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CODE OF CONDUCT

Compumax Computer S.A.S is committed to ensuring that the working conditions in the supply chain are safe and comply with the required standards defined by the current legal regulations throughout the development of the operation.

This Code of Conduct is established so that our Supplier Associates fully comply with the highest performance standards within the framework of honesty, justice and ethics in the areas of health, safety, environmental protection, fair work, human rights, ethics and legal compliance under the following guidelines, which must also be complied with by their direct and indirect suppliers:

1. LEGAL REQUIREMENTS:

Compumax Computer S.A.S requires that all our supplier business associates to comply with all applicable laws, rules, and regulations as a condition of continuing the negotiation process with Compumax Computer S.A.S, regardless of the absence of legislation on health and safety, fair work, human rights, compliance, and environment in the territory or that existing local laws are not applied. Supplier Associates must always follow responsible business practices that meet the highest international standards and industry best practices.

Compumax Computer S.A.S will evaluate compliance with this code of conduct through the PGS-28 VER00 SOCIAL RESPONSIBILITY RISK EVALUATION PROCEDURE and the evidence will remain in the FGS-46 RISK ASSESSMENT OF BUSINESS ASSOCIATES SUPPLIERS SOCIAL RESPONSIBILITY. Failure to comply with the terms of the Code may result in disqualification and/or termination of the provider

2. FAIR WORK, HUMAN RIGHTS AND PROTECTIONS:

Supplier Associates may not knowingly cause, contribute to, or be complicit in violating human rights. They should adopt responsible business policies and practices that are consistent with the *Universal Declaration of Human Rights*, the *United Nations Guiding Principles for Business and Human Rights*, and the *Fundamental Conventions of the International Labor Organization*.

2.1 Involuntary or Forced Labor

Compumax Computer S.A.S prohibits the employment of forced labor. Supplier Associates may not engage in any type of compulsory or forced labor, debt bondage, slavery, human trafficking, or involuntary prison labor, and may not impose unreasonable restrictions on workers' freedom of movement in any facility belonging to the Supplier Associates.

Employees and subcontractors of the Supplier Associates must be free to leave or terminate their employment with reasonable notice. The Supplier may not deprive its workers and subcontractors of their identity documents or work permits, and their employment will always be voluntary

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2.2 Prohibition of Child Labor

Compumax Computer S.A.S considers that education for all minors is essential for their development, therefore, it is against child labor and prohibits their hiring in each of its processes.

Supplier business partners must prohibit child labor, ensure that children are not employed, and follow other relevant ILO and UNICEF recommendations regarding children's rights, including rigorous age verification procedures for each worker per current labor regulations.

2.3 Labor practices

Supplier Associates must treat all employees with respect and dignity, ensuring that workers are not subjected to threatening behavior or any type of inhumane treatment, including, but not limited to, corporal punishment, physical, verbal, or sexual abuse, or any other type of harassment, abuse or intimidation. As part of the hiring process, all workers must receive a written employment contract, in their native language or a language they understand, that includes a description of the terms and conditions of employment.

2.4 Working hours

Supplier Associates must adhere to local and international laws regarding daily and weekly work hours, including laws regarding break time and maximum overtime. Supplier business associates must provide paid leave and holidays as required by law or that meet local industry standards, whichever is greater. They must also allow workers at least one day off in seven days or comply with the local legal standard if it is stricter. A "day" is considered at least twenty-four (24) hours of continuous rest.

2.5 Wages

Supplier Associates must pay their employees a fair wage for all hours worked, complying with all applicable local wage laws, including those relating to minimum wages, overtime, and legally mandated benefits. The Supplier Associates must communicate these wages to employees before they begin work and should also inform all employees if overtime is required and the wages that will be paid for said overtime, which must be greater than that of ordinary hours. No deductions from salary will be allowed as a disciplinary measure. Any use of temporary or outsourced labor will be within the limits of local laws.

2.6 Equal Employment Opportunity and Discrimination

Compumax Computer S.A.S promotes and practices respect for a diverse and inclusive workforce, maintaining a work environment free of harassment and unlawful discrimination. There shall be no harsh or inhuman treatment, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, physical or mental coercion, intimidation, public humiliation, or verbal abuse toward workers; Nor should there be threats of receiving such treatment. Compumax Computer S.A.S hires and supports the hiring of underrepresented groups (such as women, minorities, disabled people, and LGTBI+ people) and asks its supplier business partners to do the same.

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Supplier Associates may not engage in or support any form of discrimination in hiring, conditions of employment, compensation, promotion, termination, retirement procedures, decisions, or professional development based on (but not limited to): race, color, age, veteran status, gender identification, sexual orientation, pregnancy, ethnicity, disability, religion, political affiliation, union membership, nationality, indigenous status, medical condition, HIV or other health condition, social origin and social or marital status.

