

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ 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 DRIV EMPLOYEES RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 140
1c	Effective date of plan 12/01/1999
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) ADVANCED SUSPENSION TECHNOLOGY LLC 15701 TECHNOLOGY DRIVE NORTHVILLE, MI 48168
2b	Employer Identification Number (EIN) 83-4117479
2c	Plan Sponsor's telephone number 248-849-1290
2d	Business code (see instructions) 551112

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2025	CHRISTOPHER VANNATTA
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor BENEFITS ADMINISTRATIVE COMMITTEE OF TENNECO INC. 15701 TECHNOLOGY DRIVE NORTHVILLE, MI 48168	3b Administrator's EIN 74-1933558 3c Administrator's telephone number 248-849-1290 																				
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 DRIV AUTOMATIVE INC. c Plan Name DRIV EMPLOYEES RETIREMENT PLAN	4b EIN 83-4117479 4d PN 140																				
5 Total number of participants at the beginning of the plan year	5 3969																				
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(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) 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.....	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 10%;">6a(1)</td><td style="text-align: right;">473</td></tr> <tr><td>6a(2)</td><td style="text-align: right;">415</td></tr> <tr><td>6b</td><td style="text-align: right;">470</td></tr> <tr><td>6c</td><td style="text-align: right;">1073</td></tr> <tr><td>6d</td><td style="text-align: right;">1958</td></tr> <tr><td>6e</td><td style="text-align: right;">152</td></tr> <tr><td>6f</td><td style="text-align: right;">2110</td></tr> <tr><td>6g(1)</td><td></td></tr> <tr><td>6g(2)</td><td></td></tr> <tr><td>6h</td><td style="text-align: right;">0</td></tr> </table>	6a(1)	473	6a(2)	415	6b	470	6c	1073	6d	1958	6e	152	6f	2110	6g(1)		6g(2)		6h	0
6a(1)	473																				
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6c	1073																				
6d	1958																				
6e	152																				
6f	2110																				
6g(1)																					
6g(2)																					
6h	0																				
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7																				
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1I 3F 3H 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
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) – Number Attached <u>0</u> (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)
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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 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan DRIV EMPLOYEES RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 140
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ADVANCED SUSPENSION TECHNOLOGY LLC	D Employer Identification Number (EIN) 83-4117479
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	193972753	
b	Actuarial value	2b	195886074	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	2305	128141979	128141979
b	For terminated vested participants	1215	39866441	39866441
c	For active participants	473	23509332	24194585
d	Total	3993	191517752	192203005
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.13 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	144205	
b	Expected plan-related expenses	6b	1120051	
c	Target normal cost	6c	1264256	

Statement by Enrolled Actuary

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

SIGN HERE	Signature of actuary CHAD MEZVINSKY Type or print name of actuary FIDELITY INVESTMENTS Firm name 6501 S FIDDLER'S GREEN CIRCLE GREENWOOD VILLAGE, CO 80111 Address of the firm	10/13/2025 Date 23-07153 Most recent enrollment number 312-529-2330 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	644
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	644
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of 17.06 %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		2283
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07 %		83
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		110
c Total available at beginning of current plan year to add to prefunding balance		2476
d Portion of (c) to be added to prefunding balance		2476
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	2476

Part III Funding Percentages

14 Funding target attainment percentage	14	101.91 %
15 Adjusted funding target attainment percentage	15	101.91 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	96.67 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

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

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

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

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b Applicable month (enter code)				21b
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions)	☐ Prescribed - combined	☒ Prescribed - separate	☐ Substitute	

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes	☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes	☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes	☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes	☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	1264256	
b Excess assets, if applicable, but not greater than line 31a	31b	1264256	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider 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
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan DRIV EMPLOYEES RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 140
C Plan sponsor's name as shown on line 2a of Form 5500 ADVANCED SUSPENSION TECHNOLOGY LLC	D Employer Identification Number (EIN) 83-4117479

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

YesNo
- 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
BANK OF NEW YORK MELLON	
13-5160382	

(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)

FID INV INSTL OPS CO

04-2647786

(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?
17 50 11	NONE	607552	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WTW

98-0352587

(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?
99	NONE	219826	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BANK OF NEW YORK MELLON

13-5160382

(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?
19 21 50 62 99	NONE	204843	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

K & L GATES, LLP

25-0921018

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	50000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

DELOITTE & TOUCHE, LLP

13-3891517

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	AUDIT	41626	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SSGA

04-3339578

(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?
99	NONE	37500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

MERCER

13-2834414

(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?
99	NONE	20000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan DRIV EMPLOYEES RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 140	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 ADVANCED SUSPENSION TECHNOLOGY LLC	D Employer Identification Number (EIN) 83-4117479	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: EB TEMPORARY INV FUND			
b Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON			
c EIN-PN 25-6078093-023	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 218308	
a Name of MTIA, CCT, PSA, or 103-12 IE: EB DAILY VALUED STOCK INDEX FUND			
b Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON			
c EIN-PN 25-6078093-010	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30369893	
a Name of MTIA, CCT, PSA, or 103-12 IE: EB DV INTERNATIONAL STOCK INDEX FD			
b Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON			
c EIN-PN 25-6078093-034	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5880476	
a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM -M DB SL LT CREDIT BIF			
b Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON			
c EIN-PN 25-6078093-324	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 62679345	
a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM-M DB SL LONG			
b Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON			
c EIN-PN 25-6078093-325	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3566742	
a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM MELLON DB SL LONG U. S. TREASU			
b Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON			
c EIN-PN 25-6078093-336	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 15714259	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan DRIV EMPLOYEES RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 140
C Plan sponsor's name as shown on line 2a of Form 5500 ADVANCED SUSPENSION TECHNOLOGY LLC	D Employer Identification Number (EIN) 83-4117479

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	1075514	382886
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3370000	0
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	4386	2206915
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	189593488	118429023
(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)		
(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	194043388	121018824
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	155158	205326
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	155158	205326
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	193888230	120813498

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)	362045	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		362045
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	112473	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		112473
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(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)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		10380178
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		10854696

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11287936	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	71054503	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		82342439
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	41626	
(5) Investment advisory and investment management fees	2i(5)	204843	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	3057	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1337463	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1586989
j Total expenses. Add all expense amounts in column (b) and enter total	2j		83929428

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-73074732
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☒ 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: **DELOITTE & TOUCHE LLP**

(2) EIN: **13-3891517**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		1500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
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.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 544976.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation		Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan DRIV EMPLOYEES RETIREMENT PLAN				B Three-digit plan number (PN) ▶	140
C Plan sponsor's name as shown on line 2a of Form 5500 ADVANCED SUSPENSION TECHNOLOGY LLC				D Employer Identification Number (EIN) 83-4117479	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 13-4226742					
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	1809
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) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

- 19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 31.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 69.0 %

High-Yield Debt: _____ % Real Assets: _____ % Cash or Cash Equivalents: _____ % Other: _____ %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

- 21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

- 21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

- 22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.

Structured Attachment Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Schedule SB, line 26b Schedule of Projection of Expected Benefit Payments		2024		
			This Form is Open to Public Inspection		

Name of Plan	DRIV EMPLOYEES RETIREMENT PLAN						
Plan Year Begin Date	01/01/2024	Plan Year End Date	12/31/2024	EIN	83-4117479	PN	140

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	328886	788637	12478591	13596114
2025	583135	1027086	12158367	13768588
2026	816379	1317183	11822660	13956222
2027	1032157	1709561	11472434	14214152
2028	1215491	1996925	11108771	14321187
2029	1366866	2149677	10730327	14246870
2030	1494016	2421541	10338883	14254440
2031	1601375	2601265	9934543	14137183
2032	1692147	2848631	9517449	14058227
2033	1764805	2931713	9088875	13785393
2034	1818480	3049104	8649606	13517190
2035	1872074	3191981	8201308	13265363
2036	1905885	3247208	7744720	12897813
2037	1929326	3320486	7282371	12532183
2038	1947021	3350632	6816093	12113746
2039	1945192	3345071	6348217	11638480
2040	1936055	3325588	5882003	11143646
2041	1915876	3293146	5420066	10629088
2042	1899377	3207917	4965435	10072729
2043	1864932	3138387	4521119	9524438
2044	1820333	3055001	4090048	8965382
2045	1778312	2939589	3675017	8392918
2046	1728078	2821968	3278624	7828670
2047	1671179	2707234	2903207	7281620
2048	1608412	2572366	2550819	6731597

Name of Plan	DRIV EMPLOYEES RETIREMENT PLAN							
Plan Year Begin Date	01/01/2024	Plan Year End Date	12/31/2024	EIN	83-4117479	PN	140	

[illegible]

**FINANCIAL STATEMENTS AS OF AND FOR
THE YEARS ENDED DECEMBER 31, 2024 AND 2023,
SUPPLEMENTAL SCHEDULES AS OF AND FOR
THE YEAR ENDED DECEMBER 31, 2024,
AND INDEPENDENT AUDITOR'S REPORT**

DRiV EMPLOYEES RETIREMENT PLAN

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FORM 5500, SCHEDULE H, PART IV, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR) AS OF DECEMBER 31, 2024	20
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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.	

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of DRiV Employees Retirement Plan

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

We have performed audits of the financial statements of DRiV Employees Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for pension benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for pension benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the years then ended, stating that the certified investment information, as described in Note F 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 Auditor's Responsibilities for the Audit of the Financial Statements section.

