

## Nem-Pak Terms and Conditions of Purchase

- Acceptance.** Nem-Pak LLC is herein referred to as (“NEM-PAK”), and the company selling products (“Products”) or services (“Services”) to NEM-PAK is referred to as (“Seller”). These terms and conditions of purchase (“Terms”), any Order and all documents incorporated by specific reference herein (“NEM-PAK Documents,” together with these Terms, the “Agreement”), constitute the complete terms governing the purchase of Products and Services. NEM-PAK HEREBY REJECTS ANY ADDITIONAL OR DIFFERENT TERMS OR CONDITIONS PROPOSED BY SELLER, WHETHER CONTAINED IN ANY FORMS, INVOICES, CORRESPONDENCE OR ON SELLER’S WEBSITE, AND ANY SUCH ADDITIONAL OR DIFFERENT TERMS WILL BE OF NO EFFECT. No site usage agreement or any other click through agreement on a website will have any binding effect on NEM-PAK whether or not NEM-PAK clicks on an “ok,” “I accept,” or any similar acknowledgment. Delivery of a purchase order acknowledgment by Seller, commencement of any work by Seller or Seller’s shipment of the Products will manifest Seller’s assent to the Agreement. Notwithstanding the foregoing, unless Seller expressly rejects an Order, Orders shall be deemed accepted seventy-two hours after Seller’s receipt thereof. Additional or different terms may be specified in the body of an NEM-PAK Document or agreed to in writing by the parties. In the event of a conflict, the following order of precedence will apply: (a) terms agreed to in writing and executed by an authorized representative of NEM-PAK; (b) NEM-PAK Document terms; (c) these Terms.
- Invoicing, Pricing and Payment Terms.** All prices, whether quoted or set forth in an Order, will be in US Dollars and are firm and shall not be subject to change or additional charges without NEM-PAK’s prior written consent. Unless otherwise provided in the Order, such charges include all packaging and delivery of the Products to the specified delivery point, labor, supervision, materials, overhead and other costs associated with the manufacture, sale and delivery of the Products and Services, including all excise, import, export, value added, sales and use taxes and surcharges. Payment terms for all Products purchased hereunder are 2% 15, net 45 after receipt of an undisputed invoice. All invoices for the Products and Services must be itemized and must reference the Order number, amendment or release number, NEM-PAK’s part number, Seller’s part number where applicable, quantity of pieces in the shipment, number of cartons or containers in the shipment, bill of lading number, and other information required by NEM-PAK. If Seller breaches any provision of the Agreement, or if any person or entity asserts a claim or lien against NEM-PAK relating to Seller’s breach, NEM-PAK may withhold from any payments due or to become due to Seller an amount sufficient to protect NEM-PAK from all claims, losses, damages and expenses. Seller warrants that the prices Seller charges NEM-PAK under the Agreement for the Products or Services or similar products or services are the lowest prices charged by Seller to any other customer under similar conditions. If Seller charges any other customer a lower price for such similar products or services, Seller must notify NEM-PAK and apply that price retroactively and prospectively to all Products and Services ordered under the Agreement. If Seller fails to meet the lower price NEM-PAK, at its option, may terminate the balance of the Order without liability. In the event of any dispute under this section, Seller shall continue to perform its obligations under the Agreement.
- Forecasts, Safety Stock and Product Shortages.** Any forecast provided by NEM-PAK is non-binding and not a commitment by NEM-PAK to purchase such quantities of the Products. Seller shall promptly notify NEM-PAK of any potential Product shortages or any pending disputes, litigation or any other circumstance which may jeopardize Seller’s or any sub-tier seller’s ability to perform under the Agreement. In the event of a potential Product shortage, Seller will prioritize NEM-PAK and allocate the available inventory in a manner which ensures that NEM-PAK’s demands are met in accordance with the specified shipping terms. Time and delivery are of the essence in the Agreement. To reduce lead times and to ensure timely delivery of Products, Seller will, upon NEM-PAK’s request therefor, manufacture and maintain Products at such safety stock levels as may be set by NEM-PAK from time to time to serve as a reserve for shipment. Unless and until such reserve Products are purchased by NEM-PAK from Seller, they shall remain the property of Seller and shall be held by Seller at its sole risk and expense.
