

401(k) SAVINGS RETIREMENT PLAN
2023 SAFE HARBOR MATCHING CONTRIBUTION NOTICE

Schaeffler Group USA Inc. has elected to make "safe harbor" matching contributions to eligible participants in accordance with statutory requirements. This notice describes all contributions under the Plan, including the safe harbor matching contribution and how you become eligible to receive this contribution.

Safe Harbor Matching Contribution

Schaeffler Group USA Inc. will make a safe harbor matching contribution to all eligible participants. To be eligible, you must also meet the Plan's age, Eligibility Service, and Entry Date requirements for making pre-tax contributions and be part of a class of employees eligible to participate in the Plan. You will be entitled to receive the safe harbor matching contribution if you make pre-tax contributions to the Plan during the Plan Year. You are not required to meet any other requirements such as working a specified number of hours of service during the Plan Year or be employed on the last day of the Plan Year.

Amount of Safe Harbor Matching Contribution

Schaeffler Group USA Inc. will make a matching contribution to your account based on your pre-tax contributions in an amount equal to 100% of the first 6% of your compensation that you contribute to the Plan.

Example: Your compensation for the Plan Year is \$30,000, and you contribute 6% (\$1,800) to the Plan as pre-tax contributions. You will receive safe harbor matching contributions of \$1,800 calculated as follows:

<u>Compensation Contributed to the Plan</u>	<u>Safe Harbor Matching Contribution %</u>	<u>Safe Harbor Matching Contribution Amount</u>
First 6% (\$30,000 x 6%) = \$1,800	100%	\$1,800 x 100% = \$1,800

Eligible compensation for computing your contributions and the safe harbor matching contribution is your taxable compensation for the Plan Year reportable by Schaeffler Group USA Inc. on your IRS Form W-2, including base pay, overtime, bonus, and shift differential and salary reduction contributions you made to an employer-sponsored cafeteria or 401(k) plan, but excluding reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation, and welfare benefits. The percentage of compensation you defer is limited to the lesser of 60% or the annual IRS limit (\$22,500 for 2023).

Compensation for your first year of eligible Plan participation will be measured for the portion of your initial Plan Year that you are eligible. Compensation under the Plan is limited to the applicable dollar limit in effect for the Plan Year.

Additional Contributions Available Under the Plan

In addition to your matching contributions and the safe harbor contributions described above, the following types of contributions are available under the Plan: profit sharing contributions that are made at the time and in the amount determined by Schaeffler Group USA Inc.

Vesting and Withdrawal of Accounts

All contributions made to the plan, including safe harbor matching contributions, will be 100% vested and nonforfeitable. They may only be withdrawn from your account in the event of death, disability, retirement, and termination of employment or, if allowed by the Plan, on attainment of age 59 ½.

Other Information

Schaeffler Group USA Inc. must make the safe harbor matching contributions to your account within the time limits prescribed by Federal Law. The safe harbor matching contribution was first made for the Plan Year beginning January 1, 2007 and will continue in effect each Plan Year thereafter unless the Plan is amended to eliminate them, or the Plan is terminated. Before the beginning of each Plan Year for which a safe harbor matching contribution is to be made, the Plan Administrator will provide you with a notice describing the safe harbor matching contribution and the eligibility requirements for receiving the safe harbor matching contribution for the Plan Year.

You can elect to defer a percentage of your compensation on a pre-tax basis to the Plan. You may also increase, decrease, suspend or resume your contributions; changes will take effect within one to two payroll periods following notification to Fidelity. Elections and subsequent changes can be made by contacting the Fidelity Retirement Benefits line at 1-800-835-5097 or access the NetBenefits website at www.401k.com.

For more information regarding the Plan and safe harbor matching contributions, please refer to the Summary Plan Description. In addition, you can obtain more information by contacting Fidelity at 1-800-835-5097 or by accessing the NetBenefits website at www.401k.com. You may also contact David McMaster in Human Resources – Shared Services.

David McMaster
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