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's 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 that the financial statements are available to be issued.

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

Auditor's 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 auditor's 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 of Assets (Held at End of Year) as of December 31, 2024 and Reportable Transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Deloitte + Touche LLP

October 15, 2025

DRiV Employees Retirement Plan
STATEMENTS OF NET ASSETS AVAILABLE FOR PENSION BENEFITS
As of December 31, 2024 and 2023

	2024	2023
Assets		
Amount on deposit	\$ 382,564	\$ 1,072,848
Non-interest bearing cash	322	2,666
Investments at fair value:		
Collective trusts	118,415,313	189,585,201
Total investments	118,415,313	189,585,201
Net assets held in 401(h) account	13,710	8,287
Receivables		
Company contribution	-	3,370,000
Refund of premium from pension risk transfer (Note A)	2,204,900	-
Accrued interest income	2,015	4,386
Total receivables	2,206,915	3,374,386
Total assets	121,018,824	194,043,388
Liabilities		
Amounts related to obligation of 401(h) account	13,710	8,287
Accrued administrative expenses	205,326	155,158
Total liabilities	219,036	163,445
NET ASSETS AVAILABLE FOR PENSION BENEFITS	\$ 120,799,788	\$ 193,879,943

The accompanying notes are an integral part of these statements.

DRiV Employees Retirement Plan
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR PENSION BENEFITS
Years Ended December 31, 2024 and 2023

	2024	2023
Additions		
Company contributions	\$ -	\$ 3,370,000
Total additions	-	3,370,000
Investment income (loss)		
Net appreciation in fair value of investments	10,379,558	28,999,765
Interest and dividends	112,473	64,741
Less: investment expenses	(204,843)	(238,232)
Net investment income	10,287,188	28,826,274
Deductions		
Benefits paid to participants	10,930,694	12,323,730
Pension risk transfer (Note A)	71,054,503	-
Administrative expenses	1,382,146	2,321,020
Total deductions	83,367,343	14,644,750
(DECREASE) INCREASE IN NET ASSETS	(73,080,155)	17,551,524
Net assets available for pension benefits		
Beginning of year	193,879,943	176,328,419
End of year	<u>\$ 120,799,788</u>	<u>\$ 193,879,943</u>

The accompanying notes are an integral part of these statements.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS
As of and for the Years Ended December 31, 2024 and 2023

A. DESCRIPTION OF THE PLAN

The following is a brief description of the DRiV Employees Retirement Plan (the “Plan”). Participants should refer to the Plan document for more complete information.

General –The Plan is a defined benefit pension plan that covers the following employee groups of Tenneco LLC and its affiliates (collectively, the “Company”):

- Certain salaried employees (former participants in the Tenneco Retirement Plan for Salaried Employees (“Salaried”)), for which benefit accruals, eligibility and participation in the Plan were frozen as of December 31, 2006,
- Certain hourly employees of the Company and hourly employees employed in Grass Lake, Michigan as well as those hourly employees formerly employed in Racine, Wisconsin, Jackson, Michigan and Newark, Ohio (former participants in the Tenneco Pension Plan for Hourly Employees, (“Hourly”)), for which benefit accruals, eligibility and participation in the Plan were frozen as of December 31, 2006 for certain former Hourly participants and December 31, 2008 for the remainder of the former Hourly participants,
- Hourly employees of the Clevite Elastomers Division located in Angola, Indiana, who are members of United Rubber, Cork, Linoleum, and Plastic Workers of America, Local 1105 (former participants in the Tenneco Angola Hourly Bargaining Pension Plan (“Angola”)), for which no Angola employee hired on or after August 1, 2016 is eligible or permitted to participate in the Plan and effective December 31, 2019, future benefit accruals under the Plan were frozen,
- Hourly employees of the Clevite Elastomers Division, including the Milan, Ohio (“Milan”) and Napoleon, Ohio (“Napoleon”) locations, who are covered by a collective bargaining agreement (former participants in the Tenneco Clevite Division Hourly Retirement Plan (“Clevite”)), for which no Milan or Napoleon employee hired on or after May 1, 2006 or January 20, 2015, respectively, is eligible or permitted to participate in the Plan, and
- Hourly employees included in the collective bargaining unit of Local 723 UAW (former participants in the Tenneco Local 878 (UAW) Retirement Income Plan (“Monroe”)), for which no employee hired on or after September 14, 2014 is eligible or permitted to participate in the Plan, and effective February 28, 2020, future benefit accruals under the Plan were frozen.

The Benefits Administrative Committee of Tenneco LLC controls and manages the operation and administration of the Plan. The Bank of New York Mellon/BNY Mellon, N.A. (the “Trustee”) serves as the trustee and manages the Plan’s investments. Fidelity Workplace Services LLC serves as the recordkeeper of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

The Plan includes a 401(h) account pursuant to the Internal Revenue Code (“IRC”). The 401(h) account is used to fund certain retiree medical benefits, subject to certain conditions and limitations. A separate account has been established and is maintained under the Plan for the net assets related to the 401(h) account component of the Plan. Plan investments in the separate 401(h) account may not be used for or diverted to any purpose other than providing retiree medical benefits, as defined. Plan participants do not contribute to the 401(h) account. The Company contributes to the 401(h) account as necessary to fund the medical benefit payments paid from the 401(h) account. The related obligations for health benefits are not included in the Plan’s obligations in Note D - Accumulated Plan Benefits, but are reflected as obligations in the financial statements of a separate health and welfare benefit plan.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

Eligibility – Employees with five or more years of service are entitled to monthly pension benefits beginning at the normal retirement age of 65. The Plan permits early retirement after attainment of age 55 and completion of 10 years of service for salaried employees. Certain Hourly employees are permitted early retirement after attainment of age 60 and completion of ten years of service. Certain other Hourly employees are permitted early retirement after completion of 30 or more years of service. If employees terminate before rendering five years of service, they forfeit the right to receive their accumulated plan benefits. The Plan is closed to newly-hired employees.

Pension Benefits –

Former Salaried Participants

The monthly pension benefit for salaried employees is based on the average of an active participant's final five years of compensation. Participants receive their pension benefits in the form of a joint and survivor annuity unless elected otherwise. If a participant dies before becoming vested or eligible for early or normal pension benefits, a pension equal to 40% of the normal retirement pension benefit is payable to his or her surviving spouse. If a vested participant dies before becoming eligible for early or normal pension benefits, a pension equal to the greater of the spouse's portion of a qualified joint and survivor benefit or 40% of the normal pension benefit is payable to his or her surviving spouse. An active employee who becomes totally and permanently disabled and who receives disability benefits under the Company's Long-Term Disability Plan continues to earn years of participation for purposes of calculating pension benefits at normal retirement age. If Long-Term Disability Plan benefits continue until normal retirement, then the participant becomes eligible for a normal pension benefit.

Former Hourly Participants

The monthly pension benefit is based on a base rate multiplied by the number of years of credited service. If an active participant dies before becoming vested or eligible for early or normal pension benefits, a pension equal to the spouse's portion of a 55% or 50% joint and survivor annuity, as applicable to the particular participant, is payable to his or her surviving spouse at the later of death or the earliest retirement date. An active employee who becomes totally and permanently disabled at any age after completion of 10 or more years of service is due monthly disability benefits as determined (i) by calculating the participant's accrued benefit, less any applicable benefit reduction for certain payments related to his disability, plus a supplemental benefit based on years of service subject to the Plan's maximum supplemental benefit amount, or (ii) under the Plan's early retirement benefit provisions, but without reduction for early commencement, as applicable to the particular participant.

Former Angola Participants

Employees are entitled to a monthly pension benefit equal to the following benefit rates for each year of service:

<u>Effective Date</u>	<u>Rate</u>	
	<u>Hired Pre- 8/6/2007</u>	<u>Hired Post- 8/6/2007</u>
August 7, 2002	\$23.00	N/A
August 7, 2003	24.00	N/A
June 1, 2004	25.00	N/A
June 1, 2005	26.00	N/A

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

<u>Effective Date</u>	<u>Rate</u>	
	<u>Hired Pre- 8/6/2007</u>	<u>Hired Post- 8/6/2007</u>
June 1, 2006	27.00	N/A
June 4, 2007	28.00	\$20.00
August 1, 2008	28.25	20.25
August 1, 2009	28.50	20.50
August 1, 2010	29.00	21.00
August 1, 2013	29.25	21.25
August 1, 2014	29.75	21.75
August 1, 2015	30.50	22.50
August 1, 2016	30.60	22.65
August 1, 2018	30.70	22.80

Upon termination, the most recent effective rate is applied to all years of service to determine a participant's accrued benefit.

If an active participant dies after becoming entitled to a vested benefit, but before benefits commence, a pension equal to the spouse's portion of a 50% joint and survivor benefit is payable to his or her surviving spouse at the later of death or the earliest retirement date. An active employee who becomes totally and permanently disabled at any age after completion of 10 or more years of service is due monthly disability benefits under the Plan equal to the amount as computed for normal retirement, but considering only credited service to the date of disability. Disabled participants not eligible for Social Security benefits receive a supplemental disability benefit until Social Security benefits begin.

