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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
THE GATES GROUP RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 333

1c Effective date of plan 10/01/1964

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)
GATES CORPORATION

1144 15TH STREET
SUITE 1400
DENVER, CO 80202

2b Employer Identification Number (EIN)
84-0857401

2c Plan Sponsor's telephone number
303-744-5599

2d Business code (see instructions)
326200

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.	10/14/2026	MARK KLINGENMEIER
	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

GATES RETIREMENT BOARD

1144 15TH STREET, SUITE 1400
DENVER, CO 80202

3b Administrator's EIN
84-0857401

3c Administrator's telephone number
303-744-5599

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

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	1569
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	137
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	116
b	Retired or separated participants receiving benefits	**6b**	844
c	Other retired or separated participants entitled to future benefits	**6c**	264
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1224
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	254
f	Total. Add lines **6d** and **6e**.	**6f**	1478
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A 1B 1C 1D 3H

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (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 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☒ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
THE GATES GROUP RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 333

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
GATES CORPORATION

D Employer Identification Number (EIN)
84-0857401

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	124611227
b Actuarial value	**2b**	126731919

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	1119	131491570	131491570
b For terminated vested participants	313	7731748	7731748
c For active participants	137	1376140	1451467
d Total	1569	140599458	140674785

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**	5.30 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1539645
c Target normal cost	**6c**	1539645

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

09/18/2026
Date

THOMAS M. GIECK
Type or print name of actuary

26-07245
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

303-391-1200
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	3138511
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2310019
9	Amount remaining (line 7 minus line 8)	0	828492
10	Interest on line 9 using prior year's actual return of 3.27 %	0	27092
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		3667289
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 4.96 %		67321
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		75538
c	Total available at beginning of current plan year to add to prefunding balance		3810148
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	755584
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	100000

Part III Funding Percentages

14	Funding target attainment percentage	14	90.01 %
15	Adjusted funding target attainment percentage	15	90.01 %
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	95.11 %
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
04/11/2025	655000	0			
07/11/2025	655000	0			
10/09/2025	555000	0			
01/08/2026	655000	0			
09/08/2026	425000	0			
			Totals ► 18(b)	2945000	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	2827327

20 Quarterly contributions and liquidity shortfalls:

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

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.07 %	5.31 %	5.50 %	☐ N/A, full yield curve used

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

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	1539645
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	14042866	1384497
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**	2924142

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	100000	100000

36 Additional cash requirement (line 34 minus line 35)	**36**	2824142
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	2827327

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

a Total (excess, if any, of line 37 over line 36)	**38a**	3185
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	3185
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan	**B** Three-digit plan number (PN) ▶	
THE GATES GROUP RETIREMENT PLAN		333
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
GATES CORPORATION	84-0857401	

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).. . . . . ☐ Yes ☒ No

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

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

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

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

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

WILLIS TOWERS WATSON US LLC

53-0181291

(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?
11 17	NONE	403856	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

TOWERS WATSON INVESTMENT SERVICE IN

52-1868818

(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?
16 17 27	NONE	218028	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BNY 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	NONE	63404	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

BDO USA, P.C.

13-5381590

(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	NONE	58000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BLACKROCK INSTITUTIONAL TRUST

94-3112180

(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?
28	NONE	13277	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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

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(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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE GATES GROUP RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 333

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

D Employer Identification Number (EIN)
84-0857401

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: SSGA LONG US GOVERNMENT INDEX FUND

b Name of sponsor of entity listed in (a): STATE GLOBAL ADVISORS TRUST COMPANY

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)
04-0025081-142	C	6700078

a Name of MTIA, CCT, PSA, or 103-12 IE: INTERMEDIATE U.S. GOVT INDEX FUND

b Name of sponsor of entity listed in (a): STATE GLOBAL ADVISORS TRUST COMPANY

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)
04-0025081-144	C	9525693

a Name of MTIA, CCT, PSA, or 103-12 IE: LIQUID DIVERSIFIERS FUND, LTD.

b Name of sponsor of entity listed in (a): TOWERS WATSON INVESTMENT SERVICES, INC

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)
98-1773982-001	E	12535176

a Name of MTIA, CCT, PSA, or 103-12 IE: TREASURY US 10 YR KEY RATE DURATION

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST

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)
47-4226866-001	C	5316403

a Name of MTIA, CCT, PSA, or 103-12 IE: TREASURY US 15 YR KEY RATE DURATION

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST

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)
45-3856099-001	C	2750847

a Name of MTIA, CCT, PSA, or 103-12 IE: TREASURY US 20 YR KEY RATE DURATION

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST

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)
45-3856189-001	C	1008314

a Name of MTIA, CCT, PSA, or 103-12 IE: TREASURY US 5 YR KEY RATE DURATION

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST

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)
45-3856189-001	C	6597110

a Name of MTIA, CCT, PSA, or 103-12 IE: WTW GT SUBS REDS CLEAR RAF

b Name of sponsor of entity listed in (a): WILLIS TOWERS WATSON GROUP TRUST

c EIN-PN 82-6695738-000	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19040494

a Name of MTIA, CCT, PSA, or 103-12 IE: WTWGT DIVERSIFIED CREDIT FUND

b Name of sponsor of entity listed in (a): WILLIS TOWERS WATSON GROUP TRUST

c EIN-PN 82-6695738-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17747592

a Name of MTIA, CCT, PSA, or 103-12 IE: WTWGT LONG CREDIT FUND

b Name of sponsor of entity listed in (a): WILLIS TOWERS WATSON GROUP TRUST

c EIN-PN 82-6695738-004	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7736232

a Name of MTIA, CCT, PSA, or 103-12 IE: WTWGT DIVERSIFIED EQUITY FUND

b Name of sponsor of entity listed in (a): WILLIS TOWERS WATSON GROUP TRUST

c EIN-PN 82-6695738-002	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 29534798

a Name of MTIA, CCT, PSA, or 103-12 IE: BNY MELLON COLLECTIVE FUND EB TIF

b Name of sponsor of entity listed in (a): BANK OF NEW YORK MELLON

c EIN-PN 13-5160382-000	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2476445

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

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE G (Form 5500)

Department of Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Financial Transaction Schedules

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE GATES GROUP RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 333

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

D Employer Identification Number (EIN)
84-0857401

Part I Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible

Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

Part II Schedule of Leases in Default or Classified as Uncollectible

Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions)

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

Part III Nonexempt Transactions

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
BDO USA, P.C.	PLAN AUDITOR	PLAN AUDIT FEES PAID IN ERROR THROUGH THE TRUST BY THE PLAN SPONSOR	

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
		21000			

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE GATES GROUP RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 333

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

D Employer Identification Number (EIN)
84-0857401

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	4300000	1080000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	14412	68743
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)	4225249	2234292
(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)	104929250	108434006
(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)	11283350	12535176
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	124752261	124352217
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	91313	121180
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	91313	121180
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	124660948	124231037

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)	2945000	
(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)		2945000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	2694541	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	2307213	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		387328
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	82417	
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		82417

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		13303097
(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)		1251826
(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		17969668
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	16641305	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		16641305
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)	58000	
(5) Investment advisory and investment management fees	2i(5)	231305	
(6) Bank or trust company trustee/custodial fees	2i(6)	63404	
(7) Actuarial fees	2i(7)	403856	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1001709	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1758274
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		18399579
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-429911
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: BDO USA, P.C. **(2)** EIN: 13-5381590

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.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**	X		21000
e Was this plan covered by a fidelity bond?	**4e**	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 592518.

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE GATES GROUP RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 333

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

D Employer Identification Number (EIN)
84-0857401

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 36-1561860

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** 37

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 24.4 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 33.5 %
High-Yield Debt: 12.1 % Real Assets: 13.0 % Cash or Cash Equivalents: 5.3 % Other: 11.7 %

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_____.

The Gates Group Retirement Plan

Financial Statements
and ERISA-Required Supplemental Schedules
Years Ended December 31, 2025 and 2024

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.

The Gates Group Retirement Plan

Financial Statements and ERISA-Required Supplemental Schedules

Years Ended December 31, 2025 and 2024

The Gates Group Retirement Plan

Contents

Independent Auditor's Report 3-6

Financial Statements

Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024 7

Statements of Changes in Net Assets Available for Benefits for the Years Ended December 31, 2025 and 2024 8

Notes to Financial Statements 9-19

ERISA-Required Supplemental Schedules

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025 21

Schedule H (Form 5500), Line 4j - Schedule of Reportable Transactions for the Year Ended December 31, 2025 22

Schedule G, Part III, Schedule of Non-Exempt Transactions for the Year Ended December 31, 2025 23

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.

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Denver, CO 80203

Independent Auditor's Report

The Plan Administrator
The Gates Group Retirement Plan
Denver, Colorado

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

We have performed audits of the financial statements of The Gates Group 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). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- 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 (GAAP).
- The certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, P.C., a Virginia professional corporation, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

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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 GAAP, 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 within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for 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 certifications, 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 GAAP.

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 GAAP.

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 Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, Schedule H (Form 5500), Line 4j – Schedule of Reportable Transactions for the year ended December 31, 2025, and Schedule G, Part III – Schedule of Non-Exempt Transactions for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and

reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

BDO USA, P.C.

October 14, 2026

The Gates Group Retirement Plan

Statements of Net Assets Available for Benefits

December 31,	**2025**	2024
Assets		
Investments, at fair value	**$ 123,203,474**	$ 120,437,849
Receivables:		
Employer contributions	**1,080,000**	4,300,000
Due from broker	**57,221**	-
Interest	**11,522**	14,412
Total Assets	**124,352,217**	124,752,261
Liabilities		
Accrued administrative expenses	**(121,180)**	(91,313)
Net Assets Available for Benefits	**$ 124,231,037**	$ 124,660,948

See accompanying notes to financial statements.

The Gates Group Retirement Plan

Statements of Changes in Net Assets Available for Benefits

Year ended December 31,	**2025**	2024
Additions		
Investment income:		
Net appreciation in fair value of investments	**$ 14,813,957**	$ 4,108,228
Interest income from investments	**210,711**	158,795
Total Net Investment Income	**15,024,668**	4,267,023
Employer contributions	**2,945,000**	4,300,000
Total Additions	**17,969,668**	8,567,023
Deductions		
Benefits paid to participants, net of redeposits	**(16,641,305)**	(17,122,934)
Administrative expenses and investment management fees	**(1,758,274)**	(2,065,127)
Total Deductions	**(18,399,579)**	(19,188,061)
Net Decrease	**(429,911)**	(10,621,038)
Net Assets Available for Benefits, beginning of year	**124,660,948**	135,281,986
Net Assets Available for Benefits, end of year	**$ 124,231,037**	$ 124,660,948

See accompanying notes to financial statements.

1. Description of the Plan

The following description of The Gates Group Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan Document (and its underlying sub-documents) and Summary Plan Description for a more complete description of the Plan's provisions.

General

The Gates Corporation (the Company) maintains a non-contributory defined benefit retirement plan covering substantially all employees hired before January 1, 1990, in the domestic operations of the Company and certain subsidiaries. The Plan is an amalgamation of multiple plans within the Gates Automotive Group. The benefits, rights and features of each merged plan have been retained and are detailed in the individual sub-documents relating to specific employee groups covered.

