Revision	Release Date	Description of Changes
1.0	1-Jul-2025	• Initial BOS release
2.0	1-Oct-2026	• Updated to include Ford ethics requirements

Prepared	Approved	Released
Process Leader	Process Champion	BOS Team
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Approval records maintained by BOS Team		

1.0 Purpose

This standard communicates Performance Seats's minimum set of requirements to the suppliers. It is the expectation of Performance Seats that all suppliers - Direct and Indirect, Supply Chain and Tooling, Machinery & Equipment - comply with all the requirements and expectations documented in the Global Supplier Standards Manual (GSSM).

2.0 Scope

This standard applies to all Performance Seats 3rd party suppliers.

3.0 Responsibility

All external suppliers (Direct and Indirect, Supply Chain and Tooling, Machinery & Equipment Suppliers) are expected to comply with all requirements and expectations documented in the GSSM.

Suppliers are responsible for reviewing new and revised Performance Seats Requirements including Customer Requirements and determining the impact on their Quality Systems and promoting awareness of the GSSM at their locations.

Each Direct and Indirect, Supply Chain and Tooling, Machinery & Equipment Supplier is expected to comply with all requirements and expectations documented in Performance Seats's Global Supplier Standards.

4.0 Standard

4.1 General Expectations: Performance Seats expects from suppliers to demonstrate their commitment to quality and the environment. Key to this commitment is the implementation of appropriate quality and environmental management standards.

Additional requirements may be found in the Supplier Standard Manual Chapter 4 Quality "2.0 Quality Expectations General".

4.2 Global Terms and Conditions

4.2.1 Access to Global Terms and Conditions: Terms and Conditions may be reviewed by accessing www.performanceseats.com

4.3 Social and Environmental Responsibility

4.3.1 Responsibilities: The Buyer that procures materials and services is ultimately responsible for implementing appropriate processes and systems to ensure their suppliers comply with the Performance Seats Ethics Policy or equivalent policy. Procurement personnel will oversee suppliers to ensure compliance. Personnel from other functional areas(e.g., Quality, Environmental and Safety) will support Procurement as requested to assess supplier compliance.

Performance Seats' Standards recognizes the health and safety of our employees, as well as that of our suppliers throughout the world is of utmost importance. Our work processes and standards are designed to minimize risk. We all must routinely review and improve workplace conditions to ensure a safe and healthful workplace and must report unsafe working conditions any where in the world to supervisors and management.

We respect the needs and concerns of the communities in which we live and work. This is exemplified in the company's long tradition of caring about the quality of the environment. Our products, services, and manufacturing methods reflect this concern and our belief that what is good for the environment is good for Performance Seats. In the same respect we are committed to provide a workplace that is free of harassment or any other behavior that diminishes a person's integrity and self-esteem. Neither physical nor mental harassment, nor abuse will be tolerated.

4.3.2 General Expectations: Performance Seats expects its suppliers to conduct their operations in a socially and environmentally responsible manner. The goal is to work collaboratively with suppliers to encourage the following:

- Compliance with applicable laws and regulations.
- Integration of environmental, occupational health and safety, and human rights and labor policies into the decision-making process based on a sound management system.
- Clear, accurate and appropriate reporting to Performance Seats upon request.
- Check with your Performance Seats Purchasing business unit representative for any customer specific forms that may be required.

4.3.3 Conflicts of Interest: Performance Seats policies prohibit the acceptance of gifts, services, or anything of such value that the good judgment of the recipient might be influenced, or that a third party might reasonably perceive as influencing that judgement. Payments of money, property, or services for the purpose of obtaining business or special consideration are prohibited.

4.3.4 Labor Requirements: Suppliers should treat workers with dignity and:

- Follow ethical recruiting practices- Do not mislead or defraud potential workers about the nature of the work, do not require employees to pay recruitment fees or pay off a loan. Do not confiscate, destroy, conceal or deny access to employees' passports and other government-issued identity documents.
- Prohibit the use of forced, bonded, indentured or involuntary prison labor.
- Allow workers to leave employment upon reasonable notice and not require workers to hand over government-issued identification; passports or work permits as a condition of employment.
- Child labor is prohibited: Employ workers who are at least 16 years old. Youth (between 16 to 18 years) should enjoy all the benefits of a nurturing workplace such as training and development programs. Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs.
- Set work hours to comply with local law. Limit a work week to 60 hours or less,

including overtime, except in emergency or unusual situations.

