

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2022</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>	
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.) ☒ a single-employer plan ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ 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 <u>SKF USA INC. 401(K) RETIREMENT AND SAVINGS PLAN FOR UNION EMPLOYEES</u>	1b Three-digit plan number (PN) ▶	<u>015</u>
1c Effective date of plan <u>01/01/1985</u>		
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) <u>SKF USA INC.</u> <u>890 FORTY FOOT ROAD</u> <u>LANSDALE, PA 19446</u>	2b Employer Identification Number (EIN) <u>23-1043740</u>	2c Plan Sponsor's telephone number <u>267-436-6000</u>
	2d Business code (see instructions) <u>336300</u>	

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	JULIE LYNCH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2023	RAYMOND L EAMES
	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.

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
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 1166
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits..... d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)..... h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 841 6a(2) 887 6b 0 6c 337 6d 1224 6e 11 6f 1235 6g 1219 6h 43
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3F 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) ☐ 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 _____

<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2022
		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 SKF USA INC. 401(K) RETIREMENT AND SAVINGS PLAN FOR UNION EMPLOYEES	B Three-digit plan number (PN) ▶ 015
C Plan sponsor's name as shown on line 2a of Form 5500 SKF USA INC.	D Employer Identification Number (EIN) 23-1043740

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
THE VANGUARD GROUP, INC.
23-1945930

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

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

THE VANGUARD GROUP, INC.

23-1945930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 25 37 52 99	NONE	66996	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

VANGUARD ADVISERS INC.

23-2811930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	NONE	40575	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THE VANGUARD GROUP, INC.	99	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
THE FRANKLIN TEMPLETON GROUP 94-2990534	15 BPS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THE VANGUARD GROUP, INC.	99	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DODGE & COX 94-1441976	8 BPS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 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 SKF USA INC. 401(K) RETIREMENT AND SAVINGS PLAN FOR UNION EMPLOYEES	

B Three-digit plan number (PN) ►	015
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C Plan or DFE sponsor's name as shown on line 2a of Form 5500 SKF USA INC.

D Employer Identification Number (EIN) 23-1043740
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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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT INCOME TR II
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b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083967-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1045485
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT SAVINGS TR III
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b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 38-7041744-024	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7269631
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2015 TR II
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b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083984-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2020 TR II
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b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083982-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3758763
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2025 TR II
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b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083980-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4406598
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2030 TR II
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b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083978-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3890033
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2035 TR II
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b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083976-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2763571
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2040 TR II

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

c EIN-PN 90-6083974-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2172798
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2045 TR II

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

c EIN-PN 90-6083972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1320981
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2050 TR II

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

c EIN-PN 90-6083970-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1324114
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2055 TR II

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

c EIN-PN 27-6715091-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 963832
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2060 TR II

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

c EIN-PN 45-3799419-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1347427
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2065 TR II

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

c EIN-PN 82-6194314-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 661662
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT 2070 TR II

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

c EIN-PN 87-7039453-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2861
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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)
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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)
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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)
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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
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>SKF USA INC. 401(K) RETIREMENT AND SAVINGS PLAN FOR UNION EMPLOYEES</u>	B Three-digit plan number (PN) ►	<u>015</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SKF USA INC.</u>	D Employer Identification Number (EIN) <u>23-1043740</u>	

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)	1577323	1523039
(9) Value of interest in common/collective trusts.....	1c(9)	32861182	30927757
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	42293879	31855969
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(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	76732384	64306765

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 through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	76732384	64306765
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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)	3200304	
(B) Participants	2a(1)(B)	3974792	
(C) Others (including rollovers)	2a(1)(C)	84051	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		7259147
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)	71267	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		71267
(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)	1733962	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1733962
(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)		-4322177
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-8906942
c Other income	2c		2318
d Total income. Add all income amounts in column (b) and enter total	2d		-4162425
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	7905746	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	627	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		7906373
f Corrective distributions (see instructions)	2f		1505
g Certain deemed distributions of participant loans (see instructions)	2g		11836
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)	103671	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		103671
j Total expenses. Add all expense amounts in column (b) and enter total	2j		8023385
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-12185810
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		239809

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **BAKER TILLY US, LLP**

(2) EIN: **39-0859910**

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:

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.)

	Yes	No	Amount
4a	X		334380

	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?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
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.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
SKF USA INC. 401(K) RETIREMENT AND SAVINGS PLAN	23-1043740	005

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 _____.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>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).</div> <div>► File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan SKF USA INC. 401(K) RETIREMENT AND SAVINGS PLAN FOR UNION EMPLOYEES		B Three-digit plan number (PN) ► 015
C Plan sponsor's name as shown on line 2a of Form 5500 SKF USA INC.		D Employer Identification Number (EIN) 23-1043740
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 23-2186884		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock?..... ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

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	<p>If the total number of participants is 1,000 or more, complete lines (a) through (c)</p> <p>a Enter the percentage of plan assets held as: Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%</p> <p>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</p> <p>c What duration measure was used to calculate line 19(b)? ☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____</p>
20	<p>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.</p> <p>a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No</p> <p>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:</p> <p>☐ Yes.</p> <p>☐ 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.</p> <p>☐ 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.</p> <p>☐ No. Other. Provide explanation _____</p>

SKF USA Inc.
401(k) Retirement and Savings Plan
for Union Employees

Financial Statements and
Supplementary Information

December 31, 2022 and 2021

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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December 31, 2022 and 2021

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Independent Auditors' Report

To the Participants and Plan Administrator of
SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

We have performed audits of the financial statements of SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL'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 ended December 31, 2022 and 2021, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion

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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions and Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year), are presented for purposes of additional analysis and are not required parts of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Baker Tilly US, LLP

Philadelphia, Pennsylvania
October 13, 2023

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets		
Investments at fair value	\$ 62,783,726	\$ 75,155,061
Notes receivable from participants	<u>1,581,102</u>	<u>1,632,032</u>
Total assets	64,364,828	76,787,093
Liabilities	<u>-</u>	<u>-</u>
Net assets available for benefits	<u>\$ 64,364,828</u>	<u>\$ 76,787,093</u>

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2022 and 2021

	2022	2021
Additions		
Investment income (loss):		
Interest and dividends	\$ 1,831,201	\$ 2,835,821
Net (depreciation) appreciation in fair value of investments	(13,324,040)	7,018,343
Net investment (loss) income	(11,492,839)	9,854,164
Interest income on notes receivable from participants	71,267	77,677
Contributions:		
Employer	3,200,304	2,117,425
Participants	3,974,792	3,877,824
Rollover	84,051	393,057
Total contributions	7,259,147	6,388,306
Net additions	(4,162,425)	16,320,147
Deductions		
Benefits paid to participants	7,915,732	10,818,594
Administrative expenses	104,299	111,131
Total deductions	8,020,031	10,929,725
Net Transfers (Note 11)	(239,809)	(69,514)
Net (decrease) increase	(12,422,265)	5,320,908
Net Assets Available for Benefits		
Beginning of year	76,787,093	71,466,185
End of year	\$ 64,364,828	\$ 76,787,093

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements

December 31, 2022 and 2021

1. Description of the Plan

The following description of the SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan that commenced February 28, 1992, covering hourly union nonexempt workers employed at the following SKF USA Inc. (the Company) locations: SKF/Aeroengine, Jamestown and Falconer Plants; SKF Seals Division Elgin, Seneca and Hobart Plants, SKF Lubrication Division Plant and the Kaydon Bearings Division Plants. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Pension and Benefits Committee (Committee) is responsible for the oversight of the Plan. Management determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Committee.

