



FIBRA INN'S CODE OF ETHICS

HUMAN CAPITAL POLICIES AND PROCEDURES

To all staff,

One of the most important objectives for Fibra Inn is that all personnel reflect fundamental ethical values in their behavior, such as integrity and honesty. Maintaining this spirit at all times is one of our most important tasks.

Therefore, it is necessary for all employees at Fibra Inn to adhere to our Code of Ethics and Conduct, which outlines the values and applicable legal provisions needed to achieve this goal.

The guidelines contained in this Code of Ethics and Conduct are intended to establish a sense of responsibility and commitment to the Company, helping us make the best decisions every day. The Code seeks to reinforce each employee's ethical awareness, so that it is reflected in our daily activities and we act with integrity and honesty.

Each person is responsible for their actions. That is why I invite you to comply with this Code of Ethics and Conduct, so that we may carry out our work with honesty and integrity, take pride in what we do every day, and know that we are acting with respect toward those around us.

Miguel Aliaga Gargollo

Chief Executive
Officer

Miguel Rodríguez Valdez

Human Capital Director



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1. INTRODUCTION

1.1. OBJECTIVE

The Code of Ethics and Conduct aims primarily to establish criteria that reinforce the behavior of our employees through values of integrity, ethics, and transparency.

To achieve this goal, it is necessary to contribute with values that promote a dignified, fair, and equal life, and to be fully committed to our peers within Fibra Inn.

1.2. SCOPE

The Code of Ethics and Conduct sets forth all applicable policies and procedures for Fibra Inn employees, suppliers, clients, and any third parties that maintain a relationship with Fibra Inn, its subsidiaries, and all related companies, regarding the ethical conduct they must uniformly observe. This gives Fibra Inn the opportunity to communicate its ethical conduct standards to staff, external suppliers, and the general public.

All personnel must observe the standards described in the Code of Ethics and Conduct.

This policy applies to all employees at every level—executive, administrative, and operational—of Fibra Inn, its subsidiaries, and all related companies. For practical purposes, this document will refer to them collectively as “Fibra Inn”.

1.3. DEFINITIONS

CONCEPT	DEFINITION
Code of Ethics and Conduct	A formal statement of Fibra Inn’s ethical workplace standards and rules of conduct. Its compliance is the responsibility of all (Fibra Inn employees, related companies and subsidiaries, clients and suppliers, authorities, and any third parties with whom a relationship exists).
Executive Personnel	Members of the Board of Directors, committee members, and key executives of Fibra Inn.
Employee	All individuals listed in the corporate personnel roster, as well as all services received from related parties.

2. FIBRA INN'S CODE OF ETHICS AND CONDUCT

2.1. ETHICS AT FIBRA INN

Fibra Inn employees must act in accordance with the highest ethical standards. We cannot and will not compromise the trust of all those who are part of Fibra Inn.

Fibra Inn's policy is to comply with the law. When the law is permissive or lenient, Fibra Inn will choose the path of honesty and integrity.

Fibra Inn cares not only about achieving results, but also about how those results are achieved. This ethical principle applies to all Fibra Inn personnel and entities, as well as to every company with which Fibra Inn does business.

Honesty is expected in all aspects of an employee's conduct—towards clients, users, company assets, information, coworkers, external companies, and supplier.

2.2. FINANCIAL RECORDS

Legal provisions require Fibra Inn to ensure the accuracy of its books and records. It is against Fibra Inn's policy for any individual to knowingly alter entries in order to conceal the true nature of a business transaction in Fibra Inn's books and records.

Fibra Inn maintains truthful and auditable records of all financial operations in accordance with applicable Financial Reporting Standards. False or misleading records must not be created, and all records must provide an appropriate description of the corresponding transaction. All Fibra Inn funds must be held in corporate bank accounts; under no circumstances shall undisclosed or unrecorded funds or assets be created or maintained. Fraud is a criminal offense and may be prosecuted under Mexican criminal law. Additionally, all reports, vouchers, receipts, invoices, payroll records, service orders, and other essential documentation must be prepared with diligence and integrity.

Appropriate mechanisms must be provided to ensure free and transparent access to information generated by Fibra Inn, provided that such information is not legally restricted or protected to respect third-party privacy.

The following actions are also against company policy:

- Recording a payment as made to one individual when it was actually made to another.
- Expense reports that do not reflect detailed expenses.
- Creating any record that does not accurately reflect the true nature of the transaction.
- Making false entries without cause, altering Fibra Inn's books and records or any public record.
- Modifying, in any way, permanent entries in Fibra Inn's files.

