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SCOPE

This Manual is applicable to all suppliers, and their supply chain, providing materials, components or services to Grayhill Inc.

DEFINITIONS

This Manual and all related Grayhill documents are provided in English, and all supplier correspondence shall be in English unless otherwise specified.

Unless otherwise specified, for Quality management systems terms and definitions used within this document are in accordance with the ISO 9001:2015.

For Environmental management systems terms and definitions used within this document are in accordance with the ISO 14001:2015.

APPLICABLE DOCUMENTS, FORMS, OR REFERENCES

Document Number	Document Type	Document Title or industry-specific standards, and provide evidence upon request.
ISO 9000	Standard	Quality management system – Fundamentals and vocabulary
AS9100	Standard	Quality Management System – Requirements for Aviation, Space and Defense Organizations
OP-WI-1524	SOP	Supplier Instructions
QA-SOP-1593	SOP	Supplier Approval

SOP2924	SOP	PPAP Procedure
QA-SOP-1596	SOP	Supplier Measurement
QA-WI-1410	SOP	Supplier Corrective Action Request (SCAR
QA-SOP-1597	SOP	Asset Management of Outsourced Tools

GENERAL

At Grayhill, we are committed to delivering high-quality products and solutions across the medical, automotive, and military industries. To meet our quality objectives, we require that our suppliers maintain the highest standards of quality, delivery, and continuous improvement.

The purpose of this Supplier Quality Manual is to define and communicate quality expectations, requirements, and responsibilities for all current and potential Grayhill suppliers. This document serves as a guideline to ensure that Grayhill suppliers and their sub-tier suppliers meet our quality standards, regulatory requirements, and at times customer expectations as driven by Grayhill's engineering drawings and Terms & conditions.

QUALITY SYSTEM REQUIREMENTS

Suppliers to Grayhill are required to maintain a documented quality management system that ensures the consistent production of conforming products and services. This system must include process controls, inspections, and testing necessary to verify product quality, as well as procedures for identifying, documenting, and addressing non-conformances. Suppliers must also ensure traceability of materials, components, processes, and maintain records of all relevant quality activities, including inspection results, test reports, and certifications. Grayhill reserves the right to review these records upon request to verify compliance with applicable standards, regulatory

requirements and customer specifications. The quality management system should support continuous improvement initiatives and demonstrate commitment to delivering defect-free products.

GRAYHILL TERMS AND CONDITIONS

Acceptance of Grayhill Purchase Order by any means of acknowledgment, or any shipment of goods ordered or performance of services called for hereunder, shall constitute acceptance by supplier of the terms and conditions outlined in Grayhill website (Terms And Conditions | Grayhill). Any terms or conditions proposed by the supplier inconsistent with or in addition to the terms and conditions contained herein shall be void and of no effect unless specifically agreed to by Grayhill, Inc. in writing.

CONFLICT MINERALS

In alignment with Section 1502 of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act, Grayhill is committed to the responsible sourcing of minerals used in our products. All suppliers are to exercise due diligence in their supply chains to ensure that minerals—including but not limited to Gold, Tantalum, Niobium, Tin, Iron, Manganese, Tungsten, and Cobalt—are not sourced from conflict-affected or high-risk areas where their extraction or trade may directly or indirectly finance armed groups or contribute to human rights abuses. Suppliers must maintain appropriate records and provide transparency upon request to demonstrate compliance with this policy. We expect our suppliers to support our commitment by sourcing responsibly and engaging only with smelters and refiners validated through recognized industry programs such as the Responsible Minerals Initiative (RMI)

ROHS / REACH

Grayhill is committed to complying with applicable environmental regulations, including the Restriction of Hazardous Substances (RoHS) Directive (Directive 2015/863/EU and its amendments) and the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Regulation (EC 1907/2006). As required by Grayhill engineering drawings or by Grayhill's communications, suppliers are to ensure that all materials, components, and products supplied to Grayhill do not contain any restricted substances above the permitted thresholds as specified under RoHS and do not include Substances of Very High Concern (SVHCs) listed under REACH. Suppliers must maintain documentation to demonstrate compliance, including up-to-date material declarations and, where applicable, safety data sheets. We expect our suppliers to stay informed of changes to these regulations and to proactively communicate any potential non-compliance or substance changes affecting supplied products.