The Plan was amended and restated effective January 1, 2016.

Contributions

Each year, participants may contribute 2% to 50% of pre-tax annual compensation, as defined by the Plan up to the maximum limits of the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also transfer amounts representing eligible distributions from other qualified plans (rollover). The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 5% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. The Plan was amended as of January 1, 2020 requiring the Company to make contributions, as defined, of 4% to 7% of a participant's total compensation for certain locations, as defined. Participants direct the investment of all contributions into various investment options offered by the Plan.

Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's eligible wages. Certain participants, as defined, are eligible to receive an annual discretionary Company contribution. There were no discretionary contributions made for the for the plan years ended December 31, 2022 and 2021. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Participant Accounts

Each participant's account is credited with the participant's contribution and the Company's matching and discretionary contributions, as applicable, and an allocation of the Plan's earnings. Participants are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their voluntary contributions and Company match plus actual earnings thereon and vest in their discretionary Company contributions at various points based on location and years of credited service.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Payment of Benefits

In event of death, disability, termination or retirement, a participant or beneficiary may elect to receive a lump-sum amount equal to the vested interest in the participant's account, roll over the amount into an Individual Retirement Account (IRA) or other qualified plan, or maintain the balance in the Plan until the April 1st following the year in which the participant reaches age 72, if the balance is greater than \$5,000. If the balance is greater than \$1,000, but less than \$5,000, and the participant has not made an election, the Plan will roll over the account into an IRA. If the balance is less than \$1,000, the Plan will automatically distribute the account balance to the participant. The Plan provides that under certain restricted conditions, participants may withdraw their vested account balance, or portion thereof without penalty, in accordance with the IRC.

Notes Receivable From Participants

Participants, excluding those from the Elgin, Hobart Seneca and Franklin locations may borrow from their fund accounts a minimum of \$1,000, up to a maximum of 50% of their vested account balance or \$50,000, whichever is less. A fixed rate of interest adjusted monthly is determined by the prime rate of interest plus 1% (ranging from 4.25% to 9.25% at December 31, 2022) as published on the first of the month in the Wall Street Journal. Interest payments are credited to the participant's account when received. Notes are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions. Terms range from one to five years or greater for the purchase of a primary residence.

Forfeited Accounts

When certain terminations of participation in the Plan occur, the nonvested portion of the participant's account, as defined, represents a forfeiture. Company discretionary contributions that are forfeited are used to reduce the amount of future Company discretionary contributions. At December 31, 2022 and 2021, available forfeited nonvested accounts totaled \$50,207 and \$35,740, respectively. In 2022 and 2021, \$0 and \$2,917 in forfeitures were used to offset the Company discretionary contribution, respectively.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

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

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and expensed when they are incurred. Interest income is recorded on the accrual basis. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. No allowance for credit losses has been recorded as of December 31, 2022 and 2021.

Expenses

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

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events for recognition or disclosure through October 13, 2023, the date the financial statements were available to be issued.

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2025 and beyond. Plan management is evaluating the impact of the adoption and implementation of this legislation on the Plan.

3. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance 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 other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Money market fund is valued at the quoted net asset value (NAV) of shares held by the Plan at year-end.

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 50,207	-	-	\$ 50,207
Mutual funds	31,805,762	-	-	31,805,762
Total assets in fair value hierarchy	<u>\$ 31,855,969</u>	<u>\$ -</u>	<u>\$ -</u>	31,855,969
Investments measured at net asset value (a)				<u>30,927,757</u>
Total investments at fair value				<u>\$ 62,783,726</u>

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Assets at Fair Value as of December 31, 2021				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 35,740	\$ -	\$ -	\$ 35,740
Mutual funds	42,258,139	-	-	42,258,139
Total assets in fair value hierarchy	<u>\$ 42,293,879</u>	<u>\$ -</u>	<u>\$ -</u>	42,293,879
Investments measured at net asset value (a)				<u>32,861,182</u>
Total investments at fair value				<u>\$ 75,155,061</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Investments Measured Using NAV per Shares Practical Expedient

The following table summarizes investments for which fair value is measured using NAV per share practical expedient as of December 31, 2022 and 2021, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2022				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 7,269,631	None	Daily	N/A
Vanguard Target Retirement Trusts II	23,658,126	None	Daily	N/A
December 31, 2021				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 5,254,095	None	Daily	N/A
Vanguard Target Retirement Trusts II	27,607,087	None	Daily	N/A

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

4. Related-Party and Party In Interest Transactions

Certain of the Plan's investments are managed by the Vanguard Group, an affiliate of Vanguard, the trustee. Fees incurred by the Plan for the investment manager services are included in net (depreciation) appreciation in the fair value of the investment, as they are paid through revenue sharing, rather than a direct payment. Additionally, the Plan issues loans to participants, which are secured by the participant's account balances. These transactions qualify as related-party and party in interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

5. Plan Termination

Although it has not expressed any intent to do so, the Company has the right to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in Company discretionary contributions.

6. Tax Status

The IRS has determined and informed the Company by a letter, dated November 13, 2017, that the Plan is designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in accordance with the applicable requirements of the IRC. As a result, the plan administrator believes that the Plan is qualified and the trust is tax exempt.

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

7. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits. As of December 31, 2022 and 2021, the Plan had investments of \$14,295,031 and \$9,455,448, respectively, that were concentrated in two and one funds, respectively.

8. Information Certified by Trustee

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA for 2022 and 2021. Accordingly, Vanguard, the trustee of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021, and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2022 and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2022 and 2021.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits on the financial statements to Form 5500 at December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits on the financial statements	\$ 64,364,828	\$ 76,787,093
Deemed distributions	<u>(58,063)</u>	<u>(54,709)</u>
Net assets available for benefits on Form 5500	<u>\$ 64,306,765</u>	<u>\$ 76,732,384</u>

The following is a reconciliation of the decrease in net assets available for benefits on the financial statements to Form 5500 for the year ended December 31, 2022:

Decrease in net assets available for benefits on the financial statements	\$ (12,422,264)
Change in deemed distributions at December 31	<u>(3,355)</u>
Total decrease in net assets available for benefits on the Form 5500	<u>\$ (12,425,619)</u>

10. Transfers

During 2022 and 2021, \$239,809 and \$182,488, respectively, of plan assets were transferred out of the Plan and into the SKF USA Inc. 401(k) Retirement and Savings Plan. During 2022 and 2021, \$0 and \$112,974, respectively, of plan assets transferred into the Plan from the SKF USA Inc. 401(k) Retirement and Savings Plan. These transfers occur due to a participant either joining or leaving a union.

