

**PURCHASE ORDER STANDARD TERMS AND CONDITIONS**  
**For the purchase of indirect products and services by Atmus Filtration Technologies Inc.,**  
**its subsidiaries, and affiliates ("ATMUS")**

**1. INTERPRETATION**

1.1 Definitions. In these Conditions, the following definitions apply:

**Bankruptcy Law** means the Act of 28 February 2003 – Bankruptcy and Rehabilitation Act, as amended from time to time.

**Business Day:** a day (other than a Saturday, Sunday, or a public holiday) when banks in Poland are open for business.

**Buyer:** means Atmus Filtration Technologies Inc., its subsidiaries and affiliates which issues a Purchase Order to the Supplier under these Supplier Terms and Conditions.

**Buyer Materials:** has the meaning set out in clause 5.9(c).

**Claims:** has the meaning set out in clause 13.2.

**Commencement Date:** has the meaning set out in clause 2.2.

**Conditions:** these terms and conditions as amended from time to time in accordance with clause 17.9.

**Confidential Information:** has the meaning set out in clause 14.1.

**Contract:** the contract between the Buyer and the Supplier for the supply of Products and/or Services in accordance with these Conditions.

**Deliverables:** all Documents, products and materials developed by the Supplier or its agents, contractors, and employees as part of or in relation to the Products and/or Services in any form, including without limitation computer programs, data, reports, and specifications (including drafts).

**Document:** includes, without limitation, in addition to any document in writing, any drawing, map, plan, diagram, design, picture or other image, tape, disk or other device or record embodying information in any form.

**DPA:** the Personal Data Protection Act dated 10 May 2018 as amended.

**Force Majeure Event:** has the meaning set out in clause 17.1.

**Group:** in relation to a company, that company, its subsidiaries, any company of which it is a subsidiary (its holding company) and any other subsidiaries of any such holding company; and each company in a group is a member of the group.

Unless the context otherwise requires, the application of the definition of Group to any company at any time will apply to the company as it is at that time.

**Holding company** and **subsidiary:** mean a "holding company" (*spółka dominująca*) and "subsidiary" (*spółka zależna*) as defined under Article 4 § 1 point 4 of the Polish Commercial Code.

**Incoterms:** The International Chamber of Commerce Incoterms rules for the interpretation of trade terms 2020 (or such future versions or amendments).

**Insolvency-Related Event:** means, in relation to a party,

- (a) that person filing an application with any competent authority for the announcement of its bankruptcy (upadłość) within the meaning of the Bankruptcy Law or any resolution regarding filing of such application being passed by that person's corporate body;
- (b) an application for the announcement of bankruptcy (wniosek o ogłoszenie upadłości) within the meaning of the Bankruptcy Law being filed against that person;
- (c) that person becoming insolvent (niewypłacalny) within the meaning of the Bankruptcy Law;
- (d) that person suspending payments of any of its financial indebtedness or, by reason of actual or anticipated financial difficulties, that person commencing negotiations with one or more of its creditors with a view to rescheduling any of its financial indebtedness;
- (e) that person filing a declaration regarding the initiation of rehabilitation proceedings (osoba składająca wniosek o wszczęcie postępowania naprawczego) within the meaning of the Bankruptcy Law;
- (f) liquidation proceedings (postępowanie likwidacyjne) being initiated against that person;
- (g) that person entering into a composition, compromise, assignment, or arrangement with any of its creditors regarding its financial indebtedness; or
- (h) the appointment of a liquidator, trustee in bankruptcy (syndyk), receiver (zarządca), administrative receiver, administrator, compulsory manager, or other similar officer in respect of that person or any of its assets;

**Intellectual Property Rights:** all patents, rights to inventions, utility models, copyright (or author rights) and related rights, rights to trademarks, service marks, trade, business and domain names, rights in trade dress or get-up, rights in goodwill, unfair competition rights, rights in designs, rights in computer software, database right, topography rights, rights in confidential information (including know-how and trade secrets) and any other intellectual property rights, in each case whether registered or unregistered and including all applications for and renewals or extensions of such rights, and all similar or equivalent rights or forms of protection in any part of the world, which results from or relates to the supply of Products and/or Services and **Intellectual Property** will be construed accordingly.

**MA:** any master agreement entered into between the Buyer and the Supplier in connection with the Purchase Order (whether a master purchase agreement, master supply agreement or otherwise).

**Products:** the products (or any part of them) set out in the Purchase Order, to be provided by the Supplier under the Contract.

**Purchase Order:** a specific purchase order for Products and/or Services, given by the Buyer to the Supplier in accordance with these Conditions (including a material release form where the context permits).

**Services:** the services, including, without limitation, any Deliverables, to be provided by the Supplier under the Contract as set out in the Specification.

**Specification:** in relation to the Products, any specification for the Products (including relevant plans or drawings) provided by the Buyer to the Supplier and, in relation to the Services, the description or specification for Services produced by the Supplier and agreed in writing by the Buyer.

**Supplier:** the person or firm from whom the Buyer purchases the Products and/or Services

**Supplier Know-How:** has the meaning set out in clause 12.6.

**TUPE:** The Transfer of Undertakings Protection of Employment rules of the EU Directive No. 2001/23/EC and/or the equivalent provision to the EU Acquired Rights Directive and/or an legislation implementing into the national law the EU Acquired Rights Directive, such as article 23<sup>1</sup> of the Polish Labour Code and caselaw relating thereto.

1.2 Construction. In these Conditions, the following rules apply:

- (a) a person includes a natural person, corporate or unincorporated body (whether or not having separate legal personality);
- (b) a reference to a party includes its successors or permitted assigns;
- (c) a reference to a statute or statutory provision is a reference to such statute or statutory provision as amended or re-enacted. A reference to a statute or statutory provision includes any subordinate legislation made under that statute or statutory provision, as amended or re-enacted;
- (d) any phrase introduced by the terms including, include, in particular or any similar expression will be construed as illustrative and will not limit the sense of the words preceding those terms; and
- (e) a reference to writing or written includes faxes and e-mails.

## **2. BASIS OF CONTRACT AND OFFER**

2.1 The Purchase Order constitutes an offer by the Buyer to purchase Products and/or Services from the Supplier in accordance with these Conditions.