2.7 Freedom of Association

Supplier Associates must respect the right of workers to freely form, join, or refrain from joining a union of their choice, without suffering any form of discrimination, intimidation, or harassment, per local legislation and international standards.

2.8 Foreign or Migrant Workers

Supplier Associates must ensure that migrant workers are not subject to any form of forced, compulsory, bonded, or contract labor in payment of their debts. Supplier Associates must ensure that all work is voluntary and that workers are free to terminate their employment at any time, without penalty, and must also ensure that migrant workers and their families are not threatened with reporting them to the authorities to coerce them into taking up employment or to prevent them from voluntarily terminating their employment at any time, without penalty.

3. HEALTH AND SECURITY

Supplier Associates must ensure that they comply with all applicable local and international health, safety, and environmental legislative requirements for their specific work activities, services, and supplies. All foreseeable hazards and risks must be identified, implemented, and reasonably mitigated, minimizing the incidence of work-related injuries and illnesses with a safe and healthy work environment. Such controls shall include, without limitation, the provision of personal protective equipment and supplies and training concerning hazardous tasks and the work environment.

3.1 Emergency Preparedness

Supplier Associates must have adequate processes and procedures for identifying and evaluating emergencies and their impact, which protect their workers from identified emergency risks (fires, floods, hurricanes, earthquakes, etc.) and must adopt adequate emergency plans, worker training, drills, safety equipment, working fire alarms, and evacuation procedures at least annually or as required by local laws.

3.2 Workplace Injuries and Illnesses

Supplier Associates must keep detailed records of any health and safety-related injuries or illnesses to their workers. Workers should be encouraged to report injuries and illnesses to avoid accidents. The respective report and investigation must be generated to implement corrective measures to eliminate the causes. Worker exposure to the hazards of extremely demanding tasks, including manual material handling and heavy or

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repetitive work, prolonged periods of standing, or excessively repetitive assembly tasks, or that requires force must be identified, evaluated, and controlled.

3.3 Industrial hygiene

Supplier Associates must promote a safe and healthy work environment to avoid accidents and health damage that may occur during the development of work activities

3.4 Machine protection

Supplier Associates must evaluate the potential hazards of production and other machinery and identify if it presents a danger of injury to workers.

3.5 Sanitation, food and housing

Supplier Associates must provide their workers with direct access to clean toilet facilities, potable water, and hygienic facilities for the storage and consumption of food. If there are dormitories for employees, they must be kept clean and safe, with appropriate emergency exits, available water, correct lighting, adequately conditioned ventilation, individually secured spaces for the storage of personal and valuable items, and a space adequate personnel as well as adequate entry and exit rights.

3.6 Health and safety communication

Supplier Associates must provide their workers with appropriate workplace health and safety information and training, in the worker's language or in a language the worker can understand, regarding all hazards identified in the workplace. work to which workers are exposed, including, but not limited to, mechanical, electrical, chemical, physical, and fire hazards including information on specific risks for relevant demographic characteristics, such as sex and age, if applicable.

4. ENVIRONMENTAL PROTECTION

Supplier business partners must strive to minimize any adverse environmental impact caused by their products and services throughout their life cycle: production, transportation, use and disposal or recycling. Suppliers must comply with all applicable local legal requirements. Suppliers must also take the following steps:

4.1 Permissions and reports:

Where required by law, obtain environmental permits and/or licenses and comply with the legislation relevant to your activity, in relation to the manufacture, transportation and disposal of waste, as well as that associated with atmospheric emissions (noise, gases or material). pollutant from fixed or mobile sources, refrigerant gases, electromagnetic fields).

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4.2 Waste reduction and treatment:

Establish measures to minimize the generation of waste resulting from its production activities. Likewise, raise awareness among employees to reduce the generation of waste and classify it according to current regulations to manage it properly through recycling and other waste reduction methods. Suppliers must also reduce, treat and adequately control liquid waste and wastewater discharged.

4.3 Hazardous materials:

Identify any chemical substances and other hazardous materials used by Suppliers that may cause harm to people and the environment and that may be used for the production or provision of services and, when necessary, inform local authorities. Likewise, ensure that all gases, substances and materials are stored, transported and used appropriately to minimize any damage or risk to humans and the environment. Likewise, any waste resulting from the use of these materials must be disposed of in accordance with current regulations associated with hazardous waste. International supplier business partners must validate the applicability and compliance of RoHS, REACH and any other relevant applicable regulations, which seek to prohibit or minimize hazardous substances.

