



CODE OF CONDUCT

Techgen

Dear Colleague,

Ten years after its introduction in 2014, the Techgen Code of Conduct remains a document that expresses the fundamental vision and values of the Company with respect to ethical behavior and transparency, and what we expect from everyone working for, and with, Techgen.

As the world changes and our company expands the frontiers of its business, we are constantly facing new complex realities and challenges and it is important that our organization responds effectively and in accordance with its fundamental management values.

Neither this nor any other code can address every situation we could face or be a substitute for applying common sense and good judgment. When in doubt, it will always be required to ask for advice from your direct supervisor, Internal Audit, the Business Conduct Compliance Officer or the Legal Services, as appropriate.

The reputation of our business reflects the actions of each of us every day. It is a source of value for our customers and the communities where we operate, and one of the greatest assets we have.

I count on each of you to join our drive to promote transparency and integrity throughout our operations and reinforce the sustainability of our company.

June 2024

Ricardo Raúl Ferreiro
Director's Board President



Table of Contents

- 1. Our Values
- 2. Who Must Comply With This Code of Conduct
- 3. Compliance With This Code
- 4. Compliance Line
- 5. General Principles
 - 5.1 Compliance With the Law
 - 5.2 Corporate Accountability and Transparent Management
 - 5.3 Good Judgement and Common Sense
- 6. People and Environment
- 7. Use and Protection of Assets
- 8. Protection of Information
- 9. Business Integrity and Compliance
- 10. Internal Controls and Conflicts of Interest
- 11. Implementation of This Code
- 12. Validity



Our Values

Techgen, S.A. de C.V. (“Techgen,” “the company,” “we,” “us” or “our”) has adopted core values that have shaped and guided our energy project, and which have allowed us to become a leading energy company. The rules contemplated in this Code of Conduct are intended to reinforce, and ensure compliance with, these values.

Health and Safety

Nothing is more important to Techgen than the health and safety of all those working with the company.

Our priority is to provide our employees a safe workplace, promoting their wellbeing and a healthy lifestyle.

Environment

We are committed to developing a business that is sustainable over the long term, minimizing the environmental footprint throughout our operations, setting an example in our communities.

Transparency

Transparency in management and communications is a fundamental value in our relationship with our stakeholders, customers, employees, suppliers, and the communities of which we are a part. We are committed to building a culture of transparency and integrity in everything we do.

Quality

Excellence and quality in our products, services, processes, and the professionalism of our people are our principal competitive advantage. We are focused on the continuous improvement of our operations and processes and on applying outstanding technologies for the energy industry.

People and Diversity

Our people are at the heart of our energy project and the foundation of our achievements.

We aim to provide them opportunities for development and fulfilling their potential, while promoting diversity, equity and inclusion, and rejecting any form of discrimination based on gender, sexual orientation, ethnic origin, color, age, religion or political belief.

Community

The development and inclusive growth of the communities where we have our operations is integral to the success of our energy project. Our community activities focus on support for education and opportunities based on merit, with technical education seen as an engine for growth, transformation and social mobility.



Who Must Comply With This Code of Conduct

This Code of Conduct defines principles and standards of integrity and transparency, which must be complied with by all directors, officers and employees at all levels within Techgen.

Within the labor relationship established by Techgen, all employees must abide by the provisions of this Code, Techgen’s corporate policies and procedures and all applicable laws, rules and regulations, with a personal commitment to honesty, loyalty and transparency in all work-related actions.

As far as the nature of each relationship permits, all principles and standards contained in this Code also apply to contractors, subcontractors, suppliers, associated persons, or anyone who performs services for or on behalf of Techgen, whether paid or unpaid, all of whom might be capable of engaging in unlawful or unethical behavior for or on behalf of Techgen.

Techgen will take appropriate actions to ensure that every joint venture company, consortium or similar association in which Techgen participates, adopts principles and standards consistent with those reflected in this Code.



