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2025 SAFE HARBOR MATCHING CONTRIBUTION NOTICE
Plan Name: **Schaeffler Group USA Savings Retirement Plan ("Plan")**

Schaeffler Group USA, Inc. ("Schaeffler") 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.

Schaeffler began making Safe Harbor Matching Contributions for the Plan Year beginning January 1, 2007, to all eligible participants and will continue to so in Plan Year 2025 and onward unless the Plan is amended or terminated. Capitalized and certain other terms not defined within this notice may be defined or described in the Plan's Summary Plan Description (SPD).

Schaeffler may amend the Plan, at any time during the Plan Year, to reduce or eliminate the Safe Harbor Matching Contribution. If the Plan is amended to reduce or eliminate the Safe Harbor Matching Contribution during the Plan Year, then the Plan Administrator will provide a supplemental notice to participants and the suspension or reduction will not apply until at least 30 days after that notice is provided.

Safe Harbor Matching Contribution Eligibility

To be eligible, you must meet the Plan's age, Eligibility Service, and Entry Date requirements for making pre-tax Deferral 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.

Eligible Compensation for Safe Harbor Matching Contributions and Deferrals

Generally, Compensation for computing the Safe Harbor Matching Contribution is your taxable compensation for the Plan Year reportable by your employer on your IRS Form W-2, however, the following are excluded:

- Reimbursements or other expense allowances
- Fringe benefits (cash and non-cash)
- Moving expenses
- Deferred compensation
- Welfare benefits
- Severance payments and/or Supplemental unemployment benefits
- Post severance compensation

Compensation under the Plan is limited to the applicable dollar limit in effect for the Plan Year. Compensation for your first year of eligible Plan participation will be measured based on the full Plan Year.

You can elect to contribute a portion of your Compensation as a Deferral Contribution to the Plan by contacting Fidelity at 1-800-835-5097 or by accessing the NetBenefits website at www.401k.com. When you request a change to your Deferral election, it is generally updated as soon as administratively feasible at the beginning of every payroll. In addition, you can suspend your Deferral Contributions at any time. The amount you defer is limited to the lesser of 60% of your compensation for the Plan Year or the annual IRS limit. If you will be age 50 or older during the taxable year, you may exceed these limitations to the extent allowed under the Plan.

Safe Harbor Matching Contribution Formula

Enhanced Matching Formula: Schaeffler will make a matching contribution to your account based on your pre-tax Deferral Contributions in an amount equal to 100% of the first 6% of Compensation that you contribute to the Plan for each payroll period ("Contribution Period").

Example: Your Compensation for the Contribution Period is $1,600, and you contribute 6% ($96) of it to the Plan as pre-tax

Deferral Contributions. You will receive Safe Harbor Matching Contributions calculated as follows:

Compensation Contributed to the Plan	Safe Harbor Matching Contribution %	Safe Harbor Matching Contribution Amount
First 6% ($1,600 x 6%) = $96	100%	$96 x 100% = **$96**

Vesting and Withdrawal of Accounts

Safe Harbor Matching Contributions are always 100% vested and nonforfeitable. They may only be withdrawn from your account in the event of death, attainment of the Plan's normal retirement age (65), attainment of age 59 ½, termination of employment, or plan termination if no successor plan is established.

Additional Contributions Available Under the Plan

In addition to the Safe Harbor contributions described above, the Plan provides other contributions as described below. Generally, contributions may be withdrawn upon death, attainment of the Plan's normal retirement age (65), attainment of age 59 ½, termination of employment, or plan termination if no successor plan is established.

Deferral Contributions Vesting Schedule	 Always 100% vested and non-forfeitable.
Employee Rollover Contributions Vesting Schedule	Rollover from another qualified retirement plan Always 100% vested and non-forfeitable.
Discretionary Nonelective Contributions Vesting Schedule	 Always 100% vested and non-forfeitable.
Qualified Nonelective Contributions Vesting Schedule	 Always 100% vested and non-forfeitable.

Withdrawals Available Under the Plan

Generally, contributions may be withdrawn upon death, attainment of the Plan's normal retirement age (65), attainment of age 59 ½, termination of employment, or plan termination if no successor plan is established. Withdrawals from the Plan while still employed may be available, if you qualify. Not all contribution types are available for all withdrawals, and certain withdrawals may incur a suspension period under which you may not contribute to the Plan. Further information about in-service withdrawals may be found in the In-Service Withdrawals Section of your SPD. Generally, withdrawals made before age 59 ½ are subject to a 10% additional tax; you can learn more about the extra tax in IRS Publication 575, Pension and Annuity Income.

- Age 59 ½ Withdrawal: If you have reached 59 ½ years of age, you may withdraw all or a portion of your entire vested Account.
- Rollover Contribution Withdrawal: If you have made Rollover Contributions, then you may elect to withdraw all or a portion of those Contributions. There is no limit on the number of withdrawals of this type.
- Hardship Withdrawal: Hardship withdrawals must be for a specified need – for qualifying medical expenses, costs related to your principal residence (purchasing of, preventing eviction from or foreclosure on your principal residence, or repairing qualifying damages to such principal residence), qualifying post-secondary education expenses, qualifying burial or funeral expenses, or expenses and/or losses (including loss of income) for qualifying disasters. You must take other available withdrawals from all plans under the employer or any related employer before you can take a hardship. Please see the SPD or other available Plan information for additional details and requirements. Types of contributions available for hardship withdrawals are: Deferral Contributions.
- Loans: Loans from your vested Account balance may be available, if you qualify. You can obtain more information about loans in the Plan's Loan Procedures supplied by the Plan Administrator.

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- Withdrawal for Participants Performing Qualified Military Service: If you are performing Qualified Military Service, you may elect to withdraw during your active-duty period. You will be suspended from making any contributions for 6 months following the distribution.

Other Information

For more information regarding the Plan and Safe Harbor Matching Contributions, please refer to the SPD. 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 Total Rewards Americas.

David McMaster
Director – HR Policies & Standards – Americas
Total Rewards Americas

308 Springhill Farm Road
Fort Mill, SC 29715
803-548-8500