

HUMAN RIGHTS POLICY AND LABOR PRACTICES

Blue Energy and Electricity, SAPI de CV and subsidiaries (hereinafter referred to as "Blue Energy" or "the Company"), through this policy, recognizes the importance of fostering a fair, safe and equitable work environment. As a Qualified Service Provider (SSC) in the Wholesale Electricity Market (MEM), we are committed to respecting human and labor rights, promoting decent conditions for our employees, customers and business partners.

This policy establishes the principles and standards that guide our behavior in labor relations and human rights, so our labor practices comply with local and international regulations, aligning us with the principles of the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights. In addition, we implement training and professional development programs, fostering an inclusive and diverse work environment.

Objective

Integrate the approach of respect for human rights, employee health and safety, optimal working conditions, respect for diversity, equality and inclusion, with a high concern for the training and professional development of employees and their relationship with other stakeholders.

Blue Energy rejects and condemns all forms of workplace violence inside and outside the workplace, and recognizes the need to ensure that everyone is guaranteed the right to decent work free from all types of violence, and where appropriate, to prevent, investigate and punish violations of these.

Scope

The policy applies to all Blue Energy employees, contractors, and business partners ("Stakeholders").

To this end, stakeholders must sign a declaration of adherence to this Policy at the beginning of the relationship that unites them to Blue Energy, and it must be renewed annually.

Responsibilities

At Blue Energy, we commit to this [Human Rights and Labor Practices Policy](#) to conduct our business with strict respect for the rights of people and responsible business practices, by carrying out the following actions:

- Ensure a safe and healthy work environment.
- Promote flexible work schemes, including [Teleworking](#), to improve the quality of life of our employees.
- Implement professional development programs and continuous training on energy and market issues.
- To promote mental health and emotional well-being, providing support and promoting healthy workspaces.
- Conduct job satisfaction surveys to identify areas for improvement and strengthen organizational engagement.
- Ensure that working hours, holidays and leave are established in accordance with current legislation and best practices in the sector.
- Implement fair and equitable, merit-based and non-discriminatory hiring practices
- Offer competitive salaries and benefits, aligned with industry and labor market standards.
- Prohibit any form of forced, child or human trafficking, ensuring decent working conditions for all.
- To guarantee equal opportunities, avoiding any discrimination or harassment based on gender, age, disability, ethnic or national origin, sexual orientation, religion, social or civil status, or any other condition protected by law.
- To act with transparency in the relationship with clients and in the negotiation of contracts, ensuring fairness and clarity in all our operations.
- To avoid any form of discrimination or unfair business practices, promoting inclusion and respect in our work environment.
- Implement information security measures to protect the data of our customers and employees, establishing robust protocols and constant training in cybersecurity.
- Promote compliance with the principles that make up this policy.

Commitments

- a) To ensure that by 2026 100% of the teams in the Commercial and Operations areas complete the "Basic Wholesale Electricity Market" course taught by CENACE.
- b) Conduct job satisfaction surveys twice a year, with the goal of achieving a satisfaction rate of more than 70% by 2026.
- c) To ensure that by 2026 100% of the staff will undergo the physical and psychological health assessment study.

Tracking

The Human Resources area is responsible for the implementation, monitoring and compliance of this policy, ensuring that all areas of the company comply with their commitments in terms of human rights and labor practices. Likewise, each area leader is responsible for fostering an inclusive, safe and fair work environment within their team.

Validity and revision

The contents of this policy will have an indefinite term or until the Company so decides. Its dissemination will be carried out through induction of new hires, training, signing of contracts and/or renewals, and will be published for consultation on the Company's website.

This policy will be reviewed annually to ensure alignment with applicable best practices and regulations. Adjustments may be made based on regulatory changes, internal needs or recommendations from stakeholders. It is important to take the time to understand the latest version of this policy and to contact Human Resources if you have any questions or comments. It will be updated when the Policy requires it, which will be in charge of the Legal Coordination and the Systems Coordination.