

CORPORATE CODE OF ETHICS 2026

TECNO FAST S.A

Board date aproval: 27-05-2026



CONTENTS

CHAPTER 1

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER (CEO)	5
--	---

CHAPTER 2

INTRODUCTION, SCOPE AND APPLICATION	6
---	---

CHAPTER 3

TECNO FAST IDENTITY: VISION, MISSION, PURPOSE AND VALUES	8
--	---

CHAPTER 4

PRINCIPLES AND RESPONSIBILITIES	10
4.1 Fundamental principles.....	10
4.2 Individual responsibilities	11
4.3 Leadership responsibilities.....	12
4.4 Responsibilities of third parties	12

CHAPTER 5

INTEGRITY IN BUSINESS CONDUCT	13
5.1 Conflicts of interest	13
5.2 Gifts, invitations, and courtesies.....	15
5.3 Relationship with suppliers and procurement processes	16
5.4 Antitrust and Competition Law	17
5.5 Relationship with Clients	18
5.6 Relationship with Public Officials and Government Authorities.....	19
5.7 Use and Protection of Confidential Information	21
5.8 Use of the Company's Assets and Resources.....	22
5.9 Use of Suppliers, Contractors, or Employees for Personal Purposes.....	23
5.10 Responsible Use of Artificial Intelligence and Automated Decision-Making.....	24

CHAPTER 6

INFORMATION INTEGRITY, ASSET PROTECTION AND REGULATORY COMPLIANCE	25
6.1 Integrity of information, records, and reporting.....	25
6.2 Ethical protection and use of funds and financial assets.....	26
6.3 Prevention of fraud and improper financial conduct	27
6.4 Protection of personal data and confidentiality of information.....	28
6.5 Market-relevant information and insider information (CMF).....	28
6.6 Record retention and documentation.....	29

CHAPTER 7

RESPECT, WORKPLACE ENVIRONMENT, AND HUMAN RIGHTS	30
7.1 Respect, dignity, and responsible conduct	30
7.2 Workplace free from harassment, violence, improper treatment, or discrimination ...	31
7.3 Prevention of harassment and leadership responsibility	31
7.4 Diversity, inclusion, and non-discrimination	32
7.5 Human rights and responsible conduct.....	32

CHAPTER 8

SUSTAINABILITY, ENVIRONMENT, AND RELATIONSHIP WITH THE SURROUNDING COMMUNITY	33
8.1 Commitment to sustainability.....	33
8.2 Environmental protection	34
8.3 Health, Safety, Environment, and Occupational Health (HSE/OH)	34
8.4 Responsible relationship with communities and the surrounding environment	34

CHAPTER 9

CRIME PREVENTION MODEL AND REGULATORY COMPLIANCE	35
9.1 Scope and objectives of the Crime Prevention Model	35
9.2 Essential elements of the Model	36
9.3 Roles and responsibilities.....	36
9.4 Reporting, investigations, and continuous improvement	37

CHAPTER 10

HOTLINE, ETHICAL CONSULTATIONS, AND WHISTLEBLOWER PROTECTION	38
10.1 Hotline and ethical consultations.....	38
10.2 Principles of confidentiality, good faith, and non-retaliation.....	39
10.3 Management of reports and internal investigations	39

CHAPTER 11

DISCIPLINARY MEASURES AND CONSEQUENCES OF NON-COMPLIANCE	41
11.1 General principles.....	41
11.2 Measures applicable to employees, executives, and directors	42
11.3 Measures applicable to suppliers, contractors, and third parties.....	42

CHAPTER 12

EFFECTIVE DATE, IMPLEMENTATION, OVERSIGHT, AND ADHERENCE TO THE CODE OF ETHICS.....	43
12.1 Effective date and application.....	43
12.2 Training and dissemination.....	43
12.3 Compliance oversight and supervision.....	44
12.4 Adherence and acknowledgment	44

CHAPTER 1

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER (CEO)

At Tecno Fast Group, we move forward with determination toward increasingly ambitious goals, aware that our growth and long-term development are only possible when they are grounded in integrity, strong values, and respect for people and the environment.

Ethics is an essential part of our identity. They are reflected in the way we lead, make decisions, face challenges, and build trust relationships with our employees, clients, suppliers, shareholders, and communities.

This Code of Ethics establishes the principles and standards of conduct that guide the actions of all individuals who are part of Tecno Fast, including directors, executives, employees, and third parties acting on behalf of the Company. Its purpose is to serve as a practical guide for resolving dilemmas, preventing risks, and ensuring that our decisions are aligned with our values and with the applicable laws in the countries where we operate.

As CEO, together with the Board of Directors, we reaffirm our commitment to a culture of integrity and compliance, based on respect for the law, this Code, and the values that guide the conduct of the Company. In this context, I take an active role in promoting and strengthening the compliance system, driving its effective implementation, the allocation of adequate resources, and its continuous improvement throughout the organization.

Tecno Fast rejects and sanctions conduct that violates these principles, such as corruption, fraud, workplace or sexual harassment, violence in the workplace, or any form of retaliation against those who responsibly raise concerns or report irregularities.

From Senior Leadership, we assume the commitment to lead by example, promoting a culture based on transparency, respect, and responsibility. We expect those who hold leadership roles to foster environments of trust, prevent misconduct, and facilitate that people can raise questions or concerns in good faith.

We recognize that not all situations can be anticipated in this document. Therefore, this Code does not replace personal judgment, but rather guides it, encouraging us to act with responsibility, consistency, and ethical judgment, even in complex situations.

I invite every person associated with Tecno Fast to become familiar with, understand, and apply this Code with conviction. Acting ethically is not only about complying with a rule, but about caring for people, strengthening trust, and protecting the reputation we have built as a Company.

Integrity is a shared responsibility and an essential pillar for continuing to build, together, the future of Tecno Fast.



Rodrigo Prado Romaní
Chief Executive Officer
Tecno Fast S.A.



CHAPTER 2

INTRODUCTION, SCOPE AND APPLICATION

This Code of Ethics is intended to establish the principles, standards of conduct, and guidelines that govern the ethical and responsible conduct of the Tecno Fast Group, across all activities, decisions, and relationships carried out in the course of its operations.

This Code is mandatory for all individuals who are part of the Tecno Fast Group, including directors, executives, employees, workers, contractors, suppliers, and third parties acting on behalf of the Company, regardless of the country or location in which they perform their duties.

Each employee, supplier, and related third party will be granted access to this Code (in physical or digital format, as applicable), and it is their responsibility to become familiar with it, understand it, and comply with it. Tecno Fast may require, when applicable, the acceptance or acknowledgment of this document as part of its induction, hiring, evaluation, and control processes. Lack of knowledge of its provisions does not constitute an excuse for non-compliance.

This Code of Ethics is complemented by applicable laws, the Internal Regulations on Order, Hygiene and Safety, the Crime Prevention Model, corporate policies, and other internal regulations of Tecno Fast, as well as local legislation in each country in which Tecno Fast operates. In the event of any discrepancy between this Code and an applicable legal rule, the law shall always prevail. When there are doubts regarding the proper interpretation or application of this Code, timely consultation should be made with the direct supervisor, the HR Department, or Corporate Audit.

