



Diversity and Independence on the Technical Committee Policy

Fibra Danhos

Administradora Fibra Danhos



INTRODUCTION

Fibra Danhos (FD) is a Mexican Trust established mainly to develop, own, lease, operate, and acquire iconic and premier quality commercial real estate assets, offices, mixed-use projects, industrial warehouses, and projects in the tourism sector in Mexico.

Administradora Fibra Danhos (AFD) is a subsidiary company of Fibra Danhos (FD), which, through a Management Agreement, and under the instructions of the Trust Technical Committee, is authorized 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.

SCOPE

One of the objectives of the Technical Committee is to ensure an ideal combination of skills, knowledge, experience, independence, and diversity among its members to guarantee the effective fulfillment of its responsibilities. The skills and backgrounds diversity of Technical Committee members should promote an enriched debate and efficient decision-making.

This policy establishes the independence and diversity criteria required when selecting new members of Fibra Danhos' Technical Committee.,

INDEPENDENCE CRITERIA

Members selection of the Technical Committee of FD is based on respecting the provisions of articles 24, second paragraph, and 26 of the Securities Market Law (LMV), which states;

- 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 CRITERIA

The commitment to implement institutional policy changes aimed at achieving inclusion, diversity, labor equality, and non-discrimination represents one of FD and AFD's strategies to transform corporate culture in workplaces. We recognize that to achieve this goal, we must first establish diversity and inclusion guidelines for the members of the Technical Committee, striving to ensure sufficient representation so that each collaborator can see themselves reflected and feel heard through them. These guidelines are outlined below.

Gender parity

FD has the objective of increasing gender parity in the Technical Committee, integrating gender equity criteria in the selection process of new members to achieve at least 30% female representation in its Technical Committee. This objective should increase as FD advances in gender parity.



Cultural identity

The cultural identity of each member brings with it a set of practices, values, and beliefs that enrich decision-making and risk management by broadening the perspective of the Technical Committee. Therefore, one criterion in the selection of new members for the Technical Committee is to strive for diversity among various races and ethnicities.

Nationality

Geographic diversity adjusts the approach through which risks and strategies are examined. For FD, Technical Committee members must have different nationalities to effectively manage global risks and opportunities and enhance the optimum committee efficiency. Therefore, a selection criterion for Technical Committee members is to ensure representation of different nationalities, requiring at least two distinct nationalities among its members.

SELECTION CRITERIA FOR NEW MEMBERS

FD must adhere to the following guidelines in the selection of new members for the Technical Committee to fulfill the diversity objectives mentioned above.

- Include in the list of possible candidates at least the same number of women as men in each selection round.
- Include people with different nationalities, ethnicities, and races in the list of possible candidates for each selection round.
- Evaluate candidates based on their skills and standardize the interview and evaluation processes to guarantee complete impartiality as established by the Workplace Diversity and Inclusion Policy.
- Candidates are selected based on their merits, prioritizing that they have the necessary experience for the sector and that they promote diversity in the Technical Committee without sponsorship or favoritism.
- The selection decision is free of bias and complies with all legal and legislative requirements in terms of Equal Employment Opportunities and anti-discrimination.

POLICY REVIEW

AFD undertakes to review this policy annually with the possibility of modifying and updating it at any time. Changes to this policy will come into effect immediately once it is updated on the website, so we encourage the reader to review this policy regularly.

RELATED POLICIES

- Code of Ethics
- Diversity and Inclusion Policy
- Human Rights Policy

CONTROL DEL DOCUMENTO

Version	Approved by	Date of last review/update
1.0	Blanca Canela, Executive Director of Administradora Fibra Danhos	November, 2022
2.0	Blanca Canela, Executive Director of Administradora Fibra Danhos	December 2023