Gates Industrial Corporation (Gates Industrial), which was formed in September 2017 and completed an initial public offering on January 25, 2018, indirectly owns all equity interests in the Company.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Trustee and Administration of the Plan

The Gates Industrial & Automotive Defined Benefit Master Retirement Trust (the Trust) Agreement governs the assets of the Plan from the Company. The Plan is the only participating plan in the Trust.

The Gates Retirement Board (the Plan Administrator or Retirement Board) is the administrator of the Plan. The Plan Administrator has full power, authority and responsibility to control and manage the operations and administration of the Plan. The Retirement Board determines the appropriateness of the Plan's investments and monitors investment performance. The Bank of New York Mellon (BNY Mellon or Trustee) is the trustee of the Plan.

Multiple Plan Provisions

The Plan is an amalgamation of several benefit formulas and merged plans, all of which are closed to new plan members and summarized below:

- Document 1 covered members of the Denver Machining Center of the Company and was closed to new members effective July 1, 2008. Additionally, benefits were frozen for current plan members effective August 13, 2008, in accordance with negotiations with the collective bargaining members.
- Document 2 covers salaried and non-union members of the Company and was closed to new members in 1990. Effective September 30, 2009, Appendix J and K of Document 2 ceased benefit accruals, freezing final average pay and credited service. However, the Core Balance (as defined by the Plan Document) in the Gates Matchmaker Plan will continue to be credited with investment income and the 3% Basic Contributions (as defined by the Plan Document) and, in accordance with the terms of the Plan, continue to be applied as an offset to the benefit payable by the Plan.

- Document 3 provides benefits to certain collective bargaining unit members of the Company in accordance with good faith negotiations. Future service accruals for members of the Elizabethtown Polyflex location were frozen as of December 31, 2009, and all non-vested active members of this group were provided 100% vesting as of that date. Effective April 10, 2011, accruals for collectively bargained employees represented by Galesburg Local #685, United Steelworkers of America, under Document 3 are frozen pursuant to the collective bargaining agreement.
- Document 4 covers salaried and non-union members at certain locations of the Company and is closed to new members. Effective January 1, 1989, the provisions of Document 4 were merged into Document 2 (now referred to as Appendix K members).
- Document 5 is a closed and frozen benefit for the former employees of Camel Tire Care Products. The Pension Plan of Hourly Employees of Camel Tire Care Products was merged into the Plan on December 31, 2000.
- Document 6 is a closed and frozen benefit for the former employees of Schrader Automotive. The Schrader Inc. Employees' Pension Plan was merged into the Plan on December 31, 2000.
- Document 7, formerly known as the Stant Retirement Plan for Salaried Employees, was merged into the Plan effective January 1, 2002. Document 7 provides benefits to salaried and non-union hourly employees of Stant Corporation and Trico Corporation, companies, previously within the controlled group of businesses. Effective December 31, 2002, Document 7 was closed to new members. Effective September 30, 2009, Document 7 ceased benefit accruals, freezing final average pay and credited service. However, the Core Balance (as defined in the Plan Document) in the Gates Matchmaker Plan (formerly in the Tomkins Automotive 401(k) Plan (f/k/a the Stant 401(k) Plan)), will continue to be credited with investment income and the 3% Basic Contributions (as defined by the Plan Document) and, in accordance with the terms of the Plan, will continue to be applied as an offset to the benefit payable by the Plan.
- Document 8, formerly known as the Epicor Industries Inc. Hourly Employees Pension Plan (the Epicor Plan), was closed to new members effective March 1, 2003, and benefits were frozen effective February 28, 2003. The Epicor Plan was merged into the Plan on January 1, 2002.
- Document 9, formerly known as The Stant Cash Accumulation Retirement Plan (the Stant Plan), was established January 1, 2003. The Stant Plan covers salaried and non-union hourly employees at Stant Corporation and Trico Corporation. Effective September 30, 2009, Document 9 ceased benefit accruals with no further contribution credits. Interest credits will continue to be applied in accordance with the terms of Document 9.
- Document 10, formerly known as the Trico Hourly Pension Plan (the Trico Plan) effectively became frozen in 2004 following the closure of the facility in Buffalo, NY between June 2003 and March 2004 in which all plan members were employed. The Trico Plan was merged into the Plan on January 1, 2006.
- Document 11, formerly known as the FEDCO Automotive Components Company Bargaining Unit Pension Plan (the FEDCO Plan) was closed to new members effective December 28, 2002, and benefits were frozen after May 2003. There are no active employees within the FEDCO Plan and all plan members are either in pay status or have a deferred vested benefit. The FEDCO Plan was merged into the Plan on December 31, 2009.

Effective September 30, 2009, the Plan was amended to incorporate the following: (1) all plan participants actively employed as of September 30, 2009, are considered fully vested, unless a collective bargaining agreement specifies another date, and (2) active Plan members will continue to earn continuous service under the Plan for purposes of determining early retirement eligibility.

The corporate entities associated with Documents 5 through 11 are no longer part of the Gates Controlled Group. Gates Corporation is the single legal entity in the Plan. The former entities have been sold prior to 2016 although the pension benefit obligations remain with Gates Corporation.

Effective January 1, 2012, the Plan Document was amended and restated for the following: (1) to incorporate amendments adopted since the last restatement and (2) to add a lump sum distribution option under each sub-document, effective April 1, 2012.

Effective, January 1, 2016, the Plan Document was amended and restated for the following: (1) to incorporate amendments adopted since the last restatement and (2) to reflect the legal requirements contained in the 2015 Cumulative List of Changes in Plan Qualification Requirements as issued by the Internal Revenue Service (the IRS) in Notice 2015-84.

Effective August 1, 2017, the Plan was amended to include an automatic distribution feature for terminated participants who have not elected a form of distribution, described as follows:

1. If the present value of the participant's pension determined as of his or her annuity starting date does not exceed $1,000, such present value will be distributed to the participant as soon as reasonably possible following the participant's termination of employment, without consent of the participant or participant's spouse, in a lump sum payment of equivalent actuarial value.
2. If the present value of the participant's pension determined as of his or her annuity starting date exceeds $1,000 but does not exceed $5,000, the Plan Administrator will direct that such amount be paid, in the name of the participant, to an individual retirement account designed by the Plan Administrator.

Prior Group Annuity Purchase

During 2017, the Plan entered into a group annuity purchase contract with an insurance company. On September 28, 2017, the Plan paid the insurance company approximately $152,000,000 for the purchase of annuities for 4,267 plan participants. Upon execution of the contract, the insurance company assumed the liability, and guarantees the future benefits for these former participants. The assets and accumulated plan benefit obligations related to this allocated contract are excluded from the Plan's net assets and accumulated plan benefit obligations.

Eligibility

Each employee, as described above, was eligible to enter the Plan upon meeting the eligibility requirements as specified in each of the individual underlying sub-documents noted above. All benefit formulas in the Plan are closed, therefore, there were no newly eligible plan members during the years ended December 31, 2025 or 2024.

Pension Benefits and Vesting

Beginning in 1985, the Plan was amended into a "floor offset" arrangement so that, where applicable, the pension benefits otherwise payable under the terms of the Plan is offset by an amount of equivalent actuarial value of the member's hypothetical account balance under the separate terms of The Gates Matchmaker Plan (a defined contribution plan sponsored by the Company). Some of the benefit formulas are a target benefit formula. Monthly benefits and forms of benefits available depend on the location of employment. Certain early retirement options and death benefits are also available.

Information about the Plan Document, the vesting and benefit provisions, and the Pension Benefit Guaranty Corporation's (PBGC's) benefit guarantee is contained in separate summary plan descriptions (SPDs) for each group of covered employees and former employees. Copies of these SPDs are available from the Company.

2. Summary of Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan have been prepared using the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (GAAP) requires plan management to make estimates and assumptions that affect the accompanying reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates and such differences could be material.

Investment Valuation and Income Recognition

The Retirement Board adheres to the Gates Industrial and Automotive Defined Benefit Trust Statement of Investment Policy (the Investment Policy), which is periodically reviewed and updated. Investments are managed under agreements by which the investment managers have been given the authority to make individual investment decisions within the guidelines stated in the Investment Policy.

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Retirement Board determines the Plan's valuation policies utilizing information provided by its investment advisors and Trustee. The Plan is the 100% beneficial owner of the Trust. See Note 6 for a discussion of fair value measurements.

Interest and dividend income (including capital gain distributions) is recorded when earned or on the ex-dividend date, respectively. Net appreciation in the fair value of investments represents the realized and unrealized gains and losses on the investments. Purchases and sales are recorded on a trade-date basis.

Administrative Expenses and Investment Management Fees

The Plan's operating, investment, and administrative expenses are generally paid as provided for in the Plan Document. Expenses for trustee, investment management, actuarial, auditing, and legal fees are charged to the Plan. Other administrative functions are performed by employees of the Company or its subsidiaries at no cost to the Plan. All other costs not paid by the Plan are paid by the Company and are excluded from these financial statements.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

3. Funding Policy

The Company's policy is to make contributions to meet the minimum funding requirements under Internal Revenue Code (IRC) 412. The Company used certain funding surplus amounts and cash contributions to satisfy such minimum contributions for the 2025 and 2024 plan years.

4. Accumulated Plan Benefits

Accumulated plan benefits are those estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to service rendered by employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to employees or their beneficiaries upon retirement, death, disability, or termination. Benefits payable under all circumstances noted above are included in the computation of the actuarial present value of accumulated plan benefits to the extent they are deemed attributable to employee service rendered to the various freeze dates or the valuation date.

The actuarial present value of accumulated plan benefits is determined by an independent actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of benefit payments (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The effect of any plan amendments on accumulated plan benefits is recognized during the year in which such amendments were adopted.

The significant assumptions used in the actuarial valuation as of December 31, 2024 are as follows:

Retirement age	In general age 65, however, rates vary by age and groups.
Mortality	*Non-annuitants:* Pri-2012 "Employees" sex-distinct tables without collar adjustments, projected forward generationally with Scale MP-2021.
	Annuitants: Pri-2012 "Healthy Retirees" and "Contingent Survivors" sex-distinct tables without collar adjustments, projected forward generationally with Scale MP-2021.
Form of payment	50% of participants are assumed to elect the normal form of payment and 50% of participants are assumed to elect the lump sum option. For single lump sum or annuity, based on groups.
Lump sum interest rate	5.00%
Discount rate	6.875% per annum, compounded annually.