Compliance With This Code

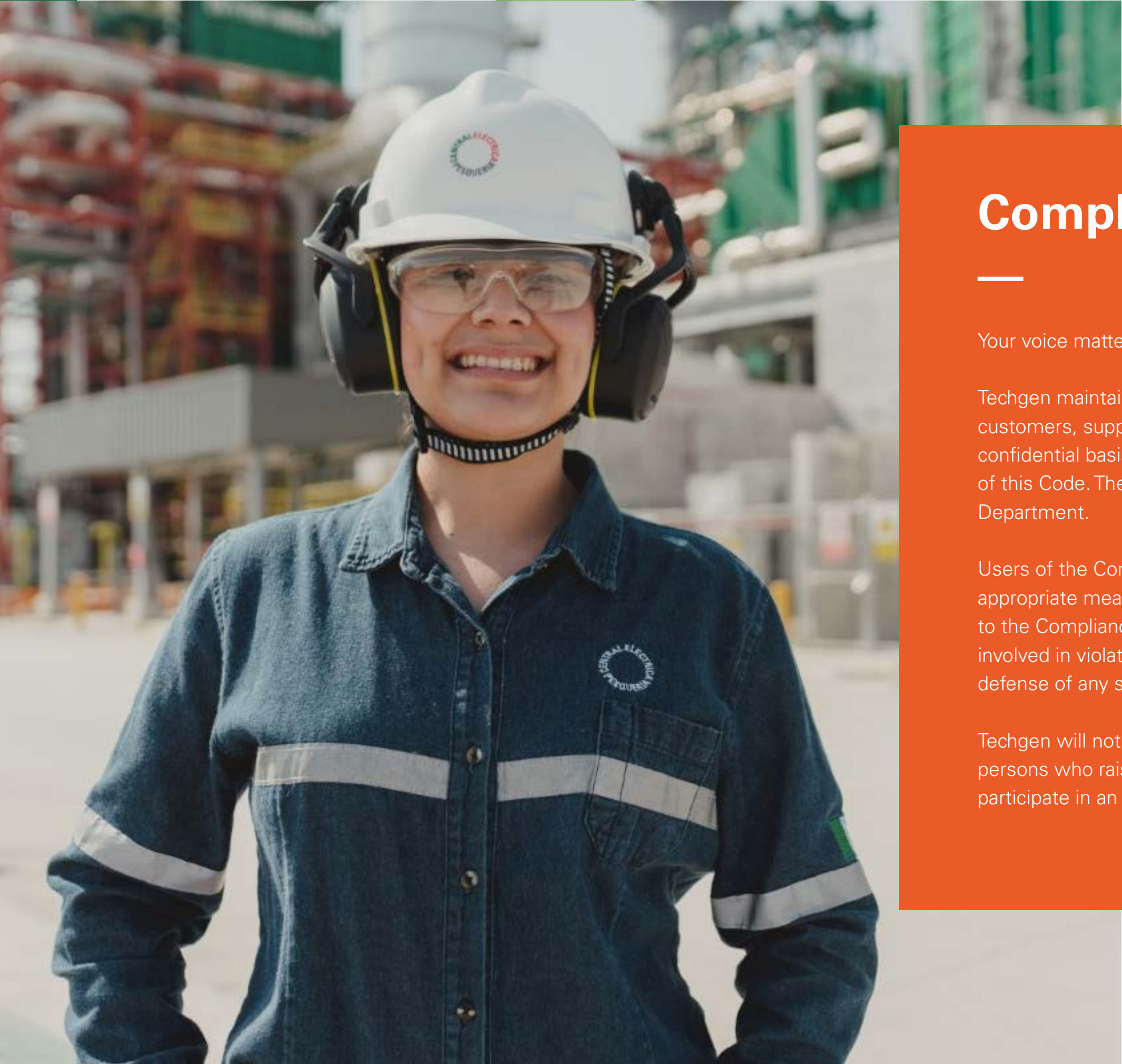
The provisions of this Code prevail over obedience to higher-ranking officers.

Compliance with this Code is the exclusive and personal responsibility of every employee and a condition for continued employment in Techgen. In the event of any violation, employees may not plead ignorance or obedience to any supervisors, and no such supervisors or any other officers are authorized under any circumstances to approve or tolerate violations to this Code.

Employees must adopt a proactive attitude and report any possible deviations. Passive tolerance for violations is not acceptable. In addition, every employee must cooperate with internal investigations where required.

Depending on the seriousness of the violation, disciplinary sanctions may lead to dismissal of the involved employees and to other suitable legal actions promoted even after dismissal.





Compliance Line

Your voice matters.

Techgen maintains a Compliance Line and encourages employees, customers, suppliers and all other interested parties to report, on a confidential basis, any conduct contrary to the principles and standards of this Code. The Compliance Line is managed by the Internal Audit Department.

Users of the Compliance Line are allowed to file anonymous reports. We take appropriate measures to ensure strict confidentiality of any reports submitted to the Compliance Line, a fair treatment of any individuals presumably involved in violations of this Code, and a timely exercise of the right of defense of any such individuals.

