
BMV Group's Human Rights, Inclusion and Labor Welfare Policy

CONFIDENTIAL

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	Human Rights, Inclusion and Labor Welfare Policy CONFIDENTIAL	Coding FH002	
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Track changes

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1.0	April 2021	First version of the Grupo BMV Human Rights, Inclusion and Labor Welfare Policy.	<ul style="list-style-type: none"> • Paola Gutiérrez Vital • Verónica Hernández Barroso • Silvia Mejía Gómez

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1. Objective

Establish the commitments and guidelines of Grupo Bolsa Mexicana de Valores (Grupo BMV), in terms of human rights protection, inclusion and labor welfare.

2. Field of Application

This Policy is applicable to all Grupo BMV companies, their employees, social services and interns.

3. Institutional Manifesto

At Grupo BMV, we do not consent to, do not tolerate and do not allow any type of harassment, discrimination, bullying and/or violence in any of its forms, as such terms are defined in Mexican law and in the various national and international organizations specialized in the matter; on the contrary, we condemn and prosecute any act related to these behaviors.

Likewise, we encourage, promote and disseminate among our employees and stakeholders, inclusion, diversity and equity, among others, always striving to use inclusive and accessible language.

4. Focus on Human Rights and Labor Welfare in Grupo BMV

Grupo Bolsa Mexicana de Valores recognizes the importance of human rights and has policies, a Code of Ethics and Conduct and various procedures that recognize, promote and encourage such rights among its employees, suppliers, customers and stakeholders.

On the other hand, Grupo BMV recognizes and prioritizes the generation of a work environment based on inclusion and labor welfare.

5. Fundamentals of the Policy

This Policy is based on the following international and national agreements and initiatives, as well as on the Grupo BMV own policies and regulations, such as:

- Universal Declaration of Human Rights
- Declaration of the International Labor Organization (ILO)
- Ten Principles of the United Nations Global Compact.
- Sustainable Development Goals (SDG)
- Protocol to Prevent, Address and Eradicate Workplace Violence
- United Nations Women's Empowerment Principles
- Federal Labor Law
- Internal Work Regulations
- Grupo BMV Code of Ethics and Conduct

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- Grupo BMV Sustainability Policy
- Grupo BMV Psychosocial Risk Factors Policy

6. General guidelines

As a cornerstone of the securities market, at Grupo BMV we recognize our fundamental role in the economic and financial development of the country, which drives us to promote a culture of human rights, diversity and inclusion with our different stakeholders. Therefore, the institutional commitments in this area include, but are not limited to, the following:

Generally:

1. To support, respect and promote internationally recognized fundamental human rights within its field of influence.
2. Through various mechanisms, ensure that the Group's companies and employees observe human rights and prevent their violation.
3. Promote the use of inclusive, non-sexist, non-discriminatory language, free of expressions or prejudices and stereotypes in the oral and written media, both internal and external.

With collaborators:

1. Reject all forms of forced or coerced labor.
2. Reject child labor.
3. Recognize freedom of association and the right to collective negotiation.
4. Respect the principle of equality referring to: "All human beings are born free and equal in dignity and human rights".
5. Prohibit discriminatory practices in the workplace, whether based on gender, age, race, color, sexual preference, religion, culture, marital status, nationality, illness, disability or any other reason.
6. Strengthen equity, providing equal employment opportunities, conditions and ways of treating staff.
7. Promote through the process of attracting, retaining and developing talent, diversity, equity and inclusion mechanisms.

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8. To guarantee that the compensation and benefits system does not differentiate in any way based on gender, age, race, color, sexual preference, religion, culture, marital status, nationality or disability, and is based on performance parameters, without making distinctions based on the aforementioned characteristics.
9. Generate actions to prevent, address and eradicate workplace violence, including harassment and sexual harassment, providing timely attention to victims.
10. Generate initiatives that promote the health and well-being of employees.
11. Implement measures for the identification, prevention and analysis of psychosocial risk factors, in accordance with current official legislation and the corresponding Grupo BMV Policy.
12. Through the Development and Training Program, conduct courses to raise staff awareness of their rights and obligations, so that an environment of respect for human rights and labor welfare prevails.
13. To ensure, to the extent possible, a balanced representation in terms of gender, age, seniority, sexual preference, religion, culture, marital status, nationality or disability in the different decision-making bodies and levels, guaranteeing that participation takes place under conditions of equal opportunity.
14. Support staff empowerment through tools for their professional development, removing obstacles that may impede or limit their career.

With customers:

To treat Grupo BMV's clients fairly, generating an environment of trust, transparency, quality service and respect for their integrity, based on the guidelines of Grupo BMV's Code of Ethics and Conduct, which include measures to prevent impacts on human rights.

With goods and service suppliers:

Through the Purchasing and General Services area:

1. Select suppliers impartially, without incurring in preferential treatment.
2. Treat suppliers fairly, respecting their integrity.
3. Promote an open and transparent communication channel.
4. Establish clear guidelines that allow them to know Grupo BMV's position with respect to human rights.

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5. Request documentation where they communicate their support to the respect for the protection of human rights, specifying the following points:
 - a. Prohibition of forced labor and mistreatment of employees. This includes the prohibition of any human trafficking.
 - b. Absence of child labor.
 - c. Decent and sufficient wages to meet the basic needs of their employees and compliance with the regulations in force in the countries where they operate.

With the community:

Contribute to and participate in projects aimed at improving the quality of life of the people who make up the main communities where the Group's companies do business, as well as raising awareness of human rights.

