EIN/PN** | 26-1318190 / 003 |
| **Plan Name** | Dana Combined Hourly Employees' Pension Plan |
| **Valuation Date** | January 1, 2022 |
| **Enrolled Actuary** | Christopher D. Richmond |
| **Enrollment Number** | 23-08687 |

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 22
## Description of Weighted Average Retirement Age
## as of January 1, 2022

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

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

## Schedule SB, Part V
## Statement of Actuarial Assumptions/Methods

### Actuarial Assumptions and Methods – Contributions

The following former plans compose the Dana Combined Hourly Employees' Pension Plan (Plan 003): 003 (only select locations), 026, 028, 029, 034, 048, 054, 055, 069, 078, 115, 126, 127, 130, and 131.

The following former plans compose the Dana U.S.W. Hourly Employees' Pension Plan (Plan 148): 004, 005, 008, 118, and 129.

The assumptions detailed herein are as of January 1, 2022.

### Economic Assumptions

**Funding interest rate basis**

- Yield curve basis — IRS-prescribed 24-month average segment rates
- Applicable month — September based on bond yields through the preceding August

| | Reflecting Corridors | Not Reflecting Corridors |
|---|---|---|
| First segment rate | 4.75% | 1.07% |
| Second segment rate | 5.18% | 2.68% |
| Third segment rate | 5.92% | 3.36% |

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# SCHEDULE SB ATTACHMENTS

- Effective Interest Rate

| | Reflecting Corridors | Not Reflecting Corridors |
|---|---|---|
| Plan 003 | 5.31% | 2.77% |
| Plan 015 | 5.29% | 2.73% |
| Plan 148 | 5.32% | 2.78% |

## Demographic Assumptions

**Mortality**

For Plans 003, 015, and 148, a custom mortality table was developed during 2018 using Dana's historical mortality experience. A sample of annual rates per 1000 participants are provided below for each gender:

| Age | Males | Females |
|---|---|---|
| 20 | 0.5 | 0.2 |
| 25 | 0.6 | 0.2 |
| 30 | 0.6 | 0.3 |
| 35 | 0.7 | 0.4 |
| 40 | 0.8 | 0.5 |
| 45 | 1.2 | 0.8 |
| 50 | 2.3 | 1.5 |
| 55 | 4.3 | 2.7 |
| 60 | 8.3 | 5.1 |
| 65 | 13.9 | 9.7 |
| 70 | 21.6 | 16.4 |
| 75 | 35.0 | 27.1 |
| 80 | 59.1 | 46.3 |
| 85 | 103.1 | 82.2 |
| 90 | 180.4 | 145.9 |
| 95 | 281.0 | 237.8 |
| 100 | 374.1 | 330.8 |
| 105 | 453.8 | 415.9 |
| 110 | 498.6 | 470.8 |
| 115 | 500.0 | 500.0 |
| 120+ | 1000.0 | 1000.0 |

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# SCHEDULE SB ATTACHMENTS

These custom mortality tables are projected generationally from 2015 using the SOA projection scale, MP-2020.

**Termination**

Annual rate per 1000 participants

| Service | High Subsidy (Plans 003, 004, 005, 034) | Moderate Subsidy (Plans 015, 118) |
|---|---|---|
| 2 | 70.2 | 135.2 |
| 7 | 32.5 | 55.8 |
| 12 | 20.7 | 37.4 |
| 17 | 15.5 | 33.9 |
| 22 | 10.5 | 25.2 |
| 27 | 10.2 | 13.6 |

**Disability**

No incidence of disability is assumed

**Retirement age**

Active Participant Retirement Assumptions
Annual Rate per 1,000 Employees

| | High Subsidy Plans (Plans 003, 004, 005, 034) | | | Moderate Subsidy (Plans 015, 118) |
|---|---|---|---|---|
| **Age** | **<30 YOS** | **30-31 YOS** | **32+ YOS** | |
| 50-54 | N/A | 150 | 75 | 20 |
| 55-56 | 50 | 275 | 150 | 50 |
| 57-59 | 75 | 275 | 150 | 75 |
| 60-61 | 150 | 275 | 150 | 150 |
| 62 | 300 | 300 | 300 | 300 |
| 63-64 | 150 | 150 | 150 | 150 |
| 65 | 750 | 750 | 750 | 750 |
| 66-69 | 500 | 500 | 500 | 500 |
| 70 | 1000 | 1000 | 1000 | 1000 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

In general, deferred vesteds are assumed to retire at normal retirement age of 65.

**Form of payment**

| Plan | Form of Payment |
|---|---|
| Berwick (029), Ecorse (028), Fort Wayne (004), Marion (005), Spicer (003), Syracuse (034) | For those single, a life annuity. For those married, 95% of the retirement income payable to the employee during his lifetime with 60% of such reduced amount payable to his surviving spouse after his death. |
| Combined Hourly (003) | For those single, a life annuity. For those married, 100% of the retirement income payable to the employee during his lifetime with 60% of such reduced amount payable to his surviving spouse after his death. |
| Hillsdale (026), Rochester (115) | For those single, a life annuity. For those married, 95% of the retirement income payable to the employee during his lifetime with 55% of such reduced amount payable to his surviving spouse after his death. |
| Robinson (015), Everflex (078), Hohenwald (048), Pueblo (008), Henderson Plant (118), Brake Systems Inc.(127), PTG (129) | For those single, a life annuity. For those married, an actuarially reduced amount of the retirement income payable to the employee during his lifetime with 50% of such reduced amount payable to his surviving spouse after his death. |
| Terminated vested, deferred disabled | Single life annuity with REA benefits |

**Expenses**

Expenses included in the Funding Target Normal Cost include: PBGC premiums, benefit administration fees, audit fees, and trust eligible actuarial fees.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
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**Special at-risk assumptions**

For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan.

**Shutdown**

Provisions for Future Shutdowns

Should a plant shutdown occur and a plant's shutdown benefits become payable and/or a significant number of early retirements occur, there would be significant changes in the plan's financial conditions, affecting cash flow as well as present values. Actuarial techniques which are practical for establishing the cost of other types of pension benefits are not applicable to group termination benefits, because a practical provision for the occurrence cannot be determined. Therefore, this actuarial valuation contains no numeric measurement of the potential costs of such shutdown benefits.

Locations Currently Shutdown

For plans with shutdown locations, eligible plan participants will receive special early retirement benefits attributable to the shutdown. If the participant is subsequently re-employed by Dana Limited, the special early retirement benefits are forfeited.

If applicable, this actuarial valuation assumes that participants eligible to receive special early retirement benefits do so unless data supplied by Dana indicates they have been transferred to another position within Dana. They are treated as terminated vested participants and are assumed to commence benefits at the earliest, most valuable age.

**Marriage**

Assumes that 80% of all employees are married and that the male spouse is three years older than the female spouse.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
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# SCHEDULE SB ATTACHMENTS

## Actuarial Methods

| | |
|---|---|
| **Actuarial cost method** | Present value of Accrued Benefits |
| **Actuarial value of assets** | Fair market value as of the valuation date including discounted contributions receivable for the prior plan year. |
| **Benefits not valued** | All benefits described in the Plan Provisions section of this report were valued and special benefits granted under plant closings or work-force reductions at certain on-going locations. Willis Towers Watson is unaware of any event which has occurred that would trigger these special benefits for plant closings or work-force reductions, except where noted. The cost for these benefits will be recognized in the valuation after the triggering event occurs. |

## Data Sources

| | |
|---|---|
| **Participant data:** | Dana Limited, their administrator, and the plan's Trustee provided census and asset information. Willis Towers Watson is aware of no potential material biases due to imperfect data. Willis Towers Watson checked the data for reasonableness and consistency, but no audit was performed. While it is possible that future data corrections could have a material impact on results, we believe the data provided were sufficient for reasonable valuation results, and we are aware of no errors or omissions that would have a significant effect on the results of our calculations. |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
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# SCHEDULE SB ATTACHMENTS

## Changes in Methods and Assumptions since Prior Year

Since the prior valuation, the following assumptions have been changed:

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC 430.
- The mortality improvement scale was updated from MP-2019 to MP-2020 for contribution purposes.

## Assumptions Rationale - Significant Economic and Demographic Assumptions

**Discount rate**

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

**Mortality**

Assumptions used for funding purposes reflect the substitute mortality table that was approved for use by the IRS under Revenue Procedure 2017-55. We believe the assumptions do not significantly conflict with what would be reasonable because they reflect recent experience, and are adjusted to reflect the plan sponsor's expectations regarding future mortality improvement.

## Source of Prescribed Methods

**Funding methods**

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
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# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 23
## Information on Use of Substitute Mortality Tables as of January 1, 2022

Substitute mortality tables are used for the entire plan populations, including:

- Male participants (annuitants and non-annuitants), including disabled participants
- Female participants (annuitants and non-annuitants), including disabled participants

Prescribed tables are used for the following plan populations: None

Mortality ratio used to develop the table: 1.295454

Mortality table is constructed based on partial credibility

Partial credibility weighting factor: 0.819914

The last plan year for which the IRS approval for the substitute mortality tables applies is: 2028

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

## Schedule SB, Part V
## Summary of Plan Provisions

**Dana Combined Hourly Employees' Pension Plan (Plan #003) – Summary of Plan Provisions**

| | |
|---|---|
| 1. Effective Date of Plan | December 3, 1979, as amended. Latest amendment effective July 5, 2007. |
| 2. Eligibility for Participation | All employees who are within the collective bargaining units designated by the Pension Agreement. |
| 3. Definitions | |
| a. Accrued Benefit | The basic benefit times years of Credited Service payable monthly. Benefit accruals cease January 31, 2008. Those with more than 20 years of service as of January 31, 2008 continue to accrue eligibility service. |
| b. Basic Benefit | <u>Hired Prior to November 1, 2003</u><br><br>$32.50 times years of Credited Service payable monthly.<br><br><u>Hired on or After November 1, 2003</u><br><br>$20.75 times years of Credited Service payable monthly. |
| c. Credited Service | 1. All full and fractional years of service since the employee's original date of hire. Credited Service accruals ceased January 31, 2008.<br><br>2. Service upon re-employment after retirement benefits commence (except disability benefits) is counted.<br><br>3. Reinstatement of Credited Service available for loss of seniority after December 1, 1970. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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4. Transfers to or from Management Plan within the same facility will transfer all service. Transfers to or from other hourly plans will not transfer Credited Service.

5. Employee retiring under the plan also receives Credited Service for eligibility for all Service with the Corporation.

6. Accumulation of up to 5 years of Credited Service while on sick leave and 11 months of Credited Service (23 months if employee has 10 years of seniority) while on layoff.

d. Surviving Spouse — One year marriage requirement imposed.

4. Normal Retirement Benefit

a. Eligibility: Attainment of age 65.

b. Benefit: The Accrued Benefit determined at age 65.

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following:

Hired Prior to November 1, 2003

1) Age 60 and 10 or more years of Eligibility Service;

2) Age 55 but not age 60, and age plus Eligibility Service total 85 or more;

3) 30 or more years of Eligibility Service;

4) Age 55 and 10 or more years of Credited Service, if under "mutually satisfactory conditions."

Hired on or After November 1, 2003

1) Age 60 and 10 or more years of Eligibility Service;

2) Age 55 but not age 60, and age plus Eligibility Service total 85 or more;

3) 30 or more years of Eligibility Service;

b. Benefit: The Accrued Benefit at date of early retirement, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

Hired Prior to November 1, 2003

1.) Pension benefit, including benefit to Surviving Spouse, will be unreduced for age after age 62 for employee retiring with 30 or more years of Eligibility Service who accrued at least 20 years of Credited Service by February 1, 2008;

2.) Pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more and Eligibility Service as of February 1, 2008 is at least 20 years; and

3.) Temporary benefit will be paid to employees retired under "mutually satisfactory conditions," equal to $28.00 times years of Credited Service up to 25.

Hired On or After November 1, 2003

1.) Pension benefit will be unreduced for age after 62 for retirement at or after age 55 when age plus Eligibility Service total 85 or more and Credited Service as of February 1, 2008 is at least 20 years; and

2.) Temporary benefit will be paid to employees retired under “mutually satisfactory conditions”, equal to $16.00 times years of Credited Service up to 25.

6. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: The benefit under 4.b. above, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

8. Disability Benefit

a. Eligibility: An employee with 10 or more years of Credited Service who became disabled prior to January 1, 1980.

b. Benefit: Accrued Benefit determined at date of disability.

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9. Temporary Benefit

a. Eligibility: Early retirement under "mutually satisfactory conditions" or disability retirement.

b. Benefit:

Hired Prior to November 1, 2003

$28.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

Hired on or After November 1, 2003

$16.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

10. Supplemental Benefits

a. Eligibility: An employee who retires under the Early or Disability provision and who:

1) Agrees to restrict participation in the work force before age 62;

2) Has completed at least 20 years of credited service as of February 1, 2008.

3) Files for pension within 5 years of last date worked for the Corporation; and

4) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

Hired Prior to November 1, 2003

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Eligibility Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor." The floor equals $2,100 for terminations on or after January 1, 1999, prior to age 62. Floor is reduced by any

reduction due to election of survivor option. Benefit will be prorated based on Credited Service accrued as of February 1, 2008.

2) Interim Supplement:

Hired Prior to November 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Eligibility Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after January 1, 1999:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $14.83 | 58 | $24.09 |
| 56 | $17.45 | 59 | $27.48 |
| 57 | $20.57 | 60-61 | $31.75 |

Hired on or After November 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after November 1, 2003:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $5.80 | 58 | $9.70 |
| 56 | $6.90 | 59 | $11.05 |
| 57 | $8.30 | 60-61 | $12.80 |

c. Restrictions:

1) Reduction to Applicable Supplements: Benefits to an early retiree who is eligible for a Temporary Benefit (see Section 9 above) may be coordinated with supplements under specific circumstances.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

f. Reduction: An employee who elects the Survivor's Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted .5% for each year that the spouse's age differs from the employee's age by more than 5 years.

12. Employee Contributions — None.

13. Form of Benefit

a. Normal Form:

Single: Life Income Option

Married: Survivor's Benefit (Surviving Spouse's only, per 11 above). Conversion factor is .95 +/- .5% for age differences over five years, limited to 100%

b. Optional Forms: Life Income Option.

# SCHEDULE SB ATTACHMENTS

14. Medicare Benefit

a. Eligibility: Retiree or Surviving Spouse receiving benefits following Normal, Early, or Disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: Effective January 1, 1998, $61.00 per month after age 65, or earlier eligibility for Medicare, Part B. However, in no event will the Medicare benefit exceed the actual Medicare premium.

15. Shutdown Provisions

Hired prior to November 1, 2003

An employee who is age 55 and has 10 years of Credited Service at time of shutdown receives a normal retirement pension based on Credited Service at retirement. He also receives a temporary benefit to age 62 of $28.00 per month for each year of Credited Service up to 25 years.

Hired on or After November 1, 2003

An employee who is age 55 and has 10 years of Credited Service at time of shutdown receives a normal retirement pension based on Credited Service at retirement. He also receives a temporary benefit to age 62 of $16.00 per month for each year of Credited Service up to 25 years.