2.2 The Purchase Order will be deemed to be accepted by the Supplier on the earlier of:

- (a) the Supplier issuing written acceptance of the Purchase Order; or
- (b) any act by the Supplier consistent with fulfilling the Purchase Order, at which point and on which date the Contract will come into existence (**Commencement Date**).

2.3 If there is a conflict between these terms, the information on the face of this Purchase Order, or any attachments to the Purchase Order, the terms on the face of the Purchase Order shall take precedence over these terms, and these terms shall take precedence over any other attachment. If the Purchase Order is issued in conjunction with a detailed contract between the parties, the terms of the contract will take precedence over all other terms.

2.4 The purchase of goods and services by Buyer is expressly conditioned on assent by Supplier to these terms; any additional or conflicting terms or provisions in other documents provided by Supplier relating to such purchase shall not apply to such purchase and are hereby rejected by Buyer.

## **3. QUALITY, WARRANTIES, AND INSPECTION**

3.1 The Supplier warrants that:

- (a) the Products and/or Services correspond with their description and any applicable Specification;
- (b) the Products are of satisfactory quality and conform to the quality expected specified in the Contract or resulting from the circumstances or the destination of the Products and

are fit for any purpose held out by the Supplier or made known to the Supplier by the Buyer, expressly or by implication, and in this respect the Buyer relies on the Supplier's skill and judgment;

- (c) the Products, where applicable, are free from defects in design, materials and workmanship and shall be subject to a contractual warranty of at least 12 months after delivery; and
  - (d) the Products and/or Services comply with all applicable statutory and regulatory requirements relating to them.
- 3.2 The Supplier warrants that at all times it has and maintains all the licenses, permissions, authorizations, consents and permits that it needs to carry out its obligations under the Contract in respect of the Products and/or Services.
- 3.3 The Supplier assigns and warrants that it has the authority to assign to the Buyer all manufacturer's warranties, express or implied, representations, service agreements and other indemnities, if any, applicable to all Products and/or Services sold to the Buyer by the Supplier.
- 3.4 The Buyer will have the right to inspect and test the Products at any time before delivery, including (but not restricted to) undertaking quality surveys and audits. The Supplier (whether directly or through a duly appointed sub-supplier) will, without additional charge to the Buyer, provide all reasonable facilities and assistance required for safe and convenient inspections by the Buyer. The Buyer will not unduly delay any of the Supplier's work while conducting inspections.
- 3.5 The Buyer will not be liable for any reduction in value of samples used in connection with any inspections nor will any rejected Products be delivered to the Buyer.
- 3.6 If following such inspection or testing the Buyer considers that the Products do not conform or are unlikely to comply with the Supplier's warranties at clause 3.1, the Buyer will inform the Supplier and the Supplier will immediately take such remedial action as is necessary to ensure compliance.
- 3.7 Notwithstanding any inspection or testing by the Buyer, the Supplier will remain fully responsible for the Products and any inspection or testing by the Buyer will not reduce or otherwise affect the Supplier's obligations under the Contract. The Buyer will have the right to conduct further inspections and tests after the Supplier has carried out its remedial actions. For the avoidance of doubt, the Buyer's inspection, or lack of inspection, will neither relieve the Supplier of responsibility for Products that do not comply with these Conditions, imply approval or acceptance of the Products by the Buyer, or waive the Supplier's liability for latent defects, fraud, mistake, or breach of warranty.

#### **4. SUPPLIER PERSONNEL**

- 4.1 The Buyer's assignments for which Supplier personnel provide Services will remain under the supervision and control of the Supplier. However, the Buyer has the right to request from the Supplier a removal and replacement of any and all member(s) of the Supplier's personnel. If a replacement is requested, the Supplier will immediately replace the identified personnel at no cost to the Buyer. Furthermore, the Supplier will not offer, promise, initiate an offer to or employ personnel of the Buyer during the term of the Contract and for one (1) year thereafter.
- 4.2 The Supplier will remain solely responsible for payment of the compensation, benefits, and insurance for its personnel. The Supplier maintains full responsibility for the acts of its personnel in the performance of its obligations under the Contract. Neither the Supplier nor the Supplier's

employees are or will be deemed to be employees of the Buyer during the period of delivery of the Services. The Supplier's employees are not eligible to, nor will they participate in or earn service under, the Buyer's benefit plans now existing or created in the future for employees of the Buyer.

## **5. DELIVERY OF PRODUCTS**

- 5.1 The Supplier acknowledges that time is of the essence regarding delivery of Products, that the Buyer has strict requirements regarding scheduled delivery dates for Products and that these requirements are essential to the Buyer's business. The Buyer is not obliged to accept early deliveries, late deliveries, partial deliveries, or excess deliveries.
- 5.2 The Supplier will ensure that:
- (a) the Products are properly packed and secured in such manner as to enable them to reach their destination in good condition and free from damage;
  - (b) each delivery of the Products is accompanied by documentation specified by the Buyer or, in the absence of the Buyer's specification, documentation confirming the status of the supplier and sub-suppliers as: (i) VAT taxpayer(s) in Poland and outside of Poland, and (ii) income tax taxpayer(s) in the country of tax residence, documentation confirming that goods or other assets constituting the subject of the transaction have crossed the border of Poland (unless the delivery is a national delivery), a packing slip or delivery note which clearly identifies the Products and which shows the date of the Purchase Order, the Purchase Order number (if any), the type and quantity of the Products (including the bar code number of the Products where applicable), special storage instructions (if any), the invoice number, details of the delivery location (Delivery Location), the Buyer's part number and, if the Products are being delivered by instalments, the outstanding balance of Products remaining to be delivered; and
  - (c) if the Supplier requires the Buyer to return any packaging material for the Products to the Supplier, that fact is clearly stated on the packing slip or delivery note. Any such packaging material will only be returned to the Supplier at the cost of the Supplier.
- 5.3 The Buyer reserves the right to require the Supplier to submit shipment data to it electronically, whether as an advance shipment notification or otherwise.
- 5.4 The Supplier will deliver the Products:
- (a) on the date specified in the Purchase Order;
  - (b) to the Delivery Location set out in the Purchase Order or as instructed by the Buyer before delivery;
  - (c) during the Buyer's normal hours of business on a Business Day, or as instructed by the Buyer.
- 5.5 The Supplier will not deliver the Products in instalments without the Buyer's prior written consent (to be provided in the Purchase Order or in a specific writing signed by the Buyer). Where it is agreed that the Products are delivered in instalments, the Products may be invoiced and paid for separately. However, failure by the Supplier to deliver any one instalment on time or at all or any defect in an instalment will entitle the Buyer to the remedies set out in clause 7.1.
- 5.6 Title and risk in the Products will pass to the Buyer on completion of delivery at a destination specified by the Buyer (as defined by reference to the applicable Incoterm which shall be mentioned in the relevant Purchase Order or, failing this, by article 5.8 hereunder) and upon inspection and acceptance of the Products by the Buyer.
- 5.7 Unless otherwise specified in the Purchase Order, all Products will be sold FCA Supplier's Facility

