COPLAINSA CODE OF ETHICS, INTEGRITY AND CORPORATE POLICIES

Contents

1. Purpose 2
2. Scope 2
3. Definitions 2
4. Responsibilities 3
5. Policy Framework 3
5.1 Organizational Philosophy 4
5.2 Human Rights, Diversity and Inclusion 4
5.3 People, Culture and Well-Being 4
5.4 Quality and Operational Excellence 4
5.5 Occupational Health and Safety 4
5.6 COPLAINSA ESG 4.0 Model 4
5.6.1 Environmental 4
5.6.2 Social | People and Community 5
5.6.3 Governance | Integrity and Governance 5
5.6.4 “4.0” | Measurable Sustainability 5
5.7 Circular Economy, Engineering and Responsible Investment 5
5.8 Integrity, Anti-Corruption and Fair Competition 5
5.9 Conflicts of Interest and Third-Party Relationships 5
5.10 Protection of Information, Data and Intellectual Property 5
5.11 Technology, Cybersecurity and Artificial Intelligence 5
5.12 Financial Responsibility and Record Integrity 5
5.13 Responsible Supply Chain 6
5.14 International Trade and Compliance 6
5.15 Communication and Representation 6
5.16 Reporting, Investigation and Non-Retaliation 6
5.17 Governance and Continuous Improvement 6
6. Regulatory and Normative References 6
7. Revision History 7
8. Approvals 7

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1. Purpose

To establish the principles, values, commitments, and rules of conduct that shall guide the actions and decisions of the people who are part of COPLAINSA, promoting a culture based on ethics, integrity, respect for human rights, safety, quality, environmental protection, social responsibility, legal compliance, and continuous improvement.

2. Scope

This Code is a PUBLIC document and applies to all COPLAINSA personnel, regardless of position, hierarchical level, or work area.

Likewise, its principles and requirements shall apply, as appropriate, to suppliers, contractors, customers, business partners, and third parties that maintain commercial or professional relationships with COPLAINSA.

3. Definitions

Term	Definition
Ethics	A set of principles that guides people in distinguishing and acting in accordance with what is right and appropriate.
Integrity	Act honestly, responsibly, transparently, and consistently with COPLAINSA's values and principles.
Code of Conduct	A document establishing the principles, values, commitments, and rules that guide the behavior of people within and when representing COPLAINSA.
Human rights	Rights inherent to all people that must be respected and protected without discrimination.
Discrimination	Any distinction, exclusion, or unequal treatment that unjustifiably affects a person's equal opportunities or rights.
Harassment	Unwanted conduct that may affect a person's dignity, integrity, or well-being in the workplace.
Forced labor	Work performed under threat, coercion, or without the person's free consent.
Child labor	Work performed by minors under conditions contrary to applicable law or that adversely affect their rights and development.
ESG 4.0	COPLAINSA's corporate framework integrating environmental, social, and governance aspects with technology, digitalization, automation, and innovation.
Conflict of interest	A situation in which personal, family, financial, or other interests may influence, or appear to influence, a decision related to COPLAINSA.
Corruption	Misuse of power or position to obtain benefits for oneself or third parties, including bribery, fraud, or improper practices.
Bribery	Offering, giving, requesting, or accepting an improper benefit to influence a decision or action.
Confidential information	COPLAINSA or third-party information that is not public and whose access, use, or disclosure is restricted.
Intellectual property	Rights related to creations, designs, models, technical information, knowledge, trademarks, and other intellectual assets.
Personal data	Information relating to an identified or identifiable person, which must be processed in accordance with applicable laws and controls.
Cybersecurity	Measures intended to protect systems, equipment, accounts, information, and data against unauthorized access, use, alteration, or loss.
Responsible supply chain	Management of suppliers and business partners considering legal, environmental, social, safety, quality, human rights, and integrity aspects.
Circular economy	An approach aimed at preventing and reducing resource consumption and waste by promoting reuse, recycling, value recovery, and responsible utilization.

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Continuous improvement	Ongoing activity aimed at improving the organization's performance, processes, products, services, and results.
Retaliation	A negative or harmful action taken against a person for reporting a potential violation in good faith or participating in an investigation.
Traceability	The ability to identify and trace the history, location, process, or information related to a product, material, process, or record.
Counterfeit parts	Products, components, or materials that have been fraudulently manufactured, modified, or represented to appear genuine or to meet specified requirements.

