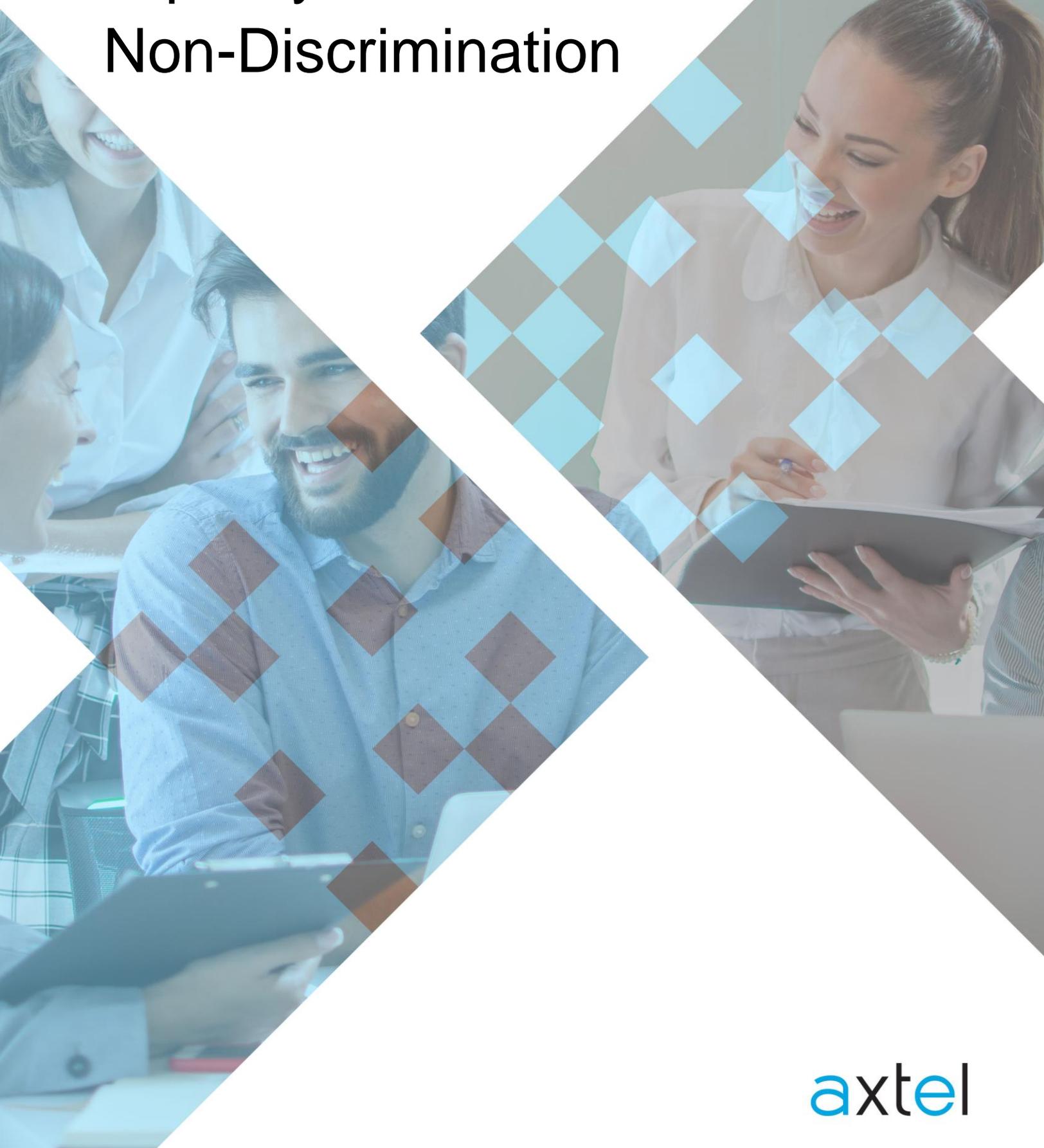


# Directive on Labor Equality and Non-Discrimination



## 1. Objective

As part of the measures for the well-being of its personnel, Axtel has defined the following Labor Equality and Non-Discrimination Policy, which aims to establish the guidelines that promote a culture of labor equality and non-discrimination and guarantee equal opportunities for those who integrate the workforce.

## 2. Application

This policy applies to all personnel of Axtel, S.A.B. de C.V. and its subsidiaries, at all hierarchical levels regardless of the type of contract.

## 3. Guidelines

### I. General

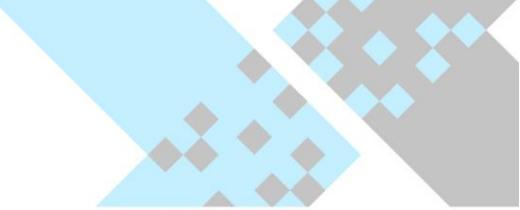
This guideline is based on the guidelines of the Federal Labor Law (LFT, in Spanish), the General Law on Women's Access to a Life Free of Violence (LGAMVLV, in Spanish), section III of article 1 of the Federal Law to Prevent and Eliminate Discrimination (LFPED, in Spanish)<sup>1</sup>, the International Labor Organization (ILO), Axtel's Code of Ethics (AN-RH-01), Principles 1, 2 and 6 of the UN Global Compact and Sustainable Development Goal #5 of the United Nations (UN), as well as the provisions of national, state and municipal legislation.

### II. Protocol

Axtel prohibits any form of abuse, verbal, mental and/or physical violence, as well as discrimination against personnel in terms of physical appearance, culture, disability, language, sex, gender, age, social, economic, health or legal condition; pregnancy, marital status, religion, opinion, race or ethnicity, sexual preference, or immigration status.

To promote a culture of labor equality and non-discrimination, Axtel commits to:

<sup>1</sup> LFPED, Art. 1, Section III, says "Discrimination: For the purposes of this law, discrimination will be understood as any distinction, exclusion, restriction or preference that, by action or omission, with or without intention, is not objective, rational or proportional and has the purpose or result of hindering, restricting, impeding, impairing or annulling the recognition, enjoyment or exercise of human rights and freedoms, when based on one or more of the following reasons: ethnic or national origin, skin color, culture, sex, gender, age, disabilities, social, economic, health or legal status, religion, physical appearance, genetic characteristics, immigration status, pregnancy, language, opinions, sexual preferences, identity or political affiliation, marital status, family situation, family responsibilities, language, criminal record or any other reason; Homophobia, misogyny, any manifestation of xenophobia, racial segregation, anti-Semitism, as well as racial discrimination and other related forms of intolerance will also be understood as discrimination.

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1. Respect individual differences of culture, religion, and ethnic origin.
  2. Promote equal opportunities and the professional development of all employees.
  3. Provide the same employment opportunities to applicants regardless of race, color, physical appearance, religion, gender, sexual orientation, marital status, social status, nationality, disability, or any other situation protected by federal, state, or local laws.
  4. Promote a work environment of respect and equality, open communication and a workspace free of discrimination, sexual harassment, intolerance and violence.
  5. Avoid inequality in the compensation and benefits system for personnel who perform similar functions.
  6. Seek to attract and retain staff with decent working conditions and optimal health and safety conditions.
  7. Promote the conciliation of family, personal and professional life of all personnel through actions that promote their well-being at work.
  8. Axtel's allegiance is manifested in the commitment to guarantee a work environment that promotes equality and non-discrimination in its workplaces.

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