11. Delinquent Participant Contributions

For the year ended December 31, 2022, the Company did not remit certain participant contributions to the Plan on a timely basis as defined by the Department of Labor's Rules and Regulations for Reporting and Delinquent Participant Contributions Disclosure under ERISA. Untimely remittances identified on Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions, which totaled \$334,380, were self-corrected in 2022. Additionally, the Company has compensated participants for lost earnings resulting from the delay in contributions.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions

EIN: 23-1043740 Plan Number: 015

Year Ended December 31, 2022

Participant Contributions Transferred Late to the Plan (1)	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	
\$ 334,380	\$ -	\$ 334,380	\$ -	\$ -

(1) Amount does include participant loan repayments.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

EIN: 23-1043740 Plan Number: 015

December 31, 2022

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Money Market Fund			
*	Vanguard	Vanguard Cash Reserves Federal Money Market Fund Admiral Shares	N/R	\$ 50,207
	Mutual Funds			
*	Vanguard	Vanguard PRIMECAP Fund	N/R	7,025,400
*	Vanguard	Vanguard Windsor II Fund	N/R	5,118,822
*	Vanguard	Vanguard Wellington Fund	N/R	5,001,163
*	Vanguard	Vanguard Total Bond Market Index Fund	N/R	3,130,942
*	Vanguard	Vanguard U.S. Growth Fund	N/R	1,794,061
*	Vanguard	Vanguard Developed Markets Index Fund	N/R	2,661,125
*	Vanguard	Vanguard Institutional Index Fund	N/R	2,871,052
*	Vanguard	Vanguard Mid-Cap Index Fund	N/R	1,248,781
*	Vanguard	Vanguard Materials Index Fund	N/R	1,515,217
*	Vanguard	Vanguard Small-Cap Index Fund	N/R	1,003,862
	Dodge & Cox	Dodge & Cox Income Fund	N/R	131,633
	Deutsche	Deutsche Real Estate Securities Fund	N/R	119,716
	Hartford	Hartford Schroders US Sm Cap Opportunity Fund	N/R	130,147
	William Blair	William Blair Emerging Markets Leaders Fund	N/R	20,777
	Templeton	Templeton Global Bond Fund	N/R	14,559
	MFS	MFS International Value Fund	N/R	18,505
		Total mutual funds		31,805,762
	Collective Trusts			
*	Vanguard	Vanguard Retirement Savings Trust III	N/R	7,269,631
*	Vanguard	Vanguard Target Retirement 2020 Trust II	N/R	3,758,763
*	Vanguard	Vanguard Target Retirement 2025 Trust II	N/R	4,406,598
*	Vanguard	Vanguard Target Retirement 2030 Trust II	N/R	3,890,033
*	Vanguard	Vanguard Target Retirement 2035 Trust II	N/R	2,763,571
*	Vanguard	Vanguard Target Retirement 2040 Trust II	N/R	2,172,798
*	Vanguard	Vanguard Target Retirement 2045 Trust II	N/R	1,320,981
*	Vanguard	Vanguard Target Retirement 2050 Trust II	N/R	1,324,114
*	Vanguard	Vanguard Target Retirement 2055 Trust II	N/R	963,832
*	Vanguard	Vanguard Target Retirement 2060 Trust II	N/R	1,347,427
*	Vanguard	Vanguard Target Retirement 2065 Trust II	N/R	661,662
*	Vanguard	Vanguard Target Retirement 2070 Trust II	N/R	2,862
*	Vanguard	Vanguard Target Retirement Income Trust II	N/R	1,045,485
		Total collective trusts		30,927,757
		Total investments at fair value		62,783,726
*	Participants Loans	Interest rates: 4.25% to 9.25%	\$0	1,581,102
				<u>\$ 64,364,828</u>

* A party in interest as defined by ERISA

N/R - participant directed investment, cost not required to be reported

**SKF USA Inc.
401(k) Retirement and Savings Plan
for Union Employees**

Financial Statements and
Supplementary Information

December 31, 2022 and 2021

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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December 31, 2022 and 2021

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Independent Auditors' Report

To the Participants and Plan Administrator of
SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

We have performed audits of the financial statements of SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL'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 ended December 31, 2022 and 2021, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion

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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions and Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year), are presented for purposes of additional analysis and are not required parts of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Baker Tilly US, LLP

Philadelphia, Pennsylvania
October 13, 2023

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets		
Investments at fair value	\$ 62,783,726	\$ 75,155,061
Notes receivable from participants	<u>1,581,102</u>	<u>1,632,032</u>
Total assets	64,364,828	76,787,093
Liabilities	<u>-</u>	<u>-</u>
Net assets available for benefits	<u>\$ 64,364,828</u>	<u>\$ 76,787,093</u>

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2022 and 2021

	2022	2021
Additions		
Investment income (loss):		
Interest and dividends	\$ 1,831,201	\$ 2,835,821
Net (depreciation) appreciation in fair value of investments	(13,324,040)	7,018,343
Net investment (loss) income	(11,492,839)	9,854,164
Interest income on notes receivable from participants	71,267	77,677
Contributions:		
Employer	3,200,304	2,117,425
Participants	3,974,792	3,877,824
Rollover	84,051	393,057
Total contributions	7,259,147	6,388,306
Net additions	(4,162,425)	16,320,147
Deductions		
Benefits paid to participants	7,915,732	10,818,594
Administrative expenses	104,299	111,131
Total deductions	8,020,031	10,929,725
Net Transfers (Note 11)	(239,809)	(69,514)
Net (decrease) increase	(12,422,265)	5,320,908
Net Assets Available for Benefits		
Beginning of year	76,787,093	71,466,185
End of year	\$ 64,364,828	\$ 76,787,093

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

1. Description of the Plan

The following description of the SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan that commenced February 28, 1992, covering hourly union nonexempt workers employed at the following SKF USA Inc. (the Company) locations: SKF/Aeroengine, Jamestown and Falconer Plants; SKF Seals Division Elgin, Seneca and Hobart Plants, SKF Lubrication Division Plant and the Kaydon Bearings Division Plants. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Pension and Benefits Committee (Committee) is responsible for the oversight of the Plan. Management determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Committee.

The Plan was amended and restated effective January 1, 2016.

Contributions

Each year, participants may contribute 2% to 50% of pre-tax annual compensation, as defined by the Plan up to the maximum limits of the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also transfer amounts representing eligible distributions from other qualified plans (rollover). The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 5% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. The Plan was amended as of January 1, 2020 requiring the Company to make contributions, as defined, of 4% to 7% of a participant's total compensation for certain locations, as defined. Participants direct the investment of all contributions into various investment options offered by the Plan.

Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's eligible wages. Certain participants, as defined, are eligible to receive an annual discretionary Company contribution. There were no discretionary contributions made for the for the plan years ended December 31, 2022 and 2021. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Participant Accounts

Each participant's account is credited with the participant's contribution and the Company's matching and discretionary contributions, as applicable, and an allocation of the Plan's earnings. Participants are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their voluntary contributions and Company match plus actual earnings thereon and vest in their discretionary Company contributions at various points based on location and years of credited service.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Payment of Benefits

In event of death, disability, termination or retirement, a participant or beneficiary may elect to receive a lump-sum amount equal to the vested interest in the participant's account, roll over the amount into an Individual Retirement Account (IRA) or other qualified plan, or maintain the balance in the Plan until the April 1st following the year in which the participant reaches age 72, if the balance is greater than \$5,000. If the balance is greater than \$1,000, but less than \$5,000, and the participant has not made an election, the Plan will roll over the account into an IRA. If the balance is less than \$1,000, the Plan will automatically distribute the account balance to the participant. The Plan provides that under certain restricted conditions, participants may withdraw their vested account balance, or portion thereof without penalty, in accordance with the IRC.

Notes Receivable From Participants

Participants, excluding those from the Elgin, Hobart Seneca and Franklin locations may borrow from their fund accounts a minimum of \$1,000, up to a maximum of 50% of their vested account balance or \$50,000, whichever is less. A fixed rate of interest adjusted monthly is determined by the prime rate of interest plus 1% (ranging from 4.25% to 9.25% at December 31, 2022) as published on the first of the month in the Wall Street Journal. Interest payments are credited to the participant's account when received. Notes are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions. Terms range from one to five years or greater for the purchase of a primary residence.

Forfeited Accounts

When certain terminations of participation in the Plan occur, the nonvested portion of the participant's account, as defined, represents a forfeiture. Company discretionary contributions that are forfeited are used to reduce the amount of future Company discretionary contributions. At December 31, 2022 and 2021, available forfeited nonvested accounts totaled \$50,207 and \$35,740, respectively. In 2022 and 2021, \$0 and \$2,917 in forfeitures were used to offset the Company discretionary contribution, respectively.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

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

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and expensed when they are incurred. Interest income is recorded on the accrual basis. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. No allowance for credit losses has been recorded as of December 31, 2022 and 2021.

Expenses

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

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events for recognition or disclosure through October 13, 2023, the date the financial statements were available to be issued.

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2025 and beyond. Plan management is evaluating the impact of the adoption and implementation of this legislation on the Plan.

3. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance 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 other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Money market fund is valued at the quoted net asset value (NAV) of shares held by the Plan at year-end.

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 50,207	-	-	\$ 50,207
Mutual funds	31,805,762	-	-	31,805,762
Total assets in fair value hierarchy	<u>\$ 31,855,969</u>	<u>\$ -</u>	<u>\$ -</u>	31,855,969
Investments measured at net asset value (a)				<u>30,927,757</u>
Total investments at fair value				<u>\$ 62,783,726</u>

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Assets at Fair Value as of December 31, 2021				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 35,740	\$ -	\$ -	\$ 35,740
Mutual funds	42,258,139	-	-	42,258,139
Total assets in fair value hierarchy	<u>\$ 42,293,879</u>	<u>\$ -</u>	<u>\$ -</u>	42,293,879
Investments measured at net asset value (a)				<u>32,861,182</u>
Total investments at fair value				<u>\$ 75,155,061</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Investments Measured Using NAV per Shares Practical Expedient

The following table summarizes investments for which fair value is measured using NAV per share practical expedient as of December 31, 2022 and 2021, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2022				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 7,269,631	None	Daily	N/A
Vanguard Target Retirement Trusts II	23,658,126	None	Daily	N/A
December 31, 2021				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 5,254,095	None	Daily	N/A
Vanguard Target Retirement Trusts II	27,607,087	None	Daily	N/A

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements

December 31, 2022 and 2021

4. Related-Party and Party In Interest Transactions

Certain of the Plan's investments are managed by the Vanguard Group, an affiliate of Vanguard, the trustee. Fees incurred by the Plan for the investment manager services are included in net (depreciation) appreciation in the fair value of the investment, as they are paid through revenue sharing, rather than a direct payment. Additionally, the Plan issues loans to participants, which are secured by the participant's account balances. These transactions qualify as related-party and party in interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

5. Plan Termination

Although it has not expressed any intent to do so, the Company has the right to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in Company discretionary contributions.

6. Tax Status

The IRS has determined and informed the Company by a letter, dated November 13, 2017, that the Plan is designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in accordance with the applicable requirements of the IRC. As a result, the plan administrator believes that the Plan is qualified and the trust is tax exempt.

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

7. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits. As of December 31, 2022 and 2021, the Plan had investments of \$14,295,031 and \$9,455,448, respectively, that were concentrated in two and one funds, respectively.

8. Information Certified by Trustee

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA for 2022 and 2021. Accordingly, Vanguard, the trustee of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021, and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2022 and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2022 and 2021.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits on the financial statements to Form 5500 at December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits on the financial statements	\$ 64,364,828	\$ 76,787,093
Deemed distributions	<u>(58,063)</u>	<u>(54,709)</u>
Net assets available for benefits on Form 5500	<u>\$ 64,306,765</u>	<u>\$ 76,732,384</u>

The following is a reconciliation of the decrease in net assets available for benefits on the financial statements to Form 5500 for the year ended December 31, 2022:

Decrease in net assets available for benefits on the financial statements	\$ (12,422,264)
Change in deemed distributions at December 31	<u>(3,355)</u>
Total decrease in net assets available for benefits on the Form 5500	<u>\$ (12,425,619)</u>

10. Transfers

During 2022 and 2021, \$239,809 and \$182,488, respectively, of plan assets were transferred out of the Plan and into the SKF USA Inc. 401(k) Retirement and Savings Plan. During 2022 and 2021, \$0 and \$112,974, respectively, of plan assets transferred into the Plan from the SKF USA Inc. 401(k) Retirement and Savings Plan. These transfers occur due to a participant either joining or leaving a union.

11. Delinquent Participant Contributions

For the year ended December 31, 2022, the Company did not remit certain participant contributions to the Plan on a timely basis as defined by the Department of Labor's Rules and Regulations for Reporting and Delinquent Participant Contributions Disclosure under ERISA. Untimely remittances identified on Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions, which totaled \$334,380, were self-corrected in 2022. Additionally, the Company has compensated participants for lost earnings resulting from the delay in contributions.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions

EIN: 23-1043740 Plan Number: 015

Year Ended December 31, 2022

Participant Contributions Transferred Late to the Plan (1)	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	
\$ 334,380	\$ -	\$ 334,380	\$ -	\$ -

(1) Amount does include participant loan repayments.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

