

General Terms and Conditions

May 14, 2020

1. The Contract.

1.1 Offer and Acceptance. Each purchase order Buyer issues (“**Purchase Order**”) to the seller identified on the Purchase Order (“**Seller**”) is Buyer’s offer to purchase the products (“**Products**”) and services (“**Services**”) identified in that Purchase Order. Buyer may indicate quantity due periodically via a release schedule (“**Release**”). Seller will be deemed to have accepted a Purchase Order as issued (1) if Seller fails to object to the Purchase Order in writing within 3 business days after receipt, or (2) if Seller has begun or later begins performance under the Purchase Order, or (3) if Seller acknowledges to Buyer in writing its acceptance of the Purchase Order. Upon acceptance, the Purchase Order, which includes and is governed by these General Terms and Conditions (“**Terms**”) and any other documents specifically incorporated by reference in these Terms or Purchase Order or separately agreed to in writing by Buyer and Seller, such as specifications, drawings, requirements of Buyer’s customer, or quality requirements, will become a binding contract between Buyer and Seller (collectively, the “**Contract**”). Any proposal for additional or different terms, or any attempt by Seller to vary in any degree any of the terms of the Contract in Seller’s acceptance is hereby rejected. Any proposal for additional or different terms will not operate as a written objection to the purchase order. Any attempt by Seller to vary in any degree any of the terms of the Contract in the Seller’s acceptance of the Purchase Order will not operate as a rejection of the Purchase Order but will be deemed a material alteration thereof, and this offer will be deemed accepted by Seller without the additional or different terms. If the Purchase Order will be deemed an acceptance of a prior offer by Seller, such acceptance is limited to the terms contained or incorporated in the Purchase Order, including without limitation, these Terms. Additional or different terms or any attempt by Seller to vary in any degree any of the terms of the Purchase Order will be deemed material and are rejected. “**Buyer**” is GHSP, Inc., unless otherwise stated on the Purchase Order.

1.2 Changes.

(a) Buyer may, from time to time and upon notice to Seller, make changes to the drawings, specifications, materials, packaging, testing, quantity, time or method of delivery or shipment, or similar requirements prescribed in the Contract, including without limitation any changes required by Buyer’s customer. Seller may request in writing, together with appropriate supporting documentation, an equitable adjustment to the Contract prices and times for performance as a result of Buyer’s changes. Seller will provide any additional documentation requested by Buyer in connection with Seller’s request for such adjustment. Any proposed adjustment to the Contract price or times for performance will not be effective unless agreed to in writing by authorized representatives of both Buyer and Seller.

(b) Seller will not make any changes relating to the Products or Services, including, without limitation, to the Product contents, design, specifications, processing, including manufacturing or assembly processes, packing, marking, shipping, price or date or place of delivery, except at Buyer’s written instruction or with Buyer’s written approval. Examples of such prohibited changes include, without limitation, changing (i) any suppliers of services, raw materials or goods used by Seller in connection with Seller’s performance under a Purchase Order; (ii) the location of Seller’s facility, or the location of the facility of any of Seller’s suppliers.

(iii) the price of any Products or Services covered by a Purchase Order; (iv) the nature, type or quality of any services, raw materials or goods used by Seller or its suppliers in connection with a Purchase Order; (v) the fit, form, function, appearance or performance of any Products or Services covered by a Purchase Order; or (vi) the production method, process, software, or any production equipment used in the production or provision of, or as part of, any Products or Services supplied pursuant to a Purchase Order. Any changes by Seller to any Purchase Order, or to the Products or Services covered by the Purchase Order, without the prior written approval of an authorized representative of Buyer will constitute a breach of the Purchase Order.

1.3 Other Changes. Except as described these Terms, neither party may make any changes to the Contract during its term (as described in **Section 12.1**) without the prior written agreement by authorized representatives of both Buyer and Seller.

2. Products and Services.

2.1 Quantity.

(a) Unless otherwise expressly stated in the Purchase Order or Contract, if no quantity is stated on the face of the Purchase Order or if the quantity is blank or states the quantity as zero, “blanket,” “see release,” “as scheduled,” “as directed,” “subject to Buyer’s production releases” or similar terms, this is a requirements contract and Seller is obligated to supply Buyer with its production, replacement and service parts requirements of the Products and Services. Seller will supply Buyer’s requirements for Products and Services in such quantities as identified by Buyer as firm orders in material authorizations releases, manifests, broadcasts or similar communications (collectively “Releases”) that are transmitted to Seller during the term of the Purchase Order, and Seller will supply all such Products and Services on such dates and times, at the price and on the other terms specified in the Purchase Order. Releases are part of the Purchase Order, are governed by these Terms, and are not independent contracts. Buyer may return over-shipments to Seller at Seller’s expense.

(b) Seller accepts the risk associated with lead times of various raw materials and/or components if they are beyond those provided in Releases. Seller agrees to 100% on-time delivery of Products and Services in the quantities and at the times specified by the relevant Purchase Order and related Releases. Buyer may change the rate of scheduled shipments or direct temporary suspension of scheduled shipments, neither of which entitles Seller to modify the price for Products or Services. Buyer is not obligated to accept early deliveries, late deliveries, partial deliveries or excess deliveries.

(c) Unless otherwise agreed to in writing by Buyer, the risk of loss passes from Seller to Buyer upon delivery to Buyer’s transportation carrier (or if shipment is by Seller or common carrier, then upon delivery to Buyer’s designated facility), but title passes to Buyer only upon acceptance by Buyer at Buyer’s facility where the Products and Services are to be used.

(d) To assure the timely delivery of Products and Services meeting Buyer’s requirements and to avoid any unforeseen delays, Seller will, upon written request from Buyer, manufacture Products and Services in excess of Buyer’s current Purchase Orders to serve as a reserve for shipment, at such inventory reserve levels as may be set by Buyer from time to time. Until such reserve Products and Services are purchased by Buyer from Seller, they will remain the property of Seller, and will be held by Seller at its sole risk and expense. Buyer will have no obligation to take delivery and pay for such reserve unless such reserve falls within a firm

order under Section 2.1(a) above.