Incoterms 2020 and all delivery terms will be interpreted in accordance with the most recently published Incoterms. Any shipment details will be as set out in the Purchase Order.

5.8 The Supplier will adhere to any logistics procedures and warehousing instructions provided by the Buyer (including instructions provided in materials, agreements, or transportation routing letters). The Supplier will also document the country of origin details relevant to the Products in the format specified by the Buyer and in compliance with all applicable regulations. It will be the Supplier's responsibility to monitor this information and to immediately notify the Buyer's customs department of any changes.

5.9 In supplying the Products, the Supplier will:

- (a) ensure that the Products conform with all descriptions and specifications set out in the Specification, and that the Deliverables will be fit for any purpose expressly or impliedly made known to the Supplier by the Buyer;
- (b) use the best quality products, materials, standards, and techniques, and ensure that the Deliverables, and all Products will be free from defects in workmanship, installation, and design;
- (c) hold all materials, equipment and tools, drawings, specifications, blueprints, media, and data supplied by the Buyer to the Supplier (Buyer Materials) in safe custody at its own risk, maintain the Buyer Materials in good condition until returned to the Buyer, and not dispose of or use the Buyer Materials other than in accordance with the Buyer's written instructions or authorization; and
- (d) not do or omit to do anything which may cause the Buyer to lose any license, authority, consent, or permission upon which it relies for the purposes of conducting its business.

## **6. SUPPLY OF SERVICES**

6.1 The Supplier will from the Commencement Date and for the duration of the Contract provide the Services to the Buyer in accordance with the terms of the Contract.

6.2 The Supplier will meet any performance dates for the Services specified in the Purchase Order or notified to the Supplier by the Buyer.

6.3 In providing the Services, the Supplier will:

- (a) co-operate with the Buyer in all matters relating to the Services, and comply with all instructions of the Buyer;
- (b) perform the Services with the best care, skill, and diligence in accordance with best practice in the Supplier's industry, profession, or trade;
- (c) use personnel who are suitably skilled and experienced to perform tasks assigned to them, and in sufficient number to ensure that the Supplier's obligations are fulfilled in accordance with the Contract;
- (d) ensure that the Services and Deliverables will conform with all descriptions and specifications set out in the Specification, and that the Deliverables will be fit for any purpose expressly or impliedly made known to the Supplier by the Buyer;
- (e) provide all equipment, tools and vehicles and such other items as are required to provide the Services;
- (f) use the best quality products, materials, standards, and techniques, and ensure that the Deliverables, and all products and materials supplied and used in the Services or transferred to the Buyer will be free from defects in workmanship, installation, and design;

- (g) obtain and at all times maintain all necessary licenses and consents, and comply with all applicable laws and regulations;
- (h) observe all health and safety rules and regulations and any other security requirements that apply at any of the Buyer's premises;
- (i) hold all Buyer Materials in safe custody at its own risk, maintain the Buyer Materials in good condition until returned to the Buyer, and not dispose of or use the Buyer Materials other than in accordance with the Buyer's written instructions or authorization; and
- (j) not do or omit to do anything which may cause the Buyer to lose any license, authority, consent, or permission upon which it relies for the purposes of conducting its business, and the Supplier acknowledges that the Buyer may rely or act on the Services.

## **7. BUYER REMEDIES**

7.1 If the Supplier fails to deliver the Products and/or perform the Services by the applicable date, the Buyer will, without limiting its other rights or remedies, have one or more of the following rights:

- (a) to terminate the Contract with immediate effect by giving written notice to the Supplier;
- (b) to refuse to accept any subsequent performance of the Services and/or delivery of the Products which the Supplier attempts to make;
- (c) to recover from the Supplier any costs incurred by the Buyer in obtaining substitute products and/or services from a third party;
- (d) where the Buyer has paid in advance for Services that have not been provided by the Supplier and/or Products which have not been delivered by the Supplier, to have such sums immediately refunded by the Supplier;
- (e) to claim damages for any additional costs, loss or expenses incurred by the Buyer which are in any way attributable to the Supplier's failure to meet such dates; and
- (f) recover additional freight costs (including for premium freight) that are directly caused by Supplier (including, but not limited to, delayed delivery of parts, early/unscheduled delivery of parts that are returned to the Supplier, non-conforming parts, returns, damage of parts due to Supplier incorrectly loading a vehicle or wrong packaging, in addition to other conditions which are attributed to Supplier's failure to perform as contractually agreed). To determine the cause of additional freight costs, the Supplier shall meet with the Buyer upon reasonable notice to discuss such costs. Where such costs are agreed to be directly caused by Supplier, the Buyer will determine to what extent (on a range between 0% and 100%) these extra freight costs shall be borne by the Buyer and by the Supplier and will notify the Supplier of the resulting percentage and the resulting amount of the allocated costs. The Buyer is entitled to set off the resulting amounts owing from Supplier to the Buyer against any amounts owed to Supplier from the Buyer (debits issued to the Supplier) following agreement with Supplier. If the Buyer and the Supplier do not agree on the costs to be borne by the Supplier, the decision will be escalated internally by the Buyer. If the parties cannot reach agreement following such escalation, each party has the right to use the dispute resolution mechanism mentioned in this Contract.

