

(ESG) CODE OF CONDUCT OF MASTERWORK ELECTRONICS

VISION

To provide our customers with a consistent competitive advantage through a world-class manufacturing support and service.

MISSION

- To foster long-lasting relationships with our clients and suppliers through operational excellence, effective communication, and transparency.
- To provide reasonable investment returns to our shareholders and offer our employees a positive, respectful, and collaborative work environment.
- To contribute to the sustainable development of the communities in which we operate and promote the well-being of our employees and neighbors.

VALUES

INTEGRITY – We strive to maintain the highest standards of integrity through honesty and respect for our partners, our people, and our processes. We value ethics and transparency in ourselves and in others.

TEAMWORK – Success is achieved by working toward our shared goals and objectives as a team. We value and are open to differing opinions.

RESPECT FOR PEOPLE – We foster an environment of respect by treating each other as equals, valuing opinions and suggestions, and encouraging adaptability to change.

CUSTOMER FOCUS – Listening to and understanding our customers' needs drives our daily activities. We are committed to exceeding their expectations with high quality and on-time delivery, while remaining flexible and responsive to schedule changes. Total Customer Satisfaction is our goal.

CONTINUOUS IMPROVEMENT – We live with a Kaizen mindset, never satisfied with our latest achievements, and always seeking ways to improve.

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STATEMENT

Masterwork Electronics is firmly committed to corporate responsibility regarding Environmental, Social, and Corporate Governance (ESG) standards, operating with the highest integrity in all work performed. We comply with environmental, national, state, and labor regulations, including federal labor laws. We aim to provide a safe and healthy workplace in compliance with legal standards.

This Code of Business Conduct outlines our Corporate Business Principles and establishes non-negotiable behavioral standards. It does not cover every possible situation but serves as a reference framework. Employees should seek guidance if they are uncertain about any course of action. Each employee has the absolute responsibility to do the right thing.

Employees must always adhere to the following principles:

- Avoid any conduct that could damage or jeopardize Masterwork Electronics or its reputation.
- Act legally and honestly.
- Prioritize the company's interests over personal interests.
- We shall always act in the best interests of Masterwork Electronics.

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SAFETY, HEALTH, AND ENVIRONMENTAL POLICY

Masterwork Electronics Mexico is a strategic leader in the electronics industry, providing its customers with a competitive advantage through world-class manufacturing support and service, while prioritizing environmental respect, safety, and the occupational health of all those working with, for, or on behalf of the company.

- Complies with all environmental, safety, occupational health, and legal requirements.
- Is committed to identifying and mitigating risks, reducing pollution by controlling environmental impacts on air, soil, and water, ensuring efficient resource use, and preventing occupational risks and diseases.
- Promotes environmental protection among all employees by fostering a culture of pollution and hazard prevention.
- Continuously improves the performance of our environmental, safety, and health systems through regular reviews of objectives and goals.
- This policy is available to all levels of the organization and to the public.

ANTI-CORRUPTION POLICY.

All direct and indirect employees of Masterwork Electronics understand that they may not pay bribes or attempt to improperly influence others to gain any type of benefit — even if the attempt fails or is denied. This also applies to actions performed through third parties. We condemn all forms of bribery and corruption.

- Employees, directly or through intermediaries, shall never offer improper personal, financial, or other favors to obtain or secure business or advantages from any third party, public or private.
- Employees shall not accept such advantages in exchange for preferential treatment.
- Improper benefits may include anything of value.
- It is mandatory to report cases of blackmail and extortion.
- Accurate books and records must be maintained.
- We will not engage with customers or suppliers involved in improper conduct. Employees must report concerns to their immediate supervisor.

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- Do not attempt to resolve bribery or corruption situations on your own; report them immediately.
- Violations of this policy may lead to disciplinary actions, including termination, and may result in legal consequences.
- Business partners who violate this policy may have their relationship with Masterwork Electronics terminated.

EQUALITY, DIVERSITY, AND NON-DISCRIMINATION POLICY

Masterwork Electronics is committed to promoting equality, diversity, and non-discrimination among employees, partners, and customers to foster a respectful and inclusive workplace.