Former Clevite Participants

Employees are entitled to a monthly pension benefit equal to the following benefit rates for each year of service:

<u>Milan</u>		<u>Napoleon (hired before October 30, 2008)</u>	
<u>Effective Date</u>	<u>Rate</u>	<u>Effective Date</u>	<u>Rate</u>
May 1, 1999	\$26.00	February 15, 1999	\$26.00
May 1, 2000	27.00	April 24, 2000	27.00
May 1, 2001	28.00	April 23, 2001	28.00
May 1, 2002	29.00	April 12, 2002	29.00
May 1, 2003	30.00	April 29, 2003	30.00
May 1, 2004	31.00	June 1, 2005	32.00
May 1, 2005	32.00	June 1, 2006	32.50
May 1, 2006	33.00	June 1, 2007	33.00
May 1, 2007	33.25		
May 1, 2008	33.50		

Napoleon employees hired after October 29, 2008 are entitled to a monthly pension benefit equal to \$21 for each year of service.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

Upon termination, the most recent effective rate is applied to all years of service to determine a participant's accrued benefit. If the participant terminates after his early retirement date, he will receive annual rate increases to reflect the scheduled benefit rate increases under the collective bargaining agreement during the contract period in which he retires.

If an active participant dies after becoming entitled to a vested benefit, but before benefits commence, a pension equal to the spouse's portion of a 60% joint and survivor benefit is payable to his or her surviving spouse at the later of death or the earliest retirement date. An active employee who becomes totally and permanently disabled prior to early retirement age after completion of five or more years of service is due monthly disability benefits under the Plan equal to the amount of accumulated benefits as of the date employment ceased due to disability, less any applicable benefit reduction for certain payments related to his disability.

Former Monroe Participants

Employees are entitled to a monthly pension benefit equal to the following benefit rates for each year of service:

<u>Effective Date</u>	<u>Rate</u>
September 1, 2000	\$22.25
September 1, 2001	22.75
September 1, 2002	23.00
September 14, 2003	23.75
September 14, 2004	24.25
September 14, 2005	24.75
September 14, 2006	25.00
December 18, 2011	25.50
December 18, 2013	26.00
September 14, 2014	27.00
September 15, 2015 and thereafter	28.00

Upon termination, the most recent effective rate is applied to all years of service to determine a participant's accrued benefit.

Participants receive their pension benefits in the form of a joint and survivor annuity unless otherwise elected. If an active participant dies after becoming entitled to a vested benefit, but before benefits commence, a pension equal to the spouse's portion of a 50% joint and survivor benefit is payable to his or her surviving spouse at the later of death or the earliest retirement date. An active employee who becomes totally and permanently disabled at any age after completion of 10 or more years of service is due monthly disability benefits under the Plan equal to the amount as computed for normal retirement, but considering only credited service to the date of disability. Disabled participants who are not eligible for Social Security benefits receive a supplemental disability benefit until Social Security benefits begin.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

Pension Risk Transfer – Effective August 6, 2024 the Company agreed to transfer legal responsibility for approximately 2,000 retired Plan participants to an insurer. On August 13, 2024, Plan assets in cash of approximately \$73M were transferred to the insurer, with any gains or losses occurring between August 6, 2024 and August 13, 2024 being absorbed by the insurer. The insurer assumed payment of the pension benefits effective November 1, 2024.

In early 2025, a premium true-up was done, resulting in a refund to the Plan of approximately \$2M. This was due to deaths, exclusions, and data changes identified between the preliminary and final participant listings. The refund was received by the Plan on March 12, 2025, and is included as a receivable on the Statement of Net Assets.

B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates – The preparation of financial statements in conformity 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, disclosures of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition – Investments are presented 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. Quoted market prices are used to determine the fair value of the Plan's investments, when available. See Note E for discussion of fair value measurements.

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

Administrative Expenses – Expenses related to the administration of the Plan may be paid by the Company or by the Plan, depending on the decision made by the Administrative Committee of Tenneco LLC. Expenses that are paid directly by the Company are excluded from these financial statements. Administrative expenses paid by the Plan include Pension Benefit Guaranty Corporation (the "PBGC") premiums, charges for services rendered by independent public accountants, and charges for services rendered by the actuary. In addition, certain investment related expenses are paid by the Plan and are netted against investment income.

Payment of Benefits – Benefit payments to participants are recorded upon distribution.

Amount on Deposit – As of December 31, 2024 and 2023 amounts of \$382,564 and \$1,072,848, respectively were on deposit with Fidelity Workplace Services LLC, the Plan's recordkeeper, for benefit payments to be distributed on January 1, 2025 and 2024, respectively.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

C. FUNDING POLICY

Contributions to provide benefits under the Plan are made solely by the Company. The Company's funding policy is to make cash contributions to the Plan in amounts as determined by the Plan's independent actuary. The Company has met the minimum funding requirements of ERISA for the years ended December 31, 2024 and 2023. Employees are not required or allowed to contribute to the Plan.

D. ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to service rendered by employees as of the valuation date. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died, and (3) present employees or their beneficiaries.

Benefits under the Plan are determined as described in Note A. Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included to the extent they are deemed attributable to employee service rendered up to the valuation date.

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

The significant actuarial assumptions used in the valuation of accumulated plan benefits as of December 31, 2023 were:

- a discount rate of 5.75%, updated from 6.00% in 2022;
- the life expectancy of participants using the PRI-2012 Mortality Tables with MP-2021 Mortality Improvement Scale; and
- retirement ages of 55 to 70 (varying by employee group), which approximate anticipated Plan experience.

The discount rate is based on the Plan's long-term expected return on Plan assets. The foregoing actuarial assumptions are based on the assumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

The actuarial present value of accumulated plan benefits as of December 31, 2023 is as follows:

Vested benefits:	
Participants and/or beneficiaries currently receiving benefits	\$121,257,278
Participants with a deferred vested benefit	36,752,443
Actively employed participants	<u>21,478,483</u>
Total vested benefits	179,488,204
Nonvested benefits	<u>690,210</u>
Total actuarial present value of accumulated plan benefits	<u>\$180,178,414</u>

The changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2023 are as follows:

Actuarial present value of accumulated plan benefits – December 31, 2022	\$180,122,941
Increase (decrease) during the year attributable to:	
Assumption changes	4,082,409
Benefits accumulated and actuarial gain	(2,135,666)
Interest due to the shortening of the discount period	10,432,460
Benefits paid	<u>(12,323,730)</u>
Actuarial present value of accumulated plan benefits – December 31, 2023	<u>\$180,178,414</u>

After December 31, 2023, Plan's accumulated plan benefits decreased by approximately \$76 million due to a transfer of legal responsibility to an insurer, as discussed in Note A.

E. FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board issued guidance which defines fair value, establishes a framework for measuring fair value under current accounting pronouncements that require or permit fair value measurement and enhances disclosures about fair value measurements. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2 – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 inputs must be observable for substantially the full term of the asset or liability.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

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

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

The following is a description of the valuation methodologies used to measure assets held by the Plan at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Collective trusts – Valued at the net asset value (“NAV”) of the Plan's interest in each of the collective trusts at year-end based on information reported by the investment advisor using the respective collective trust's audited financial statements. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by each collective trust, less its liabilities. Redemptions are permitted with 1-2 days' written notice. There are no other restrictions or unfunded commitments as of December 31, 2024 and 2023.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

<i>Plan Assets at Fair Value as of December 31, 2024</i>				
	Level 1	Level 2	Level 3	Assets Measurement at NAV
Collective trusts	\$ -	\$ -	\$ -	\$ 118,415,313
	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 118,415,313</u>
<i>Plan Assets at Fair Value as of December 31, 2023</i>				
	Level 1	Level 2	Level 3	Assets Measurement at NAV
Collective trusts	\$ -	\$ -	\$ -	\$ 189,585,201
	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 189,585,201</u>

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

F. INFORMATION CERTIFIED BY TRUSTEE

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified that the following data included in the accompanying financial statements and supplemental schedules is complete and accurate:

- Investments, net assets held in 401(h) account, and accrued interest income, as shown in the statements of net assets available for pension benefits as of December 31, 2024 and 2023.
- Net appreciation (depreciation) in fair value of investments and interest and dividends, as shown in the statements of changes in net assets available for pension benefits for the years ended December 31, 2024 and 2023.
- Form 5500, Schedule H, Part IV, line 4i – schedule of assets (held at end of year) as of December 31, 2024.
- Form 5500, Schedule H, Part IV, line 4j – schedule of reportable transactions for the year ended December 31, 2024.

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedules.

G. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

The Plan has investments in collective trusts managed by an affiliate of the Trustee. Fees paid during the year for administrative services rendered by parties-in-interest were based on customary and reasonable rates for such services.

H. FEDERAL INCOME TAX STATUS

The Plan obtained its latest determination letter dated January 29, 2016, in which the Internal Revenue Service ("IRS") states that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the determination letter, however, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan 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 or other applicable taxing authorities. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

I. PLAN TERMINATION

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

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

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

J. RISKS AND UNCERTAINTIES

The Plan invests in various securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Market risks include risks related to pandemics and 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 the amounts reported in the financial statements.