7.2 If the Supplier is in breach of the Contract then, without limiting its other rights or remedies, the Buyer will have one or more of the following rights (and, in the case of Products, whether or not it has accepted the Products):

- (a) to reject the Products (in whole or in part) whether or not title has passed and to return them to the Supplier at the Supplier's own risk and cost;
- (b) to terminate the Contract with immediate effect by giving written notice to the Supplier;
- (c) to cancel the Purchase Order in whole or in part at the Supplier's own risk and cost;

- (d) to require the Supplier to repair or replace rejected Products at the Supplier's own risk and cost (the cost of any such repair or replacement to be based upon the Buyer's then current hourly rate for comparable work), or to provide a full refund of the price of the rejected Products (if paid);
- (e) to refuse to accept any subsequent delivery of the Products which the Supplier attempts to make;
- (f) to recover from the Supplier any costs incurred by the Buyer in obtaining substitute products from a third party; and
- (g) to claim damages for any additional costs, loss or expenses incurred by the Buyer arising from the Supplier's breach of the Contract.

7.3 Notwithstanding clause 7.2, the Buyer may cancel the Purchase Order in whole or in part at any time having provided prior written notice of cancellation to the Supplier ten (10) days before the cancellation date. In the extent permissible by law, such cancellation will be without liability to the Buyer except the Buyer will pay the Supplier for the cost of any work in progress and for any material commitments made within the time period specified on the face of the Purchase Order or, if no time period is specified, within the two-week period from the date of the notice of cancellation. For the avoidance of doubt, the amount of any work in progress and material commitments must be verified and confirmed by the Supplier in writing.

7.4 In the event that the Supplier appoints a third party to inspect, sort or repair the rejected Products, that third party will be subject to the Buyer's prior approval.

7.5 The Supplier will ensure that all data provided on paper and electronically is accurate, complete and complies with the Buyer's specifications. The Buyer reserves the right to recover from the Supplier any costs it incurs in correcting data or manually entering electronic data, whether by way of a cost recovery debit or otherwise.

7.6 Notwithstanding the foregoing clauses, the Supplier grants the Buyer a license to repair, rebuild and relocate Products itself.

7.7 These Conditions will extend to any repaired or replacement Products and/or to any substituted or remedial Services supplied by the Supplier.

7.8 The Buyer's rights under the Contract are in addition to its rights and remedies implied by Polish law.

## **8. BUYER'S OBLIGATIONS**

The Buyer will:

- (a) provide the Supplier with access to the Buyer's premises for the purpose of supplying the Products and/or Services during the Buyer's normal business hours or as instructed by the Buyer; and
- (b) provide such information as the Supplier may reasonably request for the supply of the Products and/or Services and the Buyer considers reasonably necessary for the purpose of supplying the Products and/or Services.

## **9. PLACING PURCHASE ORDERS, PRICING, INVOICING AND PAYMENT**

9.1 The Buyer may place Purchase Orders electronically and may also provide other information to the Supplier electronically.



- 9.2 The price for the Products and/or Services:
- (a) will be the net price set out in the Purchase Order;
  - (b) will be inclusive of remuneration for the assignment of the Intellectual Property Rights in the Products and/or the Services (in relation to all fields of use), with the indication of the fee for the transfer of the Intellectual Property Rights; and
  - (c) will be inclusive of the costs of packaging, and insurance and carriage of the Products up to the point of delivery, unless otherwise agreed in writing by the Buyer. No extra charges will be effective unless agreed in writing and signed by an authorized representative of the Buyer.
- 9.3 All prices are stated in Euros unless otherwise specified. To the extent permitted by the applicable law, the Supplier warrants that the prices stated in the Purchase Order are not higher than prices currently charged to other buyers at similar volumes, as the case may be. If the Supplier's prices for similar products or services are reduced (whether by way of a price reduction, close-out, rebate, allowances, or additional discounts offered at any time prior to shipment), the Supplier will reduce the price for the Products and/or Services and will invoice the Buyer at the reduced prices. Any price differences resulting from these changes will be adjusted by the Buyer and, notwithstanding this, the Supplier will proceed with its performance of the terms of the Contract.
- 9.4 The Supplier will invoice the Buyer on delivery or immediately after completion of the services. Each invoice will include supporting information required by the Buyer to verify the accuracy of the invoice, including but not limited to the relevant Purchase Order number and must reflect the prices stated in the Purchase Order. The Supplier will, if requested by the Buyer, receive Purchase Order(s), and send invoices (together with supporting information) electronically and, in the absence of such request, will send invoices to the address specified by the Buyer in the Purchase Order. For the avoidance of doubt, multiple invoices may be issued by the Supplier in respect of a single Purchase Order provided that there is no duplication of invoices by the Supplier. The Supplier will be exclusively responsible for any discrepancies regarding invoices, and in particular the Supplier will be obliged to rectify any damage incurred to that extent by the Buyer.
- 9.5 In consideration of the supply of Products and/or Services by the Supplier, the Buyer will pay the invoiced amounts within 90 days of the date of issuance of a correctly rendered invoice to a bank account nominated in writing by the Supplier or within such number of days as prescribed under the prevailing statutes, as applicable, unless otherwise agreed in writing. If the Supplier is a Polish taxpayer, the Buyer will make the payment to the bank account number indicated in the invoice, if that number, at the time of payment, is on the list referred to in Article 96b of the Act on Tax on Goods and Services (uniform text, J. L.2021.685, as amended) (the "**List**"). In the event the indicated bank account number is not on the List, the Buyer reserves the right to make the payment to any bank account of the Supplier indicated in the List or, in the event that no bank account of the Supplier is made available in the List, to withhold payment until the matter is clarified.
- 9.6 The Supplier will increase the net price of the Products and/or Services by tax on goods or services (or any relevant value added tax) ("**VAT**"), only in accordance with applicable regulations and if a given transaction is subject to VAT, in particular by applying a proper VAT rate, exemption, or reverse charge mechanism. The Buyer reserves the right to make payment to the Supplier using the split payment mechanism referred to in Article 108 of the Act on Tax on Goods and Services (uniform text, J.L.2021.685, as amended), also where the split payment mechanism is not obligatory.
- 9.7 The Supplier will not be entitled to assert any credit, set-off or counterclaim against the Buyer in

order to justify withholding payment of any amount in whole or in part. The Buyer may, without limiting its other rights or remedies, set off any amount owed to it by the Supplier (or owed to it by any companies within the Supplier's Group) against any amount payable by the Buyer to the Supplier.