EIN: 23-1043740 Plan Number: 015

December 31, 2022

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Money Market Fund			
*	Vanguard	Vanguard Cash Reserves Federal Money Market Fund Admiral Shares	N/R	\$ 50,207
	Mutual Funds			
*	Vanguard	Vanguard PRIMECAP Fund	N/R	7,025,400
*	Vanguard	Vanguard Windsor II Fund	N/R	5,118,822
*	Vanguard	Vanguard Wellington Fund	N/R	5,001,163
*	Vanguard	Vanguard Total Bond Market Index Fund	N/R	3,130,942
*	Vanguard	Vanguard U.S. Growth Fund	N/R	1,794,061
*	Vanguard	Vanguard Developed Markets Index Fund	N/R	2,661,125
*	Vanguard	Vanguard Institutional Index Fund	N/R	2,871,052
*	Vanguard	Vanguard Mid-Cap Index Fund	N/R	1,248,781
*	Vanguard	Vanguard Materials Index Fund	N/R	1,515,217
*	Vanguard	Vanguard Small-Cap Index Fund	N/R	1,003,862
	Dodge & Cox	Dodge & Cox Income Fund	N/R	131,633
	Deutsche	Deutsche Real Estate Securities Fund	N/R	119,716
	Hartford	Hartford Schroders US Sm Cap Opportunity Fund	N/R	130,147
	William Blair	William Blair Emerging Markets Leaders Fund	N/R	20,777
	Templeton	Templeton Global Bond Fund	N/R	14,559
	MFS	MFS International Value Fund	N/R	18,505
		Total mutual funds		31,805,762
	Collective Trusts			
*	Vanguard	Vanguard Retirement Savings Trust III	N/R	7,269,631
*	Vanguard	Vanguard Target Retirement 2020 Trust II	N/R	3,758,763
*	Vanguard	Vanguard Target Retirement 2025 Trust II	N/R	4,406,598
*	Vanguard	Vanguard Target Retirement 2030 Trust II	N/R	3,890,033
*	Vanguard	Vanguard Target Retirement 2035 Trust II	N/R	2,763,571
*	Vanguard	Vanguard Target Retirement 2040 Trust II	N/R	2,172,798
*	Vanguard	Vanguard Target Retirement 2045 Trust II	N/R	1,320,981
*	Vanguard	Vanguard Target Retirement 2050 Trust II	N/R	1,324,114
*	Vanguard	Vanguard Target Retirement 2055 Trust II	N/R	963,832
*	Vanguard	Vanguard Target Retirement 2060 Trust II	N/R	1,347,427
*	Vanguard	Vanguard Target Retirement 2065 Trust II	N/R	661,662
*	Vanguard	Vanguard Target Retirement 2070 Trust II	N/R	2,862
*	Vanguard	Vanguard Target Retirement Income Trust II	N/R	1,045,485
		Total collective trusts		30,927,757
		Total investments at fair value		62,783,726
*	Participants Loans	Interest rates: 4.25% to 9.25%	\$0	1,581,102
				<u>\$ 64,364,828</u>

* A party in interest as defined by ERISA

N/R - participant directed investment, cost not required to be reported

SKF USA Inc.
401(k) Retirement and Savings Plan
for Union Employees

Financial Statements and
Supplementary Information

December 31, 2022 and 2021

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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December 31, 2022 and 2021

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Independent Auditors' Report

To the Participants and Plan Administrator of
SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

We have performed audits of the financial statements of SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL'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 ended December 31, 2022 and 2021, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion

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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions and Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year), are presented for purposes of additional analysis and are not required parts of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Baker Tilly US, LLP

Philadelphia, Pennsylvania
October 13, 2023

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets		
Investments at fair value	\$ 62,783,726	\$ 75,155,061
Notes receivable from participants	<u>1,581,102</u>	<u>1,632,032</u>
Total assets	64,364,828	76,787,093
Liabilities	<u>-</u>	<u>-</u>
Net assets available for benefits	<u>\$ 64,364,828</u>	<u>\$ 76,787,093</u>

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2022 and 2021

	2022	2021
Additions		
Investment income (loss):		
Interest and dividends	\$ 1,831,201	\$ 2,835,821
Net (depreciation) appreciation in fair value of investments	(13,324,040)	7,018,343
Net investment (loss) income	(11,492,839)	9,854,164
Interest income on notes receivable from participants	71,267	77,677
Contributions:		
Employer	3,200,304	2,117,425
Participants	3,974,792	3,877,824
Rollover	84,051	393,057
Total contributions	7,259,147	6,388,306
Net additions	(4,162,425)	16,320,147
Deductions		
Benefits paid to participants	7,915,732	10,818,594
Administrative expenses	104,299	111,131
Total deductions	8,020,031	10,929,725
Net Transfers (Note 11)	(239,809)	(69,514)
Net (decrease) increase	(12,422,265)	5,320,908
Net Assets Available for Benefits		
Beginning of year	76,787,093	71,466,185
End of year	\$ 64,364,828	\$ 76,787,093

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements

December 31, 2022 and 2021

1. Description of the Plan

The following description of the SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan that commenced February 28, 1992, covering hourly union nonexempt workers employed at the following SKF USA Inc. (the Company) locations: SKF/Aeroengine, Jamestown and Falconer Plants; SKF Seals Division Elgin, Seneca and Hobart Plants, SKF Lubrication Division Plant and the Kaydon Bearings Division Plants. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Pension and Benefits Committee (Committee) is responsible for the oversight of the Plan. Management determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Committee.

The Plan was amended and restated effective January 1, 2016.

Contributions

Each year, participants may contribute 2% to 50% of pre-tax annual compensation, as defined by the Plan up to the maximum limits of the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also transfer amounts representing eligible distributions from other qualified plans (rollover). The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 5% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. The Plan was amended as of January 1, 2020 requiring the Company to make contributions, as defined, of 4% to 7% of a participant's total compensation for certain locations, as defined. Participants direct the investment of all contributions into various investment options offered by the Plan.

Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's eligible wages. Certain participants, as defined, are eligible to receive an annual discretionary Company contribution. There were no discretionary contributions made for the for the plan years ended December 31, 2022 and 2021. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Participant Accounts

Each participant's account is credited with the participant's contribution and the Company's matching and discretionary contributions, as applicable, and an allocation of the Plan's earnings. Participants are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their voluntary contributions and Company match plus actual earnings thereon and vest in their discretionary Company contributions at various points based on location and years of credited service.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Payment of Benefits

In event of death, disability, termination or retirement, a participant or beneficiary may elect to receive a lump-sum amount equal to the vested interest in the participant's account, roll over the amount into an Individual Retirement Account (IRA) or other qualified plan, or maintain the balance in the Plan until the April 1st following the year in which the participant reaches age 72, if the balance is greater than \$5,000. If the balance is greater than \$1,000, but less than \$5,000, and the participant has not made an election, the Plan will roll over the account into an IRA. If the balance is less than \$1,000, the Plan will automatically distribute the account balance to the participant. The Plan provides that under certain restricted conditions, participants may withdraw their vested account balance, or portion thereof without penalty, in accordance with the IRC.

Notes Receivable From Participants

Participants, excluding those from the Elgin, Hobart Seneca and Franklin locations may borrow from their fund accounts a minimum of \$1,000, up to a maximum of 50% of their vested account balance or \$50,000, whichever is less. A fixed rate of interest adjusted monthly is determined by the prime rate of interest plus 1% (ranging from 4.25% to 9.25% at December 31, 2022) as published on the first of the month in the Wall Street Journal. Interest payments are credited to the participant's account when received. Notes are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions. Terms range from one to five years or greater for the purchase of a primary residence.

