

# Sustainability Policy



## 1. Objective

At Axtel we are committed to sustainability, which is why we actively promote the growth of our organization, develop our collaborators personally and professionally, provide them with tools that allow them to improve their quality of life and that of their families, as well as contribute to the social development of the communities of our country.

## 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

We are aware that our responsibility as a company is related to ethical and responsible behavior towards our shareholders, customers, suppliers and competitors, and with the respect for nature and the conservation of natural resources.

For this reason, our commitment to Sustainability is manifested in the following:

- Manage all our activities in an integral, ethical, and transparent manner.
- Work to enable organizations to be more productive and to improve not only communication but also the lives of our collaborators, clients, suppliers, shareholders, investors, and other groups of interest.
- Execute actions that ensure economic, social, and environmental sustainability.

Faithful to the principle of generating value for the company and society, Axtel has developed this Sustainability Policy, which applies to all its collaborators, at all hierarchical levels, at the national level and which includes the following guidelines.

- Comply with current municipal, state, and federal legislation.
- Establish policies to protect the labor rights of employees, as well as their physical integrity, promoting safety and hygiene practices, and a healthy and safe environment in all facilities and buildings.

- Respect human rights, developing a favorable framework for labor relations based on equality, respect for diversity, non-discrimination, rejecting forced labor, slavery, and child labor.
- Adopt Corporate Governance practices, based on ethics and business transparency, keeping strict risk control to foster the trust of our collaborators, clients, suppliers, investors, shareholders, and other groups of interest.
- Reject bribery, corruption, or other types of contributions to obtain business advantages.
- Promote a culture of respect for the natural environment by reducing the environmental impact of our activities, defending biodiversity, and fostering care for nature.
- Inform all our stakeholders, truthfully and in a timely manner, of the environmental, financial, commercial, and social activities carried out by the company.
- Develop programs that contribute to the social sustainability of communities, promoting development, productivity, education, and personal growth, with the support of all our collaborators.
- Seek continuous improvement of all our processes, projects, and personal performance, to develop innovative technological products and services that contribute to the growth of our society.

Axtel adheres to the 10 principles of the United Nations Global Compact and the concept of Sustainability, as an integrating model of all its Corporate Social Responsibility practices.