

GENERAL POLICY OF HUMAN RIGHTS

At Grupo México, we are committed to respecting and promoting the human rights of our employees and the communities in which we operate, as well as throughout our value chain, including business partners (joint ventures, mergers and acquisitions), suppliers, contractors, clients, security personnel, and other stakeholders. We adhere to the Universal Declaration of Human Rights of the United Nations, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the 10 Principles of the United Nations Global Compact, as well as to the national legal frameworks where we operate.

WE ARE COMMITTED TO:

1. Respecting the fundamental rights in the workplace, in accordance with the Declaration of the International Labor Organization (ILO):
 - Promoting freedom of association, the right to organize, and the effective recognition of the Right to Collective Bargaining (ILO Conventions 87 and 98)
 - Eliminating all forms of forced labor from our operations (ILO Conventions 29 and 105)¹
 - Ensuring the effective abolition of Child Labor (ILO Conventions 138 and 182)
 - Rejecting any form of Discrimination in Employment and Occupation, as well as promoting Equal Remuneration (ILO Conventions 100 and 111)
2. Protecting the right to health and safety of our workers and contractors, offering safe and healthy work environments, and implementing control processes and activities for the prevention of occupational risks. Refer to our [Occupational Health and Safety Policy](#).
3. Respecting the rights of indigenous peoples, in accordance with the United Nations Declaration on the Rights of Indigenous Peoples, ILO Convention 169 on Indigenous and Tribal Peoples. Refer to our [General Policy on Respect for the Rights of Communities and Indigenous Peoples](#).

¹ Forced or compulsory labor includes slavery or practices similar to slavery, such as various forms of debt bondage and human trafficking.

4. Respecting the human rights for the subsistence and health of communities, including the right to water, the right to property or use of land and natural resources. Refer to our [Environmental Policy](#).
5. Promoting gender equality and rejecting any form of discrimination, guaranteeing equal opportunities without differentiation based on origin, gender, age, sexual orientation, disability, social condition, health, migratory status, political affiliations, religion, opinions, or marital status. Refer to our [General Policy of Diversity, Inclusion, Non-Discrimination, Non-Workplace or Sexual Harrasment](#).
6. Not tolerating or engaging in threats, intimidation, violence, punitive actions, physical or legal attacks against human rights defenders and journalists, as well as collaborating with human rights defenders to create safe environments where human rights are respected.
7. Implementing due diligence processes to identify, prevent, mitigate, and, where necessary, remedy the potentially adverse impacts on the human rights of our employees and communities in all our business units. Collaborating with judicial and non-judicial mechanisms to provide access to remediation.
8. Promoting that human rights are respected throughout our value chain by establishing a due diligence process that includes our suppliers and contractors. Refer to our [Code of Conduct for Business Partners](#).
9. Taking as a basis for our asset security policy the Voluntary Principles on Security and Human Rights (VPS), as well as demanding that contracted security personnel and services comply with local laws and regulations and have the necessary training and skills to guarantee respect for human rights.
10. Establishing easily accessible and confidential mechanisms, such as a [Reporting Line](#), to guarantee the proper registration, attention and follow-up of concerns, complaints, and claims from different stakeholders related to actions that impact human rights.
11. Promoting a climate of trust that ensures that under no circumstances will the company take retaliatory measures against those who, in good faith, file a complaint or claim regarding compliance with this Policy and/or our [Code of Ethics and Company Behavior](#).
12. Implementing a mechanism for constant and direct communication with communities to understand their culture, needs, and concerns, allowing for the development of strategies in favor of social development, environmental care, and respect for human rights. Refer to our [Community Outreach Policy](#).

13. Providing training on human rights to our personnel and key contractors, in line with the company's expectations and principles established in this Policy and our [Code of Ethics and Company Behavior](#).
14. Transparently and periodically informing diverse stakeholders about actions and events relevant to the human rights of our employees and/or communities, as well as the results of the implementation of this policy.
15. Continuously reviewing the effectiveness and compliance of this policy, with the aim of achieving an improvement in the protection of human rights. The Board of Directors of Grupo México oversees our approach to respecting and promoting human rights.

Our personnel, along with our suppliers and contractors in the Mining, Infrastructure, and Transportation divisions are subject to this policy. The same applies to our commercial partners and suppliers of goods and services; the company will give preference to those who share our values.

Primary references:

- Universal Declaration of Human Rights of the United Nations
- United Nations Guiding Principles on Business and Human Rights (UNGPR)
- United Nations Global Compact
- Declaration of the International Labor Organization (ILO) (Conventions 29, 87, 98, 100, 105, 111, 138, 169 and 182)
- Voluntary Principles on Security and Human Rights (VPS)

Secondary references:

- Performance Standards on Environmental and Social Sustainability of the International Finance Corporation (IFC)

Version	Approver	Approval date
1.0	Senior Management	February, 2021
2.0	Senior Management	July, 2024
2.0	Board of Directors	July, 2024