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. . . . . ▶ [X]

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
MAHLE INDUSTRIES, INCORPORATED RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1981

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)
MAHLE INDUSTRIES, INCORPORATED

23030 MAHLE DRIVE
FARMINGTON HILLS, MI 48335

2b Employer Identification Number (EIN)
58-2431334

2c Plan Sponsor's telephone number
248-305-8200

2d Business code (see instructions)
336300

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2026	JENNIFER MENSING
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	848
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)**	247
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	233
b	Retired or separated participants receiving benefits	**6b**	384
c	Other retired or separated participants entitled to future benefits	**6c**	162
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	779
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	64
f	Total. Add lines **6d** and **6e**.	**6f**	843
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 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)** [X] 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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules

- **(1)** [ ] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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
MAHLE INDUSTRIES, INCORPORATED RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MAHLE INDUSTRIES, INCORPORATED

D Employer Identification Number (EIN)
58-2431334

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**	46735159
b Actuarial value	**2b**	47836904

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	426	43234036	43234036
b For terminated vested participants	185	7584572	7584572
c For active participants	247	16882691	16887923
d Total	858	67701299	67706531

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**	5.36 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1146000
c Target normal cost	**6c**	1146000

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

10/13/2026
Date

JOSEPH A. GRONDIN
Type or print name of actuary

26-06662
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

248-936-7700
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	7766
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	7766
10	Interest on line 9 using prior year's actual return of 3.59 %	0	279
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		1677910
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.13 %		86077
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		1763987
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	8045
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	70.65 %
15	Adjusted funding target attainment percentage	15	70.65 %
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	71.12 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	69.02 %

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
04/08/2025	865000	0			
07/09/2025	865000	0			
10/07/2025	642768	0			
01/13/2026	792435	0			
09/14/2026	502686	0			
			Totals ► 18(b)	3667889	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	3522931

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: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	1146000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	19869627	2375931
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**	3521931

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

36 Additional cash requirement (line 34 minus line 35)	**36**	3521931
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	3522931

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

a Total (excess, if any, of line 37 over line 36)	**38a**	1000
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE 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
MAHLE INDUSTRIES, INCORPORATED RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
MAHLE INDUSTRIES, INCORPORATED

D Employer Identification Number (EIN)
58-2431334

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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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)

AON HEWITT

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	130594	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

TOWERS WATSON INVESTMENT SERVICES

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?
17 28 51	NONE	123714	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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 28 50 51	NONE	64418	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)

PLANTE & MORAN

38-1357951

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	59190	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

COMERICA INCORPORATED

42-1741646

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 50 72	NONE	29795	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

RELIANCE TRUST COMPANY

58-1428634

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	15813	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

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

OMB No. 1210-0110

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
MAHLE INDUSTRIES, INCORPORATED RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
MAHLE INDUSTRIES, INCORPORATED

D Employer Identification Number (EIN)
58-2431334

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:	COMERICA SHORT TERM FUND		
b Name of sponsor of entity listed in (a):	COMERICA BANK		
c EIN-PN 47-7305132-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	1311314
a Name of MTIA, CCT, PSA, or 103-12 IE:	L&G TREASURY 15+ STRIPS CIT FUND		
b Name of sponsor of entity listed in (a):	RELIANCE TRUST COMPANY		
c EIN-PN 35-7085469-021	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	11449805
a Name of MTIA, CCT, PSA, or 103-12 IE:	WTW COLLECTIVE INVESTMENT TRUST		
b Name of sponsor of entity listed in (a):	SEI TRUST COMPANY		
c EIN-PN 39-2893771-198	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	14569704
a Name of MTIA, CCT, PSA, or 103-12 IE:	WTW LIQUID DIVERSIFIERS FUND, LTD.		
b Name of sponsor of entity listed in (a):	TOWERS WATSON INVESTMENT SERVICES, INC.		
c EIN-PN 98-1773982-001	**d** Entity code E	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	4761647
a Name of MTIA, CCT, PSA, or 103-12 IE:	WTW DIVERSIFIED CREDIT FUND, L.P.		
b Name of sponsor of entity listed in (a):	TOWERS WATSON INVESTMENT SERVICES, INC.		
c EIN-PN 33-2109086-001	**d** Entity code E	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	6549879
a Name of MTIA, CCT, PSA, or 103-12 IE:	IR&M INTERMEDIATE CORPORATE COLLECT		
b Name of sponsor of entity listed in (a):	GLOBAL TRUST COMPANY		
c EIN-PN 37-6567224-006	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	0
a Name of MTIA, CCT, PSA, or 103-12 IE:	INTERMED US GOVT BOND INDX NL FUND		
b Name of sponsor of entity listed in (a):	STATE STREET GLOBAL ADVISORS TRUST COMPANY		
c EIN-PN 04-0025081-144	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	824240

a Name of MTIA, CCT, PSA, or 103-12 IE: LONG US GOVE BOND INDX NL

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

c EIN-PN 04-0025081-142	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2022950

a Name of MTIA, CCT, PSA, or 103-12 IE: WTW REAL ASSETS FUND, L.P.

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

c EIN-PN 33-2085025-001	**d** Entity code E	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5329944

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

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
MAHLE INDUSTRIES, INCORPORATED RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
MAHLE INDUSTRIES, INCORPORATED

D Employer Identification Number (EIN)
58-2431334

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)	3055473	1295121
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	7620	5323
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)	1985516	0
(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)	41762398	30178013
(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)	0	16641470
(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)	0	1814335

		(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	46811007	49934262
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	46811007	49934262

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)	3667889	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)	16536	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		3684425
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-1107943
(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)		4655105
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		1130989
d Total income. Add all **income** amounts in column (b) and enter total	2d		8362576
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4799145	
(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)		4799145
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)	130594	
(4) IQPA audit fees	2i(4)	59190	
(5) Investment advisory and investment management fees	2i(5)	141163	
(6) Bank or trust company trustee/custodial fees	2i(6)	25795	
(7) Actuarial fees	2i(7)	64418	
(8) Legal fees	2i(8)	1786	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	17230	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		440176
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5239321
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		3123255
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: PLANTE & MORAN, PLLC **(2)** EIN: 38-1357951

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	
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 588263.

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[2]										
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	1	0	0	0	0	0	1
40-44	0	0	3	0	2	3	0	0	0	0	8
45-49	0	1	7	3	6	25	1	0	0	0	43
50-54	0	1	7	7	4	30	19	1	0	0	69
55-59	0	0	5	5	4	22	22	29	3	0	90
60-64	0	0	2	0	2	8	7	6	4	1	30
65-69	0	0	0	0	1	1	1	1	0	2	6
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	24	15	20	89	50	37	7	3	247

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

Plan Name: MAHLE Industries, Incorporated Retirement Plan
EIN / PN: 58-2431334/001
Plan Sponsor: MAHLE Industries, Incorporated
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	3-Segment Rates

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	5.36%	5.33%

Annual rates of increase

• Compensation	N/A
• Cost of living adjustments[1]	4.50%
• Future Social Security wage bases	N/A
• Statutory limits on compensation	N/A

Plan related expenses $1,146,000

[1] Cost of living adjustments are for the Caldwell Special Age 65 Benefits (premiums for Medicare Part B benefit).

SCHEDULE SB ATTACHMENTS

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 (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee is hired.
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	Same as healthy lives.

SCHEDULE SB ATTACHMENTS

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants eligible to retire by age are shown below.

Age	Rate (%)	Age	Rate (%)
55	2	63	20
56	3	64	20
57	3	65	35
58	4	66	50
59	4	67	50
60	5	68	50
61	5	69	50
62	20	70	100

The weighted average retirement is 64, calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Terminated vested participants are assumed to commence benefits at age 65. However, participants at Manchester who terminated employment due to plant closure who were eligible to commence early benefits are assumed to commence benefits at age 62.

Disability

The rates at which participants become disabled by age and gender are shown below:

	Rate (%)	
Attained Age	Males	Females
20	0.1200	0.1800
25	0.1200	0.1800
30	0.1200	0.1800
35	0.1275	0.1915
40	0.1470	0.2205
45	0.1975	0.2965
50	0.3565	0.5350
55	0.6810	1.0215
60	1.3800	2.0700
65	0.0000	0.0000

SCHEDULE SB ATTACHMENTS

Representative termination rates not due to retirement, disability, or mortality

Attained Age	Rate (%)
25	5.60
30	5.10
35	4.60
40	4.10
45	3.60
50	3.10
55	0.00

Benefit commencement date

- Preretirement death benefit — Age 65.
- Deferred vested benefit — Age 65.
- Disability benefit — Age 65.
- Retirement benefit — Upon termination of employment

Form of payment — All participants are assumed to elect a single life annuity.

Percent married — 80% of participants are assumed married. Used to value pre-retirement surviving spouse benefits.

Spouse age — Wife three years younger than husband.

Final average earnings — Assumed final average plan compensation for the year beginning on the valuation date was determined as the final average earnings as of December 31, 2006, increased each year prior to the current plan year, by the general wage increase percentage declared by the employer in the December of the preceding calendar year.

The final average earnings were frozen for all employees as of March 31, 2020.

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

	benefit under the plan, which is usually the single life annuity form of payment.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month.

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.
Actuarial value of assets for determining minimum required contributions	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 6.25% for the 2024 plan year and 5.75% for the 2023 plan 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	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.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor, through its third party administrator, Aon Hewitt furnished participant data as of the January 1, 2025. Information on assets, contributions, and plan provisions was furnished by Comerica. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. There were no adjustments to the data to reflect any significant changes in plan population or events that occurred between the date the data was collected and the measurement date. No data adjustments were made and we are unaware of any data adjustment made by the data provider.