Tecno Fast acknowledges that not all ethical situations can be anticipated. Therefore, in the face of any dilemma, decisions are expected to be made considering not only formal compliance with rules, but also the spirit of this Code, the Company's values, and the consequences of actions for people, the organization, and its environment.

To support ethical decision-making, it is recommended to reflect, among others, on the following questions:

- Is the action or decision I am considering legal?
- Is it consistent with this Code, internal policies, and Tecno Fast's values?
- Could it cause harm to individuals, the Company, or third parties?
- Have I adequately assessed the risks and consequences of this action?
- Should I seek guidance before acting?
- Would I feel comfortable if this decision were made public or known by my family or colleagues?

When in doubt, it will always be preferable to consult before acting. Tecno Fast promotes a culture of openness, dialogue, and prevention, in which early consultation is valued as responsible conduct aligned with the Company's ethical principles.



CHAPTER 3

TECNO FAST IDENTITY: VISION, MISSION, PURPOSE AND VALUES

Tecno Fast's identity is built upon a clear vision, a defined purpose, and a set of values that guide the way we develop our business and relate to people and our environment. These elements constitute the framework that inspires and gives meaning to the ethical principles set forth in this Code.

Vision

To be a global leader in space solutions.

Mission

To deliver space solutions that improve people's lives.

Purpose

To deliver sustainable space solutions that improve people's lives through innovation and design. We believe in the value of time, respect for the environment, and the importance of efficiency and quality.

Our Values

Tecno Fast's values guide our decisions, behaviors, and relationships, and must be reflected in the daily actions of all individuals who are part of the Company.

Innovation

We are able to envision new trends and propose solutions to adapt them to our environment, continuously challenging paradigms and using new ways of doing things that add value to the Company.

Safety

We recognize the risks associated with any activity, whether to people, facilities, or the environment, and adopt proactive behaviors aimed at risk prevention.

Customer

We connect with our customers' expectations, delivering support, quality, and trust. Customer experience is the fundamental driver for building long-term relationships.

Passion and Commitment

We engage with enthusiasm and satisfaction in the work we perform, assuming responsibility for results promptly and responsibly.

Sustainability

Modular construction is more ecological, faster, and smarter. We seek to create sustainable value in everything we do, together with our employees, partners, and stakeholders. We are committed to protecting the environment and the quality of life of the communities where we operate.

These values constitute the foundation upon which the principles and standards of conduct established in this Code of Ethics are developed, and they must guide the actions of Tecno Fast at all levels of the organization.



CHAPTER 4

PRINCIPLES AND RESPONSIBILITIES

The principles established in this Code constitute the basis of the ethical conduct expected at Tecno Fast and must guide decisions, actions, and relationships carried out in the performance of the Company's business and professional activities.

4.1 Fundamental principles

All individuals subject to this Code must act in accordance with the following principles:

Integrity

Act honestly, transparently, and consistently, avoiding any conduct that may affect the trust placed in Tecno Fast.

Compliance with the law

Comply with applicable laws and regulations, this Code, and the Company's internal policies, in all countries where Tecno Fast operates.

Respect and dignity

Treat all people with respect, promoting relationships based on dignity, inclusion, and non-discrimination.

Responsibility

Assume responsibility for one's own decisions and actions, acting with due care, professional judgment, and a sense of social and environmental responsibility.

Transparency

Act in a clear and verifiable manner in internal and external relationships, avoiding misleading conducts, material omissions, or undeclared conflicts of interest.

Safety and prevention

Prioritize people's health and safety, environmental protection, and risk prevention in all activities and operations.

4.2 Individual responsibilities

Each director, executive, employee, worker, and individual subject to this Code has the responsibility to:

- Know, understand, and comply with this Code, as well as the internal policies and procedures applicable to their role.
- Always act in good faith and with ethical judgment, even in situations not expressly regulated.
- Avoid conduct that may affect Tecno Fast's reputation, assets, safety, or legitimate interests.
- Seek timely guidance when facing ethical or compliance-related doubts, using the established formal channels.
- Report, in good faith and in a timely manner, any situation that may constitute a breach of this Code, the law, or internal policies, through the available reporting channels.
- Cooperate honestly and diligently in internal investigation processes carried out in accordance with this Code.
- Report to work and perform their duties under safe conditions, free from the influence of alcohol, illegal drugs, or medications used without medical prescription when these may affect their ability to work safely and responsibly, and refrain from introducing, consuming, or distributing alcohol or drugs in workplaces, facilities, sites, vehicles, equipment, or activities associated with Tecno Fast.
- Promptly inform their direct supervisor, the HR Department, or the Health, Safety, Environment and Occupational Health (HSE/OH) area when any health condition or medical treatment may give rise to restrictions or contraindications for the safe performance of their duties, so that appropriate preventive measures may be adopted. Disclosure of diagnoses, specific medications, or other clinical details that constitute sensitive personal data shall not be required.

Failure to comply with these obligations may result in the adoption of disciplinary or corrective measures, in accordance with applicable labor legislation, the employment contract, the Internal Regulations on Order, Hygiene and Safety, and applicable internal policies.

4.3 Leadership responsibilities

Those who perform leadership, management, supervisory, or oversight functions must, in addition:

- Act and promptly report any breach or irregular situation of which they become aware.
- Lead by example, actively promoting a culture of integrity, compliance, and respect.
- Ensure that their teams know and understand this Code and the applicable policies.
- Prevent, detect, and promptly address misconduct or ethical risks within their areas of responsibility.
- Foster an environment of trust that enables people to raise questions, concerns, or reports in good faith, without fear of retaliation.
- Collaborate with the HR Department and Corporate Audit in the management of ethical and compliance risks.

4.4 Responsibilities of third parties

Suppliers, contractors, and third parties that maintain business relationships with Tecno Fast, or act on its behalf, must:

- Know and respect the principles of this Code, to the extent applicable to them.
- Comply with applicable laws and with the ethical standards required by Tecno Fast.
- Refrain from engaging in conduct that may compromise Tecno Fast's integrity, reputation, or legal responsibility.
- Cooperate with the due diligence and control processes implemented by Tecno Fast in matters of ethics and compliance.

Tecno Fast may require, as part of its contracting and business relationship processes, the inclusion of contractual clauses establishing the obligation to become familiar with, comply with, and adhere to this Code.

Serious or repeated non-compliance with these principles by suppliers, contractors, or third parties may result in the adoption of contractual or commercial measures, in accordance with applicable regulations and the relevant contracts.



CHAPTER 5

INTEGRITY IN BUSINESS CONDUCT

Tecno Fast conducts its business activities and commercial relationships based on integrity, transparency, and compliance with the law. All business decisions must be made objectively and responsibly, and in alignment with the Company's values, avoiding practices that may compromise its reputation, independence, or legal responsibility.

Individuals subject to this Code must always act in Tecno Fast's best interests, safeguarding the trust of clients, suppliers, shareholders, authorities, and communities, and refraining from engaging in conduct that may generate undue advantages, conflicts of interest, or practices contrary to business ethics.

5.1 Conflicts of interest

Tecno Fast expects all individuals subject to this Code to act with impartiality, objectivity, and transparency, avoiding situations in which personal, family, financial, or third-party interests may influence, or appear to influence, the proper performance of their duties or decision-making on behalf of the Company.

