



Place and Date of Issue:

Guadalajara, Jalisco, November 1, 2025

Code of Ethics for Suppliers

Since the beginning, Grupo Sesajal has committed to maintaining the highest quality standards in our products and in the commercial integrity with our customers and suppliers.

Even though suppliers are independent organizations, they actively participate in our value chain. We promote and encourage the adoption of conduct guidelines consistent with this Code, as an exercise of cooperation and oriented to a reciprocal benefit. This document is inspired by the standards of the International Labor Organization (ILO), the Magna Carta of Human Rights, the US Foreign Corrupt Practices Act, the Ethical Trading Initiative (ETI) Code, the ten Principles of the United Nations Global Compact and the Grupo Sesajal Code of Ethics that is available for consultation on our website: www.sesajal.com/es

Relationship with Suppliers. Suppliers are entities or persons that deliver goods or services to Grupo Sesajal, which also includes independent contractors and subcontractors. They are selected through a fair procurement process and without influence of personal preferences, considering the price, quality, reliability and characteristics of the products or services, as well as the technical capacity to meet the necessary response times. This selection is made in accordance with the established policies and procedures, to guarantee the best cost-benefit choice, and in accordance with the group's budgets.

When Suppliers are invited to submit quotes, they are made fully and equally aware of technical, commercial, and other requirements. The employees involved in the purchase process do not accept any discount or price that is intended to condition future purchases or influence other operations of the group. Decision makers make sure not to make deals with Suppliers who have a bad business record or dubious provenance. All relationships with Suppliers are duly documented under contract or agreement, in order to guarantee what is established therein.

Objective. The objective of this Code is to disseminate and promote values and responsible behaviors in the work and professional activity of the Suppliers. It formalizes the minimum legal, ethical, social and environmental requirements that must be accepted and met to collaborate with Grupo Sesajal, assuming the commitment to extend it to its own supply chain. In case of subcontracting by the Supplier, it will be responsible for ensuring that its contractors carry out their activity in compliance with all the principles contained in this document.

Guidelines of conduct of the suppliers of Grupo Sesajal.

Legislation in force. Suppliers must comply with the applicable legislation of the countries in which they operate, avoiding any conduct that, even without violating the law, may damage the reputation of the group and produce adverse consequences for the company or its environment. When the Supplier is faced with conflicting requirements, it must seek alternatives that allow it to respect internationally recognized human rights.

Human and Labor Rights. All Suppliers must promote and respect, among others, the following principles:

- In hiring their workers, they shall not discriminate against any person based on race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, pregnancy, marital status, political affiliation, union membership, or any other personal characteristic. This integration of criteria should be based on principles of equal opportunities by selecting, promotion and any other personnel management practice based on professional merit and objective assessments.

- They must establish a commitment to treat all their workers with dignity and respect, preventing acts of inhumane treatment that include any type of harassment, corporal punishment, verbal abuse, threats or mental or physical coercion.
- They must have age verification procedures in place to eradicate child labor, complying with all international, national and local laws, regulations and declarations regarding the minimum age for employment.
- They must promote freely chosen employment, eliminating any form of **forced labor**, or in conditions of servitude, imprisonment, slavery, or trafficking, avoiding withholding identity documents or salaries, regardless of any legal contract. Workers will be free to leave work at any time. Suppliers must ensure that all their workers fully understand the basic contracting terms.
- They must respect the right of workers to organize collectively and to do so independently, without interference, within the legal framework, to facilitate freedom of association and collective bargaining.
- The remuneration that Suppliers pay to their workers must comply with all laws applicable to wages, so that these are decent, guaranteeing that the weeks worked, including overtime, do not exceed the maximum number of hours allowed. Overtime must always be voluntary and may be agreed through a collective agreement or by written consent. Workers shall have at least one day of rest in each seven-day period.

Anti-bribery and Corruption. Suppliers must, always, maintain ethical behavior by acting with honesty and integrity, promoting transparency, and attending in a timely manner to the following:

Anticorruption. Under no circumstances is it allowed to engage in acts of corruption, including extortion and bribery. You must not offer or accept bribes, nor must you influence a third party to offer or receive them on your behalf. It is forbidden to promise, pay, receive gifts, money or securities to improperly obtain a commercial advantage. It is not allowed to corruptly influence, directly or indirectly, acts or decisions of government officials, employees, candidates for public office or political parties. If Suppliers or a related third party is being subjected to bribery and corruption in their business or work relationships, they must report it immediately through the designated channels.

Favors and gratuities. It is forbidden for Suppliers, their representatives, or workers to offer favors, gifts, social activities or any object of value to the workers of Grupo Sesajal companies, in order to receive undue benefits or obtain favorable treatment. Similarly, it is forbidden for Grupo Sesajal workers to request this type of favors, gratuities, or payments to facilitate or expedite procedures, consisting of the delivery of money or anything else of value, whatever its amount. This prohibition extends to the direct relatives of the suppliers and workers of the companies of Grupo Sesajal. If the gifts are not intended to achieve a favorable treatment that benefits the Suppliers, the workers of Grupo Sesajal may accept them and must inform and deliver to the Human Development Directorate who will allocate said resource to where it is most convenient, for the benefit of Grupo Sesajal.