Techgen will not tolerate any punitive actions or other retaliation against any persons who raise any issues, report any potential violation of this Code or participate in an investigation.



Compliance With the Law

All employees must comply with all laws, rules and regulations applicable to Techgen or its business. Employees should be aware that, due to the nature of Techgen’s operations, conduct that is illegal or inappropriate in one country can subject us or our employees to legal liability not only in the country where the misconduct occurs, but potentially in other countries.

From time to time, Techgen issues policies, procedures and guidelines to achieve its business purposes, follow or promote best practices and comply with the laws, rules and regulations of the various jurisdictions in which it conducts business. While we make every effort to communicate such policies, procedures and guidelines effectively, employees are expected to familiarize themselves with them and to seek guidance whenever appropriate.

Corporate Accountability and Transparent Management

Employees should take all necessary steps to ensure that each action and decision that is adopted satisfies all these conditions:

- It is based on information that accurately reflects reality;
- It has been approved by the appropriate level as set forth in the applicable policy or procedure;
- It is based on a reasonable analysis of the risks involved;
- It places the best interests of Techgen ahead of personal interests; and
- It leaves records of its rationale.

Good Judgement and Common Sense

Neither this Code nor any set of principles can address every situation or be a substitute for applying common sense and good judgment.

The following questions should be considered before making any work-related decision:

- Does the proposed action comply with applicable laws and regulations and Techgen’s corporate policies and procedures?
- Does the proposed action comply with the letter and spirit of this Code?
- Can the decision be justified and perceived as the most appropriate course of action?
- Could the proposed action, if made public, compromise Techgen or be harmful to its reputation or its standing in the community?



When in doubt on how to comply with, interpret, explain to others or convey the principles and standards of this Code, seek advice from your direct supervisor, the relevant officer, the Internal Audit Department or Techgen Legal Services.



All Techgen employees are expected to:

01. Learn about and comply with all laws, rules, regulations and Techgen policies and procedures that apply to their job;
02. Seek prompt advice and guidance if unsure about the course of action to take and encourage others to do the same;
03. Be alert to and report any issues or potential violations through appropriate reporting channels;
04. Never judge or retaliate in any way against an individual who raises an issue, reports a violation or participates in an investigation.





People and Environment

Techgen believes that sustaining a culture of safety, promoting the employees' well-being, fostering the protection of the environment, and procuring consistent growth and development of the local communities, are all key to its longstanding success.





Health and Safety

Techgen promotes a culture of safety and is committed to a substantial reduction of health and safety risks in operations and strives to prevent all accidents and work-related illnesses.

Everyone at Techgen is accountable to act proactively to eliminate hazards, reduce risks and identify opportunities for improvement, and encourage an open communication with all our people and interested parties.

Employees are expected to diligently comply, and inspire others to comply, with all health and safety applicable law and corporate policies, procedures and operating practices. They must set a good example and report any concern or event of non-compliance that may compromise the health or safety of persons or operations.

When in doubt about how to address a situation, deal with an unexpected event or comply with applicable corporate policies, employees must seek immediate advice from their supervisory levels as to the proper protocol or other course of action to follow.





Workplace Environment

Techgen promotes a healthy and respectful workplace environment, with utmost respect for all laws, international conventions and treaties governing human and labor rights, including the employee’s rights to establish or join trade unions and representative organizations, the right to collective bargaining and the obligations regarding occupational health and safety in its operations.

We support the elimination of all forms of discrimination, illegal, forced or compulsory labor, slavery or servitude, in particular child labor. Discrimination, illegal, forced or compulsory labor, slavery or servitude will not be tolerated at Techgen. All Techgen’s suppliers and contractors are expected to comply with these principles.

All individuals may apply for a position within Techgen in accordance with the applicable job requirements and merit criteria, without arbitrary discrimination. Discrimination by reasons of gender, sexual orientation or preferences, ethnic origin, color, age, religion or political opinion or beliefs is strictly prohibited.

Techgen will not tolerate any form of abuse, harassment, coercion or bullying, whether sexual, physical, psychological, or otherwise.

Employees at all levels must treat others with respect and dignity and are expected to cooperate to maintain an ethical and respectful workplace environment should there be personal differences.



Environment

Techgen promotes the protection of the environment and strives to minimize any negative impact on it.