A conflict of interest is understood as any situation in which the personal, family, financial, commercial, or professional interests of an individual, or of persons close to them, come into opposition, whether actual or potential, with the interests of Tecno Fast, in a way that may affect their independence, objectivity, or integrity. The existence of a conflict of interest does not, in itself, constitute improper conduct, however, failure to disclose or properly manage it may compromise the integrity, trust, and reputation of the Company.

Individuals subject to this Code must avoid situations involving conflicts of interest and, when such situations cannot be avoided, must declare them fully, truthfully, and in a timely manner, in accordance with Tecno Fast's Conflict of Interest Policy, which forms part of the internal regulatory framework and complements the provisions of this Code.

This duty of disclosure applies to both actual and potential conflicts of interest, including situations in which, even in the absence of a direct economic benefit, relationships of dependence, undue pressure, implicit promises of preferential treatment, or improper use of position may arise, particularly in relationships with suppliers, contractors, clients, and employees, which are regulated more specifically in other provisions of this Code.

To submit your conflict of interest declaration, please use the form available on Tecno Fast's corporate systems and platforms, accessible through the internal channels defined by the Company

- By way of example, the following may constitute situations of conflict of interest, among others:
- Holding a relevant participation, directly or indirectly, in the ownership or management of suppliers, contractors, clients, or competitors of Tecno Fast.
- Maintaining personal, family, or close relationships with individuals who hold ownership interests or decision-making authority in companies that have a commercial relationship with the Company.
- Participating in decisions, evaluations, tenders, or contracting processes involving family members, close associates, or entities in which a personal or financial interest exists.
- Using Tecno Fast's confidential information, assets, or resources for personal benefit or for the benefit of third parties.
- Accepting gifts, benefits, favors, or courtesies that may affect, or appear to affect, objectivity in decision-making.
- Engaging in parallel employment or business activities that compete with or interfere with Tecno Fast's interests.

In the event of an actual or potential conflict of interest, the individual involved must:

- Declare the situation in accordance with the mechanisms defined by the Company.
- Refrain from participating in decisions or actions related to the declared conflict.
- Comply with the mitigation measures or instructions determined by Tecno Fast, which may include, among others, reassignment of duties, participation restrictions, or the implementation of additional controls.

Failure to declare a conflict of interest, the provision of false or incomplete information, or non-compliance with the measures defined to manage a conflict of interest constitutes a breach of this Code and of the Conflict of Interest Policy and may result in the adoption of the corresponding disciplinary, contractual, or legal measures.

5.2 Gifts, invitations, and courtesies

Individuals subject to this Code must act with sound judgment, prudence, and transparency when giving or receiving gifts, invitations, or courtesies, avoiding any situation that may affect, or appear to affect, objectivity, independence, or impartiality in decision-making on behalf of Tecno Fast.

Gifts, invitations, or courtesies must not be offered or accepted when their purpose is to improperly influence commercial, contractual, or employment-related decisions, generate preferential treatment, or create a real or perceived obligation toward third parties.

General rules

Gifts, invitations, or courtesies of an institutional or customary nature may be offered or accepted, provided that they cumulatively meet the following criteria:

- They are reasonable, proportionate, and customary within the context of the business relationship.
- They have a legitimate purpose of relationship-building or courtesy.
- They are not granted or received in sensitive contexts, such as bidding, negotiation, award, or evaluation processes.
- They do not compromise, nor appear to compromise, the independent judgment of the person offering or receiving them.

Monetary threshold and management of gifts

As a general rule, gifts whose individual value exceeds 80 dollars (or its equivalent in local currency) may neither be given nor accepted.

When offering a gift, it must remain within the established limit and be supported by documentation of its legitimate purpose. When receiving a gift whose value exceeds this amount and which cannot reasonably be returned, it must be reported and handed over to the HR Department, which will determine its disposition and may arrange, among other measures, its institutional use, donation, or distribution by draw among employees, so as to avoid any undue personal benefit.

The following is expressly prohibited:

- Offering, promising, requesting, or accepting cash or equivalent means of payment, such as transfers, vouchers, gift cards, or other similar instruments.
- Requesting gifts, benefits, or courtesies of any kind.
- Offering or accepting gifts, benefits, or courtesies that may constitute bribery, corruption, or any other form of improper conduct, in accordance with applicable law and the Crime Prevention Model.
- Offering or accepting gifts, invitations, or courtesies to public officials, whether domestic or foreign, except in cases expressly permitted by law and applicable internal policies.

Consultation and control

When in doubt as to the appropriateness of accepting or offering a gift, invitation, or courtesy, the individual involved must consult in advance with their direct supervisor, the HR Department, CEO, or Corporate Audit, in accordance with the established internal mechanisms.

5.3 Relationship with suppliers and procurement processes

Tecno Fast promotes relationships with its suppliers and contractors based on transparency, objectivity, fair competition, and compliance, ensuring that procurement, contracting, and the award of contracts are conducted with integrity, traceability, and alignment with the Company's interests.

Decisions related to the selection, evaluation, contracting, and management of suppliers must be made exclusively based on technical, economic, quality, safety, sustainability, procurement policy and procedure and compliance criteria, avoiding any undue influence or considerations unrelated to Tecno Fast's interests.

In their dealings with suppliers and contractors, individuals subject to this Code must:

- Act with objectivity and impartiality, avoiding favoritism, undue pressure, or conflicts of interest.
- Comply with the Company's internal procurement, bidding, and contracting processes.
- Treat all suppliers fairly, professionally, and transparently, promoting conditions of fair competition.
- Safeguard the confidentiality of commercial, technical, and economic information to which they have access during procurement processes.

The following is expressly prohibited:

- Requesting, accepting, or offering improper benefits, whether direct or indirect, that may influence procurement or contracting decisions.
- Promising, implying, or awarding contracts, higher volumes of work, or preferential conditions in exchange for personal advantages.
- Participating in procurement or contracting processes when there is an undeclared or unmanaged conflict of interest, in accordance with the Conflict of Interest Policy.
- Manipulating or circumventing internal procedures in order to avoid required controls or authorizations.
- Exercising undue pressure, threats, or any form of abuse of position toward suppliers or contractors.

Suppliers and contractors must comply with applicable laws, Tecno Fast's ethical standards, and contractual obligations, and are subject to due diligence and control processes.

Tecno Fast may implement due diligence processes, periodic evaluations, and controls over its suppliers and contractors, and adopt the appropriate measures in the event of non-compliance, in accordance with applicable internal, contractual, and legal regulations.

Situations related to the improper use of position, inappropriate pressure, or personal requests made to suppliers or employees are regulated specifically in other provisions of this Code.

5.4 Antitrust and Competition Law

Tecno Fast conducts its activities in strict compliance with applicable antitrust and competition laws, promoting transparent and competitive markets based on innovation, efficiency, and merit.

All individuals subject to this Code must act independently and autonomously when defining prices, commercial terms, market strategies, and business decisions, avoiding any conduct that may restrict, distort, or otherwise affect fair competition in the markets in which the Company operates.

It is expressly prohibited, whether directly or indirectly, to:

- Agree, coordinate, or exchange sensitive or strategic information with competitors, including prices, rates, discounts, commercial terms, margins, costs, market shares, or current or future strategies, whether in formal or informal settings, trade associations, events, or social meetings.
- Participate in agreements to allocate markets, customers, territories, or bids, as well as to coordinate positions or conducts with competitors in public or private bidding processes, including any form of collusion.