(e) The price is set forth in the Purchase Order. Unless otherwise stated, the purchase price: (i) is a firm fixed price for the duration of the Contract and not subject to increase for any reason, including increased raw material costs, increased labor, tariffs, duties, currency fluctuations or other manufacturing costs, increased development costs, or changes in volumes or program length from those estimated or expected; (ii) is inclusive of all federal, state, provincial, and local taxes and any duties applicable to the provision of the Products and Services; and (iii) is inclusive of all storage, handling, packaging and all other expenses and charges of Seller.

2.2 Current-Model Service Requirements. During the applicable vehicle program production life, which commences with the Original Equipment Manufacturer (“OEM”), Seller will make Products and Services covered by the Contract available to Buyer for Buyer’s current-model service requirements at the then-current production prices under the Contract plus any additional costs for special packaging.

2.3 Past-Model Service Requirement. Commencing at the end of the applicable vehicle program production life and for a period designated in the agreements between Buyer and its customers, such period not being less than fifteen (15) years, Seller will sell Products and Services to Buyer in order to fulfill Buyer’s past model service and replacement parts requirements. With prior notice, Buyer may modify the service period. If Seller desires to discontinue supply earlier than the requirement herein, the parties may negotiate a last-time buy transaction upon mutual written agreement.

2.4 Pricing. Service pricing will remain at production pricing for the first six (6) years of service. Buyer and Seller will then negotiate in good faith service price changes in three (3) year increments for the remainder of service life. If Seller requests a price change, it must prove the other party with a price breakdown sheet, volume data, actual invoice or price changes requests from suppliers, published price changes, and any other information reasonably requested by Buyer.

2.5 Unless otherwise expressly agreed to in writing by an authorized representative of Buyer, or Buyer has removed tooling from Seller necessary for the production of service parts, Seller’s obligations under this **Section 2** will survive termination, regardless of the reason for such termination, and expiration of the Purchase Order.

3. Delivery.

3.1 Packing and Shipment. Buyer may specify the method of transportation and the type and number of packing slips and other documents to be provided with each shipment. Seller will pack and ship Products and Services in accordance with Buyer’s instructions, including labeling and hazardous materials instructions. If Buyer has not provided packing or shipping instructions, Seller will pack and ship Products and Services in accordance with sound commercial practices. If Seller is required to use Buyer’s returnable packaging, Seller will be responsible for cleaning and returning the returnable packaging. If returnable packaging is not available, Seller may use expendable packaging and Buyer will reimburse Seller for the reasonable costs of expendable packaging.

3.2 Delivery Schedules. Seller will deliver Products and Services in strict accordance with the Releases. Unless otherwise stated in the Contract, Products and Services will be delivered FCA Seller’s plant (Incoterms 2020). If Products or Services are not ready for delivery in time to meet Buyer’s delivery schedules, the party

causing the delay will be responsible for additional costs of any resulting expedited or other special transportation.

4. Inspection. Buyer or its direct or indirect customers may, upon reasonable advance notice to Seller, conduct audits, inspections or testing at Seller's production facility for the purpose of verifying Seller's performance under the Contract, including compliance with all quality, cost or delivery requirements. Seller will ensure that the terms of its contracts with its subcontractors provide Buyer and its customers with all of the rights specified in this Section. Buyer is not required to inspect Products delivered or Services performed, and no inspection or failure to inspect will reduce or alter Seller's obligations under the Contract.

5. Taxes. Unless otherwise stated in the Contract, the Contract price includes all applicable federal, state, provincial, and local taxes other than sales, value added, or similar turnover taxes or charges, which must be shown separately on Seller's invoice for each shipment. Notwithstanding the foregoing, the Products and Services purchased under the Purchase Order are identified as industrial processing or resale and may be exempt from sales taxes. In such case, the tax identification number and/or other exemption information are stated in the Purchase Order, the applicable Country Supplement or are otherwise provided by Buyer.

6. Payment. Unless stated otherwise in the Contract, payment terms are net 60 days. Seller will promptly submit correct and complete invoices or other agreed billing communications with appropriate supporting documentation and other information reasonably required by Buyer after delivery of Products and performance of Services, and Buyer may withhold payment until a correct and complete invoice or other required information is received and verified. Seller will accept payment by check or other cash equivalent, including electronic funds transfer. Buyer will pay Seller in the currency specified in the Contract or, if none is specified, in the currency of Seller's shipping or service location. Buyer may set off or deduct from sums owed to Seller under the Contract those sums owed by Seller to Buyer in accordance with **Section 23**.

7. Product Warranties.

7.1 Seller's Warranties.

(a) Seller expressly warrants and guarantees to Buyer, to Buyer's successors, assigns and customers, and to users of Buyer's Products and Services, that all Products and Services delivered or provided to Buyer will: (i) be world-class, competitive Products and Services in terms of price, quality, delivery and technology, and conform to the specifications, standards, drawings, samples, descriptions and revisions as furnished to or by Buyer; (ii) conform to all applicable laws, orders, regulations and standards in countries where the Products, Services or vehicles or other products incorporating the Products and Services are to be sold, including without limitation the National Traffic and Motor Vehicle Safety Act, United States motor vehicle safety standards, European Union Directive 2000/53/EC, and equivalent industry standards; (iii) be merchantable and free of defects, including without limitation defects in design (to the extent designed by Seller or any of its subcontractors, agents or suppliers, even if the design has been approved by Buyer), materials and workmanship; (iv) be selected, designed (to the extent designed by Seller or any of its subcontractors, agents or suppliers, even if the design has been approved by Buyer), manufactured and assembled by Seller based upon Buyer's stated use and be fit and sufficient for the purposes intended by Buyer, and (v) be free of all liens, claims and encumbrances whatsoever. Seller further expressly warrants that, unless otherwise expressly stated in the Order, the Products and Services are manufactured entirely with new materials, none

of the Products or Services are, in whole or in part, governmental or commercial surplus or used, remanufactured, reconditioned or of such age or condition so as to impair their fitness, usefulness or safety, and the Products and Services are free from latent defects or conditions that would give rise to a defect regardless of whether the defect or condition was known or discoverable during the warranty period. These warranties are intended to provide Buyer with protection from any and all warranty claims brought against Buyer by customers, including customer- required warranties relating to the Products and Services or any products into which such Products or Services are incorporated. Without limiting the warranties provided herein, Seller will be bound by all such customer-required warranties which are hereby incorporated by reference as if expressly stated herein. The foregoing warranties are in addition to those available to Buyer by law.

