



POLICY ON GENDER DIVERSITY IN MANAGING BODIES

I. Introduction

At FibraShop, it is extremely important to have inclusive Corporate Governance that creates value and that can respond quickly to a dynamic economic environment. This serves as a counterweight and guide for ensuring efficiency, equity, transparency, responsibility, accountability, and results.

Our Corporate Governance structure is comprised as follows:

- Technical Committee Corporate Practices Committee Audit Committee Compensations Committee Nominations Committee Investment Committee ESG Committee

II. Purpose and scope The inclusion of professionals with varying characteristics will be upheld and encouraged, in addition to our Labor Inclusion Policy, with the understanding that diverse, multicultural groups are important to FibraShop, including people of different races, ethnicities, ages, genders, and nationalities, among others. To ensure that they are appointed, the needs of our bondholders and the various abilities and professional experiences of the Committee members will be considered, mainly in conformance with the fifth objective of the UN’s Sustainable Development Goals, “Gender Equality.”

III. Member selection

Regarding internal members, those in management positions or who have been with the Company for at least three years will be considered.

Regarding independent members, professional experience will be taken into account, according to the Committee in question.

All candidates must be people who display the following qualities, including but not limited to, being honorable, suitable, with a good reputation, skilled, experienced, trained, available, committed to performing their functions, able, and whose conduct aligns with the principles established in FibraShop’s Code of Ethics.

During the candidate selection process, any type of bias that might imply any type of discrimination is prohibited.

The Technical Committee will evaluate compliance with this policy at least once a year, namely the percentage of board members who are women, encouraging **at least 40% participation**.

1. REFERENCE DOCUMENTS:

DOCUMENTS	CODE



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Version:

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2. CHANGES TO THIS VERSION:

VERSION NUMBER	DATE UPDATED	CHANGE DESCRIPTION
1	January 2022	Does not apply

Authorization date:

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