

ALEXRENEW PURCHASING TERMS AND CONDITIONS

1. Scope: In absence of any other currently valid written agreement between Vendor and AlexRenew (“Agreement”), this document sets forth the additional terms and conditions (“Terms and Conditions”) under which the Vendor has agreed to provide to AlexRenew the items (“Products”) or services (“Services”) described on the Purchase Order and incorporated by reference herein. The Purchase Order will be deemed accepted and binding upon the occurrence of either of the following events, whichever is earlier: (A) when the acknowledgment copy of this Purchase Order has been signed and returned to the Vendor; or (B) when the Vendor has commenced performance of this Purchase Order in accordance with its terms.

2. Product/Service:

- A. The Vendor must provide all of the labor, services and materials necessary for the Vendor to furnish the Products or perform the Services on the schedule set forth on the Purchase Order . The Services must be performed in accordance with all scopes of work, requirements, plans and Specifications identified on the Purchase Order . The Services will be deemed completed and acceptable to AlexRenew when AlexRenew determines that all of AlexRenew’s requirements have been satisfied.
- B. The Vendor agrees to provide AlexRenew with technical assistance relating to the Product or Service as requested by AlexRenew at no additional cost to AlexRenew. This technical assistance will include, but is not limited to, responding promptly to questions relating to the Product or Service.
- C. The Vendor must provide the exact quantities specified on the Purchase Order. AlexRenew will not pay for overages and if delivered, AlexRenew will, at its sole option and discretion, either return the additional quantities to the Vendor at the Vendor’s risk and expense, or accept the additional quantities at no additional cost to AlexRenew.
- D. AlexRenew will have the right (but not the obligation) to inspect and test the Products, equipment, materials, and supplies, at the Vendor’s facility at any time prior to ship and to conduct additional inspections at any time after delivery. The making or failure to make any inspection of, or payment for or acceptance of, the Products will in no event impair AlexRenew’s right to later reject nonconforming materials, or to avail itself of any other remedy to which AlexRenew may be entitled, notwithstanding AlexRenew’s knowledge of the nonconformity, its substantiality, or the ease of its discovery. The Vendor will be liable for all inspection, storage, re-shipment and return costs with respect to nonconforming Products. Products and Services may be rejected by AlexRenew if they fail to meet the terms of the Purchase Order, and any such nonconforming Products will be returned to the Vendor at the Vendor’s sole cost and expense. Any action by AlexRenew with respect to inspection of or payment for the Products or Services covered by the Purchase Order will not prejudice AlexRenew’s right to reject nonconforming or defective Products or Services, nor be deemed to

constitute acceptance by AlexRenew of the goods or services, or affect in any way the Vendor's obligations under the Purchase Order notwithstanding AlexRenew's opportunity to inspect the Products or Services, AlexRenew's knowledge of the nonconformity or defect, the importance or critical nature of, or the ease of discovery of the nonconformity or defect, nor AlexRenew's earlier failure to reject the goods or services. No action or failure to act by AlexRenew or its officers, agents or representatives will be construed at any time to bar or otherwise preclude AlexRenew from: (i) showing the true and correct classification, amount, quality, or character of the goods and services delivered or performed hereunder, as the case may be, or that any determination, decision, acceptance, or payment is incorrect or was improperly made in any respect, or that the Products and Services (or any part thereof) do not in fact conform to the requirements of the Purchase Order; or (ii) demanding and recovering from the Vendor any overpayment made to him or such damages as AlexRenew may sustain by reason of the Vendor's failure to comply with the requirements of the Purchase Order.