Any form of mistreatment, violence, or behavior causing discriminatory effects is strictly prohibited, regardless of hierarchical level, based on physical appearance, culture, disability, language, sex, gender, age, socioeconomic or legal status, pregnancy, marital status, religion, opinions, ethnic origin, sexual orientation, immigration status, or any other form of intolerance.

- We foster a work environment of respect and equality, a humanitarian atmosphere of open communication, and a workplace free of discrimination, sexual harassment, and other forms of intolerance and violence.
- We respect the individual differences of culture, religion, and ethnic origin.
- We promote equal opportunities and development for all personnel.
- We seriously and promptly address all reports (open or confidential) of discrimination, harassment, or victimization — from customers, suppliers, visitors, or employees. Such acts are treated as code of conduct violations and may lead to termination without notice.
- We ensure equal access to training, development, and career advancement, helping personnel reach their full potential.
- We promote respectful coexistence at all organizational levels.

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INTERPERSONAL AND FAMILY RELATIONSHIPS AT WORK.

- No action will be taken against employees engaged in romantic relationships outside working hours and off company premises. However, relationships that affect work performance, occur during work hours, or create conflicts of interest will be reviewed.
- Family or intimate relationships between employees can create actual or potential conflicts of interest, especially if one supervises the other. Masterwork may decline to hire or reassign employees in such situations.
- If employees marry or form intimate relationships, and there's risk of influence over compensation or other terms, they may be reassigned or terminated.
- "Family member" includes any person related by blood or marriage, or similar relationships such as domestic partnerships or civil unions.

MANAGEMENT OF CONFIDENTIAL INFORMATION

- We comply with laws regarding insider information in the purchase or sale of securities.
- We maintain confidentiality of sensitive information that could be misused.
- We protect our own confidential information and respect that of third parties, including trade secrets, business plans, ideas, designs, processes, databases, financial records, and salaries.
- Employees must not disclose confidential information, either within or outside the company.
- Confidentiality obligations remain in effect for 365 days after termination of employment or business relationship.
- Employees must take precautions to prevent unintentional disclosures.
- The business success and reputation of Masterwork are built on ethical conduct and confidentiality.

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SUPPLY CHAIN SAFETY POLICY

At Masterwork Electronics Mexico, we stand firmly against terrorism, drug trafficking, smuggling, and human trafficking. We are committed to providing a safe workplace and contamination-free products for our customers by

- Fostering a culture of safety among employees and business partners.
- Implementing and maintaining the minimum safety criteria in the supply chain.
- Promoting best practices that help identify and mitigate safety risks.

Employees have a duty to act in a way that earns and preserves public trust.

Compliance with this **Ethics and Conduct Policy** is the responsibility of every Masterwork employee, regardless of their hierarchical level or contract type.

Failure to comply may result in disciplinary action.

If you observe any conduct that violates this Code of Ethics or Anti-Corruption Policy, report it via:

México	Marcar: 01 800 8721854
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Website: <https://masterworkelectronics.ethicspoint.com>

MEI strictly prohibits retaliation against employees who report, in good faith, incidents of harassment or participate in investigations.

ANTI-RETALIATION POLICY

Masterwork Electronics de México is committed to protecting all individuals from any form of retaliation when they act in good faith to uphold the culture of ethics and integrity among all employees, including employees of MEM's consolidated subsidiaries. This Policy protects employees as well as contractors, job applicants, and others from prohibited retaliation as described below.

MEM strictly prohibits employees from taking any form of retaliation, whether direct or indirect, against individuals who support MEM's culture of ethics and integrity. You support MEM's culture of ethics and

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integrity when, in good faith, you:

- Report, express the intent to report, or assist another person in reporting an actual or suspected violation of MEM's Code of Conduct, any other MEM policy, or the law, whether through one of the reporting mechanisms described in the Global Whistleblower Policy or to a government authority;
- Cooperate in an investigation or participate in a process related to an actual or suspected violation;
- Raise a compliance or ethical concern, or seek advice regarding a particular business practice, decision, or action.

I, _____, have read and understood the code of conduct under which Masterwork Electronics operates, and I agree to abide by the terms.

I declare that if I witness any kind of violation of this code, I will immediately report it through the channels provided by the company.

Date: _____ Signature: _____