# SCHEDULE SB ATTACHMENTS

## Hillsdale UAW Pension Plan (Plan #026) – Summary of Plan Provisions

| | |
|---|---|
| 1. Effective Date of Plan | Amended and restated January 1, 1989. Latest amendment effective March 28, 2005. |
| 2. Eligibility for Participation | All employees who are members of Local No. 1255, U.A.W., Hillsdale Production and Maintenance Unit. |
| 3. Definitions | |
| a. Accrued Benefit | The Basic Pension Benefit times years of Credited Service payable monthly. |
| b. Basic Benefit | $13.00. |
| c. Credited Service | 1. All full and fractional years of service since June 1, 1974 while on the seniority list; plus<br>2. All full and fractional years of past service from the seniority date to June 1, 1974.<br>3. Reinstatement of Credited Service available for loss of seniority after June 1, 1974, unless loss occurred due to retirement (other than disability retirement).<br>4. Transfers to or from Management Plan will transfer all service. Transfers to or from other hourly plans will not transfer Credited Service.<br>5. Employee retiring under the plan also receives Credited Service for eligibility for all service with the Corporation.<br>6. Accumulation of up to 5 years of Credited Service while on sick leave and 11 months of Credited Service while on layoff. |
| d. Surviving Spouse | One year marriage requirement imposed. |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

4. Normal Retirement Benefit

   a. Eligibility: Attainment of age 65.

   b. Benefit: The Accrued Benefit determined at age 65.

5. Early Retirement Benefit

   a. Eligibility: Attainment of any of the following.

      1) Age 60 and 10 or more years of Credited Service;

      2) Age 55 but not age 60, and age plus Credited Service total 85 or more; or

      3) 30 or more years of Credited Service.

   b. Benefit: The Accrued Benefit determined at date of early retirement, reduced according to the following schedule.

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.40 | 55 | 57.90 |
| 48 | 32.80 | 56 | 63.50 |
| 49 | 35.40 | 57 | 69.40 |
| 50 | 38.30 | 58 | 75.20 |
| 51 | 41.50 | 59 | 80.80 |
| 52 | 45.00 | 60 | 86.70 |
| 53 | 48.90 | 61 | 93.30 |
| 54 | 53.20 | 62 and over | 100.00 |

6. Postponed Retirement Benefit

   a. Eligibility: At the request of the employee.

   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

# SCHEDULE SB ATTACHMENTS

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service. For this section, Credited Service includes all service with the Corporation.

b. Benefit Payable at Normal Retirement Date: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: Eligible after attaining age 60 and completion of 10 or more years of Credited Service. The Accrued Benefit at termination reduced by 0.5% for each month before normal retirement.

8. Disability Benefit

Discontinued effective January 1, 1981.

9. Temporary Benefit

None.

10. Supplemental Benefits

a. Eligibility: An early retiree between ages 55 and 62 and not yet eligible for Social Security primary insurance benefit who:

1) Agrees to restrict participation in the work force before age 62;

2) Files for pension within 2 years of last date worked for the Corporation.

b. Benefit:

1) Payable monthly until age 62,

2) The amounts shown below times years of Credited Service:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $4.50 | 58 | $6.90 |
| 56 | $5.30 | 59 | $7.70 |
| 57 | $6.10 | 60-61 | $8.50 |

c. Restrictions:

1) Earnings Test: $6,000.

2) Maximum Monthly Pension Amount: Pension plus supplement cannot exceed 70% of final base pay.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 55% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payments begin on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 55% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election.

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

d. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for Surviving Spouse. This percentage (95%) shall be adjusted 0.5% for each year that the spouse's age differs from the employee's age by more than 5 years.

e. Benefit Increases: Monthly Survivor's Benefits reflect increase applicable to living retirees.

f. Duplication Clause: The Survivor's Benefit is not payable concurrently with group insurance Transition or Bridge Benefits.

12. Employee Contributions

None.

13. Optional Forms of Benefits

a. Normal Form:

Single: Life Income Option

Survivor's Benefit (spouses only, per 11 above).Conversion factor is 0.95 +/- 0.5% for age differences over five years, limited to 100%

b. Optional Forms: Life Income Option.

# SCHEDULE SB ATTACHMENTS

14. Medicare Benefit

a. Eligibility: Retiree or Surviving Spouse receiving benefits following normal, early, or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $9.70 per month after age 65, or earlier eligibility for Medicare, Part B.

# SCHEDULE SB ATTACHMENTS

## Ecorse Guards UPGWA Pension Plan (Plan #028) – Summary of Plan Provisions

1. Effective Date of Plan — Amended and restated January 1, 1989. Latest amendment effective March 28, 2005.

2. Eligibility for Participation — All employees who are members of Local No. 114, United Plant Guard Workers of America.

3. Definitions

   a. Accrued Benefit — The Basic Pension Benefit times years of Credited Service payable monthly.

   b. Basic Benefit — Range of benefits based upon Final Average Base Pay, as follows:

| Final Average Base Pay | Basic Benefit |
|---|---|
| Less than $8.63 | $18.20 |
| $8.63, but less than $9.54 | $18.45 |
| $9.54 or greater | $18.70 |

   c. Credited Service

      1. All full and fractional years of service since the employee's original date of hire.

      2. Service upon re-employment after retirement benefits commence (except disability benefits) is not counted.

      3. Reinstatement of Credited Service available for loss of seniority after December 1, 1970.

      4. Transfers to or from Management Plan will transfer all service. Transfers to or from other hourly plans will not transfer Credited Service.

      5. Employee retiring under the plan also receives Credited Service for eligibility for all service with the Corporation.

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Plan Sponsor: Dana Limited
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6. Accumulation of up to 5 years of Credited Service while on approved sick leave and 11 months of Credited Service while on layoff.

d. Surviving Spouse — One year marriage requirement imposed.

4. Normal Retirement Benefit

a. Eligibility: Attainment of age 65.

b. Benefit: The Accrued Benefit determined at age 65.

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service.

b. Benefit: The Accrued Benefit at date of early retirement, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

1.) Pension benefit, including benefit to Surviving Spouse, will be unreduced for age after age 62 for employee retiring with 30 or more years of Credited Service;

2.) Pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more.

6. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: The benefit under 7.b. above, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

# SCHEDULE SB ATTACHMENTS

8. Disability Benefit

a. Eligibility: An employee with 10 or more years of Credited Service who became disabled prior to January 1, 1980.

b. Benefit: The Accrued Benefit determined at date of disability, payable immediately on approval of application, but no sooner than the 6th month of disability.

9. Temporary Benefit

a. Eligibility: Early retirement under disability retirement (see 8.a. above).

b. Benefit: $11.00 times years of Credited Service up to 25 years, payable until age 62.

10. Supplemental Benefits

a. Eligibility: An employee who retires under the Early or Disability provision and who:

1.) Agrees to restrict participation in work force before age 62;

2.) Files for pension within 2 years of last day worked for the Corporation; and

3.) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor" (floor equals $935 prior to age 62). Floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Credited Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $5.25 | 58 | $8.75 |
| 56 | $6.25 | 59 | $10.10 |
| 57 | $7.50 | 60-61 | $11.60 |

c. Restrictions:

1) Earnings Test: $5,500

2) Maximum Monthly Pension Amount: Pension plus supplement cannot exceed 70% of final base pay.

3) Reduction Applicable to Supplements: Benefits to an early retiree who is eligible for a Temporary Benefit (see Section 9 above) may be coordinated with supplements under specific circumstances.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

f. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for Surviving Spouse. This percentage (95%) shall be adjusted 0.5% for each year that the spouse's age differs from the employee's age by more than 5 years (up to 10 years).

12. Employee Contributions

None.

13. Optional Form of Benefit

a. Life Income Option.

b. Survivor's Benefit (Surviving Spouse's only, per 11. above). Conversion factor is 0.95 +/- 0.5% for age differences over five years, limited to 100%.

14. Medicare Benefit

a. Eligibility: Retiree or Surviving spouse receiving benefits following normal, early, or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $9.70 per month after age 65, or earlier eligibility for Medicare, Part B.

# SCHEDULE SB ATTACHMENTS

## Berwick UAW Pension Plan (Plan #029) – Summary of Plan Provisions

| | |
|---|---|
| 1. Effective Date of Plan | As amended effective September 23, 1994. Latest amendment effective March 28, 2005. |
| 2. Eligibility for Participation | All employees who are members of Local No. 644, U.A.W., Berwick Production and Maintenance Unit. |
| 3. Definitions | |
| a. Accrued Benefit | The Basic Pension Benefit times years of Credited Service payable monthly. |
| b. Basic Benefit | $20.25 for terminations on or after January 1, 1995. |
| c. Credited Service | 1. All full and fractional years of service since November 1, 1975; plus all full and fractional years of past service from seniority date to November 1, 1975. In some cases, there is additional service with a break in seniority prior to November 1, 1975.<br>2. Reinstatement of Credited Service available for loss of seniority after November 1, 1975.<br>3. Accumulation of up to 5 years of Credited Service while on sick leave and 11 months of Credited Service (23 months if employee has 10 years of seniority) while on layoff. |
| d. Surviving Spouse | One year marriage requirement imposed. |
| 4. Normal Retirement Benefit | a. Eligibility: Attainment of age 65.<br>b. Benefit: The Accrued Benefit determined at age 65. |

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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service.

b. Benefit: The Accrued Benefit at date of early retirement, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

1.) Pension benefit, including benefit to Surviving Spouse, will be unreduced for age after age 62 for employee retiring with 30 or more years of Credited Service;

2.) Pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more.

# SCHEDULE SB ATTACHMENTS

6. Postponed Retirement Benefit
   a. Eligibility: At the request of the employee.
   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit
   a. Eligibility: Completion of 5 or more years of Credited Service.
   b. Benefit: The Accrued Benefit determined at date of termination.
   c. Early Commencement of Benefit: The benefit under 7.b. above, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

8. Disability Benefit
   a. Eligibility: None, effective January 1, 1980.
   b. Benefit: None.

9. Temporary Benefit
   a. Eligibility: None.
   b. Benefit: None.

# SCHEDULE SB ATTACHMENTS

10. Supplemental Benefits

a. Eligibility: An employee who retires under the Normal, Early or Disability provision and who:

1.) Agrees to restrict participation in work force before age 62;

2.) Files for pension within 5 years of last day worked for the Corporation; and

3.) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor." The floor equals $1,250 for terminations on or after January 1, 1995, prior to age 62. Floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Credited Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after January 1, 1995:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $7.45 | 58 | $12.05 |
| 56 | $8.70 | 59 | $13.85 |
| 57 | $10.45 | 60-61 | $16.10 |

c. Restrictions:

1) Earnings Test: Eliminated January 1, 1995.

2) Reduction Applicable to Supplements: Benefits to an early retiree who is eligible for a Temporary Benefit (see Section 9 above) may be coordinated with supplements under specific circumstances.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

f. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted .5% for each year that the spouse's age differs from the employee's age by more than 5 years (up to 10 years).

12. Employee Contributions

None.

13. Form of Benefit

Normal Form: For married employees, 95% (+/- 0.5% for age difference over 5 years, limited to 100%) of the retirement benefit payable to the employee during his lifetime with 60% of such reduced amount payable to the Surviving Spouse after death. For single employees, a life annuity.

14. Medicare Benefit

a. Eligibility: Retiree or Surviving spouse receiving benefits following normal, early, or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $41.10 per month after age 65, or earlier eligibility for Medicare, Part B.

# SCHEDULE SB ATTACHMENTS

## Syracuse UAW Pension Plan (Plan #034) – Summary of Plan Provisions

| | | |
|---|---|---|
| 1. | Effective Date of Plan | Amended and restated January 1, 1989; further amended effective July 5, 2007. |
| 2. | Eligibility for Participation | All Spicer Axle employees within the bargaining unit (Local No. 1405, U.A.W.), Syracuse, IN. |
| 3. | Definitions | |
| | a. Accrued Benefit | The basic benefit times years of Credited Service payable monthly. Benefit accruals cease August 1, 2009. |
| | b. Basic Benefit | Hired Prior to December 1, 2003<br>$32.50 times years of Credited Service payable monthly.<br>Hired on or After December 1, 2003<br>$20.75 times years of Credited Service payable monthly. |
| | c. Credited Service | All years and months of employment, including any period of severance of less than one year and up to 5 years of continuous sick leave. Credited service accruals cease August 1, 2009. |
| | d. Normal Retirement Date | The first day of the month coinciding with or next following attainment of age 65. |
| 4. | Normal Retirement Benefit | a. Eligibility: Attainment of age 65.<br>b. Benefit: The Accrued Benefit determined at Normal Retirement Date. |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following

Hired Prior to December 1, 2003

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service;

4) Age 55 and 10 or more years of Credited Service, if under "mutually satisfactory conditions."

Hired On or After to December 1, 2003

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service;

b. Benefit: The Accrued Benefit determined at date of early retirement, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |

| | | | |
|---|---|---|---|
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

1.) The pension benefit will be unreduced for age after age 62 for employees retiring with 30 or more years of Credited Service; and

2.) The pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more.

6. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: Eligible after completion of 10 or more years of Credited Service. After meeting the eligibility requirements for early retirement, the benefit in 8.b. is payable upon request, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

# SCHEDULE SB ATTACHMENTS

8. Disability Benefit — Employee with 10 or more years of Credited Service who becomes disabled prior to January 1, 1983.

9. Temporary Benefit — Hired Prior to December 1, 2003

$28.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

Hired on or After December 1, 2003

$16.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

10. Supplemental Benefits

a. Eligibility: Early or Disabled retiree who:

1.) Agrees to restrict participation in work force before age 62;

2.) Files for pension within 5 years of last day worked for the Corporation; and

3.) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

Hired Prior to December 1, 2003

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor". The floor equals $2,100 for terminations on or after January 1, 2001, prior to age 62. The floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

Hired Prior to December 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Credited Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after January 1, 1999:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $14.83 | 58 | $24.09 |
| 56 | $17.45 | 59 | $27.48 |
| 57 | $20.57 | 60-61 | $31.75 |

Hired On or After December 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after November 1, 2003:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $5.80 | 58 | $9.70 |
| 56 | $6.90 | 59 | $11.05 |
| 57 | $8.30 | 60-61 | $12.80 |

c. Restrictions:

1) Earnings Test: Eliminated January 1, 1995.

2) Maximum Monthly Pension Amount: None.

3) Reductions: An Employee receiving early retirement benefits who becomes eligible for a Primary Insurance Benefit prior to attaining age 62 and one month shall have his Supplement reduced by the amount of the Temporary Benefit he would have been entitled to receive at his retirement had he been eligible therefore or by the amount of Temporary Benefit actually being paid to him immediately prior to his becoming eligible for a Primary Insurance Benefit.

   Survivor Benefit election does not affect the amount of the Supplement, nor does an increase in the basic Pension Benefit rate.

   Monthly earnings prior to any reduction for a Survivor Benefits election may not exceed 70% of his Final Base Pay. Either condition of excessive earnings will necessitate a reduction of the monthly Supplement.

4) Commencement and Duration: Payable first day of the month following early retirement through the month in which employee attains age 62 and one month.

# SCHEDULE SB ATTACHMENTS

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which the retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted .5% for each year that the spouse's age differs from the employee's age by more than 5 years.

d. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

e. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

12. Employee Contributions

None.

13. Form of Benefit

a. Normal Form:

Single: Life Income Option

Married: Survivors' benefit (spouses only per 11 above) conversion factor is 95% +/- 0.5% for age difference over 5 years, limited to 100%.

b. Optional Form: Life Income Option.

14. Pop-Up Provision

If retired on or after January 1, 1980, and spouse predeceases employee or is divorced from employee, reduction for spouse's benefit is eliminated thereafter.

15. Medicare Benefit

a. Eligibility: Retiree or Surviving Spouse receiving benefits following normal, early or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $52.10 per month effective January 1, 1998; $56.10 per month effective January 1, 1999; $60.10 per month effective January 1, 2000 per month after age 65, or earlier if eligible for Medicare, Part B

In no event shall this benefit exceed the Medicare, Part B premium in a given year.