Staff members may not receive or make any payment on behalf of Fibra Inn without fully understanding the purpose of the transaction. The stated purpose must match the supporting documentation of the transaction.

2.2.1. RECORDS STORAGE

Staff may not destroy or dispose of Fibra Inn's records without authorization. Laws and regulations determine how long certain records must be retained, particularly those related to taxes, personnel, health and safety, environmental matters, contracts, and corporate affairs.

It is also crucial to retain all files that may be involved in any government investigation, audit, or legal action. It is illegal to destroy files before such matters are resolved or in order to prevent their use in legal proceedings.

2.3. CONFIDENTIAL INFORMATION

All information related to Fibra Inn's operations, planning, and financial position—both short and long term—is considered an industrial secret under Article 82 of Mexico's Industrial Property Law and must be kept confidential unless otherwise decided and authorized in writing by the appropriate area or division of the organization.

All staff must safeguard confidential information and the organization's proprietary secrets. This includes properly managing access to confidential company information and trade secrets.

Confidential information and proprietary secrets of the organization include any information that frequently contains proposed actions by Fibra Inn and is proprietary.

Fibra Inn's files must remain confidential in accordance with current policies and laws.

Personnel are asked to keep the following documents confidential:

- Employee salaries and compensation information.
- Work files and documents.
- Financial data.
- Planning for new projects, acquisitions, or key Fibra Inn information.
- Capital investment plans and revenue projects.
- Changes in management or company policies.

Permissible disclosure of confidential information:

- Confidential information may only be disclosed with authorization from the area director. Depending on the financial impact of the information, authorization from the Chief Executive Officer or Chief Financial Officer may be required. Disclosure must be supported by the appropriate non-disclosure agreements and follow information disclosure mechanisms required by securities authorities due to Fibra Inn's status as a public company.

2.4. CONFLICT OF INTEREST

A conflict of interest is any circumstance that may cast doubt on a collaborator's ability to act properly in the interest of the Company, or any situation that benefits that person to the detriment of Fibra Inn. Section 4 of this Code of Ethics and Conduct outlines the means for reporting existing or potential conflicts of interest.

Each collaborator must ensure they are free from any influence of a conflict of interest when representing Fibra Inn in negotiations or making business recommendations with third parties.

Any situation where a member of staff may benefit financially as a result of their position at Fibra Inn (other than through their regular salary) constitutes a potential conflict of interest. Money, gifts, and travel are examples of economic benefits that can create conflicts of interest.

Employees must avoid having economic interests outside the Company that influence their decisions or actions as members of Fibra Inn.

Employees must also avoid holding external jobs or participating in activities that may negatively affect their job performance or Fibra Inn's reputation in the community.

2.5. CONTRACT NEGOTIATION

When negotiating contracts, employees must provide accurate and complete statements. Providing clients and/or suppliers with proposals, quotes, or other documents or statements that are false, incomplete, or misleading may result in civil and/or criminal liability for Fibra Inn, the employee involved, and any supervisors who overlook such practices.

During contract negotiations, we have a positive obligation to disclose current, accurate, and complete cost or pricing information when appropriate in accordance with applicable laws or regulations.

2.6. PROTECTION OF FUNDS, RESOURCES, AND ASSETS

Using Fibra Inn's funds or resources for any illegal or immoral purpose is strictly prohibited. It does not matter whether the payment is made directly or indirectly by a Fibra Inn employee, or through a third party on behalf of Fibra Inn.

All applicable laws prohibiting money laundering and requiring the reporting of cash or other suspicious transactions must be complied with.

Fibra Inn's assets, facilities, email, internet, and human and financial resources must be used solely to fulfill its mission, applying criteria of rationality and cost-efficiency.

Fibra Inn's resources must only be used for the benefit of Fibra Inn and may not be used for the personal gain of employees or other representatives of the Company.

Information is one of Fibra Inn's most valuable assets; the policy is to protect and defend all rights to this information, which must be respected and safeguarded.

It is prohibited to copy or remove any type of information or intellectual property from the company without written authorization from the systems area manager or the Area Director.

2.7. RELATIONSHIPS WITH CLIENTS

Clients are the most important part of Fibra Inn, as the employment of everyone who works at the organization depends on their continued preference. Therefore, it is a priority to provide the best possible service, including respectful and courteous treatment that encourages them to return to our properties time and again.

2.8. RELATIONSHIPS WITH COLLABORATORS

Fibra Inn is committed to observing all human rights laws in the states where its personnel reside.