3. Shipping and Delivery: Unless otherwise indicated in the Purchase Order, the delivery of the Products will be F.O.B. destination, freight prepaid and allowed. Risk of loss and title will transfer to AlexRenew upon receipt at AlexRenew's facility. Time is of the essence for this Purchase Order. If no delivery time is specified, then delivery will be required in reasonable time. Deliveries will be accepted between 9:00 a.m. and 3:30 p.m., at the delivery address shown on the front of this Purchase Order, Monday through Friday (except on legal holidays of AlexRenew). An itemized packing list must be furnished by the Vendor with each shipment indicating the Purchase Order number, name of the goods with the applicable stock number, quantity ordered, quantity shipped, quantity back-ordered (if applicable), and the name of the Vendor or other supplier. No fees for packaging, packing, crating, freight or other costs will be paid by AlexRenew unless expressly stated in the Purchase Order. The Vendor will be solely liable for damaged goods resulting from improper packing or marking. If the Vendor fails to provide the Product or Service by the delivery time specified on the Purchase Order (if no delivery time is specified, then delivery on a timely basis), AlexRenew may, without limiting its other rights or remedies, obtain the Product or Service from another vendor and the Vendor will reimburse AlexRenew for all costs and expenses AlexRenew incurs from obtaining such Product or Service.

4. Payment Terms:

- A. In General: Each invoice must include the Purchase Order number, the Vendor's federal employer identification number (or social security number, if the Vendor is an individual), a reasonably detailed description of the Products and Services covered by the invoice, and the amount due. If shipping charges are included in an invoice, the bill of lading must accompany the invoice. The Vendor must insure manufacturer compliance with these instructions on drop shipments. All delivery memoranda, bills of lading, packages, and correspondence must reference the Purchase Order number.

Payment of amounts due hereunder will in no event constitute acceptance of any defective or non-conforming Products or Services. Unless otherwise provided herein, no sale or purchase of Products and Services hereunder will be at higher prices than specified on the Purchase Order . AlexRenew will pay the Vendor the amount listed on the Purchase Order within thirty (30) days after receipt of a suitable invoice from the Vendor. Invoices will neither be processed for payment nor will the period of the cash discount commence until receipt of a properly completed invoice and until all invoiced Products and Services are received to the satisfaction of AlexRenew. Any amount due under an approved invoice which is not paid when due will bear interest at a rate of 0.5% per month until paid in full.

B. To Sub-contractors:

- i. The Vendor must take one of the two following actions within seven (7) days after receipt of amounts paid to the Vendor by AlexRenew for work performed by the sub-contractor under the Purchase Order: (a) pay the sub-contractor for the proportionate share of the total payment received from AlexRenew attributable to the work performed by the sub-contractor under the Purchase Order; or (b) notify AlexRenew and the sub-contractor, in writing, of the Vendor's intention to withhold all or a part of the sub-contractor's payment with the reason for nonpayment.
- ii. The Vendor will pay interest to the sub-contractor on all amounts owed by the Vendor that remain unpaid after seven (7) days following receipt by the Vendor of payment from AlexRenew for work performed by the sub-contractor under the Purchase Order, except for amounts withheld as allowed in Section 4(B)(i).
- iii. Unless otherwise provided under the terms of these Terms and Conditions, interest will accrue at the rate of .5% per month. The Vendor must include in each of its subcontracts a provision requiring each sub-contractor to include or otherwise be subject to the same payment and interest requirements with respect to each lower-tier sub-contractor.
- iv. The Vendor's obligation to pay an interest charge to a sub-contractor pursuant to this Section 4(B) will not be construed to be an obligation of AlexRenew. A contract modification will not be made for the purpose of providing reimbursement for the interest charge. A cost reimbursement claim will not include any amount for reimbursement for the interest charge.

5. Taxes: AlexRenew is exempt from Virginia sales and use tax in accordance with the Virginia Retail Sales and Use Tax Act.

6. Material Safety Data Sheets: The Vendor must provide AlexRenew with complete and accurate Material Safety Data Sheets ("MSDS") for the Products and such additional information as is necessary for the safe handling and use of such Products. The Vendor agrees that AlexRenew may rely upon the information provided by the Vendor when informing

AlexRenew's employees and customers about the risks associated with the Products and the safe handling and use of the Products.

