

Office of the President Brose North America

Weekly Update – COVID-19 – 4/17/2020

Brose Team,

As the COVID-19 virus continues to spread through our region, I feel fortunate to report that there is no confirmed case of the virus in any of our North America locations as of April 17. It is hopefully a sign that the situation is in the stabilization phase here in North America. I believe the next two weeks will be crucial for our efforts to “flatten the curve” and set a sustainable positive trend, which is why it is important for us to respect government guidelines while preparing for a new normal.

We are also seeing more stability on our customers' end as they have not postponed start dates any further. The leadership team is cautiously optimistic and expects the majority of OEMs to go back online between May 1 and May 18. The situation in Mexico is still fluid and may have an impact on the ability of US manufacturers to have the parts necessary to begin production. Brose Tuscaloosa is scheduled to start operations on April 27 with only one shift for a Daimler program. This small-scale ramp up will allow us to roll out the extensive safety measures the internal task force has developed. Social distancing will be thoroughly enforced throughout the plant, from entrance and clocking stations to canteen, offices and work stations. The Tuscaloosa team will implement an extensive cleaning strategy that includes steaming surfaces, frequent disinfection and a sanitizing protocol. In addition to systematic temperature checks, Protective Personal Equipment (PPE) such as masks, gloves and face shields will be available to ensure employees' protection. The team will be monitoring the situation closely and learn from it. I am also happy to report that our Honda score card is now on Green status, which puts us once again on the preferred supplier list.

In conclusion, we are now mostly focused on the future and how our operations will look like once restrictions are lifted.

The recently created “BNA Safe Start Team” – a cross-functional group including 20 employees from management, ARGUS and First Response - will conduct meetings frequently to focus on safe-start topics for the re-opening of our 3 headquarter buildings. The team will seek employee input to develop further measures. We will communicate additional information next week when more details are available. The situation in Michigan is dependent on whether Governor Whitmer re-opens the State and lifts her executive order on April 30 as planned. We will all be eager to find some semblance of normalcy after weeks of confinement but it will be important to be careful. We must do what is needed to prevent a new spike of COVID-19.

Many of you will be off work in the next few weeks. Please make sure you use the government benefits available to you to help with any financial hardship. The HR team is providing updates on these resources [here](#), which is a site accessible to ALL Brose employees. Make sure to check it regularly. In the meantime, please be safe.

Wilm Uhlenbecker
President, Brose North America



OEMs Shutdown and Planning

The list below shows COVID-19 related North American OEM production suspension dates. The estimated shutdown end dates are dependent on health conditions in respective locations, federal and local government directions, incl. "shelter-in-place", border closures, etc. We will continue to update this list as new information becomes available.

Customer	Location	Production Shutdown Start	Production Shutdown End *status 3/27/20
 Ford	US plants MX plants	March 19 th , 2020	May 4 th , 2020 May 11 th , 2020
 FCA	US plants MX plants	March 18 th , 2020	May 4 th , 2020 May 18 th , 2020 (except Saltillo Truck: April 27 th)
 General Motors	All North American plants	March 19 th , 2020	May 4 th , 2020 (except Arlington: May 11 th)
 Tesla	Freemont, CA	March 19 th , 2020	May 3 rd , 2020
 BMW	Spartanburg, SC	March 30 th , 2020	May 4 th , 2020
 Daimler	Tuscaloosa, AL Aguascalientes, MX	March 23 rd , 2020 March 25 th , 2020	April 27 th , 2020 May 4 th , 2020
 Volkswagen	Chattanooga, TN Puebla, MX	March 23 rd , 2020 March 30 th , 2020	April 26 th , 2020 May 4 th , 2020
 Toyota	All North American plants	March 23 rd , 2020	May 4 th , 2020
 Renault-Nissan-Mitsubishi	Canton, MI Aguascalientes, MX	March 20 th , 2020 March 25 th , 2020	May 18 th , 2020 May 4 th , 2020
 Honda	All North American plants	March 23 th , 2020	May 1 st , 2020
 Volvo	Ridgeville, SC	March 26 th , 2020	May 11 th , 2020



Relevant Developments

CARES Act Resources

The federal government recently signed the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) into law.

Please read information below giving you further insight into the CARES Act.

[Stimulus – Get Your Payment](#)

[CARES Act - Stimulus Payment Information](#)

[CARES Act - FSA Update](#)