



Televes Corporation®

SUPPLIER CODE OF CONDUCT

TELEVES CORPORATION

I. PURPOSE AND SCOPE OF APPLICATION

The purpose of this Supplier Code of Conduct is to establish the ethical, social, environmental, and compliance principles that shall govern the actions of the suppliers that deliver goods and services to the companies comprising Televes Corporation. This is a basic element of their due diligence system in the supply chain in line with the provisions of the Corporate Social Responsibility (CSR) Code and Compliance Manual of Televes Corporation.

This Code of Conduct applies to any supplier of the companies that make up the Televes Corporation, including its foreign subsidiaries, regardless of their geographical location. For the purposes of this rule, "Televes Corporation" means TELCOR, S.A. (hereinafter, "Televes Corporation" or the "Company") and those companies in whose share capital, TELCOR, S.A. has, directly or indirectly, the majority of the shares, equity interests or voting rights, or in whose governing or administrative body it has appointed or has the power to appoint a majority of its members, in such a way that it effectively controls the company.

The member companies of Televes Corporation can be consulted at the following link:
<https://televescorporation.com/corporativo/empresas/>
<https://www.televes.com/es/empresa/redcomercial/inst/>

Suppliers undertake to enforce these or equivalent requirements in their own supply chain, with the objective of establishing the highest ethical, social, and environmental standards throughout the value chain, and obtaining from their own suppliers a commitment similar to that contained in this document.

II. PRINCIPLES OF CONDUCT

All suppliers must respect the rights and values recognized in the main internationally recognized laws and practices such as, in particular, the Universal Declaration of Human Rights, the ten principles set out in the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Convention on the Rights of the Child and finally, the Sustainable Development Goals and Targets (SDGs) adopted by the United Nations General Assembly.

In view of the above, the behavior of Televes Corporation suppliers must be governed by respect for the following principles and guidelines:

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II.1- Principle of Respect for the Rule of Law

All suppliers must carry out their actions in strict compliance with the legal regulations in force in all territories within the scope of Televes Corporation, avoiding any conduct that, although not in violation of the law, may damage the reputation of Televes Corporation.

In turn, they must comply with the restrictions applicable to the export of goods, services and technology, as well as with all restrictions applicable to trade involving certain countries, regions, companies or entities and individuals.

II.2- Integrity and Ethics

Suppliers and their employees shall develop their activities and business relations based on the values of integrity, transparency, and avoidance of any form of corruption, maintaining a zero-tolerance policy of any practice that may be qualified as corruption, extortion, or bribery in the relations between the supplier and any person, and especially in those maintained with public officials.

Suppliers shall not make or approve an illegal payment under any circumstances in favor of Televes Corporation or accept any type of gift or present that could be rated as exceeding normal business practices or courtesy and exceeding a reasonable value.

Suppliers shall immediately inform Televes Corporation of any actual or potential conflict of interest situation that may affect professional objectivity in decision-making in any procurement process.

II.3- Respect for Human and Social Rights

- Forced Labor Prevention: It is expected that suppliers do not tolerate forced labor within their organization. This refers to any work that is performed under the threat of punishment or retaliation, without the worker's voluntary consent.
- Child Labor Prevention: All suppliers are expected to aid in eliminating child labor by ensuring that all workers are above the age of 16 or meet the minimum age requirements set by the country of operation, whichever is more stringent. It is crucial to prevent minors from engaging in hazardous work or work that hinders their education, physical, mental, moral, and social development. Furthermore, equal opportunities must be provided for all workers.
- Non-discrimination and Equal Opportunities: Suppliers shall contribute to eradicate all forms of discrimination or harassment based on race, ethnicity, religion, ideology, age, nationality, sexual orientation, gender, marital or family status, social origin, disability or opinion, favoring equal opportunities among workers.

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- Right to Freedom of Association: Suppliers shall guarantee the rights of association, affiliation and collective bargaining of their workers, always complying with the regulations applicable in each case.
- Good Working Conditions: Suppliers must establish fair and adequate remuneration to enable their workers and families to meet their needs. In turn, they will respect the applicable regulations on wages, including minimum wage, working hours (rest periods and vacations), professional development, training, etc.
- Promoting Diversity and Inclusion: Suppliers shall respect the legal reservations of contracting in relation to persons with disabilities and minorities in accordance with applicable local legislation.
- Occupational Health and Safety : Suppliers shall implement appropriate safety, health and prevention policies to ensure a safe and healthy working environment that complies with occupational risk prevention requirements in accordance with applicable local and international labor standards. They will also provide a safe and healthy work space, protective equipment, training, and periodic training on how to perform the work activity. For accreditation purposes, Televes Corporation reserves the right to require its suppliers to obtain the ISO 45001 certificate or equivalent.

