



axtel

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NETWORKS

**Technology
connecting
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**Human Rights
Policy**

1. Objective

Axtel, as a company committed to sustainable development, the well-being of its employees and the social development of communities, understands that respect for human rights and individual freedom is fundamental and must be reflected in each of its activities.

2. Application

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

3. Guidelines

The commitment manifested in this policy transcends collaborators, clients, suppliers, and groups of interest and is manifested in the present Human Rights Policy, which is based on the Universal Declaration of Human Rights, on the 10 principles of the Global Compact of the United Nations and the Recommendations of the International Labor Organization (ILO).

According to this policy, all Axtel employees must follow the following guidelines:

- We follow current legislation and any other applicable laws in order to comply with the obligations that the company has assumed toward institutions and the community.
- Respect the dignity and value of people, as well as the equality between men and women.
- Avoid discrimination based on race, caste, social and economic status, religion, disability, gender, sexual orientation, union membership, political affiliation, or age when hiring, compensating, training, promoting, terminating, or retiring employees.
- To improve the standard of living and promote social progress, provide adequate employment with the right to rest, periodic vacations, and working hours that are in accordance with current legislation.
- We reject the use of child or forced labor.
- We support the protection of all people's rights and emphatically reject human trafficking.

- Protect the health of employees by providing a safe work environment, promoting the prevention of accidents and injuries, promoting awareness for the environment and sustainable development.
- Act in accordance with the principles of solidarity, responding with humanitarian actions in situations that endanger the life or health of people.
- Discourage coercive, threatening, abusive, or exploitative behavior, as well as any type of harassment based on attributes of race, gender, social status, job performance, sexual orientation, or political affiliation.
- Condemn corruption in all its forms, and have procedures and tools to prevent activities, directly or indirectly, from inciting or promoting it.
- Establish business relationships with clients, suppliers and contractors who share the same commitment to respect the dignity of human beings and who oppose child or forced labor in their operations, as well as human trafficking.
- Reject any relationship with people or groups outside the law, based on respect for the current legal framework.
- Avoid irregular hiring practices, aimed at avoiding compliance with legal obligations related to labor rights and social security.
- Facilitate freedom of association and the right to collective bargaining, based on what is established in current labor legislation.
- We guarantee the right to free expression in all forms.
- We recognize indigenous peoples' rights, protecting their culture, language composition, customs, uses, and resources.
- Guarantee equal and fair treatment, freedom of belief and political affiliation.
- Reject torture, punishment, cruel, degrading and inhuman treatment.
- Manage all activities in an integral, ethical, and transparent manner.
- Work to enable organizations to be more productive and to improve not only communication but the lives of collaborators, clients, suppliers, shareholders, investors, and other groups of interest.
- Carry out actions that ensure economic, social, and environmental sustainability.

This policy constitutes an express position taken by the company in terms of Human Rights and confirms Axtel's commitment to the well-being of its employees, customers, suppliers, and groups of interest.

Authorize by:

Armando de la Peña

CEO

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