We recognize that climate change may present significant risks to society in general and to our business in particular. As a result, Techgen is committed, and expects all employees to be committed, to reducing the environmental footprint of its operations through an efficient use of resources, transportation planning, reduction of waste and emissions and careful handling of hazardous substances. We aim at achieving continuous improvement in environmental performance, concentrating our efforts on areas of greatest impact at our manufacturing, distribution and large office sites.

Techgen also seeks to comply and expects all employees to comply with all applicable environmental laws and regulations. Where none exists, employees must set themselves appropriately high standards.





Relations With the Community

The sustainability of Techgen’s project has a deep connection with the growth and development of the local communities.

Employees must be respectful of the identity, cultural heritage and traditions of local communities and must seek to maintain transparent relationships with the people living in such communities.

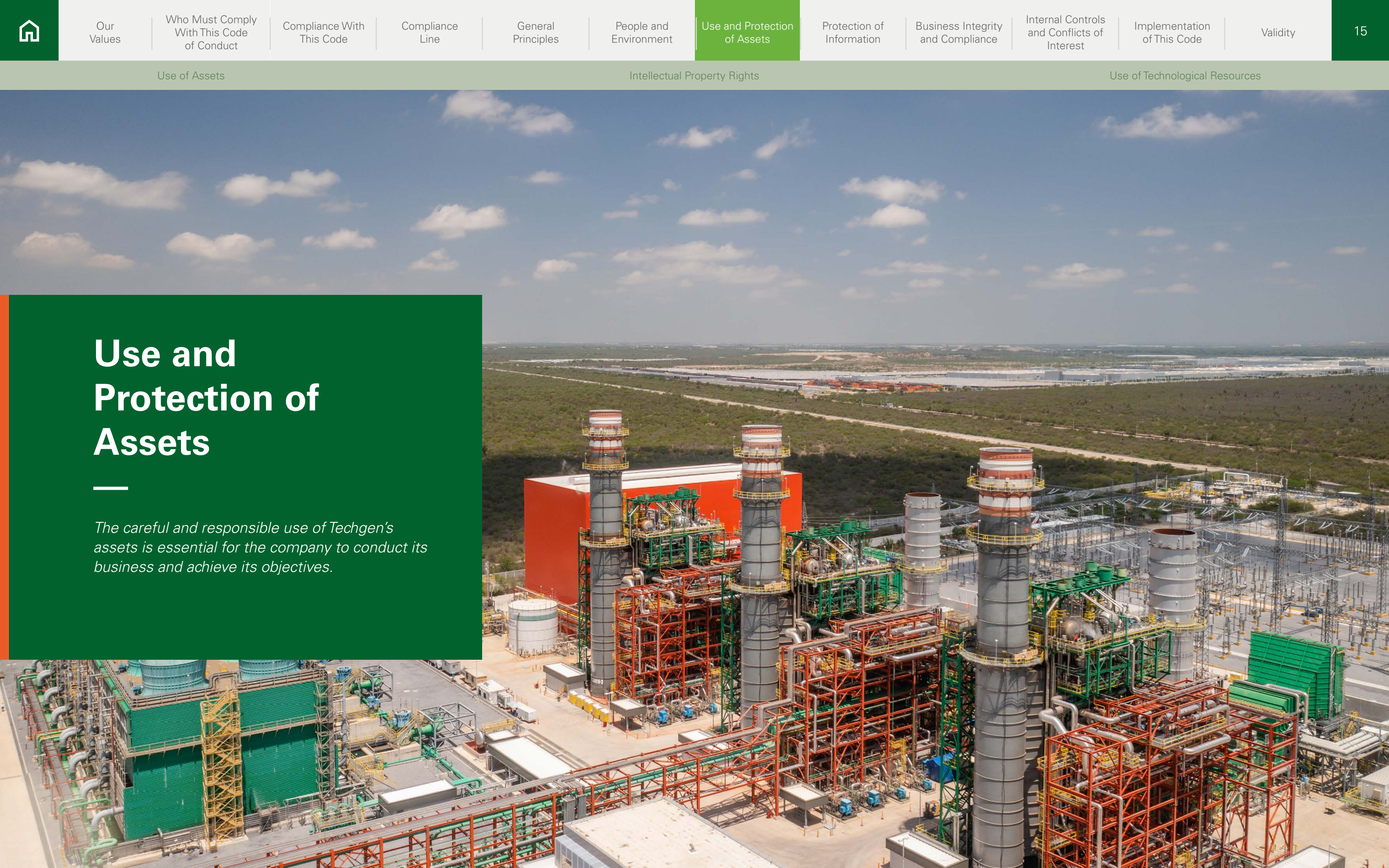
Similarly, employees are expected to be diligent and act in a professional manner when dealing with the different realities and the complex and potentially challenging situations that each community may have.