7. Changes:

- A. AlexRenew reserves the right to may make any changes to this Purchase Order at any time by issuance of a change order ("Change Order"). The Vendor must immediately notify AlexRenew of any increases or decreases in costs caused by such changes, and an equitable adjustment in prices or other terms hereof will be agreed upon in a written amendment to this Purchase Order.
- B. If, at any time after issuance of this Purchase Order, the Vendor makes a general price reduction in the comparable price of any Product or Service to customers generally, an equivalent price reduction based on similar quantities and considerations will apply to this Purchase Order. The price reduction will be effective at the same time and in the same manner as the reduction in the price to customers generally. For purpose of this provision, a general price reduction will mean any horizontal reduction in the price of an article or service offered: (i) to the Vendor's customers generally; or (ii) in the Vendor's price schedule for the class of customers (i.e., wholesalers, jobbers, retailers, etc.) which was used as the basis for this Purchase Order. The Vendor must invoice the ordering offices at the reduced prices indicating on the invoice that the reduction is pursuant to the price reduction provision of this Purchase Order. In addition, the Vendor must notify AlexRenew's Purchasing Agent the general price reduction within ten (10) days of the reduction. Failure to do so may require termination of this Purchase Order by AlexRenew.

8. Independent Contractor: The Vendor is an independent contractor and is not an employee or agent of AlexRenew. The Vendor will provide the Services at such a place and in such time and manner as the Vendor deems appropriate. The Vendor will not have the right to incur any obligations whatsoever on the part of AlexRenew.

9. Warranties and Limitation of Liability:

- A. The Vendor confirms any warranties or representations (oral or written) previously made as to the goods or services to be provided by the Vendor including, but not limited to, warranties and representations contained in any proposal, quotation or bid provided by the Vendor. The Vendor represents and warrants that it has substantial experience and expertise in providing the Services and in a manner which meets AlexRenew's quality and performance requirements. The Vendor hereby represents and warrants to AlexRenew that each good or service supplied hereunder will: (i) conform strictly to the requirements of the Purchase Order and to the specifications furnished by AlexRenew; (ii) conform to the terms of any and all written affirmations of fact, promises, or descriptions made or furnished to AlexRenew by the Vendor, if and to the extent that such affirmations, promises, or descriptions are not in conflict with, or are otherwise not less stringent than, AlexRenew's specifications; (iii) meet or

exceed standard industry practices and procedures; (iv) be manufactured, produced, furnished or performed in accordance with Applicable Law (as defined below); (v) be new and of good workmanship and materials; (vi) be free from defects in design, workmanship and materials; (vii) be merchantable and fit for the particular purpose or purposes intended by AlexRenew; and (viii) be delivered and conveyed to AlexRenew free and clear of any liens, claims or encumbrances of any nature whatsoever. The Vendor, at its own cost and expense, has obtained, or will obtain, prior to the delivery of any goods or performance of any services, hereunder, all approvals required by Applicable Law in connection with the transactions contemplated hereby, and the Vendor will furnish AlexRenew, upon request, with copies or other satisfactory evidence of all such approvals. As employed herein, the term "Applicable Law" will mean all federal, state, and local laws, rules, orders, codes and regulations, including but not limited to those governing labor, wages, improper or illegal payments, or public health and safety, applicable to the transactions contemplated by the Purchase Order. The Vendor agrees to indemnify and hold AlexRenew, its directors, officers, employees, agents, contractors and sub-contractors (collectively, the "AlexRenew Indemnitees") harmless from any and all liability of AlexRenew Indemnitees arising out of or in any way connected with a breach of this warranty or the negligence of the Vendor in the manufacture or design of the items the Vendor provides to AlexRenew. The Vendor's duties under this provision will include the duty to obtain the approval of AlexRenew as to the legal counsel selected to defend AlexRenew and to confer with AlexRenew concerning the defense.

- B. To the fullest extent permitted by law, AlexRenew's liability will be limited to the amount it paid to the Vendor under this Purchase Order. In no event will AlexRenew be liable to the Vendor for indirect, incidental, consequential or special damages.