It is Fibra Inn's policy to provide equal employment opportunities to all individuals qualified to perform the job. The company firmly believes that every staff member has the right to work in an environment free from discrimination.

Additionally, Fibra Inn is committed to granting collaborators compensation based on their commitment, performance, and results.

Equal employment opportunity can only be achieved through dignified and respectful treatment at all hierarchical levels. Any act of discrimination based on age, color, disability, marital status, race, religion, sex, or sexual orientation is strictly prohibited when offering employment opportunities.

Each collaborator is obligated to refrain from using their position to obtain personal economic benefits, privileges, sexual or other favors, or to benefit or harm third parties. Doing so would undermine the trust that society places in Fibra Inn.

Fibra Inn expects all employees to interact respectfully, courteously, and fairly.

To ensure a safe workplace, the following are strictly prohibited:

- Using, distributing, transporting, selling, or possessing illegal drugs or prohibited substances.
- Consuming alcoholic beverages during working hours, except during institutional events and with responsible use.
- Misusing one's authority to coerce other employees into actions that may damage the image of the brands we represent.
- Bringing firearms or any dangerous devices into company facilities.
- Threatening or harming the physical or moral integrity of any individual, property, or belongings.

2.9. RELATIONSHIPS WITH SUPPLIERS

Employees who work with companies that provide products or services to Fibra Inn may encounter situations that test their integrity.

These benefits may come in various forms and are not limited to cash or credit. If an employee—or a family member—offers or receives something in return for influencing a purchase decision, the employee must question the ethics and legality of the situation. In general, if an employee can influence a business transaction to obtain personal benefits, such conduct is prohibited and may be illegal.

2.9.1. RECIPROCITY

Fibra Inn may purchase goods or services from a supplier who also engages our services. However, it is unethical for any employee to exert pressure on a supplier for such reciprocity.

Employees must never ask a supplier to purchase Fibra Inn's services in exchange for doing business with the company.

2.9.2. GIFTS OR FINANCIAL COMPENSATION

Corruption is a practice that Fibra Inn will not tolerate. All employees are prohibited from giving, offering, or authorizing the direct or indirect offer of anything of value (such as money, goods, or services) to a client or public official in order to improperly obtain an advantage.

Under no circumstances may Fibra Inn personnel accept money or gifts from companies or individuals doing business with the Company if doing so could create or suggest any inappropriate situation.

Fibra Inn employees must not accept bribes intended to influence third-party business decisions with the Company; likewise, they may not seek personal gain by requesting gifts or favors from companies that provide services to Fibra Inn.

Fibra Inn personnel may only accept gifts that are considered a courtesy, do not exceed a value of \$1,500.00 MXN (one thousand five hundred Mexican pesos), and have the prior authorization of their immediate supervisor. If the courtesy gift exceeds this amount, it must be authorized by the Chief Executive Officer or the Chief Financial Officer. In both cases, the Human Resources Department must be informed.

Good judgment must be exercised to avoid any perception of impropriety regarding such gifts.

2.9.3. HOSPITALITY

Fibra Inn employees may offer or receive courteous treatment from external companies under the following circumstances:

- The courteous treatment is related to a basic work function.
- The courteous treatment is related to business meetings between a representative of Fibra Inn and another company.

Employees must understand that it is unethical to request or solicit any type of favor from any person or company doing business with Fibra Inn.

2.10. POLITICAL ACTIVITIES

Applicable laws and regulations must be respected, with particular emphasis on those special requirements related to governmental transactions and contracts.

If participating in political activities, these must be conducted as a matter of courtesy and diplomacy, using such forums to represent the Company in order to enhance its visibility, strengthen its image, resolve any conflicts or issues, neutralize threats, and attract opportunities that contribute to the business.

2.11. HEALTH, SAFETY, AND THE ENVIRONMENT

Fibra Inn and its subsidiary are socially responsible companies and are committed to the community through compliance with laws and standards that ensure the safety and health of their employees, as well as the surrounding environment.

An important goal for Fibra Inn is to provide staff and users with suitable facilities and/or offices that promote a safe and healthy work environment. Fibra Inn is also committed to protecting the environment and to improving the efficiency or minimizing, to the extent possible, the use of natural resources and materials.

Fibra Inn personnel are responsible for carrying out safe operating procedures that safeguard their own health and that of their colleagues.

There are official bodies, such as federal, state, and local offices, that ensure compliance with health, safety, and environmental protection laws and regulations; it is Fibra Inn's policy to comply with the laws and regulations established by such authorities.

