



GENDER EQUALITY POLICY



BYMA
Bolsas y Mercados
Argentinos



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GENDER EQUALITY ENGAGEMENT

This Gender Equality Policy establishes BYMA's actions evidencing our commitment to promote equal opportunities in BYMA Group companies, while steering improvements in our stakeholders.

BYMA joins strategic alliances aiming at continuous progress. The following stand out:



OUR VALUES

At BYMA we consider sustainability as a management model that inspires the conduct of the business in synergy with the current and future interests of society and the planet. We consider good practices in this area as the new management model that inspires the conduct of our activities, including environmental, social and corporate governance matters ¹. In this sense, gender equality and diversity are key values, as they contribute to the transformation needed to be competitive, provide better products and services, work better and attract and retain talent.

We respect and endorse diversity. At BYMA, diversity is all the characteristics that make us unique and identify us: ethnicity, nationality, language, religious or political beliefs, gender, sexual orientation, marital status, age, disability or any other difference, both in any work situation and in the process of recruitment, selection, training, promotion, remuneration, measures, etc., as well as in the process of training and promotion disciplinary action and termination of the contract.

1. Code of Conduct and Ethics, page

**At BYMA,
we consider
sustainability
as a model of
management.**

OUR ACTION PLAN

Gender Equality

01. LEAD BY EXAMPLE

Evaluate and disseminate progress on gender equality.

Promote gender equality internally.

Integrate gender equality with our stakeholders.

02. GENDER EQUALITY- FOCUSED PRODUCTS

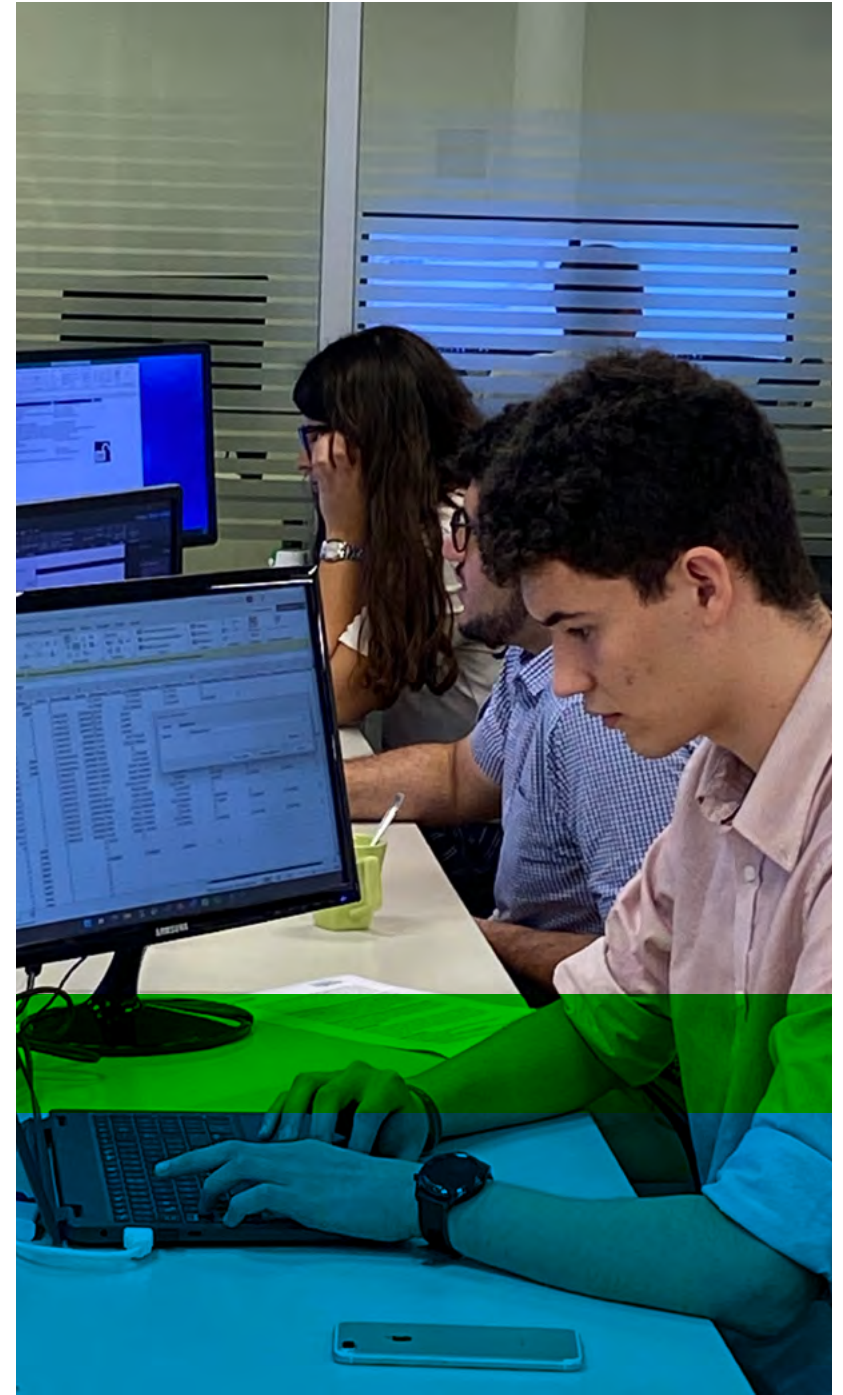
Promote the list of products with a gender focus: bonuses.