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Rates of increase in:	
• Final average earnings	N/A
• National average wages (NAW) (e.g., Social Security wage bases)	N/A
• Increases in statutory limits (CPI)	N/A

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in June 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates were based on an experience study conducted in June 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

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

Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The plan related expenses assumed payable from the pension trust decreased from $1,175,000 for the 2024 plan year to $1,146,000 for the 2025 plan 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
MAHLE INDUSTRIES, INCORPORATED RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MAHLE INDUSTRIES, INCORPORATED

D Employer Identification Number (EIN)
58-2431334

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**	46,735,159
b Actuarial value	**2b**	47,836,904

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	426	43,234,036	43,234,036
b For terminated vested participants	185	7,584,572	7,584,572
c For active participants	247	16,882,691	16,887,923
d Total	858	67,701,299	67,706,531

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**	5.36 %

6 Target normal cost

a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1,146,000
c Target normal cost	**6c**	1,146,000

Statement by Enrolled Actuary

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

SIGN HERE



Signature of actuary

October 13, 2026
Date

Joseph A. Grondin
Type or print name of actuary

2606662
Most recent enrollment number

Willis Towers Watson US LLC
Firm name

248-936-7700
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	7,766
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	7,766
10	Interest on line 9 using prior year's actual return of 3.59%	0	279
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		1,677,910
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.13%		86,077
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		1,763,987
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	8,045
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	70.65%
15	Adjusted funding target attainment percentage	15	70.65%
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	71.12%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	69.02%

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
04/08/2025	865,000	0			
07/09/2025	865,000	0			
10/07/2025	642,768	0			
01/13/2026	792,435	0			
09/14/2026	502,686	0			
			Totals ► 18(b)	3,667,889	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	3,522,931

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:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	1,146,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	19,869,627	2,375,931
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**	3,521,931

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

36 Additional cash requirement (line 34 minus line 35)	**36**	3,521,931
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	3,522,931

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

a Total (excess, if any, of line 37 over line 36)	**38a**	1,000
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, 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:	MAHLE Industries, Incorporated Retirement Plan
EIN / PN:	58-2431334/001
Plan Sponsor:	MAHLE Industries, Incorporated
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	3-Segment Rates

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	5.36%	5.33%

Annual rates of increase

• Compensation	N/A
• Cost of living adjustments[1]	4.50%
• Future Social Security wage bases	N/A
• Statutory limits on compensation	N/A

Plan related expenses $1,146,000

[1] Cost of living adjustments are for the Caldwell Special Age 65 Benefits (premiums for Medicare Part B benefit).

SCHEDULE SB ATTACHMENTS

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 (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee is hired.
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	Same as healthy lives.

SCHEDULE SB ATTACHMENTS

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants eligible to retire by age are shown below.

Age	Rate (%)	Age	Rate (%)
55	2	63	20
56	3	64	20
57	3	65	35
58	4	66	50
59	4	67	50
60	5	68	50
61	5	69	50
62	20	70	100

The weighted average retirement is 64, calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Terminated vested participants are assumed to commence benefits at age 65. However, participants at Manchester who terminated employment due to plant closure who were eligible to commence early benefits are assumed to commence benefits at age 62.

Disability

The rates at which participants become disabled by age and gender are shown below:

	Rate (%)	
Attained Age	Males	Females
20	0.1200	0.1800
25	0.1200	0.1800
30	0.1200	0.1800
35	0.1275	0.1915
40	0.1470	0.2205
45	0.1975	0.2965
50	0.3565	0.5350
55	0.6810	1.0215
60	1.3800	2.0700
65	0.0000	0.0000

SCHEDULE SB ATTACHMENTS

Representative termination rates not due to retirement, disability, or mortality

Attained Age	Rate (%)
25	5.60
30	5.10
35	4.60
40	4.10
45	3.60
50	3.10
55	0.00

Benefit commencement date

- Preretirement death benefit — Age 65.
- Deferred vested benefit — Age 65.
- Disability benefit — Age 65.
- Retirement benefit — Upon termination of employment

Form of payment — All participants are assumed to elect a single life annuity.

Percent married — 80% of participants are assumed married. Used to value pre-retirement surviving spouse benefits.

Spouse age — Wife three years younger than husband.

Final average earnings — Assumed final average plan compensation for the year beginning on the valuation date was determined as the final average earnings as of December 31, 2006, increased each year prior to the current plan year, by the general wage increase percentage declared by the employer in the December of the preceding calendar year.

The final average earnings were frozen for all employees as of March 31, 2020.

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

SCHEDULE SB ATTACHMENTS

	benefit under the plan, which is usually the single life annuity form of payment.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month.

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.
Actuarial value of assets for determining minimum required contributions	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 6.25% for the 2024 plan year and 5.75% for the 2023 plan 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	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.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor, through its third party administrator, Aon Hewitt furnished participant data as of the January 1, 2025. Information on assets, contributions, and plan provisions was furnished by Comerica. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. There were no adjustments to the data to reflect any significant changes in plan population or events that occurred between the date the data was collected and the measurement date. No data adjustments were made and we are unaware of any data adjustment made by the data provider.

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Rates of increase in:	
• Final average earnings	N/A
• National average wages (NAW) (e.g., Social Security wage bases)	N/A
• Increases in statutory limits (CPI)	N/A

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in June 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates were based on an experience study conducted in June 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

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

Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The plan related expenses assumed payable from the pension trust decreased from $1,175,000 for the 2024 plan year to $1,146,000 for the 2025 plan year.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

B1: Non-Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Plan

MAHLE Industries, Incorporated Retirement Plan

Effective Date

The plan was originally effective January 1, 1981, as last amended effective September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility and Participation

Any person who is employed regularly by MAHLE Industries, Incorporated, and has FICA taxes withheld by MAHLE Industries, Incorporated An individual who performs services for MAHLE Industries, Incorporated, pursuant to an agreement between MAHLE Industries, Incorporated, and a collective bargaining agreement, an employee leasing organization or independent contractor shall not be considered.

Each active employee will become a Participant as of the January 1 on or next following his Employment Date. No new participants will enter after January 1, 2004. Effective May 1, 2007, active Participants, between March 19, 2007 and April 17, 2007, can choose to freeze their benefit in the Pension Plan. This is a one-time irrevocable election.

No benefits will be accrued after March 31, 2020.

Vesting Service

Effective January 1, 1999 whole calendar months, of employment. A whole month is graded in the month of employment and month of termination if the Participant is employed for at least 15 days in that month. Before 1999, vesting service was granted on a 1,000 hour rule.

SCHEDULE SB ATTACHMENTS

Benefit Service

The Participant's whole and partial years of Vesting Service, excluding (1) periods before the employer adopted the plan (unless specified), (2) leaves longer than 12 months, (3) periods between date of temrination and rehire, (4) periods worked for an employer who did not adopt the plan, (5) periods for which an employee was paid a lump sum, (6) periods covered by another defined benefit plan, and (7) periods after the employee opts out of the plan. Benefit service was frozen effective March 31, 2020.

Compensation

The participant's taxable earnings as reported on Form W-2 plus deferrals. Please refer to the Plan document for additional detail.

Final Average Base Earnings

The average of a Participant's greatest five consecutive or non-consecutive calendar years during his final 10 consecutive calendar years of Employment. Plan includes any partial calendar year in the 5 year average, if it yields a higher average. If a participant has fewer than 5 complete years all Earnings are averaged.

After December 31, 2006: Final Average Earnings is limited by the Final Average Earnings as of December 31, 2006, increased each year by the general wage increase percentage declared by the employer in the December of the preceding calendar year (not less than 0% nor more than 2%), with increases applied from January 1st to the date of termination on a pro-rata basis.

The Final Average Earnings freezes when an employee opts out of the plan. Final Average Earnings was frozen effective March 31, 2020.

Accrued Benefit

For a participant terminating employment on or after his/her Normal Retirement Date, the accrued benefit is a monthly benefit equal to 1/12 of the sum of 1 and 2 multiplied by Years of Benefit Service not in excess of 30:

- 0.9 percent of his Final Average Earnings not in excess of Covered Compensation
- 1.525 percent of his Final Average Earnings in excess of Covered Compensation

Minimum Monthly Benefit is $6.50 times Benefit Service not in excess of 30 years.

For a participant who terminated employment prior to his/her Normal Retirement Date, the above calculation is determined assuming he/she continues to earn benefit service to the Normal Retirement Date, but Final Average Earnings and Covered Compensation is determined as of the termination date. The projected benefit is then multiplied by the ratio of the number of years of benefit service at termination to the number of years of benefit service projected at the Normal Retirement Date.

SCHEDULE SB ATTACHMENTS

Accrued benefit was frozen effective March 31, 2020.

Normal or Late Retirement Benefit

Eligibility: Later of Age 65 or the fifth anniversary of Employment

Benefit: Accrued Benefit at Normal or Late Retirement Date.

Early Retirement Benefit

Eligibility: Age 55 and 10 years of Vesting Service.

Benefit: Accrued Benefit reduced by 5/9% for first five years and 5/18% for next five years benefit begins prior to the normal retirement date.

Disability Benefit

If a Participant becomes disabled after 5 years of Vesting Service, he continues to accrue service and compensation continues at the same rate until his Early or Normal Retirement Date. Upon retirement, the Early or Normal Retirement Benefit is payable. The Final Average Earnings and Covered Compensation are frozen at the disability date.

For employees who opted out, the benefit is based on the May 1, 2007 frozen benefit, reduced for early retirement.