# SCHEDULE SB ATTACHMENTS

## Hohenwald Hourly Plan (Plan #048) – Summary of Plan Provisions

| | | |
|---|---|---|
| 1. | Effective Date of Plan | Amended and restated effective February 1, 1999. Latest amendment effective March 28, 2005. |
| 2. | Eligibility for Participation | All hourly paid employees who are employed at the Boston Weatherhead Division, Hohenwald Plant. |
| 3. | Definitions | |
| | a. Accrued Benefit | The Basic Benefit times years of Continuous Credited Service payable monthly. |
| | b. Basic Benefit | $13.00 for terminations from September 14, 1993 to January 31, 1996.<br>$14.00 for terminations from February 1, 1996 to January 31, 1997.<br>$15.00 for terminations from February 1, 1997 to January 31, 1999.<br>$17.00 for terminations on or after February 1, 1999. |
| | c. Credited Service | In general, the amount of accumulated seniority. |
| 4. | Normal Retirement Benefit | a. Eligibility: Attainment of age 65.<br>b. Benefit: The Accrued Benefit determined at Normal Retirement Date. |
| 5. | Early Retirement Benefit | a. Eligibility: The attainment of at least age 55 and completion of 20 or more years of Continuous Credited Service with the Corporation or its predecessor.<br>b. Benefit: The Accrued Benefit determined at date of early retirement, reduced for early commencement by .4% for each month by which payment date precedes age 65, or unreduced and payable at age 65. |

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EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

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6. Postponed Retirement Benefit
   a. Eligibility: At the request of the employee.
   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit
   a. Eligibility: Completion of 5 or more years of Continuous Credited Service with the Corporation or its predecessor.
   b. Benefit Payable at Normal Retirement Date: Accrued Benefit determined at date of termination.
   c. Early Commencement of Benefit: Eligible if 20 years of Continuous Credited Service completed at termination. The Accrued Benefit at termination, actuarially reduced and payable at any time after age 55.

8. Disability Benefit:
   a. Eligibility: All employees who become disabled after attaining 10 or more years of Credited Service.
   b. Benefit: The Accrued Benefit determined at date of disability, payable immediately on approval of application but no sooner than the 7th month of disability.
      1.) The Accrued Benefit at date of disability reduced by Worker's Compensation and by 1/2 of Social Security payable on account of disability;
      2.) $100 monthly minimum;
      3.) If eligible for early retirement at date of disability, the disability benefit should not be less than the immediate early retirement benefit.

9. Temporary Benefit None.

10. Supplemental Benefits None.

# SCHEDULE SB ATTACHMENTS

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 50% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retirement Employees:

Monthly Survivor Benefit shall be equal to 50% of benefit for which retiree was eligible if the retiree did not decline the Survivor's Benefit. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

4) Reduction: Pension Benefit of retiree is reduced actuarially for Survivor Benefit Option.

12. Employee Contributions

None.

# SCHEDULE SB ATTACHMENTS

| | |
|---|---|
| 13. Form of Benefit | Normal Form: |
| | Single: Life Annuity. |
| | Married: 50% Joint and Survivor Annuity. Conversion factor is based on UP84 Unisex + 1, 7%. |
| | Optional Form: 100% Joint and Survivor Annuity. Conversion factor is based on UP84 Unisex + 1, 7%. |
| 14. Medicare Benefit | None. |

# SCHEDULE SB ATTACHMENTS

## Boston Everflex Hourly Pension Plan (Plan #078) – Summary of Plan Provisions

1. Effective Date of Plan — Amended and restated effective January 1, 1989. Latest amendment effective March 28, 2005.

2. Eligibility for Participation — All hourly employees of Everflex Products represented by the New England Joint Board, Retail, Wholesale and Department Store Union, AFL-CIO.

3. Definitions

   a. Accrued Benefit — The Basic Benefit times years of Benefit Service payable monthly.

   b. Basic Benefit — $11.00 for terminations on or after February 6, 1995.

   c. Benefit Service

      1. Employees with less than 10 years of Vesting Service prior to January 1, 1986 will accrue all Service in the new Plan.

      2. Employees with more than 10 years Vesting Service prior to January 1, 1986 will earn Benefit Service under this plan beginning January 1, 1986. Participants will accrue a $7.45 monthly benefit for each year of Benefit Service earned prior to January 1, 1986 under the Prior Plan.

      3. Commencing January 1, 1986, participants earn Benefit Service each Plan Year based on their hours of service during the Plan Year according to the following table:

| Hours | Months of Credited Service |
|---|---|
| 999 or less | 0 |
| 1,000-1,091 | 7 |
| 1,092-1,247 | 8 |
| 1,248-1,403 | 10 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| | |
|---|---|
| 1,404-1,559 | 11 |
| 1,560 or more | 12 |

4. Benefit Service earned during period of re-employment following termination or retirement shall be reflected in a redetermined Accrued Benefit. Future benefit, however, is offset by actuarial equivalent of benefits previously paid.

5. Employee retiring under the Plan also receives Benefit Service for eligibility for all service with the Corporation.

6. Maximum Benefit Service of 30 years for retirement; 25 years for deferred vested.

7. Accumulation of up to 6 months of Benefit Service while on layoff or other approved leave of absence.

d. Vesting Service

1. Prior to January 1, 1976: Aggregate period of covered employment.

2. On or after January 1, 1976: Each Plan Year credited with 1,000 or more Hours of Service.

e. Surviving Spouse

One year marriage requirement imposed.

4. Normal Retirement Benefit

a. Eligibility: Attainment of age 65.

b. Benefit: The Accrued Benefit determined at Normal Retirement Date.

5. Early Retirement Benefit

a. Eligibility: Attainment of age 55 and 10 or more years of Vesting Service.

b. Benefit: The Accrued Benefit determined at early retirement, reduced by 0.4% for each month before normal retirement.

# SCHEDULE SB ATTACHMENTS

6. Postponed Retirement Benefit:
   a. Eligibility: At the request of the employee.
   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit
   a. Eligibility: Completion of 5 or more years of Vesting Service. For this section, Vesting Service includes all service with the Corporation.
   b. Benefit Payable at Normal Retirement Date: The Accrued Benefit determined at date of termination based on Benefit Service not to exceed 25 years.
   c. Early Commencement of Benefit: Eligible after completion of 5 or more years of Vesting Service. The Accrued Benefit payable at Normal Retirement Date, actuarially reduced for early commencement.

8. Disability Benefit
   a. Eligibility: All employees who become disabled after attaining both age 50 and 10 or more years of Vesting Service.
   b. Benefit: The Accrued Benefit determined at date of disability, payable no sooner than the 7th month of disability, based on Benefit Service to date of disability not to exceed 25 years.

9. Temporary Benefit

   None.

10. Supplemental Benefits

    None.

11. Survivor's Benefit
    a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.
    b. Amount of Benefit Payable to Surviving Spouse:
       1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

          Monthly Survivor Benefit shall be equal to 50% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retirement Employees:

Monthly Survivor Benefit shall be equal to the percentage of benefit that the retiree has elected, if a Joint and Survivor Option was chosen. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date of date or death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Reduction: Pension benefit of retiree is reduced actuarially for Survivor Benefit Option.

d. Revocation of Election: Election of Survivor Benefit shall be voided if either employee or Surviving Spouse dies before effective date of election.

12. Employee Contributions — None.

13. Form of Benefit

a. Normal Form:

Single: Life Annuity

Married: 50% Joint and Survivor Option. Conversion factor is based on UP84 Unisex + 1, 7%.

b. Optional Forms:

Life Annuity, 66-2/3% or 100% Joint and Survivor Option, 5 or 10 year Certain and Life Annuity. Conversion factors are based on UP84 Unisex + 1, 7%.

14. Medicare Benefit — None.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

## Rochester Plant Hourly Employees Pension Agreement (Plan #115) – Summary of Plan Provisions

1. Effective Date of Plan — Established February 7, 1997. Last amendment effective March 28, 2005.

2. Eligibility for Participation — All employees within the bargaining unit (International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (U.A.W.), Local 221).

3. Definitions

   a. Accrued Benefit — The Basic Benefit times years of Credited Service since February 7, 1997.

   b. Basic Benefit — $22.00 for terminations after February 7, 1997.

   c. Benefit Service — Prior to February 7, 1997: As earned under the SPX Rochester Plan.

   On or After February 7, 1997: Any calendar year in which the employee has 1,800 or more hours shall be counted as one year of Credited Service. If employee has less than 1,800 hours, a proportionate credit will be given according to the following schedule:

| Credited Hours | Credited Service |
|---|---|
| 0 | None |
| 1 - 180 | 1/10 of a year |
| 180.1 - 360 | 2/10 of a year |
| 360.1 - 540 | 3/10 of a year |
| 540.1 - 720 | 4/10 of a year |
| 720.1 - 900 | 5/10 of a year |
| 900.1 - 1,080 | 6/10 of a year |
| 1,080.1 - 1,260 | 7/10 of a year |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| | |
|---|---|
| 1,260.1 - 1,440 | 8/10 of a year |
| 1,440.1 - 1,620 | 9/10 of a year |
| 1,620.1 or more | one year |

d. Normal Retirement Date — The first day of the month following or coinciding with attainment of age 65 and fifth anniversary.

4. Normal Form of Benefit Payment
   a. Single Employees and Employees Married Less than One Year: Straight Life Annuity.
   b. All Others: 95% of the retirement income payable to the employee during his lifetime (adjusted if the spouse's age differs more than 5 years from the employee's) with 55% of such reduced amount payable to his Surviving Spouse after his death.

5. Normal Retirement Benefit
   a. Eligibility: Attainment of Normal Retirement Date.
   b. Benefit: The Accrued Benefit determined at Normal Retirement Date.

6. Early Retirement Benefit
   a. Eligibility:
      1.) Attainment of age 57 and 10 or more years of Credited Service.
      2.) Attainment of age 55 and age plus Credited Service equals 85 or more;
      3.) 30 or more years of Credited Service.
   b. Benefit: The Accrued Benefit determined at date of early retirement, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| | | | |
|---|---|---|---|
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

Pension benefit will be unreduced for age after age 62 for employee retiring with 30 or more years of Credited Service.

c. Special Early Retirement: If a plant closes and an employee is eligible for early retirement, he will retire with an unreduced Accrued Benefit. The employee will also receive a temporary benefit of $300 per month until he attains age 65.

7. Supplemental Benefits

a. Eligibility: An employee who retires under the Early or Disability provision and who:

1) Agrees to restrict participation in the work force before age 62;

2) Files for a pension within 2 years of the last day worked for the Corporation; and

3) Falls into benefit categories in 7.b. below.

b. Benefit:

1) Early Retirement Supplement:

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service;

ii) The amount which when added to the regular plan benefit equals the applicable "floor." The floor equals $1,000 for terminations on or after August 17, 1996, prior to age 62. The floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

i) Payable until age 62 to those retiring with the sum of age and Credited Service totaling 85 or more;

ii) The benefit is $9.00 times years of Credited Service reduced for early retirement.

c. Restrictions:

1) Earnings Test: $10,000.

2) Maximum Monthly Pension Amount: Pension plus supplement cannot exceed 70% of final base pay.

3) Reductions Applicable to Supplements: This Supplement is not payable to retirees eligible for either a temporary benefit or Primary Insurance Benefit.

8. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at the date of postponed retirement.

9. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit Payable at Normal Retirement Date: The Accrued Benefit determined at date of termination, without scheduled increases.

c. Early Commencement of Benefit: The Accrued Benefit determined at date of early retirement, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |

| | | | |
|---|---|---|---|
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

10. Disability Benefit

a. Eligibility: An employee who becomes disabled after attaining 10 or more years of Credited Service.

b. Benefit: Accrued benefit determined at date of disability plus a temporary benefit of $300 per month, payable until employee becomes eligible for a Social Security benefit.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 55% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 55% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefit Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Reduction: An employee who elects the Survivor's Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted 0.5% for each year that the spouse's age differs from the employee's age by more than 5 years.

| | |
|---|---|
| 12. Employee Contributions | None. |
| 13 Optional Forms of Benefit | Straight Life Annuity.<br>Survivor's Benefit (as described above). Conversion factor is 0.95 +/- 0.5% for age differences over five years, limited to 100% |
| 14. Special Age Benefit | a. Eligibility: Retired participant and his/her spouse receiving benefits following normal, early, or disability (but not deferred vested) retirement.<br>b. Benefit:<br>$13.95 per month after age 65, or earlier eligibility if receiving Social Security disability benefits for at least 24 months. |

# SCHEDULE SB ATTACHMENTS

| Pension Plan for BWD Automotive Corporation Hourly Paid Employees Located at Ottawa, Illinois (Plan #126) – Summary of Plan Provisions | |
|---|---|
| 1. Effective Date of Plan | December 1, 1970. Latest amendment effective March 28, 2005. |
| 2. Plan Year | The calendar year. |
| 3. Employees Covered | Hourly rated employees employed by the BWD Automotive Corporation located at Ottawa, Illinois who are in the bargaining unit represented by District Lodge No. 1880 of the International Association of Machinists and Aerospace Workers. |
| 4. Participation Requirements | Effective January 1, 1985 - age 21 and one year of service during which the employee completes 1,000 Hours of Service. |
| 5. Service | a. Credited: Effective January 1, 1976, one month for each 150 Hours of Service during a plan year, up to a maximum of 12 months for 1,800 or more hours. Prior to December 1, 1981, credited service was subject to a maximum of 25 years. After November 30, 1981, credited service is subject to a maximum of 30 years.<br>b. Vesting: Prior to January 1, 1976, a year for each year an Employee was entitled to Credited Service. For plan years beginning after December 31, 1975, one year for each plan year during which the participant has 1,000 or more hours of employment. |
| 6. Normal Retirement | a. Eligibility: Attainment of age 65.<br>b. Benefit: The date the participant attains age 65.<br>c. Annual Pension Benefit: The product of the participant's credited service and the benefit rate in effect on the date of termination. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| Date of Termination | Monthly Benefit Rate | Maximum Credited Service |
|---|---|---|
| Before 12/1/81 | $ 5.25 | 25 years |
| 12/1/81 - 11/30/82 | 6.25 | 30 years |
| 12/1/82 - 11/30/83 | 6.75 | 30 years |
| 12/1/83 - 11/30/84 | 7.25 | 30 years |
| 12/1/84 - 11/30/85 | 7.75 | 30 years |
| 12/1/85 - 11/30/86 | 8.25 | 30 years |
| 12/1/86 - 11/30/90 | 8.75 | 30 years |
| 12/1/90 - 11/30/91 | 9.75 | 30 years |
| 12/1/91 - 11/30/92 | 10.75 | 30 years |
| 12/1/92 - 11/30/93 | 11.75 | 30 years |
| 12/1/93 - 11/30/94 | 12.25 | 30 years |
| 12/1/94 - 11/30/95 | 12.75 | 30 years |
| 12/1/95 - 11/30/96 | 13.25 | 30 years |
| 12/1/96 - 11/30/97 | 14.00 | 30 years |
| 12/1/97 - 11/30/98 | 14.50 | 30 years |
| 12/1/98 and after | 15.00 | 30 years |

7. Early Retirement

a. Eligibility: Age 55 and 10 years of vested service.

b. Amount of Pension: The normal retirement benefit based on the participant's credited service, the monthly benefit rate and maximum credited service as of the participant's early retirement date; reduced by 0.5% for each complete month by which the participant's age is less than 65.

# SCHEDULE SB ATTACHMENTS

8. Late Retirement

a. Eligibility: Attainment of age 65 or later.

b. Amount of Pension: Benefit based on service to late retirement date and monthly benefit rate in effect at that date.

9. Disability Benefit:

a. Eligibility: Total and permanent disability prior to age 65 but after completion of 10 years of credited service.

b. Benefit: The annual pension benefit is the lesser of 1) and 2):

1) An unreduced amount calculated as if the participant were age 65 and retired on the day he became disabled; or

2) 110% of the early retirement pension he would be eligible to receive at the greater of age 55 or his actual age at retirement, based on his credited service and the monthly benefit rate and maximum years of service as of his date of disability.

10. Termination Benefit

a. Eligibility: 5 years of vested service.

b. Amount of Benefit: The annual pension benefit calculated as if the participant were age 65 at the date his employment terminates and payable from age 65. However, if the participant had 10 years of vested service at termination, payments may start at 55 reduced as for early retirement.

11. Death Benefits

a. Eligibility: 5 years of vested service payable on the later of:

1) the first day of the month following the participant's death.

2) the earlier of the first day of the month following the 55th birthday of the spouse or the participant.

b. Amount of Pension: The surviving spouse benefit shall be calculated as if the participant had elected the Joint & Survivor annuity with 50% of such reduced amount payable to his spouse.

c. Reduction: 93% reduction increased (or decreased) by 4% for each year spouse's age is greater than (or less than) the age of the participant.

12. Normal Form of Payment

a. Single: Five year certain and life annuity.

b. Married: Qualified 50% Joint and Survivor Annuity. The conversion factor is 93.0% CAF +/- 0.4% Per Year Age Difference.

13. Optional Forms of Payment

Any optional form of payment will be the actuarial equivalent of a five-year certain and life annuity.

Social Security Option

Sample conversion factors:

| Age | Conversion Factor |
|---|---|
| 55 | 0.544 |
| 56 | 0.590 |
| 57 | 0.642 |
| 58 | 0.699 |
| 59 | 0.763 |
| 60 | 0.833 |
| 61 | 0.912 |

10 year Certain and Life Annuity

Sample conversion factors:

| Age | Conversion Factor |
|---|---|
| 55 | 0.98 |
| 60 | 0.97 |
| 65 | 0.95 |
| 70 | 0.91 |

Lump Sum of 10% of the benefit provided the lump sum payment amount falls between $500 and $3,500 with the remaining 90% of the benefit paid in the form elected by the participant.

| Form | Conversion Factor |
|---|---|
| 75% J&S | 0.89 +/- 0.4% per year age difference, limited to 1.0 |

All other actuarial equivalent conversions are based on 417(e) applicable mortality and prior November applicable interest rates.

# SCHEDULE SB ATTACHMENTS

**Pension Plan for Brake Systems, Inc. Hourly-Paid Employees at Dallas, Texas (Plan #127) – Summary of Plan Provisions**

| | | |
|---|---|---|
| 1. | Effective Date | March 18, 1985. Latest amendment effective March 28, 2005. |
| 2. | Plan Year | The calendar year. |
| 3. | Employees Covered | Regular, full-time hourly employees located at the Dallas, Texas facility of Brake Systems, Inc. who are represented by the General Drivers, Warehousemen and Helpers Local Union No. 745. |
| 4. | Participation Requirements | Age 21 and one year of service. |
| 5. | Service | a. Vesting: One year for each plan year during which the participant completes 1,000 hours of service. Vesting service includes service prior to March 18, 1985.<br>b. Credited: One year service for each plan year during which the participant completes 1,000 hours of service. Credited service shall be counted in years and completed months. Credited service does not include service prior to March 18, 1985. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

6. Normal Retirement

a. Eligibility: Age 65 or if the participant was hired prior to April 1, 1973, retires after age 60 with 30 years of credited service, the participant is eligible for immediate commencement of benefits without reduction.

b. Normal Retirement Date: The first day of the month coinciding with or next following attainment of age 65.

c. Amount of Pension: The accrued benefit is a monthly amount equal to the number of years of credited service at termination of employment multiplied by the benefit multiple from the table below:

| For Members Whose Last Day of Service Is: | Monthly Benefit Multiple |
|---|---|
| 03/18/85 - 01/04/91 | $11.00 |
| 01/05/91 - 01/04/93 | $12.00 |
| 01/05/93 - 12/31/94 | $13.00 |
| 01/01/95 – 02/05/99 | $13.50 |
| 02/06/99 – 02/05/01* | $14.00 |
| 02/06/01 and after* | $14.50 |

* Future service only.

7. Early Retirement

a. Eligibility: Age 55 and 15 years of vesting service.

b. Amount of Pension: The normal retirement benefit based on the participant's credited service and monthly benefit multiple as of the participant's early retirement date; reduced by 5/12 of 1% for each month that the benefit commences before the participant's normal retirement date.

8. Late Retirement

a. Eligibility: Attainment of age 65 or later.

b. Amount of Pension: Benefit based on credited service to late retirement date and monthly benefit multiple in effect at that date.

# SCHEDULE SB ATTACHMENTS

9. Disability Benefit

a. Eligibility: Total and permanent disability after attainment of age 45 and completion of 15 years of vesting service.

b. Benefit: Benefit based on service to date of disability and benefit multiple in effect, but not less than $150.00 per month.

10. Termination Benefit

a. Eligibility: Completion of 5 years of vesting service.

b. Amount of Benefit: A deferred monthly benefit, beginning at age 65, calculated the same as for normal retirement. If the participant had completed 15 years of service prior to his termination, the participant may elect to receive an actuarially reduced pension beginning on the first day of any month following his attainment of age 55 and prior to his Normal Retirement Date.

11. Death Benefits

a. Eligibility: Completion of 5 years of vesting service.

b. Amount of Benefit: The amount of the spouse's benefit will be 50% of the pension which the participant would have received under the normal form of pension if he had retired at age 55, or death if later. The spouse's benefit is payable on the later of the first of the month following the date the participant would have reached age 55, or his death.

12. Normal Form of Pension

a. Single Participant: Single life annuity.

b. Married Participant: Qualified 50% Joint and Survivor annuity, which is the actuarial equivalent of a single life annuity.

13. Optional Forms of Payment

Any optional form of payment will be the actuarial equivalent of a life annuity. Actuarial equivalence is based on 1971 GAM with margins removed and projected to 1978 with scale E, 8.5% interest.

Joint and Survivor annuity (50%, 75%, 100%)

10 year Certain and Life

# SCHEDULE SB ATTACHMENTS

**Pension Plan for Automotive Aftermarket Group Bargaining Employees located at Dover, OH (Plan #130) – Summary of Plan Provisions**

| | |
|---|---|
| 1. Effective Date | January 1, 1996. Latest amendment effective March 28, 2005. |
| 2. Plan Year | The calendar year. |
| 3. Employees Covered | Individual who is in the employment of the Dover division of Echlin, Inc. on or after December 29, 1995, who is a union employee represented by Local No. 92 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. |
| 4. Participation Requirements | Each employee is eligible to become a participant on the date of (a) attainment of age 21, and (b) completion of one year of continuous service. |
| 5. Vesting Service | Period of Continuous Service commencing on the first day of the month in which occurs the employee's Employment Commencement Date and ending on the first day of the month coinciding with (next following, if none coincides with) his severance from service date. Continuous Service includes continuous service under the prior plan.<br><br>Benefit Service is Vesting Service while the individual is in covered employment with Local No. 92 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. |
| 6. Accrued Benefit | The Accrued Benefit is a monthly amount equal to the number of years (and partial years) of Benefit Service at termination of employment, multiplied by the benefit multiple from the table below reduced for the accrued monthly pension attributable under the Prior Plan for periods of service prior to December 29, 1995. |

| For Members Whose Last Day of Service is After | Monthly Benefit Multiple |
|---|---|
| January 1, 1996 - November 30, 1996 | $11.50 |
| December 1, 1996 - November 30, 1997 | 12.50 |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

| | |
|---|---|
| December 1, 1997 - November 30, 1998 | 13.50 |
| December 1, 1998 - November 30, 1999 | 14.00 |
| December 1, 1999 - November 30, 2000 | 14.50 |
| On or after December 1, 2000 | 15.00 |

7. Normal Retirement Benefit
   a. Eligibility: Retirement at age 65.
   b. Normal Retirement Date: The first day of the month following the date on which a covered employee reaches age 65.
   c. Amount of Benefit: Accrued benefit at normal retirement date.

8. Early Retirement Benefit
   a. Eligibility: Age 60 and 10 years of vesting service.
   b. Amount of Benefit: Accrued benefit at early retirement reduced by 5/9th's of 1% for each month that the benefit commences before the employee's normal retirement date.

9. Total and Permanent Disability Retirement Benefit
   a. Eligibility: Total and permanent disability prior to age 65, but after completion of 10 years of vesting service. Participant must become entitled to receive disability benefits under the Federal Social Security Act.
   b. Amount of Benefit: Accrued benefit at date of disability unreduced for early commencement.

10. Deferred Vested Retirement Benefit
    a. Eligibility: 5 years of vesting service or the participant's 65th birthday.
    b. Benefit: Accrued benefit at termination payable at age 65, or reduced for early retirement if payments commence prior to age 65, and the employee has over 10 years of vesting service at date of termination.

# SCHEDULE SB ATTACHMENTS

| | |
|---|---|
| 11. Pre-Retirement Spouse's Benefit | a. Eligibility: Death of the participant after 5 years of vesting service.<br>b. Amount of Benefit: The benefit payable to the spouse of the covered employee is the amount that would have been payable to the spouse had the covered employee chosen the qualified joint and survivor annuity payable on the later of the first of the month following the date of death of the covered employee, or the date on which the employee would have been eligible for early retirement. |
| 12. Normal Form of Payment | a. Spouse's Benefits: Payable as a single life annuity.<br>b. Retirement Benefit: Actuarially reduced 50% joint and survivor annuity if the participant is married at the date payments commence. If the participant is unmarried the normal form of payment is a life annuity. |
| 13. Optional Forms of Payment | Reduced benefits paid under optional forms are actuarially equivalent to benefits paid as a life annuity. Conversion is based on UP84 Unisex set backward 3 years for the spouse, 8%. |

# SCHEDULE SB ATTACHMENTS

**Pension Plan for AIMCO Products Union Hourly Employees Located at Amherst, NY (Plan #131) – Summary of Plan Provisions**

| | | |
|---|---|---|
| 1. | Effective Date | January 1, 1976 (most recently amended effective as of March 28, 2005). |
| 2. | Eligibility for Coverage | Hourly paid employees represented by Lodge No. 1053 of the International Association of Machinists and Aerospace Workers, AFL-CIO. |
| 3. | Participation Requirements | First day of month following attainment of age 21 and completion of one year of continuous service. |
| 4. | Normal Retirement Date | The end of the month in which the member reaches age 65. |
| 5. | Continuous Service | Total period of (uninterrupted) employment commencing on the member's employment date. |
| 6. | Credit Service | One year of service is credited for each calendar year in which the member is paid for 1,680 hours. If member works less than 1,680 hours, he/she will be granted 1/10 of a year of credited service for each 168 hours paid for during a year. |
| 7. | Accrued Benefit | Normal Retirement Benefit calculated using member's Credited Service in each benefit periods and the applicable benefit rate at the date of determination. |
| 8. | Normal Retirement Benefit | a. Eligibility: Must have attained age 65.<br>b. Benefit: The benefit is a monthly amount equal to the applicable benefit rate (shown below) multiplied by the years of Credited Service. Total years of credited service shall be those years immediately preceding date of retirement and shall not exceed 35 years. |

| For the Period of Credited Service Earned Between: | Benefit Rate |
|---|---|

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| | |
|---|---|
| January 1, 1972 to December 31, 1981 | $10.00 |
| January 1, 1982 to December 31, 1991 | 15.00 |
| January 1, 1992 and thereafter | 20.00 |

c. Payment: Benefit payable monthly for life commencing on member's retirement date.

9. Early Retirement Benefit

a. Eligibility: Must have attained age 55 with five years of Continuous Service.

b. Amount of Benefit: Accrued benefit deferred to age 65, or immediate benefit equal to accrued benefit, reduced by 1/15th for each of first 5 years and 1/30th for each of the next 5 years by which commencement precedes normal retirement date.

10. Deferred Retirement Benefit

a. Eligibility: Retirement after age 65.

b. Benefit: Calculated and payable in the same manner as the Normal Retirement Benefit but based upon member's Credited Service and the applicable benefit rate at actual retirement date.

11. Disability Benefit

a. Eligibility: Totally and permanently disabled after age 50 and 15 years of Continuous Service.

b. Benefit: Accrued benefit as of date of disability payable immediately.

Minimum monthly benefit prior to Normal Retirement date is $50. Benefits is reduced by any company provided Public Disability Benefit received by the participant.

12. Deferred Vested Benefit

a. Eligibility: Termination other than by retirement, death or disability. Member must have completed 5 years of Continuous Service.

b. Benefit: Accrued benefit deferred to age 65, or reduced benefit after age 55. Reduction same as for early retirement.

# SCHEDULE SB ATTACHMENTS

13. Death Benefits

Pre-Retirement

a. Eligibility: Death after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.

b. Benefit: Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under 50% joint and survivorship option, and then died. For a terminated vested participant there is a charge for each year coverage is in effect after termination date. Coverage for which a charge is made may be waived with consent of the spouse.

Post-Retirement

Based on form of benefit chosen at retirement.

14. Optional Forms of Payment

The following optional benefit forms are available:

- Straight Life Annuity (Normal form for single employees)
- Joint and Survivor Annuity (Normal form for married employees)

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26a
## Schedule of Active Participant Data as of January 1, 2022

| Attained Age | Attained Years of Credited Service[1] | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Under 1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40 & Over | Total |
| Under 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25-29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30-34 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| 35-39 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| 40-44 | 14 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 |
| 45-49 | 11 | 5 | 13 | 28 | 5 | 0 | 0 | 0 | 0 | 0 | 62 |
| 50-54 | 13 | 12 | 14 | 43 | 10 | 0 | 0 | 0 | 0 | 0 | 92 |
| 55-59 | 14 | 5 | 14 | 35 | 5 | 2 | 0 | 0 | 0 | 0 | 75 |
| 60-64 | 7 | 11 | 8 | 18 | 7 | 1 | 3 | 1 | 0 | 0 | 56 |
| 65-69 | 3 | 0 | 4 | 8 | 0 | 0 | 1 | 15 | 0 | 0 | 31 |
| 70 & over | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 8 |
| Total | 74 | 40 | 56 | 132 | 28 | 3 | 4 | 18 | 1 | 0 | 356 |

