

Publication in compliance with provisions regarding remuneration in accordance with Article 168Bis 3 of the Banking Regulation Official Circular Letter (Circular Única de Bancos) and Article 169 Bis 4 Asset Management Official Circular Letter (Circular Única de Casas de Bolsa), published in the Official Journal on 31 December 2014.

Qualitative Information:

a) Remuneration policies and procedures for job profiles of employees or persons subject to the Remuneration System

Director of Market and Liquidity Risk

The bonus is annual with the possibility of advance payments. The indicators taken into account to determine the percentage of the bond are the follow up, monitoring, and management of the indicators defined by the Comprehensive Risk Management Unit.

GM Risk Officer

The bonus is annual with the possibility of advance payments. The indicators taken into account to determine the percentage of the bond are the follow up, monitoring and management of the indicators defined by the Comprehensive Risk Management Unit.

Director Corporative Operational Risk

The bonus is annual with the possibility of advance payments. The indicators taken into account to determine the percentage of the bond are the indicators that have already been defined.

Director of Corporate Compliance

The bonus is annual with the possibility of advance payments. The indicators taken into account to determine the percentage of the bond are the indicators that have already been defined.

b) Information concerning the Remuneration Committee including at

least:

1.- The composition and functions of the Remuneration Committee and of the

Chairman of the Remuneration Committee

Executive Chairman

Assistant General Director to Personnel and Corporate Affairs

Audit Director

Head of the Comprehensive Risk management Unit

Assistant General Director of Operations and Finances

"The Remuneration Committee shall, for the purpose of carrying out its purpose, perform the succeeding functions:

I. Present the following to the Board of Directors for approval:

a) The remuneration policies and procedures, as well as any amendments thereto;

b) Employees or personnel holding any office, mandate, commission or other legal title granted by Banco Monex and Monex Casa de Bolsa for the performance of their operations, which shall be subject to the Remuneration System, considering in any case, those who make decisions that may involve a risk to the Bank or the Brokerage Firm or participate in a process leading to such risk, and

c) Special cases or circumstances in which a person may be exempt from the implementation of authorized remuneration policies.

II. Implement and maintain the Remuneration System in the Bank and the Brokerage Firm, which should consider the differences between the different administrative units, and the risks inherent in the activities carried out by persons subject to the Remuneration System. For the purposes of this subparagraph, the Remuneration Committee shall receive and consider reports from the Comprehensive Risk Management unit on the risk implications of remuneration policies and procedures.

III. To inform all relevant staff, remuneration policies and procedures, ensuring at all times that stakeholders understand the methods for determining, integrating and delivering their remuneration, the risk adjustments applicable to them, the deferral of their Extraordinary Remuneration (Variable) and any other mechanism applicable to their remuneration.

IV. Hiring, when deemed necessary, external consultants in remuneration and risk management schemes, which contribute to the design of the remuneration scheme, avoiding any conflict of interest. Report to the Board of Directors, at least twice a year, on the operation of the Remuneration System, and at any time when the exposure to risk assumed by the Bank or the Brokerage Firm, the administrative, control, and business units or persons subject to the Remuneration System, may result in an adjustment to such Remuneration System of the Bank or Brokerage Firm."

2.- External consultants who have offered consultancy services, the entity for which they were commissioned, and in which areas of the remuneration process they participated.

The external consultant Willis Towers Watson (WTW) was selected by the Human Capital area because it is the firm that conducts market benchmarking for the Mexican Association of Brokerage Firms (AMIB) and the Mexican Bankers Association (ABM), which ensures reliable and representative information for the national financial sector.

WTW participates in the compensation process by providing information that allows us to conduct market comparative analyses for both fixed and variable compensation, ensuring that salary policies are aligned with sector best practices and objective criteria.

Its involvement is limited to making recommendations and providing information, without participating in the final approval of compensation, which reinforces the independence of the process. Final decisions are made by the Compensation Committee and Senior Management, in accordance with internal policies.

3.- A description of the scope of the remuneration policy of the multiple banking institution, either by regions or lines of business, including the extension applicable to subsidiaries and subsidiaries.

The policies and procedures are applicable to direct collaborators or service providers who carry out activities provided by Banco Monex and Monex Casa de Bolsa, and who, on their behalf, receive any kind of remuneration, whether these are provided in cash or through other mechanisms.

The roles and responsibilities of the personnel structure were considered in defining job positions and responsibilities; as well as the risk they represent or may represent for Monex Bank and Monex Brokerage Firm. Therefore, the way in which it is proposed incorporates people whose role in the company can increase or reduce risks of the institution.