Vested Benefits upon Termination of Service

Eligibility: 5 years of Vesting Service.

Benefit: Accrued Benefit payable at age 65.

Early Commencement of Benefit: Participants who have completed 10 years of vesting service may elect to begin receiving a reduced benefit as early as age 55. Accrued benefit reduced 5/9% for the first five years and 5/18% for the next five years benefit begins prior to the normal retirement date.

Normal Form of Retirement Income

The normal form of benefit is a monthly annuity payable for the life of the participant. If married, then the 50% Joint and Survivor annuity will be payable to the employe during his lifetime with 50% of such reduced amount payable to his surviving souse after his death, unless the retiree elects otherwise in writing and the spouse consents.

SCHEDULE SB ATTACHMENTS

Optional Forms

Joint and Survivor Annuities:

1. Life only
2. 50% Joint and Survivor, 66-2/3% Joint and Survivor, 75% Joint and Survivor and 100% Joint and Survivor
3. 10 Years Continuous and Life
4. Lump sum is automatically payable if amount is less than or equal to $5,000.

Actuarial Equivalence

Lump Sum: Participant shall receive a single sum payment calculated using the applicable segment rates for the October preceding the first day of the calendar year in which payment is made and the applicable mortality table described in IRC Section 417(c)(3).

Other: 7% interest rate and the 1971 Forecast Mortality Table with a one-year age setback for participants and a five-year age setback for beneficiaries.

Pre-Retirement Death Benefits

If the Participant is not vested, no death benefits are payable. If the participant is vested, then the death benefit is 50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option assuming the participant had terminated employment on the earlier of his termination date or date of death, survived to the early retirement date, had begun receiving benefits that day under the 50% Joint and Survivor form of payment and died the next day.

Post-Retirement Death Benefits

None except as provided by the annuity form elected.

Employee Contributions

They are not required or permitted.

SCHEDULE SB ATTACHMENTS

2007 Voluntary Retirement Opportunity (VRO)

A participant who retired under the 2007 VRO shall have his early retirement benefit determined by increasing his Benefit Service by an additional three years (up to a maximum of 30 years of Benefit Service) and be deemed three years older than the participant's actual age (up to a maximum of age 65). Employees eligible for the 2007 VRO are participants at the Morristown, Tennessee facility who are at least age 55 with 10 or more years of service as of March 30, 2007, who elect the special benefits between December 11, 2006 and March 30, 2007, retires between January 1, 2007 and March 30, 2007, and sign an appropriate waiver and release.

2009 Voluntary Retirement Opportunity (VRO)

A participant who retired under the 2009 Voluntary Retirement Opportunity (2009 VRO) shall have his early retirement benefit determined by increasing his Beneift Service by an additional three years (up to a maximum of 30 years of Benefit Service) and be deemed three years older than the participant's actual age (up to a maximum of age 65). Employees eligible for the 2009 VRO are participants who are at least age 55 with 10 or more years of service as of January 5, 2009, who elect the special benefit between November 4, 2008 and January 8, 2009, retire between January 1, 2009 and February 1, 2009, and sign an appropriate waiver and release.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

SCHEDULE SB ATTACHMENTS

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Maximum on Benefits and Compensation

All benefits and compensation for any calendar year may not exceed the maximum limits for that year as defined by the Internal Revenue Code.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

B2: Caldwell Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Caldwell Plant Hourly Employees Pension Plan

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1989 as last amended effective September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Hourly paid employees at employer's Caldwell, Ohio plant (United Steel Workers of America AFL-CIO Local 4836). Plan frozen December 31, 2001. There will be no new plan participants after this date.

Credited Service

For hours as an employee of the company while covered by the CBA,

- Maximum Credited Service is 38 years
- Credited service is frozen at 12/31/2001

Hours of Service During Plan Year	Portion of Year of Credited Service
Less than 85	0.0
85-254	.1
255-424	.2
425-594	.3
595-764	.4
765-934	.5
935-1,104	.6
1,105-1,274	.7
1,275-1,444	.8
1,445-1,614	.9
1,615 and over	1.0

SCHEDULE SB ATTACHMENTS

Vesting Service

Elapsed time from date of hire to the date employment with the employer terminates. Vesting Service is determined in fractional years to the nearest one-twelfth.

Normal Retirement Benefit

Eligibility: Age 65.

Monthly Benefit: Accrued benefit determined at the normal retirement date

Late Retirement

Eligibility: Retirement after the normal retirement date.

Monthly Benefit: Accrued benefit determined at date of postponed retirement (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended).

Accrued Benefits

Monthly accrued benefit is the product of $24.00 and years of credited service (not more than 38).

Early Retirement Benefit

Eligibility: Age 60 and 10 years of vesting service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced 0.4% per month for commencement prior to normal retirement age.

Disability Benefit

Eligibility: Disablement after completing 10 years of vesting service

Monthly Benefit: Accrued benefit determined at date of disability.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible upon attainment of age 60. Accrued benefit is reduced by 0.5% per month for commencement prior to normal retirement date.

Medicare Part B Benefit

Eligibility: Retirement under normal, early, late or disability provisions and enrolled in Medicare.

SCHEDULE SB ATTACHMENTS

Monthly Benefit: The current premium payable to the retiree (not spouse) for Medicare Part B coverage, $185 in 2025. The premium is assumed to increase in future years.

Pre-Retirement Death Benefits

Paid to a participant's surviving spouse, if any, equal to 52% of the benefit that the participant would have received if he had retired on his date of death and elected an immediate benefit in a joint and 52% survivor form, or, in the case of a participant who dies before becoming eligible for payment of benefits, the benefit that would have been payable had he terminated employment on the earlier of his termination date or date of death, survived to the early retirement date, elected the 52% joint and survivor annuity and died the following day.

The benefit payable to the member's spouse is reduced 1% for each year, if any, by which the spouse is more than 5 years younger than the employee at his death (but not in excess of 10%).

Normal Form of Retirement Income

Single employees and employees married less than one year: Life annuity.

All others: 52% qualified joint and survivor annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 52% joint and survivor and 75% joint and survivor
3. Lump sum of the present value of the accrued normal retirement benefit (excluding any Medicare Part B benefit) is automatically payable if amount is less than $5,000

Actuarial Equivalence

Lump Sum Participants shall receive the larger of the benefit calculated using the following actuarial factors:

1. The annual interest rate on 30-year Treasury securities for the November before the beginning of the plan year and the Mortality Table described in R.R. 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

52% Joint and Survivor Annuity: 93% plus or minus 0.5% for each full year the spouse is older or younger than the retiree, maximum 100%.

Others: 7.00% interest rate and 1971 GAM mortality.

Employee Contributions

They are not required or permitted.

Plan Name:	MAHLE Industries, Incorporated Retirement Plan
EIN / PN:	58-2431334/001
Plan Sponsor:	MAHLE Industries, Incorporated
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

B3: Churubusco Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Pension Plan for Hourly Paid Employees at the Churubusco, IN Plant

Effective Date and Most Recent Amendment

The plan was originally effective March 8, 1967 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

All employees who are members of District Lodge No. 090, Local Lodge No. 2034, of the International Association of Machinists and Aerospace Workers, AFL-CIO.

Credited Service

1. All full and fractional years of service since March 8, 1967 while on the seniority list; plus
2. All full and fractional years of past service from the seniority date to March 8, 1967.
3. Reinstatement of Credited Service available for loss of seniority after October 18, 1975 or for re-employment after retirement; Credited Service is aggregated, but future benefit is offset by actuarial equivalent of benefits previously paid.
4. Employee retiring under the plan also receives Credited Service for eligibility for all service with the Corporation.
5. Accumulation of up to 5 years of Credited Service while on approved leave of absence or layoff.

Vesting Service

All service with corporation.

Normal Retirement Benefit

Eligibility: Age 65.

Benefit: Accrued benefit determined at normal retirement date.

SCHEDULE SB ATTACHMENTS

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: Accrued benefit determined at the date of postponed retirement (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended)

Accrued Benefit

Monthly accrued benefit is the product of $23.00 and years of credited service (not more than 44 years if seniority date is before January 2, 1968, 40 years if seniority date is between January 2, 1968 and January 1, 1980, 35 years if seniority date is between January 2, 1080 and November 4, 2007).

Early Retirement Benefit

Eligibility: Age 60 and 10 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced by 0.5% per month for commencement prior to age 62.

Disability Benefit

Eligibility: Totally and permanently disabled, as determined by the plan sponsor after attaining age 50 with 10 years of credited service.

Benefit: Accrued benefit determined at date of disability.

Waiting Period: 6 months.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible after completion of 10 years of credited service and attainment of age 60. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Supplemental Benefit

Eligibility: Retirement under Early or Disability provisions and attainment of age 60 and 30 years of credited service.

Benefit: Effective May 1, 1999, a monthly benefit of $10.00 times years of credited is payable until age 62 to the employee (not a surviving spouse).

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year.

Benefit:

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

   Monthly survivor benefit shall be equal to 50% of the early benefit the employee would have received had he retired the day before his death and elected the 50% joint and survivor form of payment. Benefit payment begins on the first day of the month following the date of death.

2. Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

   Monthly survivor benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to the earliest commencement date, commenced receiving payments that day after electing the 50% joint and survivor form of payment, and died the next day. Benefit payment begins on early retirement date.

Normal Form of Retirement Income

Normal form of payment is a monthly annuity for the life of the participant. If married, the 50% joint and survivor option will be deemed to have been elected, unless the retiree elects otherwise in writing and the spouse consents.