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

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

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

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|---|---|---|---|---|
| 2022 | 135,016 | 116,261 | 15,501,799 | 15,753,076 |
| 2023 | 335,688 | 279,839 | 15,013,012 | 15,628,539 |
| 2024 | 447,816 | 360,330 | 14,526,043 | 15,334,189 |
| 2025 | 527,742 | 447,305 | 14,025,132 | 15,000,179 |
| 2026 | 587,617 | 552,899 | 13,511,187 | 14,651,703 |
| 2027 | 633,141 | 651,621 | 12,979,284 | 14,264,046 |
| 2028 | 676,553 | 734,070 | 12,428,730 | 13,839,353 |
| 2029 | 728,847 | 795,234 | 11,859,460 | 13,383,541 |
| 2030 | 787,567 | 844,011 | 11,273,610 | 12,905,188 |
| 2031 | 843,319 | 890,493 | 10,672,728 | 12,406,540 |
| 2032 | 890,048 | 941,428 | 10,058,425 | 11,889,901 |
| 2033 | 936,594 | 1,019,546 | 9,433,191 | 11,389,331 |
| 2034 | 983,412 | 1,088,246 | 8,800,196 | 10,871,854 |
| 2035 | 1,038,376 | 1,139,756 | 8,163,231 | 10,341,363 |
| 2036 | 1,097,197 | 1,184,963 | 7,526,632 | 9,808,792 |
| 2037 | 1,141,406 | 1,205,373 | 6,895,125 | 9,241,904 |
| 2038 | 1,170,355 | 1,237,853 | 6,274,026 | 8,682,234 |
| 2039 | 1,183,836 | 1,262,598 | 5,668,119 | 8,114,553 |
| 2040 | 1,189,014 | 1,263,477 | 5,082,096 | 7,534,587 |
| 2041 | 1,187,315 | 1,255,516 | 4,521,022 | 6,963,853 |
| 2042 | 1,171,598 | 1,236,042 | 3,989,088 | 6,396,728 |
| 2043 | 1,145,949 | 1,205,100 | 3,490,189 | 5,841,238 |
| 2044 | 1,116,595 | 1,161,298 | 3,026,815 | 5,304,708 |
| 2045 | 1,084,906 | 1,110,854 | 2,600,683 | 4,796,443 |
| 2046 | 1,051,072 | 1,058,541 | 2,213,471 | 4,323,084 |
| 2047 | 1,012,944 | 1,004,482 | 1,865,745 | 3,883,171 |
| 2048 | 972,626 | 948,817 | 1,557,282 | 3,478,725 |
| 2049 | 931,662 | 892,161 | 1,287,101 | 3,110,924 |
| 2050 | 889,580 | 834,884 | 1,053,500 | 2,777,964 |
| 2051 | 845,860 | 777,215 | 854,153 | 2,477,228 |
| 2052 | 801,326 | 719,680 | 686,224 | 2,207,230 |
| 2053 | 756,613 | 662,732 | 546,531 | 1,965,876 |
| 2054 | 711,079 | 606,745 | 431,740 | 1,749,564 |
| 2055 | 665,184 | 552,190 | 338,527 | 1,555,901 |
| 2056 | 619,348 | 499,418 | 263,697 | 1,382,463 |
| 2057 | 573,775 | 448,731 | 204,283 | 1,226,789 |
| 2058 | 528,639 | 400,377 | 157,597 | 1,086,613 |
| 2059 | 484,118 | 354,560 | 121,251 | 959,929 |
| 2060 | 440,418 | 311,455 | 93,184 | 845,057 |
| 2061 | 397,759 | 271,210 | 71,658 | 740,627 |
| 2062 | 356,389 | 233,951 | 55,242 | 645,582 |
| 2063 | 316,577 | 199,774 | 42,770 | 559,121 |
| 2064 | 278,611 | 168,742 | 33,311 | 480,664 |
| 2065 | 242,773 | 140,890 | 26,130 | 409,793 |
| 2066 | 209,326 | 116,199 | 20,657 | 346,182 |
| 2067 | 178,506 | 94,591 | 16,458 | 289,555 |
| 2068 | 150,499 | 75,952 | 13,207 | 239,658 |
| 2069 | 125,412 | 60,122 | 10,658 | 196,192 |
| 2070 | 103,284 | 46,898 | 8,634 | 158,816 |
| 2071 | 84,076 | 36,042 | 7,010 | 127,128 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

## Schedule SB – Statement by Enrolled Actuary

| | |
|---|---|
| **Plan Sponsor** | Dana Limited |
| **EIN/PN** | 26-1318190 / 003 |
| **Plan Name** | Dana Combined Hourly Employees' Pension Plan |
| **Valuation Date** | January 1, 2022 |
| **Enrolled Actuary** | Christopher D. Richmond |
| **Enrollment Number** | 23-08687 |

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 22
## Description of Weighted Average Retirement Age
## as of January 1, 2022

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

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

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

| Plan Year | Active Participants | Terminated Vested Participants | Retired Participants and Beneficiaries Receiving Payments | Total |
|---|---|---|---|---|
| 2022 | 135,016 | 116,261 | 15,501,799 | 15,753,076 |
| 2023 | 335,688 | 279,839 | 15,013,012 | 15,628,539 |
| 2024 | 447,816 | 360,330 | 14,526,043 | 15,334,189 |
| 2025 | 527,742 | 447,305 | 14,025,132 | 15,000,179 |
| 2026 | 587,617 | 552,899 | 13,511,187 | 14,651,703 |
| 2027 | 633,141 | 651,621 | 12,979,284 | 14,264,046 |
| 2028 | 676,553 | 734,070 | 12,428,730 | 13,839,353 |
| 2029 | 728,847 | 795,234 | 11,859,460 | 13,383,541 |
| 2030 | 787,567 | 844,011 | 11,273,610 | 12,905,188 |
| 2031 | 843,319 | 890,493 | 10,672,728 | 12,406,540 |
| 2032 | 890,048 | 941,428 | 10,058,425 | 11,889,901 |
| 2033 | 936,594 | 1,019,546 | 9,433,191 | 11,389,331 |
| 2034 | 983,412 | 1,088,246 | 8,800,196 | 10,871,854 |
| 2035 | 1,038,376 | 1,139,756 | 8,163,231 | 10,341,363 |
| 2036 | 1,097,197 | 1,184,963 | 7,526,632 | 9,808,792 |
| 2037 | 1,141,406 | 1,205,373 | 6,895,125 | 9,241,904 |
| 2038 | 1,170,355 | 1,237,853 | 6,274,026 | 8,682,234 |
| 2039 | 1,183,836 | 1,262,598 | 5,668,119 | 8,114,553 |
| 2040 | 1,189,014 | 1,263,477 | 5,082,096 | 7,534,587 |
| 2041 | 1,187,315 | 1,255,516 | 4,521,022 | 6,963,853 |
| 2042 | 1,171,598 | 1,236,042 | 3,989,088 | 6,396,728 |
| 2043 | 1,145,949 | 1,205,100 | 3,490,189 | 5,841,238 |
| 2044 | 1,116,595 | 1,161,298 | 3,026,815 | 5,304,708 |
| 2045 | 1,084,906 | 1,110,854 | 2,600,683 | 4,796,443 |
| 2046 | 1,051,072 | 1,058,541 | 2,213,471 | 4,323,084 |
| 2047 | 1,012,944 | 1,004,482 | 1,865,745 | 3,883,171 |
| 2048 | 972,626 | 948,817 | 1,557,282 | 3,478,725 |
| 2049 | 931,662 | 892,161 | 1,287,101 | 3,110,924 |
| 2050 | 889,580 | 834,884 | 1,053,500 | 2,777,964 |
| 2051 | 845,860 | 777,215 | 854,153 | 2,477,228 |
| 2052 | 801,326 | 719,680 | 686,224 | 2,207,230 |
| 2053 | 756,613 | 662,732 | 546,531 | 1,965,876 |
| 2054 | 711,079 | 606,745 | 431,740 | 1,749,564 |
| 2055 | 665,184 | 552,190 | 338,527 | 1,555,901 |
| 2056 | 619,348 | 499,418 | 263,697 | 1,382,463 |
| 2057 | 573,775 | 448,731 | 204,283 | 1,226,789 |
| 2058 | 528,639 | 400,377 | 157,597 | 1,086,613 |
| 2059 | 484,118 | 354,560 | 121,251 | 959,929 |
| 2060 | 440,418 | 311,455 | 93,184 | 845,057 |
| 2061 | 397,759 | 271,210 | 71,658 | 740,627 |
| 2062 | 356,389 | 233,951 | 55,242 | 645,582 |
| 2063 | 316,577 | 199,774 | 42,770 | 559,121 |
| 2064 | 278,611 | 168,742 | 33,311 | 480,664 |
| 2065 | 242,773 | 140,890 | 26,130 | 409,793 |
| 2066 | 209,326 | 116,199 | 20,657 | 346,182 |
| 2067 | 178,506 | 94,591 | 16,458 | 289,555 |
| 2068 | 150,499 | 75,952 | 13,207 | 239,658 |
| 2069 | 125,412 | 60,122 | 10,658 | 196,192 |
| 2070 | 103,284 | 46,898 | 8,634 | 158,816 |
| 2071 | 84,076 | 36,042 | 7,010 | 127,128 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

## Schedule SB, Part V
## Summary of Plan Provisions

**Dana Combined Hourly Employees' Pension Plan (Plan #003) – Summary of Plan Provisions**

| | |
|---|---|
| 1. Effective Date of Plan | December 3, 1979, as amended. Latest amendment effective July 5, 2007. |
| 2. Eligibility for Participation | All employees who are within the collective bargaining units designated by the Pension Agreement. |
| 3. Definitions | |
| a. Accrued Benefit | The basic benefit times years of Credited Service payable monthly. Benefit accruals cease January 31, 2008. Those with more than 20 years of service as of January 31, 2008 continue to accrue eligibility service. |
| b. Basic Benefit | <u>Hired Prior to November 1, 2003</u><br><br>$32.50 times years of Credited Service payable monthly.<br><br><u>Hired on or After November 1, 2003</u><br><br>$20.75 times years of Credited Service payable monthly. |
| c. Credited Service | 1. All full and fractional years of service since the employee's original date of hire. Credited Service accruals ceased January 31, 2008.<br><br>2. Service upon re-employment after retirement benefits commence (except disability benefits) is counted.<br><br>3. Reinstatement of Credited Service available for loss of seniority after December 1, 1970. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

4. Transfers to or from Management Plan within the same facility will transfer all service. Transfers to or from other hourly plans will not transfer Credited Service.

5. Employee retiring under the plan also receives Credited Service for eligibility for all Service with the Corporation.

6. Accumulation of up to 5 years of Credited Service while on sick leave and 11 months of Credited Service (23 months if employee has 10 years of seniority) while on layoff.

d. Surviving Spouse — One year marriage requirement imposed.

4. Normal Retirement Benefit

a. Eligibility: Attainment of age 65.

b. Benefit: The Accrued Benefit determined at age 65.

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following:

Hired Prior to November 1, 2003

1) Age 60 and 10 or more years of Eligibility Service;

2) Age 55 but not age 60, and age plus Eligibility Service total 85 or more;

3) 30 or more years of Eligibility Service;

4) Age 55 and 10 or more years of Credited Service, if under "mutually satisfactory conditions."

Hired on or After November 1, 2003

1) Age 60 and 10 or more years of Eligibility Service;

2) Age 55 but not age 60, and age plus Eligibility Service total 85 or more;

3) 30 or more years of Eligibility Service;

b. Benefit: The Accrued Benefit at date of early retirement, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

Hired Prior to November 1, 2003

1.) Pension benefit, including benefit to Surviving Spouse, will be unreduced for age after age 62 for employee retiring with 30 or more years of Eligibility Service who accrued at least 20 years of Credited Service by February 1, 2008;

2.) Pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more and Eligibility Service as of February 1, 2008 is at least 20 years; and

3.) Temporary benefit will be paid to employees retired under "mutually satisfactory conditions," equal to $28.00 times years of Credited Service up to 25.

Hired On or After November 1, 2003

1.) Pension benefit will be unreduced for age after 62 for retirement at or after age 55 when age plus Eligibility Service total 85 or more and Credited Service as of February 1, 2008 is at least 20 years; and

2.) Temporary benefit will be paid to employees retired under “mutually satisfactory conditions”, equal to $16.00 times years of Credited Service up to 25.

6. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: The benefit under 4.b. above, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

8. Disability Benefit

a. Eligibility: An employee with 10 or more years of Credited Service who became disabled prior to January 1, 1980.

b. Benefit: Accrued Benefit determined at date of disability.

Plan Name: Dana Combined Hourly Employees’ Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

9. Temporary Benefit

a. Eligibility: Early retirement under "mutually satisfactory conditions" or disability retirement.

b. Benefit:

Hired Prior to November 1, 2003

$28.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

Hired on or After November 1, 2003

$16.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

10. Supplemental Benefits

a. Eligibility: An employee who retires under the Early or Disability provision and who:

1) Agrees to restrict participation in the work force before age 62;

2) Has completed at least 20 years of credited service as of February 1, 2008.

3) Files for pension within 5 years of last date worked for the Corporation; and

4) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

Hired Prior to November 1, 2003

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Eligibility Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor." The floor equals $2,100 for terminations on or after January 1, 1999, prior to age 62. Floor is reduced by any

reduction due to election of survivor option. Benefit will be prorated based on Credited Service accrued as of February 1, 2008.

2) Interim Supplement:

Hired Prior to November 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Eligibility Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after January 1, 1999:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $14.83 | 58 | $24.09 |
| 56 | $17.45 | 59 | $27.48 |
| 57 | $20.57 | 60-61 | $31.75 |

Hired on or After November 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after November 1, 2003:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $5.80 | 58 | $9.70 |
| 56 | $6.90 | 59 | $11.05 |
| 57 | $8.30 | 60-61 | $12.80 |

c. Restrictions:

1) Reduction to Applicable Supplements: Benefits to an early retiree who is eligible for a Temporary Benefit (see Section 9 above) may be coordinated with supplements under specific circumstances.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

f. Reduction: An employee who elects the Survivor's Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted .5% for each year that the spouse's age differs from the employee's age by more than 5 years.

12. Employee Contributions — None.

13. Form of Benefit

a. Normal Form:

Single: Life Income Option

Married: Survivor's Benefit (Surviving Spouse's only, per 11 above). Conversion factor is .95 +/- .5% for age differences over five years, limited to 100%

b. Optional Forms: Life Income Option.

# SCHEDULE SB ATTACHMENTS

14. Medicare Benefit

a. Eligibility: Retiree or Surviving Spouse receiving benefits following Normal, Early, or Disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: Effective January 1, 1998, $61.00 per month after age 65, or earlier eligibility for Medicare, Part B. However, in no event will the Medicare benefit exceed the actual Medicare premium.

15. Shutdown Provisions

Hired prior to November 1, 2003

An employee who is age 55 and has 10 years of Credited Service at time of shutdown receives a normal retirement pension based on Credited Service at retirement. He also receives a temporary benefit to age 62 of $28.00 per month for each year of Credited Service up to 25 years.

Hired on or After November 1, 2003

An employee who is age 55 and has 10 years of Credited Service at time of shutdown receives a normal retirement pension based on Credited Service at retirement. He also receives a temporary benefit to age 62 of $16.00 per month for each year of Credited Service up to 25 years.

# SCHEDULE SB ATTACHMENTS

## Hillsdale UAW Pension Plan (Plan #026) – Summary of Plan Provisions

| | |
|---|---|
| 1. Effective Date of Plan | Amended and restated January 1, 1989. Latest amendment effective March 28, 2005. |
| 2. Eligibility for Participation | All employees who are members of Local No. 1255, U.A.W., Hillsdale Production and Maintenance Unit. |
| 3. Definitions | |
| a. Accrued Benefit | The Basic Pension Benefit times years of Credited Service payable monthly. |
| b. Basic Benefit | $13.00. |
| c. Credited Service | 1. All full and fractional years of service since June 1, 1974 while on the seniority list; plus<br>2. All full and fractional years of past service from the seniority date to June 1, 1974.<br>3. Reinstatement of Credited Service available for loss of seniority after June 1, 1974, unless loss occurred due to retirement (other than disability retirement).<br>4. Transfers to or from Management Plan will transfer all service. Transfers to or from other hourly plans will not transfer Credited Service.<br>5. Employee retiring under the plan also receives Credited Service for eligibility for all service with the Corporation.<br>6. Accumulation of up to 5 years of Credited Service while on sick leave and 11 months of Credited Service while on layoff. |
| d. Surviving Spouse | One year marriage requirement imposed. |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

4. Normal Retirement Benefit

   a. Eligibility: Attainment of age 65.

   b. Benefit: The Accrued Benefit determined at age 65.

5. Early Retirement Benefit

   a. Eligibility: Attainment of any of the following.

      1) Age 60 and 10 or more years of Credited Service;

      2) Age 55 but not age 60, and age plus Credited Service total 85 or more; or

      3) 30 or more years of Credited Service.

   b. Benefit: The Accrued Benefit determined at date of early retirement, reduced according to the following schedule.

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.40 | 55 | 57.90 |
| 48 | 32.80 | 56 | 63.50 |
| 49 | 35.40 | 57 | 69.40 |
| 50 | 38.30 | 58 | 75.20 |
| 51 | 41.50 | 59 | 80.80 |
| 52 | 45.00 | 60 | 86.70 |
| 53 | 48.90 | 61 | 93.30 |
| 54 | 53.20 | 62 and over | 100.00 |

6. Postponed Retirement Benefit

   a. Eligibility: At the request of the employee.

   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

# SCHEDULE SB ATTACHMENTS

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service. For this section, Credited Service includes all service with the Corporation.

b. Benefit Payable at Normal Retirement Date: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: Eligible after attaining age 60 and completion of 10 or more years of Credited Service. The Accrued Benefit at termination reduced by 0.5% for each month before normal retirement.