## **10. CHANGES**

- 10.1 The Buyer may, at any time and by way of written or verbal instructions confirmed in writing, make changes in respect of the Products and/or Services including, but not restricted to, any one or more of the following ways:
- (a) Drawings;
  - (b) Designs;
  - (c) Specifications;
  - (d) Method of shipment;
  - (e) Packing;
  - (f) Time of delivery;
  - (g) Place of delivery; and
  - (h) Quantity of items ordered.
- 10.2 Under no circumstances will the Buyer be liable for incidental or consequential damages resulting from any changes.

## **11. TOOLING AND SUPPLIER RESTRICTIONS**

- 11.1 Unless otherwise agreed in writing by the parties, all tooling, gauging and facilities necessary for the manufacture of the Products (whether standard or customized) and/or provision of the Services will be provided at the cost of the Supplier. The Supplier will provide the Buyer with detailed descriptions of tooling and related information confirming that the tooling complies with the required standard.
- 11.2 The Supplier will, at its own cost, maintain, repair, and replace all Supplier-owned tooling, gauging and facilities necessary for the manufacture of the Products and/or provision of the Services will maintain all tooling and gauging in its possession. The Supplier will also keep all tooling, gauging and facilities in good working order and condition and free from all liens and other encumbrances.
- 11.3 The Supplier agrees to reimburse the Buyer for all losses resulting from the premature failure of any Buyer-owned tooling or gauging in the Supplier's possession to the extent that such failure arises from the Supplier's failure to properly maintain tooling or gauging.
- 11.4 The Supplier will not make any changes to the specifications, physical composition, materials, location, tooling, material suppliers or processes used to manufacture or produce the Products and/or provide the Services without the prior written consent of the Buyer. At all times, the Supplier will ensure that any changes do not affect the Products' and/or Services' compliance with these Conditions. Unless otherwise approved by the Buyer in writing, the Supplier will not use any tooling customized for the Buyer's use or tooling otherwise paid for in whole or in part by the Buyer, to manufacture products and/or provide services other than products for sale to the Buyer or a third party approved by the Buyer and/or services provided to the Buyer.

## **12. INTELLECTUAL PROPERTY RIGHTS**

- 12.1 In respect of the Products and any products that are transferred to the Buyer as part of the Services

under the Contract, including, without limitation, the Deliverables or any part of them, the Supplier warrants that it has full clear and unencumbered title to all such items, and that at the date of delivery of such items to the Buyer, it will have full and unrestricted rights to sell and transfer all such items to the Buyer.

- 12.2 To the fullest extent permitted under Polish law, the Supplier assigns to the Buyer, with full title guarantee and free from all third-party rights, all Intellectual Property Rights in the Products and/or the Services including for the avoidance of doubt the Deliverables. If and to the extent that any Deliverable or any part thereof are not assignable by virtue of applicable law, the Supplier hereby grants to the Buyer an unlimited in time and scope, exclusive, worldwide, fully paid up, transferrable, sub-licensable right and license to use Intellectual Property including the Deliverables, and every part thereof for the full term of protection therein and to the fullest extent permitted under applicable law. The Supplier hereby expressly confirms that license fees are included in the price for the Product and/or Services.
- 12.3 The Supplier agrees to promptly take all actions reasonably necessary to make effective the provisions of this section and to protect and vest in the Buyer all rights in the Deliverables as set forth herein, including, without limitation, executing documents of assignment or license, and obtaining and retaining signed agreements from each of its Personnel, which agreements shall: (i) provide for the Supplier Personnel to disclose and assign or license as applicable to the Supplier every and all materials he/she creates, conceives and/or develops during his or her employment with the Supplier; (ii) establish that all the work product/efforts of its Personnel are developed for the benefit of the Supplier, or otherwise provide for appropriate transfers of ownership or license if applicable in work product/efforts to the Supplier or the Buyer; (iii) require protection of Confidential Information to at least the same degree as provided for herein, as well as require the same level of protection for all work product such Personnel develops while in his or her employment with the Supplier; (iv) impose an affirmative obligation on Personnel to maintain and deliver relevant business records to the Supplier, and to execute documents and provide proper assistance in order to vest, or establish, the Buyer's rights as set forth herein, especially as regards copyrights for which an additional written document listing the fields of use shall be signed by the Parties.
- 12.4 To the extent permitted by the applicable laws, the Supplier will obtain the consent of all authors to refrain from executing their moral rights and to entitle the Buyer to execute and allow third parties to execute moral rights (including author's personal rights) and derivative rights in the Products and/or Services, including for the avoidance of doubt the Deliverables or the Services, to which any individual is now or may be at any future time entitled under the applicable intellectual property laws. The Supplier will, promptly at the Buyer's request, do (or procure to be done) all further acts and things and the execution of all other documents as the Buyer may from time to time require for the purpose of securing for the Buyer the full benefit of the Contract, including all right, title and interest in and to the Intellectual Property Rights assigned to the Buyer in accordance with clause 12.2.
- 12.5 All Buyer Materials are the exclusive property of the Buyer and any Intellectual Property created in the performance of the Contract will be the sole property of the Buyer. The Supplier will do all things requested by the Buyer to transfer the ownership of that Intellectual Property to the Buyer and to perfect ownership of that Intellectual Property.
- 12.6 All ideas, concepts, processes, methods, and technologies contained in inventions and developments created by the Supplier completely independent of the Contract (**Supplier Know-How**) will remain exclusively the property of the Supplier. To the extent that the Supplier discloses

or uses Supplier Know-How in providing the Products and/or Services to the Buyer under the Contract, the Supplier grants the Buyer a perpetual, paid-up, worldwide, non-exclusive license to use Supplier Know-How in the Buyer's services, products, and processes. The Supplier hereby expressly confirms that license fees for the use of Supplier Know-How are included in the price for the Product and/or Services.