- Quantity.** Unless the Order requires Seller to manufacture, ship, or provide a specified quantity of Products, the Order is a requirements contract under which Seller is required to supply 100% of NEM-PAK’s requirements of the Products at NEM-PAK’s Receiving Location(s). NEM-PAK’s requirements will be communicated via a release, a non-binding forecast, a Kanban signal or other mechanism as determined by the local plant. These requirements may be subject to change. NEM-PAK may return shipments of excess quantities to Seller at Seller’s expense.
- Cancellation or Modification.** NEM-PAK may cancel any Order, in whole or in part, by providing Seller written or electronic notice of cancellation: (a) with respect to Products that have not been custom produced to NEM-PAK’s proprietary specifications, at any time prior to Seller’s shipment of such Products without further obligation or liability to Seller; (b) with respect to custom designed Products, at any time prior to Seller’s shipment of such Products, provided that NEM-PAK will have the option to purchase completed Products in the possession of Seller at the Agreement price and work-in-process (excluding any anticipated profit), up to the amount of firm releases; or (c) with respect to Services, at any time prior to completion and NEM-PAK will only be liable either (i) for the Services actually performed up to the date of termination or (ii) if payment of fees is dependent upon delivery of deliverables, for the conforming deliverables actually delivered up to the date of termination. NEM-PAK may make changes in specifications, materials, packaging, method of transportation and time and place of delivery at any time by notifying Seller. Seller must give NEM-PAK prompt notice if the changes affect the price or delivery schedule. If NEM-PAK proceeds with the changes, the parties will negotiate an adjustment to the price or delivery schedule consistent with the Agreement. Seller will make no changes to the Product, including the specifications, design, materials, manufacturing location, or processes, without NEM-PAK’s prior written consent. Seller cannot cancel, terminate or modify any Order, in whole or in part, except with NEM-PAK’s consent in writing. Unless the Order expressly states otherwise, the Order is binding on the parties for the length of the applicable customer program production life (including model refreshes as determined by the applicable customer), and both NEM-PAK and Seller acknowledge the risk of such program production life being cancelled or extended by such customer.
- Delivery.** Incoterms 2020 will apply to all shipments and, unless otherwise indicated on the Order, all Products shall be delivered DDP NEM-PAK’s designated delivery point. Seller shall use the carrier designated by NEM-PAK and ship and mark the packaging in accordance with NEM-PAK’s or the carrier’s instructions. Title and risk of loss for the Products shall transfer to NEM-PAK upon delivery and acceptance of the Products at the named place of delivery in accordance with the applicable Order. If, in order to comply with NEM-PAK’s required delivery date, it becomes necessary for Seller to ship by a more expensive way than specified in an Order, any increased transportation costs shall be paid for by Seller, unless the necessity for such rerouting or expedited handling was caused solely by NEM-PAK. If delivery of Products is not or will not be completed by the date indicated on the Order, NEM-PAK may cancel the Order by notice effective when received by Seller, purchase substitute Products elsewhere, and charge Seller for any loss incurred. 100% on-time delivery is required. If Seller fails to deliver the Products by the delivery date, the purchase price will be reduced by an amount equal to 1% of the original price for each business day that the failure continues or, in NEM-PAK’s sole discretion, any late fees or additional cost incurred by NEM-PAK may be offset against any amounts owed to Seller. NEM-PAK is not obligated to accept early deliveries, late deliveries, partial deliveries or excess deliveries.
- Packaging; Marking; Shipping.** Seller will: (a) properly pack, mark, and ship Products according to the requirements of NEM-PAK, the involved carriers and the country of destination; (b) route the shipments according to NEM-PAK’s instructions; (c) label or tag each package according to NEM-PAK’s instructions and any applicable government or regulatory requirement; (d) provide papers with each shipment showing the Order number, amendment or release number, NEM-PAK’s part number, Seller’s part number (where applicable), number of pieces in the shipment, number of containers in the shipment, Seller’s name and number, and the bill of lading number; and (e) promptly forward the original bill of lading or other shipment receipt for each shipment according to NEM-PAK’s instructions and carrier requirements. Seller will provide all special handling instructions that are needed to advise carriers, NEM-PAK, and their employees how to take appropriate measures while handling, transporting, processing, using or disposing of the Supplies, containers, and packing.