II.4- Relationship with Market

- Confidentiality and Privacy: As part of their contractual relationship with Televes Corporation, all suppliers must maintain the confidentiality of the information to which they may have access, including personal data and confidential business information.

Suppliers shall also comply with applicable data protection, privacy, and information security legislation applicable in the countries in which they operate. For this purpose, they shall undertake to process personal data only according to Televes Corporation's instructions, as well as to ensure that the persons authorized to process the data have undertaken to respect their confidentiality and adopt the appropriate technical and organizational measures to ensure the adequate protection of such information.

- Product Quality: Suppliers are expected to uphold the utmost standards of quality, health, and safety for their products and services while ensuring the well-being of stakeholders, the environment, and society at large.
- Fair Competition: Suppliers shall respect fair competition and comply with all applicable antitrust laws and regulations, avoiding at all times engaging in unlawful anti-competitive activities, including, but not limited to, bid rigging, collusive agreements and/or price fixing.
- Conflict Minerals: It is imperative for suppliers to adhere to regulations regarding the ethical sourcing of minerals from conflict zones. This is to ensure that the utilization of these resources does not lead to the

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violation of human rights. If there are any doubts about the source, a thorough impact analysis shall be conducted. Televes Corporation shall be notified and actions shall be taken to find alternative sources of supply of the affected minerals as soon as possible.

II. 5- Relationship with the Community and the Environment

- Respect for Local Communities: Suppliers undertake not to infringe on the rights of individuals or harm the environment of the local communities in which they operate. In particular, they shall not violate the rights of native, aboriginal and indigenous peoples.
- Environmental Protection: Suppliers shall carry out their activities in strict compliance with the environmental legislation applicable at all times, under the premise of minimizing the negative environmental impacts and pollution that may be caused by their activities. Furthermore, it is essential to uphold a mindset of perpetual betterment to ensure the optimal use of resources and minimize the ecological footprint. For accreditation purposes, Televes Corporation reserves the right to require its suppliers to obtain the ISO 14001 certificate or equivalent.

III. NON-COMPLIANCE WITH THE CODE OF CONDUCT

Suppliers shall ensure that their contractors have policies and practices in place to ensure the principles contained herein in order to guarantee integrity in the entire supply chain.

The companies that make up Televes Corporation reserve the right to request any kind of test or certification in order to verify compliance with the aforementioned principles by suppliers, as well as to carry out social audits of the same.

Non-compliance by suppliers with this Code of Conduct, depending on the seriousness of the non-compliance, may have different consequences in the commercial or contractual relationship with Televes Corporation companies. Such consequences may range from a formal warning to the termination of existing contracts, as well as the non-consideration of the non-compliant supplier in future business needs, without prejudice to the application of other legal measures.

IV. WHISTLEBLOWER CHANNEL TO REPORT NON-COMPLIANCES

Televes Corporation makes available to suppliers and stakeholders a Whistleblower Channel with the purpose of receiving any report of non-compliance or irregularity that may be contrary to the principles and expectations set forth in this Code of Conduct.

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Possible non-compliances shall be reported through the Whistleblower Channel provided on the corporate website's designated section, accessible at [Whistleblower Channel](#).

All communications must be conducted in good faith. Whether identified or anonymous, all messages will be accepted and treated confidentially according to the Whistleblower Channel Management Procedure.

V. ENTRY INTO FORCE AND REVIEW

This procedure shall be effective as of the day following the date of approval by the Board of Directors.

The Procedure will be reviewed periodically by the Compliance and Corporate Social Responsibility Committee. This is particularly important in cases where there are modifications to the Regulatory Compliance Manual or Code of Ethics, or when practical improvements are needed.

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-DECLARATION OF ACCEPTANCE-

The undersigned hereby **DECLARES** that:

- I. They have read and understood the terms and conditions set forth in this Supplier Code of Conduct, committing to comply with the principles and requirements contained therein, as well as to pass them on to their respective suppliers and subcontractors.
- II. They agree to communicate and inform the purchaser of any relevant changes that may occur during the course of the business relationship with the purchaser.

Place and date	
Supplier name	
Signer name	
Title	
Signature and stamp	

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