



# Anticorruption Policy

## ANTI-CORRUPTION AND CONFLICT OF INTEREST POLICY



### Introduction

At Mexlog, transparency and integrity are fundamental pillars of our operations. We are committed to combating corruption and ethically managing conflicts of interest to strengthen the trust of our stakeholders and protect our organization's reputation.

This policy establishes clear guidelines to prevent and address situations that could compromise our business ethics, in compliance with applicable laws and regulations, and in alignment with the highest international standards.

### Objective

To ensure that all Mexlog activities are conducted ethically, transparently, and in compliance with anti-corruption laws, while proactively identifying and managing potential conflicts of interest.

### Scope

This policy applies to all employees, executives, business partners, suppliers, and third parties acting on behalf of Mexlog.

### Guiding Principles

#### 1. Zero Tolerance for Corruption

- Offering, receiving, soliciting, or accepting bribes, illegal commissions, facilitation payments, or any form of undue advantage, directly or indirectly, in our operations is strictly prohibited.
- All transactions must be documented and accurately reflected in our financial records.

#### 2. Conflict of Interest Management

- Mexlog employees and partners must avoid situations where their personal interests or relationships could influence business decisions.
- It is mandatory to disclose any actual or potential conflict of interest to the Ethics Committee or the designated area.
- Participation in business decisions involving companies or individuals with whom there is a personal, familial, or financial connection is prohibited.

#### 3. Relationships with Government and Third Parties

- All interactions with public officials or third-party representatives must be legal, transparent, and documented.
- No payments or benefits should be offered to influence government or commercial decisions.



#### **4. Gifts, Invitations, and Hospitality**

- Gifts or invitations must be reasonable, modest, and not perceived as attempts to influence business or professional decisions.
- Employees must report any gift received that exceeds the values established by internal policies.

#### **5. Whistleblowing and Whistleblower Protection**

- Mexlog provides stakeholders with a confidential reporting channel, "Resguarda," to report violations of this policy.
- We guarantee that there will be no retaliation against those who report acts of corruption or conflicts of interest in good faith.

#### **6. Training and Awareness**

- All employees and strategic partners will receive periodic training on anti-corruption practices and conflict of interest management.

#### **7. Monitoring and Supervision**

- Compliance with this policy will be monitored by the Internal Control Committee, which will be responsible for investigating any non-compliance and taking necessary actions.

#### **Non-Compliance Consequences**

Any violation of this policy will be taken seriously and may result in disciplinary measures, including the termination of the employment or commercial relationship and, where appropriate, notification to authorities.

#### **Policy Review**

This policy will be periodically reviewed and updated to ensure alignment with international best practices and regulatory changes..

#### **Mexlog's Commitment**

At Mexlog, we are firmly committed to leading with integrity and transparency in all aspects of our operations. Our goal is to establish and maintain the highest ethical standards in our internal and external relationships, guided by the principles of honesty, responsibility, and respect for our stakeholders.

We understand that combating corruption and managing conflicts of interest are not only legal obligations but also moral responsibilities and key factors for the sustainability of our business. Therefore:

- **Transparency Culture:**

We promote an organizational culture based on honesty, where decision-making is objective and aligned with the company's values.



- **Responsible Leadership:**

Mexlog leaders act as role models, driving compliance with this policy and fostering a work environment where ethical values prevail over any other consideration.

- **Commitment to Legality:**

All our operations strictly comply with the laws, regulations, and standards applicable in the jurisdictions where we operate, reinforcing our commitment to international agreements against corruption and money laundering.

- **Ethical and Trustworthy Relationships:**

We strive to build strong, ethical relationships with our clients, suppliers, collaborators, and the community. We work to generate mutual trust through fair, transparent, and responsible business practices.

- **Development of Ethical Capacities:**

We invest in the continuous training of our collaborators and business partners to ensure they understand, adopt, and act in accordance with the principles set forth in this policy.

- **Zero Tolerance for Corrupt Practices:**

We strongly oppose any form of corruption or improper practices, ensuring that all company decisions benefit our organization without undue external influence.

- **Social Responsibility:**

Mexlog recognizes its impact on society and acts as a positive change agent, fostering responsible and sustainable practices that benefit not only the company but also the community and the environment.

- **Commitment to Continuous Improvement:**

We are committed to constantly reviewing and strengthening our procedures, systems, and internal policies to ensure that we remain a benchmark for business integrity.

Mexlog reaffirms that integrity and transparency are not only fundamental ethical principles but also the foundation of our identity and the key to ensuring solid and sustainable growth. Through this policy, we strive to build an organization that inspires trust, values relationships, and strengthens its reputation at all levels.