Use and Protection of Assets

The careful and responsible use of Techgen's assets is essential for the company to conduct its business and achieve its objectives.





Use of Assets

Techgen’s assets must be used exclusively for their intended purposes and by duly authorized persons. Techgen will not tolerate any misuse of assets for personal benefit.

Every employee is responsible for protecting Techgen’s property and other tangible and intangible assets against any unauthorized use, breach of trust, damage or loss, whether through negligent or willful actions.





Intellectual Property Rights

Proprietary rights over any knowledge developed in the workplace environment belong to Techgen, which upholds its right to exploit such knowledge in the manner and at the time it considers most suitable, in accordance with applicable law.

Intellectual property owned by Techgen includes patents, trademarks, copyrights, drawings, software, know how, ideas, inventions, procedures, methodologies, courses, reports, or any other proprietary information developed in or contracted by Techgen.

Employees are responsible for identifying, protecting, and defending Techgen’s intellectual property and for respecting third parties’ intellectual property, whenever made available for Techgen’s own use.



Use of Technological Resources

Employees may not use Techgen’s information technology resources (including among others, software, apps, electronic message systems, instant messaging platforms, hardware and mobile devices) for purposes other than those authorized by Techgen.

Using or connecting into Techgen’s technological environment any information technology resources that do not comply with Techgen’s standards is not permitted, unless authorized by the appropriate technical area.

Employees must refrain from bringing, downloading or using ilegal copies of software, and from violating licensing agreements or doing anything that may subject Techgen to liability.

To the extent permitted by applicable law, Techgen, acting through the Internal Audit Department, is entitled to monitor, at any time and without any notice, the use of information technology resources, and to access, review, copy or retrieve, any files, documents, records, databases, electronic messages, internet activity and any other information (including both business and personal) managed through Techgen’s information technology resources.

Users of Techgen’s information technology resources must not have any expectations of privacy over any information or communications generated or transmitted through, or stored in, Techgen’s information technology resources. If in reviewing data for legitimate corporate purposes Techgen comes across information of a private nature, it will use reasonable efforts to preserve the privacy of such information.

Employees should not use personal devices or other personal technological resources in connection with Techgen’s business or corporate purposes. Notwithstanding the foregoing, employees must be aware that their personal devices or resources may be subject to inspection by Techgen or governmental authorities if such devices or resources are, nonetheless, used for business or corporate purposes. In such cases, privacy expectations may be severely limited, and employees will be expected to grant access to their personal devices or other resources.

Information and data stored on Techgen’s premises and information technology resources belong to Techgen and, accordingly, Techgen may choose to provide this information to regulators or other third parties if it deems it necessary or advisable.





Protection of Information

Techgen respects the privacy of its employees and of those third parties with which it conducts business and promotes the protection, proper use and careful disclosure of information.





Data Privacy

Techgen requires, obtains and uses personal information only to the extent necessary for the effective management of its business operations and in strict compliance with applicable data privacy laws and regulations.

We request our employees to always protect and keep private their own personal information and the personal information of other employees and third parties.

The above requirements and commitment do not limit in any way Techgen’s authority to investigate wrongdoings by employees and third parties or to review personal data to comply with applicable law or in accordance with applicable industry practices.



Confidentiality of Information

Employees must keep confidential all information to which they have access in the performance of their work for Techgen, even if such information is not classified as confidential or does not belong or pertain to Techgen, and regardless of the manner in which it is obtained or communicated.

All such information must be treated carefully and protected to avoid improper or inadvertent disclosure. All such information must never be shared with any person who does not need to know such information to perform his or her work or to provide a service to Techgen. Even within Techgen, information must be shared only on a need-to-know basis.

Personnel must follow all security procedures and be alert to any circumstances that could lead to loss, misuse or theft of information.

In case of doubt, all information must be presumed confidential and treated accordingly.

The obligation not to disclose confidential information will survive for the terms provided in applicable law, company policies or contractual arrangements.

Employees must protect the confidentiality of information even after the employment relationship ends, and may not use the information for personal purposes or to benefit another employer, outside business or for or in connection with inventions not owned or sponsored by Techgen.





