

## Declaration of Exemption (from template)

### **On the German Act Regulating a General Minimum Wage (hereinafter “Minimum Wage Act”) in favor of Co. Winning Plastics GmbH**

We shall commit ourselves, in connection with and for the duration of our business relationships with Bolta Werke GmbH and/or its affiliated companies (hereinafter “Winning”) within the meaning of section 15 et seq. of the German Stock Corporation Law, to comply with the obligations imposed on us by the Minimum Wage Act. In particular, we shall commit ourselves to pay our employees the corresponding statutory minimum wage. Furthermore, we shall commit ourselves to oblige any and all commissioned subcontractors in connection with the above-mentioned business relationships to comply with the regulations of the Minimum Wage Act.

Additionally, we shall irrevocably commit ourselves to indemnify Winning Group companies upon the first written call against any claims and demands by third parties and against any legal defense costs incurred in this connection in a legally binding manner. Such shall apply insofar as such claims and demands are based on the breach of the obligations imposed on us or on a subcontractor commissioned by us due to the Minimum Wage Act. The claims and demands made by third parties shall also include, as defined above, in particular, claims made by our own employees, claims made by employees of subcontractors and commissioned businesses offering services and official claims including any fines imposed by a court.

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Signature

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Place, Date