Single employees and employees married less than one year: Life annuity

All others: 50% joint and survivor annuity

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 50% joint and survivor and 75% joint and survivor
3. Lump sum is automatically payable if amount is less than $1,000
4. Lump sum of the present value of the accrued normal retirement benefit (excluding any 30-year supplement) is payable if amount is less than $5,000.

Actuarial Equivalence

Lump Sum: The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and the applicable mortality table described in section 417(e)(3).

Other: 7.00% interest rate and UP-1984 mortality, set forward one year.

SCHEDULE SB ATTACHMENTS

Employee Contributions

They are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

Plan Name:	MAHLE Industries, Incorporated Retirement Plan
EIN / PN:	58-2431334/001
Plan Sponsor:	MAHLE Industries, Incorporated
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

B4: Franklin Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE – UAW Pension Plan for Hourly Employees at the Perfect Circle Division Cast Iron Plant in Franklin, Kentucky

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1999 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

All employees working for the Company at the Cast Iron Plant in Franklin, Kentucky, who are covered by the collective bargaining agreement between the Company and the Union (UAW Local 2370).

Credited Service

Prior to February 7, 1997: As earned under the SPX Franklin Plan.

On or after February 7, 1997 and on or before December 31, 1998: Each year during which any employee completed 1,000 hours of service under the Savings Plan.

On or after January 1, 1999: Employee will receive 1/12 of a year for each month the employee is on the active payroll and has at least one hour of service.

Vesting Service

All service with the Corporation.

Accrued Benefit

Monthly accrued benefit is the product of $19.00 and years of future credited service less the product of $10.00 and years of past credited service earned prior to January 1, 1999.

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Eligibility: Age 65.

Benefit: Accrued benefit determined at normal retirement date.

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: Accrued benefit determined at the date of postponed retirement (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended).

Early Retirement Benefit

Eligibility: Age 60 and 10 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced by 0.5% per month for commencement prior to age 62.

Special Early Retirement: Effective May 1, 2001, if an employee is eligible for early retirement, he will receive a temporary benefit of $400 per month, until he attains age 62.

Disability Benefit

There are no explicit disability benefits provided under this plan. Employees who terminate employment may receive early retirement or vested termination benefits, if eligible.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible after attaining age 60 and completing 10 years of credited service. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Medicare Part B Benefit

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

Monthly Benefit: Effective on or after January 1, 2003, $60.00 per month after age 65, or earlier eligibility for Medicare Part B.

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year.

Amount of Benefit:

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

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

2. Active Vested and Terminated Vested Employees Not Eligible for Early or Normal Retirement:

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

3. Retired Employees:

   Monthly survivor benefit shall be equal to 60% for which retiree was eligible if the 60% J&S option was elected. Benefit payment begins on the first day of the month following the date of death.

Reduction: An employee who elects the survivor's benefit receives 90% of accrued benefit during his lifetime in order to provide for the surviving spouse. This percentage (90%) shall be reduced 0.5% for each year that the spouse's age is younger than the employee's age by more than 10 years.

Duplication Clause: Survivor benefit not payable concurrently with group insurance transition or bridge benefits.

Normal Form of Retirement Income

Single Employees and Employees Married Less than One Year: Life annuity.

All Others: 90% of the retirement income payable to the employee during his lifetime (adjusted if the spouse's age differs more than 10 years from the employee's) with 60% of such reduced amount payable to his surviving spouse after his death. If the QJSA is in effect and the spouse predeceases the retiree, the basic pension benefit shall be restored to the amount payable without the QJSA election on the first day of the 3rd month after the Company receives evidence of the spouse's death.

SCHEDULE SB ATTACHMENTS

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 60% joint and survivor and 75% joint and survivor.
3. Lump sum is automatically payable if amount is less than $1,000. Lump sums between $1,000 and $5,000 are payable upon the participants' election, with spousal consent.
4. Lump sums in excess of $5,000 are available to active employees who are terminated due to the plant closing, as described below.

Actuarial Equivalence

Lump Sum:

Participant shall receive the larger of the benefits calculated using the following actuarial factors:

1. The applicable segment rates for the November before the beginning of the plan year and the mortality table described in RR 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

Others: 7.00% interest rate and Applicable Mortality Table (RR 2001-62).

Plant Closing Optional Lump Sums

Employees who terminate employment due to the plant closure occurring in late 2010 through late 2011 are eligible to elect a special lump sum payment upon termination equal to the value of their accrued benefit, including all early retirement subsidies and the value of their Medicare Part B Benefit, if eligible. The lump sums are calculated using the applicable segment rates for the November before the beginning of the plan year and the applicable mortality tables described in IRC Section 417(e)(3). Lump sums may not decrease below the de minimus lump sum amounts otherwise payable under the plan.

Employee Contributions

Employee contributions are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

SCHEDULE SB ATTACHMENTS

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

B5: Manchester Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Manchester Plant Hourly Employees Pension Plan

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1998 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31

Coverage and Participation

All employees within the bargaining unit (International Association of Machinists and Aerospace Workers of America, District No. 9). Any person who first becomes an employee or a member of the bargaining unit on or after October 1, 2007 will not be eligible to participate in the plan.

Credited Service

Prior to February 7, 1997: As earned under the SPX Manchester Plant Pension Plan.

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

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-1,080	6/10 of a year
1,080.1-1,260	7/10 of a year
1,260.1-1,440	8/10 of a year
1,440.1-1,620	9/10 of a year
1,620.1 or more	one year

Service prior to February 7, 1997 is recognized for eligibility to participate, eligibility to receive early retirement subsidies, subsidized actuarial factors, retirement supplements and disability benefits, and vesting.

No pre-February 7, 1997 Credited Service recognized for benefit accruals, except specifically recognized to reflect benefit increases.

Credited service for purposes of determining benefit amounts was frozen at October 1, 2007.

Vesting Service

Prior to February 7, 1997: As earned under the SPX Manchester Plant Pension Plan.

After February 7, 1997: Any calendar year in which the employee has 1,000 or more hours shall be counted as one year of Vesting Service. If employee has less than 1,000 hours, a proportionate credit will be given according to the following schedule:

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-999	6/10 of a year

Accrued Benefit

Monthly accrued benefit is the product of $30.00 and years of credited service (including pre 2/7/1997 service) less the product of $23.00 and years of credited service earned prior to 2/7/1997.

Normal Retirement Benefit

Eligibility: The later of the first day of the month following or coinciding with attainment of age 65 and the fifth anniversary of plan participation.

Benefit: Accrued benefit determined at normal retirement date.

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: The greater of 1 and 2 (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended)

1. Accrued benefit determined at the date of postponed retirement.

2. Accrued benefit determined at normal retirement age, actuarially increased to reflect the later payment date.

Early Retirement Benefit

Eligibility: Age 55 and 10 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced by 0.5% per month for

commencement prior to age 62.

Disability Benefit

Eligibility: An employee who becomes disabled after attaining 10 years of credited service. (Prior plan service is eligible for meeting 10 year service requirement.)

Benefit: Accrued benefit determined at date of disability.

Waiting Period: 6 months.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible upon attainment of age 55. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year.

Amount of Benefit:

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

   Monthly survivor benefit shall be equal to 50% of the accrued benefit the employee would have received had he retired the day before his death and elected the 50% joint and survivor form of payment. Benefit payment begins on the first day of the month following the date of death.

2. Active Vested and Terminated Vested Employees Not Eligible for Early or Normal Retirement:

   Monthly survivor benefit shall be equal to 50% for which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to the early retirement date, elected the 50% joint and survivor annuity, and died the next day. Benefit payment begins on early retirement date.

Normal Form of Retirement Income

Single Employees and Employees Married Less than One Year: Life annuity.

All others: 50% qualified joint and survivor annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 50% joint and survivor and 75% joint and survivor
3. 10 year period certain and life annuity
4. Lump sum of the larger of the present value of the accrued normal retirement benefit and the early retirement benefit (if eligible to commence benefits) is payable if amount is less than or equal to $25,000
5. Lump sum is automatically payable if amount is less than $5,000

Actuarial Equivalence

Lump Sum: Participant shall receive the larger of the benefits calculated using the following actuarial factors:

1. Annual interest rate on 30 year Treasury securities for the November before the beginning of the plan year and the mortality table described in RR 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

Other: 5.00% interest rate and UP-1984 mortality, but for optional payment forms, use Appendix A in plan document.

Employee Contributions

They are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

B6: Muskegon Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Muskegon Plant Hourly Employees' Pension Plan

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1998 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

All employees employed by the Company on or after 2/7/1997 within the bargaining unit (International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (U.A.W.), Local 637).

Credited Service

Prior to February 7, 1997: As earned under the SPX Muskegon Plant Pension Plan.

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

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-1,080	6/10 of a year
1,080.1-1,260	7/10 of a year
1,260.1-1,440	8/10 of a year
1,440.1-1,620	9/10 of a year
1,620.1 or more	one year

SCHEDULE SB ATTACHMENTS

Service prior to February 7, 1997 will be included in determining (1) eligibility to participate, (2) eligibility to receive early retirement subsidies, subsidized actuarial factors, retirement supplements and disability benefits, (3) eligibility for normal, early and vested benefits, but not for benefit accruals except to the extent specifically recognized to reflect benefit increases or supplemental amounts after the closing date.

If employee at February 7, 1997 elected to receive amounts or lump sums when transferring from SPX, the service earned prior to February 7, 1997 shall not be included for determining eligibility for retirement supplements or for benefit increases attributable to employment prior to February 7, 1997.

Vesting Service

Prior to February 7, 1997: As earned under the SPX Muskegon Plant Pension Plan.

