



Sidney Johnson
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Dear Delphi Supplier,

During this holiday season, I would like to thank you for the business relationship we've developed since you are an integral part of Delphi's continued success.

We appreciate your commitment to Innovation, Collaboration and Excellence – supporting our strategy to bring to market innovative new products that are executed flawlessly.

At this time of year, let's remember that each of us has a responsibility to ensure that our business gifts and entertainment practices are ethical, reasonable and consistent with law and policy. And to state clearly - our commercial relationship is based solely on well-defined metrics; gifts and social amenities are never expected nor required.

Accordingly, please review Delphi's gifts, entertainment and gratuities policy; it is available on the Delphi portal - visit delphi.com and click 'Suppliers' in the lower left hand corner. If you suspect any violations of this or any other Delphi policy, please contact <http://driveline.delphi.com>.

We also ask that you use good judgment when sending electronic holiday greetings so our systems remain available to you and to our customers.

Thank you for your commitment to Delphi, and best wishes for the holiday season.

Regards,

Sid