Education and events.

03. STRENGTHEN MARKET PRACTICES

Address barriers to gender equality on company boards.

Promote the transparency of ESG factors in companies.



GENDER EQUALITY GOVERNANCE

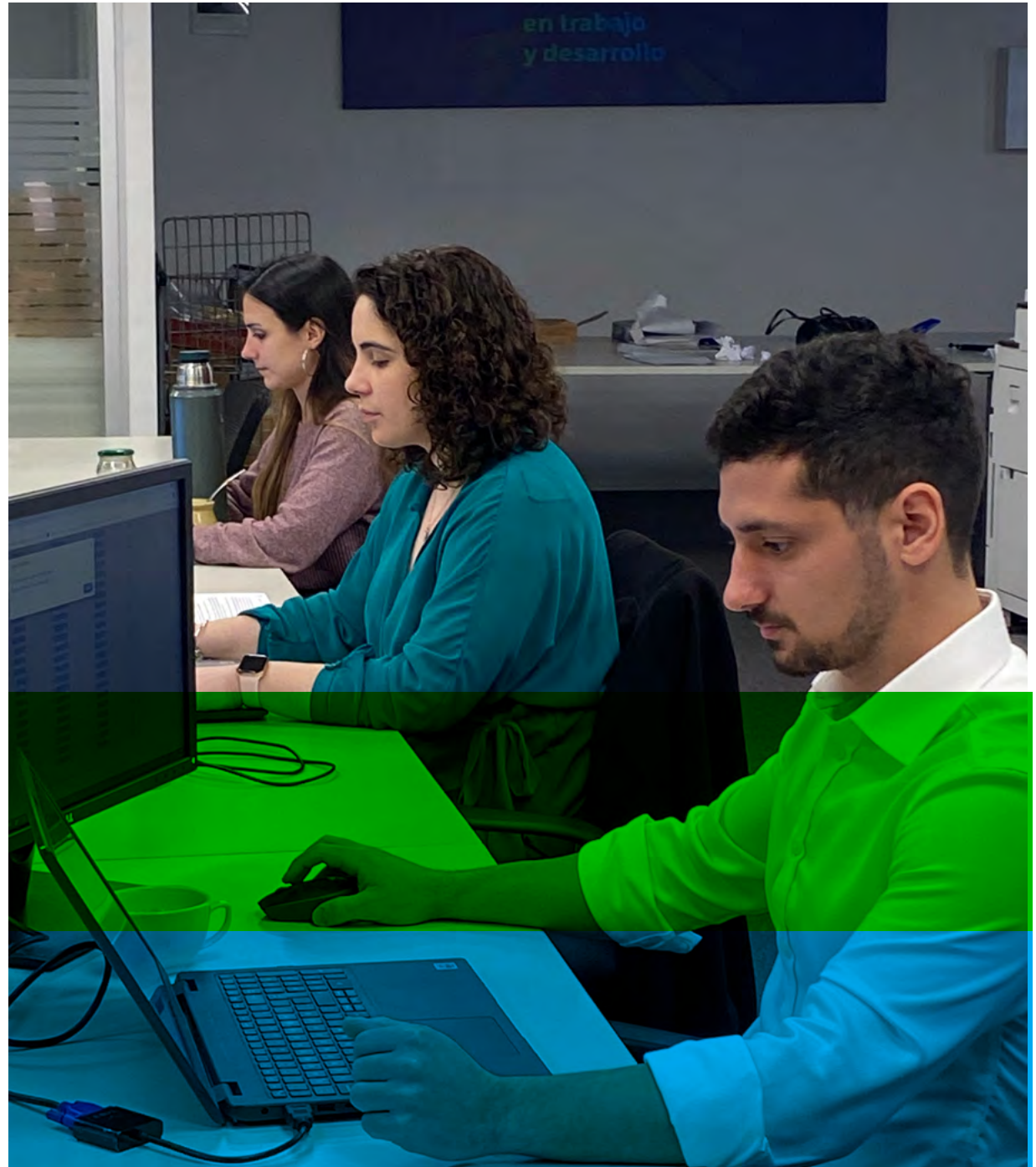
In order to manage and promote equal opportunities, we created the Gender Equality Committee, which focuses on the analysis of priorities, development and implementation of initiatives such as internal and external talks, consultations/questionnaires to our staff to analyze if the suggested proposals are in line with their needs, and any suggestions received in the e-mail address created for this purpose.