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

The actuarial present value of accumulated plan benefits as determined by the actuary as of December 31, 2024 is as follows:

Vested benefits:		
Participants currently receiving benefits	$	120,255,773
Other vested benefits		8,094,786
Total Vested Benefits		128,350,559
Non-Vested benefits		60,883
Total Actuarial Present Value of Accumulated Plan Benefits	$	128,411,442

The changes in the actuarial present value of the Plan's accumulated plan benefits are as follows:

Actuarial Present Value of Accumulated Plan Benefits, December 31, 2023	$	132,501,280
Increase (decrease) during the year attributed to:		
Benefits accumulated		(176,664)
Actuarial losses		575,355
Decrease in discount period		9,129,973
Benefits paid		(17,122,934)
Assumption changes[(a)]		3,504,432
Net Decrease		(4,089,838)
Actuarial Present Value of Accumulated Plan Benefits, December 31, 2024	$	128,411,442

[(a)] For the prior valuation, a discount rate of 7.375% and the lump-sum interest rate of 5.25% was used. These changes resulted in an increase in the obligation.

5. Certified Investment Information

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C), pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulation for Reporting and Disclosure under ERISA. Accordingly, BNY Mellon, a qualified institution, has certified the following information included in the accompanying financial statements and supplemental schedules as complete and accurate:

- Investments as shown in the accompanying statements of net assets available for benefits as of December 31, 2025 and 2024 (except for certain investments)*.
- Net appreciation in fair value of investments and interest income from investments, as shown in the accompanying statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024 (except for net appreciation from certain investments)*.
- Investment amounts included in notes to financial statements.

- Investment information included in the accompanying supplemental schedules as of and for the year ended December 31, 2025.

  * Investments and investment income in limited partnerships and private equity were not covered by the certification.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedules, reading the disclosures relating to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP and whether the supplemental schedules are in conformity with the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA.

6. Fair Value Measurements and Disclosures

Financial Accounting Standards Board (FASB) Accounting Standards Codification Topic 820, *Fair Value*, provides the framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels. Level 1 inputs are the highest priority and consist of unadjusted quoted prices in active markets the Plan has the ability to access for identical assets and liabilities. Level 2 inputs are inputs other than quoted prices that are observable for the asset or liability, either directly or indirectly (quoted prices in active markets for similar assets and liabilities, quoted prices for identical or similar instruments in markets that are not active and model-derived valuations whose inputs are observable or whose significant value drivers are observable). Level 3 inputs are the lowest priority and are unobservable and significant to the fair value measurement of an asset or liability.

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

The following is a description of the valuation methodologies used for investments measured at fair value. There were no changes in the methodologies used at December 31, 2025 and 2024.

Common/Collective Trusts (CCTs) - The CCTs are valued based on the Plan's interest in the funds at net asset value (NAV) reported by the fund managers as of the financial statement date and recent transaction prices. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Fair values for the investments within these funds are based on quoted prices in active markets and securities valued using either observable inputs or quotations from inactive markets.

Limited Partnerships/Private Equity (Liquid Alternatives) - The limited partnerships and private equity are valued at NAV as determined by the general partner or investment manager of the respective investment. NAV is based on the fair value of the underlying investments. The fair value of the underlying investments is estimated using techniques that may rely heavily on the investment managers' assumptions, quantitative information and qualitative observations. The valuation inputs for the underlying investments are determined by various methods including observable inputs, estimated future cash flows, market rates for assets, market interest rates, interest spreads, credit

risk, liquidity and other financial data. The Trustee uses the fair value from the investment managers and the Retirement Board reviews and monitors performance. The Trustee did not make any adjustments to the valuations. NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV.

This category includes 1 and 2 different funds as of December 31, 2025 and 2024, respectively. They are comprised of limited partnerships and private equity that invest primarily in private equity, both domestically and internationally and may consist of hedge funds, foreign asset management vehicles, segregated portfolio companies and other investments. These investments are intended to be liquid, however, there may be restrictions on when assets can be liquidated. Distributions may be contingent upon the liquidation of the underlying assets of the funds. Redemptions generally can occur monthly, however certain investments may be quarterly and up to one year.

103-12 Investment Entity – The WTW Liquid Diversifiers Fund, Ltd (WTW Fund) is a 103-12 investment entity that is valued based on the Plan's interest in the fund at NAV reported by the investment manager as of the financial statement date. The NAV is used as a practical expedient to estimate fair value. The WTW Fund invests in private funds, other pooled investment vehicles or other accounts that are valued at NAV.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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 investments, at fair value:

December 31, 2025

	Level 1	Level 2	Level 3	Total
Total Assets, in the fair value hierarchy	$ -	$ -	$ -	$ -
Investments, measured at NAV[(1)]				123,203,474
Total Investments, at fair value				$ 123,203,474

December 31, 2024

	Level 1	Level 2	Level 3	Total
Total Assets, in the fair value hierarchy	$ -	$ -	$ -	$ -
Investments, measured at NAV[(1)]				120,437,849
Total Investments, at fair value				$ 120,437,849

(1) In accordance with Subtopic 820-10, certain investments that were measured at NAV value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Fair Value of Investments that Calculate NAV as a Practical Expedient

The following tables summarize investments measured at fair value based on NAV per share held in the Trust:

December 31, 2025

Instrument	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period (Days)
Common/Collective Trusts[1]	$ 108,434,006	None	Daily	1
Limited Partnerships/Private Equity (Liquid Alternatives)[2]	2,234,292	None	Monthly	180
103-12 Investment Entity[3]	12,535,176	None	Monthly	45-75

December 31, 2024

Instrument	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period (Days)
Common/Collective Trusts[1]	$ 104,929,250	None	Daily	1
Limited Partnerships/Private Equity (Liquid Alternatives)[2]	4,225,249	None	Monthly, Every 48 Months	180- 1,460
103-12 Investment Entity[3]	11,283,350	None	Monthly	45-75

[1] The investment strategy for the BNY Mellon Temporary Investment Fund, which is a common collective trust, is to maintain a $1 unit value. All other common/collective trusts held by the Plan are Direct Filing Entities with the Department of Labor.

[2] The liquid alternative investments encompass a wide range of strategies, involving traditional asset classes including but not limited to equity, fixed income, commodities, emerging market currencies, reinsurance, and other strategies intended to capture various factor exposures that incorporate shorting, unconstrained mandates and less liquid opportunities.

[3] The 103-12 investment entity is a direct filing entity.

7. Plan Termination

Although it has not expressed any intention to do so, the Company has the right, under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan is terminated, the assets of the Plan will be allocated to plan participants and beneficiaries in accordance with applicable provisions of ERISA and the Plan Document. Should unfunded vested benefits exist, such benefits will be provided up to specified limitations as described in ERISA and by the PBGC.

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 survivors' pensions. 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 participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated plan benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the PBGC.

Additional information regarding the priority of participants' claims to the assets of the Plan upon termination and benefits guaranteed by the PBGC is available from the Plan Administrator.

8. Income Tax Status

The Plan was amended and restated effective January 1, 2016, and the IRS has determined and informed the Company by a letter dated August 7, 2017, that the Plan is designed in accordance with applicable sections of the IRC. The Plan Administrator and the Company believe that the Plan, as amended, is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax exempt, thus, no provision for income taxes is included in the accompanying financial statements.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions. The Plan was under audit for the 2019 plan year by the IRS but the Company received a closing letter on March 18, 2024 with no findings.

9. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities, in general, are subject to various risks, such as interest rate, credit and overall market volatility risk. Additionally, the value, liquidity and related income of the investment securities are sensitive to changes in the economic conditions and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of such investment securities, it is possible that changes in the value of investment securities could occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits and the funded status of the Plan.

Plan contributions are determined and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is possible that changes in these estimates and assumptions in the near term could impact the amounts reported in the financial statements and accompanying notes and could be material to the Plan's financial statements.

The value of the Plan's investments has a direct impact on its funded status. As a result of such changes in market value and possible changes to the actuarial assumptions used in determining the present value of accumulated plan benefits and future required contributions.

The Pension Protection Act of 2006, as amended by the Worker, Retiree and Employer Recovery Act of 2008, imposes certain benefit restrictions for qualified defined benefit plans that do not meet certain funding thresholds. Because the Plan's Adjusted Funding Target Attainment Percentage (AFTAP) equals or exceeds 80.00%, the Plan is not subject to any benefit restrictions.

10. Related Party and Exempt Party-in-Interest Transactions

A short-term investment fund, which is included in the investments within the Trust, is managed by BNY Mellon, the Trustee. Certain investments are managed by Willis Towers Watson, the investment advisor. Certain expenses related to audit, custody, asset management and actuarial services are paid from assets of the Plan. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

During the year ended December 31, 2025, the Company inadvertently paid certain invoices for a different retirement plan from Plan assets. The erroneous payment was refunded to the Plan at a later date; however, the Company determined that this was a prohibited transaction. The Company funded lost earnings in October 2026. This prohibited transaction is reflected in the accompanying Schedule G, Part III, Schedule of Non-Exempt Transactions.

11. Subsequent Events

The Plan Administrator has evaluated subsequent events through October 14, 2026, which is the date the financial statements were available to be issued. No events or transactions discovered during this evaluation require recognition or disclosure in the financial statements.

ERISA-Required Supplemental Schedules

The Gates Group Retirement Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)

EIN: 84-0857401 **Plan Number: 333**

December 31, 2025

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Shares	(d) Cost	(e) Current Value
	Common/Collective Trusts				
*	Bank Of New York Mellon	EB Temp Investment Fund	2,476,445	$ 2,476,445	$ 2,476,445
	Blackrock	Treasury U.S. 15 Yr Key Rate Duration NL Fd	684,524	5,106,115	2,750,847
	Blackrock	Treasury U.S. 20 Yr Key Rate Duration NL Fd	273,985	2,223,817	1,008,314
	Blackrock	Treasury U.S. 10 Yr Key Rate Duration NL Fd A	923,540	7,406,147	5,316,403
	Blackrock	Treasury U.S. 5 Yr Key Rate Duration NL Fd	810,124	7,246,224	6,597,110
*	Willis Towers Watson	Group Trust Diversified Credit Fund	17,747,592	11,928,995	17,747,592
*	Willis Towers Watson	Group Trust Subs Reds Clear Raf	19,040,494	13,765,446	19,040,494
*	Willis Towers Watson	Group Trust Long Credit Fund	638,667	6,337,470	7,736,232
*	Willis Towers Watson	Group Trust Diversified Equity Fund	1,386,994	13,888,591	29,534,798
	State Street Global Advisors	Long U.S. Government Bond Index NL Fund	173,241	7,386,969	6,700,078
	State Street Global Advisors	Intermediate U.S. Government Bond Index NL Fund	327,321	9,361,658	9,525,693
	Total Common/Collective Trusts				108,434,006
	103-12 Investment Entity				
*	Willis Towers Watson	Liquid Diversifiers Fund, Ltd Series Z Shares Initial	9,944	10,233,424	12,535,176
	Total Investment Entity				12,535,176
	Limited Partnerships/Private Equity (Liquid Alternatives)				
	Lombard Securis	Opportunities Fund March 25	283,691	226,384	283,691
	Lombard Securis	Opportunities Fund	1,950,601	1,202,000	1,950,601
	Total Limited Partnerships/Private Equity (Liquid Alternatives)				2,234,292
	Total Investments, at fair value				$ 123,203,474

* A party-in-interest, as defined by ERISA.