Plan contributions are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

DRiV Employees Retirement Plan
NOTES TO FINANCIAL STATEMENTS - Continued
As of and for the Years Ended December 31, 2024 and 2023

K. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for pension benefits per the financial statements to the Form 5500:

	December 31, 2024	2023
Net assets available for pension benefits per the financial statements	\$ 120,799,788	\$ 193,879,943
Add: Net assets held in 401(h) account included as assets in the Form 5500		
Investments - collective trusts	13,710	8,287
Net assets available for benefits per the Form 5500	<u>\$ 120,813,498</u>	<u>\$ 193,888,230</u>

The following is a reconciliation of the changes in net assets per the financial statements to the Form 5500:

	2024			
	Amounts per financial statements	401(h) account	Investment expenses	Amounts per Form 5500
Net investment income	\$ 10,287,188	\$ 620	\$ 204,843	\$ 10,492,651
Company contributions	-	362,045	-	362,045
Benefits paid to participants	10,930,694	357,242	-	11,287,936
Administrative expenses	1,382,146	-	204,843	1,586,989

L. SUBSEQUENT EVENTS

The Plan evaluated the December 31, 2024 financial statements for subsequent events through October 15, 2025, the date the financial statements were available to be issued. The Plan is not aware of any other subsequent events that would require recognition or disclosure in the financial statements, other than disclosed in Note A.

SUPPLEMENTAL SCHEDULES

DRiV Employees Retirement Plan**FORM 5500, SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)****As of December 31, 2024**

Identity of party involved/ description of asset	Shares	Cost	Current value
Collective Trust Funds			
* BNYM Mellon DB SL International Stock Index Fund	9,080	\$ 3,252,219	\$ 5,880,476
* EB Temporary Investment Fund	218,308	218,308	218,308
* BNYM Mellon DB SL LGUS T-STRIPS Bond Index Fund	198,362	17,988,907	15,714,259
* BNYM Mellon DB SL Stock Index Fund	3,236	9,909,079	30,369,893
* BNYM Mellon DB SL Long Bond Index Fund	3,682	3,640,696	3,566,742
* BNYM Mellon DB SL Long Term Credit Bond Index Fund	107,975	61,467,320	62,679,345
		<u>\$ 96,476,530</u>	<u>\$ 118,429,023</u>

*Represents a party-in-interest.

Refer to independent auditor's report.

DRiV Employees Retirement Plan
FORM 5500, SCHEDULE H, PART IV, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year ended December 31, 2024

Identity of party involved/ description of asset	Number of transactions	Purchases		Number of transactions	Sales		Net gain (loss)
		Purchase price (a)			Selling price (a)	Cost of asset	
Series transactions							
EB Temporary Investment Fund	97	182,016,473		50	182,077,408	182,077,408	-
BNYM Mellon DB SL Stock Index Fund	2	1,000,000		11	53,200,000	18,858,050	34,341,950
BNYM Mellon DB SL Long Bond Index Fund	6	15,425,000		5	37,200,000	35,397,450	1,802,550
BNYM Mellon DB SL Long Term Credit Bond Index Fund	12	25,175,000		4	32,550,000	30,544,065	2,005,935
BNYM Mellon DB SL LGUS T-STRIPS Bond Index Fund	4	\$18,050,000					

(a) Represents current value of asset on transaction date.

Refer to independent auditor's report.

Attachment to 2024 Schedule SB

Schedule SB, Line 26a — Schedule of Active Participant Data

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Age and Service Distribution of Active Members**Completed Years of Service on January 1, 2024**

Attained Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	2	2	0	0	0	0	0	0	0	4
30-34	0	0	2	3	0	0	0	0	0	0	5
35-39	1	5	2	5	1	0	0	0	0	0	14
40-44	1	16	10	0	1	0	0	0	0	0	28
45-49	0	9	14	12	1	1	3	0	0	0	40
50-54	2	14	18	31	14	3	8	2	0	0	92
55-59	2	3	32	31	25	27	9	13	0	0	142
60-64	0	9	15	20	17	21	16	7	4	2	111
65-69	0	2	7	7	2	1	1	4	1	0	25
Over 69	0	2	5	0	1	1	2	1	0	0	12
Total	6	62	107	109	62	54	39	27	5	2	473

Attachment to 2024 Schedule SB

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

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

ERISA Interest Rates full yield curve as permitted by IRC Section 430 for Minimum and Maximum funding purposes.

“Minimum” means for the purpose of calculating the PPA funding liability and normal cost for the minimum required contribution.

“Maximum” means for the purpose of calculating the PPA funding liability and normal cost for the maximum tax-deductible contribution.

Salary Scale: N/A

Increase in Consumer Price Index (CPI): 3.00%. This is based on long-term historical inflation rates of about 3.00% to 4.00%. Note that this assumption does not have any effect on the liability, as all pay-based benefits under the plan are frozen and no participants are close to hitting the IRS benefit limits.

Increase in Social Security Taxable Wage Base: 4.50%. This is based on the CPI assumption, increased 1.50% based on the historical difference between the CPI and TWB of 0.50% - 1.00%.

Administrative Expenses included in Target Normal Cost: Estimated based on the average of the non-investment related administrative expenses paid from the Trust in the prior two years plus estimated PBGC premiums for the current year.

Mortality:

ERISA: IRS 2024 Generational Mortality Table as prescribed by IRC Section 430 for plans with more than 500 participants. This is a fully generational mortality table based on the Pri-2012 Total Mortality Tables, projected with the adjusted MP-2021 Mortality Improvement Scale with annual mortality improvements capped at 0.78%, as required by Secure Act 2.0. (Previously: IRS 2023 Static Mortality Table). This plan does not have a large enough population to vary from the standard tables.

Retirement Rates: Rates varying by age. This is based on a study of experience under this plan conducted in 2021. We believe that this assumption is reasonable.

Age	Rates
55-58	5%
59	10%
60-61	15%
62-69	30%
70+	100%

Attachment to 2024 Schedule SB

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

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Termination Rates: Rates varying by age and service. This is based on a study of experience under this plan conducted in 2021. We believe that this assumption is reasonable.

Sample rates are shown below:

Age	Salaried Rates	Hourly Rates	Union Rates
<20	0.0%	0.0%	0.0%
20-24	0.0%	0.0%	15.0%
25-29	0.0%	0.0%	20.0%
30-34	0.0%	7.5%	18.0%
35-39	9.0%	10.0%	14.0%
40-44	7.0%	9.0%	11.0%
45-49	6.0%	8.5%	6.5%
50-54	5.0%	8.0%	5.0%
55-59	5.0%	6.0%	5.0%
60-64	0.0%	6.0%	10.0%
65+	0.0%	0.0%	0.0%

Disability Rates: Rates varying by age. This is based on a study of experience under this plan conducted in 2021. We believe that this assumption is reasonable.

Age	Rates
<55	0.05%
55-59	0.20%
60-64	0.50%
65+	0.00%

Marital Status: 90% of males and 70% of females are assumed married in the Salaried group. 80% of males and females are assumed married in the Monroe group. 60% of males and 45% of females are assumed married in the Hourly group. 40% of male and 20% of female participants in the Clevite and Angola groups are assumed to be married at death. Female spouses are assumed to be 3 years younger than their husbands. This is based on a study of experience under this plan conducted in 2021. We believe that this assumption is reasonable.

Maximum Benefit: \$275,000 for 2024. For determining limitations under funding amounts, no future increases in the IRC Section 415 limit have been reflected.

Attachment to 2024 Schedule SB

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

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Maximum Salary: \$345,000 for 2024. For determining limitations under funding amounts, no future increases in the salary limit have been reflected.

Form of Payment: This is based on a study of experience under this plan conducted in 2021. We believe that this assumption is reasonable. Other optional forms are roughly actuarially equivalent on the valuation basis, so no significant gains or losses are anticipated.

Salaried:

Form	Frequency
Single Life Annuity	40%
10-Year Certain and Life Annuity	5%
50% Joint and Survivor Annuity	15%
75% Joint and Survivor Annuity	5%
100% Joint and Survivor Annuity	35%

Union:

Form	Frequency
Single Life Annuity	65%
50% Joint and Survivor Annuity	5%
60% Joint and Survivor Annuity	10%
75% Joint and Survivor Annuity	10%
100% Joint and Survivor Annuity	10%

Hourly:

Form	Frequency
Single Life Annuity	65%
50% Joint and Survivor Annuity	15%
75% Joint and Survivor Annuity	20%

Attachment to 2024 Schedule SB

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

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Actuarial Value of Plan Assets for Funding Purposes:

The actuarial value of assets is equal to:

- a) the market value of assets, including discounted receivables, on the valuation date, less
- b) the following percentages of prior years' investment gains (losses):
 - i) 67% of the prior year, and
 - ii) 33% of the second prior year,

Investment gains and losses are defined as the excess or deficiency of the expected return on the market value (not to exceed the third segment rate for that year) over the actual return on the market value of assets, including discounted receivables, for any given year.

- c) The actuarial value of assets can be neither less than 90% nor greater than 110% of the market value of assets, including discounted receivables.

Attachment to 2024 Schedule SB

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

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Shortfall Amortization Charge for ERISA Funding Purposes: Per IRC Section 430(c), the shortfall amortization charge for any plan year is the aggregate total (not less than zero) of the shortfall amortization installments for such plan year with respect to any shortfall amortization base which has not been fully amortized. The shortfall amortization installments are the amounts necessary to amortize the shortfall amortization base of the plan for any plan year in level annual installments over the 15-year period beginning with such plan year.

Actuarial Cost Method: The unit credit cost method is used for ERISA Funding Target (FT) and FASB ASC 960 purposes. Under this method, accrued pension benefits are determined for all eligible active participants. These benefits reflect service, salary and negotiated benefit increases to date. The liability is then equal to the present value of all benefits (PVAB) for inactive participants plus the PVAB for active participants.