Personnel are expected to cooperate with any scheduled government inspection.

Fibra Inn employees are also expected to report to their supervisor or manager any condition they perceive as unsafe or hazardous.

2.12. AWARENESS AND COMPLIANCE WITH LAWS AND REGULATIONS

Each Fibra Inn employee must be aware of and comply with the laws and regulations applicable to their role, position, or assignment.

They must perform their duties in strict adherence to the law and regulations, while also encouraging their colleagues to do the same.

Every employee must abide by all provisions of the "Internal Work Regulations," which they must fully understand in terms of content and scope, and regard as the source of their rights and obligations toward the Company.

If an employee violates any of the guidelines set forth in this Code by acting dishonestly or disloyally toward the Company and/or their colleagues, they shall be subject to a verbal or written warning. Depending on the circumstances, the individual employment relationship may be terminated due to lack of integrity or honesty, as established by labor laws and Fibra Inn's Internal Work Regulations.

Each staff member plays a vital role in ensuring that Fibra Inn's activities and efforts are conducted with ethics, honesty, and integrity.

2.13. FINANCIAL INFORMATION PREPARATION BY SENIOR MANAGEMENT

Each member of Fibra Inn's senior management must:

- Be knowledgeable of and comply with the laws and regulations applicable to their role, position, or assignment.
- Understand, enforce, and comply with the laws and regulations derived from the bylaws, and fulfill the obligations undertaken.
- Carry out their responsibilities in strict accordance with the law and regulatory framework, while promoting the same conduct among their colleagues.

Each staff member plays a vital role in ensuring that Fibra Inn's activities and efforts are conducted with ethics, honesty, and integrity.

The financial information presented to the members of the Technical Committee and the members of the various Committees that serve as auxiliary bodies of the Technical Committee, as well as to the General Meeting of Holders, must be prepared and delivered in a timely and reliable manner in accordance with the applicable principles, laws, and regulations in Mexico, as well as those of the jurisdictions and stock exchanges where the Trust's securities are listed.

2.14. COMPLIANCE

All members of Fibra Inn are responsible for their own conduct and for reporting any noncompliance with this Code. If an employee believes that the matter would be better handled by a higher level of management, they are encouraged to report the incident to that higher level of management and/or directly to the Human Resources department. They may also use our Ethics System, which is described in detail later in this document. Any form of retaliation against someone who reports an incident is strictly prohibited.

Failure to comply with the principles and guidelines will result in appropriate disciplinary actions based on the circumstances and in accordance with applicable laws. These actions may include suspension, termination of employment, criminal complaints, and/or civil actions for damages or losses caused by improper actions or omissions.

2.15. PROFESSIONAL CONDUCT AND UNLAWFUL HARASSMENT

Fibra Inn takes pride in maintaining a productive and professional work environment and will take all necessary measures to ensure that the workplace remains pleasant for everyone employed here. All employees must treat one another with courtesy, respect, and professionalism. Fibra Inn will not tolerate discrimination by one employee against another, or against a customer, supplier, or any third party, for any reason.

Additionally, discrimination based on an illegitimate reason—such as race, gender, sexual orientation, age, nationality, family ties, physical or mental disability, marital status, pregnancy, old age, union membership, or religion—is prohibited in Mexico by the Law to Prevent and Eliminate Discriminatory Practices. With this policy, Fibra Inn will not only take corrective measures regarding unlawful discrimination but will also act against any other behavior that lacks professionalism or is disrespectful.

In this regard, any disparaging remarks or jokes with racial, ethnic, religious, age-related, or sexual orientation connotations will not be tolerated. Unlawful harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, or any other conduct of a sexual nature, whether visual, verbal, or physical.

Each member of Fibra Inn must exercise good judgment to avoid engaging in behavior that may be perceived by others as harassing. Some forms of harassment or discrimination include, but are not limited to:

- Verbal: repeated sexual innuendos, sexual or racial slurs, disparaging comments, off-color jokes, propositions, threats, or suggestive or insulting noises;
- Visual/Non-verbal: demeaning posters, cartoons, or drawings; suggestive objects or photographs; graphic comments; leering or obscene gestures;
- Physical: unwelcome physical contact, including touching, interfering with a person's normal work movement, or assault; and
- Other: making or threatening consequences in response to rejecting harassment.

Any person at Fibra Inn who believes they are or may be subject to objectionable conduct must report it immediately through the communication channels detailed later in this Code.

