

The background of the page is a semi-transparent image of two people, a woman and a man, sitting at a desk and working on laptops. The woman is on the left, looking at her laptop, and the man is on the right, smiling and looking at his laptop. The image is overlaid with a teal-to-green gradient.

Code of Conduct for Vitro Suppliers

In Vitro we focus on offering quality products and services that generate value for our customers and consumers in full balance with the well-being and integral development of our employees and the communities to which we belong. Likewise, we reaffirm our commitment to promote Sustainable Development in each of our actions throughout our value chain.

All the organizations that participate in the value chain of the products offered by the company have an important role that Vitro and its subsidiaries recognize for the final benefit that will exist for our economic, social and environmental surroundings. It is for this reason that the company has decided to present the Code of Conduct for Vitro Suppliers which will be shared with all the organizations that participate in the value chain of Vitro and its subsidiaries. This document establishes clear expectations of compliance in environmental, human rights and labor practices, as well as fair trade practices, among others, being applicable to all the countries where we conduct our business activities.

Adherence to and compliance with the Vitro Supplier Code of Conduct will allow us to guarantee the strength and integrity of a responsible and ethical value chain, in line with our sustainability goals and objectives, and with the expectations of our stakeholders.

We invite you to review the Vitro Suppliers Code of Conduct presented below, and to confirm your acceptance and adhesion by signing the document. We appreciate the cooperation as we are convinced that together we will be able to maintain a sustainable and mutually beneficial growth that cements the well-being and sustainable future of our chain for the challenges that are visualized in the future.

A handwritten signature in black ink, appearing to read 'Adrián Carlos Meouchi Cueva', written in a cursive style.

Adrián Carlos Meouchi Cueva
Procurement Directorate
Vitró S.A.B de C.V.

Code of Conduct for Vitro Suppliers

This Code of Conduct defines the framework of principles and expectations that will serve to assess the risks and opportunities that exist in our value chain in order to meet our ethical, governance and quality standards in the supply of materials and/or services for the continuity of our operations.

Scope

The present guidelines shall be known, understood, applied, and promoted permanently by all suppliers of Vitro and its subsidiaries. Suppliers shall observe compliance with this code of conduct, as well as compliance with Vitro's Code of Ethics, which is available at <https://www.vitro.com/media/4350/codigo-de-etica-vitro.pdf> and whose content is known and understood by suppliers.

If any supplier identifies any risk or failure to comply with any of the guidelines of the aforementioned Codes, they should communicate it in writing to their business contact or through the organization's anonymous reporting mechanism at <https://alert.ethicsglobal.com/>.

1. Responsible Corporate Management

Vitro's Supply Chain suppliers shall maintain timely compliance and strict adherence to high administrative standards and best corporate governance practices; suppliers shall have mechanisms in place to ensure:

a) Anticorruption practices:

- i. The company must have formal mechanisms for reporting possible corruption practices, preventing employees from participating in this type of acts or conflicts of interest.
- ii. The company must ensure that all product production and marketing activities prevent the introduction of counterfeit products or components throughout the supply chain.
- iii. The company must have mechanisms in place to prevent and avoid any activity that facilitates money laundering or financing of terrorist or criminal activities.

b) Fair competition:

- i. The company must guarantee fair competition by operating with honest and transparent market practices.

c) Code of Conduct

- i. The company must have a Code of Conduct and/or Ethics that is the regulatory framework for its actions and that must be disseminated among the personnel.

d) Legal compliance:

- i. The company must comply with the provisions of the law in all its operations, and in accordance with the legislation in force in the state or country where it carries out its activities.

e) Identification Conflicts of Interest:

- i. The implementation of mechanisms to detect and control conflicts of interest within your organization.

f) Business Relationships

i. The company must avoid any direct or indirect commercial relationship with countries, territories, entities, or persons that have been defined as sanctioned or blocked entities by the authorities of the countries where the company has presence and/or exports.

g) Information security

i. The company must comply with current regulations regarding the collection safeguarding, storage, and use of personal data. The data shall be processed exclusively according to the uses foreseen in the contracts and the applicable laws and regulations.