The Remuneration System considers for Banco Monex and Monex Casa de Bolsa, the ordinary and extraordinary remuneration of the following eligible positions, whether they are granted in cash or through other remuneration mechanisms.

Therefore and starting from these bases, the Remuneration Manual is applicable under the following criteria:

Business Area: General Manager of Corporate Banking, General Manager of Private Banking, , General Director of Corporate Banking, General Manager of Banking Products, Corporate Director of Fiduciary Products, Money Market Director, General Director of Market and Treasury, Regional Director of Corporate Banking (Central area), Regional Director of Corporate Banking (Metropolitan area), Regional Director of Corporate Banking (Western area), Regional Director of Corporate Banking (Northern area), Regional Director of Corporate Banking (Southern area), Regional Director of Corporate Banking (northwest area).

Operation Area: Executive Director of Private Banking and Wealth Advisory, Director of Equity, Director of Market and Liquidity Risk, Corporate Director of Operational Risk, General Manager of Risk, Director of Currency Exchange Operations, Director of Derivatives Operations, Corporative Director of Operation.

Control Area: Director of Corporate Compliance

4.- A description of the types of employees considered as risk takers and their managers, including the number of employees in each group.

Puesto	No.
GENERAL DIRECTOR MONEX S.A.B	1

GM OF CORPORATE BUSINESSES	1
REGIONAL DIRECTOR OF CORPORATE BANKING (METROPOLITAN AREA)	1
REGIONAL DIRECTOR OF CORPORATE BANKING (NORTHERN AREA)	1
REGIONAL DIRECTOR OF CORPORATE BANKING (CENTRAL AREA)	1
REGIONAL DIRECTOR OF CORPORATE BANKING (WESTERN AREA)	1
REGIONAL DIRECTOR OF CORPORATE BANKING (SOUTHERN AREA)	1
REGIONAL DIRECTOR OF CORPORATE BANKING (NORTHWESTERN AREA)	1
GM OF CORPORATE BANKING	1
CORPORATE DIRECTOR OF FIDUCIARY PROD	1
GM OF BANKING PRODUCTS	1
GM OF MARKETS AND TREASURER	1
DERIVATIVE OPERATIONS MANAGER	1
DIRECTOR OF CURRENCY EXCHANGE OPERATIONS	1
MONEY MARKET MANAGER	1
DIRECTOR OF MARKET AND LIQUIDITY	1
DIRECTOR OF CORPORATE COMPLIANCE	1
DIRECTOR OF CORPORATE OPERATIONAL RISK	1
GM RISK	1
EXECUTIVE DIRECTOR OF PRIVATE BANKING AND WEALTH ADVISORY	1
DIRECTOR OF EQUITY	1
TOTAL	21

c) Information regarding the structure of the remuneration process that should include:

1.- General description of the main characteristics and objectives of the remuneration policy.

Establish policies and procedures for the Monex Bank and Monex Brokerage Firm Remuneration System, in accordance with the rules established by the National Banking and Securities Commission through the General Provisions Applicable to Credit Institutions and Brokerage Firms. The Remuneration System covers compliance with the substantive aspects defined in the Regulatory Framework, such as:

- 1) Delimiting the Responsibilities of the Social Entities in charge of the implementation of the Remuneration Schemes.
- 2) Establish Policies and Procedures that regulate the ordinary and extraordinary remuneration of persons subject to the Remuneration System in accordance with reasonable risk-taking.
- 3) To constantly review the payment policies and procedures and make the necessary adjustments when the risks assumed by Banco Monex and/or Monex Casa de Bolsa, or upon their implementation, are greater than expected and represent a threat to its liquidity, solvency, stability and reputation of the Institution itself.
- 4) To consider the risks faced by Banco Monex and/or Monex Casa de Bolsa, its Administrative and Control Business Units and, where appropriate, the risks assumed by the persons subject to the Remuneration System.

5) To establish specific remuneration schemes for each job profile of eligible employees or persons subject to the Remuneration System in consideration of the inherent risks of their activities, taken into account for such purposes, both quantitative and qualitative factors.

2.- Last revision of the remuneration policy by the Remuneration Committee and general description of the changes made to this policy during the last year.

The last update for the Manual was on April 15, 2025, and corresponds to an operational update due to changes in the organizational structure.

3.- An explanation of how the multiple banking institution ensures that the salaries of employees in risk management areas and control and audit areas are determined independently of the areas they supervise.

There are clearly defined policies and processes in which transparency in the allocation and payment of remuneration is made with total independence between each of the areas of the organization.

The remuneration of the Risk Management, Control, and Audit areas is determined independently from the business areas they oversee, through a separate organizational structure, performance evaluations based on their own objectives (not business results), and internal policies that ensure transparency and autonomy in compensation decisions.