(b) All warranties of Seller extend to future performance of the Products and Services. The warranty period is the longest of: (i) four years from the date Buyer accepts the Products or Services; (ii) the warranty period provided by applicable law; or (iii) the warranty period offered by Buyer's customer(s) to end-users for Products and Services installed on or as part of vehicles. For non-production purchases, the warranty period will be twelve (12) months from the date Buyer accepts the Products and Services, unless otherwise agreed in writing by Buyer.

(c) For all Services, Seller further warrants that its work will be performed in a professional and workmanlike manner, consistent with all standards and specifications agreed on with Buyer and otherwise consistent with industry standards.

(d) Seller will immediately notify Buyer in writing when it becomes aware of any ingredient, component, design or defect in Products or Services that is or may become harmful to persons or property.

(e) Seller's warranties are not modified, waived or discharged by delivery, inspection, tests, acceptance and payment. Further, Buyer's approval of any design, drawing, material, process or specifications will not relieve Seller of any of the warranties set forth in this Section.

(f) The following communications will each constitute notice of a breach of warranty under a Purchase Order: (i) any communication specifying a defect, default, claim of defect or other problem or quality issue of the Products or Services provided under the Purchase Order; (ii) any communication to Seller claiming that the Products or Services are in breach of any warranty or that Seller is in default under the Purchase Order; and (iii) a termination notice from Buyer. Any such claim by Buyer of breach may only be rescinded in writing by an authorized representative of Buyer.

(g) To mitigate its damages, Buyer may fully defend any claim from any Customer that any Products or Services supplied by Seller are defective, in breach of warranty, or otherwise did not meet applicable legal or contractual requirements. Seller and Buyer agree that, if Buyer elects to defend, this defense is in the interest of both Seller and Buyer. Seller waives the right to argue that the fact that Buyer took any such position in any way limits Buyer's right to assert a claim against Seller for breach of warranty, contribution, indemnification or other claim that may arise from or be related to the subject matter of any of the foregoing.

7.2 Non-Conforming Products and Services. Buyer's inspection of the Products and Services, whether during manufacture, prior to delivery, or within a reasonable time after delivery, does not constitute acceptance of any work-in-process or finished goods. Buyer's acceptance, inspection, or failure to inspect does not relieve Seller of any of its responsibilities or warranties. Nothing in the Purchase Order releases Seller from the obligation of testing, inspection and quality control. If defective Supplies are shipped to and rejected by Buyer, the quantities under the Purchase Order will be reduced unless Buyer otherwise notifies Seller. Seller will not replace reduced quantities without Buyer authorization. In addition to other remedies available to Buyer:

(i) Seller agrees to accept return of defective or nonconforming Products and Services, at Seller's risk and expense, at full invoice price, plus transportation charges, and to replace defective or non- conforming Products and Services as Buyer deems necessary;

(ii) Buyer may have Products and Services that fail to meet the requirements of the Purchase Order corrected, at Seller's expense, at any time prior to shipment from Buyer's plant; and/or (iii) Seller will reimburse Buyer for all expenses that result from any rejection or correction of defective or non- conforming Products and Services. Seller will document corrective actions within a commercially reasonable period after receipt of a defective or non-conforming sample and will take whatever measures necessary to correct the defect or non- conformance. Payment for defective or non- conforming Products and Services is not an acceptance of such Products and Services, does not limit or impair Buyer's right to assert any legal or equitable remedy, and does not relieve Seller's responsibility for latent defects.

7.3 Recalls, Alerts, Field Campaigns or other OEM Notification. This **Section 7.3** applies to any voluntary or government-mandated action by Buyer, or its direct or indirect customers, to conduct any recall or field service campaign, remedy an alleged defect or otherwise take any corrective action that relates to motor vehicle safety or an alleged failure of a vehicle to comply with an applicable motor vehicle safety standard or guideline (a "**Recall**"). Except as otherwise stated in the Contract, Seller will be liable for any and all costs and damages resulting from a Recall if the Recall results in whole or in part from a failure of the Products or Services to conform to the warranties in **Section 7.1(a)**. At the request of Seller, Buyer will make reasonable efforts to (i) notify Seller as soon as practicable after Buyer learns that a Recall being considered implicates the Products or Services; (ii) provide Seller with reasonable access to available non- privileged documents relating to the potential Recall; (iii) to the extent allowed by Buyer's customer and governmental agencies, provide Seller a reasonable opportunity to participate in inquiries and discussions among Buyer, its customer, and governmental agencies regarding the need for and scope of the Recall; and (iv) consult with Seller about the most cost-effective method of modifying or replacing vehicle systems or component parts, including the Products and Services, in order to remedy the alleged defect or non- compliance.

8. Product Liability.

8.1 Indemnification. Seller will defend, indemnify and hold harmless Buyer and Buyer's customers, dealers and end-users of the Products and Services sold by Buyer (or the vehicles in which they are incorporated) and all of their respective agents, customers, invitees, subsidiaries, affiliates, successors and assigns ("**Indemnified Parties**"), against any and all damages, losses, claims, liabilities and expenses (including reasonable attorneys' and other professional fees, settlements and judgments)