7. Complaint systems

As a complaint and transparency system, Grupo BMV has a Transparency Mailbox (anonymous complaint line) available to all employees and external parties.

Likewise, in the case of employees, we have suggestion boxes located on each floor of the Stock Market Center; in both mechanisms they can report any concerns or solid indications regarding: (i) violations of Grupo BMV's Code of Ethics and Conduct, and (ii) any act that could jeopardize the Group's assets, as well as the safety and health of its employees.

Similarly, employees must report any act or situation about which there is any doubt as to its ethical or legal nature to the Compliance area, including any issue related to non-compliance with this Policy.

- a. Transparency mailbox (anonymous complaint line)

The main purpose of the Transparency Mailbox is to identify areas of concern and/or suggestions, as well as to communicate any possible violation and/or irregularity that could affect any of the Grupo BMV companies.

This medium serves as an anonymous communication tool to be used by employees, suppliers, customers, clients, shareholders of Grupo BMV companies and/or third parties.

Complaints or reports can be submitted by calling 01-800- 288-2872 (or at the numbers indicated on BMV's website: www.bmv.com.mx), or at the following address: / <https://bmv.alertline.com/gcs/welcome>.

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b. Suggestion Box

Grupo BMV employees have suggestion boxes available, which are located at strategic points in the offices, where they can anonymously express proposals for improvement, suggestions, recommendations, initiatives or complaints of any kind.

When conditions make it impossible to use this mailbox in person, employees can also express their concerns through the Compliance area's e-mail address: compliance@grupobmv.com.mx.

Grupo BMV Internal Ethics and Conduct Group

The Grupo BMV Internal Ethics and Conduct Group is comprised of the heads of: (i) the Deputy General Directorate of Regulations and Compliance; (ii) the Executive Directorate of Human Factor and School, and (iii) the Executive Directorate of Legal and Regulatory Affairs. When necessary, the head of the Executive Directorate of Internal Audit is invited to attend the meetings of this Body, with voice, but without vote.

Its function is to conduct disciplinary proceedings in cases of non-compliance or violations of internal regulations, including this Policy, which are reported to the Audit Committee of the Bolsa Mexicana de Valores. If applicable, this Group proposes that a sanction be imposed on the responsible offender by the competent authority, which may range from a private warning to the termination or rescission of the labor contract, as provided for in such contract and/or the Internal Labor Regulations and/or the Working Conditions Manual, without prejudice to any additional legal action that may proceed in accordance with the regulatory framework in force.

8. Assessment, evaluation and dissemination

Bolsa Mexicana de Valores is a public company that lists its shares in the stock market it manages, and is committed to constantly assessing its adherence to best practices in human rights, among others, as well as publishing relevant information for the knowledge of all its stakeholders. This commitment is manifested in the following actions:

1. Assess the results in human rights and labor welfare in relation to the evaluations periodically applied by rating agencies, investors and authorities, among other stakeholders, and make the corresponding improvements through action plans, in coordination with the responsible areas.
2. Conduct a due diligence process.
3. Promote transparency with stakeholders through the website, integrated annual report and periodic communications.

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9. Confidentiality

The contents of this document are the property of Grupo BMV and may not be reproduced in whole or in part. All information is the property of Grupo BMV, and therefore no employee of Grupo BMV may disclose it without the corresponding internal authorizations.

10. Review and interpretation.

The content of this Policy will be reviewed jointly by the Executive Directorate of Human Factor and School, and the Sub-Directorate of Sustainability , during the third quarter of each year. Any modification to this Policy must comply with the provisions of the Rules for the issuance, modification and maintenance of Grupo BMV policies.

Any consultation, doubt or clarification related to the application or interpretation of this document will be handled by the Executive Directorate of Human Factor and School.

The Compliance area may evaluate the effectiveness and efficiency of this Policy, as well as verify the degree of compliance with the provisions contained herein. From these activities, aspects that could be improved and/or addressed may be identified, as well as the consequences derived from the eventual non-compliance or non-observance of the Policy.

11. Dissemination list of this Policy.

- a. Original held by the Deputy General Directorate of Regulations and Compliance.
- b. Electronic Distribution

This Policy will be disseminated internally by the Deputy General Directorate of Regulations and Compliance.

12. Effective date and duration.

This Policy, and any amendment thereto, shall become effective, and shall be of general observance for all employees, as of the day following its dissemination, subject to approval by Grupo BMV General Directorate, and shall remain in effect until it is repealed in accordance with the procedure established in the Rules for the issuance, modification and maintenance of Grupo BMV policies.

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Signature page

Mexico City, August 11, 2021.

This Policy consists of 12 pages (including cover page and signature page), and is formalized with the following signatures:

Area responsible for the Policy: Executive Director of Human Factor and BMV School.

Authors

Name: Ms. Martha Nalleli Barajas López Area: Administration, Finance and Sustainability Position: Deputy Director of Sustainability	Name: Ms. Rosa Laura Crespo Casas Area: Human Factor and School Position: Executive Director of Human Factor and BMV School
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Deputy Director of Regulatory Compliance <hr style="width: 80%; margin: 0 auto;"/> Mr. Alexis Jaramillo González	<hr style="width: 80%; margin: 0 auto;"/>
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Executive Director of Legal and Regulatory Affairs

Ms. Clementina Ramírez de Arellano

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Approved by

SVP Regulations and Compliance

Mr. Hugo A. Contreras Pliego

Authorization

Chief Executive Officer

Mr. José-Oriol Bosch Par

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