4. Responsibilities

Responsible Party	Main Responsibilities
General Management	Approve the Code; provide direction and commitment; promote a culture of ethics, integrity, respect, and compliance; and ensure the resources and mechanisms necessary for its implementation.
Board of Directors	Periodically review performance related to the Code; establish or review objectives and indicators; ensure the implementation of controls; and promote continuous improvement.
Leaders and Area Managers	Communicate and enforce the principles of the Code; lead by example; identify risks; address non-compliance; promote safe and respectful conditions; and ensure compliance with applicable requirements.
All Personnel	Know and comply with the Code and applicable policies and procedures; act honestly and with integrity; respect colleagues and third parties; use PPE correctly; protect information and resources; and report risks, incidents, and non-compliance.
Personnel Handling Information	Protect confidential information, personal data, designs, documents, models, samples, and technical and commercial information; use it only for authorized purposes.
Personnel Using Systems and Technology	Use equipment, accounts, and systems responsibly; protect access credentials; avoid sharing confidential information on unauthorized platforms; and report information security incidents.
Personnel Involved in Purchasing and Third-Party Relationships	Act impartially; prevent conflicts of interest; avoid improper benefits; promote responsible suppliers; and comply with COPLAINSA requirements.
Personnel at All Levels	Report in good faith potential non-compliance, corruption, discrimination, harassment, risks, falsification of information, or other conduct contrary to the Code.
Suppliers, Contractors and Business Partners	Comply with the principles applicable to them, including legal requirements, human rights, safety, environmental protection, confidentiality, integrity, traceability, and customer requirements.

5. Policy Framework

Message from General Management

At COPLAINSA, integrity, quality, and respect for people are essential conditions for doing business. This Code brings together our organizational philosophy and the commitments that guide the conduct of employees, leaders, suppliers, and business partners. We seek to grow responsibly, competitively, and sustainably, always remaining "PASSIONATE ABOUT DETAIL."

As a general rule:

Ethics = our principles regarding what is right.
Integrity = how we expect people to act.
Corporate policies = COPLAINSA's commitments.
ESG 4.0 = how we integrate the environment, people, governance, and technology.

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5.1 Organizational Philosophy

Mission

To focus on total customer satisfaction through a strong, innovative, and committed team.

Vision

To diversify our markets while strengthening our position in value-added injection-molded products.

Values

- Honesty
- Commitment
- Tenacity
- Passion and determination
- Learning and growth
- Problem solvers
- Adventurous, creative, and open-minded.

5.2 Human Rights, Diversity and Inclusion

We promote decent work, mutual respect, and equal opportunity. We do not tolerate discrimination, harassment, bullying, violence, humiliation, abuse of authority, child labor, forced labor, or retaliation. We respect labor rights and freedom of association in accordance with applicable law.

5.3 People, Culture and Well-Being

People are at the heart of COPLAINSA. Our culture is guided by the principle “You take care of me, I take care of you”: the company strives to provide a safe, people-centered environment that supports development, and each person reciprocates by taking care of colleagues, customers, quality, information, resources, and the organization.

5.4 Quality and Operational Excellence

Quality is the foundation of our success. We comply with applicable and customer requirements and promote prevention, process discipline, traceability, reliable data, problem solving, and continuous improvement. No production, delivery, cost, or productivity objective justifies failing to comply with a safety, quality, legal, or customer requirement.

5.5 Occupational Health and Safety

Prevention is a shared responsibility. We comply with applicable safety rules, use personal protective equipment (PPE) correctly, report risks and incidents, and act to prevent injuries and illnesses. Well-being and psychosocial risk factors are managed through the specific NOM-035 policy and the corresponding internal mechanisms.

5.6 COPLAINSA ESG 4.0 Model

ESG 4.0 is our corporate framework for integrating Environmental, Social and Governance principles with Smart Manufacturing. It is not a certification; it connects sustainability with technology, data, automation, innovation, and continuous improvement.

5.6.1 Environmental

- Identify and comply with applicable legal, regulatory, contractual, and environmental requirements.
- Prevent pollution and use energy, water, and raw materials responsibly.
- Apply the hierarchy: prevent, reduce, reuse, recycle, recover value, and dispose responsibly.
- Manage waste and substances in accordance with applicable requirements.
- Progressively measure consumption, impacts, and major emission sources in order to prioritize improvements.

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5.6.2 Social | People and Community

- Decent work, safety, health, and well-being.
- People development, training, and engagement.
- Respect for human rights and rejection of child labor, forced labor, and discrimination.

5.6.3 Governance | Integrity and Governance

- Legality, transparency, anti-corruption, and fair competition.
- Management of conflicts of interest, confidentiality, data, and intellectual property.
- Top Management review through defined responsibilities, objectives, and indicators.

5.6.4 "4.0" | Measurable Sustainability

We promote automation, digitalization, information systems, monitoring, and authorized artificial intelligence to identify opportunities to reduce waste, energy, water, materials, emissions, unproductive time, and risks. We seek to progressively link environmental indicators with production variables such as kilograms processed, machine hours, output, scrap, and efficiency.

5.7 Circular Economy, Engineering and Responsible Investment

Together with customers and suppliers, we seek technically viable opportunities to reduce material, scrap, packaging, and resource consumption; reuse or recover value; evaluate recycled or lower-impact materials when requirements allow; and improve design, processes, cycle times, and the service life of molds and assets. For significant investments, in addition to financial return and capacity, we consider energy efficiency, resource use, safety, maintainability, automation, useful life, waste, and environmental impact.