Security of Information

Only authorized persons may have access to Techgen’s information in any format (physical, magnetic, electronic, optical, etc.). Any such information may only be used for the purposes and periods specified in the authorization.

Employees are directly responsible for taking the necessary steps to safeguard Techgen’s information from damage, misuse or loss and to ensure its safe custody for the period established in company policies and procedures. Employees must familiarize themselves and comply with specific procedures and protocols on security, information management and cybersecurity incidents, as failure to do so may have severe impact for Techgen.

Passwords and other authentication methods may only be known and used by their owners and never disclosed to or shared with third parties.

Employees must be vigilant of cyberattacks (including any manner of malicious activity), immediately report any incidents, and avoid any actions that may compromise Techgen’s ability to contain the incident, to respond effectively to authorities’ or third parties’ requests, or to apply corrective and remedial measures in due time in accordance with Techgen’s policies and procedures.



Insider Trading

Insider trading and information tipping are strictly forbidden. No employee may purchase, sell or otherwise trade in securities of Techgen or any company that is or may be engaged in a trade or business with Techgen while in possession of material nonpublic information.

In addition, employees may not disclose, directly or indirectly, to third parties any material nonpublic information concerning Techgen or any other publicly traded company with which Techgen is doing or considering doing business.

Beyond disciplinary action, and within the applicable legal framework, a violation of these guidelines may lead to further legal action against the involved employee.

Employees investing in stocks must know the regulations restricting their capacity to negotiate in securities.





Public Communications

All institutional communications and statements to be made to the public on behalf of Techgen, or involving any activity, achievement or event related to Techgen, must be made exclusively by authorized persons.

Any request for information concerning Techgen, whether made by investors, customers or other stakeholders, must be answered appropriately and in due time by concerned areas.

Employees must be aware and procure early involvement of relevant areas (including, without limitation, the Investors Relations, Communications or Compliance departments, Techgen Legal Services, and the Business Conduct Compliance Officer, as applicable) before answering or committing an answer to any request of information.

Private use of social media, when involving or affecting Techgen in any manner, must be respectful of the rules contemplated in this Code and must never compromise Techgen’s reputation or business interests, jeopardize the confidentiality of Techgen’s information or otherwise lead to confusion between the opinion of an employee and the institutional position of Techgen.

Employees are expected to exercise good judgement when deciding to use social media in a manner that, even with good intentions, may affect or involve Techgen.



Business Integrity and Compliance

Honesty, integrity and transparency are essential to Techgen's way of conducting business. Techgen competes fairly based on the strength of its products and services and the excellence of its execution. All forms of corruption are forbidden.





Fair, Honest and Transparent Competition

Techgen is committed to the values of fair, honest and transparent competition.

Competition and antitrust laws around the world are aimed at prohibiting unreasonable restraints of trade and preserving competition. Examples of competition/ antitrust violations include price fixing, bid rigging, market or customer allocation and abuse of dominant position. The penalties for breaching competition and antitrust laws are severe. In addition to material fines and other penalties, individuals found guilty of the most serious offences can face imprisonment.

Techgen strives to strictly observe the competition and antitrust laws of all countries in which it does business.





Bribery Prohibition

Techgen will not allow, under any circumstances, the offering or receiving of bribes or any other form of illegal or improper payments.

While most countries have laws that make it illegal to engage in bribery, some of these laws criminalize not only bribery acts committed within the country’s territory but also acts of bribery taking place abroad. A breach of any of these laws is a serious offence which can result in fines for Techgen and imprisonment for individuals.

Employees must not give anything of value, including cash, cash equivalents, advantages, favours or courtesies, that is or could be construed as: (1) intending to influence the decision or performance of a public official or any other person or entity; (2) intending to obtain or secure any business, contract or advantage to Techgen or (3) a violation of any applicable law.

The grant of any commissions, discounts, credits or bonuses and any other commercial incentive must be performed in accordance with existing laws, rules and regulations and officially granted, upon a written agreement, to legally recognized organizations with the corresponding supporting documentation. Commercial incentives must be consistent with applicable law and market practices and must be approved, provided and recorded in accordance with Techgen’s policies and procedures.

Techgen will not allow the use of representatives, intermediaries, agents, consultants, subsidiaries, joint venture companies or other third parties to give, or promise to give, anything of value to anyone on behalf of Techgen to circumvent the rules contemplated in this Code.