The Gates Group Retirement Plan

Schedule H (Form 5500), Line 4j - Schedule of Reportable Transactions

EIN: 84-0857401 **Plan Number: 333**

Year ended December 31, 2025

	(a) Identity of Party Involved	(b) Description of Asset Transaction	(c) Number of Transactions	(e) Acquisition (Disposition) Price	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
	Category (iii) - Series of Transactions in Excess of 5% Of Plan Assets							
*	Bank Of New York Mellon EB Temp Investment Fund	Total acquisitions	101	$24,903,342	$ -	$24,903,342	$24,903,342	$ -
*	Bank Of New York Mellon EB Temp Investment Fund	Total dispositions	66	(25,020,486)	-	(25,020,486)	25,020,486	-
*	Bank Of New York Mellon Cash Reserve	Total acquisitions	6	6,738,290	-	6,738,290	6,738,290	-
*	Bank Of New York Mellon Cash Reserve	Total dispositions	6	(6,738,290)	-	(6,738,290)	6,738,290	-
	SSGA Intermediate U.S. Government Index NL Fund	Total acquisitions	3	9,300,000	-	9,300,000	9,300,000	-
	SSGA Intermediate U.S. Government Index NL Fund	Total dispositions	4	(276)	-	(272)	276	4

* Represents a party-in-interest as defined by ERISA.

There were no category (i), (ii) or (iv) reportable transactions during the year.

The Gates Group Retirement Plan

Schedule G, Part III, Schedule of Non-Exempt Transactions

EIN: 84-0857401 **Plan Number: 333**

Year ended December 31, 2025

(a) Identity of Party Involved	(b) Relationship to Plan, Employer, or Other Party-in-interest	(c) Description of Transaction Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Date	(g) Transaction Expense	Amount of Earnings	Total Transaction	Date of Principal Correction	Date of Earnings Correction
* BDO	Plan Auditor	Audit fees paid by the Gates Group Retirement Plan in error for another retirement plan in 2025	$ 21,000	$ 1,177	$ 22,177	3/17/2026	10/14/2026

* Represents a party-in-interest as defined by ERISA.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	2	1	0	0	0	0	0	3
50-54	0	0	3	7	1	1	0	0	0	0	12
55-59	0	1	0	1	5	20	1	0	0	0	28
60-64	0	0	1	2	4	39	23	1	0	0	70
65-69	0	0	0	0	0	5	5	11	0	0	21
70 & over	0	0	0	0	0	1	2	0	0	0	3
Total	0	1	4	12	11	66	31	12	0	0	137

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

Plan Name: The Gates Group Retirement Plan
EIN / PN: 84-0857401/333
Plan Sponsor: Gates Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month: September
- Interest rate basis: Segment Rates from 4th Month Preceding Valuation Date

Interest rates	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective interest rate	5.30%	5.30%

As permitted by law, rates reflecting stabilization are used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Compensation increases

Annual compensation increases are assumed to occur according to the following:

Attained Age	Annual Increase at Attained Age
20	11.68%
25	9.15%
30	7.60%
35	6.69%
40	5.86%
45	5.37%
50	5.12%
55	4.91%
60	4.70%

Gates matchmaker plan account balance investment return

3.00%

SCHEDULE SB ATTACHMENTS

Gates matchmaker plan account balance conversion basis (document number 3 only)	PBGC deferred interest rate structure (5.00%, 4.25%, 4.00%) and the 1983 Group Annuity Mortality Table, male rates
Plan-related expenses	$1,539,645
Lump sum conversion factor	Lump sums were valued using the substitution of annuity form under Proposed IRC §1.430(d)-1(f)(4) without application of generational mortality and without recognition of the phase-in of IRC §417(e)(3) assumptions.
Future increases in maximum benefits and plan compensation limitations	Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC Section 415. Plan compensation is limited to the maximum presently allowed under IRC Section 401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality	
• Healthy	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
• Disabled	For funding purposes, the same mortality tables as those used for healthy lives.

SCHEDULE SB ATTACHMENTS

Termination

Rates varying by age

Attained Age	Percentage leaving during the year
20	20.00%
25	20.00%
30	20.00%
35	20.00%
40	10.00%
45	6.25%
50	5.00%
55	2.00%
60	2.00%
65 and over	1.00%

Disability

Disabilities are assumed to occur according to the following:

Attained Age	Annual Rate Per 1,000 Participants
25	0.60
30	0.75
35	0.97
40	1.28
45	1.87
50	3.15
55	5.70
60	9.50
65	18.00

SCHEDULE SB ATTACHMENTS

Retirement

Retirements are assumed to occur according to the following:

Attained Age	Participants Eligible for Unreduced Retirement	Participants Eligible for Reduced Retirement
50	6.00%	n/a
51	6.00%	n/a
52	6.00%	n/a
53	6.00%	n/a
54	6.00%	n/a
55	6.00%	11.00%
56	10.00%	11.00%
57	10.00%	6.00%
58	10.00%	6.00%
59	10.00%	6.00%
60	10.00%	6.00%
61	10.00%	15.00%
62	25.00%	20.00%
63	20.00%	30.00%
64	20.00%	30.00%
65	30.00%	30.00%
66	40.00%	40.00%
67	40.00%	40.00%
68	40.00%	40.00%
69	40.00%	40.00%
70	100.00%	100.00%

Average Retirement Age is calculated to be age 65 for the active participants in the plan as of January 1, 2025 expected to reach retirement, based on all current decrements assumed.

Benefit commencement date:

- Preretirement death benefit — The later of the death of the active participant or the date the participant would have attained age 65
- Deferred vested benefit — Age 65 or current age if later. If participant is past age 65, 75% of participants between the ages of 65 and 67 are assumed to claim their benefit, 50% of participants between the ages of 68 and 69 are assumed to claim their benefit and 25% of participants greater than the age of 69 are assumed to claim their benefit.
- Disability benefit — Upon disablement

SCHEDULE SB ATTACHMENTS

• Retirement benefit	Active participants under Plan documents 1, 2 and 3 who have reached a minimum age of 55 years and a minimum service of 10 years or a minimum age of 50 years and a minimum service of 30 years are assumed to commence payment on the first of the month coincident or next following termination of employment. Otherwise they are assumed to commence payment on the first of the month coincident or next following the attainment of age 70.
Form of payment	For Document Numbers 1, 2, and 3, 50% of participants are assumed to elect the normal form of payment and 50% of participants are assumed to elect the lump sum option. For single participants, the normal form of payment is the life annuity with an immediate 5-year guaranteed period. For married participants, the normal form of payment is the 50% joint and survivor annuity. For Document Numbers 5, 6, 8, 10, and 11, 50% of deferred vested participants are assumed to elect a straight-life annuity, while the other 50% are assumed to elect a lump sum. For Document Number 7, 50% of deferred vested participants are assumed to elect a straight-life annuity with 5 years guaranteed, while the other 50% are assumed to elect a lump sum. For Document Number 9, participants are assumed to elect a lump sum benefit rather than one of the monthly annuity payment options. Terminated vested participants that are over the age of 65 are assumed to choose the actuarial increase from Normal Retirement Date to commencement option over the retroactive annuity starting date option.
Plan compensation	Plan compensation is eligible earnings provided by the employer for the prior year adjusted by the compensation increase rate (used for the Gates Matchmaker Plan Offset).
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

SCHEDULE SB ATTACHMENTS

Percent married	80% of participants. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.
Spouse age	Male spouses are assumed to be three years older than female spouses.

Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 7.375% in the prior year, and 7.00% in the second prior year (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.) The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the

Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with the plan sponsor regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits (with a present value up to $5,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

Gates Corporation furnished participant data as of January 1, 2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with Gates Corporation, the following assumptions were made for missing or apparently inconsistent data elements:

- Beneficiaries are assumed to be the opposite gender of the participant where data is unavailable
- A three-year age difference is assumed where the male is older when the data is unavailable

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

The Gates Group Retirement Plan

Schedule H (Form 5500), Line 4j - Schedule of Reportable Transactions

EIN: 84-0857401 **Plan Number: 333**

Year ended December 31, 2025

	(a) Identity of Party Involved	(b) Description of Asset Transaction	(c) Number of Transactions	(e) Acquisition (Disposition) Price	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
	Category (iii) - Series of Transactions in Excess of 5% Of Plan Assets							
*	Bank Of New York Mellon EB Temp Investment Fund	Total acquisitions	101	$24,903,342	$ -	$24,903,342	$24,903,342	$ -
*	Bank Of New York Mellon EB Temp Investment Fund	Total dispositions	66	(25,020,486)	-	(25,020,486)	25,020,486	-
*	Bank Of New York Mellon Cash Reserve	Total acquisitions	6	6,738,290	-	6,738,290	6,738,290	-
*	Bank Of New York Mellon Cash Reserve	Total dispositions	6	(6,738,290)	-	(6,738,290)	6,738,290	-
	SSGA Intermediate U.S. Government Index NL Fund	Total acquisitions	3	9,300,000	-	9,300,000	9,300,000	-
	SSGA Intermediate U.S. Government Index NL Fund	Total dispositions	4	(276)	-	(272)	276	4

* Represents a party-in-interest as defined by ERISA.

There were no category (i), (ii) or (iv) reportable transactions during the year.

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
THE GATES GROUP RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 333

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
GATES CORPORATION

D Employer Identification Number (EIN)
84-0857401

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	124,611,227
b Actuarial value	**2b**	126,731,919

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	1,119	131,491,570	131,491,570
b For terminated vested participants	313	7,731,748	7,731,748
c For active participants	137	1,376,140	1,451,467
d Total	1,569	140,599,458	140,674,785

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**	5.30%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1,539,645
c Target normal cost	**6c**	1,539,645

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 Thomas M. Gieck TMG — Signature of actuary

09/18/2026 — Date

Thomas M. Gieck — Type or print name of actuary

2607245 — Most recent enrollment number

Willis Towers Watson US LLC — Firm name

303-391-1200 — Telephone number (including area code)

PO Box 674401
Houston TX 77267 — Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	3,138,511
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2,310,019
9	Amount remaining (line 7 minus line 8)	0	828,492
10	Interest on line 9 using prior year's actual return of 3.27%	0	27,092
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		3,667,289
	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 4.96%		67,321
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		75,538
	c Total available at beginning of current plan year to add to prefunding balance		3,810,148
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	755,584
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	100,000

Part III Funding Percentages

14	Funding target attainment percentage	14	90.01%
15	Adjusted funding target attainment percentage	15	90.01%
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	95.11%
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
04/11/2025	655,000				
07/11/2025	655,000				
10/09/2025	555,000				
01/08/2026	655,000				
09/08/2026	425,000				
			Totals ► 18(b)	2,945,000	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	2,827,327

20 Quarterly contributions and liquidity shortfalls:

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

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

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

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	1,539,645
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	14,042,866	1,384,497
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**	2,924,142

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	100,000	100,000

36 Additional cash requirement (line 34 minus line 35)	**36**	2,824,142
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	2,827,327

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

a Total (excess, if any, of line 37 over line 36)	**38a**	3,185
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	3,185
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

