

Special Purchase conditions for Services

Version 03/2023

1 Obligations of the contractor

1.1 The contractor is responsible for rendering the service specifically requested.

1.2 The contractor shall perform the fulfillment of the contractual agreed services independently and under its own responsibility.

Only the contractor shall have the right of direction and control over its employees.

The contractor shall be responsible for ensuring that the personnel which it deploys are not integrated into any of Daimler Truck AG's (hereinafter referred to as DTAG) businesses or into a group company of DTAG.

1.3 Prior to the commencement of work, the contractor shall provide DTAG with the name of a contact at the contractor who shall be the designated recipient of communications from DTAG. All communication within the scope of the existing contract relationship, including in respect of the personnel deployed, shall be carried out exclusively via the contact person named by the contractor. DTAG must be notified in good time of any change of the contact person. The contractor shall only use qualified employees to perform the contract and shall provide evidence of this if requested to do so by DTAG. In the event of repeated or serious misconduct on the part of an individual employee to the detriment of DTAG, DTAG may demand that the contractor refrain from using this employee in connection with the provision of the service. Any additional cost arising herefrom shall be borne by the contractor. The contractor also undertakes not to assign any employee to work on the contract for DTAG who was previously employed at DTAG and whose employment contract was terminated for personal reasons or for reasons relating to his or her conduct.

1.4 Where service is to be performed at DTAG's business establishments, the contractor must comply with the legal regulations of the Occupational Health and Safety Act, the respective, currently valid accident prevention regulations and the Guidelines for Occupational Health Protection and Safety, applicable safety rules and information policies which DTAG will make available to the contractor upon request. All required occupational health and safety measures, which affect the safety and health of all employees on the business premises of DTAG, are implemented. The measures are monitored on a continuous basis under the aspect of their effectiveness and adjusted as required. If it uses DTAG's information and telecommunications technology, the contractor must strictly comply with the applicable directives concerning security of information. The contractor also undertakes to comply with additional or amended directives issued by DTAG. This does not apply if compliance would be unreasonable for the contractor and the contractor notified DTAG of its objection to the guideline in writing immediately

after being informed of it, setting out the relevant grounds.

1.5 The contractor shall not be entitled to represent DTAG.

1.6 The contractor shall inform DTAG, without being specifically requested to do so, of any facts or any changes to facts that could give grounds for questioning the self-employed status of the contractor.

1.7 If the Contractor is a sole proprietor or managing director of a partnership under civil law (GbR), the Contractor hereby declares that it will undergo a status determination procedure in accordance with Section 7 a of the German Social Code of Law IV (SGB IV) in coordination with DTAG in order to determine whether the Contractor is self-employed, or will submit a binding status decision regarding the self-employed activity.

2 Cooperation of DTAG

2.1 DTAG shall comply promptly with its duties to cooperate, so far as these are set forth individually in this Agreement or in individual contracts.

2.2 Following prior consultation, DTAG shall allow the contractor the necessary access to the premises. Workplaces can be allocated by DTAG, if the contractor explains the requirement sufficiently. There is no right of an allocation for free. The contractor must generally perform the work using its own tools and materials. If this is not possible with regard to the special requirements of the work to be performed, DTAG can allocate the contractor with the necessary tools and materials, only if these tools and materials are not available for the contractor on the market and, if the allocation is possible and permitted for DTAG.

2.3 DTAG shall provide the contractor with any requested documentation or information – where available – by the agreed deadlines. Where information cannot be obtained or, due to the rights of third parties, cannot be disclosed, this shall not amount to inadequate assistance.

2.4 The contractor must report any inadequate assistance by DTAG immediately in writing otherwise DTAG will not be in default in this regard and the contractor cannot seek to rely on inadequate assistance in the event of any future claim.

3 Changes and Additional Services

DTAG may demand changes to the contract services at any time. The contractor may only object to such a change request where implementation of the request for change would be unreasonable. The contractor shall submit a new contract offer in writing to DTAG for this additional work and any further work. The addi-

tional work may not be performed until a separate individual contract concerning this work has been agreed. Work carried out by the contractor which does not comply with these conditions will not be remunerated. Where there is no agreement, DTAG may terminate the contract in relation to the work which was to be changed, with immediate effect, if adherence to the Agreement without the required change would be unreasonable for DTAG.