Employees should exercise care in dealings with public officials, as well as the employees or representatives of private companies to avoid even the suggestion of impropriety.

The term “public officials” should be interpreted broadly and includes employees or representatives of governments, legislature, or the judiciary, and their respective agencies or offices; employees or representatives of government-controlled or government-operated entities; officers of a political party or candidates to a public function; and any person acting for or on behalf or representing any government, or public international organization.

We strive to work with suppliers, agents, business partners, and other third parties that share our commitment to doing business ethically and in compliance with the principles of this Code.



Gifts and Entertainment

Promising, giving and receiving gifts, meals and entertainment can be a part of building business relationships. However, no Techgen employee, nor any person who performs services for or on behalf of Techgen, should offer, promise, give, request, agree to receive or accept excessive or inappropriate invitations, gifts, meals, or entertainment that could create or imply improper influence or obligate any recipient or that could be construed by an impartial observer as aimed at providing or obtaining undue advantages.

In all cases, no meals, gifts, travel or entertainment may be promised, given to, paid for, or accepted, directly or indirectly, without complying with applicable policies and procedures.

Under no circumstances may cash or goods easily converted into cash be given or accepted.





Interactions With Public Officials. Political Contributions

Interactions with and relations with public officials on behalf of Techgen are restricted and may be subject to the fulfilment of certain requirements, either contemplated in applicable law or in Techgen’s policies and procedures.

On behalf of Techgen, employees are not authorized to support any political party; or to participate in electoral campaigns; or to take part in religious, ethnic, political or inter-state conflicts.

Political contributions are prohibited in many jurisdictions; even where legal and justified, no political contribution may be performed by Techgen or on its behalf without first complying with the applicable company policies and procedures and obtaining appropriate authorizations.



Internal Controls and Conflicts of Interest

A robust internal control system, accurate books and records, and a proper and timely disclosure of conflicts of interest are fundamental to Techgen's sustainable progress and development.





Internal Control Environment

Techgen encourages, at every level of its organization, a positive attitude towards internal control and a control-oriented mentality.

Internal controls are aimed at ensuring consistent compliance with applicable laws, rules and regulations, with this Code and with Techgen’s policies and procedures, protecting corporate assets, efficiently managing operations, providing precise and complete information, and preventing illegal conduct.

Management is the main responsible for building an efficient internal control system. Employees at all levels of the organization, in their respective functions, are responsible for abiding by and ensuring compliance with established controls and for identifying and addressing any weaknesses or failures that may affect such controls.





Accurate Records and Reporting

All employees, in their respective functions, are responsible for properly reflecting transactions on Techgen’s books and records so that Techgen may properly comply with its financial and non-financial reporting obligations.

Techgen believes that books and records accuracy is key for the decision-making process and a transparent relationship with its stakeholders. The term “records” is broad, including virtually any form of information created, transmitted, stored or processed in any manner by Techgen.

Techgen’s books and records must reflect transactions in conformity with accepted accounting and other applicable standards. No misrepresentation, concealment, falsification, circumvention or other deliberate acts resulting in inaccurate books and records will be tolerated.



Conflicts of Interest and Non-Competition

Techgen expects its employees to act fairly, loyally and honestly at all times, always in accordance with Techgen’s commercial purposes and core values.

In their relationships or dealings with third parties and other employees, employees must prioritize in all cases the interests of Techgen over any situation that may lead to a real or potential personal benefit, for themselves or any of their relatives, closely related persons or associates.

Conflicts of interest must be fully disclosed in writing as required by Techgen’s policies and procedures. A real or potential conflict of interest is deemed to exist when a relationship between the employee and a third party might affect the interests of Techgen or its stakeholders.

Employees must not compete with Techgen or otherwise engage, directly or indirectly, in any of the commercial activities carried out by Techgen, including manufacturing, selling products or providing services that are similar to, or that are substitute for, products or services offered by Techgen.





Implementation of This Code

Techgen's Board of Directors is the top-level decisionmaking body for the implementation of this Code.

The Internal Audit Department, in coordination with the Board of Directors, will address any question or concern relating to the implementation or interpretation of this Code that cannot be satisfactorily resolved at the usual supervisory levels.

