

Publication in compliance with provisions regarding remuneration in accordance with Article 168a of the Banking Regulation Official Circular Letter (Circular Única de Bancos), 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 General Monex S.A.B

Director General of International Business, Private Banking and Trustees

The bonus is annual and may have quarterly payments, it is awarded based on qualitative factors aimed at keeping the risk under control. Therefore, its variable Remuneration scheme is not linked to factors or indicators that promote risk taking.

Executive Director, Markets and Treasury

The scheme is based on quantitative and qualitative aspects that the immediate supervisor believes will influence performance. In order to give priority to medium and long -term results, variable remuneration is deferred annually, and advance payments may be possible.

Corporate Director of Risk Management

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 Integral Risk Management Unit.

Chief 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 Integral Risk Management Unit.

Director of Corporate Compliance and AML

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

Corporate Director of Finance and Strategic Transformation

Audit Director

Head of the Comprehensive Risk management Unit

Assistant General Director of Operations and Finances

Corporate Legal Director

"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.

Consultant Willis Towers Watson, provide information on Mexico’s remuneration market in the financial sector.

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 and Markets, Executive Director of Corporate Banking, Executive Director of Corporate Banking, Corporate Director of Fiduciary Products, Director of Asset and Liability Management, Money Market Director, Executive Director of Market and Treasury, Regional Business Director of Corporate Banking (Central area), Regional Business Director of Corporate Banking (Metropolitan area), Regional Business Director of Corporate Banking (Western area), Regional Business Director of Corporate Banking (Northern area), Regional Business Director of Corporate Banking (Southern area). Areas of Operation: Executive Director of Private Banking and Wealth Advisory, Director of Equity, Corporate Director of Risk Management, Corporate Director of Credit Risk, Director of Currency Exchange Operations, Director of Derivatives Operations. Control Area: Director of Corporate Compliance and AML

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

Job Position	Total
GENERAL DIRECTOR MONEX S.A.B	1
GM OF INT BUSINESS, PRIV AND FIDUC BKING	1
EXECUTIVE DIRECTOR. CORPORATE BUSINESSES	1
REGIONAL BSS. DIRECTOR OF CORP <u>P</u> RO <u>R</u> ATE BANKING (METROPOLITAN AREA)	1
REGIONAL BSS. DIRECTOR OF CORP <u>R</u> OR <u>A</u> TATE BANKING (NORTHERN AREA)	1

REGIONAL BSS. DIRECTOR OF CORPORATE BANKING (CENTRAL AREA)	1
REGIONAL BSS. DIRECTOR OF CORPORATE BANKING (WESTERN AREA)	1
REGIONAL BSS. DIRECTOR OF CORPORATE BANKING (SOUTHERN AREA)	1
REGIONAL BSS. DIRECTOR OF CORPORATE BANKING (NORTHWESTERN AREA)	1
EXECUTIVE DIRECTOR OF CORPORATE BANKING	1
CORPORATE DIRECTOR OF FIDUCIARY PROD	1
EXECUTIVE DIRECTOR OF MARKETS AND TREASURER	1
DERIVATIVE OPERATIONS MANAGER	1
DIRECTOR OF CURRENCY EXCHANGE OPERATIONS	1
MONEY MARKET MANAGER	1
CORP DIRECTOR OF RISK MANAGMENT	1
DIRECTOR OF CORPORATE COMPLIANCE AND AML	1
EXCECUTIVE RISK DIRECTOR	1
EXECUTIVE DIRECTOR OF PRIVATE BANKING AND WEALTH ADVISORY	1
DIRECTOR OF ASSET AND LIABILITY MANAGEMENT	1
DIRECTOR OF EQUITY	1

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 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 revision date for the Manual was October 2022

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.

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 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, extracountable concepts and incidences of costs 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."

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

In addition, the Bank and the Brokerage Firm incorporate non-financial measures in the performance evaluation, which consider, among other aspects, qualitative assessments of adherence to risk management policies, regulatory compliance and investment services.

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.

N/A

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.

Parameters of Performance:

- a) Operating profit by business area and product.
- b) Quality Indicators, consistently applied at all levels of the structure.

Main Lines of Business

- a) Foreign currency and international payments
- b) Derivatives
- c) Money
- d) Trustee and common representations

2.- Analysis of the relationship of individual remunerations with the performance of the entire

multiple banking institution and with the individual performance.

"All remuneration to the staff of the Business structure that receives a variable remuneration is related to an Operating Profit of the area to which they belong. There is also a qualitative indicator that guarantees the quality of income called Monex Performance. This assesses each Manager, Manager and Director of each Business and Product area."

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

The impact on remuneration is direct and proportional to the variation in the Operating Result and, to the extent of deviations from the targets set in the qualitative indicators.

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.

"The Monex performance indicator assesses the quality of results during the year, in terms of the short and medium-term strategies established by senior management and approved by the remuneration committee. The result of this assessment determines at least 27% of the variable remuneration; paid annually."

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, 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.

Not applicable.

**Quantitative Information by year end 2022:**

a) Number of Remuneration Committee meetings during the year.

4

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

21

1. Number and total amount of guaranteed bonuses granted during the year 2022.

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.

10.03%



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

1- Fixed and variable Remuneration.

Fixed: 26%

Variable: 74%

2- Transferred and Non-Transferred

\$0.00

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.

8.48%