

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

Name of Plan: The Gates Matchmaker Plan

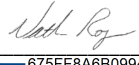
Name of Sponsoring Employer: Gates Corporation

Name of Adopting Employer: Gates TPU, Inc.

Effective as of January 1, 2022,¹ 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.

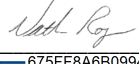
¹ The adoption date by an Adopting Employer cannot be earlier than the first day of the Plan Year in which the Plan is adopted. The re-adoption date by an Adopting Employer cannot be earlier than the effective date the Plan is amended and restated.

Signature of the Sponsoring Employer

DocuSigned by:

By 675FF8A6B09945F...
Print Name Nathan Rogers

Title Treasurer
Date 7/12/2023

Signature of the Adopting Employer

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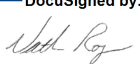
Name of Sponsoring Employer: Gates Corporation

Name of Adopting Employer: Gates E&S North America, Inc.

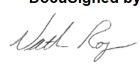
Effective as of January 1, 2022,¹ the above named Adopting Employer adopts the Plan as established by the Sponsoring Employer and agrees to be an Adopting Employer under the Plan. The Adopting Employer agrees to abide by such rules and procedures as the Plan Administrator deems necessary for the proper 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.

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Print Name Nathan Rogers **Date** 7/12/2023

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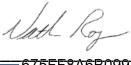
Name of Sponsoring Employer: The Gates Corporation

Name of Adopting Employer: Gates TPU, Inc. (formerly known as Gates Mectrol, Inc.)

Effective as of January 1, 2017,¹ 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 33 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.


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Name of Adopting Employer: Gates E&S North America, Inc.

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