Conflicts of interest. Suppliers may not enter financial or other relationships with workers who represent a conflict of interest and who could influence objectivity or loyalty to Grupo Sesajal. Each decision and action related to any of the companies of Grupo Sesajal, must be based on the needs of the company and not on interests or personal relationships. Where appropriate, they must inform in writing the possible relationships that could be considered or that cause a conflict of interest on the commercial relationship.

Prevention of money laundering. The Supplier must comply with current laws, rules and regulations of commercial control in the import, export and transfer of goods and services in the prevention of money laundering, establishing, if applicable, the measures and procedures required to prevent and detect acts or operations involving illicit resources. Likewise, it undertakes that all its operations and transactions are carried out with resources of lawful origin. Any warning sign or suspicion must be reported to the ethics line or directly to the Ethics Committee of Grupo Sesajal.

Health and Safety. The Supplier must provide its workers with conditions for healthy and safe work by taking all relevant measures to avoid accidents in the workplace, as well as having procedures for emergency evacuations and drills, having fire detection and extinguishing equipment and adequate emergency exits. The Supplier must provide its personnel with safety equipment according to the risks to which it is exposed during the development of its activities within the Supplier's facilities.

Environment. At Grupo Sesajal we recognize that sustainability is an important part of our function as a company. Negative or potentially negative effects on the environment should be reduced and eliminated as much as possible in operation. Therefore, the Supplier must ensure that its facilities comply with current environmental regulations, including those related to the elimination of waste, emission of gases and thermal discharges into the environment, toxic substances and chemicals, as well as storage, handling and disposal of hazardous waste.

Confidentiality. Suppliers must not disclose any confidential information provided by Grupo Sesajal regarding their business and must comply with applicable security and privacy laws and regulations as well as retention requirements, and ensure that they have appropriate legal, technical and security controls to protect Grupo Sesajal's confidential information. In the same way, Grupo Sesajal workers will not discuss the problems or weaknesses of a supplier with another supplier, or with outsiders. Prices, conditions and other data received from current or potential Suppliers are considered confidential information.

At Grupo Sesajal, we are committed to maintaining ethical and transparent relationships with all our stakeholders. We firmly and unequivocally reject any form of sexual harassment, workplace harassment, fraud, theft, conflict of interest, violence, abuse of authority, and discrimination, as these are contrary to the ethical principles and values that govern Grupo Sesajal.

Violation and breaches of this Code.

Violations of this Code. Observance of this Code is strictly mandatory. The directors, managers and other executives and workers of Grupo Sesajal will be an example of its compliance and will be responsible for disseminating it. Any Supplier that conducts business practices in terms other than those established in this Code will be subject to evaluation by the Ethics Committee, which may establish disciplinary measures that may go up to disqualification from future transactions with our group and / or possible legal action. Any conduct that is incurred and that is not allowed in Grupo Sesajal, will be grounds for sanction in accordance with our policies. The Suppliers of the companies of Grupo Sesajal will always have the freedom to consult with our workers and / or our Ethics Committee about situations where doubts are generated. This Code is administered by the Group's Ethics Committee.

Complaints. If you are a witness or victim of any action that is not aligned with what this Code establishes, you can approach the Ethics Committee or report through any of the following communication channels:

Ethics line: <http://se-etico.ethicsglobal.com>

Via telephone: 800 SE ETICO (73 38426)

Via email: comite_etica@sesajal.com

Protection against retaliation. Suppliers who report these acts will be protected from retaliation that may be generated, as they constitute misconduct that will result in the application of disciplinary measures that may include termination of the contract or other appropriate measure, in accordance with the regulations, rules and policies of Grupo Sesajal.

Responsibility of suppliers.

The acceptance of this code is a prerequisite to establish a commercial relationship with Grupo Sesajal. The Supplier undertakes to comply with this Code. This document will have the most relevant value in the selection and evaluation of Suppliers. The standards of the Code do not replace, but are added to, the provisions of any agreement or legal contract between the Supplier and Grupo Sesajal.

The undersigned confirm that:	
• We have received and taken due note of the contents of Grupo Sesajal's Code of Ethics for Suppliers. • We are aware of all applicable laws and regulations of the countries in which our company operates. • We will inform Grupo Sesajal, through the means included in this Code, about any infringement or suspicion of infringement of the Code. • We will comply with and enforce the Code of Ethics for Suppliers of Grupo Sesajal. • We will inform all our collaborators / subcontractors about the content of the Code of Ethics for Suppliers of Grupo Sesajal, and we will ensure that they also comply with and enforce the provisions included therein. We hereby authorize Grupo Sesajal to conduct audits, if necessary, at our facilities and at the facilities of our subcontractors at any time to verify compliance with Grupo Sesajal's Code of Ethics for Suppliers.	
Provider Name:	
Signature of the Legal Representative:	Name and title Tax Registration:
Date and place:	