

**FIRST AMENDMENT TO
THE GATES MATCHMAKER PLAN**

WHEREAS, **Gates Corporation** (the “Employer”) adopted a restatement of **The Gates Matchmaker Plan** (the “Plan”) effective as of January 1, 2022; and

WHEREAS, the Employer now desires to amend the Plan to (i) change the Plan’s Sponsoring Employer and Plan Administrator’s phone number; and (ii) modify the Plan’s automatic enrollment provisions; and

WHEREAS, the Employer has the ability to amend the Plan pursuant to Article 12.1; and

WHEREAS, the Employer also desires to amend the Plan retroactively under the Employee Plans Compliance Resolution System Self-Correction Program pursuant to Section 4.05(2)(a) of Revenue Procedure 2021-30 to permit the retroactive adoption of the Plan by Gates TPU, Inc. and Gates E&S North America, Inc., thereby allowing the inclusion of such otherwise ineligible Employees effective as provided below;

WHEREAS, the Employer has the ability to amend the Plan to make such retroactive change pursuant to: (1) Article 12.1 of the Schwab Retirement Plan Services, Inc. Pre-Approved Defined Contribution Plan Basic Plan Document #13 and its corresponding Pre-Approved Defined Contribution Plan Adoption Agreement #001 (“Cycle 3 Plan Documents”); and (2) Article 11.1 of the Schwab Retirement Plan Services, Inc. Prototype Defined Contribution Basic Plan #3 and its corresponding Profit Sharing/401(k) Non-Standardized Adoption Agreement #001 (“PPA Plan Documents”); and

NOW, THEREFORE, the Employer hereby amends the Plan in the following respects, effective as of the dates specified below.

1. Effective June 1, 2023, Section 1.3 of the Adoption Agreement is amended to read as follows:

1.3 Sponsoring Employer The Gates Corporation
Address 1144 Fifteenth Street, Suite 1400
City Denver State CO ZIP Code 80202
Telephone # (303) 744-5599 Fax # _____ Tax ID # 84-0857401

2. Effective June 1, 2023, Section 2.1 of the Adoption Agreement is amended to read as follows:

2.1 Plan Administrator Gates Retirement Board
Address 1144 Fifteenth Street, Suite 1400
City Denver State CO ZIP Code 80202
Telephone # (303) 744-5599 Fax # _____

3. Effective June 1, 2023, Section 8.6(b)(1)(E) of the Adoption Agreement and its corresponding Addendum are amended to read as follows:

(b) Covered Employees.

(1) ACA and EACA: The Participants who will be subject to the Default Percentage are: *(check all that apply)*

- (A) New Participants. Employees who become Participants on or after _____
- (B) New Employees. Employees who are hired on or after January 1, 2022
- (C) Rehired Participants. Participants reemployed by the Employer
- (D) Look Back. The following Participants will be subject to the Default Percentage: *(check any)* A Participant's affirmative Elective Deferral percentage or Default Elective Deferral percentage will also expire as of the date provided below unless another date is entered here: _____
 - (i) Participants who have not made an affirmative Elective Deferral percentage election:
 - on _____ (mm/dd/yyyy) each _____ (mm/dd)
 - (ii) Participants who have an Elective Deferral percentage of 0%:
 - on _____ (mm/dd/yyyy) each _____ (mm/dd)>
 - (iii) Participants who have a Default Elective Deferral percentage:
 - on _____ (mm/dd/yyyy) each _____ (mm/dd)
 - (iv) Participants who have an affirmative Elective Deferral percentage of at least 1% but below the initial Default Percentage: on _____ (mm/dd/yyyy) each _____ (mm/dd)
 - (v) Other *(must be definitely determinable and nondiscriminatory)*: _____
- (E) Other *(must be definitely determinable and nondiscriminatory)*: See 1 in Addendum


4. Effective January 1, 2022, Gates TPU, Inc., EIN 11-3732833, is hereby added as an Adopting Employer of the Cycle 3 Plan Documents pursuant to Section 1.6 of the Plan and the **Addendum for Section 1.6 - Adopting Employer Agreement**, which is attached hereto and made a part of this Amendment.
5. Effective January 1, 2022, Gates E&S North America, Inc., EIN 45-3700927, is hereby added as an Adopting Employer of the Cycle 3 Plan Documents pursuant to Section 1.6 of the Plan and the **Addendum for Section 1.6 - Adopting Employer Agreement**, which is attached hereto and made a part of this Amendment.
6. Effective January 1, 2017, Section 1.6 of the Adoption Agreement of the PPA Plan Documents is amended to read as follows:

1.6 Adopting Employers. There are additional adopting employers. *(Attach an Adopting Employer Agreement for each Adopting Employer)*

7. Effective January 1, 2017 through December 31, 2021, Gates TPU, Inc., EIN 11-3732833, is hereby added as an Adopting Employer of the PPA Plan Documents pursuant to Section 1.6 of the Plan and the **Addendum for Section 1.6 - Adopting Employer Agreement**, which is attached hereto and made a part of this Amendment.
8. Effective January 1, 2017 through December 31, 2021, Gates E&S North America, Inc., EIN 45-3700927, is hereby added as an Adopting Employer of the Plan pursuant to Section 1.6 of the Plan and the **Addendum for Section 1.6 - Adopting Employer Agreement**, which is attached hereto and made a part of this Amendment.
9. In all other respects, the terms of this Plan are hereby ratified and confirmed.


The Employer may cause this First Amendment to be executed in duplicate counterparts, each of which shall be considered as an original, as of the date indicated below.

GATES CORPORATION

DocuSigned by:
By: 
675FF8A6B09945F...
Title: Treasurer
Date: 7/12/2023

Witness
(Optional unless required by State
or Commonwealth Law)

GATES RETIREMENT BOARD

DocuSigned by:
By: 
A048B21A05EF40B...
Title: Director, Retirement & Risk Mgmt
Date: 7/12/2023

Witness
(Optional unless required by State
or Commonwealth Law)

**CERTIFICATE OF CORPORATE RESOLUTIONS
OF GATES CORPORATION**

The undersigned Secretary of **Gates Corporation** (the “Corporation”) hereby certifies that the following resolutions were duly adopted by the Board of Directors of the Corporation on July 12, 2023, and that such resolutions have not been modified or rescinded as of the date hereof:


WHEREAS, the Corporation desires to amend **The Gates Matchmaker Plan** (the “Plan”) in the form attached hereto;

NOW THEREFORE, IT IS:

RESOLVED, that the attached First Amendment to the Plan is hereby approved and adopted and that any officer of the Corporation is hereby authorized and directed to execute and deliver counterparts of the Plan Amendment.

The undersigned further certifies that attached hereto is a true copy of the First Amendment approved and adopted in the foregoing resolutions.

GATES CORPORATION

DocuSigned by:
By: 
675FF8A6B09945F...
Title: Treasurer
Date: 7/12/2023

Addendum

1. Section 8.6(b)(1)(E): Participants who were subject to the Default Percentage prior to January 1, 2022, and who did not make an overriding election will continue to be subject to the Plan' s Automatic Contribution Arrangement (ACA) provisions.
2. Section 8.7(c)(3): Participants on a leave of absence are excluded from the automatic savings increase program.