This Committee is composed of members of the Organizational Development and Human Resources Management team and of the Corporate Governance and Sustainability team.

PROPOSALS TO BOOST EQUALITY:

igualdad@byma.com.ar

Send us your suggestions, recommendations, ideas and proposals to promote a culture of equality. A committee of collaborators will receive them and analyze them in order to carry them out as far as possible and as long as they are aligned with the vision of the organization. We are interested in your opinion!



Transformamos
la inversión
en trabajo
y desarrollo

OUR PILLARS:



LEADERSHIP, SUPPORT FOR GENDER EQUALITY AND WOMEN EMPOWERMENT

At BYMA, we are committed to supporting gender equality and women empowerment.

As established in our Code of Ethics and Professional Conduct, we consider ESG best practices, as the new management model that inspires our conduct in each activity we perform. Social aspects include:

We have been strengthening our commitment and awareness since our CEO's Statement of Support to the Principles of Women Empowerment (WEPS) since 2018.

Annually, we report our progress in a transparent way in our Sustainability Report.

- Talent attraction and retention.
- Diversity inclusion.
- Our staff growth and development.
- Promoting training activities.
- Gender equality.
- Social Investment.
- Our commitment to the most vulnerable communities.
- Steering volunteering programs.
- Financial education.
- Offering products focused on achieving a positive impact on society.

NON-DISCRIMINATION AND EQUAL OPPORTUNITY

As stated in our Code of Ethics and Professional Conduct, we value, respect and support gender diversity.

We do not accept harassment or discrimination of any kind, whether it is based on ethnicity or nationality, language, religious or political beliefs, gender, sexual orientation, marital status, age, disability or any other topic, whether in any work-related event, within the process of recruitment, selection, training, promotion, compensation, disciplinary measures or contract termination.

We observe our conduct towards our employees, and towards our Controlling Body's officers. We do not accept any offensive, abusive or generally undesirable conduct within the labor environment that may harm personal dignity or create an intimidating, hostile or humiliating environment

(e.g., physical, sexual, psychological, verbal or any other type of harassment). We do not accept any type of violent and/or discriminatory actions or behavior at work, or upon performance of our duties for the Company.

In this regard, we have an "Ethics Hotline" in place to receive claims on situations or behaviors violating the guidelines and values set out in our Code. The reporting channels are available on the website. If we become aware that we have incurred in an alleged illicit conduct or possible violation of this Code, we must inform the company through the established channels or otherwise report it to the Integrity Program Officer.

BYMA may not retaliate in any way a bona fide whistleblower and guarantees confidentiality of the person's identity. We encourage any ecosystem

member and/or interested party to promptly report any actual or potential violation of the provisions of the Code and we are committed to investigating any claim received in good faith in respect to such violations. We take the necessary steps to ensure absolute confidentiality of the information received and the identity of the whistleblower, applying fair treatment to employees involved in conduct contrary to the Code, including the right of defense.