The normal cost is determined on an individual basis for all active participants who have not attained the assumed retirement age and is equal to the present value of the difference between the current accrued benefit and the anticipated accrued benefit one year later, with the accrued benefit based upon earnings, or negotiated benefit increases, to date in both cases. The total normal cost is based upon the sum of the individual normal costs. The target normal cost for funding is equal to the total normal cost plus assumed administrative expenses expected to be paid from the trust.

The projected unit credit method is used for IRS maximum deductible limit cushion amount. Under this method, accrued pension benefits are determined for all eligible active participants reflecting service to date and anticipated salary and negotiated benefit increases to the assumed retirement age. This liability for active participants is then added to the present value of all benefits for inactive participants to determine the total liability under this method.

The normal cost is determined on an individual basis for all active participants who have not attained the assumed retirement age and is equal to the present value of the difference between the current accrued benefit and the anticipated accrued benefit one year later, with the accrued benefit based upon earnings and negotiated benefit increases projected to assumed retirement age in both cases. The total normal cost is based upon the sum of the individual normal costs.

DRiV Employees Retirement Plan
FORM 5500, SCHEDULE H, PART IV, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year ended December 31, 2024

Identity of party involved/ description of asset	Number of transactions	Purchases		Number of transactions	Sales		Net gain (loss)
		Purchase price (a)			Selling price (a)	Cost of asset	
Series transactions							
EB Temporary Investment Fund	97	182,016,473		50	182,077,408	182,077,408	-
BNYM Mellon DB SL Stock Index Fund	2	1,000,000		11	53,200,000	18,858,050	34,341,950
BNYM Mellon DB SL Long Bond Index Fund	6	15,425,000		5	37,200,000	35,397,450	1,802,550
BNYM Mellon DB SL Long Term Credit Bond Index Fund	12	25,175,000		4	32,550,000	30,544,065	2,005,935
BNYM Mellon DB SL LGUS T-STRIPS Bond Index Fund	4	\$18,050,000					

(a) Represents current value of asset on transaction date.

Refer to independent auditor's report.

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ Round off amounts to nearest dollar.
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan DRiV EMPLOYEES RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 140
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF DRiV Automotive Inc.	D Employer Identification Number (EIN) 83-4117479
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2024			
2 Assets:			
a Market value		2a	193,972,753
b Actuarial value		2b	195,886,074
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	2,305	128,141,979	128,141,979
b For terminated vested participants	1,215	39,866,441	39,866,441
c For active participants.....	473	23,509,332	24,194,585
d Total	3,993	191,517,752	192,203,005
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor		4b	
5 Effective interest rate.....		5	5.13%
6 Target normal cost			
a Present value of current plan year accruals		6a	144,205
b Expected plan-related expenses		6b	1,120,051
c Target normal cost		6c	1,264,256

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

SIGN HERE	CAM	5/28/25
Signature of actuary		Date
CHAD MEZVINSKY		2307153
Type or print name of actuary		Most recent enrollment number
FIDELITY INVESTMENTS		312-529-2330
Firm name		Telephone number (including area code)
6501 S FIDDLER'S GREEN CIRCLE		
GREENWOOD VILLAGE CO 80111		
Address of the firm		

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	644
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	644
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of <u>17.06</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		2,283
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.07</u> %		83
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		110
	c Total available at beginning of current plan year to add to prefunding balance		2,476
	d Portion of (c) to be added to prefunding balance		2,476
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	2,476

Part III Funding Percentages			
14	Funding target attainment percentage	14	101.91 %
15	Adjusted funding target attainment percentage	15	101.91 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	96.67 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a 0
b Contributions made to avoid restrictions adjusted to valuation date.	19b 0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c 0
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year?	☒ Yes ☐ No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☒ Yes ☐ No
c If line 20a is "Yes," see instructions and complete the following table as applicable:	

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b Applicable month (enter code).....				21b
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	1,264,256	
b Excess assets, if applicable, but not greater than line 31a	31b	1,264,256	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021
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Attachment to 2024 Schedule SB

Schedule SB, Line 22 —Description of Weighted Average Retirement Age

DRiV Employees Retirement Plan
 EIN: 83-4117479
 PN: 140

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
55	129.0416	0.0132	1.7094	94.0164
56	142.5388	0.0253	3.6060	201.9343
57	165.2240	0.0237	3.9132	223.0541
58	191.4996	0.0244	4.6811	271.5035
59	215.2168	0.0532	11.4433	675.1551
60	225.8378	0.1114	25.1484	1508.9050
61	224.6697	0.1484	33.3330	2033.3119
62	210.7154	0.2967	62.5165	3876.0214
63	173.7278	0.2964	51.4849	3243.5481
64	139.9690	0.2938	41.1193	2631.6368
65	105.6597	0.2975	31.4357	2043.3192
66	81.7750	0.2992	24.4650	1614.6907
67	62.9275	0.2991	18.8222	1261.0844
68	47.7874	0.2990	14.2901	971.7240
69	35.2357	0.2989	10.5337	726.8244
70	27.4922	1.0000	27.4922	1924.4535
71	1.0000	1.0000	1.0000	71.0000
72	1.0000	1.0000	1.0000	72.0000
73	2.0000	1.0000	2.0000	146.0000
74	3.0000	1.0000	3.0000	222.0000
75	0.0000	1.0000	0.0000	0.0000
76	1.0000	1.0000	1.0000	76.0000
77	1.0000	1.0000	1.0000	77.0000
			374.9939	23,965.1828

Weighted Average Retirement Age = 23,965.1828 /374.9939= 63.91

Rounded Weighted Average Retirement Age = 64

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

DRiV Salaried Employees

Effective Date: December 1, 1999. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible Participants include salaried employees who are not represented by a collective bargaining agreement.

Plan Eligibility: Covered employees who have completed at least one year of service. The plan is closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7.5% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Final Average Compensation: Annual compensation of the 5 consecutive years out of the last 15 which produces the highest average.

Normal Retirement

Normal Retirement Date (NRD): Attainment of age 65

Benefit: The monthly pension benefit is equal to the larger of (I) and (II) where:

- I. (i) times (ii) where:
 - i. 55% of final average compensation
 - ii. The ratio, not to exceed 1, of years of benefit service and 35Less the frozen benefit under the DRiV Retirement Plan as of December 1, 1999
- II. (i) times (ii) where:
 - i. 55% of final average compensation
 - ii. The ratio of benefit service after future service date (not to exceed 35), and 35

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Age 55 with 10 years of service

Benefit: The Early Retirement benefit is equal to the Normal Retirement benefit, reduced by the applicable Early Retirement Factor from the following table:

Years to 65	ERF
0	1.0000
1	1.0000
2	1.0000
3	1.0000
4	0.9700
5	0.9400
6	0.8800
7	0.8200
8	0.7600
9	0.7000
10	0.6400

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The Vested Termination benefit is equal to the Normal Retirement benefit, reduced by the applicable Early Retirement Factor from the following table:

Years to 65	ERF	ERF If Hired Before 9/1/1985 w/ 14 Years of Svc
0	1.0000	1.0000
1	0.9280	1.0000
2	0.8560	1.0000
3	0.7840	1.0000
4	0.7120	0.9700
5	0.6400	0.9400
6	0.5920	0.8800
7	0.5440	0.8200
8	0.4960	0.7600
9	0.4480	0.7000
10	0.4000	0.6400

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Active Employee Surviving Spouse

Eligibility: Death while active participant

Benefit: Equal to the greater of (I) and (II), payable for the lifetime of the surviving spouse, where:

- (I) 40% of the accrued benefit owed to the participant at his or her normal retirement date, based on participation at the normal retirement date and final average earnings.
- (II) 50% of the accrued benefit owed to the participant if he or she had retired one day prior to death and elected a 50% Joint and Survivor payment form.

Pre-Retirement Surviving Spouse

Eligibility: Death of a terminated vested employee.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

Normal Form of Annuity

Unless elected otherwise, any married retiree will be assumed to have chosen a reduced monthly pension, with a 50% payable to his surviving spouse after death. Unmarried participants are assumed to elect a single life annuity.

Any participant can elect a single life annuity or 10-year certain and life annuity. Married participants can elect a 50%, 75%, or 100% Joint and Survivor annuity.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

DRiV Angola Hourly Bargaining Employees

Effective Date: January 1, 1994. The plan has been completely frozen as of January 1, 2020.

Covered Employees: Eligible Participants include hourly employees at the Angola location who are members of United Rubber, Cork Linoleum, and Plastics Workers of America, Local 1105.

Plan Eligibility: All covered employees are eligible immediately upon date of hire. The plan is closed to new entrants as of August 1, 2016.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Credited Service: For service prior to January 1, 1986, a participant's credited service equals his benefit service under the predecessor Gould Plan. For service on or after January 1, 1986, up to December 31, 2019, a participant's service for each plan year is credited based on the following schedule:

Hours of Service	Years of Credited Service
Below 85	None
85 to 254	0.1
255 to 424	0.2
425 to 594	0.3
595 to 764	0.4
765 to 934	0.5
935 to 1,104	0.6
1,105 to 1,274	0.7
1,275 to 1,444	0.8
1,445 to 1,614	0.9
1,615 and Over	1.0

Employee Contributions: None.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Vesting Service: For service before September 28, 1981, a participant's vesting service is his or her vesting service under the predecessor Gould Plan. For service on or after September 28, 1981, a participant's vesting service is determined in fractional years, rounded up to the next month.