- Inspection / Non-Conforming Shipments or Services.** NEM-PAK may inspect or test a sample or 100% of Products (at NEM-PAK’s option) at any time during manufacture, prior to shipment or after delivery and may reject all or any portion of a shipment if NEM-PAK determines a Product to be defective or nonconforming. Further, Seller shall bear any inspection or testing costs incurred by NEM-PAK if such inspection or testing finds that a delivered Product is defective or nonconforming. If inspections or tests are made on Seller’s premises, Seller will, without additional charge, provide reasonable facilities and assistance for the safety and convenience of NEM-PAK’s inspectors. Notwithstanding any prior inspection or testing, payment or passage of title, all Products and Services are subject to final inspection and acceptance at the destination of the Products and Services. Payment for Products or Services delivered hereunder or acceptance of delivery will not constitute acceptance by NEM-PAK of such Products or Services. Products or Services rejected or supplied in excess of quantities called for under an Order may be returned to Seller at Seller’s expense. NEM-PAK will not be required to make any payment for such Products.
- Warranty.** Seller warrants that all Products shall: (a) conform to all NEM-PAK specifications; (b) conform to any NEM-PAK sample or NEM-PAK model; (c) be free from defects in design, workmanship and materials; (d) be new and free from liens or encumbrances; (e) be adequately packaged, marked, and labeled in accordance with NEM-PAK’s requirements and all applicable laws; (f) be merchantable and fit for the intended purpose; (g) not infringe on the Intellectual Property (as defined below) of any third party (h) not contain any materials or substances prohibited by applicable law or by any national or international regulations applicable to Seller or NEM-PAK.

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Inspection, testing, acceptance or use of the Products will not affect Seller's obligations under this warranty. Seller's warranty will run to NEM-PAK, its successors, assigns and customers and users of the Products. With respect to Services, Seller warrants that (a) it will perform Services in a timely, competent and professional manner and in accordance with industry standards; (b) its employees and agents providing Services will have the proper skill, training and background so as to be able to perform the Services in a competent and professional manner, and where applicable, shall be certified, licensed or otherwise authorized as necessary to perform the Services; and (c) the Services and any deliverables shall conform to any applicable specifications or statement of work.

10. **Remedies.** If the Products do not comply with the Product warranty (such Products referred to as "Nonconforming Products"), Seller shall, at NEM-PAK's sole discretion, promptly repair or replace any Nonconforming Products free of charge, or grant NEM-PAK a credit or full refund in an amount equal to the purchase price of the Products. Seller is responsible for all costs incurred by NEM-PAK in connection with the nonconformity, including costs associated with the unpacking, sorting, examining, repacking, relabeling, retesting, reworking and reshipping. Seller shall pay for all recall costs arising out of or in connection with the Nonconforming Products. If Seller is unable to remedy such nonconformity within NEM-PAK's required time frame, NEM-PAK or the third party of NEM-PAK's choice may take steps to remedy the nonconformity, and in such case, Seller shall reimburse NEM-PAK for any costs incurred by NEM-PAK. Seller acknowledges and agrees that money damages will not be a sufficient remedy for any actual or threatened breach of the Agreement by Seller and that, in addition to all other rights and remedies that NEM-PAK may have, NEM-PAK will be entitled to specific performance and temporary, preliminary and permanent injunctive relief in connection with any action to enforce the Agreement. Additionally, if Seller fails to perform any of its obligations under the Agreement, NEM-PAK and its agents may (but shall not be obligated to), without limiting or affecting any of its other rights and perform such obligations without waiving or releasing Seller from such obligations. Where applicable, NEM-PAK and its agents shall be entitled to enter upon Seller's premises to perform, and/or to remove any NEM-PAK Tooling (as defined below) and all materials and equipment necessary to perform such obligations. All costs, damages and expenses incurred directly or indirectly by NEM-PAK in connection with the foregoing, including legal and other professional fees and NEM-PAK's administrative time, labor and materials, shall be paid by Seller to NEM-PAK on demand or, at NEM-PAK's sole option, may be set off against and deducted from any amounts then owing by NEM-PAK to Seller.