For more information please visit:
<https://www.byma.com.ar/relacion-con-inversores/programa-integridad/>

BYMA discloses the number of complaints received on an annual basis.

Ethics Line Channels Available

Telephone: **0800-122-0799**
Email: lineaeticabyma@kpmg.com.ar
Webpage: <https://lineaeticabyma.lineaseticas.com>
Mail Address: **Bouchard 710, Piso 6, Código Postal 1001, Ciudad Autónoma de Buenos Aires, Argentina, dirigida a "KPMG-Línea Ética BYMA"**
Fax: **+54 11 4316-5800** dirigido a **"Línea Ética BYMA"**

HIRING PROCESS, INDUCTION, PROFESSIONAL DEVELOPMENT AND PROMOTION, EVALUATION AND COMPENSATION

At BYMA we believe in and promote a diverse and inclusive work environment, based on respect, tolerance, and non-discrimination, where merit and suitability are valued and personal and professional development are encouraged, therefore ensuring equal opportunity and fostering the diversity of capabilities. Likewise, at BYMA we are committed to fair and equitable hiring practices, remunerations, treatment, working conditions, access to promotion, training and professional development, therefore boosting equal opportunities.

We build a work environment where every perspective, skill and experience are respected and considered.

Selection Process

During new employees' hiring processes, the Organizational Development and Human Resources Management values objective criteria, such as professional skills, work and academic experience. We do not endorse criteria that may be discriminatory, such as gender, age, marital status, children, or other personal or family circumstances, thus guaranteeing transparency

and equal opportunities and non-discrimination for all candidates during the process.

We also seek to achieve a proportional distribution of women and men on different job positions upon the opening of new vacancies to be filled. During job interviews or within job application-related processes, BYMA prohibits any inquiry on the job applicant's condition or future plans on marriage, pregnancy or family responsibilities. Human Resources leaders involved in certain stages of the selection process are trained for these purposes.

We guarantee the use of neutral language and images in job descriptions.

Induction

At BYMA, we ensure equal treatment throughout the induction process for any person joining us, ensuring equality in the right to information. We approach the induction process through videos recorded by the Group's key areas.

New staff joining our team must undergo a training process and sign the Code of Ethics and Professional

Conduct in force.

Professional Development and Promotion

At BYMA, we boost women and men career development. Staff performance at work is managed mainly focusing on their performance levels according to the company's priorities and their possibility to maintain their highest performance levels, therefore enabling the improvement of staff contribution to the Group's objectives.

Through the initiative #BecasBYMA (Scholarships) – part of BYMA EDUCA program– BYMA offers scholarships to collaborators for both undergraduate and graduate courses.

A Committee analyzes the applications received and states a balance in terms of gender, Group companies and job positions. This initiative is based on the company's commitment with education and our staff professional development. We have also developed a mentoring program oriented specifically to women who work in our team.

Evaluation and Compensation

Periodically, coordinated by the Organizational Development and Human Resources Management team, the leaders of each sector/area evaluate the teams through certain indicators in three dimensions: skills, learning capacity and aspiration. Each leader oversees providing feedback to their team with suggestions and plans on how to improve their performance according to the evaluation results.

We have an equitable and competitive salary policy that allows us to keep pace with the macroeconomy context, reward high performance and promote the achievement of strategic goals. The key lies in the differentiation based on the performance level and also the acknowledgment of differential contributions made by employees having an impact on the company's results, while following corporate culture values.

WORK-LIFE BALANCE

BYMA's culture is focused on evolution to improve working conditions. Work-life balance is essential for the development of talents who are part of our organization.

Collaborative spaces

We have redefined our strategy to foster collaborative work conditions, spaces for dialogue and experience to drive innovation.

All BYMA's offices are available for work because they are shared and dynamic
#EspaciosDeColaboración (Open Collaboration Spaces).

This means that you can

choose which building to go to in person, either because it is close to your home, to meet your own team members in person, or to meet any other colleagues from other sectors. You can also choose a desk. Locations are no longer fixed, but are
#EscritoriosFlexibles (Flexible Desks).