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

Plan Name:	The Gates Group Retirement Plan
EIN / PN:	84-0857401/333
Plan Sponsor:	Gates Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b
Schedule of Projection of Expected Benefit Payments
As of January 1, 2025

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	273,648	164,435	15,674,620	16,112,703
2026	238,702	180,336	15,004,614	15,423,652
2027	128,723	373,021	14,309,967	14,811,711
2028	122,755	465,296	13,598,200	14,186,251
2029	90,623	535,502	12,872,629	13,498,754
2030	82,921	581,959	12,137,153	12,802,033
2031	78,274	614,826	11,396,277	12,089,377
2032	71,727	632,411	10,653,287	11,357,425
2033	70,728	657,492	9,911,486	10,639,706
2034	65,886	669,744	9,174,551	9,910,181
2035	64,204	666,100	8,446,753	9,177,057
2036	63,072	659,703	7,732,573	8,455,348
2037	62,363	653,750	7,036,603	7,752,716
2038	60,356	642,617	6,363,236	7,066,209
2039	59,429	630,697	5,716,715	6,406,841
2040	57,897	615,626	5,100,904	5,774,427
2041	56,709	595,401	4,519,197	5,171,307
2042	58,197	574,364	3,974,418	4,606,979
2043	53,628	552,068	3,468,707	4,074,403
2044	51,767	527,905	3,003,448	3,583,120
2045	50,226	502,378	2,579,336	3,131,940
2046	48,166	475,513	2,196,395	2,720,074
2047	46,498	447,417	1,853,978	2,347,893
2048	44,390	418,267	1,550,878	2,013,535
2049	42,368	388,288	1,285,350	1,716,006
2050	40,212	357,707	1,055,233	1,453,152
2051	37,921	326,846	858,021	1,222,788

Plan Name: The Gates Group Retirement Plan
EIN / PN: 84-0857401/333
Plan Sponsor: Gates Corporation
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2052	35,491	296,034	690,907	1,022,432
2053	32,948	265,632	550,936	849,516
2054	30,332	236,014	435,072	701,418
2055	27,690	207,541	340,314	575,545
2056	25,075	180,557	263,746	469,378
2057	22,513	155,349	202,622	380,484
2058	20,055	132,149	154,407	306,611
2059	17,712	111,106	116,812	245,630
2060	15,521	92,317	87,819	195,657
2061	13,503	75,794	65,679	154,976
2062	11,661	61,483	48,917	122,061
2063	9,996	49,272	36,320	95,588
2064	8,511	39,008	26,909	74,428
2065	7,201	30,511	19,905	57,617
2066	6,053	23,578	14,705	44,336
2067	5,058	18,002	10,847	33,907
2068	4,201	13,582	7,985	25,768
2069	3,465	10,126	5,859	19,450
2070	2,837	7,460	4,278	14,575
2071	2,304	5,432	3,101	10,837
2072	1,856	3,908	2,225	7,989
2073	1,481	2,779	1,575	5,835
2074	1,170	1,952	1,098	4,220

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Applies to Document Numbers 1, 2 and 3

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

Each eligible employee becomes a member after completion of one year of Continuous Service and attainment of age 21. Effective January 1, 1990, any new employee who is not a member of a collective bargaining unit that is eligible for participation in the plan is excluded from the plan. Effective December 31, 2009, all future new members are excluded from the plan.

Retirement Dates

Normal: The first day of the month following the attainment of age 65.

Early: The first day of the month following the attainment of age 55 and the completion of 10 years of Continuous Service or the completion of 30 years of Continuous Service.

Late: The first day of any month subsequent to the Normal Retirement Date.

Continuous Service

For full-time employees, service is credited using the elapsed time method. For part-time employees, service is credited for each year in which the employee works at least 1,000 hours, but always at least equal to Credited Service.

Credited Service

For full-time employees, service is credited using the elapsed time method. For part-time employees, service is credited for each year in which the employee works at least 2,080 hours, and partial years of service are credited on a prorated basis based on a total of 2,080 hours, rounded to the nearest twelfth of a year.

Credited Service was frozen as of August 14, 2008 for members in Document Number 1. Credited Service was frozen as of September 30, 2009 for members in Document Number 2 Appendix J and

SCHEDULE SB ATTACHMENTS

Appendix K. Credited Service was frozen as of December 31, 2009 for members of the Elizabethtown Polyflex location and April 10, 2011 for members of the Galesburg location in Document Number 3.

Eligible Earnings

For Document Number 2, Eligible Earnings are defined as total cash remuneration paid for services rendered to the Company, including regular pay, task incentive pay, vacation pay, sick leave pay, holiday pay, instructor's pay, funeral leave pay, military reserve training pay, commissions and annual bonuses. No Eligible Earnings after September 30, 2009 will be considered for Target Benefit calculation purposes.

Gates Matchmaker Plan Hypothetical Account Balance

For Document Numbers 2 and 3, the Gates Matchmaker Plan Hypothetical Account Balance as of December 31, 1988 with actual investment return plus the member's Company basic contributions made on and after January 1, 1989 increased with actual investment return between January 1, 1989 and June 30, 1996. Effective July 1, 1996, investment return will be equal to that of the Gates Stable Value Fund of the Gates Matchmaker Plan. The Company basic contribution is currently 3% of applicable earnings.

Gates Matchmaker Plan Offset

For Document Number 2, the Gates Matchmaker Plan Offset is determined by a factor based on age and years of Continuous Service applied to the Gates Matchmaker Plan Hypothetical Account Balance as described in the Plan document.

For Document Number 3, the Gates Matchmaker Plan Offset is determined by converting the Gates Matchmaker Plan Hypothetical Account Balance to an annuity using the 1983 Group Annuity Mortality Table for males and the interest rate which shall be the greater of the PBGC deferred interest rate structure (5.00%, 4.25%, 4.00%) or the deferred interest rate structure published by the PBGC as of the last business day of the second month preceding the last day worked or the last day included in the member's Credited Service, whichever is later.

Target Benefit

For the applicable formulas in Document Numbers 2 and 3, if the Target Benefit is greater than the Gates Matchmaker Plan Offset, the excess of the Target Benefit over the Offset is payable from the Plan.

SCHEDULE SB ATTACHMENTS

Retirement Income

Normal

Document Number 1:

A monthly pension equal to $33.00 multiplied by Credited Service as of August 14, 2008.

Document Number 2:

Appendix J

1 A Target Benefit equal to the greater of (a) or (b):

a The sum of (i), (ii) and (iii):

i 1/12th of 0.8% multiplied by the Average Eligible Earnings multiplied by Credited Service prior to January 1, 1999.

ii 1/12th of 0.5% multiplied by the Average Eligible Earnings in excess of $25,000 multiplied by Credited Service prior to January 1, 1999.

iii 1/12th of 0.5% multiplied by the Average Eligible Earnings multiplied by Credited Service on and after January 1, 1999 and on and before September 30, 2009.

Average Eligible Earnings are determined to be the average Eligible Earnings during the 60 consecutive months of Continuous Service on and before September 30, 2009 which produce the highest average, limited to the applicable compensation limit, as indexed.

b $28.50 multiplied by Credited Service on and before September 30, 2009.

2 The monthly benefit payable is calculated as the excess of the Target Benefit over the Gates Matchmaker Plan Offset with the excess, if any, subject to a minimum accrued benefit calculated as of December 31, 1993.

Appendix K

1 A Target Benefit equal to 1/12th of 0.6% multiplied by Career Earnings.

Career Earnings are an employee's aggregate Eligible Earnings received from the Company on or after October 1, 1979 and on or before September 30, 2009.

2 The monthly benefit payable is calculated as the excess of the Target Benefit over the Gates Matchmaker Plan Offset with the excess, if any, subject to minimum accrued benefits calculated as of December 31, 1984 and as of December 31, 1993.

SCHEDULE SB ATTACHMENTS

Document Number 3:

A Denver Print Shop

1 A Target Benefit equal to $19.50 multiplied by Credited Service.

2 The monthly benefit payable is calculated as the excess of the Target Benefit over the Gates Matchmaker Plan Offset with the excess, if any subject to a minimum accrued benefit calculated as of March 31, 1989.

B Galesburg Local #685

Members may make a one-time election of either (1) or (2) below:

1 A monthly benefit equal to Credited Service as of April 10, 2011 multiplied by:

All amounts shown in US Dollars

In Service On or After	Monthly Rate
April 1, 2005	30.00
April 1, 2007	31.00
April 1, 2009	32.00

Members who elect this option will not be eligible to participate in the Gates Matchmaker Plan.

2 A monthly benefit equal to Credited Service frozen as of March 27, 1999 multiplied by $24.00. Members who elect this option will be eligible to participate in the Gates Matchmaker Plan.

C Elizabethtown Belt and Hose Local #780

1 A Target Benefit equal to $20.00 multiplied by Credited Service.

2 The monthly benefit payable is calculated as the excess of the Target Benefit over the Gates Matchmaker Plan Offset with the excess, if any, subject to a minimum accrued benefit calculated as of March 31, 1992.

SCHEDULE SB ATTACHMENTS

D Elizabethtown Polyflex Local #766

1 A Target Benefit equal to Credited Service as of December 31, 2009 with each applicable service period multiplied by the rates specified below:

All amounts shown in US Dollars

Monthly Rate	Service Period
15.00	On or before June 30, 1987
16.25	July 1, 1987 - August 31, 1988
17.00	September 1, 1988 - August 31, 1989
17.25	September 1, 1989 - August 31, 1990
18.00	September 1, 1990 - August 31, 1991
19.00	September 1, 1991 - August 31, 1992
20.00	On or after September 1, 1992

2 The monthly benefit payable is calculated as the excess of the Target Benefit over the Gates Matchmaker Plan Offset with the excess, if any, subject to a minimum accrued benefit calculated as of August 13, 1990.

E Los Angeles Distribution Center

A monthly benefit payable equal to Credited Service for the applicable dates multiplied by the rates specified below:

All amounts shown in US Dollars

Monthly Rate	Service Period
13.50	On or before November 16, 1986
14.50	November 17, 1986 - November 30, 1988
15.00	December 1, 1988 - November 30, 1990
15.50	December 1, 1990 - November 30, 1991
16.00	December 1, 1991 - November 30, 1992
16.50	December 1, 1992 - November 30, 1993
17.00	On or after December 1, 1993

Reduced Early

The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Credited Service at early retirement, or an immediate benefit equal to such deferred benefit, reduced by 0.4% for each complete calendar month by which the annuity commencement date precedes age 62.

Unreduced Early

Except for the Los Angeles Distribution Center, if a member has at least 30 years of Continuous Service, the early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Credited Service at early

retirement, or an immediate benefit equal to such deferred benefit, unreduced for early commencement. For members at the Los Angeles Distribution Center, unreduced early retirement benefits require attainment of age 55 and at least 30 years of Continuous Service.

