

## COMPLIANCE POLICY

Compliance is an important requirement for OPEX to protect business confidence. To maintain this trust, we must comply with laws and regulations while maintaining the highest ethical standards.

Compliance with good governance will ultimately lead to a sustainable organization with credibility and public trust. Thus, to safeguard the Company, the executive director, general director, managers, employees and support groups, the Company has established the Corporate Compliance Policy that includes the following:

- o Executives and all employees must adhere to and strictly comply with the statutes that include laws, rules and regulations, Company regulations and the foregoing, in accordance with the Code of Conduct, as well as work procedures.
- o Executives and all employees in general must understand and fully carry out their duties and responsibilities in relation to laws, rules, regulations and work procedures, as well as all regulations in this regard, national or international. They must also know and understand the consequences and damages derived from non-compliance and negligent performance of their duties and responsibilities, in the understanding that ignorance of the same does not exempt compliance.
- o Officers and employees will respect and abide by all applicable laws, rules and regulations domestic and foreign. I don't know they will tolerate illegal procedures.
- o Executives and employees must communicate, promote and execute a culture of integrity and honesty; securities that strictly comply with the rules and regulations of the Company.
- o OPEX has assigned the Risk Management Committee whose duty is to monitor the effectiveness and efficiency of operations; subsequently improve and develop processes to align with internal and external business operations. This includes responding to any potential changes that may occur.
- o The employee who commits any misconduct or act that appears to violate or fail to comply with applicable laws, rules and regulations, will be subject to disciplinary action, termination of contractual arrangements and / or severe economic sanctions in accordance with the Company's corporate policies. .

OPEX is committed to meeting all key obligations. The foregoing includes obligations contained in laws, regulatory policies, government requirements, corporate policies, code of conduct, standards, procedures and OPEX manuals.

Before the authorities, the General Law of the National Anticorruption System, the General Law of Administrative Responsibilities, The Law on Corrupt Practices Abroad and any international convention in this regard will be mandatory, avoiding at all times acts that may be considered corrupt with the authorities in question.

The Executive Director is primarily responsible for legal and regulatory compliance and is in charge of supervising, reviewing and ensuring the effectiveness of OPEX's compliance systems.

The Executive Director is responsible for determining the appropriate level of compliance that he is willing to accept in the conduct of OPEX business activities. The Executive Director is regularly advised on compliance matters, including compliance violations.

The Compliance Policy applies to directors, managers, employees, subcontractors and vendors.

Date:

**Cesar A. Granados**

chief executive officer  
OPEX Perforadora SA de CV