Our work scheme is based on a 2 x 3 hybrid mode, attending the office twice a week, coordinating the days with your leader.

To boost flexibility in vacation periods, during the period just before or after vacations, employees can work remotely,

from any location they want to, with up to 14 calendar days/two weeks to stay where they are and perform their tasks online. This is one new initiative, among others, of BYMA's #PropuestaDeValor (Value Proposal).

Maternity leave

We understand the importance of supporting women in the transition time, that is before and after taking a maternity leave. For this reason, we have the option of gradual paid return after maternity leave, working 4 hours in the fourth month, 5 hours in the fifth month and 6 hours in the sixth month.

This policy also includes employees who adopt children.

Paternity Leave

At BYMA we provide for paid paternity leave. This policy exceeds the Argentine regulatory requirements, which are 9 days of leave. It also includes employees who adopt children.

Parents may also choose to work remotely for 30 days after the birth takes place.

ACTION PROTOCOL FOR GENDER-BASED VIOLENCE WITHIN THE FAMILY

BYMA has established a protocol to ensure the support, professional care and accompaniment of female employees who are victims of gender-based violence within the family.

The protocol of action against this type of violence includes employees training, volunteers training to be the first point of contact through an internal e-mail address created for this purpose -under safe conditions, and dissemination campaigns. For the validation

of this protocol, we had the support of the NGO Casa del Encuentro, which is a reference and specialist in this matter.

DOMESTIC VIOLENCE VICTIM SUPPORT: contencion@byma.com.ar

In case of domestic violence, BYMA specially trained team members will be ready to assist victims by actively listening to them, firstly, and by offering emotional support and advice on the tools available.

For more information, please read the [**WOMEN'S COMPREHENSIVE PROTECTION LAW.**](#)

Asociación Civil La Casa del Encuentro, (Civil Association), (IGJ Resolution No. 679)
Yatay 125, Ciudad Autónoma de Buenos Aires - Argentina.
Phone No.: (05411) 4982-2550 / 15 5 997 8955
President: presidencia@lacasadelencuentro.org
Institutional: institucional@

lacasadelencuentro.org
Information: info@[lacasadelencuentro.org](mailto:info@lacasadelencuentro.org)

Facebook: facebook.com/lacasadelencuentro
Instagram: [@lacasadelencuentro](https://instagram.com/lacasadelencuentro)
Twitter: [@casadelencuentro](https://twitter.com/casadelencuentro)

BREASTFEEDING ROOM

Breastfeeding is a universal right, in this sense, having a space to reconcile breastfeeding with work activities is essential. At BYMA, we have a breastfeeding room in place, where mothers will find a comfortable place with privacy and available to carry out breast milk extraction and conservation-related tasks. We consider this room a way of supporting our female employees in one of the most challenging aspects they face upon returning to work after their maternity leave.

RESPONSIBLE COMMUNICATION

We seek to promote inclusive and non-exclusive communication within and outside BYMA. We also promote the use of inclusive, non-sexist, non-discriminatory language. We guarantee the use of neutral language and images in new job descriptions and any other type of communication through our various communication channels.

We foster and disclose certain emblematic dates, developing content providing more information about them, while performing specific actions to give them visibility and raise awareness of these topics throughout the year.

DIFFERENTIATED PRODUCTS AND EVENTS

Stock Exchanges play a central role in the development of differentiated products and services focused on gender equality. We are in permanent contact with investors, issuers, public entities, and opinion-makers with whom we may make alliances to address such an important topic as gender equity. Likewise, and in line with the UN Sustainable Stock Exchanges Initiative, which we have been a member since 2017, markets can contribute to the achievement of Goal No. 5, Target No. "Ensure women's full and effective participation and equal opportunities for women in regard to holding decision-making positions in politics, economics and public affairs businesses." In this sense we have developed initiatives to raise awareness on, foster and provide access to inclusion and equal opportunities.



We promote the listing of Bonds supporting gender equality:

BYMA has a Trading Panel of Social, Green and Sustainable Bonds² (SVS) aligned with international standards.