11. **Limitation of Liability.** NEM-PAK WILL NOT BE LIABLE, AND SELLER WAIVES ALL CLAIMS AGAINST NEM-PAK, FOR INDIRECT, INCIDENTAL, SPECIAL, PUNITIVE OR CONSEQUENTIAL DAMAGES, DOWN TIME, LOST PROFITS OR COMMERCIAL LOSSES, WHETHER BASED UPON NEM-PAK'S NEGLIGENCE, BREACH OF WARRANTY, STRICT LIABILITY IN TORT AND/OR ANY OTHER CAUSE OF ACTION. NEM-PAK'S LIABILITY IN CONNECTION WITH THE AGREEMENT OR THE PURCHASE OF PRODUCTS OR SERVICES SHALL NOT EXCEED THE PURCHASE PRICE OF THE PRODUCTS OR SERVICES FOR WHICH THE CLAIM IS MADE.
12. **Ownership of Intellectual Property.** All drawings, know-how, designs, specifications, technical or business information, related material, and the like disclosed to Seller by NEM-PAK and all rights therein will remain the property of NEM-PAK and will be kept confidential by Seller in accordance with these terms and conditions. The Seller shall have no claim to, nor ownership interest in, any information provided or communicated by NEM-PAK, and such information, in whatever form and any copies thereof, shall be promptly returned to NEM-PAK upon written request from NEM-PAK. Seller acknowledges that no license or rights of any sort are granted to Seller under the Agreement with respect to any rights in NEM-PAK's information, ownership, devices, processes, or other intellectual property arising therefrom. Should the Seller perform "development work" (which shall include the creation of know-how and improvements) pertaining to the material covered by this Purchase Order, NEM-PAK shall have a full and complete, worldwide, irrevocable, non-exclusive, royalty-free license to make, have made, use or sell, distribute, import or export, any such material. To the extent applicable, the work product provided by Seller under this agreement is a "work made for hire," as that term is defined by applicable copyright laws, and is owned by NEM-PAK. To the extent any created items are not considered "works made for hire," Seller hereby waives any rights under the U.S. Copyright Act, 17 U.S.C. § 101, et seq., to terminate this transfer, as well as any moral rights that may exist in the work, including but not limited to the right of attribution and the right of integrity. With respect to moral rights: (i) the Seller shall, despite the transfer referred to in the present Article 12, not exercise any of its rights, title and interests involved, including but not limited to, any moral rights, in a manner that directly or indirectly harm the commercial interests of NEM-PAK; (ii) the Seller confirms that with regard to moral rights of the creators, all creators that created intellectual property and other materials for Seller expressly waive, have waived and agree to waive their paternity right. In any case, the creators will refrain to exercise their moral rights, in a manner that directly or indirectly harm the commercial interests of NEM-PAK. Regarding the right of integrity, the creators shall only be able to oppose modification(s) of their work insofar as its honor or reputation can be damaged; and (iii) the Seller confirms: (a) that the Seller in any case waives the right to see her name listed as the author of the intellectual property and other materials and that NEM-PAK is allowed to disclose the intellectual property and other materials. The Seller guarantees that the rights granted to NEM-PAK on the basis of present Article 12, include the rights, title and interest related to the intellectual property and other materials its employees, consultants and independent contractors may or may assert in the future, and that the necessary agreements to do so were entered into with its employees, independent consultants and contractors.
13. **Confidential Information.** All information furnished or made available by NEM-PAK to Seller in connection with the Products or Services shall be held in confidence by Seller. Seller will not use (directly or indirectly), or disclose to others, such information without NEM-PAK's prior written consent. These obligations will not apply to any information that: (a) at the time of disclosure was or thereafter becomes generally available to the public by publication or otherwise through no breach by Seller of any obligation herein; (b) Seller can show by written records was in Seller's possession prior to disclosure by NEM-PAK; or (c) is legally made available to Seller by or through a third party having no direct or indirect confidentiality obligation to NEM-PAK with respect to such information. Seller agrees that it will not make use of, either directly or indirectly, any of the Confidential Information that it receives or has received from NEM-PAK, other than for the purpose for which the Confidential Information has been disclosed.
14. **No Publicity.** Seller will not advertise, publish or disclose to third parties (other than to Seller's professional advisors on a need-to-know basis) in any manner the fact that Seller has contracted to furnish NEM-PAK the Products covered by the Order or the terms of the Order, or use any trademarks or trade names of NEM-PAK in any press release, advertising or promotional materials, without first obtaining NEM-PAK's written consent.