Supplemental Early

For those members retiring with at least 30 years of Continuous Service after age 55 and before age 62, a supplemental early retirement benefit is payable equal to the amount needed to bring the total benefit up to an amount specified by a combination of the member's age and service, varying by the applicable Document. This supplement is payable as a temporary life annuity to age 62 or death, if earlier. Note that members of Appendix K in Document Number 2 are not eligible for a supplement. Also note that this supplement is eliminated for all active members not eligible as of September 30, 2009 (eligibility is age 55 and 30 years of Continuous Service as of that date).

Late

A monthly pension equal to the normal retirement benefit determined as of the member's late retirement date.

Vesting

Eligibility: A member is 100% vested when he has completed at least 5 years of Continuous Service or attained age 65. All members of Document Number 2 who are actively employed as of September 30, 2009 are automatically 100% vested. All members of Document Number 3 (Elizabethtown Polyflex) who are actively employed as of December 31, 2009 are automatically 100% vested. All members of Document Number 3 (Galesburg) who are actively employed as of April 10, 2011 are automatically 100% vested.

Benefit: A monthly retirement income commencing at Normal Retirement Date equal to the accrued retirement income.

A former member of Document Number 1 who is entitled to a vested deferred retirement benefit may elect to receive an immediate retirement benefit as early as age at termination equal to the deferred benefit actuarially reduced for each complete calendar month that the annuity commencement date precedes Normal Retirement Date.

A former member of Document Numbers 2 and 3 who is entitled to a vested deferred retirement benefit and terminated service with at least 10 years of Continuous Service may, on or after his attainment of age 55, elect to receive an immediate retirement benefit equal to the deferred benefit actuarially reduced for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date.

SCHEDULE SB ATTACHMENTS

Disability

Disability occurring on or before September 30, 2009 (for Document Number 2), on or before December 31, 2009 (for Elizabethtown Polyflex Document Number 3), and on or before April 10, 2011 (for Galesburg Document Number 3):

- Eligibility: Total and permanent disability as determined by the Committee, and after the completion of 10 years of Continuous Service. The member must also qualify for Social Security disability benefits.

- Benefit: The disability retirement benefit is equal to the accrued benefit determined using Credited Service and Eligible Earnings as of the date of disability payable immediately, with no reduction for early commencement.

Disability occurring after September 30, 2009 (for Document Number 2), after December 31, 2009 (for Elizabethtown Polyflex Document Number 3), and after April 10, 2011 (for Galesburg Document Number 3):

- Active members are not eligible for disability benefits.

Preretirement Surviving Spouse Benefit

Eligibility: A member dies prior to his annuity commencement date, but after the attainment of Normal Retirement Age, completion of at least 5 years of Continuous Service or otherwise eligible for a deferred vested benefit with a surviving spouse.

Benefit: The retirement benefit payable to the spouse is equal to the retirement benefit which would have been payable to such spouse under the plan's joint and 50% survivor benefit if the member had terminated on his date of death, survived until his normal retirement age under the plan, begun receiving a benefit in the form of a qualified joint and survivor annuity and died the next day. The surviving spouse may elect an earlier commencement date, but no earlier than the member's earliest early retirement date.

If the member is covered under Document Number 2, Appendix J and dies while active after (1) the attainment of age 65, (2) the attainment of age 55 and 10 years of Continuous Service, (3) the attainment of age 50 and 20 years of Continuous Service, or (4) has at least 30 years of Continuous Service, no adjustment is made for the joint and survivor option, and the benefit will be paid as a single life annuity with a 5-year guaranteed period.

Single Sum Death Benefit

Eligibility: A member (other than a deferred vested member) covered under Document Number 1, Appendix J of Document Number 2 or Document Number 3 dies after his annuity commencement date, is currently receiving a benefit as of the date of death and is survived by a spouse to whom the member has been married for at least one year.

SCHEDULE SB ATTACHMENTS

Benefit: The single lump sum of $750 for employees of the Los Angeles Distribution Center and $1,500 for all other covered employees, payable to the surviving spouse.

Form of Payment

Life annuity with an immediate 5-year guaranteed period

50%, 75% or 100% joint and survivor annuity

Lump sum

Changes in Plan Provisions Since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

SCHEDULE SB ATTACHMENTS

Summary of principal plan provisions

Applies to Document Number 5

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

Each covered employee of Camel Tire Care Products who is a member of the collective bargaining unit becomes a member immediately upon hire. Effective April 17, 1990, future new members are excluded from the plan.

Retirement Dates

Normal: The first day of the month following the attainment of age 65 and the completion of 5 years of participation in the plan.

Early: The first day of the month following the attainment of age 55 and the completion of 10 years of Continuous Service.

Late: The first day of any month subsequent to the Normal Retirement Date.

Continuous Service

Service is credited on the basis of one year for each calendar year in which the member works at least 1,000 hours and partial years of service are credited on a prorated basis – 1/10th for each 160 hours worked.

Credited Service

Service is credited on the basis of one year for each calendar year in which the member works at least 1,280 hours and partial years of service are credited on a prorated basis based on a total of 1,280 hours.

Credited service accruals were frozen as of April 17, 1990.

Retirement Income

Normal: A monthly pension equal to $11.00 multiplied by Credited Service.

Plan Name:	The Gates Group Retirement Plan
EIN / PN:	84-0857401/333
Plan Sponsor:	Gates Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Early: The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Credited Service at early retirement, or an immediate benefit equal to such deferred benefit, reduced by 0.4% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date.

Late: A monthly pension equal to the normal retirement benefit determined as of the member's late retirement date.

Vesting

Eligibility: A member is 100% vested when he has completed at least 5 years of Continuous Service or attainment of Normal Retirement Date while employed.

Benefit: A monthly retirement income commencing at his Normal Retirement Date equal to his accrued retirement income.

A former member who is entitled to a vested deferred retirement benefit and terminated service with 10 or more years of Continuous Service may, on or after his attainment of age 55, elect to receive an immediate retirement benefit equal to the deferred benefit actuarially reduced for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date.

Preretirement Surviving Spouse Benefit

Eligibility: A member dies prior to his annuity commencement date, but after the attainment of Normal Retirement Age or completion of at least 5 years of Continuous Service with a surviving spouse.

Benefit: The retirement benefit payable to the spouse is equal to the retirement benefit which would have been payable to such spouse under the plan's joint and 50% survivor benefit if the member had terminated on his date of death, survived until his normal retirement age under the plan, begun receiving a benefit in the form of a qualified joint and survivor annuity and died the next day. The surviving spouse may elect an earlier commencement date, but no earlier than the member's earliest early retirement date.

Form of Payment

Life annuity

Life annuity with an immediate 5-year or 10-year guaranteed period

50%, 75% or 100% joint and survivor annuity

Lump sum

Changes in Plan Provisions Since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

Plan Name:	The Gates Group Retirement Plan
EIN / PN:	84-0857401/333
Plan Sponsor:	Gates Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Summary of principal plan provisions

Applies to Document Number 6

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

Each eligible employee becomes a member after completion of 1,000 hours during either the first twelve months of employment or any succeeding plan year. Effective June 25, 1996, future new members are excluded from the plan.

Retirement Dates

Normal: The first day of the month coinciding with or next following the attainment of age 65 and the completion of 5 years of participation in the plan.

Early: The first day of the month coinciding with or next following the attainment of age 60 and the completion of 10 years of Continuous Service. Hourly employees are also eligible the first day of the month following the attainment of age 62, or age 60 with at least 30 years of Continuous Service.

Late: The first day of any month subsequent to the Normal Retirement Date.

Continuous Service / Credited Service

Service is credited on the basis of one year for each calendar year during which the member worked at least 1,000 hours and partial years of service are credited as follows:

Hours	Year of Service
1 – 380	¼
381 – 760	½
761 – 999	¾
1,000 +	1

Credited Service accruals were frozen as of September 30, 1996.

SCHEDULE SB ATTACHMENTS

Compensation

Total cash remuneration paid prior to September 30, 1996, including pre-tax contributions to any 401(k) or cafeteria plan.

Retirement Income

Normal:

1 Salaried Members: A monthly pension [(a) + (b) - (c)] as follows:

   a 1.0% multiplied by monthly Average Final Compensation multiplied by Credited Service.

   b 0.25% multiplied by monthly Average Final Compensation in excess of 1/12th of 67.4% of the Social Security wage base (for the calendar year immediately preceding the year of determination), multiplied by the minimum of Credited Service earned after September 30, 1991 and 35 years.

   c Any Scoville plan deferred vested benefit.

   Average Final Compensation is determined to be the average Compensation prior to September 30, 1996 and during the highest 5 consecutive plan years during the longer of either (1) the 15 plan years immediately preceding the employee's retirement or termination; or (2) the plan years from the employee's attainment of age 45 to the employee's retirement or termination.

2 Hourly Members: A monthly pension equal to $6.00 multiplied by Credited Service.

Early: The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Credited Service at early retirement, or an immediate benefit equal to such deferred benefit, reduced by 0.6% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date. The early retirement benefit for hourly employees is unreduced at age 62 or at age 60 with at least 30 years of Continuous Service.

Late: A monthly pension equal to the normal retirement benefit determined as of the member's late retirement date.

Vesting

Eligibility: A member is 100% vested when he has completed at least 5 years of Continuous Service or attained Normal Retirement Date while employed. All active members became 100% vested at September 30, 1996.

Benefit: A monthly retirement income commencing at Normal Retirement Date equal to his accrued retirement income.

Plan Name:	The Gates Group Retirement Plan
EIN / PN:	84-0857401/333
Plan Sponsor:	Gates Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

A former member who is entitled to a vested deferred retirement benefit and terminated service with 10 or more years of Continuous Service may, on or after his attainment of age 60, elect to receive an immediate retirement benefit equal to the deferred benefit reduced by 0.6% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date.

Preretirement Surviving Spouse Benefit

Eligibility: A member dies prior to his annuity commencement date, but after the attainment of Normal Retirement Age, completion of at least 5 years of Continuous Service or otherwise eligible for a deferred vested benefit with a surviving spouse.

Benefit: The retirement benefit payable to the spouse is equal to the retirement benefit which would have been payable to such spouse under the plan's joint and 50% survivor benefit if the member had terminated on his date of death, survived until his normal retirement age under the plan, begun receiving a benefit in the form of a qualified joint and survivor annuity and died the next day. The surviving spouse may elect an earlier commencement date, but no earlier than the member's earliest early retirement date.

Form of Payment

Life annuity

Life annuity with an immediate 10-year guaranteed period

50%, 75% or 100% joint and survivor annuity

Lump sum

Changes in Plan Provisions Since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

SCHEDULE SB ATTACHMENTS

Summary of principal plan provisions

Applies to Document Number 7

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

Each eligible employee becomes a member after completion of one Year of Service and attainment of age 21. Effective January 1, 2003, future new members and rehired employees are excluded from the plan.

Retirement Dates

Normal: The first day of the month coincident with or next following the attainment of age 65.

Early: The first day of the month following the attainment of age 55 and the completion of 10 Years of Service. Former members under the Standard-Thomson Retirement Plan for Salaried Employees are also eligible the first day of the month following the attainment of age 60 and the completion of 5 years of Benefit Accrual Service.

Late: The first day of any month subsequent to the Normal Retirement Date.