This Panel includes Bonds such as Government bonds, Corporate Bonds, SMEs Bonds, Trust Funds, And Mutual Funds seeking financing or refinancing for eligible projects. Within the projects eligible for their Social purposes, we can find the following topics to be addressed: socioeconomic improvement and empowerment; gender equality; employment generation, also including the potential effect of SMEs and microfinance financing; among others.

Market Education and Events

Financial education is a strategic pillar for BYMA. Our training offer is designed to reach a diverse audience in terms of knowledge, age range, gender and federalism. On an annual basis, we host the event called Ring the Bell for Gender Equality, internationally steered by the Sustainable Stock Exchange Initiative (SSE), UN-Women, World Federation of Exchanges

(WFE), International Finance Corporation, Women in ETFs

(Women in Mutual Funds) and UN Global Compact. In addition, we continued to work with the UN Women self-assessment test, identifying new opportunities in existing policies and raising awareness among leaders at all levels of the Group, enabling us to continue improving the importance of gender equality and taking concrete steps to introduce policies and practices.

Addressing barriers to bridge the gap of Gender Equality on Boards of Directors

Since 2018 BYMA has a specific Corporate Governance Trading Panel in place³. It consists of a trading segment made up of stock issuers that voluntarily decide to adhere to corporate governance, transparency and good corporate governance standards aligned with international standards. To be part of this Trading Panel, issuers must comply with a series of requirements, including gender diversity on their Boards.

Promoting ESG transparency in companies

BYMA has developed a Sustainability Index⁴ together with the Inter-American Development Bank (IDB), based on the IndexAmericas

methodology. Its objective is to recognize leading companies in these four areas: Environment, Society, Corporate Governance and Sustainable Development Goals contribution. Since its launch in 2018, the Sustainability Index has already been through 4 rebalances at local level. This index seeks to identify and recognize those leading companies in the market for their sustainability practices, granting them greater visibility both at regional and international level.

In addition, among the indicators applied to companies who are part of the Sustainability Index, which objective is to highlight listed companies' performance in Environmental, Social and Corporate Governance matters, we also assess related initiatives and the evolution of gender-equality initiatives.

2. <https://www.byma.com.ar/productos/bo-nos-svs/>

3. <https://www.byma.com.ar/emisoras/panel-gobierno-corporativo-esp/>

4. <https://www.byma.com.ar/emisoras/indice-de-sustentabilidad-esp/>

PRIVATE SOCIAL INVESTMENT AND VOLUNTEERING

We have implemented our PSI strategy based on three lines of action: health, food and education.

This strategy takes into account the inclusion of all social actors of different economic sectors, and makes no difference with respect to gender, religion, ethnicity, nationality or any other factor, therefore having an inclusive and diverse perspective with focus on supporting those sectors most in need.

Annually, our Sustainability Report discloses our Program's beneficiaries, considering age range and gender, always seeking to achieve an equitable impact.

Likewise, through the Cultural Program of the City of Buenos Aires, we finance, as far as possible, cultural projects with environmental and social impact, and which have a diversity approach in all its senses.

LINES OF
ACTION:
**health,
food and
education**

GLOSSARY⁵

Harassment in the workplace:

the expression “violence and harassment” in the world of work refers to a range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in or are likely to result in physical, psychological, sexual or economic harm and includes gender-based violence and harassment. And the expression “gender-based violence and harassment” refers to violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately and includes sexual harassment. Source: ILO - Convention on the elimination of violence and harassment in the world of work - June 2019

Gender gap: This term refers to any disparity between the status or position of men and women and society. It is often used to refer to the difference between the female-to-male earned income, e.g., “gender-remuneration gap.” However, gender gaps may arise in a wide range of areas, such as the four pillars used by the World Economic Forum to calculate its Global Gender Gap Index: economic participation and opportunity,

educational attainment, health and survival, political empowerment. Source: See Hausmann, Ricardo, Laura D. Tyson, Saadia Zahidi, Editors (2012). “The Global Gender Gap Report 2012”. World Economic Forum, Geneva, Switzerland.

Discrimination in the workplace:

this term refers to any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. Source: International Labor Organization Convention No. 111.