Normal Retirement

Normal Retirement Date (NRD): Attainment of age 65.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Rate Hired After 8/5/2007	Rate Hired on or Before 8/5/2007
08/26/1996	\$18.00	\$18.00
08/04/1997	\$19.00	\$19.00
08/02/1998	\$20.00	\$20.00
08/07/ 2000	\$21.00	\$21.00
08/07/ 2001	\$22.00	\$22.00
08/07/2002	\$23.00	\$23.00
08/07/2003	\$24.00	\$24.00
06/01/2004	\$25.00	\$25.00
06/01/2005	\$26.00	\$26.00
06/01/2006	\$27.00	\$27.00
June / August 2007	\$20.00	\$28.00
08/01/2008	\$20.25	\$28.25
08/01/2009	\$20.25	\$28.50
08/01/2010	\$21.00	\$29.00
08/01/2013	\$21.25	\$29.25
08/01/2014	\$21.75	\$29.75
08/01/2015	\$22.50	\$30.50
08/01/2016	\$22.65	\$30.60
08/01/2018	\$22.80	\$30.70

Early Retirement

Early Retirement Date: Age 55 with 10 years of service.

Benefit: The early retirement benefit is equal to the normal retirement benefit, reduced by 1/2% for each calendar month that commencement precedes the normal retirement date.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The disability retirement benefit is equal to the participant's accrued benefit, payable at date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 55, but the benefit is subject to the aforementioned early retirement reductions of 1/2% for each calendar month that commencement precedes the normal retirement date.

Pre-Retirement Surviving Spouse

Eligibility: Death with five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity. For unmarried participants, the normal form is the single-life annuity.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

DRiV Local 723 (UAW) Employees

Effective Date: January 1, 1989. The plan has been completely frozen as of March 1, 2020.

Covered Employees: Eligible participants include employees who are members of the UAW Local 723 (formerly Local 878).

Plan Eligibility: Covered employees are eligible immediately upon date of hire. The plan is closed to new entrants as of September 14, 2014.

Definitions:

Actuarial Equivalence: For annuities, the interest rate is the 30-year Treasury rate from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii). For purposes of calculating lump sums under \$25,000, the interest rate is that published by the PBGC on the first day of the plan year in which the distribution occurs and mortality as prescribed by Code section 417(e)(3)(A)(ii).

Credited Service: Annual credited service is determined as the ratio of hours worked during a plan year and 1,700, with a maximum of 1. No additional service will be credited after February 29, 2020.

Employee Contributions: None.

Vesting Service: Working 1,000 or more hours during the course of a plan year is equal to one year of vesting service. For participants who work between 500 and 1,000 hours during a plan year, they will receive one-tenth of a year of vesting service for each 100 hours worked.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Normal Retirement

Normal Retirement Date (NRD): Attainment of age 65 (or after accruing five years of participation, if later).

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Rate
09/01/1995	\$19.00
09/01/1996	\$20.00
09/01/1997	\$21.00
09/01/1999	\$21.75
09/01/2000	\$22.25
09/01/2001	\$22.75
09/01/2002	\$23.00
09/14/2003	\$23.75
09/14/2004	\$24.25
09/14/2005	\$24.75
09/14/2006	\$25.00
12/18/2011	\$25.50
12/18/2013	\$26.00
09/14/2014	\$27.00
09/14/2015	\$28.00

Early Retirement

Early Retirement Date: Age 60 with 10 years of credited service.

Benefit: The following table provides the early retirement factors for whole ages.

Years to 65	ERF – Between 10 and 23 Years of Vesting Service	ERF – Greater than 23 Years of Vesting Service
0	1.0000	1.0000
1	0.9400	1.0000
2	0.8800	1.0000
3	0.8200	1.0000
4	0.7600	0.9400
5	0.7000	0.8800

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Special Early Retirement – Social Security Leveling Option

Eligibility: Between 60 and 62 years of age and 10 years of credited service.

Benefit: For participants who select the Social Security Level Payment optional form, their benefit will be increased by an additional \$96.00 per month, starting at age 62. This amount is reduced by 6% for each year the benefit commencement date precedes age 62.

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The benefit is based on service to date of disability and is equal to twice the amount computed as for normal retirement. When the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recomputed, again only considering service to date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 60, but the benefit is subject to the aforementioned early retirement reductions of 1/2% for each calendar month that commencement precedes the normal retirement date.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity. For unmarried participants, the normal form is the single-life annuity.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan
EIN: 83-4117479
PN: 140

DRiV Clevite Division Hourly Employees

Effective Date: September 28, 1981.

Covered Employees: Eligible participants include hourly employees who are employed by the Clevite Elastomers Division of DRiV Automotive in the Milan, OH or Napoleon, OH locations.

Plan Eligibility: Covered employees in the Milan location become eligible immediately upon date of hire. The Napoleon location is closed to new entrants as of January 20, 2015.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Credited Service: For service prior to January 1, 1981, a participant's credited service equals his benefit service under the predecessor Gould Plan. For service on or after January 1, 1981, a participant's credited service for each plan year is credited based on the following schedule:

Hours of Service	Years of Credited Service
Under 85	None
85 to 254	0.1
255 to 424	0.2
425 to 594	0.3
595 to 764	0.4
765 to 934	0.5
935 to 1,104	0.6
1,105 to 1,274	0.7
1,275 to 1,444	0.8
1,445 to 1,614	0.9
1,615 and Over	1.0

Employee Contributions: None.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Vesting Service: For employment before September 28, 1981, a participant's vesting service is his vesting service under the predecessor Gould Plan. For service on or after September 28, 1981, a participant's vesting service is determined in fractional years, rounded up to the next month.

Normal Retirement

Normal Retirement Date (NRD): Attainment of age 65.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Milan Location		Napoleon Location	
Termination Date on or After	Rate	Termination Date on or After	Rate
05/01/1999	\$26.00	02/05/1999	\$26.00
05/01/2000	\$27.00	04/24/2000	\$27.00
05/01/2001	\$28.00	04/24/2001	\$28.00
05/01/2002	\$29.00	04/12/2002	\$29.00
05/01/2003	\$30.00	04/29/2003	\$30.00
05/01/2004	\$31.00	06/01/2005	\$32.00 ¹
05/01/2005	\$32.00	06/01/2006	\$32.50 ¹
05/01/2006	\$33.00	06/01/2007	\$33.00 ¹
05/01/2007	\$33.25	05/01/2021	\$33.50 ²
05/01/2008	\$33.50	05/01/2022	\$34.50 ³

¹ \$21.00 if hired after 10/29/2008

² \$21.50 if hired after 10/29/2008

³ \$22.50 if hired after 10/29/2008

Early Retirement

Early Retirement Date: Age 55 with 10 years of service.

Benefit: The early retirement benefit is equal to the normal retirement benefit, but is reduced by a differing schedule, based on credited service. For participants with less than 30 years of service, the benefit is reduced by 3/10% for each month commencement precedes NRD. For participants with more than 30 years of service, the benefit is reduced by 1/3% for each month commencement precedes NRD.

Special Early Retirement

Eligibility: Age 60, 25 years of service, and two months' notice.

Benefit: Additional \$100.00 per month until age 65.

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 5 years of service.

Benefit: The disability retirement benefit is equal to the participant's accrued benefit, payable at date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 55, but the benefit is subject to the aforementioned early retirement reductions of 1/2% for each calendar month that commencement precedes the normal retirement date.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 60% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 60% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 60% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity. For unmarried participants, the normal form is the single-life annuity.

Medicare Part B Supplement

The supplement is equal to the greater of \$45.50 per month and the monthly Medicare Part B Premium.

Drug Card Subsidy

Napoleon employees under age 55 and/or have less than 10 years of service as of October 29, 2008, upon becoming eligible for Medicare, are provided a \$115 single/\$215 family monthly supplemental benefit that can be used towards purchase of a drug card.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Racine, Wisconsin; Jackson, Michigan; Grass Lake, Michigan

Effective Date: November 1, 1950. The plan has been completely frozen as of December 31, 2008.

Covered Employees: Eligible participants include hourly employees at the Racine, Jackson, or Grass Lake locations who are members of the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America and its Locals 85 and 660.

Plan Eligibility: Covered employees become eligible on the December 31 after completing at least 85 hours of credited service. The plan is closed to new entrants as of December 31, 2008.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Normal Retirement

Normal Retirement Date (NRD): Attainment of age 65.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Michigan Locations		Racine	
Termination Date on or After	Rate	Termination Date on or After	Rate
05/13/1990	\$16.25	03/01/1991	\$16.00
05/13/1991	\$16.75	05/12/1991	\$16.75
05/13/1992	\$17.25	05/13/1992	\$17.25
05/13/1993	\$17.75	05/13/1993	\$17.75
05/12/1994	\$18.00	03/01/1994	\$18.00
05/12/1995	\$18.75	03/01/1995	\$18.75
05/12/1997	\$19.25		
05/12/1998	\$19.50		
05/12/1999	\$20.00		

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DRiV Employees Retirement Plan

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05/12/2000	\$21.00		
05/12/2001	\$21.50		
05/12/2002	\$22.00		
05/12/2003	\$23.00		
01/01/2005	\$24.00		
01/01/2007	\$25.00		

Early Retirement

Early Retirement Date: Age 55 with 10 years of service

Benefit: The following table shows the Early Retirement Factors:

Years to Age 65	ERF
0	1.0000
1	1.0000
2	1.0000
3	1.0000
4	0.9280
5	0.8560
6	0.7840
7	0.7120
8	0.6400
9	0.5680
10	0.4960

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Special Early Retirement

Eligibility: Special early retirement can commence at any age after completing at least 30 years of service.