4 Remuneration

- 4.1 Work shall not be remunerated until it has been performed in full, unless otherwise agreed. If the parties agree payment by installments, such installments shall only be paid when the agreed part-performance has been rendered in full.
- 4.2 The contractor is bound by agreed upper limits on remuneration and by fixed prices as well as by the cost estimations it gives prior to concluding the contract unless these are expressly described as non-binding in the purchase order or purchasing contract.
- 4.3 Where a fixed price is agreed for a service, the contractor must perform the service in full at the agreed price. Additional costs involved in performance of the agreed service shall be borne by the contractor. Additional claims are not permitted.

5 Rights to work results/Copyright

- 5.1 All rights of use to documentation, reports, flow charts, drawings, diagrams, pictures, films, visual data carriers, general data carriers etc. arising in connection with the implementation of this Agreement shall accrue exclusively to DTAG. The contractor is entitled to retain one or more copies of the aforementioned materials as evidence of the services provided by it. The contractor shall have no further rights to this material, and in particular shall have no right to reproduce or disseminate it. Original material is to be handed over to DTAG and ownership of such is also to be assigned, so far as this is legally possible.
- 5.2 As far as possible by law DTAG shall become the owner of all documents supplied by the contractor and created in connection with this Agreement. DTAG shall have an exclusive, irrevocable, transferable right to use such documents and all results and unprotected know-how arising from the cooperation for an unlimited period of time, without any restriction as to geography or content, and in all forms of use. This includes in particular the right to reproduce, disseminate, present, or demonstrate such materials, to broadcast it on image or sound carriers and to edit and rearrange it.
- 5.3 If existing industrial property rights, copyrights or the unprotected knowledge (know-how) of the contractor are used during performance of this Agreement and if such rights are necessary for the utilization of the outcome of the work results by DTAG under the terms of this Agreement, DTAG shall be granted a non-exclusive right to use the industrial property rights, the copyrights and unprotected knowledge (know-how). This shall include all types of use, in particular those types of use specified in 5.1.
- 5.4 The contractor vouches that all works and services it

provides are free of third party rights. If this is not the case, it must agree with the originator by means of contract that it is entitled to grant the aforementioned rights. The contractor shall indemnify DTAG against all third-party claims asserted against DTAG for infringement of rights to the works and services provided by the contractor.

- 5.5 The contractor shall notify DTAG immediately of all inventions or other protectable results which arise in connection with the works and services provided for DTAG, and shall provide DTAG with all necessary information. All inventions are to be assigned to DTAG. If notified of any inventions, DTAG reserves all rights in respect of any subsequent patent rights. The contractor acknowledges that all rights to data, documents, storage media etc., and in particular rights of title and copyright, shall accrue exclusively to DTAG. If DTAG has no interest in applying for protective rights for an invention, it shall assign the invention back to the contractor. DTAG shall retain a non-exclusive right of use.

6 Term of the Agreement and Termination

- 6.1 The Agreement has the term agreed in the purchasing agreement or in the individual contract.
- 6.2 The Agreement may be terminated in writing by either party at three months' notice to the end of a quarter.
- 6.3 The right of either party to terminate the Agreement for good cause remains unaffected by this clause. The following shall in particular constitute good cause:
 - 6.3.1 the completion of orders is clearly jeopardized by the contractor's inadequate performance; or
 - 6.3.2 facts become known which give cause to suspect fictitious self-employment on the part of the contractor; or
 - 6.3.3 in a procedure of determination the contractor's status pursuant to social insurance law (in accordance to section 7a of the German Code of Social Law IV) the existence of a dependent employment will be asserted.

7 Subcontractors

- 7.1 The contractor may only engage subcontractors to fulfill the contractual obligations in whole or partially with the prior written consent/the electronic consent via Supplier Database (SDB) of DTAG.
- 7.2 DTAG's consent to a subcontractor engagement can be given subject to conditions. DTAG shall be entitled at any time to revoke its consent in regard to each subcontractor with immediate effect in particular, if in a procedure of determination of the subcontractor's Principal status pursuant to social-insurance law (in accordance to section 7a of the German Code of Social Law IV) it is emphasized according to an official hearing or a decision of the German statutory pension insurance scheme (Deutsche Rentenversicherung) that a dependent employment is foreseeable.
- 7.3 The contractor shall require the subcontractors engaged to give the same undertakings as it has itself given to DTAG, particularly with regard to confidentiality, data protection and working conditions.