- Obtain information from competitors through improper, deceptive, or fraudulent means, or use information obtained through such means.
- Engage in conduct or agreements that may violate antitrust and competition laws in any of the countries where Tecno Fast operates.
- Abuse a dominant position or a situation of economic dependence, where applicable, through practices that unjustifiably limit competition.

In the performance of their duties, individuals subject to this Code must:

- Make commercial decisions independently, based on the Company's own legitimate criteria.
- Limit contacts with competitors to those that are necessary and lawful, avoiding conversations or exchanges of sensitive information.
- Immediately withdraw and internally document the situation when, in a meeting or instance, topics are addressed that may violate antitrust and competition laws.
- Seek timely guidance from Corporate Audit or the relevant legal areas in the event of any doubt related to market practices or interactions with competitors.

Compliance and prevention

Tecno Fast may implement specific policies, training programs, and controls regarding antitrust and competition law compliance, which must be complied with by all individuals subject to this Code.

Non-compliance with antitrust and competition laws constitutes a serious breach of this Code and may give rise to significant legal liabilities for both the Company and the individuals involved, in accordance with applicable law.

5.5 Relationship with Clients

The relationship with clients is based on trust, transparency, compliance, and quality. Individuals subject to this Code must act with honesty and professionalism, safeguarding confidential information and fulfilling the commitments undertaken.

In their relationship with clients, individuals subject to this Code must:

- Act with honesty and accuracy in the presentation of products, services, commercial terms, timelines, prices, and contractual scope.
- Fulfill the commitments undertaken, promptly communicating any situation that may affect compliance with what has been agreed.

- Respect contracts, agreements, and agreed terms, avoiding abusive interpretations or practices that may be misleading.
- Treat clients with respect, professionalism, and fairness, fostering long-term relationships based on mutual trust.
- Protect clients' confidential information, using it exclusively for authorized purposes and in accordance with applicable regulations and internal policies.

It is expressly prohibited to:

- Provide false, incomplete, or misleading information regarding products, services, commercial terms, or the Company's capabilities.
- Offer improper benefits, inappropriate incentives, or unauthorized advantages to obtain or maintain business relationships.
- Exert undue pressure on clients or take advantage of situations of dependence to impose abusive conditions.
- Engage in commercial practices that may violate applicable regulations, antitrust and competition laws, or Tecno Fast's internal policies.
- Use client information for personal purposes or for purposes unrelated to the Company's legitimate interests.

Handling of claims and business relationships

Tecno Fast promotes responsible and transparent handling of claims, inquiries, and commercial disputes, seeking timely solutions in good faith, in accordance with internal procedures and applicable law.

Any situation that may involve an ethical, legal, or reputational risk in the relationship with clients must be promptly reported to the direct supervisor or the relevant areas, in order to adopt the appropriate preventive or corrective measures.

5.6 Relationship with Public Officials and Government Authorities

Tecno Fast maintains relationships with public officials and government authorities based on probity, transparency, legality, and institutional respect, in accordance with applicable legislation, the Company's Crime Prevention Model, and the Policy on Relations with Public Officials and Government Authorities, which complements the provisions of this Code.

Individuals subject to this Code must act with special diligence and responsibility in all interactions with public officials or government authorities, whether domestic or foreign, avoiding any conduct that may compromise the integrity, independence, or impartiality of such authorities, or that may create legal, criminal, or reputational risks for Tecno Fast.

General principles

In their relationship with public officials and government authorities, individuals subject to this Code must:

Act always with truthfulness, good faith, and transparency in the provision of information, documentation, or statements.

Comply with applicable legislation, including rules on public probity, bribery, lobbying, and the management of private interests, where applicable.

Channel interactions, meetings, and communications through the roles, procedures, and internal authorizations defined by the Company.

Cooperate respectfully and in a timely manner with inspection, supervision, or legitimate requests made by competent authorities.

It is expressly prohibited to:

- Offer, promise, or accept benefits of any kind.
- Carry out actions that may constitute bribery, corruption, influence peddling, or any other corrupt practice, in accordance with applicable law and the Crime Prevention Model.
- Maintain private, informal, or unrecorded interactions with public officials outside the institutional channels defined by the Company.
- Provide false, incomplete, or misleading information to public officials or government authorities.

All activities involving interaction with public officials or government authorities—including meetings, invitations, communications, payments, inspections, lobbying, or the management of private interests—must be carried out exclusively in accordance with Tecno Fast's Policy on Relations with Public Officials and Government Authorities, which establishes the applicable procedures, authorizations, records, and controls.

The recording and declaration of such interactions must be carried out through the public parties meeting declaration form, available on Tecno Fast's corporate systems.

In case of doubt regarding the proper course of action, individuals subject to this Code must seek timely guidance from their direct supervisor, Corporate Audit before carrying out any action.

Political contributions and lobbying activities

Tecno Fast does not make financial or in-kind contributions to political campaigns, political parties, candidates, or lobbying organizations, whether directly or indirectly, in any of the countries in which it operates.

Likewise, the Company does not authorize the use of its resources, assets, facilities, or corporate name for political or lobbying purposes. Any interaction with public authorities or participation in public or governmental forums must be carried out exclusively in accordance with applicable legislation and internal policies.

Non-compliance with the provisions of this section constitutes a serious breach of this Code and may result in disciplinary, contractual, or legal measures, as applicable, in accordance with current regulations.

5.7 Use and Protection of Confidential Information

Tecno Fast entrusts its directors, executives, employees, and workers with access to relevant, non-public information necessary for the performance of their duties. Such information constitutes a strategic asset for the Company and must be used in a responsible and lawful manner, aligned with its legitimate interests.

The disclosure, misuse, or loss of confidential information may generate legal, financial, operational, and reputational risks for Tecno Fast.

Confidential information includes, among others, information related to:

- Commercial strategies, prices, offers, and contractual terms.
- Technical, operational, or project-related information.
- Non-public financial, accounting, or budgetary information.
- Information relating to clients, suppliers, and third parties.

Any other non-public information accessed while performing duties at Tecno Fast.

Individuals subject to this Code must:

- Use confidential information exclusively for legitimate work-related or business purposes associated with their duties.
- Safeguard the confidentiality of information, avoiding unauthorized disclosure, reproduction, or use.

- Refrain from using confidential information for personal benefit or for the benefit of third parties.
- Protect information against unauthorized access, loss, or misuse, in accordance with applicable internal policies.
- When, for work-related reasons, personal devices or media are used, apply reasonable protection measures—such as the use of access passwords and proper file safeguards—in accordance with internal information security policies.

5.8 Use of the Company's Assets and Resources

Tecno Fast's assets and resources (including facilities, equipment, vehicles, tools, information systems, digital platforms, software, licenses, databases, materials, and financial resources) must be used responsibly, safely, and in accordance with their intended purpose, exclusively for authorized work-related or business purposes.

Individuals subject to this Code have a duty to protect the Company's assets against misuse, damage, loss, theft, or any form of unauthorized appropriation or disposal.

