

CODE OF CONDUCT

VECTRALIS

I. ABOUT VECTRALIS AND THE CODE OF CONDUCT

For VECTRALIS, S.A. DE C.V. (hereinafter referred to as "**VECTRALIS**") commitment, integrity, and responsibility to our clients represent the highest standards within the company. This is why, through this Code of Conduct, we aim to ensure compliance with legal provisions and global ethical standards, as well as to promote an organizational culture where innovation and growth are aligned with our ethical foundations.

The Code of Conduct is integrated with our corporate values, and such as our employees, collaborators, and suppliers, as well as international business partners, will be obliged to act under this guideline and its provisions. In accordance with the principles established in the Universal Declaration of Human Rights of the United Nations, the guiding principles on Business and Human Rights of the United Nations, the guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD), the Anti-Money Laundering and Countering the Financing of Terrorism Policy (AML), the United States-México-Canada Agreement (USMCA), as well as the applicable legal provisions within the Mexican legal framework regarding Human Rights. Our commitment is to protect, respect, and identify risks through a due diligence process, intending to build strong and lasting relationships with those who are part of our company.

That is why, as a global company, we strive to create the best working conditions and adhere to the requirements set by the International Labour Organization (ILO) to establish the following terms:

II. OUR STANDARDS

LEGAL COMPLIANCE

In order to comply with applicable international laws and other regulations, we examine appropriate corporate practices under the terms established by Mexican law to promote responsible corporate management, based on the principles of integrity, honesty, respect for human dignity, and non-discrimination based on religion, opinions, gender, or ethnicity.

We will not tolerate corruption or bribery, as defined by the United Nations Convention against Corruption. We employ appropriate means to promote

transparency, integrity, leadership, and oversight within our company. In terms of competence, we are committed to professional behavior and high-quality work.

In accordance with the provisions established in the United States-Mexico-Canada Agreement, the following principles are addressed:

- Agreement among the parties to prohibit anticompetitive business practices.
- Anti-corruption measures and promotion of integrity in matters affecting international trade or investment.
- Obligation to regulate labor matters based on full compliance with the protection of worker and employer's rights.
- Agreement to deepen economic integration and improve competitiveness in the North American region.

As well, in accordance with the Anti-Money Laundering and Countering the Financing of Terrorism Policy, the following shall be observed:

- Strive not to make, finance, support, or allow any payment prohibited by a decision of the Security Council taken under Chapter VII of the Charter of the United Nations.
- Implement international practices related to combating money laundering, terrorism financing, and the know-your-customer principle.
- Safeguarding the Fund's assets and protecting the interests of Member and Borrowing States.

COMMUNICATION

An open communication channel will be established to share the terms of this Code of Conduct with our employees, collaborators, partners, and international business allies so that they are aware of its provisions.

WHISTLEBLOWING

At any time, collaborators, employees, partners, and business allies may communicate information to us about alleged violations of legal provisions referred to in this Code of Conduct, as well as any illicit conduct, to their supervisor or the department responsible at the immediate moment of knowledge. They will not be subject to reprisals or sanctions for disclosing such information. Therefore, it can be submitted anonymously through the communication channels we will make available, allowing efficient and immediate access.

CONSUMER INTERESTS

Regarding the interests of our clients, we respect consumer protection regulations and the appropriate and honest practices of sales, marketing, and information.

HUMAN RIGHTS

VECTRALIS is committed to respecting and promoting Human Rights, as defined in the Universal Declaration of Human Rights of the United Nations, paying special attention to the following:

- Health and Safety: we are committed to ensuring the health and safety of our employees during their work and corporate activities, providing a safe working environment, and avoiding risks of accidents.
- Harassment: our employees will be protected from the risk of physical punishment, as well as physical, sexual, psychological, and/or verbal harassment or abuse.
- Free Development of Personality: we are committed to safeguarding and respecting the right to the free development of personality, as well as the freedom of opinion and expression of each individual within our working environment.
- Non-discrimination: we provide equal opportunities, fostering an environment of diversity, equality, and inclusion for those who are part of our company.

LABOR CONDITIONS

We offer equal opportunities for professional development, promoting diversity, equality, and inclusion for all members of the company. This includes treating and evaluating candidates without discrimination or prejudice. Additionally, we adhere to the labor standards outlined by the International Labour Organization, which include:

- Ban on child labor, denying employment to individuals under the age of 18.
- Ban any form of forced labor.
- Respect for employees' rights to freedom of association and collective bargaining, to the extent permitted by the laws of the respective country.
- Prohibition of discriminatory treatment toward any of our collaborators.
- Adherence to labor conditions of working hours and wages allowed under international and Mexican legislation.
- Non-discrimination in employment and occupation, promoting equality and fair treatment.

SOCIAL COMMITMENT

VECTRALIS will consistently contribute to the economic and social development of all countries and regions in which we operate. We promote activities that benefit our collaborators while respecting environmental conservation and complying with the applicable environmental regulations within our industry. We aim to form ethical and integral business partnerships.

ENVIRONMENTAL COMMITMENT

We commit to complying with Regulation No. 1907/2006 of the European Union, as well as similar international laws aimed at protecting human health and the environment against any risks associated with the use of chemical components in industrial processes and the daily activities of the company.

ENVIRONMENTAL MANAGEMENT

VECTRALIS is committed to conducting environmentally respectful and resource-efficient production processes, including reduced water and energy consumption, as well as the use of low-emission technologies and waste-reduction tools. Therefore, we expect our business partners to comply with the following principles:

- Compliance with applicable national and international legal provisions.
- Implementation of environmentally friendly production processes.
- Use and production of environmentally friendly products.
- Efficient consumption of energy and resources.
- Development and implementation of environmental management systems.
- Compliance with product safety and quality guarantees.

BUSINESS RELATIONSHIP

As one of its goals, VECTRALIS assumes to represent national and international leadership in conditions of fair competition. Consequently, our management will be responsible and sustainable, in compliance with the provisions outlined in this Code of Conduct. Adhering to these guidelines will facilitate the growth and development of each collaborator, partner, and international business ally, fostering fair corporate relationships based on the standards of ethical and honest business conduct. We will avoid conflicts of interest, and corruption issues, ensure the guarantee and security of data protection and cybersecurity, and comply with laws regarding export and import, as well as legal regulations and the proper use of company resources.

By adhering to the guidelines established in this Code of Conduct, we reaffirm our commitment as a company guided by appropriate ethical principles, laying the foundations for a successful business future with a positive impact on society and the environment. Through these measures with our collaborators, partners, and international business allies, we aim to be agents of change, serving as a mandatory guide for internal and external behavior to establish fair and trustworthy relationships.