- Comply with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Employees receive at least the minimum wage required by law or the prevailing industry wages whichever is higher. Workers receive full details regarding deductions for taxes, benefits, etc. Wages are not deducted for disciplinary purposes and are paid in cash, check form or by direct deposit.
- Maintain workplaces free of physical or mental harassment, abuse, or any other behavior that diminishes a person's integrity and self-esteem. This includes harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse of workers.
- Maintain workplaces free of unlawful discrimination and harassment in all of its forms, including that related to color, race, gender, sexual preference, age, pregnancy, caste, disability, union membership, ethnicity, and religious beliefs. This applies to hiring, salary, benefits, advancement, discipline, termination, and retirement.
- Respect voluntary freedom of association, including the right to organize and bargain collectively in a manner that is legally compliant. Workers' representatives are not subject to discrimination and have access to workplaces necessary to carry out their respective functions. Where worker representation and collective bargaining are restricted by law, efforts should be made to facilitate open communication and direct engagement between workers and management as alternative ways of ensuring that workers' rights, needs and views are considered and acted upon appropriately and in good faith.
- Strictly prohibit using and supporting human trafficking. All work is conducted on a voluntary basis. We prohibit the use of bonded, indentured and exploitive prison labor, engage in activities intended to restrict worker freedom of movement. Do not allow physically or psychologically cruel, inhuman, or degrading treatment.

4.3.5 Health and Safety: Suppliers should practice the following:

- Control worker exposure to potential safety hazards (e.g., electrical and other energy sources, fire, heat, vehicles, and fall hazards) through proper design, engineering and administrative controls, preventive maintenance and safe work procedures (including lockout/ tag-out). Where hazards cannot be adequately controlled by these means, provide workers at no cost as appropriate the proper personal protective equipment and ensure proper maintenance of the equipment. Workers are not disciplined for raising safety concerns.
- Maintain appropriate emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.
- Manage, track and report occupational injuries and illnesses, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate and implement corrective actions to eliminate their causes; and d) facilitate return of workers to work.
- Identify, evaluate and control worker exposure to chemical, biological, radiological and physical agents as well as physically demanding tasks. Provide appropriate personal protective equipment, when hazards cannot be otherwise controlled.
- Provide and properly maintain machine safeguards, interlocks and barriers.
- Provide clean toilet facilities, access to potable water and sanitary food preparation and storage facilities. Worker dormitories provided by the vendor or a labor agent are to be clean, safe, and provide emergency egress, adequate ventilation and reasonable personal space.

4.3.6 Environmental: Adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public as well as ensure the following:

- Obtain, keep current and follow required environmental permits (e.g. discharge monitoring) and registrations.
- Implement programs to conserve water and energy and reduce waste.

- Identify and manage the materials posing a hazard if released to the environment are to ensure safe handling, movement, storage, recycling or reuse and disposal.
- Monitor, treat and control air emissions, wastewater and waste as required prior to discharge or disposal.
- Adhere to applicable laws and contract requirements regarding prohibition or restriction of specific substances, materials and waste.

4.3.7 Diversity: Suppliers should recognize, promote and practice the principles of a sustainable business woven into the fabric of how they will conduct themselves. Elements which suppliers will consider include:

- Our commitment to sustainability includes being a leader in promoting diversity in the supply base. Performance Seats recognizes the benefits of purchasing goods and services from minority- and women-owned businesses, and when we share these values across our networks, we amplify our ability to support and grow these important businesses.
- Our ongoing relationships with diverse suppliers are key to our success, enabling innovation across our supply chain and strengthening our go-to-market capabilities. When we partner with diverse-owned businesses we also promote economic growth in the automotive seating industry and throughout our communities. This commitment supports our customers' expectations and provides Performance Seats with a competitive advantage that contributes to the overall growth of our business.
- We expect our suppliers to incorporate supplier diversity best practices and objectives into their own supply chain. We believe this approach strengthens the NMSDC and WBENC networks and grows business for MBEs and WBEs. In addition, we are including veteran-owned businesses in our supplier diversity initiatives to further expand our positive outreach and impact.

4.3.8 Conflict Minerals

- Performance Seats is required to comply with existing and future reporting requirements regarding the use of conflict minerals in its products under
  - Section 1502 of the US Dodd-Frank Wall Street Reform and Consumer Protection Act and the U.S. Securities and Exchange Commission ("SEC") rules and regulations.
  - the EU non-financial reporting directive 2014/95/EU as laid down in the guideline published in the official journal of the EU (2017/C215/01)
- Performance Seats must perform due diligence on and make disclosures concerning its use of conflict minerals originating in the Democratic Republic of the Congo and adjoining countries or any other high-risk country as defined by the legal authorities.
- All Performance Seats suppliers are required to respond to information requests from Performance Seats regarding the uses and sources of conflict minerals in their products including information about minerals that are recycled or scrap.
- In order to respond to Performance Seats´s information requests, suppliers will need to make similar inquiries of their suppliers as a means to investigate the source of materials in their products, and to provide Performance Seats the requested information based upon the results of such inquiries.
- Performance Seats may be required, and may require its suppliers, to perform due diligence on the source and chain of custody of its conflict minerals in accordance with the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas." In addition, suppliers may be required to make certain representations/certifications with respect to the use of conflict minerals.
- Additional information on conflict minerals may be obtained through links on the SEC website (http://www.sec.gov) or the European Commission Trade website (http://www.ec.europa.eu/trade/).