Employees must not allow inappropriate situations to persist by failing to report them, regardless of who is creating the situation. No employee of this company is exempt from complying with this policy. In response to every report, Fibra Inn will promptly undertake an investigation and, where necessary or appropriate, implement corrective and preventive actions. Retaliation against anyone who files a complaint or cooperates in an investigation is strictly prohibited.

Any employee who engages in objectionable conduct will be subject to disciplinary measures, which may include termination of employment, as appropriate under the circumstances and in accordance with applicable law.

2.16. WORKPLACE VIOLENCE

Fibra Inn expressly prohibits destructive, threatening, or intimidating behavior, as well as any acts of violence or threats involving or affecting any employee or former employee, client, supplier, or other third party on its premises or at any other location and at any time, whether during or outside of working hours.

Fibra Inn absolutely prohibits any of its employees, clients, suppliers, visitors, or any other third parties from possessing firearms and/or other dangerous or deadly weapons while on the premises or properties of Fibra Inn, or while performing work for Fibra Inn. The term “weapons” includes knives, explosives, and any other object designed to cause bodily harm, as defined by applicable law. This prohibition also extends to possessing or carrying firearms or other weapons in vehicles or parking areas. Fibra Inn reserves the right to report any and all employees who violate this policy.

Fibra Inn will take immediate and appropriate disciplinary action against any employee who violates this policy, which may include termination of employment, as deemed appropriate based on the circumstances and in accordance with applicable law.

Any employee, client, supplier, or former employee who becomes aware of a violation of this policy must report it through the communication channels that will be detailed later. In emergency situations, the appropriate authorities or the police will be notified immediately.

3. INTERNAL POLICIES AND PROCEDURES

3.1. GENERAL PROVISIONS

This Code shall guide and promote ethical, respectful, and honest conduct by all Fibra Inn personnel, including employees, clients, suppliers, former employees, as well as Committee and Board members, Associates, and any person interacting with individuals and/or activities related to Fibra Inn. It shall be applicable to all activities.

El personal de Fibra Inn actuará de buena fe, responsablemente y con el debido cuidado y diligencia

3.2. REGARDING ALL FIBRA INN PERSONNEL IN THEIR RELATIONSHIP WITH COLLEAGUES, SUBORDINATES, AND SUPERIORS.

All activities carried out individually or as part of a group shall be governed by Fibra Inn's Internal Work Regulations, and under no circumstances shall be for personal gain.

All relationships among Fibra Inn personnel shall be strictly professional.

All Fibra Inn employees must distribute work fairly and equitably in collaboration with their colleagues and subordinates, supporting their personal and professional development to the extent possible.


All Fibra Inn members must maintain respectful and collaborative relationships with their colleagues and subordinates and must avoid harming their good name and reputation. Likewise, they must refrain from interfering in the activities of a colleague or subordinate unless expressly requested or authorized to do so, thereby avoiding unfair competition.

At all times, members of Fibra Inn must promote the professional growth of their subordinates impartially, without granting undue preferences to any individual. These expectations must be communicated clearly and understood by all.

4. HOW TO RAISE AN INTEGRITY CONCERN

Any concern must be reported to:

- The immediate supervisor
- The Human Capital Department
- General Management or any member of Fibra Inn's Senior Management
- The "Whistleblower Line," available confidentially through any of the following means:
 - Phone: 01 800 2 ALERTA (253782)
 - Email: lineadealertafibrainn@ethicsglobal.com
 - Website: <https://lineadealertafibrainn.ethicsglobal.com>



All personnel who act honestly and in good faith when reporting suspected unethical behavior shall be protected by the Company against any retaliation. Likewise, any false report shall be considered a breach of honesty or integrity by the reporting party and may result in the Company taking appropriate corrective actions in accordance with applicable legal and administrative provisions.

4.1. CONFIDENTIALITY AND ANONYMITY POLICY

The identity of the whistleblower shall be treated as confidential information, and no disciplinary action, whether direct or indirect, may be taken solely based on the report, without prejudice to the rights of the individuals reported, as established by applicable law.


To ensure full protection, individuals both within and outside of Fibra Inn may report ethical violations through the communication channels previously outlined.

Until an investigation is completed, appropriate measures will be taken to safeguard the interests of those who provide information or cooperate in an investigation or audit.

Fibra Inn and Ethics Global place high priority on maintaining the confidentiality of the information they manage. For this reason, they protect such information through physical, electronic, and procedural safeguards. At Fibra Inn, access to information is limited under a strict “need-to-know” policy.