5.8 Integrity, Anti-Corruption and Fair Competition

We do not tolerate corruption, bribery, fraud, collusive agreements, or other forms of unfair competition. Decisions must serve COPLAINSA's legitimate interests and comply with applicable laws and requirements.

5.9 Conflicts of Interest and Third-Party Relationships

Decisions shall not be improperly influenced by personal interests or relationships with customers, suppliers, competitors, or other third parties. Situations that may create an actual or apparent conflict must be disclosed promptly. No benefits shall be requested or accepted if they compromise, or appear to compromise, impartiality.

5.10 Protection of Information, Data and Intellectual Property

We protect documents, digital data, designs, models, samples, know-how, and commercial, financial, and technical information, as well as information entrusted to us by customers and suppliers. Information shall only be used for authorized purposes. We respect privacy and process personal data in accordance with applicable notices, controls, and legislation.

5.11 Technology, Cybersecurity and Artificial Intelligence

Systems, accounts, access credentials, equipment, and digital tools must be used responsibly. Confidential information belonging to COPLAINSA or third parties shall not be uploaded to public platforms, unauthorized services, or unapproved artificial intelligence tools. Any information security incident must be reported promptly.

5.12 Financial Responsibility and Record Integrity

Financial, operational, quality, safety, production, maintenance, inventory, and other business records must be complete, accurate, reliable, and truthful. Deliberately altering, concealing, or falsifying information is prohibited.

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5.13 Responsible Supply Chain

We expect suppliers and business partners to uphold compatible principles regarding legal compliance, human rights, the environment, anti-corruption, safety, confidentiality, traceability, and customer requirements. Where applicable, requirements related to restricted substances, conflict minerals, responsible sourcing, and counterfeit-part prevention shall be addressed.

5.14 International Trade and Compliance

We comply with applicable international trade regulations, restrictions, sanctions, and import/export requirements relevant to our operations.

5.15 Communication and Representation

We promote open and respectful communication. Public information and statements made on behalf of COPLAINSA shall be issued only by authorized persons. Photographs, videos, documents, or information that may disclose confidential information shall not be shared without authorization.

5.16 Reporting, Investigation and Non-Retaliation

Any person may report potential violations in good faith. Reports will be handled seriously, impartially, confidentially, and respectfully. COPLAINSA prohibits retaliation against anyone who reports or participates in good faith. This protection does not extend to deliberately false reports, evidence manipulation, or information provided in bad faith.

- Confidential email: denuncia@coplainsa.com
- Anonymous reporting portal: coplainsa.com/denuncia-anonima/

5.17 Governance and Continuous Improvement

General Management approves this Code. The responsible areas implement controls within their respective scope, and Top Management periodically reviews performance. Quantitative objectives are managed through specific plans and indicators so they can be updated without modifying this Code.

6. Regulatory and Normative References

Reference	Relationship to the Document
NOM-035-STPS-2018	Psychosocial risk factors at work; the document expressly references this standard in connection with well-being and psychosocial risk prevention.
Applicable Mexican labor legislation	Labor rights, equality, non-discrimination, working conditions, child labor, forced labor, and freedom of association.
Applicable personal data protection legislation	Processing and protection of personal data and privacy.
Applicable environmental legislation	Pollution prevention, waste, substances, water, energy, emissions, and other environmental obligations.
Applicable foreign trade legislation	Imports, exports, restrictions, sanctions, and other international trade obligations.
Applicable legal and regulatory requirements	The Code establishes the identification of and compliance with legal, regulatory, contractual, and customer requirements as a general principle.
Customer-specific requirements	Quality, traceability, counterfeit parts, restricted substances, responsible sourcing, and other customer-established requirements.
ISO 9001	Related to the process approach, compliance with requirements, documented information, risks and opportunities, and continuous improvement.

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IATF 16949	A relevant reference for COPLAINSA given its automotive manufacturing/plastic injection molding context, particularly regarding customer requirements, quality, traceability, suppliers, and continuous improvement.
Current Internal Work Regulations	Internal document expressly identified as complementary to the Code.
COPDG-P03	Comprehensive Policy on People, Organizational Culture and Well-Being.
COPDG-P04	Psychosocial Risk Factor Prevention Policy (NOM-035-STPS-2018).
COPDG-P05	Development and Job Category Change Policy for Operational Personnel.
Confidentiality agreements	Protection of confidential information and intellectual property.
Privacy notice	Processing and protection of personal data.
Applicable internal procedures	Specific controls to implement and monitor the commitments established in the Code.

7. Revision History

Rev.	Date	Description of Change	Responsible Party
01	04/09/26	Coding and implementation	General Management

8. Approvals

Function	Name
Prepared by	General Management
Approved by	Board of Directors

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