8. Disability Benefit

Discontinued effective January 1, 1981.

9. Temporary Benefit

None.

10. Supplemental Benefits

a. Eligibility: An early retiree between ages 55 and 62 and not yet eligible for Social Security primary insurance benefit who:

1) Agrees to restrict participation in the work force before age 62;

2) Files for pension within 2 years of last date worked for the Corporation.

b. Benefit:

1) Payable monthly until age 62,

2) The amounts shown below times years of Credited Service:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $4.50 | 58 | $6.90 |
| 56 | $5.30 | 59 | $7.70 |
| 57 | $6.10 | 60-61 | $8.50 |

c. Restrictions:

1) Earnings Test: $6,000.

2) Maximum Monthly Pension Amount: Pension plus supplement cannot exceed 70% of final base pay.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 55% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payments begin on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 55% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election.

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

d. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for Surviving Spouse. This percentage (95%) shall be adjusted 0.5% for each year that the spouse's age differs from the employee's age by more than 5 years.

e. Benefit Increases: Monthly Survivor's Benefits reflect increase applicable to living retirees.

f. Duplication Clause: The Survivor's Benefit is not payable concurrently with group insurance Transition or Bridge Benefits.

12. Employee Contributions

None.

13. Optional Forms of Benefits

a. Normal Form:

Single: Life Income Option

Survivor's Benefit (spouses only, per 11 above).Conversion factor is 0.95 +/- 0.5% for age differences over five years, limited to 100%

b. Optional Forms: Life Income Option.

# SCHEDULE SB ATTACHMENTS

14. Medicare Benefit

a. Eligibility: Retiree or Surviving Spouse receiving benefits following normal, early, or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $9.70 per month after age 65, or earlier eligibility for Medicare, Part B.

# SCHEDULE SB ATTACHMENTS

## Ecorse Guards UPGWA Pension Plan (Plan #028) – Summary of Plan Provisions

1. Effective Date of Plan — Amended and restated January 1, 1989. Latest amendment effective March 28, 2005.

2. Eligibility for Participation — All employees who are members of Local No. 114, United Plant Guard Workers of America.

3. Definitions

   a. Accrued Benefit — The Basic Pension Benefit times years of Credited Service payable monthly.

   b. Basic Benefit — Range of benefits based upon Final Average Base Pay, as follows:

| Final Average Base Pay | Basic Benefit |
|---|---|
| Less than $8.63 | $18.20 |
| $8.63, but less than $9.54 | $18.45 |
| $9.54 or greater | $18.70 |

   c. Credited Service

      1. All full and fractional years of service since the employee's original date of hire.

      2. Service upon re-employment after retirement benefits commence (except disability benefits) is not counted.

      3. Reinstatement of Credited Service available for loss of seniority after December 1, 1970.

      4. Transfers to or from Management Plan will transfer all service. Transfers to or from other hourly plans will not transfer Credited Service.

      5. Employee retiring under the plan also receives Credited Service for eligibility for all service with the Corporation.

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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

6. Accumulation of up to 5 years of Credited Service while on approved sick leave and 11 months of Credited Service while on layoff.

d. Surviving Spouse — One year marriage requirement imposed.

4. Normal Retirement Benefit

a. Eligibility: Attainment of age 65.

b. Benefit: The Accrued Benefit determined at age 65.

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service.

b. Benefit: The Accrued Benefit at date of early retirement, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

1.) Pension benefit, including benefit to Surviving Spouse, will be unreduced for age after age 62 for employee retiring with 30 or more years of Credited Service;

2.) Pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more.

6. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: The benefit under 7.b. above, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

# SCHEDULE SB ATTACHMENTS

8. Disability Benefit

a. Eligibility: An employee with 10 or more years of Credited Service who became disabled prior to January 1, 1980.

b. Benefit: The Accrued Benefit determined at date of disability, payable immediately on approval of application, but no sooner than the 6th month of disability.

9. Temporary Benefit

a. Eligibility: Early retirement under disability retirement (see 8.a. above).

b. Benefit: $11.00 times years of Credited Service up to 25 years, payable until age 62.

10. Supplemental Benefits

a. Eligibility: An employee who retires under the Early or Disability provision and who:

1.) Agrees to restrict participation in work force before age 62;

2.) Files for pension within 2 years of last day worked for the Corporation; and

3.) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor" (floor equals $935 prior to age 62). Floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Credited Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $5.25 | 58 | $8.75 |
| 56 | $6.25 | 59 | $10.10 |
| 57 | $7.50 | 60-61 | $11.60 |

c. Restrictions:

1) Earnings Test: $5,500

2) Maximum Monthly Pension Amount: Pension plus supplement cannot exceed 70% of final base pay.

3) Reduction Applicable to Supplements: Benefits to an early retiree who is eligible for a Temporary Benefit (see Section 9 above) may be coordinated with supplements under specific circumstances.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

f. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for Surviving Spouse. This percentage (95%) shall be adjusted 0.5% for each year that the spouse's age differs from the employee's age by more than 5 years (up to 10 years).

12. Employee Contributions

None.

13. Optional Form of Benefit

a. Life Income Option.

b. Survivor's Benefit (Surviving Spouse's only, per 11. above). Conversion factor is 0.95 +/- 0.5% for age differences over five years, limited to 100%.

14. Medicare Benefit

a. Eligibility: Retiree or Surviving spouse receiving benefits following normal, early, or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $9.70 per month after age 65, or earlier eligibility for Medicare, Part B.

# SCHEDULE SB ATTACHMENTS

## Berwick UAW Pension Plan (Plan #029) – Summary of Plan Provisions

| | |
|---|---|
| 1. Effective Date of Plan | As amended effective September 23, 1994. Latest amendment effective March 28, 2005. |
| 2. Eligibility for Participation | All employees who are members of Local No. 644, U.A.W., Berwick Production and Maintenance Unit. |
| 3. Definitions | |
| a. Accrued Benefit | The Basic Pension Benefit times years of Credited Service payable monthly. |
| b. Basic Benefit | $20.25 for terminations on or after January 1, 1995. |
| c. Credited Service | 1. All full and fractional years of service since November 1, 1975; plus all full and fractional years of past service from seniority date to November 1, 1975. In some cases, there is additional service with a break in seniority prior to November 1, 1975.<br>2. Reinstatement of Credited Service available for loss of seniority after November 1, 1975.<br>3. Accumulation of up to 5 years of Credited Service while on sick leave and 11 months of Credited Service (23 months if employee has 10 years of seniority) while on layoff. |
| d. Surviving Spouse | One year marriage requirement imposed. |
| 4. Normal Retirement Benefit | a. Eligibility: Attainment of age 65.<br>b. Benefit: The Accrued Benefit determined at age 65. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service.

b. Benefit: The Accrued Benefit at date of early retirement, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

1.) Pension benefit, including benefit to Surviving Spouse, will be unreduced for age after age 62 for employee retiring with 30 or more years of Credited Service;

2.) Pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more.

# SCHEDULE SB ATTACHMENTS

6. Postponed Retirement Benefit
   a. Eligibility: At the request of the employee.
   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit
   a. Eligibility: Completion of 5 or more years of Credited Service.
   b. Benefit: The Accrued Benefit determined at date of termination.
   c. Early Commencement of Benefit: The benefit under 7.b. above, reduced according to the following schedule:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

8. Disability Benefit
   a. Eligibility: None, effective January 1, 1980.
   b. Benefit: None.

9. Temporary Benefit
   a. Eligibility: None.
   b. Benefit: None.

# SCHEDULE SB ATTACHMENTS

10. Supplemental Benefits

a. Eligibility: An employee who retires under the Normal, Early or Disability provision and who:

1.) Agrees to restrict participation in work force before age 62;

2.) Files for pension within 5 years of last day worked for the Corporation; and

3.) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor." The floor equals $1,250 for terminations on or after January 1, 1995, prior to age 62. Floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Credited Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after January 1, 1995:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $7.45 | 58 | $12.05 |
| 56 | $8.70 | 59 | $13.85 |
| 57 | $10.45 | 60-61 | $16.10 |

c. Restrictions:

1) Earnings Test: Eliminated January 1, 1995.

2) Reduction Applicable to Supplements: Benefits to an early retiree who is eligible for a Temporary Benefit (see Section 9 above) may be coordinated with supplements under specific circumstances.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

f. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted .5% for each year that the spouse's age differs from the employee's age by more than 5 years (up to 10 years).

12. Employee Contributions

None.

13. Form of Benefit

Normal Form: For married employees, 95% (+/- 0.5% for age difference over 5 years, limited to 100%) of the retirement benefit payable to the employee during his lifetime with 60% of such reduced amount payable to the Surviving Spouse after death. For single employees, a life annuity.

14. Medicare Benefit

a. Eligibility: Retiree or Surviving spouse receiving benefits following normal, early, or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $41.10 per month after age 65, or earlier eligibility for Medicare, Part B.

# SCHEDULE SB ATTACHMENTS

## Syracuse UAW Pension Plan (Plan #034) – Summary of Plan Provisions

| | | |
|---|---|---|
| 1. | Effective Date of Plan | Amended and restated January 1, 1989; further amended effective July 5, 2007. |
| 2. | Eligibility for Participation | All Spicer Axle employees within the bargaining unit (Local No. 1405, U.A.W.), Syracuse, IN. |
| 3. | Definitions | |
| | a. Accrued Benefit | The basic benefit times years of Credited Service payable monthly. Benefit accruals cease August 1, 2009. |
| | b. Basic Benefit | Hired Prior to December 1, 2003<br>$32.50 times years of Credited Service payable monthly.<br>Hired on or After December 1, 2003<br>$20.75 times years of Credited Service payable monthly. |
| | c. Credited Service | All years and months of employment, including any period of severance of less than one year and up to 5 years of continuous sick leave. Credited service accruals cease August 1, 2009. |
| | d. Normal Retirement Date | The first day of the month coinciding with or next following attainment of age 65. |
| 4. | Normal Retirement Benefit | a. Eligibility: Attainment of age 65.<br>b. Benefit: The Accrued Benefit determined at Normal Retirement Date. |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit

a. Eligibility: Attainment of any of the following

Hired Prior to December 1, 2003

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service;

4) Age 55 and 10 or more years of Credited Service, if under "mutually satisfactory conditions."

Hired On or After to December 1, 2003

1) Age 60 and 10 or more years of Credited Service;

2) Age 55 but not age 60, and age plus Credited Service total 85 or more;

3) 30 or more years of Credited Service;

b. Benefit: The Accrued Benefit determined at date of early retirement, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |

| | | | |
|---|---|---|---|
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

1.) The pension benefit will be unreduced for age after age 62 for employees retiring with 30 or more years of Credited Service; and

2.) The pension benefit will be unreduced for age after age 62 for retirement at or after age 55 when age plus Credited Service total 85 or more.

6. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit: The Accrued Benefit determined at date of termination.

c. Early Commencement of Benefit: Eligible after completion of 10 or more years of Credited Service. After meeting the eligibility requirements for early retirement, the benefit in 8.b. is payable upon request, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 55 | 42.5 | 61 | 73.4 |
| 56 | 46.4 | 62 | 80.0 |
| 57 | 50.6 | 63 | 86.7 |
| 58 | 55.4 | 64 | 93.4 |
| 59 | 60.7 | 65 | 100.0 |
| 60 | 66.7 | | |

# SCHEDULE SB ATTACHMENTS

8. Disability Benefit — Employee with 10 or more years of Credited Service who becomes disabled prior to January 1, 1983.

9. Temporary Benefit — Hired Prior to December 1, 2003

$28.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

Hired on or After December 1, 2003

$16.00 times years of Credited Service up to 25 years, payable until age 62 or eligible for social security benefit.

10. Supplemental Benefits

a. Eligibility: Early or Disabled retiree who:

1.) Agrees to restrict participation in work force before age 62;

2.) Files for pension within 5 years of last day worked for the Corporation; and

3.) Falls into benefit categories in 10.b. below.

b. Benefit:

1) Early Retirement Supplement:

Hired Prior to December 1, 2003

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service.

ii) The amount which when added to the regular plan benefit equals the applicable "floor". The floor equals $2,100 for terminations on or after January 1, 2001, prior to age 62. The floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

Hired Prior to December 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 with less than 30 years of Credited Service who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after January 1, 1999:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $14.83 | 58 | $24.09 |
| 56 | $17.45 | 59 | $27.48 |
| 57 | $20.57 | 60-61 | $31.75 |

Hired On or After December 1, 2003

i) Payable monthly until age 62 to those retiring between ages 55 and 62 who are not eligible for Temporary Benefit (see 9.a. above) or unreduced Primary Social Security;

ii) The amounts shown below times years of Credited Service for terminations on or after November 1, 2003:

| Retirement Age | Benefit Per Year of Credited Service | Retirement Age | Benefit Per Year of Credited Service |
|---|---|---|---|
| 55 | $5.80 | 58 | $9.70 |
| 56 | $6.90 | 59 | $11.05 |
| 57 | $8.30 | 60-61 | $12.80 |

c. Restrictions:

1) Earnings Test: Eliminated January 1, 1995.

2) Maximum Monthly Pension Amount: None.

3) Reductions: An Employee receiving early retirement benefits who becomes eligible for a Primary Insurance Benefit prior to attaining age 62 and one month shall have his Supplement reduced by the amount of the Temporary Benefit he would have been entitled to receive at his retirement had he been eligible therefore or by the amount of Temporary Benefit actually being paid to him immediately prior to his becoming eligible for a Primary Insurance Benefit.

   Survivor Benefit election does not affect the amount of the Supplement, nor does an increase in the basic Pension Benefit rate.

   Monthly earnings prior to any reduction for a Survivor Benefits election may not exceed 70% of his Final Base Pay. Either condition of excessive earnings will necessitate a reduction of the monthly Supplement.

4) Commencement and Duration: Payable first day of the month following early retirement through the month in which employee attains age 62 and one month.

# SCHEDULE SB ATTACHMENTS

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 60% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 60% of benefit for which the retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Reduction: An employee who elects the Survivor Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted .5% for each year that the spouse's age differs from the employee's age by more than 5 years.

d. Revocation of Election:

1) Election of benefits shall be voided if either employee or Surviving Spouse dies before effective date of election;

2) Election of benefit voided (and full benefit is restored) if Surviving Spouse of employee dies or is divorced from retiree after benefit commences.

e. Benefits Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

12. Employee Contributions

None.

13. Form of Benefit

a. Normal Form:

Single: Life Income Option

Married: Survivors' benefit (spouses only per 11 above) conversion factor is 95% +/- 0.5% for age difference over 5 years, limited to 100%.

b. Optional Form: Life Income Option.

14. Pop-Up Provision

If retired on or after January 1, 1980, and spouse predeceases employee or is divorced from employee, reduction for spouse's benefit is eliminated thereafter.

15. Medicare Benefit

a. Eligibility: Retiree or Surviving Spouse receiving benefits following normal, early or disabled (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

b. Benefit: $52.10 per month effective January 1, 1998; $56.10 per month effective January 1, 1999; $60.10 per month effective January 1, 2000 per month after age 65, or earlier if eligible for Medicare, Part B

In no event shall this benefit exceed the Medicare, Part B premium in a given year.

# SCHEDULE SB ATTACHMENTS

## Hohenwald Hourly Plan (Plan #048) – Summary of Plan Provisions

| | | |
|---|---|---|
| 1. | Effective Date of Plan | Amended and restated effective February 1, 1999. Latest amendment effective March 28, 2005. |
| 2. | Eligibility for Participation | All hourly paid employees who are employed at the Boston Weatherhead Division, Hohenwald Plant. |
| 3. | Definitions | |
| | a. Accrued Benefit | The Basic Benefit times years of Continuous Credited Service payable monthly. |
| | b. Basic Benefit | $13.00 for terminations from September 14, 1993 to January 31, 1996.<br>$14.00 for terminations from February 1, 1996 to January 31, 1997.<br>$15.00 for terminations from February 1, 1997 to January 31, 1999.<br>$17.00 for terminations on or after February 1, 1999. |
| | c. Credited Service | In general, the amount of accumulated seniority. |
| 4. | Normal Retirement Benefit | a. Eligibility: Attainment of age 65.<br>b. Benefit: The Accrued Benefit determined at Normal Retirement Date. |
| 5. | Early Retirement Benefit | a. Eligibility: The attainment of at least age 55 and completion of 20 or more years of Continuous Credited Service with the Corporation or its predecessor.<br>b. Benefit: The Accrued Benefit determined at date of early retirement, reduced for early commencement by .4% for each month by which payment date precedes age 65, or unreduced and payable at age 65. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

6. Postponed Retirement Benefit
   a. Eligibility: At the request of the employee.
   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit
   a. Eligibility: Completion of 5 or more years of Continuous Credited Service with the Corporation or its predecessor.
   b. Benefit Payable at Normal Retirement Date: Accrued Benefit determined at date of termination.
   c. Early Commencement of Benefit: Eligible if 20 years of Continuous Credited Service completed at termination. The Accrued Benefit at termination, actuarially reduced and payable at any time after age 55.

8. Disability Benefit:
   a. Eligibility: All employees who become disabled after attaining 10 or more years of Credited Service.
   b. Benefit: The Accrued Benefit determined at date of disability, payable immediately on approval of application but no sooner than the 7th month of disability.
      1.) The Accrued Benefit at date of disability reduced by Worker's Compensation and by 1/2 of Social Security payable on account of disability;
      2.) $100 monthly minimum;
      3.) If eligible for early retirement at date of disability, the disability benefit should not be less than the immediate early retirement benefit.

9. Temporary Benefit None.

10. Supplemental Benefits None.

# SCHEDULE SB ATTACHMENTS

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 50% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retirement Employees:

Monthly Survivor Benefit shall be equal to 50% of benefit for which retiree was eligible if the retiree did not decline the Survivor's Benefit. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

4) Reduction: Pension Benefit of retiree is reduced actuarially for Survivor Benefit Option.

12. Employee Contributions

None.

# SCHEDULE SB ATTACHMENTS

| | |
|---|---|
| 13. Form of Benefit | Normal Form: |
| | Single: Life Annuity. |
| | Married: 50% Joint and Survivor Annuity. Conversion factor is based on UP84 Unisex + 1, 7%. |
| | Optional Form: 100% Joint and Survivor Annuity. Conversion factor is based on UP84 Unisex + 1, 7%. |
| 14. Medicare Benefit | None. |

# SCHEDULE SB ATTACHMENTS

## Boston Everflex Hourly Pension Plan (Plan #078) – Summary of Plan Provisions

1. Effective Date of Plan — Amended and restated effective January 1, 1989. Latest amendment effective March 28, 2005.

2. Eligibility for Participation — All hourly employees of Everflex Products represented by the New England Joint Board, Retail, Wholesale and Department Store Union, AFL-CIO.

3. Definitions

   a. Accrued Benefit — The Basic Benefit times years of Benefit Service payable monthly.

   b. Basic Benefit — $11.00 for terminations on or after February 6, 1995.

   c. Benefit Service

      1. Employees with less than 10 years of Vesting Service prior to January 1, 1986 will accrue all Service in the new Plan.

      2. Employees with more than 10 years Vesting Service prior to January 1, 1986 will earn Benefit Service under this plan beginning January 1, 1986. Participants will accrue a $7.45 monthly benefit for each year of Benefit Service earned prior to January 1, 1986 under the Prior Plan.

      3. Commencing January 1, 1986, participants earn Benefit Service each Plan Year based on their hours of service during the Plan Year according to the following table:

| Hours | Months of Credited Service |
|---|---|
| 999 or less | 0 |
| 1,000-1,091 | 7 |
| 1,092-1,247 | 8 |
| 1,248-1,403 | 10 |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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| | |
|---|---|
| 1,404-1,559 | 11 |
| 1,560 or more | 12 |

4. Benefit Service earned during period of re-employment following termination or retirement shall be reflected in a redetermined Accrued Benefit. Future benefit, however, is offset by actuarial equivalent of benefits previously paid.

5. Employee retiring under the Plan also receives Benefit Service for eligibility for all service with the Corporation.

6. Maximum Benefit Service of 30 years for retirement; 25 years for deferred vested.

7. Accumulation of up to 6 months of Benefit Service while on layoff or other approved leave of absence.

d. Vesting Service

1. Prior to January 1, 1976: Aggregate period of covered employment.

2. On or after January 1, 1976: Each Plan Year credited with 1,000 or more Hours of Service.

e. Surviving Spouse

One year marriage requirement imposed.

4. Normal Retirement Benefit

a. Eligibility: Attainment of age 65.

b. Benefit: The Accrued Benefit determined at Normal Retirement Date.

5. Early Retirement Benefit

a. Eligibility: Attainment of age 55 and 10 or more years of Vesting Service.

b. Benefit: The Accrued Benefit determined at early retirement, reduced by 0.4% for each month before normal retirement.

# SCHEDULE SB ATTACHMENTS

6. Postponed Retirement Benefit:
   a. Eligibility: At the request of the employee.
   b. Benefit: The Accrued Benefit determined at date of postponed retirement.

7. Vested Benefit
   a. Eligibility: Completion of 5 or more years of Vesting Service. For this section, Vesting Service includes all service with the Corporation.
   b. Benefit Payable at Normal Retirement Date: The Accrued Benefit determined at date of termination based on Benefit Service not to exceed 25 years.
   c. Early Commencement of Benefit: Eligible after completion of 5 or more years of Vesting Service. The Accrued Benefit payable at Normal Retirement Date, actuarially reduced for early commencement.

8. Disability Benefit
   a. Eligibility: All employees who become disabled after attaining both age 50 and 10 or more years of Vesting Service.
   b. Benefit: The Accrued Benefit determined at date of disability, payable no sooner than the 7th month of disability, based on Benefit Service to date of disability not to exceed 25 years.

9. Temporary Benefit

   None.

10. Supplemental Benefits

    None.

11. Survivor's Benefit
    a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.
    b. Amount of Benefit Payable to Surviving Spouse:
       1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

          Monthly Survivor Benefit shall be equal to 50% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retirement Employees:

Monthly Survivor Benefit shall be equal to the percentage of benefit that the retiree has elected, if a Joint and Survivor Option was chosen. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date of date or death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Reduction: Pension benefit of retiree is reduced actuarially for Survivor Benefit Option.

d. Revocation of Election: Election of Survivor Benefit shall be voided if either employee or Surviving Spouse dies before effective date of election.

12. Employee Contributions — None.

13. Form of Benefit

a. Normal Form:

Single: Life Annuity

Married: 50% Joint and Survivor Option. Conversion factor is based on UP84 Unisex + 1, 7%.

b. Optional Forms:

Life Annuity, 66-2/3% or 100% Joint and Survivor Option, 5 or 10 year Certain and Life Annuity. Conversion factors are based on UP84 Unisex + 1, 7%.

14. Medicare Benefit — None.

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

# SCHEDULE SB ATTACHMENTS

## Rochester Plant Hourly Employees Pension Agreement (Plan #115) – Summary of Plan Provisions

1. Effective Date of Plan — Established February 7, 1997. Last amendment effective March 28, 2005.

2. Eligibility for Participation — All employees within the bargaining unit (International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (U.A.W.), Local 221).

3. Definitions

   a. Accrued Benefit — The Basic Benefit times years of Credited Service since February 7, 1997.

   b. Basic Benefit — $22.00 for terminations after February 7, 1997.

   c. Benefit Service — Prior to February 7, 1997: As earned under the SPX Rochester Plan.

   On or After February 7, 1997: Any calendar year in which the employee has 1,800 or more hours shall be counted as one year of Credited Service. If employee has less than 1,800 hours, a proportionate credit will be given according to the following schedule:

| Credited Hours | Credited Service |
|---|---|
| 0 | None |
| 1 - 180 | 1/10 of a year |
| 180.1 - 360 | 2/10 of a year |
| 360.1 - 540 | 3/10 of a year |
| 540.1 - 720 | 4/10 of a year |
| 720.1 - 900 | 5/10 of a year |
| 900.1 - 1,080 | 6/10 of a year |
| 1,080.1 - 1,260 | 7/10 of a year |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| | |
|---|---|
| 1,260.1 - 1,440 | 8/10 of a year |
| 1,440.1 - 1,620 | 9/10 of a year |
| 1,620.1 or more | one year |

d. Normal Retirement Date — The first day of the month following or coinciding with attainment of age 65 and fifth anniversary.

4. Normal Form of Benefit Payment
   a. Single Employees and Employees Married Less than One Year: Straight Life Annuity.
   b. All Others: 95% of the retirement income payable to the employee during his lifetime (adjusted if the spouse's age differs more than 5 years from the employee's) with 55% of such reduced amount payable to his Surviving Spouse after his death.

5. Normal Retirement Benefit
   a. Eligibility: Attainment of Normal Retirement Date.
   b. Benefit: The Accrued Benefit determined at Normal Retirement Date.

6. Early Retirement Benefit
   a. Eligibility:
      1.) Attainment of age 57 and 10 or more years of Credited Service.
      2.) Attainment of age 55 and age plus Credited Service equals 85 or more;
      3.) 30 or more years of Credited Service.
   b. Benefit: The Accrued Benefit determined at date of early retirement, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |

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| | | | |
|---|---|---|---|
| 52 | 45.0 | 60 | 86.7 |
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

Provided that:

Pension benefit will be unreduced for age after age 62 for employee retiring with 30 or more years of Credited Service.

c. Special Early Retirement: If a plant closes and an employee is eligible for early retirement, he will retire with an unreduced Accrued Benefit. The employee will also receive a temporary benefit of $300 per month until he attains age 65.

7. Supplemental Benefits

a. Eligibility: An employee who retires under the Early or Disability provision and who:

1) Agrees to restrict participation in the work force before age 62;

2) Files for a pension within 2 years of the last day worked for the Corporation; and

3) Falls into benefit categories in 7.b. below.

b. Benefit:

1) Early Retirement Supplement:

i) Payable until age 62 to those retiring before age 62 with 30 or more years of Credited Service;

ii) The amount which when added to the regular plan benefit equals the applicable "floor." The floor equals $1,000 for terminations on or after August 17, 1996, prior to age 62. The floor is reduced by any reduction due to election of survivor option.

2) Interim Supplement:

i) Payable until age 62 to those retiring with the sum of age and Credited Service totaling 85 or more;

ii) The benefit is $9.00 times years of Credited Service reduced for early retirement.

c. Restrictions:

1) Earnings Test: $10,000.

2) Maximum Monthly Pension Amount: Pension plus supplement cannot exceed 70% of final base pay.

3) Reductions Applicable to Supplements: This Supplement is not payable to retirees eligible for either a temporary benefit or Primary Insurance Benefit.

8. Postponed Retirement Benefit

a. Eligibility: At the request of the employee.

b. Benefit: The Accrued Benefit determined at the date of postponed retirement.

9. Vested Benefit

a. Eligibility: Completion of 5 or more years of Credited Service.

b. Benefit Payable at Normal Retirement Date: The Accrued Benefit determined at date of termination, without scheduled increases.

c. Early Commencement of Benefit: The Accrued Benefit determined at date of early retirement, multiplied by the following:

| Age | Early Retirement Percentage | Age | Early Retirement Percentage |
|---|---|---|---|
| 47 | 30.4 | 55 | 57.9 |
| 48 | 32.8 | 56 | 63.5 |
| 49 | 35.4 | 57 | 69.4 |
| 50 | 38.3 | 58 | 75.2 |
| 51 | 41.5 | 59 | 80.8 |
| 52 | 45.0 | 60 | 86.7 |

| | | | |
|---|---|---|---|
| 53 | 48.9 | 61 | 93.3 |
| 54 | 53.2 | 62 and over | 100.0 |

10. Disability Benefit

a. Eligibility: An employee who becomes disabled after attaining 10 or more years of Credited Service.

b. Benefit: Accrued benefit determined at date of disability plus a temporary benefit of $300 per month, payable until employee becomes eligible for a Social Security benefit.

11. Survivor's Benefit

a. Eligibility: Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit and who have been married at least one year.

b. Amount of Benefit Payable to Surviving Spouse:

1) Active Vested and Terminated Vested Employees Eligible for Early or Normal Retirement:

Monthly Survivor Benefit shall be equal to 55% of the Accrued Benefit the employee would have received had he retired the day before his death. Benefit payment begins on the first day of the month following the date of death.

2) Retired Employees:

Monthly Survivor Benefit shall be equal to 55% of benefit for which retiree was eligible. Benefit payment begins on the first day of the month following the date of death.

3) Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

Monthly Survivor Benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to early retirement date and had begun receiving benefits that day, and died the next day. Benefit payment begins on early retirement date.

c. Benefit Increases: Monthly Survivor's Benefits reflect increases applicable to living retirees.

d. Duplication Clause: Survivor Benefit not payable concurrently with group insurance Transition or Bridge Benefits.

e. Reduction: An employee who elects the Survivor's Benefit receives 95% of Accrued Benefit during his lifetime in order to provide for the Surviving Spouse. This percentage (95%) shall be adjusted 0.5% for each year that the spouse's age differs from the employee's age by more than 5 years.

| | |
|---|---|
| 12. Employee Contributions | None. |
| 13 Optional Forms of Benefit | Straight Life Annuity.<br>Survivor's Benefit (as described above). Conversion factor is 0.95 +/- 0.5% for age differences over five years, limited to 100% |
| 14. Special Age Benefit | a. Eligibility: Retired participant and his/her spouse receiving benefits following normal, early, or disability (but not deferred vested) retirement.<br>b. Benefit:<br>$13.95 per month after age 65, or earlier eligibility if receiving Social Security disability benefits for at least 24 months. |

# SCHEDULE SB ATTACHMENTS

| Pension Plan for BWD Automotive Corporation Hourly Paid Employees Located at Ottawa, Illinois (Plan #126) – Summary of Plan Provisions | |
|---|---|
| 1. Effective Date of Plan | December 1, 1970. Latest amendment effective March 28, 2005. |
| 2. Plan Year | The calendar year. |
| 3. Employees Covered | Hourly rated employees employed by the BWD Automotive Corporation located at Ottawa, Illinois who are in the bargaining unit represented by District Lodge No. 1880 of the International Association of Machinists and Aerospace Workers. |
| 4. Participation Requirements | Effective January 1, 1985 - age 21 and one year of service during which the employee completes 1,000 Hours of Service. |
| 5. Service | a. Credited: Effective January 1, 1976, one month for each 150 Hours of Service during a plan year, up to a maximum of 12 months for 1,800 or more hours. Prior to December 1, 1981, credited service was subject to a maximum of 25 years. After November 30, 1981, credited service is subject to a maximum of 30 years.<br>b. Vesting: Prior to January 1, 1976, a year for each year an Employee was entitled to Credited Service. For plan years beginning after December 31, 1975, one year for each plan year during which the participant has 1,000 or more hours of employment. |
| 6. Normal Retirement | a. Eligibility: Attainment of age 65.<br>b. Benefit: The date the participant attains age 65.<br>c. Annual Pension Benefit: The product of the participant's credited service and the benefit rate in effect on the date of termination. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
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Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| Date of Termination | Monthly Benefit Rate | Maximum Credited Service |
|---|---|---|
| Before 12/1/81 | $ 5.25 | 25 years |
| 12/1/81 - 11/30/82 | 6.25 | 30 years |
| 12/1/82 - 11/30/83 | 6.75 | 30 years |
| 12/1/83 - 11/30/84 | 7.25 | 30 years |
| 12/1/84 - 11/30/85 | 7.75 | 30 years |
| 12/1/85 - 11/30/86 | 8.25 | 30 years |
| 12/1/86 - 11/30/90 | 8.75 | 30 years |
| 12/1/90 - 11/30/91 | 9.75 | 30 years |
| 12/1/91 - 11/30/92 | 10.75 | 30 years |
| 12/1/92 - 11/30/93 | 11.75 | 30 years |
| 12/1/93 - 11/30/94 | 12.25 | 30 years |
| 12/1/94 - 11/30/95 | 12.75 | 30 years |
| 12/1/95 - 11/30/96 | 13.25 | 30 years |
| 12/1/96 - 11/30/97 | 14.00 | 30 years |
| 12/1/97 - 11/30/98 | 14.50 | 30 years |
| 12/1/98 and after | 15.00 | 30 years |

7. Early Retirement

a. Eligibility: Age 55 and 10 years of vested service.

b. Amount of Pension: The normal retirement benefit based on the participant's credited service, the monthly benefit rate and maximum credited service as of the participant's early retirement date; reduced by 0.5% for each complete month by which the participant's age is less than 65.