Year of Service / Benefit Accrual Service

Service is credited on the basis of one year for each 12 months of service and partial years of service are credited on a prorated basis.

Former members in the Standard-Thomson Retirement Plan for Salaried Employees will receive Years of Service and Benefit Accrual Service credit for service credited under that plan.

Former members in the Trico Pension Plan will receive Years of Service and Benefit Accrual Service credit for service credited under that plan.

Benefit Accrual Service was frozen as of September 30, 2009.

Earnings

Compensation received from the Company for services rendered as an eligible employee, including overtime, bonuses and other non-recurring compensation, limited to the applicable compensation limit

as indexed. No Earnings after September 30, 2009 will be considered for Target Benefit calculation purposes.

Covered Compensation

Average of Social Security wage bases for the 35-year period ending with the earlier of the year Social Security full retirement age is attained and 2009.

Tomkins Automotive 401(k) Plan Hypothetical Account Balance

The Tomkins Automotive 401(k) Plan Hypothetical Account Balance is the sum of Company basic contributions made on or after January 1, 2003 plus deemed investment return under the Stable Value Fund of the Tomkins Automotive 401(k) Plan. The Company basic contribution is currently 3% of applicable earnings.

Tomkins Automotive 401(k) Plan Offset

The Tomkins Automotive 401(k) Plan Offset is determined by a factor based on age and Years of Service applied to the Tomkins Automotive 401(k) Plan Hypothetical Account Balance as described in the Plan Document.

Target Benefit

If the Target Benefit is greater than the Tomkins Automotive 401(k) Plan Offset, the excess of the Target Benefit over the Offset is payable from the plan.

Retirement Income

Normal:

1 A Target Benefit equal to the sum of (a) and (b):

   a 1.0% multiplied by Average Eligible Earnings multiplied by years of Benefit Accrual Service as of September 30, 2009.

   b 0.5% multiplied by Average Eligible Earnings over 1/12th of Covered Compensation multiplied by years of Benefit Accrual Service as of September 30, 2009.

   Average Eligible Earnings are determined to be the average of the highest 60 consecutive months of Earnings on or before September 30, 2009.

2 Former Trico Pension Plan members:

   A Target Benefit equal to the greater of (a) or (b):

   a The sum of (i) and (ii):

      i The member's accrued benefit under the TRICO plan as of December 31, 1995 (paid as a 5-year certain and life annuity).

ii The member's accrued benefit under this plan, based on years of Benefit Accrual Service on or after January 1, 1996 and prior to September 30, 2009.

b The member's accrued benefit under the Trico plan as of December 31, 1996.

3 Former members under the Standard Thomson Retirement Plan for Salaried Employees

A Target Benefit equal to the greater of (a) or (b):

a The excess of (i) over (ii):

i The member's accrued benefit under the Standard-Thomson plan as of December 31, 1994.

ii The benefit attributable to accumulated employee contributions made under the Standard-Thomson Plan that have been withdrawn on or after January 1, 1995.

b The sum of (i) and (ii):

i The member's accrued benefit under this plan.

ii The benefit attributable to the accumulated employee contributions made under the Standard-Thomson plan that have not been withdrawn.

The monthly benefit payable is calculated as the excess of the Target Benefit over the Tomkins Automotive 401(k) Plan Offset with the excess, if any, subject to a minimum accrued benefit calculated as of February 28, 2003.

Early:

The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Benefit Accrual Service at early retirement, or an immediate benefit equal to such deferred benefit, reduced by 1/3 of 1% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date.

Former Trico Pension Plan members:

The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Benefit Accrual Service at early retirement, or an immediate benefit equal to such deferred benefit reduced by 1/3 of 1% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date, but not less than the member's accrued benefit as of December 31, 1996 under the Trico plan reduced by ½ of 1% for each complete calendar month by which the annuity commencement date precedes age 62.

Former members under the Standard-Thomson Retirement Plan for Salaried Employees:

The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Benefit Accrual Service at early retirement, or an immediate benefit equal to such deferred benefit reduced by 1/3 of 1% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date. For those members retiring at or after age 60 with 5 years of Benefit Accrual Service, but less

than 10 Years of Service, such deferred benefit is reduced by 5/12 of 1% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date.

Late:

A monthly pension equal to the normal retirement benefit determined as of the member's late retirement date.

Vesting

Eligibility: A member is 100% vested when he has completed at least 7 Years of Service. Partial vesting occurs according to the following schedule:

3 but less than 4 years	20%
4 but less than 5 years	40%
4 but less than 5 years	60%
6 but less than 7 years	80%

Effective June 29, 2007, employees who were active members and were part of the Trico divestiture are considered 100% vested.

Effective June 18, 2008, employees who were active members and were part of the Stant divestiture are considered 100% vested.

All other members who were actively employed as of September 30, 2009 are automatically 100% vested.

Benefit: A monthly retirement income commencing at Normal Retirement Date equal to accrued retirement income.

A former member who is entitled to a vested deferred retirement benefit and terminated service with 10 or more Years of Service may, on or after his attainment of age 55, elect to receive an immediate retirement benefit equal to the deferred benefit reduced by 3/4 of 1% for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date up to 3 years and 5/12 of 1% for each complete calendar month that the annuity commencement date precedes age 62. Effective July 1, 2007, the 10 Years of Service requirement is eliminated from the preceding sentence.

Former members of the Standard-Thomson plan and Trico plan who are entitled to a vested deferred retirement benefit are also eligible for the early retirement benefits as described under the Early Retirement Income section above.

Preretirement Surviving Spouse Benefit

Eligibility: A member dies prior to his annuity commencement date, but after the attainment of Normal Retirement Age or after attaining a vested right to a benefit with a surviving spouse.

Benefit: The retirement benefit payable to the eligible spouse is equal to the retirement benefit which would have been payable to such spouse under the plan's joint and 50% survivor benefit if the member had terminated on his date of death, survived until his normal retirement age under the plan, begun receiving a benefit in the form of a qualified joint and survivor annuity and died the next day. The spouse may elect an earlier commencement date, but not earlier than the member's earliest early retirement date.

Non-Spousal Death Benefit

Eligibility: A member without a spouse dies before his annuity commencement date, but after attaining age 55 and completing 10 Years of Service.

Benefit: The retirement benefit that would have been payable to the member if the member had retired on the day preceding his death, payable as a monthly annuity of 60 payments.

Form of Payment

Life annuity with an immediate 5-year or 10-year guaranteed period

25%, 50%, 75% or 100% joint and survivor annuity

Social Security leveling income option with leveling to either age 62 or 65

Lump sum

Former members in the Trico plan will never receive less than the December 31, 1996 accrued benefit payable in any form listed above, but using the Trico plan's actuarial basis for conversion that is in effect as of December 31, 1996.

Changes in Plan Provisions Since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

SCHEDULE SB ATTACHMENTS

Summary of principal plan provisions

Applies to Document Number 8

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

Each eligible employee becomes a member after completion of one Year of Service. Effective March 1, 2003, future new members are excluded from the plan.

Retirement Dates

Normal: The first day of the month coincident with or next following the attainment of age 65 and the completion of 5 years of participation in the plan.

Early: The first day of the month following the attainment of age 60 and the completion of 10 Years of Service.

Late: The first day of any month subsequent to the Normal Retirement Date.

Years of Service

Service is credited on the basis of one year for each calendar year during which the member worked at least 1,000 hours.

Credited Service

Service is credited on the basis of one year for each calendar year during which the member worked at least 1,700 hours, and one-tenth of a year for each 170 hours during any calendar year the member worked less than 1,700 hours.

No service is credited after February 28, 2003.

SCHEDULE SB ATTACHMENTS

Retirement Income

Normal: A monthly pension equal to the appropriate benefit rate listed below multiplied by the minimum of years of Credited Service as of February 28, 2003 and the appropriate service cap:

All Amounts shown in US Dollars.

Facility	Service Cap	Benefit Rate
Granite Falls, MN	28	12.50
Dixon, IL	30	12.00
Eden Prairie, MN	25	9.00
Columbia, MO	25	9.00
St. Augustine, FL	25	10.00
Vanceboro, NC	25	9.00
Spencer, IA	30	16.00

Early: The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Credited Service at early retirement, or an immediate benefit equal to such deferred benefit, reduced by the appropriate early retirement reduction factor below for each complete calendar month by which the annuity commencement date precedes Normal Retirement Date:

Facility	Early Retirement Reduction Factor
Granite Falls, MN	0.4%
Dixon, IL	0.5%
Eden Prairie, MN	0.6%
Columbia, MO	0.6%
St. Augustine, FL	0.6%
Vanceboro, NC	0.6%
Spencer, IA	0.6%

Late: A monthly pension equal to the normal retirement benefit determined as of the member's late retirement date.

Vesting

Eligibility: A member is 100% vested when he has completed at least 5 Years of Service or attainment of Normal Retirement Date while employed. Active members at various facilities were also 100% vested at the closing of those facilities. Effective February 28, 2003, all active members were 100% vested.

Benefit: A monthly retirement income commencing at Normal Retirement Date equal to accrued retirement income.

A former member who is entitled to a vested deferred retirement benefit and terminated service with 10 or more Years of Service may, on or after attainment of age 60, elect to receive an immediate

retirement benefit equal to the deferred benefit reduced using the same reduction factors as listed above under the Early Retirement Income section.

Disability

Eligibility: Total and permanent disability as determined by the Committee, and after the completion of 10 Years of Service.

Benefit: The disability retirement benefit is equal to the accrued benefit determined using years of Credited Service and the appropriate service cap and benefit rate payable immediately, with no reduction for early commencement.

Preretirement Surviving Spouse Benefit

Eligibility: A member dies prior to his annuity commencement date, but after the attainment of normal retirement age, completion of at least 5 Years of Service or eligible for a deferred vested benefit with a surviving spouse.

Benefit: The retirement benefit payable to the spouse is equal to the retirement benefit which would have been payable to such spouse under the plan's joint and 50% survivor benefit if the member had terminated on his date of death, survived until his normal retirement age under the plan, begun receiving a benefit in the form of a qualified joint and survivor annuity and died the next day. The spouse may elect an earlier commencement date, but not earlier than the member's earliest early retirement date.

Form of Payment

Life annuity

Life annuity with an immediate 10-year guarantee period

50%, 75% or 100% joint and survivor annuity

Lump sum

Changes in Plan Provisions Since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

SCHEDULE SB ATTACHMENTS

Summary of principal plan provisions

Applies to Document Number 9

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

All salaried employees hired or rehired on or after January 1, 2003 become a member upon the later of the date of hire or the attainment of age 18. Effective September 30, 2009, future new members are excluded from the plan.

Retirement Dates

Normal: The first day of the month coinciding with or next following the attainment of age 65.

Late: The first day of any month subsequent to the Normal Retirement Date.

Year of Service

A year of service is determined using the elapsed time method.

Earnings

Compensation received from the Company for service rendered as an eligible employee including overtime, bonuses and other nonrecurring compensation, limited to the applicable compensation limit as indexed. No Earnings after September 30, 2009 will be considered for pay credit accumulations to the account balance.