The Risk Management, Control, and Audit areas report directly to Monex's General Management and not to the Business-Generating Divisions. This ensures that there is no influence from the supervised areas in the determination of compensation.

Variable remuneration for these employees is determined exclusively based on the achievement of objectives related to their specific functions (control, risk mitigation, and audit) and is not linked to the commercial or financial results of the business. Performance indicators include the quality of reviews, regulatory compliance, and effectiveness in risk management.

d) Description of the ways in which current and future risks are related in remuneration processes, considering the following:

1.- General description of the main risks that the multiple banking institution considers when applying remuneration measures.

With regard to the remuneration system, the Comprehensive Risk Management Unit coupled with the Risk Committee carries out an analysis of the risks presented within the Bank and the Brokerage Firm (Market, Credit, Liquidity, Operational) through a follow up of limit enforcement and its performance according to the risk appetite, thereby verifying the effect on the balance between the risks assumed and the Business Units.

If an event occurs that exceeds the authorized risk capacity for any of the lines of business either in current or future events, the remuneration system is adjusted according to the performance estimated by the Risk Committee.

Current and future events are monitored through daily follow ups of limit enforcement and the establishment of balance sheet projections that estimate the performance of business units and their equity requirement for potential future events.

2.- General description of the nature and type of measures to consider the aforementioned risks, as well as those not considered.

The metrics used for the monitoring of the remuneration system include the performance of the Security in Risks for market risk and profit before reserves (RAR).

The Monex variable remuneration scheme for each staff member of the business area, originates from the RAR that is estimated from a monthly Statement of Earnings.

In the latter, extra-accounting concepts and incidences of costs, losses, and reserves are added or deducted that complement the financial information (Corporate Expenditure, Debtors Fund, Contingency Fund by Operation of Remittances, etc.), with the aim of determining the result of the Administrative - operational management in each branch and Business Unit."

3.- Analysis of the ways in which these measures affect remuneration.

Additionally, non-financial measures are incorporated into performance assessments for Corporate Banking personnel subject to the remuneration scheme. These measures consist of qualitative evaluations of adherence to risk management policies, regulatory compliance, and investment services standards.

Qualitative Assessment

In order to incentivize operational quality across the branches that make up the different Regional Business Management divisions within Corporate Banking, a portion of the compensation for their Directors is determined based on an evaluation of various qualitative aspects, thereby establishing a Qualitative Compensation component.

The qualitative assessment may increase or decrease a percentage of the variable compensation based on RAR for the Regional Business Directors of Corporate Banking. This assessment is based on the following strategic management indicators:

Controllership Assessment, based on the performance of the regional units in:

Percentage of compliance with AML (Anti-Money Laundering) requirements

Percentage of compliance with Private Banking confirmations

Debtors Index

4.- Analysis of the nature and ways in which these measures have changed in the last year and their reasons, as well as the impact of these changes on remunerations.

The risks assumed by participants in the Remuneration System are clearly identified. Based on these risks, duly approved metrics have been defined to allow assessment of whether the risks assumed are consistent with income generation.

These measures have not changed over the past year, as the Institution maintains a conservative policy regarding risk exposure. It should be noted that such exposure is monitored on a daily basis and is timely reported to both the Risk Committee and the Board of Directors, ensuring that the risks assumed remain within appropriate and controlled levels.

e) Linking the multiple banking institution's performance to remuneration levels over the period should include:

1.- Overview of the main performance parameters for multiple banking institution, business lines and individual staff.

The parameter used to measure the performance of business lines and the directors responsible for them is RAR:

Monex's variable compensation scheme for each executive in charge of a business area is based on an indicator known as Earnings Before Provisions (RAR). RAR is estimated from a monthly Income Statement. In this statement, extra-accounting cost and reserve-related items and adjustments are added or deducted to supplement the financial information, with the purpose of determining the results of the administrative management of the business lines under their responsibility.

Components:

a) Operating profit by business line and product.

The determining elements of RAR are described below:

- **+ Operating Result:** This represents the result of the total operating income generated by the business line, minus the costs directly associated with its operations.
- **– Operating Expenses:** This consists of the sum of personnel expenses plus the administrative expenses of the area managing the business line.

+ Other Income and Expenses: These are extraordinary items, mainly consisting of recoveries, other income and benefits, and charge-offs and losses. Main Lines of Business

- a) Foreign Exchange and International Payments
- b) Derivatives
- c) Money Market
- d) Trust and Common Representations
- e) Credit

- f) Deposits (Funding)
- g) Capital Markets
- h) Asset and Liability Management (ALM)

2.- Analysis of the relationship of individual remunerations with the performance of the entire multiple banking institution and with the individual performance.