("Losses") incurred or suffered by any of them and arising out of or resulting from any (i) defective design in the Products or Services (if designed by Seller) (ii) defect in the material, workmanship or manufacture of Products or provision of Services; (iii) delivery of non-conforming Products or Services; (iv) negligent or wrongful acts or omissions of Seller or Seller's agents, employees or subcontractors; or (v) breach or failure by Seller to comply with any of Seller's representations or other terms and conditions of a Purchase Order (including any part of the Terms). Without limitation of the foregoing, any Indemnified Party will be entitled to indemnification for any Losses arising out of injury or death to persons, property damage, economic loss, the cost of any Recall campaigns, Customer field service actions or other corrective service actions that, in Buyer's or customer's reasonable judgment, are required because of nonconformities or defects in some or all of the Products or Services provided by Seller hereunder, and including interim set-offs or charges (such as interim field service action cost recovery debits) by customers attributable to Products or Services. This **Section 8** will not apply to the extent that the injury, loss, or damage is proximately caused by Buyer's sole design of the Products, or any alteration or improper repair, maintenance, or handling of the Products by Buyer. Seller's obligation to defend and indemnify under this Section will apply regardless of whether the claim arises in tort, negligence, contract, warranty, strict liability or otherwise except for claims that arise as a result of the sole negligence of Buyer. Buyer has the right to be represented by and actively participate through its own counsel in the defense and resolution of any indemnification matters, at Seller's expense. The indemnification obligations of Seller set forth in this Agreement, including this Section, are independent of and in addition to any insurance and warranty obligations of Seller. If Seller performs any work on Buyer's or customer's premises or utilizes the property of Buyer or customer, whether on or off Buyer's or customer's premises: (i) Seller will examine the premises to determine whether they are safe for the requested work and will advise Buyer promptly of any situation it deems to be unsafe; (ii) Seller's employees, contractors, and agents will comply with all laws and regulations that apply to the premises and may be removed from Buyer's premises at Buyer's discretion; (iii) Seller's employees, contractors, and agents will not possess, use, sell, transfer or be under the influence of alcohol or unauthorized, illegal, or controlled drugs or substances on the premises; and (iv) Seller will indemnify and hold Buyer and customer, and their respective agents, successors and assigns, harmless from and against any liability, claims, demands or expenses (including reasonable attorneys' and other professional fees, settlements and judgments) for damages to the property of or personal injuries (including death) to Buyer, customers, their respective employees or agents, or any other person or entity to the extent arising from or in connection with Seller's work on the premises or Seller's use of Buyer's or customer's property, except for any liability, claim or demand arising out of the sole negligence of Buyer.

8.2 Procedure. Buyer will notify Seller promptly after Buyer becomes aware of the basis for a claim for indemnification under this **Section 8**. At the request of Buyer, Seller will cooperate with Buyer to determine the root cause of a defect in or failure of the Products and Services (and related systems and components). To the extent requested by Seller and allowed by customer, Buyer will make reasonable efforts to (a) allow Seller to examine and test all available Products, Services and related systems and components that are subject to a third-party claim, and (b) to include Seller in settlement discussions where indemnity has been or will be sought from Seller.

9. Compliance with Laws.

- (a) Seller, and any Products and Services supplied by Seller, will comply with all applicable laws, including rules, regulations, orders, conventions, ordinances and standards, including without limitation (i) in relation to the manufacture, labeling, transport, import, export, licensing, approval or certification of the Products and Services, and (ii) laws relating to environmental matters, anti-corruption, hiring, wages, hours and conditions of employment, subcontractor selection, discrimination, occupational health or safety, and motor vehicle safety. The Purchase Order incorporates by reference all clauses required by these laws.
- (b) All materials used by Seller in the Products or in their manufacture and in the provision of Services will satisfy current governmental and safety constraints on restricted, toxic and hazardous materials as well as environmental, electrical and electromagnetic considerations that apply to the country of manufacture, sale or destination.
- (c) Seller and its employees and contractors will abide by Buyer's Ethics Policy (available at ghsp.com under Supplier Standards Manual) or Seller's own equivalent ethics policy.
- (d) Seller agrees that all components obtained by Seller for GHSP Products will be obtained from sources located in known conflict free zones, and to provide all information requested by GHSP relating to the source of such components. Seller will comply with all provisions of the Dodd-Frank Act, including its conflict minerals provision.

10. Intellectual Property Rights.

10.1 Buyer's Intellectual Property. Buyer does not transfer to Seller any patent, trade secret, trademark, service mark, copyright, mask work, or other intellectual property right ("**Intellectual Property Right**") of Buyer in information, documents, or property that Buyer makes available to Seller under the Contract, other than the right to use Buyer's Intellectual Property Rights to produce and supply Products and Services to Buyer.

10.2 Seller's Intellectual Property. Seller does not transfer or license to Buyer any intellectual property rights of Seller related to the Products or Services except as provided in this Section 10.2. Any idea, invention, concept, discovery, work of authorship, patent, copyright, trademark, trade secret, know-how or other intellectual property created by Seller while performing this Agreement that is necessary or incidental to the manufacture, sale and use of the Products or provision of Services ("Developed IP") will belong to Buyer. Seller agrees to assign to Buyer all right, title and interest in and to any Developed IP. Seller will notify Buyer of the existence of Developed IP and assist Buyer in every reasonable way to perfect its right, title and interest in Developed IP such as by executing and delivering all additional documents reasonably requested by Buyer in order to perfect, register, and/or enforce the same. To the extent that any intellectual property necessary or incidental to the manufacture, sale and use of the Goods or Services is not assigned to Buyer in the preceding sentence, Seller agrees that Buyer and its customers have a worldwide, royalty free, fully paid up, transferable, perpetual, irrevocable license to use any and all such intellectual property to a) build, have built, repair, have repaired, reconstruct, or have reconstructed the Products and Services and b) to incorporate Products and Services purchased from Seller in vehicles and component parts and to sell those vehicles and component parts to its customers and the public.

10.3 Infringement.

(a) Subject to **Section 10.3(b)**, Seller will indemnify and defend Buyer and its customers against claims, liabilities, losses, damages, costs, and expenses, including reasonable legal fees, arising out of the actual or alleged infringement by the Products or Services of a third-party Intellectual Property Right. If a claim under this **Section 10.3** results, or is likely to result, in an injunction or other order that would prevent Seller from supplying or Buyer from using Products or Services for their intended purpose, then upon the demand of Buyer, Seller will, at Seller's expense and Buyer's option, either (i) secure a license of the Intellectual Property Right that permits Seller to continue supplying the Products and Services to Buyer, or (ii) modify the Products and Services so that they become non-infringing, so long as the modification does not materially alter the operation or performance of the Products and Services, or (iii) replace the Products and Services with non-infringing but practically equivalent products and services.

(b) Seller will have no liability under this **Section 10.3** if and to the extent that a claim of infringement is based on (1) a Product modification made by Buyer or a third party at Buyer's request, or (2) a Product modification made by Seller at Buyer's request, unless Seller knows of or should have known of that such modification could result in actual infringement or alleged infringement.