ENVIRONMENTAL POLICY

As part of Grayhill Inc.'s commitment to environmental stewardship and compliance, all suppliers are encouraged to actively support the company's Environmental Management System (EMS) and sustainability objectives. Suppliers are expected to:

- **Comply with all applicable environmental laws, regulations, and industry standards** relevant to the materials, components, and services provided.
- **Educate and train employees** to perform their duties in a manner that supports environmental responsibility and awareness.
- **Implement practices that minimize environmental impact**, including waste reduction, pollution prevention, and efficient use of natural resources.
- **Integrate environmentally conscious decision-making** into business operations, sourcing, and logistics.

- **Support continuous environmental improvement** by monitoring performance and taking corrective actions where necessary.

ITAR/EAR-CONTROLLED PARTS

Suppliers manufacturing parts designated as ITAR-controlled are required to comply fully with the International Traffic in Arms Regulations (22 CFR Parts 120–130). All ITAR-controlled items, including technical data and drawings, must be handled, stored, and shipped in accordance with ITAR requirements, ensuring access is limited to authorized U.S. persons or entities unless proper export authorization is obtained. Suppliers shall clearly mark ITAR-controlled parts and associated documentation, maintain traceable records of all manufacturing and shipping activities for a minimum of ten 10 years after completion of the transaction, and provide documentation to Grayhill upon request to demonstrate compliance. ITAR-controlled documents or data may only be shared through secure, access-controlled systems or encrypted methods approved for export-controlled information; public or unsecure transmission is strictly prohibited. Failure to adhere to ITAR regulations may result in suspension or termination of the supplier relationship and can carry severe legal penalties.

Suppliers manufacturing parts subject to the Export Administration Regulations (EAR, 15 CFR Parts 730–774) must ensure compliance with all applicable U.S. export control requirements. EAR-controlled items, including technical data and drawings, must be handled, stored, and shipped only to authorized parties in accordance with the EAR, including any license requirements issued by the U.S. Department of Commerce. Suppliers shall clearly mark EAR-controlled parts on drawings and products, maintain complete, traceable records of manufacturing and shipment, and provide documentation to Grayhill upon request to demonstrate compliance. Non-compliance with EAR regulations may result in suspension or termination of the supplier relationship and may carry civil or criminal penalties under U.S. law.

SOCIAL RESPONSIBILITY

Grayhill expects all suppliers to conduct business in a manner consistent with Grayhill's Core Values, which include integrity, fairness, mutual respect, ethical behavior, continuous improvement, and dedication to customer satisfaction. Suppliers shall uphold the highest standards of professional conduct in all business interactions, regardless of local customs or practices. Grayhill requires suppliers to comply with the ethical principles outlined in the Electronics Industry Citizenship Coalition (EICC) Code of Conduct and to maintain practices that support fair labor, environmental stewardship, workplace safety, and responsible business operations.

Suppliers are strictly prohibited from engaging in unethical or improper activities, including but not limited to:

- **Employee Poaching:** Hiring employees from other Grayhill suppliers for the purpose of obtaining proprietary knowledge or product know-how.
- **Conflicts of Interest:** Entering any financial, personal, or business relationship with Grayhill employees that could create an actual or perceived conflict of interest.
- **Unauthorized Technology Use:** Utilizing illegal, unlicensed, or unauthorized software, tools, or technologies in the design or manufacture of Grayhill products.
- **Gifts and Bribes:** Offering or providing anything of value exceeding **$50 USD**, including gifts, meals, entertainment, travel, or kickbacks, to Grayhill personnel or government officials in connection with Grayhill business.
- **Socially Irresponsible Practices:** Engaging in labor, environmental, or safety practices that violate local laws or the standards of the EICC Code of Conduct.
- **Counterfeiting:** Producing or distributing unauthorized Grayhill products, knockoffs, or imitation parts through any channel.

Suppliers must also safeguard all Grayhill intellectual property and confidential information, consistent with the obligations defined in the Mutual Non-Disclosure Agreement (NDA). If an NDA is

not in place or requires renewal, suppliers are responsible for coordinating with their Grayhill Purchasing contact.

Grayhill expects prompt reporting of any suspected or potential violations of these expectations. Supplier adherence to these principles is essential to preserving a trusted, ethical, and mutually beneficial business relationship.