Forfeited Accounts

When certain terminations of participation in the Plan occur, the nonvested portion of the participant's account, as defined, represents a forfeiture. Company discretionary contributions that are forfeited are used to reduce the amount of future Company discretionary contributions. At December 31, 2022 and 2021, available forfeited nonvested accounts totaled \$50,207 and \$35,740, respectively. In 2022 and 2021, \$0 and \$2,917 in forfeitures were used to offset the Company discretionary contribution, respectively.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

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

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and expensed when they are incurred. Interest income is recorded on the accrual basis. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. No allowance for credit losses has been recorded as of December 31, 2022 and 2021.

Expenses

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

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events for recognition or disclosure through October 13, 2023, the date the financial statements were available to be issued.

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2025 and beyond. Plan management is evaluating the impact of the adoption and implementation of this legislation on the Plan.

3. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance 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 other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Money market fund is valued at the quoted net asset value (NAV) of shares held by the Plan at year-end.

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 50,207	-	-	\$ 50,207
Mutual funds	31,805,762	-	-	31,805,762
Total assets in fair value hierarchy	<u>\$ 31,855,969</u>	<u>\$ -</u>	<u>\$ -</u>	31,855,969
Investments measured at net asset value (a)				<u>30,927,757</u>
Total investments at fair value				<u>\$ 62,783,726</u>

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Assets at Fair Value as of December 31, 2021				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 35,740	\$ -	\$ -	\$ 35,740
Mutual funds	42,258,139	-	-	42,258,139
Total assets in fair value hierarchy	<u>\$ 42,293,879</u>	<u>\$ -</u>	<u>\$ -</u>	42,293,879
Investments measured at net asset value (a)				<u>32,861,182</u>
Total investments at fair value				<u>\$ 75,155,061</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Investments Measured Using NAV per Shares Practical Expedient

The following table summarizes investments for which fair value is measured using NAV per share practical expedient as of December 31, 2022 and 2021, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2022				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 7,269,631	None	Daily	N/A
Vanguard Target Retirement Trusts II	23,658,126	None	Daily	N/A
December 31, 2021				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 5,254,095	None	Daily	N/A
Vanguard Target Retirement Trusts II	27,607,087	None	Daily	N/A

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

4. Related-Party and Party In Interest Transactions

Certain of the Plan's investments are managed by the Vanguard Group, an affiliate of Vanguard, the trustee. Fees incurred by the Plan for the investment manager services are included in net (depreciation) appreciation in the fair value of the investment, as they are paid through revenue sharing, rather than a direct payment. Additionally, the Plan issues loans to participants, which are secured by the participant's account balances. These transactions qualify as related-party and party in interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

5. Plan Termination

Although it has not expressed any intent to do so, the Company has the right to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in Company discretionary contributions.

6. Tax Status

The IRS has determined and informed the Company by a letter, dated November 13, 2017, that the Plan is designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in accordance with the applicable requirements of the IRC. As a result, the plan administrator believes that the Plan is qualified and the trust is tax exempt.

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

7. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits. As of December 31, 2022 and 2021, the Plan had investments of \$14,295,031 and \$9,455,448, respectively, that were concentrated in two and one funds, respectively.

8. Information Certified by Trustee

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA for 2022 and 2021. Accordingly, Vanguard, the trustee of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021, and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2022 and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2022 and 2021.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements

December 31, 2022 and 2021

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits on the financial statements to Form 5500 at December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits on the financial statements	\$ 64,364,828	\$ 76,787,093
Deemed distributions	<u>(58,063)</u>	<u>(54,709)</u>
Net assets available for benefits on Form 5500	<u>\$ 64,306,765</u>	<u>\$ 76,732,384</u>

The following is a reconciliation of the decrease in net assets available for benefits on the financial statements to Form 5500 for the year ended December 31, 2022:

Decrease in net assets available for benefits on the financial statements	\$ (12,422,264)
Change in deemed distributions at December 31	<u>(3,355)</u>
Total decrease in net assets available for benefits on the Form 5500	<u>\$ (12,425,619)</u>

10. Transfers

During 2022 and 2021, \$239,809 and \$182,488, respectively, of plan assets were transferred out of the Plan and into the SKF USA Inc. 401(k) Retirement and Savings Plan. During 2022 and 2021, \$0 and \$112,974, respectively, of plan assets transferred into the Plan from the SKF USA Inc. 401(k) Retirement and Savings Plan. These transfers occur due to a participant either joining or leaving a union.

11. Delinquent Participant Contributions

For the year ended December 31, 2022, the Company did not remit certain participant contributions to the Plan on a timely basis as defined by the Department of Labor's Rules and Regulations for Reporting and Delinquent Participant Contributions Disclosure under ERISA. Untimely remittances identified on Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions, which totaled \$334,380, were self-corrected in 2022. Additionally, the Company has compensated participants for lost earnings resulting from the delay in contributions.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions

EIN: 23-1043740 Plan Number: 015

Year Ended December 31, 2022

Participant Contributions Transferred Late to the Plan (1)	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	
\$ 334,380	\$ -	\$ 334,380	\$ -	\$ -

(1) Amount does include participant loan repayments.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

EIN: 23-1043740 Plan Number: 015

December 31, 2022

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Money Market Fund			
*	Vanguard	Vanguard Cash Reserves Federal Money Market Fund Admiral Shares	N/R	\$ 50,207
	Mutual Funds			
*	Vanguard	Vanguard PRIMECAP Fund	N/R	7,025,400
*	Vanguard	Vanguard Windsor II Fund	N/R	5,118,822
*	Vanguard	Vanguard Wellington Fund	N/R	5,001,163
*	Vanguard	Vanguard Total Bond Market Index Fund	N/R	3,130,942
*	Vanguard	Vanguard U.S. Growth Fund	N/R	1,794,061
*	Vanguard	Vanguard Developed Markets Index Fund	N/R	2,661,125
*	Vanguard	Vanguard Institutional Index Fund	N/R	2,871,052
*	Vanguard	Vanguard Mid-Cap Index Fund	N/R	1,248,781
*	Vanguard	Vanguard Materials Index Fund	N/R	1,515,217
*	Vanguard	Vanguard Small-Cap Index Fund	N/R	1,003,862
	Dodge & Cox	Dodge & Cox Income Fund	N/R	131,633
	Deutsche	Deutsche Real Estate Securities Fund	N/R	119,716
	Hartford	Hartford Schroders US Sm Cap Opportunity Fund	N/R	130,147
	William Blair	William Blair Emerging Markets Leaders Fund	N/R	20,777
	Templeton	Templeton Global Bond Fund	N/R	14,559
	MFS	MFS International Value Fund	N/R	18,505
		Total mutual funds		31,805,762
	Collective Trusts			
*	Vanguard	Vanguard Retirement Savings Trust III	N/R	7,269,631
*	Vanguard	Vanguard Target Retirement 2020 Trust II	N/R	3,758,763
*	Vanguard	Vanguard Target Retirement 2025 Trust II	N/R	4,406,598
*	Vanguard	Vanguard Target Retirement 2030 Trust II	N/R	3,890,033
*	Vanguard	Vanguard Target Retirement 2035 Trust II	N/R	2,763,571
*	Vanguard	Vanguard Target Retirement 2040 Trust II	N/R	2,172,798
*	Vanguard	Vanguard Target Retirement 2045 Trust II	N/R	1,320,981
*	Vanguard	Vanguard Target Retirement 2050 Trust II	N/R	1,324,114
*	Vanguard	Vanguard Target Retirement 2055 Trust II	N/R	963,832
*	Vanguard	Vanguard Target Retirement 2060 Trust II	N/R	1,347,427
*	Vanguard	Vanguard Target Retirement 2065 Trust II	N/R	661,662
*	Vanguard	Vanguard Target Retirement 2070 Trust II	N/R	2,862
*	Vanguard	Vanguard Target Retirement Income Trust II	N/R	1,045,485
		Total collective trusts		30,927,757
		Total investments at fair value		62,783,726
*	Participants Loans	Interest rates: 4.25% to 9.25%	\$0	1,581,102
				<u>\$ 64,364,828</u>

