

Code of Ethics for Our Valued Associates

The people who are part of the Tecnológico de Monterrey are committed to complying with the guidelines and principles of our Code of Ethics, as well as the policies, regulations and procedures in force in the institution. We are convinced that there must be congruence between what we say and what we do, and that we must lead by example. That's why we seek to ensure that all relationships are based on these same principles.

With understanding of the above, I (name of the person) as a valued associate of the Tecnológico de Monterrey (or any of its subsidiaries), will ensure that (company name) meets and lives by the following Guidelines:

1. We recognize the dignity of all people and treat them with respect and fairness.
2. We comply with the current policies, laws and regulations of the country, as well as those of the Tecnológico de Monterrey.
3. We offer professional, honest and respectful treatment.
4. We avoid gifts* or invitations to entertainment activities that may compromise our objectivity in decision-making.
5. We act in an integral, responsible and impartial way, rejecting corruption, directly or through third parties.
6. We avoid conflicts of interest of any kind with the collaborators of the institution. If any should arise, we will inform the institution formally**.
7. We treat everyone fairly, and we do not allow discrimination. We actively promote diversity and inclusion in our company.
8. We protect the environment and we commit ourselves to taking care of our world.
9. We make the law of personal data protection a reality in our interaction with the institution and society.
10. We participate in social projects to transform our communities.

We declare that we have no conflict of interest or any ulterior motives or situations in relation to any member of the Tecnológico de Monterrey, who may have a personal interest in the matters or procedures of our services. We are committed to informing the institution of any changes in the above circumstances.

Date: (XXXXXX)

Company: (XXXXX)

If a possible conflict of interest exists, please leave this section blank and complete the following for annexed.

In our institution we seek and promote the experience of a culture aligned to ethics and integrity, therefore, we invite you to have the confidence to report any failure of this code of ethics via ETHOS:

<http://tecnologicodemonterrey.ethicspoint.com> or by calling toll-free 001-877-817-7869.

** Except for promotional items and attentions or courtesy that are legal, as long as their value does not exceed \$500 pesos.*

*** By means of the enclosed format, which must be sent for review to your contact in the Purchasing Department or the Strategic Supply Area.*

Declaration of a Possible Conflict of Interest

There is a **conflict of interest** when the judgment, objectivity and integrity of a person is compromised by a personal interest, and risks impeding the interests of the Tecnológico de Monterrey.

According to this definition, if there is any incentive that could compromise objectivity in negotiation or decision-making between the *Valued Associate* and the *Tecnológico de Monterrey*, or some incentive to act unfavorably towards the interests of the institution, this would be a conflict of interest.

Declare below the possible conflict of interests in which you find yourself or in which someone in your company is involved:

xxx

Date: xxxxxx

Company: xxxxxxxx