# SCHEDULE SB ATTACHMENTS

8. Late Retirement

a. Eligibility: Attainment of age 65 or later.

b. Amount of Pension: Benefit based on service to late retirement date and monthly benefit rate in effect at that date.

9. Disability Benefit:

a. Eligibility: Total and permanent disability prior to age 65 but after completion of 10 years of credited service.

b. Benefit: The annual pension benefit is the lesser of 1) and 2):

1) An unreduced amount calculated as if the participant were age 65 and retired on the day he became disabled; or

2) 110% of the early retirement pension he would be eligible to receive at the greater of age 55 or his actual age at retirement, based on his credited service and the monthly benefit rate and maximum years of service as of his date of disability.

10. Termination Benefit

a. Eligibility: 5 years of vested service.

b. Amount of Benefit: The annual pension benefit calculated as if the participant were age 65 at the date his employment terminates and payable from age 65. However, if the participant had 10 years of vested service at termination, payments may start at 55 reduced as for early retirement.

11. Death Benefits

a. Eligibility: 5 years of vested service payable on the later of:

1) the first day of the month following the participant's death.

2) the earlier of the first day of the month following the 55th birthday of the spouse or the participant.

b. Amount of Pension: The surviving spouse benefit shall be calculated as if the participant had elected the Joint & Survivor annuity with 50% of such reduced amount payable to his spouse.

c. Reduction: 93% reduction increased (or decreased) by 4% for each year spouse's age is greater than (or less than) the age of the participant.

12. Normal Form of Payment

a. Single: Five year certain and life annuity.

b. Married: Qualified 50% Joint and Survivor Annuity. The conversion factor is 93.0% CAF +/- 0.4% Per Year Age Difference.

13. Optional Forms of Payment

Any optional form of payment will be the actuarial equivalent of a five-year certain and life annuity.

Social Security Option

Sample conversion factors:

| Age | Conversion Factor |
|---|---|
| 55 | 0.544 |
| 56 | 0.590 |
| 57 | 0.642 |
| 58 | 0.699 |
| 59 | 0.763 |
| 60 | 0.833 |
| 61 | 0.912 |

10 year Certain and Life Annuity

Sample conversion factors:

| Age | Conversion Factor |
|---|---|
| 55 | 0.98 |
| 60 | 0.97 |
| 65 | 0.95 |
| 70 | 0.91 |

Lump Sum of 10% of the benefit provided the lump sum payment amount falls between $500 and $3,500 with the remaining 90% of the benefit paid in the form elected by the participant.

| Form | Conversion Factor |
|---|---|
| 75% J&S | 0.89 +/- 0.4% per year age difference, limited to 1.0 |

All other actuarial equivalent conversions are based on 417(e) applicable mortality and prior November applicable interest rates.

# SCHEDULE SB ATTACHMENTS

**Pension Plan for Brake Systems, Inc. Hourly-Paid Employees at Dallas, Texas (Plan #127) – Summary of Plan Provisions**

| | | |
|---|---|---|
| 1. | Effective Date | March 18, 1985. Latest amendment effective March 28, 2005. |
| 2. | Plan Year | The calendar year. |
| 3. | Employees Covered | Regular, full-time hourly employees located at the Dallas, Texas facility of Brake Systems, Inc. who are represented by the General Drivers, Warehousemen and Helpers Local Union No. 745. |
| 4. | Participation Requirements | Age 21 and one year of service. |
| 5. | Service | a. Vesting: One year for each plan year during which the participant completes 1,000 hours of service. Vesting service includes service prior to March 18, 1985.<br>b. Credited: One year service for each plan year during which the participant completes 1,000 hours of service. Credited service shall be counted in years and completed months. Credited service does not include service prior to March 18, 1985. |

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

# SCHEDULE SB ATTACHMENTS

6. Normal Retirement

a. Eligibility: Age 65 or if the participant was hired prior to April 1, 1973, retires after age 60 with 30 years of credited service, the participant is eligible for immediate commencement of benefits without reduction.

b. Normal Retirement Date: The first day of the month coinciding with or next following attainment of age 65.

c. Amount of Pension: The accrued benefit is a monthly amount equal to the number of years of credited service at termination of employment multiplied by the benefit multiple from the table below:

| For Members Whose Last Day of Service Is: | Monthly Benefit Multiple |
|---|---|
| 03/18/85 - 01/04/91 | $11.00 |
| 01/05/91 - 01/04/93 | $12.00 |
| 01/05/93 - 12/31/94 | $13.00 |
| 01/01/95 – 02/05/99 | $13.50 |
| 02/06/99 – 02/05/01* | $14.00 |
| 02/06/01 and after* | $14.50 |

* Future service only.

7. Early Retirement

a. Eligibility: Age 55 and 15 years of vesting service.

b. Amount of Pension: The normal retirement benefit based on the participant's credited service and monthly benefit multiple as of the participant's early retirement date; reduced by 5/12 of 1% for each month that the benefit commences before the participant's normal retirement date.

8. Late Retirement

a. Eligibility: Attainment of age 65 or later.

b. Amount of Pension: Benefit based on credited service to late retirement date and monthly benefit multiple in effect at that date.

# SCHEDULE SB ATTACHMENTS

9. Disability Benefit

a. Eligibility: Total and permanent disability after attainment of age 45 and completion of 15 years of vesting service.

b. Benefit: Benefit based on service to date of disability and benefit multiple in effect, but not less than $150.00 per month.

10. Termination Benefit

a. Eligibility: Completion of 5 years of vesting service.

b. Amount of Benefit: A deferred monthly benefit, beginning at age 65, calculated the same as for normal retirement. If the participant had completed 15 years of service prior to his termination, the participant may elect to receive an actuarially reduced pension beginning on the first day of any month following his attainment of age 55 and prior to his Normal Retirement Date.

11. Death Benefits

a. Eligibility: Completion of 5 years of vesting service.

b. Amount of Benefit: The amount of the spouse's benefit will be 50% of the pension which the participant would have received under the normal form of pension if he had retired at age 55, or death if later. The spouse's benefit is payable on the later of the first of the month following the date the participant would have reached age 55, or his death.

12. Normal Form of Pension

a. Single Participant: Single life annuity.

b. Married Participant: Qualified 50% Joint and Survivor annuity, which is the actuarial equivalent of a single life annuity.

13. Optional Forms of Payment

Any optional form of payment will be the actuarial equivalent of a life annuity. Actuarial equivalence is based on 1971 GAM with margins removed and projected to 1978 with scale E, 8.5% interest.

Joint and Survivor annuity (50%, 75%, 100%)

10 year Certain and Life

# SCHEDULE SB ATTACHMENTS

**Pension Plan for Automotive Aftermarket Group Bargaining Employees located at Dover, OH (Plan #130) – Summary of Plan Provisions**

| | |
|---|---|
| 1. Effective Date | January 1, 1996. Latest amendment effective March 28, 2005. |
| 2. Plan Year | The calendar year. |
| 3. Employees Covered | Individual who is in the employment of the Dover division of Echlin, Inc. on or after December 29, 1995, who is a union employee represented by Local No. 92 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. |
| 4. Participation Requirements | Each employee is eligible to become a participant on the date of (a) attainment of age 21, and (b) completion of one year of continuous service. |
| 5. Vesting Service | Period of Continuous Service commencing on the first day of the month in which occurs the employee's Employment Commencement Date and ending on the first day of the month coinciding with (next following, if none coincides with) his severance from service date. Continuous Service includes continuous service under the prior plan.<br><br>Benefit Service is Vesting Service while the individual is in covered employment with Local No. 92 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. |
| 6. Accrued Benefit | The Accrued Benefit is a monthly amount equal to the number of years (and partial years) of Benefit Service at termination of employment, multiplied by the benefit multiple from the table below reduced for the accrued monthly pension attributable under the Prior Plan for periods of service prior to December 29, 1995. |

| For Members Whose Last Day of Service is After | Monthly Benefit Multiple |
|---|---|
| January 1, 1996 - November 30, 1996 | $11.50 |
| December 1, 1996 - November 30, 1997 | 12.50 |

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |

| | |
|---|---|
| December 1, 1997 - November 30, 1998 | 13.50 |
| December 1, 1998 - November 30, 1999 | 14.00 |
| December 1, 1999 - November 30, 2000 | 14.50 |
| On or after December 1, 2000 | 15.00 |

7. Normal Retirement Benefit
   a. Eligibility: Retirement at age 65.
   b. Normal Retirement Date: The first day of the month following the date on which a covered employee reaches age 65.
   c. Amount of Benefit: Accrued benefit at normal retirement date.

8. Early Retirement Benefit
   a. Eligibility: Age 60 and 10 years of vesting service.
   b. Amount of Benefit: Accrued benefit at early retirement reduced by 5/9th's of 1% for each month that the benefit commences before the employee's normal retirement date.

9. Total and Permanent Disability Retirement Benefit
   a. Eligibility: Total and permanent disability prior to age 65, but after completion of 10 years of vesting service. Participant must become entitled to receive disability benefits under the Federal Social Security Act.
   b. Amount of Benefit: Accrued benefit at date of disability unreduced for early commencement.

10. Deferred Vested Retirement Benefit
    a. Eligibility: 5 years of vesting service or the participant's 65th birthday.
    b. Benefit: Accrued benefit at termination payable at age 65, or reduced for early retirement if payments commence prior to age 65, and the employee has over 10 years of vesting service at date of termination.

# SCHEDULE SB ATTACHMENTS

| | |
|---|---|
| 11. Pre-Retirement Spouse's Benefit | a. Eligibility: Death of the participant after 5 years of vesting service.<br>b. Amount of Benefit: The benefit payable to the spouse of the covered employee is the amount that would have been payable to the spouse had the covered employee chosen the qualified joint and survivor annuity payable on the later of the first of the month following the date of death of the covered employee, or the date on which the employee would have been eligible for early retirement. |
| 12. Normal Form of Payment | a. Spouse's Benefits: Payable as a single life annuity.<br>b. Retirement Benefit: Actuarially reduced 50% joint and survivor annuity if the participant is married at the date payments commence. If the participant is unmarried the normal form of payment is a life annuity. |
| 13. Optional Forms of Payment | Reduced benefits paid under optional forms are actuarially equivalent to benefits paid as a life annuity. Conversion is based on UP84 Unisex set backward 3 years for the spouse, 8%. |

# SCHEDULE SB ATTACHMENTS

**Pension Plan for AIMCO Products Union Hourly Employees Located at Amherst, NY (Plan #131) – Summary of Plan Provisions**

| | | |
|---|---|---|
| 1. | Effective Date | January 1, 1976 (most recently amended effective as of March 28, 2005). |
| 2. | Eligibility for Coverage | Hourly paid employees represented by Lodge No. 1053 of the International Association of Machinists and Aerospace Workers, AFL-CIO. |
| 3. | Participation Requirements | First day of month following attainment of age 21 and completion of one year of continuous service. |
| 4. | Normal Retirement Date | The end of the month in which the member reaches age 65. |
| 5. | Continuous Service | Total period of (uninterrupted) employment commencing on the member's employment date. |
| 6. | Credit Service | One year of service is credited for each calendar year in which the member is paid for 1,680 hours. If member works less than 1,680 hours, he/she will be granted 1/10 of a year of credited service for each 168 hours paid for during a year. |
| 7. | Accrued Benefit | Normal Retirement Benefit calculated using member's Credited Service in each benefit periods and the applicable benefit rate at the date of determination. |
| 8. | Normal Retirement Benefit | a. Eligibility: Must have attained age 65.<br>b. Benefit: The benefit is a monthly amount equal to the applicable benefit rate (shown below) multiplied by the years of Credited Service. Total years of credited service shall be those years immediately preceding date of retirement and shall not exceed 35 years. |

| For the Period of Credited Service Earned Between: | Benefit Rate |
|---|---|

Plan Name: Dana Combined Hourly Employees' Pension Plan
EIN / PN: 26-1318190 / 003
Plan Sponsor: Dana Limited
Valuation Date: January 1, 2022

| | |
|---|---|
| January 1, 1972 to December 31, 1981 | $10.00 |
| January 1, 1982 to December 31, 1991 | 15.00 |
| January 1, 1992 and thereafter | 20.00 |

c. Payment: Benefit payable monthly for life commencing on member's retirement date.

9. Early Retirement Benefit

a. Eligibility: Must have attained age 55 with five years of Continuous Service.

b. Amount of Benefit: Accrued benefit deferred to age 65, or immediate benefit equal to accrued benefit, reduced by 1/15th for each of first 5 years and 1/30th for each of the next 5 years by which commencement precedes normal retirement date.

10. Deferred Retirement Benefit

a. Eligibility: Retirement after age 65.

b. Benefit: Calculated and payable in the same manner as the Normal Retirement Benefit but based upon member's Credited Service and the applicable benefit rate at actual retirement date.

11. Disability Benefit

a. Eligibility: Totally and permanently disabled after age 50 and 15 years of Continuous Service.

b. Benefit: Accrued benefit as of date of disability payable immediately.

Minimum monthly benefit prior to Normal Retirement date is $50. Benefits is reduced by any company provided Public Disability Benefit received by the participant.

12. Deferred Vested Benefit

a. Eligibility: Termination other than by retirement, death or disability. Member must have completed 5 years of Continuous Service.

b. Benefit: Accrued benefit deferred to age 65, or reduced benefit after age 55. Reduction same as for early retirement.

# SCHEDULE SB ATTACHMENTS

13. Death Benefits

Pre-Retirement

a. Eligibility: Death after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date that could have been elected by deceased participant.

b. Benefit: Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under 50% joint and survivorship option, and then died. For a terminated vested participant there is a charge for each year coverage is in effect after termination date. Coverage for which a charge is made may be waived with consent of the spouse.

Post-Retirement

Based on form of benefit chosen at retirement.

14. Optional Forms of Payment

The following optional benefit forms are available:

- Straight Life Annuity (Normal form for single employees)
- Joint and Survivor Annuity (Normal form for married employees)

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 23
## Information on Use of Substitute Mortality Tables as of January 1, 2022

Substitute mortality tables are used for the entire plan populations, including:

- Male participants (annuitants and non-annuitants), including disabled participants
- Female participants (annuitants and non-annuitants), including disabled participants

Prescribed tables are used for the following plan populations: None

Mortality ratio used to develop the table: 1.295454

Mortality table is constructed based on partial credibility

Partial credibility weighting factor: 0.819914

The last plan year for which the IRS approval for the substitute mortality tables applies is: 2028

| | |
|---|---|
| Plan Name: | Dana Combined Hourly Employees' Pension Plan |
| EIN / PN: | 26-1318190 / 003 |
| Plan Sponsor: | Dana Limited |
| Valuation Date: | January 1, 2022 |