4.2. ANTI-RETALIATION POLICY

As part of its ongoing commitment to promoting ethical behavior, fostering a positive work environment, and resolving conflicts, Fibra Inn has developed policies and allocated resources specifically aimed at guiding and supporting individuals in their daily tasks. The success of these initiatives depends fundamentally on ensuring that everyone has free access to all available resources, without restrictions or fear of retaliation.



This policy aims to reinforce existing provisions that prohibit retaliation for reporting behavior that may be unethical or constitute misconduct, and to outline the steps that will be taken to address complaints of retaliation. It is intended to protect individuals connected to Fibra Inn—whether clients, suppliers, collaborators, etc.—who, in good faith, report an ethical concern, inappropriate activity, suspected misconduct, or who participate in an internal investigation or audit.

Anyone with a legitimate concern in this regard must feel free to raise it without fear and should feel confident that their cooperation and assistance in reporting suspected misconduct will not result in retaliation that could affect their employment conditions, working relationships, professional status, or career prospects.

Under this policy, all individuals working at Fibra Inn are expressly prohibited from taking any form of retaliation against a person who, in good faith, reports alleged misconduct or who cooperates with an investigation or audit.

Contractors, clients, suppliers, and collaborators who, in good faith, report alleged misconduct involving individuals working at Fibra Inn or who cooperate in an investigation or audit shall also be protected, to the extent possible, against retaliation.

Acts of retaliation constitute misconduct and will lead to disciplinary actions, which may include contract termination or other appropriate measures, in accordance with Fibra Inn's rules, regulations, and policies.

4.3. POLICY ON MISUSE OF THE “ALERT LINE”

The Fibra Inn ETHICS SYSTEM ALERT LINE may not be misused as a tool for slander, malicious reporting, or for the purpose of obtaining personal benefit.

The Fibra Inn ETHICS SYSTEM ALERT LINE must be used strictly for reporting unethical conduct as outlined in this Code of Ethics and Conduct, and only in good faith.

5. SANCTIONS

Any conduct that is not permitted within Fibra Inn will be subject to sanctions in accordance with the Institution's policies. This Code of Ethics and Conduct will be administered by Fibra Inn's Ethics Committee and supervised by Management.

Any behavior contrary to what is specified in this Code will be considered a breach of the responsibilities assigned to the collaborator. Unlawful or unethical actions, as well as improper or inappropriate conduct by any person acting on behalf of Fibra Inn, will not be tolerated.

Individuals who violate the rules of this Code of Ethics and Conduct will be subject to disciplinary action, which may include the justified termination of their employment relationship with Fibra Inn, in addition to any other legal actions that may apply. If you find yourself in a situation that you believe may violate or lead to a violation of this Code of Ethics and Conduct, please report it through the communication channels specified in this same Code.

6. RESPONSIBILITIES

Fibra Inn Executive:

- Act with integrity and comply with this Code of Ethics and Conduct.
- Identify actions or situations involving unethical behavior at Fibra Inn.

Fibra Inn Collaborator:

- Act with integrity and comply with this Code of Ethics and Conduct.
- Identify actions or situations involving unethical behavior at Fibra Inn.

Fibra Inn Human Capital Department:

- Provide guidance or, when necessary, investigate specific situations or violations of this Code of Ethics and Conduct that affect the integrity of individuals or the company.

Internal Audit:

- Serve as an auxiliary body to the Audit Committee and are directly responsible for receiving any complaints and/or ethical concerns from any Fibra Inn collaborator.

7. FINAL CONSIDERATIONS

This Code of Ethics reaffirms Fibra Inn's commitment to achieving the highest standards of workplace behavior and social responsibility. Each individual is ultimately responsible for their actions. Our conduct can directly or indirectly impact the perception our clients have of us.

Each of us, as part of Fibra Inn, has the duty to report—through the communication channels detailed in this same Code—any conduct that breaches this Code or any other legal provisions, regulations, rules, measures, policies, or procedures established by Fibra Inn.

8. CODE OF ETHICS ACKNOWLEDGMENT

By means of this document, I confirm that I have received and read the Ethics, Professional Conduct, and Work Standards and Rules Policies of Fibra Inn, and that I understand my obligations. As a collaborator, I commit to complying with the principles and behaviors described in said Code, including all related regulations, and I fully accept the duties and responsibilities it imposes, committing myself to their fulfillment.

Place and Date _____

Signature _____

Full Name _____

Department _____

Immediate Supervisor's Name _____