After February 7, 1997: Any calendar year in which the employee has 1,000 or more hours shall be counted as one year of Vesting Service. If employee has less than 1,000 hours, a proportionate credit will be given according to the following schedule:

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-999	6/10 of a year

Accrued Benefit

Monthly accrued benefit is the product of $33.00 and years of credited service (including pre-February 7, 1997 service) less the product of $26.00 and years of credited service earned prior to February 7, 1997.

Normal Retirement Benefit

Eligibility: The later of the first day of the month following or coinciding with attainment of age 65 and the fifth anniversary of plan participation.

Benefit: Accrued benefit determined at normal retirement date.

SCHEDULE SB ATTACHMENTS

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: The greater of 1 and 2 (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended)

1. Accrued benefit determined at the date of postponed retirement.
2. Accrued benefit determined at normal retirement age, actuarially increased to reflect the later payment date.

Early Retirement Benefit

Eligibility: Earlier of 1, 2, or 3:

1. Age 60 and 10 years of credited service.
2. Age 55 and age plus credited service equals 85 or more.
3. 30 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, multiplied by the following:

Number of Years Before SSURA[1]	Early Retirement Percentage	Number of Years Before SSURA	Early Retirement Percentage
18	30.4	10	57.9
17	32.8	9	63.5
16	35.4	8	69.4
15	38.3	7	75.2
14	41.5	6	80.8
13	45.0	5	86.7
12	48.9	4	93.3
11	53.2	3 and less	100.0

[1] Social Security Unreduced Retirement Age

Provided that:

Pension benefit including benefit to surviving spouse, will be unreduced for retirement after age 62 for employee retiring with the sum of age and credited service totalling 85 or more. Pension benefit will be unreduced for age at retirement for employees retiring with 30 or more years of credited service.

Disability Benefit

Eligibility: An employee who becomes disabled after attaining 10 or more years of credited service and is under age 62.

Monthly Benefit: Accrued benefit determined at date of disability plus a temporary benefit (not more than $400 per month) equal to the product of $33.00 and credited service earned after February 7, 1997, payable until employee becomes eligible for a Social Security benefit.

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SCHEDULE SB ATTACHMENTS

Waiting Period: 6 months

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible (1) after completion of 10 years of credited service and attainment of age 60, or (2) at age 55 with 85 points, or (3) after completion of 30 years of credited service. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Supplemental Benefit

Eligibility: An employee who retires under the normal, early or disability provisions and who:

1. Retires before age 62 with 30 or more years of credited service, or,
2. Retires before age 62 with the sum of age and credited service totalling 85 or more

Early Retirement Supplement:

1. Payable until age 62 to those retirees with 30 or more years of credited service;
2. The benefit is $550 less $350 times the ratio of Past Service Credits to 30 years per month for terminations after December 31, 2000.

Interim Supplement:

1. Payable until age 62 to those retirees with age and service totalling 85 points or more, but not with 30 or more years of service.
2. The benefit is $7.50 times years of credited service (earned after February 7, 1997) reduced for early retirement.

Medicare Part B Benefit

Eligibility: Retirement under normal, early, late or disability provisions and enrolled in Medicare.

Monthly Benefit: Effective January 1, 2002, $28.00 per month after age 65, or earlier if receiving Social Security disability benefits for at least 24 months. Medicare Part B benefit is not payable to a surviving spouse.

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit.

Benefit:

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

   Monthly survivor benefit shall be equal to 55% of the accrued benefit the employee would have received had he retired the day before his death and elected the 55% joint and survivor annuity. Benefit payment begins on the first day of the month following the date of death.

2. Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

   Monthly survivor benefit shall be equal to 55% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to the early retirement date, elected the 55% joint and survivor annuity, and died the next day. Benefit payment begins on early retirement date.

Normal Form of Retirement Income

Single employees: Life annuity

All others: 55% qualified joint and survivor annuity

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
   a. 55% joint and survivor and 75% joint and survivor
   b. Lump sum distribution of the larger of the benefit the participant could receive at the normal retirement date or early retirement date (if eligible to commence benefits for early retirement), if less than or equal to $22,500. The lump sum will include any supplements and/or Medicare Part B benefit for which the participant is eligible to receive.
   c. Lump sum is automatically payable if amount is less than or equal to $1,000

If the 55% QJSA is in effect and the spouse predeceases the retiree, the basic pension benefit shall be restored to the amount payable without the QJSA elections.

SCHEDULE SB ATTACHMENTS

Actuarial Equivalence

Lump Sum:

Participant shall receive the larger of the benefits calculated using the following actuarial factors:

1. Annual interest rate on 30-year Treasury securities for the November before the beginning of the plan year and the mortality table described in RR 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

55% qualified joint and survivor annuity;

95% adjusted 0.5% for each full year the spouse's age differs from the employee's age by more than 5 years, maximum 100%.

Other:

5.00% interest rate and UP-1984 mortality.

Employee Contributions

They are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

SCHEDULE SB ATTACHMENTS

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[2]										
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	1	0	0	0	0	0	1
40-44	0	0	3	0	2	3	0	0	0	0	8
45-49	0	1	7	3	6	25	1	0	0	0	43
50-54	0	1	7	7	4	30	19	1	0	0	69
55-59	0	0	5	5	4	22	22	29	3	0	90
60-64	0	0	2	0	2	8	7	6	4	1	30
65-69	0	0	0	0	1	1	1	1	0	2	6
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	24	15	20	89	50	37	7	3	247

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

Plan Name: MAHLE Industries, Incorporated Retirement Plan
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Plan Sponsor: MAHLE Industries, Incorporated
Valuation Date: January 1, 2025

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	1.297.547	15.00000	1,297,547	120,984
2. Shortfall	01/01/2024	(36,853)	14.00000	(34,336)	(3,353)
3. Shortfall	01/01/2023	6,271,953	13.00000	5,588,774	574,390
4. Shortfall	01/01/2022	5,036,820	12.00000	4,278,718	465,460
5. Shortfall	01/01/2021	(203,350)	11.00000	(163,566)	(18,961)
6. Shortfall	01/01/2020	(4,370,785)	10.00000	(3,295,318)	(410,358)
7. Shortfall	01/01/2019	17,821,840	9.00000	12,197,808	1,647,769
Total				19,869,627	2,375,931

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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.

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Plan Sponsor:	MAHLE Industries, Incorporated
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

B1: Non-Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Plan

MAHLE Industries, Incorporated Retirement Plan

Effective Date

The plan was originally effective January 1, 1981, as last amended effective September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Eligibility and Participation

Any person who is employed regularly by MAHLE Industries, Incorporated, and has FICA taxes withheld by MAHLE Industries, Incorporated An individual who performs services for MAHLE Industries, Incorporated, pursuant to an agreement between MAHLE Industries, Incorporated, and a collective bargaining agreement, an employee leasing organization or independent contractor shall not be considered.

Each active employee will become a Participant as of the January 1 on or next following his Employment Date. No new participants will enter after January 1, 2004. Effective May 1, 2007, active Participants, between March 19, 2007 and April 17, 2007, can choose to freeze their benefit in the Pension Plan. This is a one-time irrevocable election.

No benefits will be accrued after March 31, 2020.

Vesting Service

Effective January 1, 1999 whole calendar months, of employment. A whole month is graded in the month of employment and month of termination if the Participant is employed for at least 15 days in that month. Before 1999, vesting service was granted on a 1,000 hour rule.

SCHEDULE SB ATTACHMENTS

Benefit Service

The Participant's whole and partial years of Vesting Service, excluding (1) periods before the employer adopted the plan (unless specified), (2) leaves longer than 12 months, (3) periods between date of temrination and rehire, (4) periods worked for an employer who did not adopt the plan, (5) periods for which an employee was paid a lump sum, (6) periods covered by another defined benefit plan, and (7) periods after the employee opts out of the plan. Benefit service was frozen effective March 31, 2020.

Compensation

The participant's taxable earnings as reported on Form W-2 plus deferrals. Please refer to the Plan document for additional detail.

Final Average Base Earnings

The average of a Participant's greatest five consecutive or non-consecutive calendar years during his final 10 consecutive calendar years of Employment. Plan includes any partial calendar year in the 5 year average, if it yields a higher average. If a participant has fewer than 5 complete years all Earnings are averaged.

After December 31, 2006: Final Average Earnings is limited by the Final Average Earnings as of December 31, 2006, increased each year by the general wage increase percentage declared by the employer in the December of the preceding calendar year (not less than 0% nor more than 2%), with increases applied from January 1st to the date of termination on a pro-rata basis.

The Final Average Earnings freezes when an employee opts out of the plan. Final Average Earnings was frozen effective March 31, 2020.

Accrued Benefit

For a participant terminating employment on or after his/her Normal Retirement Date, the accrued benefit is a monthly benefit equal to 1/12 of the sum of 1 and 2 multiplied by Years of Benefit Service not in excess of 30:

- 0.9 percent of his Final Average Earnings not in excess of Covered Compensation
- 1.525 percent of his Final Average Earnings in excess of Covered Compensation

Minimum Monthly Benefit is $6.50 times Benefit Service not in excess of 30 years.

For a participant who terminated employment prior to his/her Normal Retirement Date, the above calculation is determined assuming he/she continues to earn benefit service to the Normal Retirement Date, but Final Average Earnings and Covered Compensation is determined as of the termination date. The projected benefit is then multiplied by the ratio of the number of years of benefit service at termination to the number of years of benefit service projected at the Normal Retirement Date.

SCHEDULE SB ATTACHMENTS

Accrued benefit was frozen effective March 31, 2020.

