

GENERAL RESETTLEMENT POLICY

At Grupo México, we respect and promote the human rights of all our employees and the communities where we operate within the legal framework of the countries where we operate.

We are committed to ensuring, in accordance with best practices and our internal regulations, that any project that results in the resettlement of people is carried out in an ethical, fair and transparent manner, minimizing possible impacts and improving their living conditions.

WE ARE COMMITTED TO:

1. Design alternative project schemes in order to explore other commercially possible scenarios to avoid the resettlement of people considering the environmental, social and financial costs and benefits.
2. Generate a plan for each project that requires resettlement which contains aspects such as: population census, affected goods and assets, baseline of socioeconomic conditions, livelihood restoration programs and social management, as well as guidelines for the monitoring and evaluation of the activities implemented by the company.
3. With each plan and action implemented by the company, emphasis on:
 - Promote the right to an adequate standard of living, the right to housing and the right to a healthy environment of communities.
 - Foster the continued and meaningful participation of affected communities at all stages of the resettlement process, from planning to implementation and monitoring, including vulnerable groups, through transparent, clear and culturally appropriate channels.
 - Implement a mechanism for complaints, consultations, and clarification of doubts, which is accessible, confidential, effective, and with the capacity to provide timely information.
 - Comply with applicable resettlement laws, regulations, and regulations.

All personnel of Grupo México and its subsidiaries will be subject to these guidelines and our Code of Ethics, reaffirming the importance of working with responsibility, transparency and full respect for human rights.