The following conduct is prohibited, among others:

- Using Company assets or resources for personal purposes unrelated to work duties, unless expressly authorized by General Management, with such authorization duly recorded in accordance with internal procedures.
- Damaging, stealing, or improperly disposing of Tecno Fast assets.
- Allowing third parties to use Company assets or resources without proper authorization.
- Installing, copying, downloading, or using unlicensed software, software without authorization, or software in violation of intellectual property rights.
- Accessing, modifying, or disclosing information, systems, or data without proper authorization.
- Sharing systems accounts, passwords, access keys, credentials, or security mechanisms, or allowing unauthorized third parties to access Company systems.
- Using Tecno Fast's technological resources for activities that may compromise information security, operational continuity, or the Company's reputation.

Information systems, digital platforms, equipment, networks, software, licenses, databases, and other technological tools provided by Tecno Fast are corporate assets and must be used responsibly and securely, in accordance with internal policies and applicable law.

Individuals who, for work-related reasons, use personal devices to access Tecno Fast's information or systems must adopt reasonable security measures to protect such information and prevent unauthorized access, in accordance with applicable internal policies. Under no circumstances will Tecno Fast access private content stored on such personal devices, limiting any monitoring or review action exclusively to corporate information, in compliance with applicable legislation on personal data protection and privacy.

Duty to Report

Individuals subject to this Code must promptly report any loss, misuse, damage, unauthorized access, or situation that may compromise the integrity, security, or proper use of the Company's assets and resources, using the formal channels established.

Improper use of the Company's technological assets, information systems, or software constitutes a breach of this Code and may result in the adoption of appropriate measures, in accordance with applicable internal, contractual, and legal regulations.

5.9 Use of Suppliers, Contractors, or Employees for Personal Purposes

Individuals subject to this Code must maintain a strict separation between their personal interests and the employment or business relationships they conduct on behalf of Tecno Fast.

The use of Tecno Fast suppliers, contractors, subcontractors, or employees to perform personal or private work or services—even when such services are paid—may create risks of undue pressure, preferential treatment, actual or perceived conflicts of interest, or perceptions of abuse of position. For this reason, such situations are subject to specific regulation.

In this context:

It is not permitted to request, suggest, or accept that suppliers, contractors, subcontractors, or Tecno Fast employees perform personal work or provide personal services when such a request could reasonably be interpreted as undue pressure, an expectation of preferential treatment, an implicit promise of commercial benefits, or a condition for maintaining or improving an employment or business relationship.

Any personal engagement involving suppliers, contractors, or employees connected to Tecno Fast must have prior and express authorization, in accordance with the following criteria:

- If the engagement involves an executive, employee, or worker, it must be approved by the corresponding CEO.
- If the engagement involves the CEO of a subsidiary, it must be approved by the Board of Directors or by whomever the Board designates.

In all cases, any authorized personal engagement must be carried out under market conditions, without affecting evaluation processes, assignment of work, commercial terms, or employment relationships, and without creating any form of dependency, subordination, or expectation.

These provisions apply without prejudice to the provisions of Tecno Fast's Conflict of Interest Policy and other applicable internal policies.

5.10 Responsible Use of Artificial Intelligence and Automated Decision-Making

Tecno Fast promotes the responsible, ethical, and transparent use of artificial intelligence technologies and automated data management and decision-making systems, consistent with its principles of integrity, respect, and regulatory compliance.

Individuals subject to this Code must:

- Use artificial intelligence tools solely for legitimate purposes and in accordance with the Company's internal policies.
- Refrain from using unauthorized AI tools to process, store, or analyze confidential information belonging to clients, employees, or the Company.
- Ensure that AI systems do not generate undue discrimination and respect the principles of fairness and transparency.
- Ensure human oversight in automated decisions that may affect the rights or conditions of individuals, such as selection, evaluation, assignment of commercial terms, or other processes of a similar nature.
- Document, where applicable, the use of AI systems in relevant decision-making processes.

The Company, through the relevant departments, will seek to implement control and monitoring mechanisms over the use of artificial intelligence tools, ensuring their proper use and compliance with applicable regulations.



CHAPTER 6

INFORMATION INTEGRITY, ASSET PROTECTION AND REGULATORY COMPLIANCE

This chapter establishes the principles and guidelines governing the complete, accurate, and responsible handling of information, the protection of the Company's assets and funds, and compliance with the legal and regulatory obligations applicable to the Tecno Fast Group.

Proper management of information and resources is essential for decision-making, transparency toward authorities, investors, and third parties, and for maintaining trust in the Company.

The provisions of this chapter are complemented by the internal policies, procedures, and specific manuals approved by Tecno Fast, which must be observed by those persons to whom they apply.

6.1 Integrity of information, records, and reporting

Tecno Fast expects all information generated, used, or reported in the course of its activities to be accurate, complete, timely, and traceable, and to faithfully reflect the Company's operations, decisions, and financial position.

Financial, accounting, operational, administrative, and management records constitute the basis for internal decision-making, compliance with legal and regulatory obligations, and the Company's accountability.

Tecno Fast's accounting records must accurately reflect business transactions and the Company's financial position, and must be recorded in a timely manner, in accordance with applicable accounting principles, internal standards, and control procedures.

Individuals subject to this Code must:

- Record, process, and report information accurately, completely, and truthfully.
- Ensure that all transactions, operations, and expenses are duly authorized and supported by appropriate documentation, in accordance with the Company's procedures.
- Contribute to the accurate preparation of financial statements and other relevant reports.
- Ensure that no unrecorded funds, assets, or transactions exist, nor any mechanisms intended to conceal operations or circumvent internal controls.
- Cooperate honestly, diligently, and promptly in internal and external audits, regulatory inspections, and review processes conducted in accordance with applicable regulations.

It is strictly prohibited to generate, request, authorize, or facilitate false, misleading, incomplete, or off-system records outside the Company's formal systems. Such conduct constitutes a serious breach and will result in applicable disciplinary, contractual, and legal measures.

Any material error, inconsistency, or irregularity that may affect the reliability of information must be reported promptly through the appropriate internal channels.

Obligations relating to market disclosures and insider information are governed by applicable regulations and by Tecno Fast S.A.'s Manual for the Handling of Market-Relevant Information, which are addressed specifically in this Code.

6.2 Ethical protection and use of funds and financial assets

Tecno Fast's funds and financial assets must be used exclusively for legitimate business purposes, in a responsible and transparent manner, and in compliance with the law, this Code, and applicable internal policies.

Proper protection and management of financial resources is essential to safeguard the Company's sustainability, prevent risks of fraud, corruption, or misuse, and ensure compliance with legal and regulatory obligations.

Individuals subject to this Code must:

- Protect the Company's funds, property, and financial assets, preventing loss, misuse, misappropriation, fraud, theft, or unauthorized disposal.
- Ensure that all financial operations are carried out through the Company's formal channels, are properly documented, and are fully and timely recorded in the designated systems.
- Use Tecno Fast's financial resources solely for business-related purposes, in accordance with approved budgets, authorizations, and procedures.

- Comply with applicable approval regimes for payments, purchases, expenses, contracts, and financial commitments, exercising responsible and diligent judgment.
- Refrain from creating, maintaining, participating in, or facilitating the existence of funds, accounts, assets, or transactions outside the Company's official records.

