



Code of Ethics

1. Our company

CALTEC, a high-tech corporation, is dedicated to systems integration in the field of information technology, specializing in communications engineering. Founded in 1987, we have successfully completed hundreds of projects nationwide. We are an engineering development company.

We offer solutions with turnkey projects in the areas of IP Networking, satellite communications, fiber optic links, radio links, and multi-access radio for SCADA (monitoring and control). We integrate Voice over IP and Network Security solutions. We develop intelligent software platforms for monitoring and managing business operations infrastructures, and we provide consulting services in engineering and installation.

CALTEC is a major player in Peru in the so-called Broadband technologies; was an active part on Telefónica del Perú's well-known Speedy system. We integrate secure and reliable VPN networks into both public (Internet) and private networks. We provide our clients with after-sales support to ensure their complete satisfaction.

CALTEC has always strived to stay current with technological advancements by introducing new products to the Peruvian market only after ensuring their reliability. Our policy is to first test new products in our laboratory and, if they prove reliable, offer them to our customers.

2. Vision

By 2029, our goal is to be among the top 10 telecommunications equipment retailers in Peru and to begin establishing an international presence in several Latin American countries. We aim to help close the existing digital divide in the country, enabling more people, towns, and cities to integrate into the real, globalized world, thereby improving competitiveness and IT infrastructure.



3. Mission

We offer telecommunications equipment for broadband internet access to the Telco and corporate markets, featuring the latest IP and satellite technologies. We also provide value-added services for integrating networking systems to optimize our clients' IT infrastructure. We market only products that are internationally recognized and meet international quality standards such as FCC and FE, as well as local regulations such as ECA, LMP, and WEEE (MTC), ensuring compatibility with the existing ecosystem.

4. Values

- Innovation and business quality
- Efficiency and effectiveness
- Professional Diligence
- Trust, Honesty and Transparency
- Respect for society and the environment
- Collaboration

5. Conflict of interest

All employees, regardless of hierarchical level, maintain a relationship of trust and respect based on the premise that everyone acts in the best interests of the company in compliance with the pillars established in this Code of Ethics.

In that regard, Caltec establishes the following guidelines that will allow for the proper handling of any conflict of interest:

- Our employees' decisions must be based on objective criteria, without taking into account their personal benefits or interests that influence their judgment or their loyalty to Caltec.
- Avoid any conflict of interest and even the appearance of a conflict that could damage your reputation or that of the company.



- Workers are prohibited from participating directly and/or indirectly in possible conflicts, disturbances, demonstrations, clashes with external organizations.
- Employees agree to report any conflict or potential conflict to their direct supervisor.

6. Gifts and Treats

Employees and third parties related to Caltec are not permitted to offer, consent to give or deliver gifts to officials (national or foreign) and/or any executive or management personnel of the private sector, as well as receive them from the same, when such gifts could reasonably and objectively be perceived as incentives, as a way to influence their decisions and actions and/or as a desire to influence the decisions and actions of others; or when such action could affect the good image and reputation of the company.

7. Relationships with suppliers, contractors, distributors and business partners

Suppliers, contractors, distributors, and business partners who maintain a contractual and/or commercial relationship with Caltec are committed to adopting and disseminating the company's pillars, as well as promoting the practice of the standards in our Code of Ethics.

The evaluation of bids for the selection of suppliers, contractors, distributors and business partners is based on criteria established by our company, and generally responds to principles of merit and ability, according to the quality and cost of the product or service.

Suppliers, contractors, distributors, and business partners must comply with current labor legislation in their relationships with their own employees; and if, by reason of their activity, they directly or indirectly represent Caltec, they will ensure that the image and quality of the service delivered correspond to the standards of their represented company.

The relationship with suppliers, contractors, distributors and business partners will be based on respect for the dignity of people, which will be established with responsibility and transparency, without exceeding the powers of the position, avoiding any behavior that could be interpreted as an abuse of power.