### **13. INDEMNITY**

- 13.1 The Supplier will keep the Buyer indemnified in full against all costs, expenses, indirect or consequential losses or damage (*lucrum cessans*), including any interest, fines, legal and other professional fees, and costs awarded against or incurred or paid by the Buyer as a result of or in connection with:
- (a) any claim made against the Buyer by a third party for damage to property arising out of, or in connection with, defects in the Products and/or Services, to the extent that the defect in the Products and/or Services is attributable to the acts or omissions of the Supplier, its employees, agents, or subcontractors;
  - (b) any claim made against the Buyer by a third party arising out of, or in connection with, the supply of the Products and/or Services, to the extent that the claim arises out of the breach, negligent performance or failure or delay in performance of the Contract by the Supplier, its employees, agents, or subcontractors; and
  - (c) any claim made against the Buyer for actual or alleged infringement of a third party's Intellectual Property Rights arising out of, or in connection with, the manufacture, supply or use of the Products or receipt, use or supply of the Services.
- 13.2 Each party will notify the other of any claim, recall or lawsuit relating to the Products and/or Services (collectively Claims). In the event of any Claims, the Buyer will accept no liability on behalf of the Supplier and the Supplier will, at its own discretion, be responsible for the defense of Claims. If the Supplier fails to defend Claims, the Buyer reserves the right (subject to having first given the Supplier thirty (30) days written notice to assume the defense and the Supplier not having acted thereon by defending the Claim) to assume the defense, and the Supplier will remain obliged to indemnify the Buyer provided that the Buyer must act reasonably and mitigate its loss. The Supplier is not authorized to settle or compromise any Claims without the prior written consent of the Buyer except where the Supplier is indemnifying the Buyer in respect of the Claim. In any event, the Buyer will not unreasonably withhold its consent.
- 13.3 The Supplier will be solely responsible for, and its indemnification obligation under this clause 13 will extend to, all acts and omissions of any members of its Group, its affiliates, successors, and permitted assigns, and its or their respective officers, directors, employees, agents, or contractors in the performance of its obligations under the Contract.
- 13.4 In no circumstances will the Buyer be liable for anticipated losses or loss of profits, business interruption, indirect or consequential losses or damage (*lucrum cessans*) theft or injury to the Supplier's property at the Buyer's premises. The Buyer's liability for any claim arising out of or in relation to the Contract will be capped at the price of the Products and/or Services giving rise to the claim. Any action by the Supplier arising out of or in relation to the Contract must be commenced by the Supplier within one (1) year after the cause of action has occurred.
- 13.5 For the duration of the Contract, the Supplier will maintain in force, with a reputable insurance company professional indemnity insurance, product liability insurance and public liability insurance to cover the liabilities that may arise under or in connection with the Contract and will, on the Buyer's request, produce both the insurance certificate giving details of cover and the

receipt for the current year's premium in respect of each insurance.

#### **14. BUSINESS RELATIONSHIP**

- 14.1 The Supplier will keep in strict confidence all technical or commercial know-how, specifications, inventions, processes, or initiatives which are of a confidential nature (**Confidential Information**) and have been disclosed to the Supplier by the Buyer, its employees, agents or subcontractors, and any other confidential information concerning the Buyer's business or its products or its services which the Supplier may obtain. The Supplier will restrict disclosure of such confidential information to such of its employees, agents or subcontractors as need to know it for the purpose of discharging the Supplier's obligations under the Contract, and will ensure that such employees, agents, or subcontractors are subject to obligations of confidentiality corresponding to those which bind the Supplier.
- 14.2 The Supplier will not disclose the existence of the Contract to another party and will not release any advertising material naming the Buyer nor quote the opinion of any of the Buyer's employees, use the name or trademark of Atmus or make any public announcement or disclosure relating to the Contract or the Products or Services without the prior written consent of the Buyer.
- 14.3 All Products manufactured by the Supplier in accordance with the Buyer's drawings or in the manufacture of which the Buyer's tools, dies, patterns, jigs, or special tooling are used, will not be sold by the Supplier to any party other than the Buyer.
- 14.4 The Supplier acknowledges that it may, during the course of supplying the Products and/or Services, be required to process or otherwise have access to personal data (as defined by the DPA) in respect of which the Buyer is the data controller. The Supplier acknowledges that it will be the Buyer's data processor in respect of that personal data (subject to the entrustment done by the Buyer in writing) and warrants and undertakes that it will:
- (a) only process personal data on behalf of the Buyer in accordance with instructions received from the Buyer from time to time;
  - (b) take all appropriate technical and organizational measures against unauthorized or unlawful processing of the personal data, and against accidental loss or destruction of, or damage to, the personal data;
  - (c) inform the Buyer at any time on written request what measures it is taking to comply with sub-clause 14.4(b) and will take any additional measures necessary to comply with the requirements of that sub-clause;
  - (d) allow the Buyer to inspect the Supplier's premises and verify the methods of processing and securing personal data; and
  - (e) not, by any act, default, or omission, put the Buyer in breach of the DPA.
- 14.5 In case a process is identified where one of the parties entrusts personal data processing to the other party, the parties undertake to enter into a relevant personal data processing outsourcing contract to the extent not covered by clause 14.4.

#### **15. TERMINATION**

- 15.1 Without limiting its other rights or remedies (whether arising from these Conditions or under general law), the Buyer may terminate the Contract with immediate effect by giving written notice to the Supplier if:
- (a) the Supplier commits a material or persistent breach of the Contract and (if such a breach is remediable) fails to remedy that breach within 5 days of receipt of notice in writing of

- the breach
- (b) immediately if the Supplier or its shareholder(s) approve a merger or transaction with, or a takeover by, a third party which results in this third party becoming a Holding Company; or
  - (c) suffers an Insolvency-Related Event;

15.2 In any of the circumstances in these Conditions in which the Buyer may terminate the Contract, where both Products and Services are supplied, the Buyer may instead terminate part of the Contract in respect of the Products, or in respect of the Services, and the Contract will continue in respect of the remaining supply.

