PO-0004
Anti-Bribery and Compliance Policy

TFS Turbine Field Solutions S.A. de C.V. (hereinafter TFS) is committed to a Code of Ethics and Conduct based on organizational values which requires us to conduct business with integrity. This commitment involves avoiding any act of bribery while complying with all applicable laws and regulations.

Our commitment is aimed to periodically review the Anti-bribery and compliance Management System, maintaining continuous improvement and guaranteeing compliance with the anti-bribery and compliance objectives, as follows:

- Maintaining management system effectiveness.
- Maintaining an anti-bribery culture.
- Identify obligations, assess risks, and define compliance controls.

Top Management ensures the independence and authority of the anti-bribery function by granting it direct access and the necessary resources to effectively perform its responsibilities. The anti-bribery function is empowered to oversee the implementation, maintenance, and continual improvement of the Anti-Bribery Management System, as well as to report on its performance and any concerns related to bribery without fear of retaliation, interference, or conflicts of interest that could compromise its objectivity and impartiality.

Compliance and Regulatory Compliance Risk Management

At TFS, the Compliance function ensures strict adherence to the applicable legal and regulatory framework, integrating the proactive management of anti-corruption risks into all organizational operations and processes. We are committed to maintaining effective internal controls, continuous monitoring, and periodic risk assessments to identify, mitigate, and respond promptly to any vulnerabilities.
In addition, continuous training is promoted for all personnel, along with due diligence in the selection and evaluation of business partners, suppliers, and third parties, ensuring that all business relationships are rigorously aligned with our ethical and legal standards.

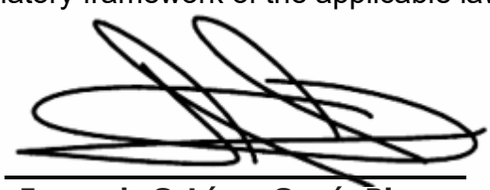
This Policy reflects our position of zero tolerance with respect to any act of bribery, it applies to stakeholders and proprietary processes established in our integrated management system.

In accordance with the Code of Ethics and Conduct's chapter 8, it is strictly prohibited to any person who, directly or indirectly acts on behalf of our company, to perform or to receive any type of improper payment, such as receiving or paying bribes or giving, offering or promising to deliver money, valuables, travel nor hospitality offers to third parties, this includes public officials, in order to improperly influence any act or decision of a person or to receive an undue benefit in favor of themselves or the company. It is strictly forbidden to pursue activities derived from commercial relationships that may generate breach of trust, deception, economic losses, and in general, damage to TFS's image and reputation.

The company ensures that all personnel fully comply with the provisions of this Policy, being conditional for maintaining the employment relationship or association. Any alleged noncompliance will be investigated in accordance with our internal work regulations and through the Ethics Committee and, depending on the seriousness of the offense, the sanction may range from issuing a warning to the immediate dismissal of whoever commits it.

Any collaborator or third party who has information regarding breach of this Policy, the Code of Ethics and Conduct, or any related controls, or whosoever considers that is being required to pay or receive a bribe, must report this situation without fear of retaliation, using established mechanisms or sending an email to **denuncia@tfscorp.com.mx.**

Regarding third parties, sanctions will correspond to what is established on the regulatory framework of the applicable law.



Fernando G. López García Rivera
TFS Chief Executive Officer