15. **Indemnification.** Seller agrees to defend and indemnify NEM-PAK, its suppliers, customers, users, and licensors, and each of their affiliates (as they may exist from time to time), employees, shareholders, officers, directors and agents ("Indemnified Parties"), from and against any and all loss, liability, demand, claim, damage, injury, loss of profits or expense (including attorneys' fees) arising out of or relating to: (a) any breach of Seller's representations, warranties or obligations; (b) any act or omission by Seller, its officers, employees or agents (including Seller's subcontractors and their employees and agents); (c) any claim for royalties or license fees, in connection with the purchase, use or sale of the Products; and (d) death or any bodily injury, damage to property or any other damage or loss resulting or claimed to result in whole or in part from the Products. Each Indemnified Party may, at its option, be represented by its own counsel in any action, the expenses of which shall be borne by Seller.
16. **Insurance.** Seller will maintain, at its own expense, the following insurance policies: (a) Commercial General Liability in an amount of not less than US\$ 2,000,000 each occurrence and in the aggregate for bodily injury and property damage and US\$ 3,000,000 any one person or organization for personal and advertising injury for premises operation, products/completed operations, blanket contractual liability, and broad form property damage; (b) Workers' Compensation in full compliance with the laws of any applicable state and/or country, at not less than statutory limits; (c) Commercial Automobile Liability for owned, hired and non-owned motor vehicles in an amount not less than US\$ 3,000,000 combined single limit. The limits of coverage required may be satisfied by a combination of primary and excess or umbrella insurance policies. Except for Workers' Compensation, Seller shall include NEM-PAK and its affiliates as an Additional Insured on all required insurance policies described above. Upon NEM-PAK's request, Seller shall provide NEM-PAK a certificate of insurance evidencing such coverage. Seller shall provide no less than 30 days' advance notice to NEM-PAK before cancellation of the foregoing coverage.
17. **Spare Parts and NEM-PAK Tooling.** Seller will maintain the capability to supply and provide technical support for spare or replacement parts for the longer of (i) a period of seven years after the delivery of the Products, (ii) for such period as NEM-PAK is required by its customer(s) to provide spare or replacement parts incorporating the Products or (iii) for such period as may be required by law (such period, the "Spare Parts Period"). Seller will give NEM-PAK a last time buy option at the end of such Spare Parts Period, and shall offer any follow-on products that are compatible with the Products. Unless otherwise agreed to in writing by NEM-PAK, the price(s) during the first five (5) years of the Spare Parts Period will be those in effect at the conclusion of current model purchases, plus any actual and documented costs for special packaging, shipping or handling. For the remainder of the Spare Parts Period, the price(s) for Products will be as agreed to by the parties.
18. **Tooling.** Seller agrees to itemize and/or sell to NEM-PAK any tooling that is built or procured by Seller that is required for the manufacture, testing or maintenance of Products. The purchase price of such tooling shall not exceed the book value. If NEM-PAK elects to purchase such tooling, upon NEM-PAK's payment therefor, title shall transfer to NEM-PAK. In the event Seller discontinues the manufacture of any Product, Seller shall provide NEM-PAK with no less than nine months advance

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written notice and shall provide any transition assistance required by NEM-PAK. NEM-PAK may provide patterns, dies, fixtures, molds, jigs or other tools or directly or indirectly pay for tools for use in making Products ("NEM-PAK Tooling"). Unless approved in writing by NEM-PAK, Seller shall not (i) remove or relocate any NEM-PAK Tooling; (ii) use the NEM-PAK Tooling for any other products or any other customer other than for those Products provided to NEM-PAK under the applicable Order; (iii) make any changes to NEM-PAK Tooling; or (iv) reverse engineer any NEM-PAK Tooling. NEM-PAK Tooling (including replacements) shall remain NEM-PAK's property, be segregated from Seller's property, and be individually and conspicuously marked as NEM-PAK's property. NEM-PAK reserves the right to remove or relocate the NEM-PAK Tooling at any time and, upon NEM-PAK's request, Seller shall, at its cost, transfer possession of the NEM-PAK Tooling to NEM-PAK free and clear of liens and encumbrances and at the time and place designated by NEM-PAK. Seller shall maintain, at its cost, all tooling (including replacement tooling and NEM-PAK Tooling) in good condition and at NEM-PAK's option promptly repair, replace or pay for its replacement at Seller's cost if lost, damaged, destroyed, or otherwise rendered unfit for use.