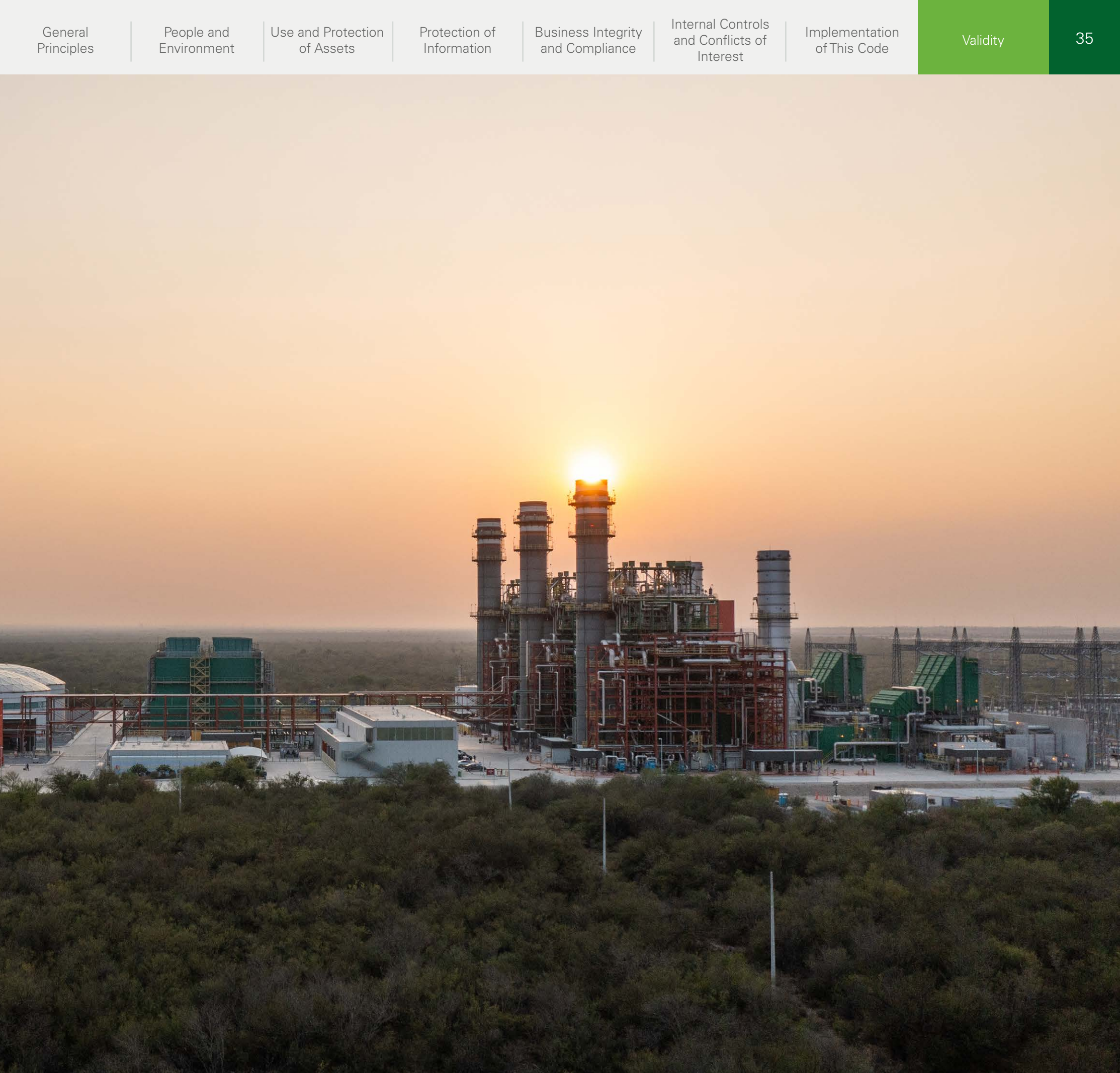
Techgen's Administration will implement procedures to ensure full acknowledgement and training of this Code.

Techgen's management will take necessary measures to ensure that all Techgen's employees, all suppliers, subcontractors, commercial and non-commercial representatives, and consultants, and anyone who performs services for or on behalf of Techgen know, understand and apply the provisions of this Code. Techgen's employees requiring further information on this Code than that provided by their supervisors may contact the Internal Audit Department by e-mail at auditoria_responde@techgen.com.



Validity

This revised version of this Code is effective as from July 1st, 2024, and, as from that date, shall replace and supersede in its entirety the Code of Conduct in force since November 1st, 2014. Techgen Legal Services may postpone or suspend its effectiveness in those jurisdictions where adoption and enforcement of this revised Code requires approval by a competent governmental authority.



Techgen

www.techgen.com.mx