Caltec must comply with the following principles with all its suppliers, contractors, distributors, and business partners:

- To offer equal opportunities to all qualified companies that wish to become suppliers, contractors, distributors or business partners of Caltec.
- Analyze and decide on all potential businesses through an objective evaluation process.
- Maintain confidentiality regarding the background of business partners and safeguard privacy in communications, in accordance with current regulations governing the sector.
- To foster good relationships between Caltec members and suppliers, contractors, distributors, and business partners.
- At Caltec, respect for the agreements and commitments established in our contracts must prevail, respecting intellectual property rights as well. Therefore, employees cannot establish commercial relationships with contractors or suppliers who do not demonstrate that they are duly authorized to use or market products and services subject to payment of royalties or intellectual or industrial property rights to third parties, as well as the authenticity and legality of said products and services.

8. Relations with government authorities

Relations with government authorities will be conducted in compliance with the laws, regulations, rules and other legal provisions applicable and established by the government of Peru, as well as the principles that govern this Code of Ethics.

Communication, operation, transaction or other interactions with public administration authorities or officials must be carried out by persons authorized by Caltec.

9. Intellectual Property

Caltec employees must understand and comply with all intellectual property laws related to their job duties and activities. Any use of Caltec's information, business strategies, and technical, economic, and operational documentation in violation of intellectual property rights, such as the unauthorized copying or distribution of copyrighted materials, is strictly prohibited.



All information, practices, methods, inventions, written materials, programs, word algorithms, processes, or other works received or developed by employees through their work at the company are the property of Caltec. Upon termination of employment, employees must return all intellectual property in their possession.

10. Confidentiality

Confidential information is any information belonging to Caltec that is not public and has been entrusted to management or employees, the disclosure of which to third parties could be detrimental to the interests of Caltec or of persons with whom Caltec has business relationships or pending negotiations. Confidential information includes, for example, financial data or projections, technical or commercial information, acquisition, divestiture, or merger plans, expansion plans, strategies, significant contracts, relevant changes in management, and other significant corporate developments.

Employees are prohibited from disclosing confidential information to anyone outside of Caltec, except when disclosure is necessary for business purposes and appropriate safeguards have been taken to prevent misuse, or when disclosure is required by law. This includes the disclosure of information in online chat rooms, social media, websites, or blogs. Unauthorized disclosure of Caltec information, as well as making public statements that are detrimental to Caltec, may result in disciplinary action and, if warranted, legal action.

Likewise, confidential information is understood to be any information related to Caltec or to businesses linked to the telecommunications market, which has not been disclosed to the market and whose knowledge, by its nature, is capable of harming or affecting it in acquiring potential projects.

Similarly, public, internal, and confidential information may not be used for personal gain or the benefit of third parties, in violation of the law, or to the detriment of the interests of Caltec, its clients, or suppliers. This includes related transactions involving stocks or other securities.

Public, internal, and confidential information must be protected by security measures against risks of loss, destruction, unauthorized access and use, modification, or disclosure.



11. Anti-corruption

All Caltec employees declare their commitment to the fight against corruption. Therefore, Caltec employees pledge not to take any action that constitutes a violation of current regulations in this area, including, but not limited to, the Political Constitution of Peru, the Penal Code, and the Inter-American Convention against Corruption, as well as any regulations that complement, modify, or replace them.

Caltec employees agree not to give, lend, pay, promise, offer, or authorize the disbursement, directly or indirectly through third parties, of any item of monetary value, including, but not limited to, gifts, favors, or advantages, to any public official or employee, person performing public functions, or any person designated by them, with the purpose of persuading said official to perform or omit certain acts or, in any way, to help them obtain undue advantages. The employees declare and acknowledge that any such action will be their sole and exclusive responsibility and grounds for termination of their employment contract.

12. Diffusion

All employees, management personnel, and stakeholders of Caltec must read and understand all the terms of this Code of Ethics, understanding that compliance is mandatory for all those who have any employment, commercial, or other relationship that links them to Caltec, with the purpose of contributing to the success of the activities carried out by Caltec.

In compliance with the provisions of the preceding paragraph, the letter of commitment attached to this document must be signed.

A handwritten signature in blue ink, appearing to read "L. Roca", with a stylized flourish at the end.

Luis Alberto Roca Galván
General Manager