19. **Continuity of Supply.** Upon NEM-PAK's request, Seller shall maintain NEM-PAK's continuity of supply with respect to a Product in a mutually agreed upon manner, such as by agreeing upon the terms of a "lifetime buy" or executing an escrow or license agreement. In the event of, or in preparation for, the expiration or a termination of the Agreement for any reason, Seller shall use commercially reasonable efforts to transfer, or cooperate fully with NEM-PAK to enable NEM-PAK to transfer, the performance of Seller's obligations under the Agreement to NEM-PAK or a third party supplier designated by NEM-PAK, in a manner that (i) minimizes the time to complete such transfer; (ii) maintains the highest quality and performance to ensure the adequate supply of Products; and (iii) causes no disruption to NEM-PAK's customers' requirements. Seller shall be responsible for all losses incurred by NEM-PAK as a result of Supplier's failure to supply. In the event of a dispute, Seller shall continue to comply with its obligations hereunder until such dispute is resolved.
20. **Consignment.** NEM-PAK may notify Seller that it wishes to have Products sold to a location on a consignment basis (a "Consignment Location"). Seller will deliver to each Consignment Location the quantity and type of Products ordered by NEM-PAK ("Consignment Products"). NEM-PAK will notify Seller monthly (or other frequency as determined by NEM-PAK) of its use of the Consignment Products, and Seller may bill NEM-PAK for such use of the Consignment Products. Title and risk of loss to Consignment Products passes to NEM-PAK only after NEM-PAK uses or resells the Consignment Products. NEM-PAK may, at any time upon written notice to Seller, terminate further purchases of Consignment Products for any Consignment Location and NEM-PAK may purchase some or all of the remaining Consignment Products. Any Consignment Products not purchased by NEM-PAK will be returned to Seller at Seller's cost and risk of loss. All other provisions of the Agreement apply to Consignment Products, except to the extent this section conflicts with any other provision of the Agreement.
21. **Software.** In the event the Products include or incorporate Software owned or licensed by Seller ("Software"), Seller hereby authorizes NEM-PAK to sell, resell, modify and or license the Software to NEM-PAK's customers. Use of the Software by NEM-PAK's end user customers shall be subject to Seller's End User License Agreement, if applicable (the "EULA"). In the event Seller's end user customer reasonably objects to any provisions of the EULA, Seller shall cooperate in good faith with NEM-PAK in making commercially reasonable modifications to the EULA. In the event of a conflict between these Terms and the EULA, these Terms shall govern.
22. **Compliance.** Seller agrees to comply with all federal, state, local and foreign rules, regulations, ordinances and laws applicable to Seller's obligations hereunder and Seller's manufacture and sale of the Products and Services, including import/export laws, labor laws, and anti-corruption laws. Seller also agrees to comply with all applicable environmental, health and safety laws, and laws against slavery, human trafficking and child labor. Sellers and subcontractors are notified that they may be subject to the provisions of: 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements. Seller and subcontractor shall abide by the requirements of 41 CFR §§ 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals on the basis of protected veteran status or disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.