PACKAGING AND SHIPPING

Suppliers are responsible for ensuring that all products are packaged and shipped in a manner that prevents damage, contamination, or deterioration throughout transportation and handling. Packaging must be appropriate for the part type, quantity, and sensitivity, and must protect the product against electrostatic discharge (ESD), moisture, and physical damage where applicable. Shipping documentation, labeling, and lot identification must be accurate, legible, and traceable to the delivered materials. Suppliers shall comply with all Grayhill-specific packaging and shipping expectations as defined in **OP-WI-1524 – Supplier Instructions**, available on the Grayhill website.

ORDER OF PRECEDENT OF DOCUMENTS

In the event of conflict between the requirements of procurement document(s) including references cited herein and those defined in any other applicable document, the following order of precedence shall apply:

- Purchase Order with Terms and Conditions
- Drawing or Specification
- Supplier Quality Manual
- Current revision of applicable industry requirement

SUPPLIER REQUIREMENTS

Grayhill relies on its suppliers to consistently provide materials, components, and services that meet or exceed quality, delivery, and regulatory expectations. This section defines the minimum requirements and expectations that all suppliers must meet to maintain approval and ensure compliance with Grayhill's quality management system, customer requirements, and applicable standards, including ISO 9001. Suppliers are expected to implement robust quality management practices, maintain proper documentation and traceability, and actively participate in continuous improvement initiatives to support the shared goal of delivering defect-free products.

COMPLIANCE

All suppliers are required to comply with applicable industry standards and regulations. Industry specific requirements applicable to each supplier will be communicated through documents including, but not limited to, Drawings, supplier Quality Manual, Purchase Orders, Terms and conditions.

All suppliers are required to maintain compliance with standards relevant to their operations, such as ISO 9001 or industry-specific standards, and provide evidence upon request. Suppliers shall comply with all applicable local and state laws and regulations. Additionally, all suppliers are encouraged to implement environmental controls based on ISO 14001 and health and safety controls based on ISO 45001 or OHSAS 18001 (unless approved by Grayhill, all plating/PCB suppliers are required to be ISO 14001 or equivalent certified).

Suppliers are expected to obtain/maintain their certifications to applicable industry standards and shall inform the Grayhill Quality Representative immediately if their certification is suspended, revoked, or not renewed.

Suppliers shall also comply with all Grayhill regulatory and compliance data requests facilitated through Assent, including but not limited to requests related to environmental, conflict minerals, and material disclosure requirements. Failure to respond accurately and in a timely manner to such

requests may negatively impact supplier performance metrics, scorecard ratings, and overall supplier approval status.

CHANGE MANAGEMENT

Suppliers shall not implement or ship any parts incorporating design, material, process, manufacturing location, or supplier changes without prior written notification to and approval from Grayhill. All proposed product or process changes affecting items on a Grayhill purchase order must be communicated and approved before implementation

Suppliers are required to have a process for qualification and communication of changes which promptly and accurately notifies Grayhill of the change. Suppliers are responsible for managing changes made by sub-tier manufacturers within their supply chain.

Suppliers are required to submit a product change request (PCR) for any proposed changes to the following:

- Change of material or material manufacturer
- Changes in manufacturing process
- Change in manufacturing name, address, facility, site, or line
- Change to design, specification, or dimension
- Change to testing or testing criteria
- Change in packaging, labeling, and storage
- Change in manufacturing part number

Product or process change request (PCR) shall be submitted to your Grayhill contact.

COUNTERFEIT PREVENTION

Suppliers to Grayhill shall establish and maintain a documented process to prevent the introduction of counterfeit or suspect counterfeit parts into the supply chain, consistent with the requirements of AS5553, Counterfeit Electronic Parts – Avoidance, Detection, Mitigation, and Disposition, and applicable AS9100 clauses. Suppliers are expected to purchase parts only through Original Equipment Manufacturers (OEMs), authorized distributors, or approved aftermarket sources. Procurement from independent distributors or brokers shall occur only when authorized by Grayhill and supported by documented risk assessment and verification activities.

Suppliers must implement controls to ensure the authenticity and traceability of all parts, including verification of Certificates of Conformance, inspection for suspect characteristics, and maintenance of records demonstrating supply chain integrity. Any suspect or confirmed counterfeit parts must be immediately contained, reported to Grayhill, and segregated to prevent re-entry into the supply chain. Suppliers shall cooperate fully in the investigation and disposition of any confirmed counterfeit materials, including reporting through GIDEP (Government-Industry Data Exchange Program) or equivalent industry reporting systems when required.