- 7.4 The contractor assures that none of its subcontractors will contract with a Sole Proprietorship or with a Civil Law Association (as a sub-subcontractor), if the service is in whole or partially performed by the Principal (Proprietor of a Sole Proprietorship or Partner of a Civil Law Association). That applies as well in regard to all other subcontractors of the subcontractor's subcontractors.
- 7.5 The contractor assures that the prohibition in section 7.4 will be followed in the complete chain of all subcontracting and sub-subcontracting.
- 7.6 Furthermore the contractor assures that in the complete chain of all subcontracting every of its subcontractors and sub-subcontractors fulfills the demands by law with regard to the minimum wage for its employees.
- 7.7 On request of DTAG the contractor shall provide DTAG an explanation which subcontractor and sub-subcontractor in the complete chain is or has been engaged in fulfilling in whole or partially the contractor's obligation against DTAG.
- 7.8 The contractor shall be liable to DTAG for the fault of subcontractors and vicarious agents as it would be for its own fault.
- 7.9 If the contractor acts in opposite to one of the above named obligations, assurances or exception of acceptance in section 7.1 to 7.7, the contractor is liable to DTAG for all damages DTAG suffers. Furthermore the parties agree that every contractor's breach of the content of this section 7 is good cause which entitles DTAG to terminate the contract between the parties with immediate effect.

8 The contractor's Employees

- 8.1 The contractor may only use foreign workers who require a work permit in performance of its contractual duties if they are contractor's employees. Such workers must also be in possession of residence and work permits which are valid for the territory and the period covered by the work to be performed. The contractor must satisfy itself that these requirements are met before assigning tasks to these employees.
- 8.2 By signing the order confirmation to accept this order or by accepting DTAG's order in an electronic way (in accordance to the eDOCS-Agreement), the contractor declares to DTAG, that
- a) the contractor has not been investigated under the German Posted Workers Act (Arbeitnehmer Entsendegesetz) or
 - b) such investigations have ended without result.
- 8.3 The contractor undertakes to pay the minimum wage plus agreed supplements including the contributions for social insurance, promotion of job creation and payments to protect the social insurance for employees and those in marginal part-time employment, within the scope of the statutory provisions and collective pay agreements, particularly the provisions of the Posted Workers Act and of the relevant collective pay agreements.

- 8.4 The contractor also undertakes to inform DTAG if it becomes the subject of an investigation by the relevant authorities in respect of violation of the regulations pertaining to work permits or residence permits, or for a breach of the Posted Workers Act.
- 8.5 Where service is to be performed at DTAG's business establishments the Contractor hereby undertakes to remunerate its employees who are assigned within the scope of the order at least in the amount corresponding to the lowest pay group of the current regional Collective Agreement applicable in its industry at the respective place of the contractual performance, unless it is bound by a collective agreement declared universally applicable or a company collective agreement.
- 8.6 The Contractor fulfills the requirements defined in the German Act on Temporary Employment, in the "Third Ordinance on a Wage Ceiling in Temporary Employment" and in the Collective Agreements applicable to it. It warrants that each personnel service provider whose temporary workers it uses also fulfills the legal requirements.

9 Review

The Contractor declares that DTAG or a third party authorized by DTAG will be granted the right – for control purposes and subject to data protection provisions and the Contractor's operating and business secrets – to inspect relevant documentation and records as well as access to any business premises and work areas on Campus DTAG used by the Contractor in order to check the level of compliance with the aforementioned standards and obligations. DTAG and a third party engaged by DTAG are also authorized to question the employees used by the Contractor in connection with the fulfillment of the contract (including temporary workers) regarding compliance with the aforementioned standards and obligations on the factory premises of DTAG.

The Contractor is obliged to submit suitable documents to substantiate compliance with requirements of this declaration on request of DTAG (as far as required by data protection law, in anonymous form). The Contractor hereby agrees that DTAG may forward the suitable documentation and records to a third party engaged by it – in observance of data protection regulations and the operating and business secrets of the Contractor – which is engaged by DTAG for an examination of the aforesaid standards and obligations.

10 Miscellaneous Provisions

Should DTAG wish to procure a specific work result as well as commissioning services, the former shall be governed by DTAG's Special Purchase Conditions for Works and Services. Furthermore DTAG's General Purchase Conditions shall apply. If there are any contradictions between DTAG's General Purchase Conditions and these Special Purchase Conditions for Services, the Special Purchase Conditions for Services shall prevail.