Benefit: Equal to the sum of the following:

- i. The greater of the participant's monthly accrued benefit or the amount from the table below for each month before the participant's 62nd birthday.
- ii. The greater of the participant's monthly accrued benefit or the amount from the table below for each month after 62 up to but not including the month of the participant's 65th birthday.
- iii. Beginning with the month of the participant's 65th birthday, the normal retirement monthly accrued benefit.

Michigan Locations		Racine	
Termination Date on or After	Rate	Termination Date on or After	Rate
<i>To Age 62</i>			
05/12/1994	\$1,000	03/01/1996	\$1,000
05/12/1995	\$1,050	05/12/1997	\$1,050
05/12/1998	\$1,100	05/12/1998	\$1,100
05/12/1999	\$1,150	05/12/1999	\$1,150
05/12/2000	\$1,300		
01/01/2005	\$1,350		
01/01/2007	\$1,400		
<i>From Age 62 to 65</i>			
03/01/1990	\$ 675	03/01/1996	\$ 675
05/12/1994	\$ 700	05/12/1997	\$ 725
05/12/1997	\$ 725	05/12/1998	\$ 750
05/12/1998	\$ 750	05/12/1999	\$ 775
05/12/1999	\$ 775		
05/12/2000	\$ 830		
01/01/2006	\$ 840		
01/01/2007	\$ 850		

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DRiV Employees Retirement Plan

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The following table shows the Early Retirement Factors for the Special Early Retirement Benefit:

Years to Age 65	ERF
0	1.0000
1	1.0000
2	1.0000
3	1.0000
4	1.0000
5	1.0000
6	1.0000
7	1.0000
8	0.9400
9	0.8800
10	0.8200
11	0.7600
12	0.7000
13	0.6400
14	0.5800
15	0.5200

The maximum monthly pension benefit is 70% of final pre-retirement compensation.

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of vesting service.

Benefit: The benefit is based on service to date of disability and is equal to twice the amount calculated as for normal retirement. Once the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recalculated, again only considering service to date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 55, but the benefit is subject to the aforementioned early retirement reductions.

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one year as of the date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 55% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 55% Joint and Survivor annuity option.

Other Retirement Benefits

In-pay participants over age 65 who are enrolled in Medicare Part B will receive an additional monthly benefit of \$7.20 at the Jackson location, and \$8.25 at the Racine location. Participants who received a deferred vested pension are excluded.

Normal Form of Annuity

Unless elected otherwise, any married retiree will be assumed to have chosen a reduced monthly pension, with a 55% payable to his surviving spouse after death.

The following table displays the method for calculating the Optional Form Conversion Factor for the 55% Joint and Survivor Annuity:

Optional Form	Base Factor	Each Year Over 5	Each Year Under 5
55%	0.950	-0.005*	+0.005*

*Subject to a maximum of 1.000.

If the participant is retired under the disability retirement effective as of age 55, the reduced monthly pension is equal to 95% of the age 65 pension.

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Culver, Indiana; Ligonier, Indiana; Marshall, Michigan

Effective Date: The Indiana plans were established January 1, 1988, and the Michigan plan January 1, 1987. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible participants include hourly employees at the Culver, Ligonier, and Marshall locations.

Plan Eligibility: Covered employees become participants in the plan on the December 31 following the completion of at least 78 hours of credited service. The plan is closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Normal Retirement

Normal Retirement Date: The first day of the month coinciding with or the next following the participant's 65th birthday.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Marshall	Culver	Ligonier
01/01/1987	\$ 5.00	--	--
01/01/1988	\$ 5.50	\$ 5.00	\$ 5.00
01/01/1989	\$ 6.00	\$ 6.00	\$ 6.00
01/01/1990	\$ 7.50	\$ 7.00	\$ 7.00
01/01/1991	\$ 8.50	\$ 8.00	\$ 8.00
01/01/1992	\$ 9.50	\$ 9.00	\$ 9.00
01/01/1993	\$10.00	\$ 9.50	\$ 9.50
01/01/1994	\$10.50	\$10.00	\$10.00
01/01/1995	\$10.50	\$10.00	\$10.00
01/01/1996	\$12.00	\$11.50	\$11.00
01/01/1997	\$12.00	\$12.50	\$12.00
05/01/1997	\$12.50	\$12.50	\$12.00
01/01/1998	\$15.00	\$15.00	\$15.00
01/01/1999	\$17.00	\$17.00	\$17.00
01/01/2001	\$18.00	\$18.00	\$18.00
01/01/2003	\$19.00	\$19.00	\$19.00

Early Retirement

Early Retirement Date: Age 60 with 10 years of vesting service.

Benefit: The following table provides the early retirement factors for whole ages.

Years to 65	ERF
0	1.0000
1	0.9280
2	0.8560
3	0.7840
4	0.7120
5	0.6400

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The benefit is based on service to date of disability and is equal to twice the amount calculated as for normal retirement. Once the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recalculated, again only considering service to date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 55, but the benefit is subject to the aforementioned early retirement reductions.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity.

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Hartwell, Georgia; Anderson, South Carolina

Effective Date: January 1, 1994. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible participants include hourly employees at the Hartwell location, as well as Anderson, South Carolina employees as of January 1, 1991.

Plan Eligibility: Covered employees become participants in the plan on the January 1st following their date of hire. The plan is closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Normal Retirement

Normal Retirement Date: The first day of the month coinciding with or the next following the participant's 65th birthday.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Hartwell	Anderson
01/01/1995	\$14.00	\$12.50
01/01/1998	\$15.00	\$15.00
01/01/1999	\$17.00	\$17.00
01/01/2001	\$18.00	\$18.00
01/01/2003	\$19.00	\$19.00

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Age 60 with 10 years of vesting service.

Benefit: The following table provides the early retirement factors for whole ages.

Years to 65	ERF
0	1.0000
1	0.9280
2	0.8560
3	0.7840
4	0.7120
5	0.6400

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The disability retirement benefit is equal to the participant's accrued benefit, payable at date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 55 with 10 years of vesting service, but the benefit is subject to the aforementioned early retirement reductions.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Normal Form of Annuity

Married participants, who have been married for at least one year, are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity. Other optional payment forms are permitted but are subject to approval by the plan sponsor.

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Aberdeen, Mississippi; Seward Nebraska

Effective Date: The Aberdeen plan was established as of January 1, 1962, and the Seward plan was established as of January 1, 1965. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible participants include hourly employees at the Aberdeen or Seward locations.

Plan Eligibility: Covered employees become participants in the plan on the December 31 following the completion of at least 78 hours of credited service. The plan is closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Normal Retirement

Normal Retirement Date: The first day of the month coinciding with or the next following the participant's 65th birthday.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Aberdeen
09/17/1984	\$12.00
10/01/1986	\$12.50
09/15/1993	\$13.00
09/15/1994	\$13.50
10/01/1996	\$14.00
01/01/1997	\$15.50
01/01/1999	\$17.00
01/01/2001	\$18.00
01/01/2003	\$19.00

Termination Date on or After	Seward
01/01/1984	\$10.00
01/01/1986	\$10.50
01/01/1988	\$11.00
01/01/1989	\$11.50
01/01/1990	\$12.00
01/01/1991	\$13.00
01/01/1993	\$13.50
01/01/1996	\$15.50
01/01/1999	\$17.00
01/01/2001	\$18.00
01/01/2003	\$19.00

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Age 60 with 10 years of vesting service.

Benefit: The following table provides the early retirement factors for whole ages.

Years to 65	ERF
0	1.0000
1	0.9280
2	0.8560
3	0.7840
4	0.7120
5	0.6400

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The benefit is based on service to date of disability and is equal to twice the amount calculated as for normal retirement. Once the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recalculated, again only considering service to date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 60 with 10 years of vesting service, but the benefit is subject to the aforementioned early retirement reductions.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Normal Form of Annuity

Married participants are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Cozad, Nebraska; Rancho, California

Effective Date: January 1, 1994. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible participants include hourly employees at the Cozad location, as well as Rancho, California employees as of January 1, 1993.

Plan Eligibility: Covered employees become participants in the plan on the January 1st following their date of hire. The plan is closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Normal Retirement

Normal Retirement Date: The first day of the month coinciding with or the next following the participant's 65th birthday.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Cozad		Rancho	
Termination Date on or After	Rate	Termination Date on or After	Rate
01/01/1984	\$15.00	01/01/1993	\$10.00
01/01/1985	\$17.00		
01/01/1987	\$18.00		
01/01/1989	\$19.00		

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Age 60 with 10 years of vesting service.

Benefit: The following table provides the early retirement factors for whole ages.

Years to 65	ERF
0	1.0000
1	0.9280
2	0.8560
3	0.7840
4	0.7120
5	0.6400

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The disability retirement benefit is equal to the participant's accrued benefit, payable at date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 60 with 10 years of vesting service, but the benefit is subject to the aforementioned early retirement reductions.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Normal Form of Annuity

Married participants, who have been married for at least one year, are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity. Other optional payment forms are permitted but are subject to approval by the plan sponsor.

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Smithville, Tennessee; Paragould, Arkansas

Effective Date: The Smithville plan was effective as of January 1, 1989. The Paragould plan was effective as of January 1, 1994. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible participants include hourly employees at the Smithville, Goshen, and Paragould locations.