Normal or Late Retirement Benefit

Eligibility: Later of Age 65 or the fifth anniversary of Employment

Benefit: Accrued Benefit at Normal or Late Retirement Date.

Early Retirement Benefit

Eligibility: Age 55 and 10 years of Vesting Service.

Benefit: Accrued Benefit reduced by 5/9% for first five years and 5/18% for next five years benefit begins prior to the normal retirement date.

Disability Benefit

If a Participant becomes disabled after 5 years of Vesting Service, he continues to accrue service and compensation continues at the same rate until his Early or Normal Retirement Date. Upon retirement, the Early or Normal Retirement Benefit is payable. The Final Average Earnings and Covered Compensation are frozen at the disability date.

For employees who opted out, the benefit is based on the May 1, 2007 frozen benefit, reduced for early retirement.

Vested Benefits upon Termination of Service

Eligibility: 5 years of Vesting Service.

Benefit: Accrued Benefit payable at age 65.

Early Commencement of Benefit: Participants who have completed 10 years of vesting service may elect to begin receiving a reduced benefit as early as age 55. Accrued benefit reduced 5/9% for the first five years and 5/18% for the next five years benefit begins prior to the normal retirement date.

Normal Form of Retirement Income

The normal form of benefit is a monthly annuity payable for the life of the participant. If married, then the 50% Joint and Survivor annuity will be payable to the employe during his lifetime with 50% of such reduced amount payable to his surviving souse after his death, unless the retiree elects otherwise in writing and the spouse consents.

SCHEDULE SB ATTACHMENTS

Optional Forms

Joint and Survivor Annuities:

1. Life only
2. 50% Joint and Survivor, 66-2/3% Joint and Survivor, 75% Joint and Survivor and 100% Joint and Survivor
3. 10 Years Continuous and Life
4. Lump sum is automatically payable if amount is less than or equal to $5,000.

Actuarial Equivalence

Lump Sum: Participant shall receive a single sum payment calculated using the applicable segment rates for the October preceding the first day of the calendar year in which payment is made and the applicable mortality table described in IRC Section 417(c)(3).

Other: 7% interest rate and the 1971 Forecast Mortality Table with a one-year age setback for participants and a five-year age setback for beneficiaries.

Pre-Retirement Death Benefits

If the Participant is not vested, no death benefits are payable. If the participant is vested, then the death benefit is 50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option assuming the participant had terminated employment on the earlier of his termination date or date of death, survived to the early retirement date, had begun receiving benefits that day under the 50% Joint and Survivor form of payment and died the next day.

Post-Retirement Death Benefits

None except as provided by the annuity form elected.

Employee Contributions

They are not required or permitted.

SCHEDULE SB ATTACHMENTS

2007 Voluntary Retirement Opportunity (VRO)

A participant who retired under the 2007 VRO shall have his early retirement benefit determined by increasing his Benefit Service by an additional three years (up to a maximum of 30 years of Benefit Service) and be deemed three years older than the participant's actual age (up to a maximum of age 65). Employees eligible for the 2007 VRO are participants at the Morristown, Tennessee facility who are at least age 55 with 10 or more years of service as of March 30, 2007, who elect the special benefits between December 11, 2006 and March 30, 2007, retires between January 1, 2007 and March 30, 2007, and sign an appropriate waiver and release.

2009 Voluntary Retirement Opportunity (VRO)

A participant who retired under the 2009 Voluntary Retirement Opportunity (2009 VRO) shall have his early retirement benefit determined by increasing his Beneift Service by an additional three years (up to a maximum of 30 years of Benefit Service) and be deemed three years older than the participant's actual age (up to a maximum of age 65). Employees eligible for the 2009 VRO are participants who are at least age 55 with 10 or more years of service as of January 5, 2009, who elect the special benefit between November 4, 2008 and January 8, 2009, retire between January 1, 2009 and February 1, 2009, and sign an appropriate waiver and release.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

SCHEDULE SB ATTACHMENTS

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Maximum on Benefits and Compensation

All benefits and compensation for any calendar year may not exceed the maximum limits for that year as defined by the Internal Revenue Code.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

B2: Caldwell Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Caldwell Plant Hourly Employees Pension Plan

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1989 as last amended effective September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

Hourly paid employees at employer's Caldwell, Ohio plant (United Steel Workers of America AFL-CIO Local 4836). Plan frozen December 31, 2001. There will be no new plan participants after this date.

Credited Service

For hours as an employee of the company while covered by the CBA,

- Maximum Credited Service is 38 years
- Credited service is frozen at 12/31/2001

Hours of Service During Plan Year	Portion of Year of Credited Service
Less than 85	0.0
85-254	.1
255-424	.2
425-594	.3
595-764	.4
765-934	.5
935-1,104	.6
1,105-1,274	.7
1,275-1,444	.8
1,445-1,614	.9
1,615 and over	1.0

SCHEDULE SB ATTACHMENTS

Vesting Service

Elapsed time from date of hire to the date employment with the employer terminates. Vesting Service is determined in fractional years to the nearest one-twelfth.

Normal Retirement Benefit

Eligibility: Age 65.

Monthly Benefit: Accrued benefit determined at the normal retirement date

Late Retirement

Eligibility: Retirement after the normal retirement date.

Monthly Benefit: Accrued benefit determined at date of postponed retirement (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended).

Accrued Benefits

Monthly accrued benefit is the product of $24.00 and years of credited service (not more than 38).

Early Retirement Benefit

Eligibility: Age 60 and 10 years of vesting service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced 0.4% per month for commencement prior to normal retirement age.

Disability Benefit

Eligibility: Disablement after completing 10 years of vesting service

Monthly Benefit: Accrued benefit determined at date of disability.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible upon attainment of age 60. Accrued benefit is reduced by 0.5% per month for commencement prior to normal retirement date.

Medicare Part B Benefit

Eligibility: Retirement under normal, early, late or disability provisions and enrolled in Medicare.

SCHEDULE SB ATTACHMENTS

Monthly Benefit: The current premium payable to the retiree (not spouse) for Medicare Part B coverage, $185 in 2025. The premium is assumed to increase in future years.

Pre-Retirement Death Benefits

Paid to a participant's surviving spouse, if any, equal to 52% of the benefit that the participant would have received if he had retired on his date of death and elected an immediate benefit in a joint and 52% survivor form, or, in the case of a participant who dies before becoming eligible for payment of benefits, the benefit that would have been payable had he terminated employment on the earlier of his termination date or date of death, survived to the early retirement date, elected the 52% joint and survivor annuity and died the following day.

The benefit payable to the member's spouse is reduced 1% for each year, if any, by which the spouse is more than 5 years younger than the employee at his death (but not in excess of 10%).

Normal Form of Retirement Income

Single employees and employees married less than one year: Life annuity.

All others: 52% qualified joint and survivor annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 52% joint and survivor and 75% joint and survivor
3. Lump sum of the present value of the accrued normal retirement benefit (excluding any Medicare Part B benefit) is automatically payable if amount is less than $5,000

Actuarial Equivalence

Lump Sum Participants shall receive the larger of the benefit calculated using the following actuarial factors:

1. The annual interest rate on 30-year Treasury securities for the November before the beginning of the plan year and the Mortality Table described in R.R. 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

52% Joint and Survivor Annuity: 93% plus or minus 0.5% for each full year the spouse is older or younger than the retiree, maximum 100%.

Others: 7.00% interest rate and 1971 GAM mortality.

Employee Contributions

They are not required or permitted.

SCHEDULE SB ATTACHMENTS

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

B3: Churubusco Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Pension Plan for Hourly Paid Employees at the Churubusco, IN Plant

Effective Date and Most Recent Amendment

The plan was originally effective March 8, 1967 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

All employees who are members of District Lodge No. 090, Local Lodge No. 2034, of the International Association of Machinists and Aerospace Workers, AFL-CIO.

Credited Service

1. All full and fractional years of service since March 8, 1967 while on the seniority list; plus
2. All full and fractional years of past service from the seniority date to March 8, 1967.
3. Reinstatement of Credited Service available for loss of seniority after October 18, 1975 or for re-employment after retirement; Credited Service is aggregated, but future benefit is offset by actuarial equivalent of benefits previously paid.
4. Employee retiring under the plan also receives Credited Service for eligibility for all service with the Corporation.
5. Accumulation of up to 5 years of Credited Service while on approved leave of absence or layoff.

Vesting Service

All service with corporation.

Normal Retirement Benefit

Eligibility: Age 65.

Benefit: Accrued benefit determined at normal retirement date.

Plan Name:	MAHLE Industries, Incorporated Retirement Plan
EIN / PN:	58-2431334/001
Plan Sponsor:	MAHLE Industries, Incorporated
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: Accrued benefit determined at the date of postponed retirement (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended)

Accrued Benefit

Monthly accrued benefit is the product of $23.00 and years of credited service (not more than 44 years if seniority date is before January 2, 1968, 40 years if seniority date is between January 2, 1968 and January 1, 1980, 35 years if seniority date is between January 2, 1080 and November 4, 2007).

Early Retirement Benefit

Eligibility: Age 60 and 10 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced by 0.5% per month for commencement prior to age 62.

Disability Benefit

Eligibility: Totally and permanently disabled, as determined by the plan sponsor after attaining age 50 with 10 years of credited service.

Benefit: Accrued benefit determined at date of disability.

Waiting Period: 6 months.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible after completion of 10 years of credited service and attainment of age 60. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Supplemental Benefit

Eligibility: Retirement under Early or Disability provisions and attainment of age 60 and 30 years of credited service.

Benefit: Effective May 1, 1999, a monthly benefit of $10.00 times years of credited is payable until age 62 to the employee (not a surviving spouse).