* A party in interest as defined by ERISA

N/R - participant directed investment, cost not required to be reported

SKF USA Inc.
401(k) Retirement and Savings Plan
for Union Employees

Financial Statements and
Supplementary Information

December 31, 2022 and 2021

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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December 31, 2022 and 2021

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Independent Auditors' Report

To the Participants and Plan Administrator of
SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

We have performed audits of the financial statements of SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL'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 ended December 31, 2022 and 2021, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion

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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions and Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year), are presented for purposes of additional analysis and are not required parts of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Baker Tilly US, LLP

Philadelphia, Pennsylvania
October 13, 2023

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets		
Investments at fair value	\$ 62,783,726	\$ 75,155,061
Notes receivable from participants	<u>1,581,102</u>	<u>1,632,032</u>
Total assets	64,364,828	76,787,093
Liabilities	<u>-</u>	<u>-</u>
Net assets available for benefits	<u>\$ 64,364,828</u>	<u>\$ 76,787,093</u>

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2022 and 2021

	2022	2021
Additions		
Investment income (loss):		
Interest and dividends	\$ 1,831,201	\$ 2,835,821
Net (depreciation) appreciation in fair value of investments	(13,324,040)	7,018,343
Net investment (loss) income	(11,492,839)	9,854,164
Interest income on notes receivable from participants	71,267	77,677
Contributions:		
Employer	3,200,304	2,117,425
Participants	3,974,792	3,877,824
Rollover	84,051	393,057
Total contributions	7,259,147	6,388,306
Net additions	(4,162,425)	16,320,147
Deductions		
Benefits paid to participants	7,915,732	10,818,594
Administrative expenses	104,299	111,131
Total deductions	8,020,031	10,929,725
Net Transfers (Note 11)	(239,809)	(69,514)
Net (decrease) increase	(12,422,265)	5,320,908
Net Assets Available for Benefits		
Beginning of year	76,787,093	71,466,185
End of year	\$ 64,364,828	\$ 76,787,093

See notes to financial statements

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

1. Description of the Plan

The following description of the SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan that commenced February 28, 1992, covering hourly union nonexempt workers employed at the following SKF USA Inc. (the Company) locations: SKF/Aeroengine, Jamestown and Falconer Plants; SKF Seals Division Elgin, Seneca and Hobart Plants, SKF Lubrication Division Plant and the Kaydon Bearings Division Plants. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Pension and Benefits Committee (Committee) is responsible for the oversight of the Plan. Management determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Committee.

The Plan was amended and restated effective January 1, 2016.

Contributions

Each year, participants may contribute 2% to 50% of pre-tax annual compensation, as defined by the Plan up to the maximum limits of the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also transfer amounts representing eligible distributions from other qualified plans (rollover). The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 5% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. The Plan was amended as of January 1, 2020 requiring the Company to make contributions, as defined, of 4% to 7% of a participant's total compensation for certain locations, as defined. Participants direct the investment of all contributions into various investment options offered by the Plan.

Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's eligible wages. Certain participants, as defined, are eligible to receive an annual discretionary Company contribution. There were no discretionary contributions made for the for the plan years ended December 31, 2022 and 2021. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Participant Accounts

Each participant's account is credited with the participant's contribution and the Company's matching and discretionary contributions, as applicable, and an allocation of the Plan's earnings. Participants are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their voluntary contributions and Company match plus actual earnings thereon and vest in their discretionary Company contributions at various points based on location and years of credited service.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Payment of Benefits

In event of death, disability, termination or retirement, a participant or beneficiary may elect to receive a lump-sum amount equal to the vested interest in the participant's account, roll over the amount into an Individual Retirement Account (IRA) or other qualified plan, or maintain the balance in the Plan until the April 1st following the year in which the participant reaches age 72, if the balance is greater than \$5,000. If the balance is greater than \$1,000, but less than \$5,000, and the participant has not made an election, the Plan will roll over the account into an IRA. If the balance is less than \$1,000, the Plan will automatically distribute the account balance to the participant. The Plan provides that under certain restricted conditions, participants may withdraw their vested account balance, or portion thereof without penalty, in accordance with the IRC.

Notes Receivable From Participants

Participants, excluding those from the Elgin, Hobart Seneca and Franklin locations may borrow from their fund accounts a minimum of \$1,000, up to a maximum of 50% of their vested account balance or \$50,000, whichever is less. A fixed rate of interest adjusted monthly is determined by the prime rate of interest plus 1% (ranging from 4.25% to 9.25% at December 31, 2022) as published on the first of the month in the Wall Street Journal. Interest payments are credited to the participant's account when received. Notes are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions. Terms range from one to five years or greater for the purchase of a primary residence.

Forfeited Accounts

When certain terminations of participation in the Plan occur, the nonvested portion of the participant's account, as defined, represents a forfeiture. Company discretionary contributions that are forfeited are used to reduce the amount of future Company discretionary contributions. At December 31, 2022 and 2021, available forfeited nonvested accounts totaled \$50,207 and \$35,740, respectively. In 2022 and 2021, \$0 and \$2,917 in forfeitures were used to offset the Company discretionary contribution, respectively.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

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

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and expensed when they are incurred. Interest income is recorded on the accrual basis. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. No allowance for credit losses has been recorded as of December 31, 2022 and 2021.

Expenses

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

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events for recognition or disclosure through October 13, 2023, the date the financial statements were available to be issued.

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2025 and beyond. Plan management is evaluating the impact of the adoption and implementation of this legislation on the Plan.

3. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance 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 other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Money market fund is valued at the quoted net asset value (NAV) of shares held by the Plan at year-end.