4.3.9 Ethics: Performance Seats Ethics Policy provides guidance to help suppliers meet the environmental and social obligations. The Performance Seats Ethics Policy may be viewed at: www.performanceseats.com

Suppliers are expected to uphold the highest ethical standards to include:

- Prohibit corruption, extortion and embezzlement, bribery, or other means of obtaining undue or improper advantage and to ensure fair business, advertising and competition.
- Properly disclose and protect business information, customer information, and intellectual property rights in accordance with applicable requirements and prevailing industry practices.
- Protect supplier and employee whistleblower confidentiality.

4.3.10 Records and Logs: Suppliers are expected to maintain audit results, records, and performance measures to share with Performance Seats as appropriate.

4.3.11 References: Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI) and the Ethical Trading Initiative (ETI), OHSAS 18001 and ILO Guidelines.

4.4 Global Supplier Scorecard: At the end of each fiscal year Performance Seats is proud to honor and recognize outstanding and high performing suppliers. Suppliers are measured throughout the year on a number of performance metrics which are indicated below.

Scoring analysis

Purchasing Performance / based on Pricing

Cost performance compared to competition	max. 70 points
Cost performance in negotiations (innovation)	max. 20 points
Passing on changed market prices	max. 10 points

Max. 25 % of summary evaluation

Quality performance

Based on the monthly ppm evaluation:

< 150 ppm	=	100 points
< 300 ppm	=	95 points
< 500 ppm	=	90 points
< 1000 ppm	=	80 points
< 2000 ppm	=	70 points
< 3000 ppm	=	60 points
> 3000 ppm	=	0 points

Based on the supplier´s quality system:

IATF 16949	=	100 points
VDA 6.3	=	95 points
ISO 9001:2015	=	90 points
Customer or internal evaluation	=	75 points
Without evaluation and good procedure	=	50 points

Based on first sampling:

1. delivery of first sample OK	=	100 points
2. delivery of first sample OK	=	80 points
3. delivery of first sample OK	=	50 points
from 4th delivery not OK first sample	=	0 points

Max. 30 % of summary evaluation

Quality performance is evaluated monthly for the top 5 suppliers at least and is part of the Monthly Report.

Logistics/Suppliers Compliance with the Delivery dates

Delivery on time	max. 50 points
Flexibility in the case of rush orders	max. 25 points
Flexibility in the event of changes	max. 25 points

} Max. 30 % of summary evaluation

In this category the evaluation of the spare parts scheduler must be taken into consideration.

Environmental behavior of the supplier

Certified by DIN EN ISO 14001 or comparable certificates (EMAS...)	100 points

} Max. 5 % of summary evaluation

Miscellaneous/Cooperation between Supplier and Performance Seats

- Innovation
- Partnership VA/VE improvements

Purchasing will question the internal departments with an interface to the supplier about their cooperation with suppliers.
The following criteria are included in the questions:

Project Management, willingness to enter into a contract, cooperation with Performance Seats development and production, value analysis – ratio willingness, capability as a supplier to the automotive industry, IT capabilities, fulfil conditions of agreements

classification	points	estimation
A	90-100	very good
A/B	80-89	good
B	70-79	satisfiable
C	60-69	adequately
D	<60	inadequately

4.5 Engineering Requirements: In regard to Performance Seats Engineering and Service Expectations, the following summarizes the expectations and compliance with processes

4.5.1 International Materials Data System (IMDS) – Material Management
Government and industry regulations, including environment, safety, corporate governance and product performance are being enforced around the world. The IMDS (International Material Data System) is an internet-based database that has been established by the OEMs (original equipment manufacturers) for free-of-charge use by all suppliers of the automotive industry. IMDS tracks chemical ingredients of parts and assemblies across the entire automotive OEM supply chain. The solution helps OEMs comply with the increasing number of national and EU regulations related to material handling and disposal.