FLOW DOWN OF REQUIREMENTS

Suppliers are responsible for ensuring that all applicable Grayhill, customer, statutory, and regulatory requirements are communicated to and implemented by their sub-tier suppliers. This includes, but is not limited to engineering drawing requirements, PO requirements, quality system requirements, material specifications, special process controls, and counterfeit parts prevention measures. Suppliers must monitor the performance of their sub-tier suppliers to ensure continued compliance, product conformity, and consistent quality. The supplier retains full responsibility for the quality of products and services provided by any sub-tier supplier engaged in fulfilling Grayhill purchase orders.

SUPPLIER QUALIFICATION AND APPROVAL

All suppliers must be formally qualified and approved by Grayhill prior to the issuance of any purchase order. Approval by customers, regulatory bodies, or other external entities does not exempt a supplier from Grayhill's internal qualification requirements. Suppliers shall undergo Grayhill's evaluation and approval process to ensure capability, quality performance, and compliance with applicable standards.

The full qualification and approval process is defined under **QA-SOP-1593 – Supplier Approval**, available on the Grayhill website. Suppliers are responsible for maintaining compliance with the requirements of QA-SOP-1593 throughout the duration of their business relationship with Grayhill.

Once supplier is approved and added to Grayhill approved supplier list, a Workflow account (Supplier portal) will be created to allow supplier communications and submissions of PPAP and SCAR cases through a designated supplier representative.

PART PRODUCTION APPROVAL PROCESS (PPAP)

Suppliers are required to comply with Grayhill's Production Part Approval Process (PPAP) requirements to ensure that parts meet design and quality expectations before shipments. Unless otherwise approved in writing by Grayhill, suppliers shall not ship any parts to Grayhill until PPAP approval has been granted. Specific PPAP submission levels, documentation requirements, and approval criteria are defined in **SOP2924 – PPAP Procedure**, available in the Grayhill website. Suppliers must follow SOP2924 and obtain formal approval from Grayhill prior to the release or shipping of any production parts.

SUPPLIER MEASUREMENT AND PERFORMANCE MONITORING

Grayhill monitors supplier performance on an ongoing basis to ensure continued compliance with quality, delivery, and service expectations. Key Performance Indicators (KPI)—including quality, on-time delivery, responsiveness, and adherence to Grayhill requirements—are measured and evaluated regularly. Suppliers are expected to maintain acceptable performance levels and take prompt corrective actions when performance metrics fall below defined thresholds. The detailed methods, metrics, and criteria used for supplier performance monitoring are outlined in **QA-SOP-1596 – Supplier Measurement**, available on the Grayhill website. Continued approval as a Grayhill supplier is contingent upon meeting the performance requirements defined in QA-SOP-1596.

SUPPLIER CORRECTIVE ACTION RESPONSE (SCAR)

When supplier performance issues, nonconforming material, or recurring quality concerns are identified, Grayhill may issue a Supplier Corrective Action Request (SCAR). Suppliers are required to provide initial containment actions within 7 days of SCAR issuance to prevent further impact to Grayhill operations. A complete 8D corrective action report is required within 60 days, including verified root cause, corrective actions, and prevention measures. All responses must be documented and submitted in accordance with Grayhill requirements. The detailed process for SCAR issuance, response expectations, and corrective action verification is defined in **QA-WI-1410 – Supplier Corrective Action Request (SCAR)**, available on the Grayhill website.

GRAYHILL-OWNED TOOLING AND ASSETS

Suppliers entrusted with Grayhill-owned tooling, equipment, gages, fixtures, molds, dies, or other assets are responsible for ensuring such property is properly identified, maintained, protected, and used solely for the manufacture or inspection of Grayhill products. Suppliers shall establish controls to prevent loss, damage, deterioration, unauthorized use, or transfer of Grayhill-owned assets and shall promptly notify Grayhill of any condition that may affect the asset's intended use or condition. Grayhill reserves the right to verify the condition and location of its assets at any time. The requirements for identification, maintenance, inventory verification, disposition, and management of

Grayhill-owned tooling and assets are defined in **QA-SOP-1597 – Asset Management of Outsourced Tools**, available on the Grayhill website.

DOCUMENT CHANGE RECORD

Date	Rev	ECN #	Description of change	Approver
6/12/2026	A	513267	Release of Supplier Quality Manual	H.Dahir