Gender equity: the preferred terminology within the United Nations is gender equality, rather than gender equity. Gender equity refers to an element of interpretation of social justice, usually based on tradition, custom, religion or culture, most often to the detriment of women. It has been determined that such use of equity with respect to women advance is unacceptable.

During the Beijing conference in 1995, it was agreed that the term equality would be

used. This was later confirmed by the CEDAW, in its General Recommendation 28: “The Committee urges the States parties to use exclusively the concepts of equality of women and men or gender equality and not to use the concept of gender equity in implementing their obligations under the Convention.

The latter concept is used in some jurisdictions to refer to fair treatment of women and men, according to their needs. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.” Sources: UN Women, OSAGI Gender Mainstreaming - Concepts and definitions; Committee on the Elimination of Discrimination against Women (2010), General Recommendation No. 28 on the core obligations of States Parties under article 2 of the Convention on the Elimination of All Forms of Discrimination against Women - Gender Equality Glossary - UN Women.

Gender equality: It refers to the equal rights, responsibilities, and opportunities of women and men and girls and boys. Equality does not mean that women and men

will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development. Source: UN Women, OSAGI Gender Mainstreaming - Concepts and definitions - Gender Equality Glossary - UN Women.

Violence against women:

it means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, Coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Violence against women shall be understood to encompass, but not be limited to, the following: a. Physical, sexual and psychological violence occurring in the

family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution; Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs. Source: Articles 1 and 2 of the United Nations General Assembly Declaration on the Elimination of Violence against Women. Proclaimed by: 85th General Assembly. 20 December 1993. Geneva, Switzerland; 1993 as in the Glossary of Gender Equality - UN Women.

Gender-based violence (GBV): GBV is an umbrella term for any harmful act incurred against a person's will and is based on socially ascribed differences (gender) between women and men. The nature and extent of different types of GBV vary across cultures, countries and regions. Some examples are sexual violence,

including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking in persons; forced/early marriage; harmful traditional practices such as female genital mutilation; honor killing; and widow inheritance. There are different types of violence including (but not limited to) physical, verbal, sexual, psychological and socioeconomic violence.

1. Physical violence: Physical violence is an act that is intended to cause or results in physical pain or harm. It includes hitting, burning, kicking, punching, biting, disfigurement, use of objects or weapons, pulling hair. In its most extreme form, physical violence leads to femicide or gender-based murder of a woman. Some classifications also include human trafficking and slavery within the category of physical violence. because it involves initial coercion, and the young women or men who suffer from it end up being victims of more violence as a result of their enslavement.

2. Verbal violence: Verbal abuse can include: putdowns in private or in front of others, ridiculing, the use of swear-words that are especially uncomfortable for the other, threatening with other forms of violence, either against the victim or against somebody dear to them. At other times,

the verbal abuse may be relevant to the background of the victim, and may include humiliating and threatening victims in respect to their religion, culture, language, (perceived) sexual orientation or traditions.

3. Sexual violence: Sexual violence includes many actions that hurt each victim in a similar way and are perpetrated both in private or in public. Some examples are rape (sexual violence that includes some form of penetration of the victim's body), marital rape and attempted rape.

Examples of forced sexual activities include being forced to watch somebody masturbate, forcing somebody to masturbate in front of others, forced unsafe sex, sexual harassment, and abuse related to reproduction (e.g. forced pregnancy, forced abortion, forced sterilization, female genital mutilation).

4. Psychological violence: Psychological violence may include, for example, threatening behavior that does not necessarily involve physical violence or verbal abuse. It may include actions that refer to previous acts of violence, or intentionally ignoring and neglecting the other person. Psychological violence also occurs when the person is kept in isolation or confinement, withholding

information, acts that refer to purposeful ignorance, etc.

5. Socio-economic violence: Socio-economic violence is both a cause and an effect of dominant gender power relations in societies between men and women. Typical forms of socio-economic violence include taking away the earnings of the victim, not allowing them to have a separate income (giving them a forced housewife status, or making them work in a family business without a salary), or making the victim unfit for work through targeted physical abuse. In the public sphere it may include denial of access to education or work (equally) remunerated (mainly for women), denial of access to services, exclusion from certain jobs, denial of employment or the enjoyment of civil, social or political rights. Source: UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and you." Gender Equality Glossary-UN Women.







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