

## **NON-DISCRIMINATION POLICY**

The purpose of this Policy is to provide all employees, clients, and suppliers with fair and courteous treatment that respects their physical and moral integrity, regardless of hierarchical position, race, physical appearance, culture, disability, political belief, language, gender, skin color, social, economic, health, or legal status, pregnancy, marital status, opinions, ethnic origin, immigration status, nationality, sexual orientation, identity, gender expression, age, sexual preference, religious beliefs, social stratum, or any other factor that may hinder equality among individuals.

Engel & Völkers Snell Real Estate (Snell Ventures S. de R.L. de C.V.) assumes the following commitments and obligations that contribute to the efforts of the National Human Rights Commission to identify, prevent, and eradicate discriminatory actions. All employees, clients, and suppliers of Engel & Völkers Snell Real Estate (Snell Ventures S. de R.L. de C.V.) must adhere to the Non-Discrimination Policy.

Any act of discrimination or lack of respect is prohibited. All employees must take actions to prevent and eliminate any act of discrimination. If a client or supplier engages in an act of discrimination, measures will be taken to eradicate such behavior. Equal opportunities are guaranteed for all employees, clients, and suppliers. Acts of violence, disrespect, intolerance, or practices that undermine the dignity of individuals are strictly prohibited. Priority is given to fostering an environment of trust and respect for the identity, diversity, and individuality of employees, as well as promoting gender equality and equal opportunities in the workplace. The free expression of ideas, viewpoints, and opinions must be always respected. Promoting inclusive coexistence based on institutional values is the responsibility of all parties involved in this policy. It is imperative to comply with institutional values. Respectful addressing of individuals within the company is mandatory.

The aspects of this Policy must always adhere to the fundamental principle of integrity in conduct, in accordance with the reporting system for complaints and allegations. Any complaint and/or allegation related to an act of discrimination must be submitted by the client through the internet portal or the designated form for such purposes. Every complaint and/or allegation will be treated confidentially. Guidelines promoting a culture of workplace equality and non-discrimination will be established, ensuring equal opportunities for every employee, in accordance with Article 1, Section III of the Federal Law to Prevent and Eliminate Discrimination (LFPED).

*Reference Framework: Law for the Recognition and Attention of LGBTI People. Law to Prevent and Eliminate Discrimination in Mexico City. Federal Law to Prevent and Eliminate Discrimination, Article 1, Section III, states "Discrimination: For the purposes of this law, discrimination shall be understood to mean any distinction, exclusion, restriction, or preference that, whether by action or omission, with or without intent, is not objective, rational, or proportionate and has the purpose or result of hindering, restricting, preventing, undermining, or nullifying the recognition, enjoyment, or exercise of human rights and freedoms, when it is based on one or more of the following grounds: ethnic or national origin, skin color, culture, sex, gender, age, disabilities, social, economic, health or legal status, religion, physical appearance, genetic characteristics, migration status, pregnancy, language, opinions, sexual preferences, identity or political affiliation, marital status, family situation, family responsibilities, language, criminal record, or any other reason. Mexican Standard NMX.*