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year.

Benefit:

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

   Monthly survivor benefit shall be equal to 50% of the early benefit the employee would have received had he retired the day before his death and elected the 50% joint and survivor form of payment. Benefit payment begins on the first day of the month following the date of death.

2. Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

   Monthly survivor benefit shall be equal to 50% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to the earliest commencement date, commenced receiving payments that day after electing the 50% joint and survivor form of payment, and died the next day. Benefit payment begins on early retirement date.

Normal Form of Retirement Income

Normal form of payment is a monthly annuity for the life of the participant. If married, the 50% joint and survivor option will be deemed to have been elected, unless the retiree elects otherwise in writing and the spouse consents.

Single employees and employees married less than one year: Life annuity

All others: 50% joint and survivor annuity

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 50% joint and survivor and 75% joint and survivor
3. Lump sum is automatically payable if amount is less than $1,000
4. Lump sum of the present value of the accrued normal retirement benefit (excluding any 30-year supplement) is payable if amount is less than $5,000.

Actuarial Equivalence

Lump Sum: The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and the applicable mortality table described in section 417(e)(3).

Other: 7.00% interest rate and UP-1984 mortality, set forward one year.

SCHEDULE SB ATTACHMENTS

Employee Contributions

They are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

B4: Franklin Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE – UAW Pension Plan for Hourly Employees at the Perfect Circle Division Cast Iron Plant in Franklin, Kentucky

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1999 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

All employees working for the Company at the Cast Iron Plant in Franklin, Kentucky, who are covered by the collective bargaining agreement between the Company and the Union (UAW Local 2370).

Credited Service

Prior to February 7, 1997: As earned under the SPX Franklin Plan.

On or after February 7, 1997 and on or before December 31, 1998: Each year during which any employee completed 1,000 hours of service under the Savings Plan.

On or after January 1, 1999: Employee will receive 1/12 of a year for each month the employee is on the active payroll and has at least one hour of service.

Vesting Service

All service with the Corporation.

Accrued Benefit

Monthly accrued benefit is the product of $19.00 and years of future credited service less the product of $10.00 and years of past credited service earned prior to January 1, 1999.

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Eligibility: Age 65.

Benefit: Accrued benefit determined at normal retirement date.

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: Accrued benefit determined at the date of postponed retirement (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended).

Early Retirement Benefit

Eligibility: Age 60 and 10 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced by 0.5% per month for commencement prior to age 62.

Special Early Retirement: Effective May 1, 2001, if an employee is eligible for early retirement, he will receive a temporary benefit of $400 per month, until he attains age 62.

Disability Benefit

There are no explicit disability benefits provided under this plan. Employees who terminate employment may receive early retirement or vested termination benefits, if eligible.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible after attaining age 60 and completing 10 years of credited service. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Medicare Part B Benefit

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

Monthly Benefit: Effective on or after January 1, 2003, $60.00 per month after age 65, or earlier eligibility for Medicare Part B.

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year.

Amount of Benefit:

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

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

2. Active Vested and Terminated Vested Employees Not Eligible for Early or Normal Retirement:

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

3. Retired Employees:

   Monthly survivor benefit shall be equal to 60% for which retiree was eligible if the 60% J&S option was elected. Benefit payment begins on the first day of the month following the date of death.

Reduction: An employee who elects the survivor's benefit receives 90% of accrued benefit during his lifetime in order to provide for the surviving spouse. This percentage (90%) shall be reduced 0.5% for each year that the spouse's age is younger than the employee's age by more than 10 years.

Duplication Clause: Survivor benefit not payable concurrently with group insurance transition or bridge benefits.

Normal Form of Retirement Income

Single Employees and Employees Married Less than One Year: Life annuity.

All Others: 90% of the retirement income payable to the employee during his lifetime (adjusted if the spouse's age differs more than 10 years from the employee's) with 60% of such reduced amount payable to his surviving spouse after his death. If the QJSA is in effect and the spouse predeceases the retiree, the basic pension benefit shall be restored to the amount payable without the QJSA election on the first day of the 3rd month after the Company receives evidence of the spouse's death.

SCHEDULE SB ATTACHMENTS

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 60% joint and survivor and 75% joint and survivor.
3. Lump sum is automatically payable if amount is less than $1,000. Lump sums between $1,000 and $5,000 are payable upon the participants' election, with spousal consent.
4. Lump sums in excess of $5,000 are available to active employees who are terminated due to the plant closing, as described below.

Actuarial Equivalence

Lump Sum:

Participant shall receive the larger of the benefits calculated using the following actuarial factors:

1. The applicable segment rates for the November before the beginning of the plan year and the mortality table described in RR 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

Others: 7.00% interest rate and Applicable Mortality Table (RR 2001-62).

Plant Closing Optional Lump Sums

Employees who terminate employment due to the plant closure occurring in late 2010 through late 2011 are eligible to elect a special lump sum payment upon termination equal to the value of their accrued benefit, including all early retirement subsidies and the value of their Medicare Part B Benefit, if eligible. The lump sums are calculated using the applicable segment rates for the November before the beginning of the plan year and the applicable mortality tables described in IRC Section 417(e)(3). Lump sums may not decrease below the de minimus lump sum amounts otherwise payable under the plan.

Employee Contributions

Employee contributions are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

SCHEDULE SB ATTACHMENTS

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

B5: Manchester Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Manchester Plant Hourly Employees Pension Plan

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1998 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31

Coverage and Participation

All employees within the bargaining unit (International Association of Machinists and Aerospace Workers of America, District No. 9). Any person who first becomes an employee or a member of the bargaining unit on or after October 1, 2007 will not be eligible to participate in the plan.

Credited Service

Prior to February 7, 1997: As earned under the SPX Manchester Plant Pension Plan.

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

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-1,080	6/10 of a year
1,080.1-1,260	7/10 of a year
1,260.1-1,440	8/10 of a year
1,440.1-1,620	9/10 of a year
1,620.1 or more	one year

Service prior to February 7, 1997 is recognized for eligibility to participate, eligibility to receive early retirement subsidies, subsidized actuarial factors, retirement supplements and disability benefits, and vesting.

Plan Name: MAHLE Industries, Incorporated Retirement Plan
EIN / PN: 58-2431334/001
Plan Sponsor: MAHLE Industries, Incorporated
Valuation Date: January 1, 2025

No pre-February 7, 1997 Credited Service recognized for benefit accruals, except specifically recognized to reflect benefit increases.

Credited service for purposes of determining benefit amounts was frozen at October 1, 2007.

Vesting Service

Prior to February 7, 1997: As earned under the SPX Manchester Plant Pension Plan.

After February 7, 1997: Any calendar year in which the employee has 1,000 or more hours shall be counted as one year of Vesting Service. If employee has less than 1,000 hours, a proportionate credit will be given according to the following schedule:

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-999	6/10 of a year

Accrued Benefit

Monthly accrued benefit is the product of $30.00 and years of credited service (including pre 2/7/1997 service) less the product of $23.00 and years of credited service earned prior to 2/7/1997.

Normal Retirement Benefit

Eligibility: The later of the first day of the month following or coinciding with attainment of age 65 and the fifth anniversary of plan participation.

Benefit: Accrued benefit determined at normal retirement date.

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: The greater of 1 and 2 (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended)

1. Accrued benefit determined at the date of postponed retirement.

2. Accrued benefit determined at normal retirement age, actuarially increased to reflect the later payment date.

Early Retirement Benefit

Eligibility: Age 55 and 10 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, reduced by 0.5% per month for

commencement prior to age 62.

Disability Benefit

Eligibility: An employee who becomes disabled after attaining 10 years of credited service. (Prior plan service is eligible for meeting 10 year service requirement.)

Benefit: Accrued benefit determined at date of disability.

Waiting Period: 6 months.

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible upon attainment of age 55. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit and who have been married at least one year.

Amount of Benefit:

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

   Monthly survivor benefit shall be equal to 50% of the accrued benefit the employee would have received had he retired the day before his death and elected the 50% joint and survivor form of payment. Benefit payment begins on the first day of the month following the date of death.

2. Active Vested and Terminated Vested Employees Not Eligible for Early or Normal Retirement:

   Monthly survivor benefit shall be equal to 50% for which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to the early retirement date, elected the 50% joint and survivor annuity, and died the next day. Benefit payment begins on early retirement date.

Normal Form of Retirement Income

Single Employees and Employees Married Less than One Year: Life annuity.

All others: 50% qualified joint and survivor annuity.

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
2. 50% joint and survivor and 75% joint and survivor
3. 10 year period certain and life annuity
4. Lump sum of the larger of the present value of the accrued normal retirement benefit and the early retirement benefit (if eligible to commence benefits) is payable if amount is less than or equal to $25,000
5. Lump sum is automatically payable if amount is less than $5,000

Actuarial Equivalence

Lump Sum: Participant shall receive the larger of the benefits calculated using the following actuarial factors:

1. Annual interest rate on 30 year Treasury securities for the November before the beginning of the plan year and the mortality table described in RR 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

Other: 5.00% interest rate and UP-1984 mortality, but for optional payment forms, use Appendix A in plan document.

Employee Contributions

They are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

SCHEDULE SB ATTACHMENTS

B6: Muskegon Union Participants

Plan Sponsor

MAHLE Industries, Incorporated

Former Plan

MAHLE Muskegon Plant Hourly Employees' Pension Plan

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 1998 as last amended September 1, 2023.

Plan Year

The twelve-month period ending December 31.

Coverage and Participation

All employees employed by the Company on or after 2/7/1997 within the bargaining unit (International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (U.A.W.), Local 637).