4.4 Product labeling:

Supplier business associates must comply with all labeling requirements indicated by local and international laws and regulations regarding possible environmental impact, including, but not limited to, packaging, disposal of electrical and electronic equipment and the prohibition and restriction of potentially dangerous or harmful substances.

4.5 Energy efficiency:

Suppliers that manufacture electrical and electronic equipment and those who provide services associated with the supply, maintenance and operation of equipment should develop products and services through processes that offer:

- Low energy consumption and environmental impact during manufacturing, delivery and installation.
- Low energy consumption in operation.
- Greater resistance to high temperatures (thus reducing the need for cooling)
- A lower content of dangerous components.
- A design that facilitates reuse and/or recycling before disposal

4.6 Conflict Minerals:

- Suppliers that manufacture components and/or products containing conflict minerals such as tantalum, tungsten, tin and gold must maintain policies and procedures to reasonably ensure that raw minerals come only from smelters and mines designated as "free." of conflict".

4.7 Community Participation: Compumax Computer S.A.S encourages supplier business associates to participate in supporting the communities where they operate to promote social and economic development.

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5. ETHICS

Supplier Associates must be committed to the highest standards of conduct, ethical and responsible business practices for sustainable and long-term development considering:

5.1 Bribery and Corruption: Compumax Computer S.A.S prohibits promising, giving, requesting, accepting or receiving gifts other than promotional or branded items of nominal value, whether directly, indirectly or through a third party, to have or retain business or achieve an undue advantage.

Supplier Associates must have an anti-corruption policy or equivalent that prohibits any form of bribery and/or corruption within their organization and with third parties, including facilitation payments. All Supplier Associates must always comply with the obligations established in this Code of Conduct. Compumax Computer S.A.S may carry out checks on new and existing supplier business associates, as well as any potential Subcontractors, at its sole discretion.

5.2 Undue Advantage: Compumax Computer S.A.S prohibits promising, giving, requesting, accepting or receiving gifts other than promotional or branded items of nominal value, whether directly, indirectly or through a third party, to have or retain business or achieve an undue advantage.

5.3 Money Laundering: Compumax Computer S.A.S is committed to the fight against Money Laundering and the Financing of Terrorism, in addition to promoting the proper functioning of this system. Supplier Associates must comply with all applicable anti-money laundering laws and regulations and must ensure that their suppliers and their subcontractors do not engage in or facilitate money laundering activities.

5.4 Conflict of Interest: Supplier business associates must disclose real or potential conflicts of interest to avoid any type of risk within the business relationship.

5.5 Disclosure of Information: Supplier Associates may receive, find or access confidential information, which is the property of Compumax Computer S.A.S.

The Supplier Associates must safeguard and protect all Compumax Computer S.A.S information that may reasonably be considered confidential in nature and may not use it for purposes other than the commercial purposes for which it was provided. Any supply agreement, contract or purchase order that exists between Compumax Computer S.A.S and the supplier business associate will be considered confidential information. The supplier business associate must comply with all applicable data protection laws.

Health and safety information, environmental practices, business activities, structure, financial condition and work must be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of supply chain conditions or practices will be inadmissible.

5.6 Intellectual Property: Supplier Associates: must comply with all applicable laws governing intellectual property rights, including protection against violation of copyrights and trademarks.

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Supplier Associates must ensure that all marketing or advertising activities carried out on behalf of Compumax Computer S.A.S comply with all applicable laws and follow Compumax Computer S.A.S trademark usage guidelines

5.7 Identity Protection and non-retaliation: For those people who report ethical or legal problems or violations of this Code of Conduct, to Compumax Computer S.A.S or the **Supplier Associates**, they will be protected confidentially against retaliation for any good faith report of a bad behavior.

6. Management Systems

Supplier Associates will have a Management System which guarantees compliance with laws, regulations and legal requirements; compliance with this Code of Conduct and the identification and mitigation of risks, as well as maintaining continuous improvement under the following criteria:

- Company commitment
- Management Responsibility
- Legal and customer requirements
- Risk assessment and management
- Improvement objectives
- Training
- Communication
- Worker/stakeholder participation and access to resources
- Audits and evaluations
- Corrective action process
- Documentation and records
- Supplier Responsibility

This code of conduct must be reviewed and updated at least once a year by the person responsible for the SIG and/or when new legal or internal regulations must be considered. Any change will be communicated to all collaborators and to the interest groups to which it occurs.

COMPLIANCE WITH THE SUPPLIER CODE OF CONDUCT

By signing this document, your company guarantees the reading, understanding and compliance with the practices described in this Supplier Code of Conduct.

As a sign of agreement, it is signed on _____ day, month _____, year _____ by the Legal Representative of the supplier and/or his substitute.

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Name_____

ID _____

Signature _____

Company_____

Company ID _____