



Diversity and Independence on the Technical Committee Policy

Fibra Danhos

Administradora Fibra Danhos



INTRODUCTION

Fibra Danhos (FD) is a Mexican Real Estate Investment Trust (REIT) established primarily to develop, own, lease, operate and acquire iconic and premier quality real estate assets in Mexico.

Administradora Fibra Danhos (AFD) is a subsidiary company of Fibra Danhos (FD), which, through a Management Agreement, and in accordance with the instructions of the Trust Technical Committee, is empowered to carry out all the necessary or convenient acts for the fulfillment of the Trust's purposes, including the hiring of personnel and contractual relationships with suppliers and service providers.

INDEPENDENT DIRECTORS OF THE TECHNICAL COMMITTEE

The selection of the members of the FD Technical Committee is based on respecting the provisions of articles 24 second paragraph and 26 of the Securities Market Law (LMV) where they indicate:

- At least 25% of the technical committee must be independent, understanding that an independent member is one that is not related to the Adherent Trustors of the contributed properties or to their related parties.
- Independent directors must be selected for their experience, capacity and professional prestige, considering that they perform their functions free of conflict of interest and without being subject to personal, patrimonial or economic interests.

DIVERSITY OF THE TECHNICAL COMMITTEE

The commitment to carry out a change in institutional policies to achieve inclusion, diversity, labor equality and non-discrimination represents one of the strategies of FD and AFD to transform corporate culture in work spaces, helping reduce the inequality still present among men and women at all levels.

FD and AFD have a Code of Ethics and Policy of Guiding Principles of Human Rights, in which the norms and guidelines are established to achieve this, with the purpose of guaranteeing equal opportunities for each person, as established in section III of Article 1 of the Federal Law to Prevent and Eliminate Discrimination (LFPED).

FD and AFD recognize the importance and benefits of inclusion and diversity in the broadest sense, which also applies to the composition of the members of the Technical Committee which is the highest level of the organization as an essential element to achieve the efficiency in decision making.

A diverse and independent Technical Committee promotes the inclusion of different opinions, perspectives, skills, and experiences, which results in the generation of a greater number of ideas, strengthens the identification of key opportunities, and enriches decision-making.

GENDER EQUALITY

AFD seeks gender equality through the hiring of its collaborators, their professional development and their working conditions. AFD's concise actions to fight gender equality are summarized in the following;



- Ensuring the presence of women in each area of the company, seeking positions of responsibility in which there is still little female representation.
- Having a salary tabulator that is based on the responsibilities and expectations of the position, being indifferent to the collaborator's gender.
- Implementing a protocol to prevent, address and eradicate workplace violence, creating a safe place for everyone.
- Making employees aware of gender inequality in the workplace through training and workshops.
- Creating a support and sorority group for women in AFD, implemented by female collaborators.

NON DISCRIMINATION

FD is a signatory of the Global Compact, pledging to support the elimination of discrimination in respect of employment and occupation. It implements this principle by not allowing discrimination in hiring, compensation, access to training, promotion, firing, or retirement based on race, caste, gender, age, family responsibilities, religion, disability, marital status, ethnic origin, national origin, orientation affiliation, union membership, or political affiliation.

AFD considers respect for Human Rights as a transversal axis that affects all dimensions of business activity, the direction of its projects, investments, and activities towards sustainable development and thus contributing to the increase in well-being and the authentic progress of present and future generations, both in their immediate environment and globally. The involvement of corporate social responsibility in the management model of Fibra Danhos materializes in a commitment to continuous improvement that the company applies to all its activities and positions, starting in the highest management, the Technical Committee.