Tecno Fast expects and requires that funds and financial resources come from lawful sources, and that their use complies with current regulations regarding the prevention of economic crimes and, where applicable, the prevention of money laundering and terrorist financing.

The provisions of this section are complemented by Tecno Fast's financial, accounting, treasury, and internal control policies, which establish the specific procedures applicable to the management of funds and financial assets.

6.3 Prevention of fraud and improper financial conduct

Tecno Fast promotes a culture of honesty, control, and prevention aimed at avoiding any form of fraud, deception, or improper financial conduct that could affect the Company, its employees, or third parties.

Fraud is understood, among other things, as any deliberate act or omission intended to obtain an undue benefit or cause harm to the Company through deception, abuse of trust, manipulation of information, misuse of assets, or circumvention of internal controls.

Individuals subject to this Code must:

- Act with integrity and diligence in the management of financial, accounting, and administrative resources, information, and processes.
- Respect and comply with internal controls, approval procedures, and supervision mechanisms.
- Cooperate honestly and promptly in internal investigations, audits, and reviews.

The following is expressly prohibited:

- Participating in acts of fraud, deception, misappropriation, falsification, concealment of information, internal collusion, or any other practice involving manipulation of information or misuse of the Company's resources.
- Soliciting, accepting, or facilitating undue benefits, improper payments, incentives, or personal advantages that could improperly influence decisions, create conflicts of interest, or violate legality and integrity principles.

Fraud prevention is a shared responsibility. Any person who becomes aware of or suspects fraudulent conduct must report it promptly through the established internal channels, contributing to early detection and risk mitigation.

The provisions of this section are complemented by Tecno Fast's Crime Prevention Model, internal control policies, and audit and compliance procedures.

6.4 Protection of personal data and confidentiality of information

Tecno Fast recognizes the importance of protecting personal data and maintaining the confidentiality of information as an essential element of trust with its employees, customers, suppliers, and third parties.

The Company is committed to handling personal data and confidential information responsibly and securely, in compliance with applicable legislation and internal policies, ensuring their lawful use and preventing unauthorized access, disclosure, or processing.

Individuals subject to this Code must:

- Process personal data to which they have access solely for legitimate purposes related to their functions, respecting the principles of confidentiality, proportionality, and purpose limitation.
- Safeguard confidential information and personal data against unauthorized access, loss, misuse, or improper disclosure.
- Refrain from collecting, using, storing, or sharing personal data without proper authorization or outside the purposes defined by the Company.
- Respect the rights of data subjects in accordance with applicable regulations and internal policies.
- Promptly report any incident, breach, or risk that may affect the security, confidentiality, or integrity of personal data or confidential information.

The processing of personal data and the management of confidential information are also governed by Tecno Fast's internal policies and procedures, which establish specific standards and measures for data protection, information security, and regulatory compliance.

6.5 Market-relevant information and insider information (CMF)

Tecno Fast, in its capacity as an entity subject to the supervision of the Financial Market Commission (CMF), promotes and requires responsible, timely, and transparent handling of information of interest to the market and of insider information.

Individuals who, by virtue of their functions, have access to such information must:

- Maintain its confidentiality until it has been disclosed in accordance with formal procedures.
- Refrain from using such information for personal benefit, to favor third parties, or to carry out transactions, recommendations, or decisions that may affect market transparency and fairness.
- Not disclose relevant or inside information outside the official channels and procedures authorized by the Company.
- Respect the restrictions and duties associated with their role, including blackout periods and spokesperson rules.
- Seek timely guidance in case of doubt regarding the nature of the information or the appropriateness of its disclosure.

The handling, safeguarding, and disclosure of market relevant information, as well as the identification of inside information, reporting obligations, and related responsibilities, are governed by applicable regulations and by Tecno Fast's Manual for the Handling of Market-Relevant Information, approved by the Board of Directors, which complements the provisions of this Code, shall take precedence for those persons to whom it applies.

6.6 Record retention and documentation

Tecno Fast promotes and supports the proper, complete, and timely preservation of records, documents, and backups associated with its operations, in accordance with current legislation and applicable internal policies.

Individuals subject to this Code must:

- Not destroy, alter, or conceal relevant documents or records.
- Comply with legal and corporate record retention periods.
- Ensure that documentation is available for authorized audits, inspections, and reviews.



CHAPTER 7

RESPECT, WORKPLACE ENVIRONMENT, AND HUMAN RIGHTS

Tecno Fast promotes a work environment based on respect, dignity, trust, and collaboration, recognizing that the way people relate to one another is essential to the well-being, safety, and sustainable performance of the organization.

The Company rejects any conduct that undermines the physical or psychological integrity of individuals and is committed to fostering safe, inclusive workplaces free from violence, harassment, discrimination, and improper treatment, in accordance with applicable legislation and internal policies.

7.1 Respect, dignity, and responsible conduct

All individuals who are part of Tecno Fast must interact with one another in a respectful, professional, and considerate manner, promoting dignified treatment and a collaborative environment, regardless of position, role, hierarchy, seniority, or type of contractual relationship.

Individuals subject to this Code are expected to:

- Act with courtesy, respect, and professionalism in all workplace interactions.
- Avoid offensive, intimidating, humiliating, demeaning, or abusive conduct, whether verbal, written, physical, or digital.
- Actively contribute to a workplace climate based on trust, dialogue, and teamwork.

7.2 Workplace free from harassment, violence, improper treatment, or discrimination

Tecno Fast rejects and sanctions, in accordance with the terms established by current legislation and its internal protocols any form of workplace harassment, sexual harassment, workplace violence, or conduct that affects the dignity or health of individuals, in accordance with applicable legislation, including Chilean Law No. 21,643 and any other local legislation in the countries where Tecno Fast operates.

The following conduct is considered unacceptable, among others:

- **Workplace harassment:** repeated actions or omissions that generate intimidation, harassment, humiliation, or harm to the affected person.
- **Sexual harassment:** unwanted sexual advances, requests, or conduct.
- **Workplace violence:** physical or psychological aggression, threats, or conduct that places individuals' integrity at risk.
- **Retaliation:** against individuals who, in good faith, raise concerns, file reports, or participate in investigation processes.

Such conduct will not be justified under any circumstances, regardless of the position, hierarchy, or performance of the individuals involved.

The prevention, reporting, investigation, and sanctioning of these behaviors are governed by the Internal Regulations on Order, Hygiene, and Safety (RIOHS) and by Tecno Fast's Protocol for the Prevention of Sexual Harassment, Workplace Harassment, and Workplace Violence, which establish the applicable procedures, safeguards, timelines, and measures.

7.3 Prevention of harassment and leadership responsibility

The prevention of harassment, workplace violence, and improper conduct is a shared responsibility that requires the active commitment of the entire organization.

Individuals in leadership roles must:

- Lead by example, promoting respectful conduct consistent with this Code.
- Prevent and promptly address situations that may lead to harassment, violence, or improper treatment.
- Foster environments of trust that allow individuals to report situations in good faith, without fear of retaliation.
- Cooperate with the areas responsible in the implementation of internal protocols.

7.4 Diversity, inclusion, and non-discrimination

Tecno Fast values diversity and promotes equal treatment and opportunities, rejecting all forms of arbitrary discrimination.