IMDS submissions must include all materials present in the finished product. All basic substances must be reported. Process chemicals, by products of reaction and contaminants listed in the GADSL as D or D/P must be reported as soon as the concentration in the end product exceeds the defined threshold

For more information on IMDS: www.performanceseats.com

4.5.2 Performance Seats uses SharePoint as a tool for confidential data exchange for CAD

Performance Seats Engineering will supply a SharePoint link to access Performance Seats drawings. If you have any issues or concerns, please contact your buyer.

4.5.3 General Engineering Expectations: Engineering support for product feasibility, product design and tooling design / approval may be required for a particular program. Suppliers will be expected to support design reviews and other collaborative efforts to support low-cost solutions for tools and products.

4.6 Program Management Requirements: In regard to Performance Seats Program Management Expectations, the following summarizes the expectations and compliance with processes:

- Suppliers must comply with all program-specific requirements as outlined in the specific program Supplier Statement of Work (SSOW)
- Launch support is required by the supplier to engage in Simultaneous Development Teams (SDT) activities at Performance Seats such as:
  - Supplier Kick-off Meetings
  - Design Reviews
  - SDT Meetings
  - Advance Quality Planning (AQP) activity
  - Build Events (technical centers and production plants)
  - Provide tooling status reports 10th and 25th of each month; Performance Seats reserves the right to request a progress report between these times.
  - Supplier will lead tooling design reviews at 50% and 100% completion milestones
  - All designs are to be approved by Performance Seats prior to die construction. The supplier must provide adequate time to perform a proper design review needed approvals. It is the responsibility of the supplier to manage the design reviews in order to maintain program timing.

- Launch support is required by the supplier to engage in Simultaneous Development Teams (SDT) activities at the supplier facilities such as:
  - Supplier Build Events
  - Supplier Readiness Reviews
  - Supplier Process Sign-Off Reviews
  -

In addition, suppliers are required to implement a design and development planning process according to IATF 16949.

4.7 Expectations for Calibration Services: In regard to Performance Seats Indirect Suppliers that provide calibration services and or equipment, the following summarizes the expectations and compliance with processes.

Calibration of Performance Seats Inspection, Measuring, and Test Equipment (IMTE) must comply with the following principles:

- A calibration facility must be accredited to ISO 17025 requirements for the calibration services performed. Equipment manufacturers must be compliant to IATF 16949:2016 section 7.1.5.3.2 requirements. For IMTE used in A2LA accredited facilities, the calibration facility must be accredited by a mutually-recognized accrediting body (i.e. A2LA, NVLAP, IAS, or ACLASS).
- Calibration must be performed to the complete manufacturer's procedures and tolerances unless instructed differently on the purchase order.

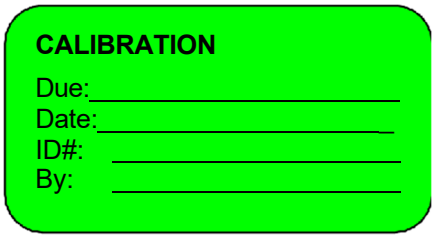
- The facility must notify Performance Seats if being asked to calibrate an IMTE that they are not accredited to perform.
  - A facility cannot subcontract or broker calibration without Performance Seats permission.
  - Tolerance Uncertainty Ratios (TUR) shall meet or exceed 4:1, or be noted on the report.
  -

The following information is required on all calibration certificates or CMM reports:

- Service Provider's Information - Name, Address, Phone Number
- The logo of the accrediting body with certificate number
- Performance Seats IMTE ID number
- IMTE Manufacturer
- IMTE model number
- Serial number or Performance Seats tool number
- IMTE accuracy
- Date of calibration
- Calibration procedures and standards used
- Environmental conditions (if applicable to the results)
- Traceability to national standards. Where no national standards exists the basis for the calibration shall be stated
- Statement of compliance to specified tolerances of the IMTE when received and returned
- Calibration results before and after any adjustment or repair
- Signature or initials of the person who conducted the calibration
- Signature or initials of the person who approved the calibration

The calibration source is required to apply a calibration label* to the IMTE being calibrated unless directed by the Performance Seats facility that a label is not required. These labels can be obtained by contacting a calibration coordinator at one of the Performance Seats facilities.

The label looks like this and requires the following information:



Explanation of required information:

- Due: Month / Day / Year Calibration due date
- ID#: Performance Seats IMTE ID # Must have Performance Seats IMTE ID # (not the tool number)
- Date: Month / Day / Year Date IMTE was certified
- By: Calibration Source Company performing the calibration

5.0 Records/Logs

Not applicable.

6.0 References

Performance Seats Supplier Portal: www.performanceseats.com