Compensation for personnel within the Business structure who receive variable remuneration is linked to the Operating Profit of the area to which they belong, as determined based on RAR. Accordingly, compensation is determined based on the annual percentage growth of the RAR of the corresponding business line, capped at a maximum growth of 15% of such RAR.

3.- Analysis of the measures implemented to adapt remuneration in case the result of performance measurements indicate weaknesses.

Since variable compensation depends on the performance of the RAR indicator, its impact on remuneration is direct and proportional to changes in Operating Results.

This derives from the calculation methodology of the variable compensation factor:

$$\text{Variable Compensation Factor} = (\text{RAR2} / \text{RAR1} - 1) \times 50\%$$

Where:

VC = Annual Variable Compensation

RAR2 = RAR for the current fiscal year

RAR1 = RAR for the previous fiscal year

VC1 = Annual variable compensation for the previous fiscal year

The policy for determining the annual variable compensation factor is defined as 50% of the percentage growth of RAR, capped at a maximum increase of 20% relative to the annual variable compensation of the prior fiscal year.

This policy ensures reasonable growth in variable compensation that remains below the growth rate of RAR.

f) Description of how the multiple banking institution adjusts remuneration by considering its long-term returns, including:

1.- Analysis of the policy of the multiple banking institution to transfer the accrued variable remuneration and, how the transfer of the variable remuneration portion is different for

employees or groups of employees. Description of the factors determining the variable fraction of remuneration and its relative importance.

Earnings Before Provisions are determined by taking the Operating Result, adding Other Income and Expenses, and subtracting write-offs. Below is a description of these three elements that make up the RAR calculation:

- **+ Operating Result:** This represents the result of the total operating income generated by the business line, less the costs directly related to its operations.
- **– Operating Expenses:** These consist of personnel expenses plus the administrative expenses of the area managing the business line.
- **+ Other Income and Expenses:** These are extraordinary items, mainly consisting of recoveries, other income and benefits, and charge-offs and losses

2- Analysis of the policy and criteria of the Multiple Banking Institution to adjust transferred remunerations before and after accrual through reimbursement agreements.

At Monex, there are no reimbursement agreements.

g) Description of the different forms of variable remuneration used by the multiple banking institution and justification for the use of such forms. The disclosure should include:

1- General description of the forms of variable remuneration offered by the Multiple Banking Institution (including, among others, cash, stocks, instruments linked to stocks, and other forms).

At Monex, variable remuneration paid is solely in cash.

2- Analysis of the use of different forms of variable remuneration and, whether the combination of different forms of variable remuneration differs among employees or groups of employees, as well as an analysis of the factors determining the mix and their relative importance.

Monex uses differentiated variable remuneration schemes based on the type of functions performed and the level of responsibility of employees.

In business areas, variable remuneration is granted based on defined financial and performance indicators, as well as qualitative factors.

In support and management areas, variable remuneration is paid through a four-month bonus, linked to the employee's performance, with percentage levels defined according to hierarchical position.

Quantitative Information as of Year-End:

a) Number of Remuneration Committee meetings during the year.

4

b) Number of employees who received Extraordinary Remuneration during the year.

22

1. Number and total amount of guaranteed bonuses granted during the year.

None.

2- Number and total amount of awards granted during the year.

None.

3- Number and total amount of severance or settlement payments made during the year.

0

4- Total amount of Extraordinary Remuneration pending to be granted, broken down into cash, stocks, instruments linked to stocks, and other forms.

None.

5- Total amount of remuneration granted and paid in the year.

7.85%

c) Breakdown of the amount of Remuneration granted for the year as follows:

1- Fixed and variable Remuneration.

Fixed: 30%

Variable: 70%

2- Transferred and Non-Transferred

Corporate Areas: 33%, and Business Areas: 15% (variable compensation only).

3- Amounts and forms of Extraordinary Remuneration, divided into pecuniary benefits, stocks, associated instruments, and other types.

0%

d) Information on employees' exposure to implicit adjustments (such as fluctuations in the value of stocks or participation in results) and explicit adjustments (such as failed recoveries or similar reversals or downward-adjusted awards) of transferred and retained remuneration:

Total amount of pending transferred and retained remunerations exposed to subsequent explicit and/or implicit adjustments.

0%

Total amount of reductions during the year due to explicit post adjustments.

0%

Total amount of reductions during the year due to implicit post adjustments.

0%

The information classified as quantitative contained in this article should be disclosed for at least the two years preceding the one being reported, provided there is information available.

Percentage representation of the Remuneration System vs Short-Term Benefits, according to Regulatory Report R12 Consolidation.

6.71%