10. Replacement Products/Services:

- A. If AlexRenew determines that any Product it receives from the Vendor is damaged, defective or fails to meet the Specifications, then the Vendor must promptly repair or replace the Product, upon written notice by AlexRenew which is delivered to the Vendor within twenty (20) days after the date of delivery, at no additional cost to AlexRenew. At AlexRenew's option, non-conforming Products may be repaired or replaced by the Vendor at AlexRenew's facility or wherever the goods are located, or may be returned to the Vendor's facility or to an authorized repair center, all at the Vendor's expense. In the event of the Vendor's failure to repair or replace any non-conforming Products or diligently initiate the correction, replacement or re-performance thereof within five (5) business days after the date of AlexRenew's notice to the Vendor, AlexRenew will have the right to correct or replace such Products and to charge the Vendor all costs thereof. The cost of correction will be deducted from any amounts then or thereafter due the Vendor hereunder and, if such amounts are insufficient to cover the cost of correction, the Vendor will pay such deficiency to AlexRenew promptly following written

demand therefore. Notwithstanding the foregoing, if any non-conformity with a warranty materially affects the operation or use of any of the Products or presents an imminent threat to the safety or health of any person or entity and AlexRenew knows of such non-conformity, AlexRenew may, at its option, correct or replace such Products without giving the Vendor notice of such non-conformity, and the Vendor will be responsible and liable to AlexRenew for all costs incurred by AlexRenew.

- B. If, any Services do not conform in all material respects to the representations and warranties set forth in the Specifications, upon written notice by AlexRenew which is delivered to the Vendor within twenty (20) days after the date of performance, the Vendor will, at AlexRenew's sole discretion: (i) re-perform the Service to the satisfaction of AlexRenew at no additional cost to AlexRenew; or (ii) refund to AlexRenew the full amount paid by AlexRenew.

11. Indemnity: The Vendor hereby assumes all risks associated with furnishing the Products and Services specified herein and agrees to defend, indemnify and hold AlexRenew and its directors, officers, employees, agents, contractors, and sub-contractors (collectively, the "AlexRenew Indemnitees") harmless from and against all claims, losses, costs, liabilities, demands, causes of action and expenses (including reasonable attorney's fees) suffered or incurred by AlexRenew Indemnitees arising out of, or in connection with: (A) any act or omission of the Vendor, its employees, officers, directors, agents, contractors or sub-contractors; (B) Vendor's failure to manufacture any item it provides to AlexRenew in accordance with the Specifications; (C) failure of any Product or Service to perform in accordance with Vendor's published specifications; or (D) Vendor's failure to provide complete and accurate information regarding any Product. The Vendor's duties under this provision will include the duty to obtain the approval of AlexRenew as to the legal counsel selected to defend AlexRenew and to confer with AlexRenew concerning the defense.

12. Intellectual Property rights: The Vendor represents and warrants that all information it uses or relies upon in performing its services belongs to the Vendor or is information which the Vendor has the legal right to use. The Vendor further represents and warrants that any items it develops and manufacturing processes it uses or specifies will not violate or infringe against any existing patent, copyright, trademark, trade secret, or other intellectual property right. The Vendor agrees to indemnify and hold AlexRenew, its directors, officers, employees, agents, contractors, and sub-contractors (the "AlexRenew Indemnitees") harmless from and against all claims, losses, costs, liabilities, demands, causes of action and expenses (including reasonable attorney's fees) suffered or incurred by AlexRenew arising out of, or in connection with, an allegation that the Vendor's item or service infringes any patent, copyright, trademark, trade secret or other intellectual property right. The Vendor's duties under this provision will include the duty to obtain the approval of AlexRenew as to the legal counsel selected to defend AlexRenew and to confer with AlexRenew concerning the defense.

13. Insurance:

- A. The Vendor must procure, maintain and provide proof of the following insurances:
- i. Commercial General Liability insurance in the amount of \$1,000,000 per occurrence/aggregate to protect the Contractor, its sub-contractors, and the interest of AlexRenew, its officers and employees against any and all injuries to third parties, including bodily and personal injury, wherever located, resulting from any action or operation under these Terms and Conditions. The Commercial General Liability insurance must include the Broad Form Property Damage endorsement in addition to coverages for explosion, collapse and underground hazards where required. Completed operations liability endorsement must continue in force for three (3) years following completion of the Services.
 - ii. Owned, non-owned, and hired Automobile Liability insurance in the amount of \$1,000,000 per occurrence/aggregate, including property damage, covering all owned, non-owned, borrowed, leased or rented vehicles operated by the Vendor. In addition, all mobile equipment used by the Vendor in connection with the Services will be insured under either a standard Automobile Liability policy or a Commercial General Liability policy. The Garage Keeper's Liability coverage will also be maintained where appropriate.
 - iii. Statutory Worker's Compensation and Employer's Liability insurance in limits of no less than \$100,000 to protect the Vendor from any liability or damages for any injuries (including death and disability) to any and all of its employees, including any and all liability or damage which may arise by virtue of any statute or law in force within the Commonwealth of Virginia.
 - iv. Contractor's Liability insurance in the amount of \$1,000,000 per occurrence/aggregate to insure against loss due to liability imposed upon an owner/contractor for acts arising out of the operations of independent contractors/sub-contractors or out of an owner's/contractor's supervisory activity.