The Company does not tolerate discrimination based on, among others, gender, age, nationality, ethnic origin, religion, sexual orientation, gender identity, marital status, disability, political opinion, or any other condition protected by law.

Employment-related decisions must be based exclusively on objective criteria such as competencies, performance, experience, and business needs.

7.5 Human rights and responsible conduct

Tecno Fast respects and promotes human rights recognized under national legislation and internationally accepted principles and expects its operations and business relationships to be conducted in a manner consistent with such principles.

The Company rejects any form of forced labor, child labor, exploitation, human trafficking, or practices that violate fundamental human rights, both in its direct operations and throughout its value chain, within its sphere of influence.



CHAPTER 8

SUSTAINABILITY, ENVIRONMENT, AND RELATIONSHIP WITH THE SURROUNDING COMMUNITY

Tecno Fast recognizes that its long-term development and growth depend on responsible management that considers the economic, social, and environmental impacts of its operations. Sustainability is a cross-cutting pillar in the way the Company designs, produces, and delivers space solutions, and is closely linked to its purpose of improving people's lives.

The Company is committed to carrying out its activities responsibly, respecting the environment, complying with applicable regulations, and contributing positively to the communities and environments in which it operates.

8.1 Commitment to sustainability

Tecno Fast promotes a sustainability approach that integrates environmental, social, and governance (ESG) criteria into decision-making, with the aim of creating value in a responsible manner, consistent with its purpose, values, and business strategy.

Individuals subject to this Code must:

- Act responsibly, considering the impact of their decisions on people, the environment, and the Company.
- Contribute to the efficient use of resources and to the reduction of negative impacts arising from operations.
- Align their conduct with Tecno Fast's sustainability principles and with applicable internal policies and procedures.

8.2 Environmental protection

Tecno Fast complies with current environmental legislation and promotes responsible practices aimed at protecting the environment, preventing pollution, and mitigating the environmental impacts associated with its activities.

Individuals subject to this Code are expected to:

- Comply with environmental regulations, permits, and requirements applicable to their role, project, or workplace.
- Use natural and energy resources efficiently and responsibly.
- Prevent, report, and promptly manage situations that may cause environmental damage or pose risks to the environment.
- Comply with internal procedures related to environmental management, waste handling, emissions, and resource use.

8.3 Health, Safety, Environment, and Occupational Health (HSE/OH)

The safety and health of people, together with environmental protection, are fundamental priorities for Tecno Fast.

The Company promotes a risk prevention culture in which all individuals have the responsibility to:

- Comply with applicable occupational health and safety standards, procedures, and measures, including those set forth in the Internal Regulations on Health, Safety and occupational health.
- Properly use equipment, tools, and personal protective equipment.
- Promptly report unsafe conditions, incidents, accidents, or situations that may put people's safety or the environment at risk.
- Act responsibly to prevent accidents, occupational illnesses, and environmental damage.

8.4 Responsible relationship with communities and the surrounding environment

Tecno Fast seeks to build relationships based on respect, dialogue, and transparency with the communities and environments in which it operates, recognizing its role as a responsible participant in local development.

The Company expects its operations, activities, and projects to be carried out with due consideration of their impact on communities, promoting responsible practices and avoiding conduct that may negatively affect coexistence, the social environment, or Tecno Fast's reputation.



CHAPTER 9

CRIME PREVENTION MODEL AND REGULATORY COMPLIANCE

Tecno Fast has a corporate Crime Prevention Model applicable to the parent company and all entities in which it holds a majority ownership interest or exercises control, designed in accordance with the provisions of Chilean Law No. 20,393 on the Criminal Liability of Legal Entities, as amended, and in accordance with the regulations and local legislation in the countries where Tecno Fast operates.

The Crime Prevention Model is an integral part of the Company's corporate governance system and aims to prevent, detect, and mitigate the commission of offenses that may give rise to criminal liability for Tecno Fast, while promoting a culture of integrity, compliance, and responsible conduct throughout the organization.

9.1 Scope and objectives of the Crime Prevention Model

Tecno Fast's Crime Prevention Model comprises a set of policies, processes, controls, and activities aimed at:

- Identifying and assessing the risks of criminal offenses associated with the Company's activities and operations.
- Implementing preventive, detective, and corrective control measures.
- Promoting regulatory compliance and ethical conduct at all levels of the organization.
- Reducing the likelihood of unlawful conduct and its potential legal, reputational, and financial consequences.

The Model covers the offenses set forth in Chilean Law No. 20,393 and its amendments, and in accordance with the regulations and local legislation in the countries where Tecno Fast operates. The catalog of applicable offenses is kept up to date through the corporate risk matrix and the ongoing review mechanisms established by the Company.

9.2 Essential elements of the Model

Tecno Fast's Crime Prevention Model includes, among others, the following elements:

- Periodic identification and assessment of criminal risk.
- Protocols and procedures to prevent and detect criminal conduct.
- Internal controls associated with critical processes.
- Training and awareness programs for directors, executives, employees, and relevant third parties.
- Formal and secure reporting channels.
- Internal investigation mechanisms and the adoption of corrective measures.
- Systems for monitoring, review, and continuous improvement of the Model.

These elements are developed and detailed in the Crime Prevention Model Manual, approved by the Board of Directors, which complements the provisions of this Code.

9.3 Roles and responsibilities

The effective operation of the Crime Prevention Model requires active commitment from the entire organization:

- The Board of Directors exercises its duty of direction and supervision over the Model by approving updates, allocating adequate resources, and promoting a culture of compliance.
- Senior Management and management teams are responsible for implementing and executing controls related to the risks within their areas of responsibility and for supporting the operation of the Model.
- Contraloría is responsible for the administration, monitoring, and continuous improvement of the Model, with the authority and autonomy necessary to fulfill its role.
- All employees and third parties must be aware of and comply with the Code of Ethics, the Crime Prevention Model, and related policies, and must cooperate in good faith in their application and in investigation processes, when applicable.

9.4 Reporting, investigations, and continuous improvement

Tecno Fast provides reporting channels that allow individuals to report, confidentially and in good faith, any act or situation that may constitute a breach of the Crime Prevention Model, the Code of Ethics, or applicable regulations.

The Model establishes procedures for the investigation of reports, the adoption of corrective measures, and, where appropriate, the application of sanctions in accordance with applicable internal regulations and law.

Likewise, the Model is subject to periodic evaluations, which may include, when the Board of Directors so determines, reviews by independent third parties, in order to ensure its effectiveness, adequacy, and continuous improvement in response to regulatory and business changes.



CHAPTER 10

HOTLINE, ETHICAL CONSULTATIONS, AND WHISTLEBLOWER PROTECTION

Tecno Fast promotes a culture of integrity, transparency, and prevention, grounded in its values and in the responsible conduct of all individuals who are part of, or interact with, the organization.

In order to maintain and protect the highest standards of ethics and integrity in business, and to comply with applicable legislation, including regulations on the prevention of workplace harassment, sexual harassment, and workplace violence, the Company provides formal, secure, and reliable channels that allow individuals to submit reports and make inquiries in good faith regarding conduct that may violate the law, this Code of Ethics, internal policies, the Crime Prevention Model, or the ethical principles that guide Tecno Fast's conduct.

The Hotline is a fundamental tool for the early detection of risks, the correction of improper conduct, and the protection of individuals and the Company.