Plan Eligibility: Covered employees become participants in the Smithville plan on the December 31 following the completion of at least 78 hours of credited service.

Covered employees become participants in the Paragould plan on the January 1st following their date of hire.

Both plans are closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Normal Retirement

Normal Retirement Date: The first day of the month coinciding with or the next following the participant's 65th birthday.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Rate
01/01/1998	\$15.00
01/01/1999	\$17.00
01/01/2001	\$18.00
01/01/2003	\$19.00

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Age 60 with 10 years of vesting service.

Benefit: The following table provides the early retirement factors for whole ages.

Years to 65	ERF
0	1.0000
1	0.9280
2	0.8560
3	0.7840
4	0.7120
5	0.6400

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The benefit at the Smithville location is based on service to date of disability and is equal to twice the amount calculated as for normal retirement. Once the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recalculated, again only considering service to date of disability.

The benefit at the Paragould location is equal to the participant's accrued benefit, payable at date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 60 with 10 years of vesting service, but the benefit is subject to the aforementioned early retirement reductions.

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity. At the Paragould location only, employees hired prior to January 1, 1998, may elect a 5, 10, or 15-year Certain annuity option.

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Harrisonburg, Virginia; Elizabeth, New Jersey

Effective Date: January 1, 1965. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible participants include hourly employees at the Harrisonburg and Elizabeth locations.

Plan Eligibility: Covered employees become participants immediately upon date of hire. The plan is closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Normal Retirement

Normal Retirement Date (NRD): Age 65.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Harrisonburg	Elizabeth
01/01/1984	\$11.00	\$9.00
01/01/1985	\$11.50	
01/01/1987	\$12.00	
01/01/1989	\$12.50	
01/01/1991	\$13.50	
01/01/1993	\$14.50	
01/01/1996	\$15.50	
01/01/1999	\$17.00	
01/01/2001	\$18.00	
01/01/2003	\$19.00	

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Harrisonburg employees are eligible for early retirement after achieving 60 years of age and 10 years of vesting service. Elizabeth employees are eligible at age 55 with 10 years of vesting service.

Benefit: For Harrisonburg employees, the early retirement benefit is equal to the normal retirement benefit, reduced by 6/10% for each calendar month that commencement precedes normal retirement. For Elizabeth employees, the early retirement benefit is equal to the normal retirement benefit, reduced by 6/10% for each calendar month that commencement precedes age 62.

Special Early Retirement

Eligibility: Special early retirement is only applicable to Elizabeth employees and comes into effect at age 55 with 30 or more years of service.

Benefit:

A rate of \$500 per month for each calendar month prior to the participant's 65th birthday (this benefit is reduced by 1/2% for each calendar month that commencement precedes the participant's 58th birthday) plus the monthly accrued benefit as computed for the participant's normal retirement date, beginning at age 65.

This temporary benefit is reduced by 1/2% per month for each month which the participant is less than age 62 at retirement. On or after normal retirement date, the accrued benefit is reduced 1/2% per month for each month commencement precedes the date the participant attains age 58.

The maximum monthly pension benefit will be 70% of final pre-retirement compensation.

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The benefit is based on service to date of disability and is equal to twice the amount calculated as for normal retirement. Once the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recalculated, again only considering service to date of disability.

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DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 60, but the benefit is subject to the aforementioned early retirement reductions.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity.

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Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Sterling Heights, Michigan

Effective Date: February 15, 1999. The plan has been completely frozen as of December 31, 2008.

Covered Employees: Eligible participants include hourly employees at the Sterling Heights location who are represented by the International Union, United Automotive, or the Aerospace and Agricultural Implement Workers of America.

Plan Eligibility: Local 540 will become participants on the date they become a member of this group. The plan is closed to new entrants as of December 31, 2008.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Normal Retirement

Normal Retirement Date (NRD): Attainment of age 65.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Rate
02/15/1999	\$17.00
04/01/2006	\$18.75

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Age 55 with 10 years of vesting service.

The following table provides the early retirement factors for whole ages.

Years to 65	ERF for Participants hired prior to January 1, 1998 – Less than 30 years of Vesting Service	ERF for Participants hired on or after January 1, 1998 – Less than 30 years of Vesting Service	ERF – Greater than 30 Years of Vesting Service
0	1.0000	1.0000	1.0000
1	0.9280	0.9280	1.0000
2	0.8560	0.8560	1.0000
3	0.7840	0.7840	1.0000
4	0.7120	0.7120	0.9280
5	0.6400	0.6400	0.8560
6	0.5680	N/A	0.7840
7	0.4960	N/A	0.7120
8	0.4240	N/A	0.6400
9	0.3520	N/A	0.5680
10	0.2800	N/A	0.4960

Special Early Retirement

Eligibility: Special early retirement can occur at age 62 with 30 or more years of service.

Benefit: The Special early retirement benefit is equal to the participant's accrued benefit, not subject to the early retirement reductions.

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: The benefit is based on service to date of disability and is equal to twice the amount calculated as for normal retirement. Once the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recalculated, again only considering service to date of disability.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 60, but the benefit is subject to the aforementioned early retirement reductions.

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 55% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 55% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 55% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Hourly Employees: Virginia Beach, Virginia; Kansas City, Missouri; St. Louis Missouri

Effective Date: June 1, 1998, for Virginia Beach, July 1, 1998, for Kansas City and January 1, 2001, for St. Louis. The plan has been completely frozen as of December 31, 2006.

Covered Employees: Eligible participants include hourly employees at the Virginia Beach, Kansas City, or St. Louis locations.

Plan Eligibility: Covered employees become participants immediately upon date of hire at Virginia Beach and Kansas City. Covered employees at the St. Louis location become participants on the January 1st following date of hire. The plan is closed to new entrants as of December 31, 2006.

Definitions:

Actuarial Equivalence: For annuities, 7% interest and UP-1984 mortality are assumed. For purposes of calculating lump sums, interest is given by the PPA segment rates from the November prior to the Plan Year in which the distribution occurs, and mortality prescribed by Code section 417(e)(3)(A)(ii).

Employee Contributions: None.

Normal Retirement

Normal Retirement Date (NRD): Attainment of age 65.

Benefit: The monthly pension benefit is equal to the applicable benefit rate below times years of credited service:

Termination Date on or After	Virginia Beach Rate	Kansas City Rate	St. Louis Rate
06/01/1998	\$15.00		
01/01/1999	\$17.00	\$17.00	
01/01/2001	\$18.00	\$18.00	\$18.00
01/01/2003	\$19.00	\$19.00	\$19.00

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Early Retirement

Early Retirement Date: Age 60 with 10 years of service.

Benefit: The following table provides the early retirement factors for whole ages.

Years to 65	ERF
0	1.0000
1	0.9280
2	0.8560
3	0.7840
4	0.7120
5	0.6400

Disability Retirement

Eligibility: Termination of employment due to total and permanent disability after completing 10 years of service.

Benefit: At the Virginia Beach and Kansas City locations, the benefit is based on service to date of disability and is equal to twice the amount calculated as for normal retirement. Once the participant becomes eligible for an unreduced social security benefit, the disability benefit is then recalculated, again only considering service to date of disability.

At the St. Louis location, the disability retirement benefit is equal to the participant's accrued benefit, payable at date of disability.

Vested Termination

Eligibility: Five years of vesting service.

Benefit: The termination benefit is equal to the accrued benefit based on credited service to date of termination, with payments deferred until normal retirement. Participants may elect to commence benefits as early as age 60, but the benefit is subject to the aforementioned early retirement reductions.

Attachment to 2024 Schedule SB

Schedule SB, Part V—Summary of Plan Provisions

DRiV Employees Retirement Plan

EIN: 83-4117479

PN: 140

Pre-Retirement Surviving Spouse

Eligibility: Death after completion of five years of vesting service and married for at least one-year as of date of death.

Benefit: If the deceased participant dies while eligible for early retirement, then the spouse is entitled to the amount of the participant's accrued benefit, payable immediately under the 50% Joint and Survivor annuity option.

If the deceased participant dies before the early retirement age, then the spouse is entitled to the amount of the participant's accrued benefit at death, payable at early retirement age under the 50% Joint and Survivor annuity option.

Normal Form of Annuity

Married participants are assumed to elect a 50% Joint and Survivor payment form, unless they indicate otherwise in writing. This form is computed to be actuarially equivalent to a single-life annuity.

DRiV Employees Retirement Plan**FORM 5500, SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)****As of December 31, 2024**

Identity of party involved/ description of asset	Shares	Cost	Current value
Collective Trust Funds			
* BNYM Mellon DB SL International Stock Index Fund	9,080	\$ 3,252,219	\$ 5,880,476
* EB Temporary Investment Fund	218,308	218,308	218,308
* BNYM Mellon DB SL LGUS T-STRIPS Bond Index Fund	198,362	17,988,907	15,714,259
* BNYM Mellon DB SL Stock Index Fund	3,236	9,909,079	30,369,893
* BNYM Mellon DB SL Long Bond Index Fund	3,682	3,640,696	3,566,742
* BNYM Mellon DB SL Long Term Credit Bond Index Fund	107,975	61,467,320	62,679,345
		<u>\$ 96,476,530</u>	<u>\$ 118,429,023</u>

*Represents a party-in-interest.

Refer to independent auditor's report.