## Addendum for Section 1.6 Adopting Employer Agreement (Complete and attach if applicable)

Name of Plan: The Gates Matchmaker Plan Name of Sponsoring Employer: Gates Corporation Name of Adopting Employer: \_\_Gates TPU, Inc. Effective as of January 1, 2022, the above named Adopting Employer adopts the Plan as established by the Sponsoring Employer and agrees to be an Adopting Employer under the Plan. The Adopting Employer agrees to abide by such rules and procedures as the Plan Administrator deems necessary for the proper administration of the Plan. Section 32 of the AA titled "Reliance on Opinion Letter" is specifically incorporated herein by reference and applies to the adoption of the Plan by the Adopting Employer. <sup>1</sup> The adoption date by an Adopting Employer cannot be earlier than the first day of the Plan Year in which the Plan is adopted. The readoption date by an Adopting Employer cannot be earlier than the effective date the Plan is amended and restated. Signature of the Sponsoring Employer DocuSigned by: Title Treasurer Date 7/12/2023 Nathan Rogers Signature of the Adopting Employer DocuSigned by: Title Treasurer Date 7/12/2023 Nathan Rogers

## Addendum for Section 1.6 **Adopting Employer Agreement**

(Complete and attach if applicable)

Name of Plan: The Gates Matchmaker Plan	
Name of Sponsoring Employer: Gates Corporation	
Name of Adopting Employer:Gates E&S North Americ	ca, Inc.
agrees to be an Adopting Employer under the Plan. The	oting Employer adopts the Plan as established by the Sponsoring Employer and a Adopting Employer agrees to abide by such rules and procedures as the Plan tration of the Plan. Section 32 of the AA titled "Reliance on Opinion Letter" is to the adoption of the Plan by the Adopting Employer.
	e earlier than the first day of the Plan Year in which the Plan is adopted. The re lier than the effective date the Plan is amended and restated.
Signature of the Sponsoring Employer  DocuSigned by:	
By Lath Roy	
Print Name Nathan Rogers	Date 7/12/2023
Signature of the Adopting Employer  Docusigned by:	
By Math Roy	
Print Name Nathan Rogers	Date 7/12/2023

IRS Serial No: Q704158a

## **Addendum for Section 1.6 Adopting Employer Agreement**

(Complete and attach if applicable)

Name of Plan: The Gates Matchmaker Plan			
Name of Sponsoring Employer:	The Gates Corporation		
Name of Adopting Employer:	rer: Gates TPU, Inc. (formerly known as Gates Mectrol, Inc.)		
Adopting Employer under the Pla	n. The Adopting Employer agrees to abide by such r . Section 33 of the AA titled "Reliance on Opinion Le	Plan as established by the Sponsoring Employer and agrees to be arules and procedures as the Plan Administrator deems necessary for the otter" is specifically incorporated herein by reference and applies to the	
	ting Employer cannot be earlier than the first day of earlier than the effective date the Plan is amended o	the Plan Year in which the Plan is adopted. The re-adoption date by an and restated.	
Signature of the Sponsoring Emp DocuSigned by:	oloyer		
Ву 675ЕЕ846В09945Е		Title_Treasurer	
Print Name_Nathan Roger	rs	Date_7/12/2023	
Signature of the Adopting Emplo	yer		
675FF8A6B09945F		Title_Treasurer	
Print Name Nathan Roger	^S	Date 7/12/2023	

## Addendum for Section 1.6 Adopting Employer Agreement

(Complete and attach if applicable)

Name of Plan: The Gates Matchmaker Plan			
Name of Sponsoring Employer:	The Gates Corporation		
Name of Adopting Employer:	Gates E&S North America, Inc.		
be an Adopting Employer under t necessary for the proper administ reference and applies to the adop	ne Plan. The Adopting Employer agrees to abid ration of the Plan. Section 33 of the AA titled "I tion of the Plan by the Adopting Employer.	e Plan as established by the Sponsoring Employer and agrees to e by such rules and procedures as the Plan Administrator deems Reliance on Opinion Letter" is specifically incorporated herein by any of the Plan Year in which the Plan is adopted. The re-adoption	
	cannot be earlier than the effective date the Pl		
DocuSigned by:  By  675FF8A6B09945F			
Print Name Nathan Rogers		Date 7/12/2023	
Signature of the Adopting Emplo  DocuSigned by:	yer		
By Math Roy		Title_Treasurer	
675FF8A6B09945F  Rrint Name Nathan Rogers		Pata 7/12/2023	