10.1 Hotline and ethical consultations

Tecno Fast has an external Whistleblowing Channel, managed by an independent third party, which allows directors, executives, employees, workers, suppliers, contractors, and other third parties to submit reports and inquiries confidentially and, if they so choose, anonymously.

This channel is intended to report acts or situations that may constitute:

- Violations of this Code of Ethics.
- Breaches of legal or regulatory requirements.
- Violations of the Crime Prevention Model.
- Conduct involving workplace harassment or sexual harassment, workplace violence, discrimination, or other situations that affect individuals' dignity.
- Other conduct that may compromise the integrity, safety, or reputation of the Company.

The Hotline is accessible through Tecno Fast's official corporate channels, available through the Company's internal platforms.

Tecno Fast expects all individuals who interact with the Company to act responsibly and with integrity, and to use this channel in good faith when they have knowledge of, or a well-founded suspicion of, improper conduct, thereby contributing to a culture of prevention and compliance.

10.2 Principles of confidentiality, good faith, and non-retaliation

Tecno Fast will take reasonable measures to ensure that reports and inquiries are handled confidentially, to the extent that this is possible and compatible with a proper investigation. Confidentiality shall not affect the right of all parties involved to due process, to be heard, and to exercise their legitimate defense within the framework of the corresponding investigation.

The Company promotes the use of the hotline in good faith, understood as honest communication of facts or situations that are reasonably believed to be irregular, even if they are not ultimately substantiated.

Tecno Fast rejects and sanctions any form of retaliation against those who, in good faith, submit reports or inquiries, or collaborate in investigation processes. Retaliation includes, among others, threats, sanctions, dismissals, demotions, harassment, or any unfavorable treatment resulting from the legitimate use of the Whistleblowing Channel (Hotline).

10.3 Management of reports and internal investigations

Reports and inquiries received will be handled in a timely, impartial, and objective manner, in accordance with the Company's internal procedures and applicable regulations.

Tecno Fast will have mechanisms in place to:

- Assess the admissibility and nature of reports.
- Conduct internal investigations when appropriate.
- Adopt preventive, corrective, or improvement measures.
- Safeguard the rights, dignity, and due process of all individuals involved.

Investigations will be conducted guaranteeing confidentiality, the presumption of innocence, and compliance with applicable regulations, and will be coordinated, where appropriate, with the Crime Prevention Model, workplace environment policies, and other applicable internal regulations

The procedures for receiving, analyzing, investigating, and resolving reports are governed by Tecno Fast's current internal protocols and by the terms and conditions of the external whistleblowing channel provider, which are available for consultation through the corresponding corporate channels.



CHAPTER 11

DISCIPLINARY MEASURES AND CONSEQUENCES OF NON-COMPLIANCE

This Code is mandatory for all individuals who are part of the Tecno Fast Group, including directors, executives, employees, workers, contractors, suppliers, and third parties acting on behalf of the Company, regardless of the country or location in which they perform their duties. Adherence to its provisions is essential to safeguarding Tecno Fast's integrity, reputation, and sustainability, as well as the trust of those who interact with the Company.

Failure to comply with the provisions of this Code, applicable legislation, or internal policies may result in the adoption of disciplinary, contractual, or legal measures, in accordance with applicable regulations, executed contracts, and the Company's internal procedures, and in accordance with the legislation applicable in each country where Tecno Fast operates.

11.1 General principles

Measures adopted in response to breaches of the Code of Ethics will be applied considering, among others, the following principles:

- Proportionality, based on the severity of the conduct, its recurrence, and its consequences.
- Objectivity and impartiality, ensuring a fair and well-founded assessment of the facts.
- Respect for due process, safeguarding the rights of the individuals involved.
- Confidentiality, to the extent compatible with an adequate investigation.
- Non-retaliation, with respect to individuals who, in good faith, have submitted reports or cooperated in investigation processes.

11.2 Measures applicable to employees, executives, and directors

Breaches committed by employees, executives, or directors may result in the application of disciplinary measures in accordance with applicable labor legislation, the Internal Regulations on Order, Hygiene, and Safety, the respective contracts, and the Company's internal policies.

Such measures may include, as applicable, warnings, corrective actions, restrictions of duties, mandatory training, suspension of duties, or termination of the employment relationship, in accordance with applicable law, without prejudice to any civil, administrative, or criminal liabilities that may arise.

In the case of directors and senior executives, the handling of breaches will be carried out in accordance with the powers of the Board of Directors and the applicable corporate governance rules.

11.3 Measures applicable to suppliers, contractors, and third parties

Non-compliance with this Code by suppliers, contractors, or other third parties that maintain business relationships with Tecno Fast may result in the adoption of contractual or commercial measures, in accordance with the terms of the applicable contracts and regulations.

Such measures may include, among others, requirements for remediation, suspension of business relationships, early termination of contracts, or exclusion from future processes, without prejudice to any legal actions that may be applicable.



CHAPTER 12

EFFECTIVE DATE, IMPLEMENTATION, OVERSIGHT, AND ADHERENCE TO THE CODE OF ETHICS

This chapter governs the effective date, dissemination, training, oversight, and adherence to the Code, ensuring its proper implementation, awareness, and compliance by all individuals and entities subject to it, and promoting a culture of integrity, responsibility, and continuous improvement within the Company.

12.1 Effective date and application

This Code of Ethics was approved by the Board of Directors of Tecno Fast S.A. in May 2026 and fully replaces any prior version.

This Code is mandatory for all individuals who are part of the Tecno Fast Group, including directors, executives, employees, workers, contractors, suppliers, and third parties acting on behalf of the Company, regardless of the country or location in which they perform their duties, without prejudice to the application of applicable local legislation, executed contracts, and other internal regulations of the Company.

12.2 Training and dissemination

Tecno Fast will disseminate and promote awareness of this Code through communication processes and training sessions, with the frequency determined by the competent authorities.

Training on ethics, compliance, and responsible conduct forms part of the Company's prevention and control system and is coordinated with the Crime Prevention Model and other corporate policies.

12.3 Compliance oversight and supervision

Compliance with this Code is overseen by the Audit Committee and the Company's internal control and compliance functions, including Contraloría, within the scope of their respective roles and authorities.

These bodies may conduct reviews, assessments, and follow-up actions to verify proper application of the Code and to propose continuous improvement measures.

12.4 Adherence and acknowledgment

All current employees and those who join Tecno Fast as of the effective date of this Code must sign a declaration acknowledging and accepting the Code of Ethics, which will be filed in their personnel record. A new declaration will be required upon each update of the Code.

The management, registration, and safeguarding of acknowledgments and acceptances of the Code, as well as the administration of any related inquiries or declarations, will be carried out through the processes defined by the HR Department and the corresponding control functions, in accordance with the applicable internal regulations.

Likewise, suppliers, contractors, and relevant third parties that interact with Tecno Fast or its subsidiaries will be subject to compliance with this Code, to the extent applicable, and may be required to declare their knowledge of and adherence to the Code as part of contracting and control processes.

Procedures related to the Whistleblowing Channel—its management, updating, and coordination with the Crime Prevention Model and applicable labor regulations—form part of the complementary internal regulations and are available to individuals subject to this Code through the designated corporate channels.