11. Property.

11.1 Buyer's Property.

(a) Buyer will own the tooling, jigs, dies, gauges, fixtures, molds, patterns, supplies, materials, and other equipment and property used by Seller to manufacture, store, and transport Products or provide Services ("**Property**") if (1) the Property is so designated in the Contract, or (2) Buyer or its customer has provided or paid for, or agreed to pay for, the Property ("**Buyer's Property**"). Seller will assign to Buyer contract rights or claims in which Seller has an interest with respect to Buyer's Property and execute bills of sale, financing statements, or other documents reasonably requested by Buyer to evidence its or its customer's ownership of Buyer's Property. Seller will indemnify and defend Buyer against claims or liens adverse to Buyer's or its customer's ownership of Buyer's Property except those that result from the acts or omissions of Buyer or its customer. Seller will hold Buyer's Property on a bailment basis and will be responsible for loss or damage to Buyer's Property while in its possession or control. To the extent permitted by law, Seller waives any lien or similar right it may have with respect to Buyer's Property. Buyer will be responsible for personal property taxes assessed against Buyer's Property.

(b) Seller will (1) at its expense maintain Buyer's Property in good condition and repair, normal wear and tear excepted, throughout the useful life of Buyer's Property, including service life; (2) use Buyer's Property only for the manufacture, storage, and transport of Products and provision of Services for Buyer unless Buyer otherwise approves in advance in writing; (3) at Buyer's request and expense, mark Buyer's Property as belonging to Buyer or its customer; and (4) not remove Buyer's Property (other than shipping containers and the like) from Seller's premises without Buyer's written approval and (5) if required due to normal use by the Seller, or any other reason, replace Buyer's Property at Seller's expense. All replacement parts, additions, improvements, and accessories to Buyer's Property will become part of Buyer's Property unless they can be removed without damaging Buyer's Property.

(c) Buyer will pay for Buyer's Property that it is required to purchase at the amount specified in the Contract or, if no amount is specified in the Contract, at (1) Seller's actual cost of the Buyer's Property, if

manufactured by a third party, or (2) Seller's actual cost of purchased materials, components, and services plus Seller's actual cost of labor and overhead allocable to the Buyer's Property, if manufactured by Seller. Unless otherwise stated in the Contract, final payment for Buyer's Property is due 45 days after approval by Buyer of the Seller's PPAP (Production Part Approval Process) submission.

(d) Seller will immediately release to Buyer upon request, and Buyer may retake immediate possession of, Buyer's Property and other property of Buyer or its customers at any time, with or without cause and without payment of any kind unless otherwise provided in the Contract. Seller will release the requested Property and other property to Buyer, properly packed in a manner that protects Buyer's Property, and marked in accordance with the requirements of Buyer's carrier. If the release or recovery of Buyer's Property or other property renders Seller unable to produce a Product or provide a Service, the release or recovery will be deemed a termination of the Contract with respect to that Product or Service pursuant to **Section 12** or **13**, as applicable.

11.2 Seller's Property. Seller will own all Property that is not Buyer's Property ("**Seller's Property**"). Seller will at its expense furnish, maintain in good condition, and replace when necessary Seller's Property needed to perform the Contract. Seller will insure Seller's Property with full fire and extended coverage insurance for its replacement value. Buyer may purchase Seller's Property used exclusively to produce those Products or provide those Services and not needed by Seller to produce Products, Services or products or services for other customers, for a purchase price equal to the lesser of fair market value or Seller's unamortized acquisition cost. Seller shall not sell or dispose of any tooling or equipment used to make products for Buyer for the term of this agreement and the duration of Seller's supply of service parts without Buyer's prior written approval. This Section shall survive termination of the Contract.

11.3 Tooling; Capital Equipment. With respect to orders for tooling:

(a) Seller will provide to Buyer, as requested, access to Seller's premises and all documentation relating to the tooling, prior and subsequent to payment, to inspect work performed and to verify charges submitted by Seller against a Purchase Order. For any tooling or parts thereof that Seller obtains from any third party, Seller will provide Buyer with such access and documentation to the ultimate production source. Seller will have ten (10) days from the date Buyer notifies Seller of Buyer's intention to audit Seller to provide the requested access and copies of requested documentation for Buyer's exclusive use and records. Any information submitted following such ten (10) day period will not be considered by Buyer. The price set forth in the Purchase Order will be adjusted to credit Buyer in the amount, if any, by which the price exceeds Seller's actual cost as verified. If Seller's primary business is to fabricate tooling, Seller will be permitted a reasonable profit percentage as indicated by the Purchase Order. In the absence of a mutually-accepted profit percentage Buyer will determine a reasonable profit percentage following the completion of its audit. Seller will invoice Buyer for (and Buyer will only be obligated to pay) the lower of Seller's actual cost plus such profit percentage or the amount set forth in the Purchase Order. Buyer's audit to verify actual costs will include without limitation, at Buyer's option, copies of Seller's cancelled checks and bank statements and any other information necessary for Buyer to confirm the existence or absence of rebates, credits or discounts provided to Seller by any third party relating to such tooling. If Seller does not provide such access and documentation, Buyer may determine in its reasonable discretion an appropriate adjustment based on information available to Buyer, including estimated costs, and Seller will be responsible for Buyer's costs in determining such estimated costs. Seller will not disclose to any third party,

except for its attorneys and professional advisors who are required to maintain confidentiality, the results of such tooling audits or any adjustments made by Buyer to the prices and amounts payable to Seller as a result of such audit. Seller will retain (and cause its tooling sub-suppliers to retain) all cost records for a period of three years after receiving final payment of the charges. All tools are to be made to Buyer's specifications (or, where directed by Buyer, those of Buyer's customers). Any exception to such specifications must be stated in writing on the Purchase Order or otherwise in a signed writing by Buyer. To the extent the Purchase Order expressly states that it is for "tooling" and unless otherwise stated in the Purchase Order, freight terms are DAP Buyer's facility, Incoterms 2020, and Seller should not prepay or add freight charges.

(b) To the extent permitted by applicable law, any payments made by Buyer for Buyer- owned tooling are expressly intended by Buyer to be held in trust for the benefit of any subcontractor(s) used by Seller to produce the Buyer-owned tooling that are covered by such payments and Seller agrees to hold such payments as trustee in express trust for such subcontractor(s) until Seller has paid the subcontractor(s) in full for the Buyer-owned tooling. Seller acknowledges and agrees that such subcontractor is an intended third party beneficiary of the terms of this Section relating to the express trust and as such, such tooling subcontractor will have the right to enforce these terms of this Section directly against Seller in subcontractor's own name. Seller agrees that Buyer has no obligation to Seller or Seller's tooling subcontractor under this Section other than making the payment to Seller in accordance with a tooling Purchase Order. In the event Seller's tooling subcontractor brings an action against Seller in connection with the subject matter of this Section, Seller will not join Buyer in any such action.

12. Term and Termination.

12.1 Generally. Subject to Buyer's termination rights, the Contract formed by the Purchase Order is binding on the parties for the length of the applicable OEM program production life (including model refreshes or extensions as determined by the applicable OEM customer), and both Buyer and Seller acknowledge the risk of the program production volume being different than estimated or program life being extended or canceled by the OEM. Notwithstanding the foregoing, if an expiration date is stated in the Purchase Order or a Contract, the term of the Purchase Order will continue until that date. Unless specifically waived in writing by an authorized representative of Buyer, Seller's obligations with respect to service and replacement parts will survive the termination or expiration of the Purchase Order.

12.2 Termination by Buyer for Convenience. The Buyer may terminate the Contract, in whole or in part upon 30 days' prior written notice to Seller. The Seller has no right to terminate the Contract except in the event of a Default of Buyer which is not cured prior to such termination.

12.3 Amounts Payable to Seller. If Buyer terminates a Contract before the end of its specified term (other than for Seller's Default under **Section 13**, unless otherwise agreed by Buyer and Seller, Buyer will pay to Seller the following amounts, without duplication: a) the Contract price for all Products and Services that have been completed and delivered in conformance with the Contract and not previously paid for, and b) the price for all Products and Services ordered by Buyer as a firm order under Section 2.1 and manufactured by Seller prior to the date Buyer delivers notice of termination, less the sum of the reasonable value or costs (whichever is higher) of any such Products or Services used or sold by Seller with Buyer's written consent, and the cost of any damaged or destroyed Products and Services. Buyer will make no payment

for any raw material or work-in-process inventory or for finished goods fabricated by Seller in amounts in excess of the quantity ordered by Buyer in firm orders nor for any undelivered Products or Services that are in Seller's standard stock or that are readily marketable. Buyer's maximum liability for payments pursuant to this Section will not exceed the total of all required payments under the Contract minus those actually made. In no event will Buyer be liable for payments owed to Seller's subcontractors or for loss of anticipated profits, unabsorbed overhead, interest, product development or engineering costs, facilities and equipment costs or rental, unrecovered depreciation costs, or general and administrative burden charges.

13. Default.

13.1 Events of Default. Time is of the essence and, subject to **Section 17**:

(a) Seller will be in "**Default**" under the Contract if it (1) delays delivery or fails to deliver Products or provide Services in strict accordance with the delivery schedules, and such failure is not cured within 24 hours of receipt of written notice of such delay or failure, (2) fails to remain competitive and fails to become competitive within 30 calendar days after receipt of notice from Buyer indicating in reasonable detail those areas of performance, including but not limited to, delivery, quality, technology or pricing, which form the basis for Buyer's assertion that Seller has failed to remain competitive, (3) fails to perform any other obligation under the Contract and, to the extent nonperformance can be cured, fails to cure the nonperformance within 15 business days after written notice from Buyer specifying the nonperformance, (4) admits in writing its inability to pay its debts as they become due, commences a bankruptcy, insolvency, receivership, or similar proceeding, or makes a general assignment for the benefit of creditors, (5) becomes a debtor in a bankruptcy, insolvency, receivership, or similar proceeding commenced by a third party that is not dismissed within 30 days after commencement, or (6) fails to provide adequate assurance of performance under the Contract within three business days after written demand by Buyer.

(b) Buyer will be in "**Default**" under the Contract if it (1) materially breaches the Contract and fails to cure such material breach within 30 days of Seller's notice to Buyer of such material breach, (2) admits in writing its inability to pay its debts as they become due, commences a bankruptcy, insolvency, receivership, or similar proceeding, or makes a general assignment for the benefit of creditors, or (3) becomes a debtor in a bankruptcy, insolvency, receivership, or similar proceeding commenced by a third party that is not dismissed within 30 days after commencement.

13.2 Remedies.

(a) The remedies provided in this **Section 13.2** are cumulative and are in addition to all other rights and remedies available elsewhere in the Contract or by law.

(b) Upon the occurrence of a Default and while that Default is continuing, the non-defaulting party may terminate the Contract by notice to the defaulting party. If Seller is in Default, Buyer's damages will include, but are not limited to, the reasonable costs actually incurred to relocate the work to an alternate source, and Buyer may purchase completed Products and Services at the Contract price and work-in-process and raw materials at Seller's actual cost, and Seller will be required to provide the Transition Services set forth in **Section 14**, at no cost to Buyer. If Buyer is in Default, Seller's damages will be limited to the Contract price for completed Products and Services manufactured pursuant to, and the actual cost of work-in-

process and raw materials procured by Seller and authorized by, firm orders (which will become Buyer's property upon payment in full).

(c) If Seller does not release or deliver Buyer's Property or other property of Buyer or its customers in accordance with **Section 11.1(d)**, Buyer may at Seller's cost (1) obtain an immediate court order for possession, and (2) enter Seller's premises, with or without legal process, and take immediate possession of Buyer's Property and the other property. To the extent permitted by law, Seller waives any right to object to Buyer's repossession of Buyer's Property and the other property in a bankruptcy or other proceeding.

(d) EXCEPT AS OTHERWISE EXPRESSLY AUTHORIZED IN THE CONTRACT, BUYER WILL HAVE NO LIABILITY TO SELLER FOR ANY INDIRECT, SPECIAL, CONSEQUENTIAL (INCLUDING LOST PROFITS OR MARKET SHARE OR DAMAGE TO BRAND VALUE), INCIDENTAL, PUNITIVE, OR EXEMPLARY DAMAGES, WHETHER OR NOT FORESEEABLE.

14. Transition of Supply.

(a) In connection with Buyer's termination (for any reason) or expiration of the Purchase Order, or Buyer's other decision to source the Products or the Services from any alternate supplier(s), Seller will cooperate with Buyer in the transition of the supply of Products and Services, including the following: (1) Seller will continue the production and delivery of all Products and Services as ordered by Buyer, at the prices and other terms stated in the Purchase Order, without premium or other condition, during the entire period reasonably needed by Buyer to complete the transition to alternate supplier(s), such that Seller's action or inaction causes no interruption in Buyer's ability to obtain the Products or Services as needed; (2) at no cost to Buyer, Seller will promptly provide all requested information and documentation regarding and access to Seller's manufacturing process, including on-site inspections, bill-of-material data, tooling and process detail and samples of the Products and Services and components; and (3) subject to Seller's reasonable capacity constraints, Seller will provide special overtime production, storage and/or management of extra inventory of the Products and Services, extraordinary packaging and transportation and other special services (collectively "**Transition Support**") as expressly requested by Buyer in writing.

(b) If the transition of supply occurs for reasons other than Buyer's termination of the Purchase Order pursuant to **Section 13**, Buyer will, at the end of the transition period, pay the reasonable, actual cost of Transition Support as requested by Buyer and incurred by Seller, provided that Buyer has approved Seller's estimate of such costs prior to Seller incurring such amounts.

15. Confidential Information. Trade secrets, specifications, drawings, notes, instructions, engineering data and analyses, compositions of matter, financial data, cost, price and other technical and business data which are supplied or disclosed by Buyer in connection with the Contract, ("**Confidential Information**"), will be deemed confidential and proprietary to, and remain the sole property of, Buyer. Seller may not disclose Confidential Information or use Confidential Information for any purpose other than as contemplated under the Contract without, in each case, the prior written consent of Buyer. Confidential Information will not include information that (1) is or becomes available to the public other than as a result of a violation of this **Section 15** by Seller, (2) is known by Seller prior to disclosure by Buyer, or (3) is legally required to be disclosed. In the event that Seller receives a demand to disclose Confidential Information, Seller will provide Buyer with prompt prior written notice so that Buyer may respond or seek a protective order or other appropriate

remedy. If such protective order or other remedy is not obtained, Seller will furnish only that portion of the Confidential Information that is legally required. Seller will use the same degree of care to safeguard Confidential Information that it uses to protect its own confidential information from unauthorized access or disclosure (but not less than a reasonable degree of care). Upon request by Buyer, Seller will promptly return or destroy the original and all copies of Confidential Information received. Upon request of Buyer, Seller may be required to sign a separate non-disclosure agreement.

16. Assignment and Subcontracting. Under no circumstances may Seller transfer, assign or delegate, in whole or in part, any of its rights or obligations under the Contract (including, without limitation, any right of payment), whether directly or indirectly, by merger, acquisition or contribution to a joint venture, without Buyer's prior written consent. Unless otherwise stated in the consent, any assignment or subcontracting by Seller, with or without Buyer's consent, will not relieve Seller of its duties or obligations under the Contract or its responsibility for non- performance or Default by its assignee or subcontractor.

17. Excusable Non-Performance. A delay or failure by either party to perform its obligations under the Contract will be excused, and will not constitute a Default, only if caused by an Excusable Event. An "***Excusable Event***" is a cause or event beyond the reasonable control of a party that is not attributable to its fault or negligence and includes fire, flood, earthquake, and other extreme natural events, acts of God, riots, civil disorders, and war or acts of terrorism whether or not declared as such by a government. Notwithstanding the forgoing, labor problems or other issues involving Seller's employees or its suppliers employees, availability of raw materials, component parts, changes in costs of raw materials, labor or other costs of Seller, or any other changes in commercial markets, commercial environment, the economy or other commercial factors generally will not constitute an Excusable Event.

In each case, the failure to perform must be beyond the reasonable control, and not attributable to the fault or negligence, of the party claiming the Excusable Event. The party unable to perform must give notice of the non- performance (including its anticipated duration) to the other party promptly after becoming aware that it has occurred or is reasonably likely to occur, followed by prompt notices of any material changes in the facts relative to its ability to perform and/or the anticipated duration of the non-performance. Seller and Buyer will share information, confer, seek agreement and otherwise act cooperatively to avoid or mitigate the effects of the potential or actual excused nonperformance. If Seller is unable to perform for any reason, Buyer may do one or more of the following: a) purchase Products and Services from other sources and reduce its purchases from Seller accordingly without liability to Seller; b) cause Seller to provide the Goods or Services from other sources in quantities and at times requested by Buyer at the price set forth in the Purchase Order at Seller's expense; or c) require Seller to deliver to Buyer, at Seller's expense all finished goods, work in process and parts and materials produced or acquired for work under a Purchase Order. Within three business days after written request by the other party, the non-performing party will provide adequate assurances that the non-performance will not exceed seven calendar days. If the non-performing party does not provide those assurances, or if the non-performance exceeds seven calendar days, the other party may terminate the Contract by notice given to the non-performing party before performance resumes.

18. Labor Contracts. Sellers of production goods and Services will notify Buyer of the contract expiration date at least six months before the expiration of a current labor contract that has not been extended or

replaced. Buyer may thereafter at Buyer's sole discretion direct Seller in writing to manufacture up to 90 days of additional inventory of Products and Services, specifying the quantities of Products and Services required and any packaging and storage requirements. Seller will comply with Buyer's written directions prior to expiration of the current labor contract and until the current labor contract has been extended or a new contract completed. By authorizing the additional inventory, Buyer commits to buy the entire quantity of conforming Products and Services requested and produced. Seller is responsible for carrying costs and any additional costs of manufacture. Nothing in this Section will be construed to relieve Seller of its obligations to supply Products and Services under the Contract.