## 16. CONSEQUENCES OF TERMINATION

On termination of the Contract or any part of it for any reason:

- (a) the Supplier will immediately return or destroy all the Deliverables (whether or not then complete), Buyer Materials, the Buyer's unique tooling, fixtures, drawings, and gauging relating to the Products and/or Services. All tooling and gauging will be returned in working condition and will be packaged to minimize any potential damage during transit;
- (b) the accrued rights and remedies of the parties as at termination will not be affected, including the right to claim damages in respect of any breach of the Contract which existed at or before the date of termination; and
- (c) clauses which expressly or by implication have effect after termination will continue in full force and effect including (but not restricted to) clauses 3 (Quality, Warranties and Inspection), 12 (Intellectual Property Rights), 13 (Indemnity), 14 (Business Relationship), 15 (Termination) and 17 (General).

## 17. GENERAL

17.1 Force majeure: Neither party will be liable to the other as a result of any delay or failure to perform its obligations under the Contract if and to the extent such delay or failure is caused by an event or circumstance which is beyond the reasonable control of that party, exterior to that party, which by its nature could not have been foreseen by such a party or if it could have been foreseen was unavoidable (a Force Majeure Event). If the Supplier is unable to supply Products and/or Services as a result of the Force Majeure Event, the Buyer may procure the supply of Products and/or Services from other suppliers but reserves the right to either (i) revert to the Supplier once the Force Majeure Event has ceased or (ii) if the Force Majeure Event prevents the Supplier from supplying the Products and/or Services for more than 4 weeks, the Buyer may (without limiting its other rights or remedies) terminate the Contract with immediate effect by giving written notice to the Supplier.

17.2 Assignment and subcontracting:

- (a) The Supplier will not assign, transfer, charge, subcontract, or deal in any other manner with all or any of its rights or obligations under the Contract without the prior written consent of the Buyer.
- (b) The Buyer may at any time assign, transfer, charge, subcontract, or deal in any other manner with all or any of its rights under the Contract and may subcontract or delegate in any manner any or all of its obligations under the Contract to any third party or agent.

17.3 Compliance:

- (a) In carrying out its responsibilities under this Agreement, the Supplier shall not pay, offer or promise to pay, or authorize the payment directly or indirectly of any monies or anything of value to any government official or employee or any political party or candidate for political office, for the purpose of inducing or rewarding any favorable action in any commercial transaction or in any governmental matter, and it has and will maintain and enforce its own company policy requiring adherence to ethical business practices, including a prohibition on bribery of government officials; The Supplier hereby commits to comply with any applicable laws including the French criminal code provisions, the US Foreign Corrupt Practices Act and the UK Anti- bribery Act 2010 and the relevant provisions of the Polish criminal law (whenever they shall be applicable).
- (b) The Supplier agrees to comply with all applicable governmental laws, regulations and rules applicable to Supplies furnished under this Purchase Order including without limitation the US Foreign Corrupt Practices Act, the U.K. Anti-terrorism, or any similar anti-corruption legislation and all US Export Regulations (and any national, EU or United Nations embargoes or restrictions). Supplier shall also comply with any applicable Consumer Privacy or Data Protection Laws, including, but not limited to, the General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA), as amended by the California Privacy Rights Act (CPRA), and as it may be further amended, along with any other applicable state or federal Consumer Privacy or Data Protection Laws. In this connection, the Supplier further agrees to indemnify, defend and hold Buyer harmless from and against any liability arising from a breach of the same and agrees to defend at its expense any action brought against Buyer.

17.4 Notices:

- (a) Any notice or other communication required to be given to a party under or in connection with the Contract will be in writing and will be delivered to the other party personally or sent by prepaid first-class post, recorded delivery or by commercial courier, at its registered office (if a company) or (in any other case) its principal place of business, or sent by fax to the other party's main fax number.
- (b) Any notice or communication will be deemed to have been duly received if delivered personally, when left at the address referred to above or, if sent by prepaid first-class post or recorded delivery, at 9.00 am on the second Business Day after posting, or if delivered by commercial courier, on the date and at the time that the courier's delivery receipt is signed, or if sent by fax, on the next Business Day after transmission.
- (c) This clause 17.4 will not apply to the service of any proceedings or other documents in any legal action. For the purposes of this clause, "writing" will not include e-mails and for the avoidance of doubt notice given under the Contract will not be validly served if sent by e-mail.

17.5 Waiver and cumulative remedies:

- (a) A waiver of any right under the Contract is only effective if it is in writing and will not be deemed to be a waiver of any subsequent breach or default. No failure or delay by a party in exercising any right or remedy under the Contract or by law will constitute a waiver of that or any other right or remedy, nor preclude or restrict its further exercise. No single or partial exercise of such right or remedy will preclude or restrict the further exercise of that or any other right or remedy.
- (b) Unless specifically provided otherwise, rights arising under the Contract are cumulative and do not exclude rights provided by law.

