

Corporate Social Responsibility Policy

INTRODUCTION

Turbine Field Solutions, S.A. de C.V. (hereinafter "TFS") continuously strengthens corporate social responsibility programs and actions in pursuit of its mission..

COMPLIANCE

1. GENERAL.

1.1 For TFS, managing impacts within the sustainability context associated with hydrocarbon production is a **fundamental premise to transcend** in the oil and gas sector.

1.2 TFS applies corporate social responsibility guided by the international standard ISO 26000 in its current version to align business strategies with the following seven principles:

- 1.2.1 Accountability.
- 1.2.2 Transparency
- 1.2.3 Ethical behavior.
- 1.2.4 Respect for stakeholders' interest.
- 1.2.5 Respect for the principle of legality.
- 1.2.6 Respect for the international standards of behaviour.
- 1.2.7 Respect for human rights.

1.3 To scale the corporate social responsibility management model, TFS adhered, in 2016, to the mission of a more sustainable and inclusive global economy established by the UN Global Compact, making public its commitment to contribute to the Sustainable Development Goals (SDGs).

2. DEFINITION OF SOCIAL RESPONSIBILITY.

2.1. It is the responsibility of the company regarding the impacts of its decisions and activities on society and the environment, through ethical and transparent behavior.

2.2. Its objective is to align the business strategy towards a permanent growth in the level of safety in the environment, the community and the organization in order to address global issues of sustainable development, considering the needs and expectations of stakeholders.

3. GUIDELINES.

3.1. Corporate Governance:

For TFS, good corporate governance is a strategic value guide that allows for protecting stakeholders, monitoring the creation of benefits and making efficient use of resources while providing transparency in the information established in the **Code of Ethics and Conduct**.

3.2 **Integral Management System (IMS):** It manages the way in which projects are developed in TFS, becoming a mold of the organizational culture using management tools that foster Industrial Safety and Occupational Health (ISO 45001), Quality (ISO 9001), Environmental (ISO 14001) and **bribery prevention (37001)**. The IMS, together with Corporate Social Responsibility (ISO 26000), is a fundamental part of our management model at TFS.

3.3 Corporate Social Responsibility:

Through actions and programs, objectives are set in coordination with the organization's strategic areas to promote a more sustainable operation.

3.4 Stakeholders:

Outreach and dialogue with stakeholders is a key factor for decision-making and the commitment to sustainable development. TFS sets the scopes for each relationship group as follows:

3.4.1 Collaborators:

We provide opportunities for employment and growth within a work environment distinguished by high standards of safety and hygiene, which translates into well-being for those who conform the TFS team.

3.4.2 Community:

In alliance with civil society organizations, we contribute within the communities in which we operate to generate positive social impact and the granting of social license to operate.

3.4.3 Suppliers:

We build and manage relationships of trust through commitment with eligibility standards aspiring to build fair operations and sustainability criteria.

3.4.4 Customers:

We offer specialized technology and innovative products and services with high safety standards in each project.

3.4.5 Shareholders and investors:

Transparency in accountability allows us to generate mechanisms to increase share value, manage assets and generate economic and social profitability in projects through corporate governance and social responsibility to provide innovative solutions in the oil and gas industry.

3.4.6 Governance:

We operate under strict regulatory compliance.

3.4.7 Business chambers, research centers, institutions:

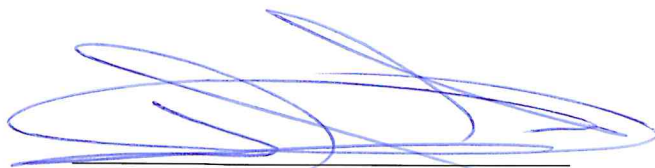
Boost the transfer of technology, as well as institutional strengthening on the most competitive trends in the oil and gas sector.

4. OUR COMMITMENTS.

- 4.1 Operate on the three axes of development: economic, social and environmental.
- 4.2 Contribute to the growing demand for energy in the safest and most responsible way.
- 4.3 Comply with the law and promote transparency in operations.
- 4.4 Properly manage resources, energy and waste management.
- 4.5 To promote the personal, family, work and social development of all the staff.
- 4.6 Comply with international standards in the context of sustainable development.
- 4.7 Formally and systematically incorporate the **needs** and expectations of stakeholders into decision-making.
- 4.8 To inform how global issues are addressed.
- 4.9 Development of our human capital.
- 4.10 Measuring the impact of social investment and environmental.
- 4.11 Maximize reputational value.

5. MECHANISMS.

- 5.1. TFS Mission.
- 5.2. Code of Ethics and Conduct.
- 5.3. Internal Work Regulations.
- 5.4. Integrated Management System (IMS).
- 5.5. Corporate social responsibility organizational structure and annual budget.
- 5.6. Materiality and dialogue with stakeholders.
- 5.7. "Flagship" programs and corporate volunteering.
- 5.8. Social Investment.
- 5.9. Adherence to the UN Global Compact.
- 5.11. Annual Sustainability Report in accordance with the Global Report Initiative (GRI) methodology.



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