

**Summary of DENSO Retirement Savings Plan (DRSP)
Provisions effective January, 2023**

Your retirement plan offers a broad range of powerful benefits that make it easy to save for your future. Some of the plans key features are highlighted below. For more detailed information, please refer to the Summary Plan Description.

401(k) plan provision	Comments
Plan Name	DENSO Retirement Savings Plan (DRSP)
Participation Requirements	You are immediately eligible to participate in the plan. If you would like to start saving for retirement as soon as administratively possible, go to Empowermyretirement.com/participant and select the "Register" link to create a Username and PIN to enroll in the plan.
Automatic Enrollment	If you do not enroll in the plan on your own, you will automatically be enrolled and 4% of your before-tax pay will be contributed to your 401(k) account each pay period. Your contributions will be invested in the <i>RetireReady</i> Goal Setter portfolio that most closely matches your target retirement year (age 65). Automatic enrollment begins on the first pay after a 30 day waiting period. The 30 day waiting period does not start until after the associate's first payroll. It can take up to three payrolls to go into effect. See Participant Requirements to enroll sooner.
Beneficiary	Be sure to elect a beneficiary the first time you log on to the plan website. This way you control who will receive your plan account balance in the event of your death. Go to Empowermyretirement.com/participant and click the "My Accounts" tab then scroll down and click "Beneficiaries" on the left side of the screen. You can add both primary and contingent beneficiaries. You may also call 1-888-411-4015.
How Much Can I Contribute to the Plan?	You can contribute up to 75% of your eligible compensation subject to IRS limits. The IRS limit for 2023 is \$22,500 and includes both before-tax and Roth after-tax contributions. If you reach the plan's annual contribution limit (\$22,500 in 2023) and you are age 50 or older during the calendar year, you can make additional catch-up contributions of up to \$7,500 in 2023 (the IRS limit).
Pre-Tax Contributions	<ul style="list-style-type: none"> • Contributions are taken before taxes are deducted from your pay and reduce your current income taxes. These contributions and related earnings are taxed when they are withdrawn, typically during retirement. • You can elect to contribute 1% to 75% of your compensation for the Plan year. <i>(combined with after-tax contributions)</i> • All associate contributions are 100% vested.
Roth After-Tax Contributions	<ul style="list-style-type: none"> • Contributions are taken after taxes have been deducted. These contributions will not reduce your current income taxes, and Roth after-tax contributions and earnings are not taxable when they are withdrawn during retirement. • You can elect to contribute 1% to 75% of your compensation for the Plan year. <i>(combined with pre-tax contributions)</i> • All associate contributions are 100% vested.
Rollover Contributions	<ul style="list-style-type: none"> • You can transfer balances from other retirement accounts into the company plan. • Eligible accounts include distributions from other qualified plans, 403(b) plans, Traditional IRA's and certain other programs. • No after-tax amounts may be rolled into the plan.
Company Matching Contributions	<ul style="list-style-type: none"> • DENSO will match 100% of the first 4% of associate contributions deferred whether they are made as before-tax or Roth after-tax contributions (subject to IRS limits). • Take full advantage of the company match. It is like free money in your account.
Annual Discretionary Contribution	<ul style="list-style-type: none"> • In addition to the company match, DENSO may also make additional annual discretionary contributions to eligible participant accounts, up to 3% of eligible compensation. • You are not required to make contributions to the plan to receive this money, but must be employed on the last day of the calendar year.

Vesting Schedule	<ul style="list-style-type: none"> You always own and are 100% vested in your personal contributions to the plan, including any rollover contributions. Your account value will vary with investment gains and losses. You will become vested in company contributions according to the following schedule: <u>Vesting Schedule</u> Years of completed service Less than 2 years = 25% 2 yrs of service = 50% 3 yrs of service = 75% 4 or more yrs of service = 100%
Loans / Withdrawals	<ul style="list-style-type: none"> Loans and certain in-service withdrawals are permitted subject to certain conditions and fees. You can download an application for a loan at Empowermyretirement.com/participant or by calling 1-888-411-4015. Only one loan is permitted at a time.
Annual True-Up of Company Match	Company matching contributions are reviewed and trued-up at year end, after compensation has been reconciled. (these are typically paid during the 1 st quarter of the following year)
Investment Options	<p>The DRSP includes a diverse range of investment funds. These funds are managed differently and have varying investment objectives and risks/returns.</p> <p><i>RetireReady</i> Goal Setter You may choose to invest your contributions in dynamic risk-based target-year portfolios (<i>RetireReady</i> Goal Setter). Simply select the <i>RetireReady</i> year that is closest to when you plan to retire or begin withdrawing funds from your account. Your contributions will automatically be allocated based on an appropriate level of risk, generally becoming more conservative over time. These portfolios are diversified among the investment funds offered by the plan and are allocated in proportions that are preselected by DENSO. Your portfolio will be rebalanced quarterly and reallocated to new target percentages as required.</p> <p>Choose Your Own Diversification If you'd rather choose your own funds from those offered by the plan, you may independently create a diversified portfolio that matches your own risk tolerance and investment goals. If you elect this option, it is important to remember that a diversified portfolio includes a range of funds. Visit Empowermyretirement.com/participant or call 1-888-411-4015 to learn more about the investment options.</p>
Investment Advice	When it comes to planning and investing for retirement, everyone could use a little help. Visit Empowermyretirement.com/participant and click on the "Budgeting, Planning and Day-to-Day finances" section in the Learning Center to learn more.
Fee Schedule	Recordkeeping and administrative expense fees appear on your DRSP quarterly statement as two separate line items as described below: <ol style="list-style-type: none"> Recordkeeping fee <ul style="list-style-type: none"> Empower's flat recordkeeping fee of \$13.25 per participant will be deducted from your account at the beginning of each quarter (\$53 per year). Other Expenses <ul style="list-style-type: none"> Other qualified expenses will be deducted from participant accounts as they are incurred. Qualified expenses include (but are not limited to) investment advisor and legal fees. If you have any questions regarding this communication or your DRSP account, call Empower at (888) 411-4015 or log on to www.empowermyretirement.com/participant .

THIS INFORMATION IS INTENDED TO HELP YOU UNDERSTAND THE FEATURES OF THE DENSO RETIREMENT SAVINGS PLAN (DRSP). THIS SHEET IS NOT A SUBSTITUTE FOR DENSO'S ACTUAL PLAN DOCUMENTS, WHICH GOVERN THE OPERATION OF THE PLAN.