- 17.6 Severance:
- (a) If a court or any other competent authority finds that any provision (or part of any provision) of the Contract is invalid, illegal, or unenforceable, that provision or part-provision will, to the extent required, be deemed deleted, and the validity and enforceability of the other provisions of the Contract will not be affected.
  - (b) If any invalid, unenforceable or illegal provision of the Contract would be valid, enforceable, and legal if some part of it were deleted, the provision will apply with the minimum modification necessary to make it legal, valid, and enforceable.
- 17.7 No partnership: Nothing in the Contract is intended to, or will be deemed to, constitute a partnership or joint venture of any kind between any of the parties, nor constitute any party the agent of another party for any purpose. No party will have authority to act as agent for, or to bind, the other party in any way.
- 17.8 Third parties: For the purposes of these general terms and conditions, a person who is not a party to the Contract will not have any rights under or in connection with it.
- 17.9 Variation: Any variation, including any additional terms and conditions, to the Contract will only be binding when agreed in writing and signed by an authorized representative of the Buyer.
- 17.10 Liens: The Supplier waives its rights to any lien for work done or material furnished further to the Contract and agrees not to assert any such lien. The Supplier will, before final payment by the Buyer to the Supplier and on the Buyer's behalf, obtain similar waivers or releases of lien rights from every party supplying products and/or services to the Supplier in so far as the supply relates to the Contract. The Supplier will hold the Buyer harmless from and promptly satisfy any and all such liens and claims resulting therefrom.
- 17.11 Cybersecurity:
- (a) "Buyer Data" means any data or information and associated records, in any form or medium, (i) of Buyer, its affiliates or their respective suppliers, customers, or other business partners that is provided to or obtained by Supplier in connection with this Purchase Order, (ii) that is created, generated, collected, processed, maintained, stored, archived, or received in connection with this Purchase Order, or (iii) that is derived or compiled from the foregoing.
  - (b) Supplier agrees not to divulge Buyer Data to anyone (other than its personnel who have a need to know such Buyer Data in order for Supplier to perform its obligations hereunder and who are bound by confidentiality obligations no less stringent than those set forth herein), nor use Buyer Data for its own benefit or for any purpose other than performing its obligations under this Purchase Order.
  - (c) Supplier shall maintain and comply with a comprehensive cybersecurity and privacy program, which shall include reasonable, appropriate, and adequate technical, organizational, physical, administrative and security measures and safeguards and that prevent the unauthorized destruction, loss, use, disclosure, access or alteration of Buyer Data and the cybersecurity of the Products.
  - (d) Supplier is responsible for monitoring cyber intelligence feeds customary in the industry using qualified and experienced personnel with appropriate expertise in cybersecurity for threats or vulnerabilities that may impact the cybersecurity of the Products.
  - (e) In the event Supplier becomes aware of any actual or reasonably suspected unauthorized (i) access, control or use of, or loss of access to any Buyer Data ("Security Incident"), or (ii) access, control or use of, loss of access to or other interference with the Products (or any vehicle or any an electronic component or product in which the Products are embedded) ("Cybersecurity Incident"), Supplier shall notify Buyer without undue delay upon discovering



the Security Incident or the Cybersecurity Incident and in no case later than forty- eight (48) hours after Supplier becomes aware of such Security or Cybersecurity Incident.

- (f) Supplier acknowledges and agrees that Buyer may disclose information (including confidential information of Supplier) that constitutes, in Buyer reasonable discretion, cybersecurity threat or vulnerability intelligence information, having the potential to impact the cybersecurity of the industry.

17.12 Health and Safety: The Supplier will, at all times, remain under a duty to ensure that the Products do not present a health and safety risk when properly used and agrees to indemnify and hold harmless the Buyer in respect of all claims arising in connection with the breach of this duty. The Supplier will facilitate safe handling and use of the Products by ensuring that all packaging containing Products is clearly labelled to identify its contents and any hazards they present, including marking and accompanying such Products with sufficient literature and information to enable their safe handling, use and disposal. The Supplier agrees to conform to Atmus' Health, Safety and Environment (HSE) Policy and to the procedural requirements associated with the Atmus' HSE Management System. The Supplier shall ensure it has an understanding of its obligations under the Atmus' HSE Management System and assumes responsibility for the consequences of departing from specified procedures.

17.13 Atmus Policies:

- (a) Supplier shall acknowledge and comply with the Atmus' Supplier Code of Conduct ("SCoC"), Atmus' Supplier Handbook and all referenced policies and procedures as presented on Atmus' Supplier portal.
- (b) The Supplier hereby warrants and represents that it has printed each one of them, read them and accepted them in full.
- (c) The provisions of the SCoC are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a Supplier and Buyer or any of its affiliates and are incorporated by reference herein. Buyer expects Supplier to hold their supply chain, including subcontractors and third-party labor agencies, to the same standards contained in the SCoC. The SCoC does not create any third-party beneficiary rights or benefits for Suppliers, subcontractors, their respective employees or any other party.
- (d) Supplier is hereby advised that it may be subject to survey and audit by third parties on behalf of Buyer to verify compliance with the SCoC. Non-compliance or misrepresentation of compliance by a Supplier may result in sanctions, including, but not limited to, termination of their agreements with Buyer for default.
- (e) Buyer reserves the right to update, alter, or change the requirements of its SCoC, and Supplier shall accept such changes and act accordingly.

17.14 Entire agreement: The Contract constitutes the whole agreement between the parties and supersedes all previous discussions, correspondence, and negotiations between them relating to its subject matter. Each party agrees that it will have no remedies in respect of any representation or warranty (whether made innocently or negligently) that is not set out in this Contract. Each party agrees that its only liability in respect of those representations and warranties that are set out in this Contract (whether made innocently or negligently) will be for breach of contract.

17.15 Governing law, jurisdiction, legal compliance, and dispute resolution:

- (a) All disputes arising out of or in connection with the Contract shall be exclusively settled by the competent courts of Poland, even in the case of counterclaim (Polish: *powództwo wzajemne*), modification of claim (Polish: *zmiana powództwa*), third-party intervention claim or guarantee claims.

- (b) The Contract and the transactions contemplated in the Contract will be governed by and construed and enforced in accordance with the laws of Poland, regardless of conflict of laws principles. The parties agree to exclude the applicability of the Convention on Contracts for the International Sale of Goods dated April 11<sup>th</sup> 1980 (Vienna Sales Convention).
- (c) The Supplier agrees that all activities and work performed directly or indirectly, by or on behalf of Supplier under the Contract will be carried out in accordance with all applicable laws, regulations and policies of Poland, the location where the Supplier is performing, directly or indirectly, such activities and work, and any other governmental authority to which the Supplier, the Products and/or Services are subject, and all relevant policies, procedures and reasonable instructions of the Buyer. The Supplier is solely responsible for such compliance and obtaining all permits and licenses required to perform its obligations under the Contract.
- (d) The Supplier certifies that none of the Products and/or Services are or will be manufactured (in the case of Products) or provided (in the case of Services) with child, indentured, forced or prison labour.
- (e) The Supplier agrees to comply with the Polish accepted accounting practices, and, if requested by the Buyer, the Supplier will provide the Buyer with access to the Supplier's financial records in respect of the Products and/or Services as may be reasonably necessary to assist the Buyer in discharging its financial reporting obligations.
- (f) In case of any discrepancy between the English and the Polish versions of the Conditions, the parties agree that the English version shall prevail.