Credited Service

Prior to February 7, 1997: As earned under the SPX Muskegon Plant Pension Plan.

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

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-1,080	6/10 of a year
1,080.1-1,260	7/10 of a year
1,260.1-1,440	8/10 of a year
1,440.1-1,620	9/10 of a year
1,620.1 or more	one year

SCHEDULE SB ATTACHMENTS

Service prior to February 7, 1997 will be included in determining (1) eligibility to participate, (2) eligibility to receive early retirement subsidies, subsidized actuarial factors, retirement supplements and disability benefits, (3) eligibility for normal, early and vested benefits, but not for benefit accruals except to the extent specifically recognized to reflect benefit increases or supplemental amounts after the closing date.

If employee at February 7, 1997 elected to receive amounts or lump sums when transferring from SPX, the service earned prior to February 7, 1997 shall not be included for determining eligibility for retirement supplements or for benefit increases attributable to employment prior to February 7, 1997.

Vesting Service

Prior to February 7, 1997: As earned under the SPX Muskegon Plant Pension Plan.

After February 7, 1997: Any calendar year in which the employee has 1,000 or more hours shall be counted as one year of Vesting Service. If employee has less than 1,000 hours, a proportionate credit will be given according to the following schedule:

Credited Hours	Credited Service
0	None
1-180	1/10 of a year
180.1-360	2/10 of a year
360.1-540	3/10 of a year
540.1-720	4/10 of a year
720.1-900	5/10 of a year
900.1-999	6/10 of a year

Accrued Benefit

Monthly accrued benefit is the product of $33.00 and years of credited service (including pre-February 7, 1997 service) less the product of $26.00 and years of credited service earned prior to February 7, 1997.

Normal Retirement Benefit

Eligibility: The later of the first day of the month following or coinciding with attainment of age 65 and the fifth anniversary of plan participation.

Benefit: Accrued benefit determined at normal retirement date.

SCHEDULE SB ATTACHMENTS

Late Retirement Benefit

Eligibility: Retirement after normal retirement date.

Monthly Benefit: The greater of 1 and 2 (actuarially increased after April 1st of calendar year following attainment of age 70.5, while benefits suspended)

1. Accrued benefit determined at the date of postponed retirement.
2. Accrued benefit determined at normal retirement age, actuarially increased to reflect the later payment date.

Early Retirement Benefit

Eligibility: Earlier of 1, 2, or 3:

1. Age 60 and 10 years of credited service.
2. Age 55 and age plus credited service equals 85 or more.
3. 30 years of credited service.

Monthly Benefit: Accrued benefit determined at early retirement, multiplied by the following:

Number of Years Before SSURA[1]	Early Retirement Percentage	Number of Years Before SSURA	Early Retirement Percentage
18	30.4	10	57.9
17	32.8	9	63.5
16	35.4	8	69.4
15	38.3	7	75.2
14	41.5	6	80.8
13	45.0	5	86.7
12	48.9	4	93.3
11	53.2	3 and less	100.0

[1] Social Security Unreduced Retirement Age

Provided that:

Pension benefit including benefit to surviving spouse, will be unreduced for retirement after age 62 for employee retiring with the sum of age and credited service totalling 85 or more. Pension benefit will be unreduced for age at retirement for employees retiring with 30 or more years of credited service.

Disability Benefit

Eligibility: An employee who becomes disabled after attaining 10 or more years of credited service and is under age 62.

Monthly Benefit: Accrued benefit determined at date of disability plus a temporary benefit (not more than $400 per month) equal to the product of $33.00 and credited service earned after February 7, 1997, payable until employee becomes eligible for a Social Security benefit.

Plan Name: MAHLE Industries, Incorporated Retirement Plan
EIN / PN: 58-2431334/001
Plan Sponsor: MAHLE Industries, Incorporated
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Waiting Period: 6 months

Vested Benefits upon Termination of Service

Eligibility: 5 years of vesting service.

Benefit Payable at Normal Retirement Date: Accrued benefit at date of termination.

Early Commencement of Benefit: Eligible (1) after completion of 10 years of credited service and attainment of age 60, or (2) at age 55 with 85 points, or (3) after completion of 30 years of credited service. Accrued benefit is reduced by 0.5% per month for commencement prior to the normal retirement date.

Supplemental Benefit

Eligibility: An employee who retires under the normal, early or disability provisions and who:

1. Retires before age 62 with 30 or more years of credited service, or,
2. Retires before age 62 with the sum of age and credited service totalling 85 or more

Early Retirement Supplement:

1. Payable until age 62 to those retirees with 30 or more years of credited service;
2. The benefit is $550 less $350 times the ratio of Past Service Credits to 30 years per month for terminations after December 31, 2000.

Interim Supplement:

1. Payable until age 62 to those retirees with age and service totalling 85 points or more, but not with 30 or more years of service.
2. The benefit is $7.50 times years of credited service (earned after February 7, 1997) reduced for early retirement.

Medicare Part B Benefit

Eligibility: Retirement under normal, early, late or disability provisions and enrolled in Medicare.

Monthly Benefit: Effective January 1, 2002, $28.00 per month after age 65, or earlier if receiving Social Security disability benefits for at least 24 months. Medicare Part B benefit is not payable to a surviving spouse.

SCHEDULE SB ATTACHMENTS

Pre-Retirement Death Benefits

Eligibility: Former and active vested employees and retirees who have elected the normal form of the survivor benefit.

Benefit:

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

   Monthly survivor benefit shall be equal to 55% of the accrued benefit the employee would have received had he retired the day before his death and elected the 55% joint and survivor annuity. Benefit payment begins on the first day of the month following the date of death.

2. Active Vested and Terminated Vested Employees Not Eligible for Normal or Early Retirement:

   Monthly survivor benefit shall be equal to 55% of the monthly benefit to which the employee would have been entitled had he terminated on the earlier of his termination date or date of death, survived to the early retirement date, elected the 55% joint and survivor annuity, and died the next day. Benefit payment begins on early retirement date.

Normal Form of Retirement Income

Single employees: Life annuity

All others: 55% qualified joint and survivor annuity

Optional Forms of Retirement Income in Lieu of Normal Form

1. Life only
   a. 55% joint and survivor and 75% joint and survivor
   b. Lump sum distribution of the larger of the benefit the participant could receive at the normal retirement date or early retirement date (if eligible to commence benefits for early retirement), if less than or equal to $22,500. The lump sum will include any supplements and/or Medicare Part B benefit for which the participant is eligible to receive.
   c. Lump sum is automatically payable if amount is less than or equal to $1,000

If the 55% QJSA is in effect and the spouse predeceases the retiree, the basic pension benefit shall be restored to the amount payable without the QJSA elections.

SCHEDULE SB ATTACHMENTS

Actuarial Equivalence

Lump Sum:

Participant shall receive the larger of the benefits calculated using the following actuarial factors:

1. Annual interest rate on 30-year Treasury securities for the November before the beginning of the plan year and the mortality table described in RR 2001-62.
2. The applicable segment rates for the October preceding the first day of the calendar year in which payment is made and applicable mortality table described in IRC section 417(e)(3).

55% qualified joint and survivor annuity;

95% adjusted 0.5% for each full year the spouse's age differs from the employee's age by more than 5 years, maximum 100%.

Other:

5.00% interest rate and UP-1984 mortality.

Employee Contributions

They are not required or permitted.

2013 Lump Sum Window

A participant who terminated employment on or prior to April 30, 2013 may elect between September 2, 2013 and October 16, 2013 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2013. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to November 1, 2013 the actuarial equivalent of the early retirement benefit if larger.

2017 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2017 may elect between September 15, 2017 and October 31, 2017 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2017. The lump sum is the actuarial equivalent of the normal accrued benefit or if elegible to commence benefits prior to December 1, 2017 the actuarial equivalent of the early retirement benefit if larger.

2021 Annuity Purchase

The plan was amended effective September 28, 2021 to purchase a group annuity contract for 967 retirees and beneficiaries. The liability associated with the annuitants was transferred to a qualified insurance carrier.

SCHEDULE SB ATTACHMENTS

2023 Lump Sum Window

A participant who terminated employment on or prior to June 30, 2023 or an active participant over the age of 59-1/2 on or before December 1, 2023 may elect between September 18, 2023 and October 31, 2023 to receive an unlimited lump sum payment in lieu of benefits otherwise payable from the plan. Lump sums will be distributed no later than December 31, 2023. The lump sum is the actuarial equivalent of the normal accrued benefit or if eligible to commence benefits prior to December 1, 2023 the actuarial equivalent of the early retirement benefit if larger.

Substantive Commitments

No substantial commitments other than the above plan provisions have been included in the valuation.

Changes in plan provisions since last actuarial valuation

There have been no changes in plan provisions since the prior valuation.

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	1.297.547	15.00000	1,297,547	120,984
2. Shortfall	01/01/2024	(36,853)	14.00000	(34,336)	(3,353)
3. Shortfall	01/01/2023	6,271,953	13.00000	5,588,774	574,390
4. Shortfall	01/01/2022	5,036,820	12.00000	4,278,718	465,460
5. Shortfall	01/01/2021	(203,350)	11.00000	(163,566)	(18,961)
6. Shortfall	01/01/2020	(4,370,785)	10.00000	(3,295,318)	(410,358)
7. Shortfall	01/01/2019	17,821,840	9.00000	12,197,808	1,647,769
Total				19,869,627	2,375,931

Plan Name: MAHLE Industries, Incorporated Retirement Plan
EIN / PN: 58-2431334/001
Plan Sponsor: MAHLE Industries, Incorporated
Valuation Date: January 1, 2025