14. Termination For Default: AlexRenew may terminate this Purchase Order, in whole or in part, without liability to the Vendor by written notice in the event: (A) the Vendor becomes insolvent, or makes an assignment for the benefit of its creditors, or if a petition in bankruptcy is filed by or with respect to the Vendor; or (B) the Vendor breaches any of its obligations under the terms and conditions of this Purchase Order. In the event of a termination for default, AlexRenew will not be liable to the Vendor for payment of any amount beyond the value of any conforming goods and services shipped or received and accepted by AlexRenew, less damages suffered by AlexRenew. In such case, the Vendor will be liable to AlexRenew for any and all losses, costs and damages incurred by AlexRenew arising out of or resulting from such default, including any and all liquidated damages which will be based on the date(s) that a reasonable substitute supplier, exercising proper due diligence, achieved such respective scheduled deliveries. Upon written request by AlexRenew, the Vendor will deliver or assign to AlexRenew in process at the time of termination.

15. Termination for Convenience: AlexRenew may terminate this Purchase Order in whole or in part whenever AlexRenew's Purchasing Agent determines that such termination is in the best interest of AlexRenew. Any such termination will be effected by the delivery to the Vendor of a written notice of termination at least fifteen (15) days before the date of termination, specifying to the extent to which performance of the Vendor under this Purchase Order is terminated and the date upon which such termination becomes effective. The Vendor will not be entitled to any other payment from AlexRenew with respect to any terminated portion(s) of the Purchase Order, including, but not limited to, any anticipated or future profits or damages in connection therewith.

16. Employment Discrimination:

During the performance of this Purchase Order, the Vendor agrees as follows:

- A. The Vendor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, or other basis prohibited by state law relating to discrimination in employment, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of the Vendor. The Vendor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.
- B. The Vendor, in all solicitations or advertisements for employees placed by or on behalf of the Vendor, will state that such Vendor is an equal opportunity employer.
- C. Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation will be deemed sufficient for the purpose of meeting the requirements of this section.
- D. The Vendor will include the provisions of the foregoing Sections 16(A), (B), and (C) in every subcontract, sub-consulting agreement and Purchase Order over \$10,000, in order that the provisions above will be binding upon each sub-contractor, sub-consultant and vendor.
- E. Notice of Required Disability Legislation Compliance: AlexRenew is required to comply with state and federal disability legislation: The Rehabilitation Act of 1973, Section 504, the Americans with Disabilities Act (ADA) of 1990, as amended, and The Virginians with Disabilities Act of 1990. Specifically, AlexRenew may not, through its Contractual and/or financial arrangements, directly or indirectly avoid compliance with Title II of the Americans with Disabilities Act, Public Law 101-336, which prohibits discrimination by public entities on the basis of disability. Subtitle A protects qualified individuals with disability from discrimination on the basis of disability in the services, programs, or activities of all State and local governments. It extends the prohibition of discrimination in federally assisted programs established by the Rehabilitation Act of 1973 Section 504 to all activities of State and local governments, including those that do not receive Federal financial assistance, and incorporates specific prohibitions of discrimination on the basis of disability in Titles I, III, and V of the Americans with

Disabilities Act. The Virginians with Disabilities Act of 1990 follows the Rehabilitation Act of 1973 Section 504.

F. AlexRenew does not discriminate against faith-based organizations.

17. Federal Immigration Law: The Vendor does not, and will not, during its performance under this Purchase Order for good and services in the Commonwealth, knowingly employ an unauthorized alien as defined in the Federal Immigration and Reform and Control Act of 1986.