23. **Supplier Conduct.** Seller agrees to comply with NEM-PAK's Statement of Principles of Conduct posted at <http://www.nempak.com/> as applicable to it. Additionally, Seller agrees to comply with all the requirements in NEM-PAK's Supplier Code of Conduct and Supplier Expectations, each as amended from time to time and as posted at <http://www.nempak.com>
24. **Conflict Minerals.** Upon request of NEM-PAK, Seller shall determine whether any Products contain tin, tantalum, tungsten, gold or any other material that is designated under applicable rules of the Securities and Exchange Commission ("SEC") as a "conflict mineral." If no Product contains one or more conflict minerals that are necessary to the functionality or production of such Product within the meaning of applicable SEC rules and interpretations, Seller shall, upon request, certify to NEM-PAK that none of the Products contains such conflict minerals. If any Product contains one or more such conflict minerals, Seller shall certify to NEM-PAK the country of origin of any such conflict mineral or that the conflict mineral came from recycled or scrap sources within the meaning of those terms under applicable SEC rules. If Seller is unable to identify the country of origin, and the conflict mineral(s) in question did not come from recycled or scrap sources, Seller shall in good faith conduct an inquiry of its relevant suppliers as to the country of origin of such conflict minerals, and such inquiry shall comply with then-existing standards under SEC rules for the conduct of a reasonable country of origin inquiry. In the event that Seller is or becomes aware that any conflict minerals that are necessary to the functionality or production of any Products originated from a "covered country" within the meaning of the SEC's conflict minerals rules and did not come from recycled or scrap sources, Seller shall make a good faith effort to determine whether such conflict minerals came from a processing facility certified as conflict free by a recognized industry group that requires an independent private sector audit of the smelter or from an individual processing facility that has obtained an independent private sector audit that is publicly available, and to provide written documentation of such determination. Seller shall also take such additional actions and provide such additional information requested by NEM-PAK as may be necessary in order for NEM-PAK to be or remain compliant with applicable laws, rules and regulations relating to conflict minerals.
25. **Customs.** The Seller shall make available to the NEM-PAK and any party designated by NEM-PAK any and all documents and data necessary to effect customs clearance, including the importer security filing and shall provide any assistance deemed necessary by NEM-PAK. If government authorities declare or otherwise impose countervailing duties, antidumping duties, or retaliatory duties on the Products imported under any Order, such additional costs shall not be passed through to NEM-PAK.
26. **Quality Requirements.** Seller will conform to the quality control standards and inspection system that are established or directed by NEM-PAK, or to the extent more exhaustive, all applicable industry standards. Seller will also properly document and mark Products to evidence its compliance with applicable law, obtain any necessary certifications necessary under applicable law and participate in supplier quality and development programs of NEM-PAK or as directed by NEM-PAK. Upon NEM-PAK's request, Seller will participate in and comply with all Seller Manuals and supplier performance evaluations. In the event that any of NEM-PAK's specifications or other requirements may result in any negative impact to the Product, Seller shall immediately notify NEM-PAK in writing of all ramifications of such direction. Any reviews, audits, inspections, acceptance quality levels, approved vendor lists, bill of materials, or approvals by NEM-PAK will not relieve Seller of its obligations.
27. **Audit.** Seller shall maintain and shall direct all sub-tier sellers to maintain complete and accurate records, books of account, reports and other data necessary for the proper administration of the Agreement on a generally recognized accounting basis. Such materials shall include any rebate programs and any other special pricing program extended to Seller. NEM-PAK may audit and inspect Seller's books and records. If any audit or inspection reveals an error or irregularity in the computation of prices or any other costs, an appropriate adjustment shall be made by Seller. Further, if such audit or inspection demonstrates that an error or irregularity occurred and caused the prices to be computed in Seller's favor, then Seller shall pay all costs and expenses incurred by NEM-PAK with respect to such audit or inspection. Seller shall, at NEM-PAK's request, permit NEM-PAK or a third party designated by NEM-PAK to have reasonable access to designated areas within its facilities directly relating to the production and packaging of the Products for the purpose of performing production and quality audits. NEM-PAK shall conduct any such audit only during Seller's normal working hours.
28. **Relationship of the Parties.** Nothing in the Agreement or the course of dealing of the parties may be construed to constitute the parties hereto as partners, joint venturers or as agents for one another or as authorizing either party to obligate the other in any manner.
29. **Force Majeure.** If the performance by either party or any obligation under the Agreement is prevented, restricted or interfered with by any act of God, fire or other casualty, embargo, power or supplies, war or violence, acts of terrorism, or any law, order, proclamation, ordinance, demand or requirement of any governmental agency or similar event beyond such party's reasonable control (each, an "Event of Force Majeure"), such party shall promptly give the other party written notice of the Event of Force Majeure. Delays caused by labor disputes, tariffs, non-performance by Seller's suppliers, delays in transportation, changes in cost or availability of raw materials or components based on market conditions, or scheduled downtime for maintenance shall not constitute an Event of Force Majeure. No later than 48 hours

## Nem-Pak Terms and Conditions of Purchase

after the occurrence, Seller will provide written notice describing such delay and assurance of when the delay will be cured. If an Event of Force Majeure occurs that affects delivery of Products to NEM-PAK, Seller will prioritize NEM-PAK and allocate the available inventory in a manner which ensures that NEM-PAK's demands are met first. During the delay, NEM-PAK may at its option: (a) cancel any Orders and purchase Products or Services from third parties and invoice Seller for any difference in price paid to such third-party by NEM-PAK and the price set forth in the Order; (b) to the extent available, require Seller to deliver all finished goods, work in process, tooling, and parts and materials produced or acquired for work under the Order; or (c) have Seller provide Products or Services from other sources and at the price set forth in the Order.