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 50,207	-	-	\$ 50,207
Mutual funds	31,805,762	-	-	31,805,762
Total assets in fair value hierarchy	<u>\$ 31,855,969</u>	<u>\$ -</u>	<u>\$ -</u>	31,855,969
Investments measured at net asset value (a)				<u>30,927,757</u>
Total investments at fair value				<u>\$ 62,783,726</u>

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

Assets at Fair Value as of December 31, 2021				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 35,740	\$ -	\$ -	\$ 35,740
Mutual funds	42,258,139	-	-	42,258,139
Total assets in fair value hierarchy	<u>\$ 42,293,879</u>	<u>\$ -</u>	<u>\$ -</u>	42,293,879
Investments measured at net asset value (a)				<u>32,861,182</u>
Total investments at fair value				<u>\$ 75,155,061</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Investments Measured Using NAV per Shares Practical Expedient

The following table summarizes investments for which fair value is measured using NAV per share practical expedient as of December 31, 2022 and 2021, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2022				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 7,269,631	None	Daily	N/A
Vanguard Target Retirement Trusts II	23,658,126	None	Daily	N/A
December 31, 2021				
	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Vanguard Retirement Savings Trust III	\$ 5,254,095	None	Daily	N/A
Vanguard Target Retirement Trusts II	27,607,087	None	Daily	N/A

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements

December 31, 2022 and 2021

4. Related-Party and Party In Interest Transactions

Certain of the Plan's investments are managed by the Vanguard Group, an affiliate of Vanguard, the trustee. Fees incurred by the Plan for the investment manager services are included in net (depreciation) appreciation in the fair value of the investment, as they are paid through revenue sharing, rather than a direct payment. Additionally, the Plan issues loans to participants, which are secured by the participant's account balances. These transactions qualify as related-party and party in interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

5. Plan Termination

Although it has not expressed any intent to do so, the Company has the right to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in Company discretionary contributions.

6. Tax Status

The IRS has determined and informed the Company by a letter, dated November 13, 2017, that the Plan is designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in accordance with the applicable requirements of the IRC. As a result, the plan administrator believes that the Plan is qualified and the trust is tax exempt.

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

7. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits. As of December 31, 2022 and 2021, the Plan had investments of \$14,295,031 and \$9,455,448, respectively, that were concentrated in two and one funds, respectively.

8. Information Certified by Trustee

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA for 2022 and 2021. Accordingly, Vanguard, the trustee of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021, and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2022 and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2022 and 2021.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Notes to Financial Statements
December 31, 2022 and 2021

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits on the financial statements to Form 5500 at December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits on the financial statements	\$ 64,364,828	\$ 76,787,093
Deemed distributions	<u>(58,063)</u>	<u>(54,709)</u>
Net assets available for benefits on Form 5500	<u>\$ 64,306,765</u>	<u>\$ 76,732,384</u>

The following is a reconciliation of the decrease in net assets available for benefits on the financial statements to Form 5500 for the year ended December 31, 2022:

Decrease in net assets available for benefits on the financial statements	\$ (12,422,264)
Change in deemed distributions at December 31	<u>(3,355)</u>
Total decrease in net assets available for benefits on the Form 5500	<u>\$ (12,425,619)</u>

10. Transfers

During 2022 and 2021, \$239,809 and \$182,488, respectively, of plan assets were transferred out of the Plan and into the SKF USA Inc. 401(k) Retirement and Savings Plan. During 2022 and 2021, \$0 and \$112,974, respectively, of plan assets transferred into the Plan from the SKF USA Inc. 401(k) Retirement and Savings Plan. These transfers occur due to a participant either joining or leaving a union.

11. Delinquent Participant Contributions

For the year ended December 31, 2022, the Company did not remit certain participant contributions to the Plan on a timely basis as defined by the Department of Labor's Rules and Regulations for Reporting and Delinquent Participant Contributions Disclosure under ERISA. Untimely remittances identified on Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions, which totaled \$334,380, were self-corrected in 2022. Additionally, the Company has compensated participants for lost earnings resulting from the delay in contributions.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions

EIN: 23-1043740 Plan Number: 015

Year Ended December 31, 2022

Participant Contributions Transferred Late to the Plan (1)	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	
\$ 334,380	\$ -	\$ 334,380	\$ -	\$ -

(1) Amount does include participant loan repayments.

SKF USA Inc. 401(k) Retirement and Savings Plan for Union Employees

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

EIN: 23-1043740 Plan Number: 015

December 31, 2022

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Money Market Fund			
*	Vanguard	Vanguard Cash Reserves Federal Money Market Fund Admiral Shares	N/R	\$ 50,207
	Mutual Funds			
*	Vanguard	Vanguard PRIMECAP Fund	N/R	7,025,400
*	Vanguard	Vanguard Windsor II Fund	N/R	5,118,822
*	Vanguard	Vanguard Wellington Fund	N/R	5,001,163
*	Vanguard	Vanguard Total Bond Market Index Fund	N/R	3,130,942
*	Vanguard	Vanguard U.S. Growth Fund	N/R	1,794,061
*	Vanguard	Vanguard Developed Markets Index Fund	N/R	2,661,125
*	Vanguard	Vanguard Institutional Index Fund	N/R	2,871,052
*	Vanguard	Vanguard Mid-Cap Index Fund	N/R	1,248,781
*	Vanguard	Vanguard Materials Index Fund	N/R	1,515,217
*	Vanguard	Vanguard Small-Cap Index Fund	N/R	1,003,862
	Dodge & Cox	Dodge & Cox Income Fund	N/R	131,633
	Deutsche	Deutsche Real Estate Securities Fund	N/R	119,716
	Hartford	Hartford Schroders US Sm Cap Opportunity Fund	N/R	130,147
	William Blair	William Blair Emerging Markets Leaders Fund	N/R	20,777
	Templeton	Templeton Global Bond Fund	N/R	14,559
	MFS	MFS International Value Fund	N/R	18,505
		Total mutual funds		31,805,762
	Collective Trusts			
*	Vanguard	Vanguard Retirement Savings Trust III	N/R	7,269,631
*	Vanguard	Vanguard Target Retirement 2020 Trust II	N/R	3,758,763
*	Vanguard	Vanguard Target Retirement 2025 Trust II	N/R	4,406,598
*	Vanguard	Vanguard Target Retirement 2030 Trust II	N/R	3,890,033
*	Vanguard	Vanguard Target Retirement 2035 Trust II	N/R	2,763,571
*	Vanguard	Vanguard Target Retirement 2040 Trust II	N/R	2,172,798
*	Vanguard	Vanguard Target Retirement 2045 Trust II	N/R	1,320,981
*	Vanguard	Vanguard Target Retirement 2050 Trust II	N/R	1,324,114
*	Vanguard	Vanguard Target Retirement 2055 Trust II	N/R	963,832
*	Vanguard	Vanguard Target Retirement 2060 Trust II	N/R	1,347,427
*	Vanguard	Vanguard Target Retirement 2065 Trust II	N/R	661,662
*	Vanguard	Vanguard Target Retirement 2070 Trust II	N/R	2,862
*	Vanguard	Vanguard Target Retirement Income Trust II	N/R	1,045,485
		Total collective trusts		30,927,757
		Total investments at fair value		62,783,726
*	Participants Loans	Interest rates: 4.25% to 9.25%	\$0	1,581,102
				<u>\$ 64,364,828</u>

* A party in interest as defined by ERISA

N/R - participant directed investment, cost not required to be reported