18. Authorized to Transact Business/Licenses: The Vendor will be authorized to transact business in the Commonwealth as domestic or foreign business entity if so required by Title 13.1 or Title 50 of the Code of Virginia or as otherwise required by law, and the Vendor will not allow this authorization to lapse or its certificate of authority or registration to transact business in Virginia, if so required under Title 13.1 or Title 50 of the Virginia Code, to be revoked or cancelled at any time during the term of this Purchase Order. To the extent required by the Commonwealth of Virginia (see 54.1-1100 et seq. of the Code of Virginia), the Vendor will be duly licensed to provide the Products and Services required to be delivered pursuant to these Terms and Conditions.

19. Drug-free Workplace: During the Vendor's performance under this Purchase Order, the Vendor agrees to (A) provide a drug-free workplace for the Vendor's employees; (B) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the Vendor's workplace and specifying the actions that will be taken against employees for violations of such prohibition; (C) state in all solicitations or advertisements for employees placed by or behalf of the Vendor that the Vendor maintains a drug-free workplace; and (D) include the provisions of the foregoing clauses in every subcontract or purchase order of over \$10,000, so that the provisions will be binding upon each sub-contractor or vendor. For the purposes of this section, "drug-free workplace" means a site for the performance of work done in connection with the contract awarded to the Vendor, the employees of whom are prohibited from engaging in the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana during the Vendor's performance under this Purchase Order.

20. Compliance with Laws: The Vendor will, in the furnishing of goods and services under this Purchase Order, fully comply with all applicable federal, state and local laws, rules, regulations and ordinances.

21. Ethics in Public Contracting: The ethics in public contracting provisions of Sections 2.2-4367 through 2.2-4377 of the Code of Virginia are applicable to all contracts entered into by AlexRenew.

22. Choice of Law: This Purchase Order will be subject to and governed by the laws of the Commonwealth of Virginia. Unless otherwise provided herein, contractual claims, whether for

money or other relief, will be made and decided in accordance with Section 2.2-4363 of the Code of Virginia. Any dispute arising hereunder which is not otherwise resolved by the parties herein will be brought in a court of competent jurisdiction in the City of Alexandria, Virginia.

23. Subcontracts and Assignment: The Vendor will not assign any of the rights granted by this Purchase Order or delegate any of its duties under this Purchase Order without AlexRenew's prior written consent. The Vendor will not make any contract with any other person or entity for furnishing any Product or Service to AlexRenew without the written consent of AlexRenew.

24.No Forced or Indentured Child Labor—The use of forced or indentured child labor in performance of this Contract is prohibited. For the purposes of this Contract, "forced or indentured child labor" shall mean all work or service (i) exacted from any person younger than 18 years of age under the menace of any penalty for the nonperformance of such work or service and for which such person does not offer himself voluntarily or (ii) performed by any person younger than 18 years of age pursuant to a contract the enforcement of which can be accomplished by process or penalties. If the Contractor enters any subcontracts or purchase orders valued at more than \$10,000, the Contractor must include this prohibition in such subcontract(s) or purchase order(s)

25. Notices: All communications and notices provided for here from The Vendor to AlexRenew must be in writing, delivered personally or mailed first class, postage prepaid, to AlexRenew's Purchasing Department at AlexRenew's address listed on the Purchase Order .

26. Waiver: AlexRenew's failure to insist upon the performance of any or all of the terms, covenants or conditions of this Purchase Order or failure to exercise any rights or remedies hereunder will not be construed as a waiver or relinquishment of the future performance of any such terms, covenants or conditions, or of the future exercise of such rights or remedies unless otherwise provided for herein.

27. Severability: In the event that any one or more of the provisions contained in this Purchase Order will for any reason be held by a court of competent jurisdiction to be unenforceable in any respect, such holding will not affect any other provisions of this Purchase Order, and the Purchase Order will then be construed as if such unenforceable provisions are not a part hereof.

28. Prevailing Terms and Conditions: The Vendor acknowledges and agrees that the terms and conditions stated herein will control and prevail over any other conflicting terms and conditions the Vendor may present in connection with this Purchase Order. The Purchase Order, together with the Specifications, constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior proposals, understandings, and agreements, whether oral or written between the parties with respect to the subject matter hereof.