



COPLAINSA®

INTEGRITY CODE

Our Commitment: Integrity for Excellence.

Dear COPLAINSA Family

This document reflects the fundamental values that guide us in our efforts to be an exemplary and ethical company.

At COPLAINSA, we recognize and respect cultural diversity, uses and customs, as well as the values of every human being in our society. We believe that inclusion and respect are essential elements to build a harmonious and successful work environment. In the same manner, care for the environment as well as Regulatory compliance are basic for us.

Values are fundamental pillars for our growth and success, for which honesty, integrity and responsibility are the foundations on which we build our reputation. Furthermore, we encourage commitment, tenacity, passion and determination in every action we undertake. We seek to be continuous learners, problem solvers, adventurers, and creative persons to keep an open mind in every moment.

Each of us is responsible for maintaining the integrity of COPLAINSA as well as reporting if you observe violations of this Code of Conduct, I ask for your support with immediate reporting either to your immediate boss or with the human resources staff and, of course, directly with me. If you feel uncomfortable reporting these issues and prefer to do so anonymously; we have a suggestion box that you can use. I want to assure you that all legitimate reports will receive my full support and will be treated with the maximum confidentiality and respect.

We extend this invitation to all people who externally collaborate with COPLAINSA to Use our ANONYMOUS COMPLAINTS system at www.coplainsa.com/denunciaanonima. We believe in transparency, in social responsibility, and we encourage the community to collaborate with us to maintain an ethical and fair environment.

The application of our Code of Conduct at work and in our daily lives is essential for our COPLAINSA training to be better every day. I know that each of you will assume responsibility for promoting its use and integration in all our operations, encouraging our Suppliers to follow this integrity code.

Together, we build an ethical, transparent and successful work environment.

Thank you for your continued dedication that makes and creates COPLAINSA.

Cordially.

R Maurizio MOTTA

Rev: 01 Update: 09/04/24



PH: +52 (461) 612 26 41
+52 (461) 161) 44 91



www.coplainsa.com



Oriente 5 No. 111, Cd. Industrial, Celaya,
Guanajuato, México



Content of the Code of Conduct.

Integrity policy for excellence.

At COPLAINSA we act with honesty, ethics and equality, always being aware of our actions.

To achieve this goal we have established the following rules:

RULE 1. Human rights, diversity and inclusion.

Compliance with regulations and respect for human rights.

RULE 2. Integrity.

Integrity is the basis of our actions.

RULE 3. Data protection and information security.

COPLAINSA data and information management is carried out in a clear and transparent manner, protecting its confidentiality.

RULE 4. Environment.

Caring for the future of future generations.

RULE 5. Anti-corruption.

Corruption damages the foundations of our society, damages healthy competition and the growth and development of our company.

RULE 6. Occupational health and safety at work.

Every employee arrives well and leaves the company well.

RULE 7. Quality.

Quality is the basis of our success.

RULE 8. Communication.

At COPLAINSA, we encourage open and respectful communication

Rev: 01 Update: 09/04/24



PH: +52 (461) 612 26 41
+52 (461) 161) 44 91



www.coplainsa.com



Oriente 5 No. 111, Cd. Industrial, Celaya,
Guanajuato, México



RULE 1. Human rights, diversity and inclusion.

Fair Working Conditions and Mutual Respect.

Discrimination, harassment and disrespectful behavior are not tolerated at COPLAINSA. Nobody in COPLAINSA is at a disadvantage. No one in COPLAINSA can be excluded, benefited or be subject to preferences due to their race, ethnic background, gender, religion or ideology, disability, age or sexual identity.

Respect for Human Rights

COPLAINSA prohibits the practice of child labor or forced labor. The employees, participate in the COPLAINSA's work, as well as its Suppliers, must be of legal age to work (or corresponding permits) in addition to having completed the legal educational requirements; without this being an impediment so that within the company they continue to grow educationally.

COPLAINSA respects the legally established minimum wages, the principle of equality in remunerations, as well as adherence to local labor laws regarding working hours and holidays.

COPLAINSA respects the freedom of association of employees, and their right to representation. It is expected that employees respect human rights in their areas with responsibly, and that they demand the same level of respect from the Company's Suppliers and other Business Partners.

RULE 2. Integrity.

Fair Competition / Anti-Monopolies

COPLAINSA does not accept, and expects that its Business Partners either accept, collusive agreements or any other form of unfair competition. Employees who, in the course of their duties, negotiate or make agreements with the Company's Clients, Suppliers or Competitors, they will be obliged to know and adhere to the applicable requirements of competition and antitrust laws, in order to maintain ethically justifiable relationships.

Conflict of Interest

Business activities and decisions made by COPLAINSA employees must seek always the best interest of the Company, and should not be influenced by personal interests or relationships with Suppliers, Customers, Competitors or any other person related to the employee.

Intellectual Property

Intellectual Property is recognized but is not limited to: patents, trademarks, copyrights, designs, models, samples and business intelligence; adds the experience and/or information trusted by Clients or Suppliers.

All COPLAINSA Employees and Suppliers must ensure that intellectual property of COPLAINSA is protected against access by unauthorized personnel or third parties.

