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**Environmental
and Social
Sustainability
Policy**

Environmental and Social Sustainability Policy

Our Commitment

Axtel is committed to operating responsibly, integrating environmental sustainability and social responsibility as strategic cornerstones that uphold the essence of the company.

Implementation

This policy applies to all activities, operational centers and operations enacted within, employees of Axtel S.A.B. de C.V. and its subsidiaries. This extends to our value chain, including suppliers and business partners, to the fullest extent.

Governing Principles

- **Sustainability**: Integrating environmental and social criteria into business decision making.
- **Prevention**: We prioritize the prevention of negative impacts pertaining to people and the environment.
- **Compliance**: We comply with all applicable legislation and international standards.
- **Transparency**: We communicate our actions, risks and results clearly and effectively.
- **Participation**: We engage in candid dialogue with our stakeholders and all concerned parties.

Environmental Commitments:

- We pledge to continuously improve our environmental responsibility and achievements.
- Reduce our carbon footprint through energy efficiency and usage of clean energies.
- Responsible waste management with special consideration to electronic waste and promoting reutilization and recycling to the utmost degree.
- Proper use of water and other natural resources.
- Protect biodiversity and ecosystems in our operational areas.
- Provide our workforce with environmental responsibility coaching and sensibilization.

Social Commitments:

- Guarantee decent, safe and equitable working conditions.
- Promote diversity, equity, inclusion and discrimination free environments.
- Respect Human Rights across all our operations and value chain.
- Promote a harassment free working environment and reject all forms of forced and child labor.
- Support the overarching health and safety of our workforce.
- Empower the social and economic development of the communities in our operational scope.

Social and Environmental Management System (SGAS)

Axtel employs a Social and Environmental Management System which provides a pathway for identifying, evaluating and managing environmental and social risks, as well as the definition of objectives, Key Performance Indicators (KPIs) and continuous improvement measures. Pertaining to the Governance component in ESG, the internal committees and executive board partake in supervising the integrity, efficiency and continuity of the sustainability strategies defined by the Social and Environmental Management System.

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Axtel and therefore this Policy adheres to ESG frameworks and initiatives such as:

- ISO 14001:2015 International Standard.
- The United Nations Global Compact principles 7,8 and 9 in terms of environmental responsibility.
- The United Nations 2030 Agenda for Sustainable Development Goals

Continuous Improvement

We carry out periodic evaluations regarding this Policy to ensure its validity, efficacy and alignment to the foremost international practices.