Retirement Income

Normal / Late: A member's cash accumulation account balance is a nominal account balance determined as 2% of the member's Earnings credited for each plan year up through September 30, 2009 and interest credited on the account balance for each plan year from the last day of the preceding plan year to the last day of the current plan year using the lesser of the annual rate of interest on 30-year Treasury securities and an annual interest rate of 8%. For a member with an annuity commencement date during the year, interest is credited for the partial year.

SCHEDULE SB ATTACHMENTS

A monthly retirement income commencing at Normal/Late Retirement Date equal to the actuarial equivalent of the cash accumulation account balance as of the member's annuity commencement date converted to a life annuity using the IRS Interest Rate and IRS Mortality Table as of such annuity commencement date.

Vesting

Eligibility: A member is 100% vested when he has completed at least 3 Years of Service or attained Normal Retirement Date while employed.

Effective June 29, 2007, employees who were active members and were part of the Trico divestiture are considered 100% vested.

Effective June 18, 2008, employees who were active members and were part of the Stant divestiture are considered 100% vested.

All other employees who were actively employed as of September 30, 2009 are considered 100% vested.

Benefit: A monthly retirement income commencing at Normal Retirement Date equal to the actuarial equivalent of the cash accumulation account balance as of the member's annuity commencement date projected to Normal Retirement Date using the IRS Interest Rate as of such annuity commencement date and converted to a life annuity using the IRS Interest Rate and IRS Mortality Table as of such annuity commencement date.

Preretirement Death Benefit

Eligibility: A member dies prior to his annuity commencement date, but after the attainment of normal retirement age or after attaining a vested right to a benefit.

Benefit: If the member is married, the surviving spouse may choose either (a) a lump sum equal to the cash accumulation account balance as of the annuity commencement date; or (b) the actuarial equivalent of the member's accrued benefit payable as of Normal Retirement Date or date of death if later, determined as of the spouse's annuity commencement date.

If the member is single, the member's beneficiary will receive a lump sum payment of the member's cash accumulation account balance determined as of the annuity commencement date.

Form of Payment

Life annuity

50% or 75% joint and survivor annuity

Lump sum

SCHEDULE SB ATTACHMENTS

Changes in Plan Provisions Since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

SCHEDULE SB ATTACHMENTS

Summary of principal plan provisions

Applies to Document Number 10

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

First day of the month next following the date of employment. However, due to the plant closure in Buffalo, New York, there are no longer any new employees eligible to participate in this plan.

Retirement Dates

Normal: The first day of the month coinciding with or next following the attainment of age 65.

Early: The first day of the month coinciding with or next following the attainment of age 55 and the completion of 10 Years of Credited Service.

Late: The first day of any month subsequent to the Normal Retirement Date.

Credited Service

Service before September 1, 1976: Service is credited on the elapsed time basis with one year of Credited Service for each year that the member worked.

Service after August 31, 1976 and before June 1, 1979: Service is credited on the basis of one year for each calendar year during which the member worked at least 2,000 hours, and one-tenth of a year for each 200 hours during any calendar year the member worked less than 2,000 hours.

Service after May 31, 1979: Service is credited on the basis of one year for each calendar year during which the member worked at least 1,700 hours, and one-tenth of a year for each 170 hours during any calendar year the member worked less than 1,700 hours.

Credited Service ceased to accrue upon the closure of the Buffalo, New York plant.

Vesting Service

Service before 1976: Service is credited on the elapsed time basis with any fractional year rounded up to a full year.

Plan Name:	The Gates Group Retirement Plan
EIN / PN:	84-0857401/333
Plan Sponsor:	Gates Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Service after 1975: Service is credited on the basis of one year for each calendar year during which the member worked at least 1,000 hours. For years in which less than 1,000 hours are worked, the fractional year is rounded up to the next higher one-tenth of a year.

Retirement Income

Normal: A monthly pension equal to Credited Service as of the plant closure date multiplied by the applicable pension rate(s) specified in the Plan document, plus $11.00.

Early: The early retirement benefit is, at the member's option, either a deferred benefit commencing at Normal Retirement Date equal to the normal retirement benefit based on Credited Service at early retirement, or an immediate benefit equal to such deferred benefit, reduced by 0.5% for each complete calendar month by which the annuity commencement date precedes age 62. The early retirement benefit is unreduced after the member has attained age 55 and has completed at least 30 years of Credited Service.

Late: A monthly pension equal to the normal retirement benefit determined as of the member's late retirement date.

Vesting

Eligibility: A member is 100% vested when he has completed at least 5 years of Vesting Service or attainment of Normal Retirement Date while employed. All members terminated due to the plant closure are considered fully vested.

Benefit: A monthly retirement income commencing at his Normal Retirement Date equal to his accrued retirement income.

A former member who is entitled to a vested deferred retirement benefit and terminated service with 10 or more years of Credited Service may, on or after his attainment of age 55, elect to receive an immediate retirement benefit equal to the deferred benefit reduced by 0.5% for each complete calendar month by which the annuity commencement date precedes age 62.

Preretirement Surviving Spouse Benefit

Eligibility: A member dies prior to his annuity commencement date, but after the attainment of normal retirement age, completion of at least 5 years of Vesting Service or otherwise eligible for a deferred vested benefit with an eligible surviving spouse.

Benefit: The retirement benefit payable to the spouse is equal to the retirement benefit which would have been payable to such spouse under the plan's joint and 50% survivor benefit if the member had terminated on his date of death, survived until his normal retirement age under the plan, begun receiving a benefit in the form of a qualified joint and survivor annuity and died the next day. The surviving spouse may elect an earlier commencement date, but not earlier than the member's earliest early retirement date.

Plan Name:	The Gates Group Retirement Plan
EIN / PN:	84-0857401/333
Plan Sponsor:	Gates Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Form of Payment

Life annuity

Life annuity with an immediate 10-year guaranteed period

50%, 75% or 100% joint and survivor annuity

Social Security leveling option with leveling to either age 62 or age 65

Lump sum

Changes in Plan Provisions Since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

SCHEDULE SB ATTACHMENTS

Summary of principal plan provisions

Applies to Document Number 11

Plan Sponsor

Gates Corporation

Effective Date

Restated effective January 1, 2016 and there are no subsequent amendments that affect the plan provisions.

Participation

All employees who are members of USWA Local 1753. However, due to the sale of the plant employing all members of this plan, there will be no new entrants to the plan effective December 28, 2002.

Retirement Dates

Normal: First day of the month coincident or next following attainment of age 65.

Early: The first day of any month following the attainment of age 60 and the completion of 15 years of Continuous Service.

Late: The first day of any month subsequent to the Normal Retirement Date.

Continuous Service

Total service prior to termination or retirement. Continuous Service will be the same for vesting and benefit accrual purposes, except that service prior to age 18 will not count toward vesting.

Retirement Income

Normal: For retirements commencing on or after March 1, 2001, a monthly pension of $15.00 per year of Continuous Service not in excess of 40 years.

Early: The early retirement benefit is, at the member's option, either a deferred benefit commencing at age 65 equal to the normal retirement benefit based on service at early retirement, or an immediate benefit equal to such deferred benefit, reduced by 0.5556% for each month by which the annuity commencement date precedes Normal Retirement Date.

Late: A monthly pension equal to the normal retirement benefit determined as of the member’s late retirement date.

Plan Name:	The Gates Group Retirement Plan
EIN / PN:	84-0857401/333
Plan Sponsor:	Gates Corporation
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Vesting

Eligibility: A member is 100% vested when he has completed at least 5 years of Continuous Service or if he is employed on December 27, 2002.

Benefit: A monthly retirement income commencing at his Normal Retirement Date equal to his accrued retirement income, or after attaining 60, but before 65, actuarially reduced for each month that commencement of payment precedes his Normal Retirement Date.

Pre-Retirement Surviving Spouse Benefit

Eligibility: A vested member dies before his benefit commencement date and has a spouse at time of death.

Benefit: The retirement benefit payable to the spouse is equal to the retirement benefit which would have been payable to such spouse under the Plan's joint and 50% survivor benefit if the member had terminated on his date of death, survived to the earliest date he could have retired, chose a 50% joint and survivor and died the next day.

Form of Payment

Life annuity

50%, 75% or 100% joint and survivor annuity

Lump sum

Changes in Plan Provisions since Last Actuarial Valuation

There have been no changes in the plan provisions since the last actuarial valuation that would affect current valuation results.

The Gates Group Retirement Plan

Schedule H (Form 5500), Line 4i - Schedule of Assets (Held at End of Year)

EIN: 84-0857401 **Plan Number: 333**

December 31, 2025

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Shares	(d) Cost	(e) Current Value
	Common/Collective Trusts				
*	Bank Of New York Mellon	EB Temp Investment Fund	2,476,445	$ 2,476,445	$ 2,476,445
	Blackrock	Treasury U.S. 15 Yr Key Rate Duration NL Fd	684,524	5,106,115	2,750,847
	Blackrock	Treasury U.S. 20 Yr Key Rate Duration NL Fd	273,985	2,223,817	1,008,314
	Blackrock	Treasury U.S. 10 Yr Key Rate Duration NL Fd A	923,540	7,406,147	5,316,403
	Blackrock	Treasury U.S. 5 Yr Key Rate Duration NL Fd	810,124	7,246,224	6,597,110
*	Willis Towers Watson	Group Trust Diversified Credit Fund	17,747,592	11,928,995	17,747,592
*	Willis Towers Watson	Group Trust Subs Reds Clear Raf	19,040,494	13,765,446	19,040,494
*	Willis Towers Watson	Group Trust Long Credit Fund	638,667	6,337,470	7,736,232
*	Willis Towers Watson	Group Trust Diversified Equity Fund	1,386,994	13,888,591	29,534,798
	State Street Global Advisors	Long U.S. Government Bond Index NL Fund	173,241	7,386,969	6,700,078
	State Street Global Advisors	Intermediate U.S. Government Bond Index NL Fund	327,321	9,361,658	9,525,693
	Total Common/Collective Trusts				108,434,006
	103-12 Investment Entity				
*	Willis Towers Watson	Liquid Diversifiers Fund, Ltd Series Z Shares Initial	9,944	10,233,424	12,535,176
	Total Investment Entity				12,535,176
	Limited Partnerships/Private Equity (Liquid Alternatives)				
	Lombard Securis	Opportunities Fund March 25	283,691	226,384	283,691
	Lombard Securis	Opportunities Fund	1,950,601	1,202,000	1,950,601
	Total Limited Partnerships/Private Equity (Liquid Alternatives)				2,234,292
	Total Investments, at fair value				$ 123,203,474

* A party-in-interest, as defined by ERISA.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1 Shortfall	01/01/2025	7,096,386	15.00000	7,096,386	661,670
2 Shortfall	01/01/2024	(1,864,468)	14.00000	(1,737,064)	(169,630)
3 Shortfall	01/01/2023	9,745,033	13.00000	8,683,544	892,457
Total				14,042,866	1,384,497

Plan Name: The Gates Group Retirement Plan
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Plan Sponsor: Gates Corporation
Valuation Date: January 1, 2025