Rev: 01 Update: 09/04/24



PH: +52 (461) 612 26 41
+52 (461) 161) 44 91



www.coplainsa.com



Oriente 5 No. 111, Cd. Industrial, Celaya,
Guanajuato, México



International Trade Agreements and Penalties

Governments and international organizations could impose temporary restrictions, such as embargoes or economic penalties that affect certain business transactions and that apply to countries or individuals. COPLAINSA respects international regulations and does not carry out transactions or negotiate with goods or technologies that are affected by restrictions.

Responsible Procurement of Raw Materials

COPLAINSA and its Suppliers will take the necessary measures regarding the obtaining and extraction of raw materials, including conflict minerals. The procurement and use of raw materials that have been obtained illegally or through unethical practices or unreasonable measures must be avoided. This also refers to the origin and extraction of raw materials, and applies to environmental protection, including the management of chemicals and respect for human rights.

Counterfeit Parts

COPLAINSA requires that all its Suppliers develop, implement and maintain effective methods and processes to detect and minimize the risk of introducing counterfeit parts and materials into our supply chain. If detected, Suppliers are expected to establish effective quarantine processes for the product, and to notify recipients of the counterfeit product.

RULE 3. Data protection and information security.

Financial Responsibility

At COPLAINSA, the essential business processes are adequately documented, and the relevant financial information is recorded so that it faithfully reflects business operations with complete reports. Employees who, in compliance with their obligations, record or send accounting or financial data, calculate and transmit indicators or manage and circulate any other type of information, they must guarantee that such data, indicators and information are accurate, reliable and honest.

Disclosure of Information

COPLAINSA employees in the fulfillment of their obligations who communicate with shareholders with respect to financial and non-financial information, they will be obliged to proceed in an open and confidential manner according to the applicable laws and regulations.

Confidentiality

All COPLAINSA employees, as well as the Company's Suppliers, must protect all confidential information (documents, digital data) whether they have been given access to or to which they are familiarized. Employees and suppliers are expected to consider compliance with the company policies, guidelines and contracts for information security and confidentiality.

Rev: 01 Update: 09/04/24



PH: +52 (461) 612 26 41
+52 (461) 161) 44 91



www.coplainsa.com



Oriente 5 No. 111, Cd. Industrial, Celaya,
Guanajuato, México



Privacy

Any action against the privacy of the employee, his family, home and his correspondence, as well as the Attacks that violate the honor and reputation of any employee are prohibited. And they are punished in COPLAINSA supported by the Mexican Constitution and competing international agreements.

The protection of your employees' personal data is private and confidential in accordance with the laws of personal data protection of the country. Employees' personal data will be processed only to the extent necessary for the employment relationship or as requested by a competent Court.

RULE 4. Environment.

For COPLAINSA, taking care of the future of our present and future generations is a valuable and priority issue, COPLAINSA employees, as well as the Company's Suppliers in relation to environmental protection and energy management, must comply with the laws and regulations of the country in which they work with regard to the environmental protection and the energy management.

In induction training about responsibilities, employees are expected to consider and comply with Company Policies, as well as guidelines regarding the conservation of natural resources, energy consumption and waste management, ensuring that its Suppliers and other business partners also comply with environmental protection requirements. We all deserve a healthy world and it needs our care.

RULE 5. Anti-corruption.

COPLAINSA does not tolerate corruption or bribery of any kind. During the course of his duties, it is expected that COPLAINSA's direct collaborators (employees) and indirect collaborators (Suppliers) are expected to do not have influence or be influenced by their Business Partners illegally. Offer, give, accept or receiving bribes is observed as a crime, which is why all COPLAINSA employees are required to comply with the Company's anti-corruption Policy, and follow its anti-corruption guidelines.

RULE 6. Occupational health and safety at work.

We require that all our collaborators know and comply with the applicable safety rules, in addition to ensure that their colleagues and companions also comply with them. It is expected that we are the first to set the example by strictly applying safety rules - first towards our person- to thus assure others.

Being attentive to the prevention of accidents or risks, and acting in a timely manner minimizes potential risks. Security is a commitment of all of us.

Rev: 01 Update: 09/04/24



PH: +52 (461) 612 26 41
+52 (461) 161) 44 91



www.coplainsa.com



Oriente 5 No. 111, Cd. Industrial, Celaya,
Guanajuato, México



RULE 7. Quality.

Quality is the basis of our success, it is part of the COPLAINSA DNA, from the way we dress, our way to communicate and our commitment to always give the best version of each of us is to be COPLAINSA.

COPLAINSA is synonymous with excellence and it is demonstrated in each of us.

RULE 8. Communication.

Identity Protection and Non-Retaliation

In case of doubts regarding the fulfillment of the previous commitments, and to avoid inadmissible activities, the collaborator must contact his coordinator/direct management, or use our ANONYMOUS COMPLAINTS system at www.coplainsa.com/denunciaanonima

COPLAINSA guarantees that all employees who have filed a complaint report will be protected against threats, harassment or any other type of adverse actions by the Company. No one who broadcasts a warning sign should be fear of the termination of your employment contract. We promote respect between collaborators and all COPLAINSA employees are required to respect our value of honesty.

Rev: 01 Update: 09/04/24



PH: +52 (461) 612 26 41
+52 (461) 161) 44 91



www.coplainsa.com



Oriente 5 No. 111, Cd. Industrial, Celaya,
Guanajuato, México