19. Customs. Transferable credits or benefits associated with Products and Services purchased, including trade credits, export credits, or rights to the refund of duties, taxes, or fees, belong to Buyer unless otherwise prohibited by applicable law. Seller will provide Buyer with all information and records relating to the Products and Services necessary for Buyer to (1) receive these benefits, credits, and rights, (2) fulfill any customs obligations, origin marking or labeling requirements, and certification or local content reporting requirements, (3) claim preferential duty treatment under applicable trade preference regimes, and (4) participate in any duty deferral or free trade zone programs of the country of import. Seller will obtain all export licenses and authorizations and pay all export taxes, duties, and fees unless otherwise stated in the Contract, in which case Seller will provide all information and records necessary to enable Buyer to obtain those export licenses or authorizations. Specific details will be defined and listed in the contract using International Commercial Terms

(INCOTERMS) as identified by the International Chamber of Commerce 2010 revisions, referred to herein as "**Incoterms 2020**", and include the specific "Named Place" where needed.

20. Insurance. Seller will maintain and upon request furnish to Buyer a copy of insurance policies including (1) general liability insurance coverage listed below or additional coverage limits reasonably acceptable to Buyer and naming Buyer as an additional insured, (2) all risk property perils insurance covering the full replacement value of Buyer's Property while in Seller's care, custody, or control and naming Buyer as loss payee, (3) product recall insurance, (4) employer's liability and worker's compensation insurance, (5) commercial automobile liability insurance, and (6) business interruption insurance. Seller will provide certificates evidencing the coverage required by this Section and will, upon request, supply Buyer with all or part of the full insurance policies. The existence of insurance does not release Seller of its obligations or liabilities under a Purchase Order. Minimum coverage is as follows:

Coverage	Limits of Liability
Commercial General Liability Insurance	US \$5,000,000 / each occurrence, general aggregate, products & completed operations aggregate
Product Recall Insurance	US \$5,000,000 / per recall

Employers Liability	US \$100,000 for: (1) each accident (2) policy limit for bodily injury by disease, and (3) bodily injury by disease for each employee
Commercial Automobile Liability Insurance	US \$1,000,000 / each occurrence combined single limit
Business Interruption Insurance	As specified by Buyer
Workers Compensation	Statutory

21. Dispute Resolution. Buyer and Seller will first endeavor to resolve through good faith negotiations any dispute arising under the Contract. If a dispute cannot be resolved through good faith negotiations within a reasonable time, pursuant to Section **22.10** below either party may pursue any available legal action as it determines appropriate. Nothing contained herein will act to prohibit, impair or delay Buyer undertaking any legal action to seek immediate injunctive relief as may be available to Buyer.

22. Miscellaneous.

22.1 Advertising. During and after the term of the Contract, Seller will not advertise or otherwise disclose its relationship with Buyer or Buyer's customers without Buyer's prior written consent, except as may be required to perform the Contract or as required by law.

22.2 Audit Rights. For at least 7 years after Seller completes its last delivery of Products or Services, Seller will maintain records as necessary to support amounts charged to Buyer under the Contract. Buyer and its representatives may audit Seller's records of transactions completed prior to the audit date, to the extent needed to verify the quantities shipped and that the prices charged match the Contract prices. Any audit will be conducted at Buyer's expense (but will be reimbursed by Seller if the audit uncovers material errors in the amounts charged), at reasonable times, and at Seller's usual place of business.

22.3 Electronic Communication. Seller will comply with the method of electronic communication specified by Buyer in Buyer's request for quotation and confirmed in the Contract, or as stated in Supplier's Standards Manual, including requirements for electronic funds transfer, purchase order transmission, electronic signature, and communication.

22.4 Relationship of the Parties. Buyer and Seller are independent contractors, and nothing in the Contract makes either party the agent or legal representative of the other party for any purpose. Neither party has authority to assume or to create any obligation on behalf of the other party.

22.5 Waiver. The failure of either party to enforce any right or remedy provided in the Contract or by law on a particular occasion will not be deemed a waiver of that right or remedy on a subsequent occasion or a



Global Supplier Standards Manual

waiver of any other right or remedy.

22.6 Entire Agreement. The Contract constitutes the entire agreement between Seller and Buyer with respect to its subject matter, and supersedes all prior oral and written representations and agreements by the parties with respect to the subject matter of the Contract. Except as expressly authorized in **Section 1**, no subsequent terms, conditions, understandings, or agreements purporting to modify the terms of the Contract will be binding unless in writing and signed by both parties.

(a) New purchase orders and purchase order revisions and amendments, once accepted by Seller as provided in **Section 1.1**, will be governed by these Terms (as they may be revised from time to time) that are posted on Buyer's website at: ghsp.com (link is in Supplier Standards Manual), as of the date of acceptance.

(b) Buyer's website may also contain specific additional requirements for certain items covered by the Purchase Order, including labeling, packaging, shipping, delivery and quality specifications, procedures, directions and/or instructions. Any such requirements will be deemed to form part of the Contract. Buyer may periodically update such requirements by posting revisions thereto on Buyer's website. In the event of any inconsistency between the Contract and Buyer's website, the terms of the Contract will prevail, unless the requirements specified on Buyer's website expressly provide otherwise.

22.7 Severability. A finding that any provision of the Contract is invalid or unenforceable in any jurisdiction will not affect the validity or enforceability of any other provision of the Contract or the validity or enforceability of that provision in any other jurisdiction.

22.8 Interpretation. When used in these Terms, "including" means "including without limitation" and terms defined in the singular include the plural and vice versa.

22.9 Notices. Any notice or other communication required or permitted in the Contract must be in writing and will become effective on the date of actual receipt if the date of actual receipt is a business day or on the next business day if the date of actual receipt is not a business day.

22.10 Governing Law. Unless otherwise agreed in writing, the Contract will be governed by and interpreted according to the internal laws of Michigan. The *United Nations Convention on Contracts for the International Sale of Goods* will not apply to the Contract. The exclusive venue of any dispute relating to this Agreement will be in the state courts within Ottawa County, Michigan or, if subject matter jurisdiction is met, the United States District Court for the Western District of Michigan and the parties hereby irrevocably consent to the jurisdiction of such courts.

23. Set-Off; Recoupment. In addition to any right of setoff or recoupment provided by law, all amounts due or to become due to Seller will be considered net of indebtedness of Seller and its affiliates or subsidiaries to Buyer and its affiliates or subsidiaries. Buyer will have the right to set off against or to recoup from any payment or other obligation owed to Seller, in whole or in part, any amounts due to Buyer or its affiliates or subsidiaries from Seller or its affiliates or subsidiaries. Buyer will provide Seller with a statement describing any offset or recoupment taken by Buyer.