30. Assignment; Binding Effect. No assignment of any rights or interest or delegation of any obligation of Seller under the Agreement may be made without the prior written consent of NEM-PAK. Any attempted assignment will be void. NEM-PAK may assign the Agreement or otherwise transfer its rights and/or obligations under the Agreement. The Agreement will inure to the benefit of and be binding upon each of the parties hereto and their respective permitted successors and assigns.
31. Remedies and Waiver. Except as specifically set forth herein, all rights and remedies under the Agreement are cumulative, and the exercise of any right or remedy herein provided shall be without prejudice to the right to exercise any other right or remedy. If NEM-PAK fails to insist upon strict compliance with the Agreement, NEM-PAK's actions will not constitute a waiver of Seller's default or any other existing or future default, or affect NEM-PAK's legal remedies.
32. Bankruptcy. If either party becomes insolvent, is unable to pay its debts when due, files for or is the subject of involuntary bankruptcy, has a receiver appointed or has its assets assigned, the other party may cancel any unfulfilled obligations hereunder without liability for such cancellation.
33. Dispute Resolution. If the NEM-PAK entity which is a part to the dispute is a legal entity formed in the United States, any dispute arising out of or related to the Agreement will be governed by and construed in accordance with the laws of the State of Pennsylvania without regard to or application of its principles or laws regarding conflicts of laws, and excluding the United Nations Convention on the International Sale of Goods of 1980 (together with any amendments or successors thereto, the "UNCISG") and litigated exclusively in a state or federal court located in Bucks County, Pennsylvania. The parties hereto expressly release and waive any and all rights to a jury trial and consent to have any dispute heard solely by a court of competent jurisdiction. If the NEM-PAK entity is a legal entity formed outside the United States then any dispute arising out of the Agreement will be governed by and construed in accordance with by the laws of the country where the NEM-PAK entity was formed, excluding the UNCISG if applicable in such country. Any dispute involving an NEM-PAK entity formed outside the United States and arising out of or related to the Agreement will be finally resolved by a panel of three arbitrators in accordance with the Rules for Arbitration of the London Court of International Arbitration. Judgment upon the award rendered by the arbitrators may be entered by any court having jurisdiction thereof. The location of arbitration and the language of arbitration will be selected by NEM-PAK. Either party may apply to the arbitrators to seek injunctive relief until the arbitration award is rendered or the controversy is otherwise resolved. The award shall be final and binding on both NEM-PAK and Seller, and the parties hereby waive the right of appeal to any court for amendment or modification of the arbitrators' award. In any action between the parties concerning any provision of the Agreement, the prevailing party is entitled, in addition to the relief granted, to a reasonable sum for their attorneys' fees incurred in such litigation or mutually agreed upon alternative dispute resolution, provided if each party prevails in part, such fees will be allocated in the manner as the court or mediator determines to be equitable in view of the relative merits and amounts of the parties' claims..
34. Survival. Any provisions in the Terms which, by their nature, extend beyond the termination or expiration of any sale of Products or Services, will remain in effect until fulfilled.
35. Severability. If any provision herein is held to be unlawful or unenforceable, the remaining provisions herein will remain in effect.
36. Integration and Modification. The Agreement constitutes the entire agreement between NEM-PAK and Seller with respect to the Products and Services, and supersedes any prior agreements, understandings, representations and quotations with respect thereto. NEM-PAK reserves the right, in its sole discretion, with or without notice, to modify these Terms and Conditions at any time. Seller shall be responsible for making sure Seller has the most current version of these Terms and Conditions at any time. A current version can be obtained by checking NEM-PAK's website (<https://www.nempak.com>) or by requesting a current copy by mail from Nem-Pak LLC at 1117 Cedar Ave. Croydon, Pa. 19021.