2. Comprehensive Competitiveness

The Supply Chain will be made up of competitive companies that provide sustainable and value-added solutions through their products, orienting their efforts to guarantee the quality and safety of their products and carry out more efficient operations, considering the following aspects:

a) Quality:

i. The company must implement management systems that guarantee the quality of the products and/or services it provides.

b) Safety of the product or service:

i. The company must have mechanisms in place to ensure the safety of the products and/or services offered at all times.

c) Risk management:

i. The company will analyze the potential risks of its operation to guarantee the supply of inputs or services at all times.

d) Continuous Improvement:

i. The company must establish continuous improvement processes within the organization, seeking permanent progress in its performance indicators.

e) Value Chain:

i. The company must have mechanisms for the development of sustainable practices in its own value chain.

3. Human Attitude

The Vitro Supply Chain will contribute to the personal, labor, and social development of the communities where it is present, building and maintaining healthy labor, commercial and institutional relationships with respect for human rights and diversity.

a) Employment and labor relations:

i. The company must offer salaries and compensation at or above those established by current legislation.

ii. The company must promote healthy labor relations in which human rights are respected and all types of harassment are avoided.

iii. The company must guarantee the right of free association and collective bargaining of its workers.

b) Occupational Health and Safety:

- i. The company must offer its employees working and safety conditions for the proper performance of their activities.
- ii. The company must promote healthy work habits and practices in its organization.

c) Training and development:

- i. The company must have programs that support the personal and professional development of its employees.

d) Diversity and equal opportunities

- i. The company must offer equal opportunities and remuneration without regard to gender, sexual orientation, age, social status, or ethnic origin.

e) Non-discrimination:

- i. The company must have mechanisms in place to prevent discrimination, as well as a system for reporting in the event of such a situation.

f) Child exploitation:

- i. Child labor will not be tolerated; the age of employment must be in accordance with local labor legislation.

g) Forced labor:

- i. Forced or compulsory labor in all its forms is prohibited.

h) Conflict minerals:

- i. The company must guarantee and declare the source of conflict minerals used directly and in its value chain.

4. Environment

The productive and operative processes of the Vitro Supply Chain will be permanently transformed, making them increasingly more efficient, clean, and optimal, in compliance with high quality standards and respecting the legislation, the natural environment and the social practices of all the communities where it is present.

a) Power:

- i. The company must implement programs to improve its processes for the reduction and efficient use of energy.
- ii. The company must use renewable energies when sustainable.

b) Water:

- i. The company must have initiatives for the efficient use of water, avoiding waste.
- ii. The company must implement water reuse systems, when processes allow it, and it is sustainable.

c) Inputs:

i. The company must implement programs to improve its processes for the efficient use of inputs and the substitution of those with a negative environmental impact.

d) Biodiversity:

i. The company must have mechanisms in place to minimize the impact of its operations on the local environment.

ii. The company must develop activities that favor the recovery and conservation of ecosystems and environmental services.

e) Emissions, effluents, and waste:

i. The company must control its atmospheric emissions in accordance with applicable regulations or higher.

ii. The company must control the generation of waste, seeking to reduce it and guaranteeing treatment and final disposal that minimizes the impact on the environment.

iii. The company must implement treatment systems that guarantee effluent quality in accordance with applicable regulations or higher.

f) Greenhouse Gas Emissions

i. The company will measure, record, and report its greenhouse gas emissions resulting from its processes and services.

ii. The company will establish mitigation initiatives.

iii. The company will develop strategies to adapt to the local effects of global warming that include actions to guarantee Vitro's service and supply.

g) Environmental Management System

i. The company will have an environmental management system that includes the monitoring and reporting of its environmental indicators.

Compliance Assessment

Supplier groups for Vitro will be assessed by a self-assessment questionnaire that may be accompanied by an on-site audit. If the results of the assessment do not comply with the Code of Conduct for Vitro Suppliers, an action plan will be requested.

In the event that the action plan is inadequate, and no clear improvement is observed, Vitro may suspend new requests for quotations to the supplier or exclude them from the purchasing board until effective corrective measures are implemented.

Vitro requests the written commitment of the suppliers by submitting this document signed by the Legal Representative or the Commercial Representative of the supplier company.

Commitment to the Code of Conduct for Vitro Suppliers

By signing this document, the Supplier acknowledges having read, understood, and accepted all the terms and conditions mentioned above with respect to all services or products provided to Vitro.

Letter for Supplier's Signature

Name of Vitro Supplier:

Supplier Number:

Tax Address:

Social Responsibility Contact:

Environmental Management Contact:

Date:

Name, Position and Signature of Legal or Commercial Representative: