

<b>POLICY TITLE:</b>	<b>ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY POLICY</b>
<b>POLICY CODE:</b>	POL-ASG-001
<b>ISSUANCE DATE:</b>	August 2023
<b>LAST REVISION DATE:</b>	June 2023
<b>REVISION N°:</b>	1
<b>PREPARED BY:</b>	ESG
<b>SCOPE:</b>	Technical Committee, employees, suppliers, clients, subsidiaries, related companies.

**DOF: 18/09/2019 (AGREEMENT disclosing Decision No. 101 of the Administrative Commission of the Free Trade Agreement between the United Mexican States and the Republic of Colombia, adopted on August 16, 2019.)**

Excerpt regarding Financial Risk Committees, Article 3, Section XIII:

"(...) The methodology and measurement elements referred to in this section must incorporate environmental, social and corporate governance (ESG) factors"

Excerpt regarding Investment Committees, Article 20, Section VII:

To be subject to environmental, social and corporate governance (ESG) principles, related to the Investment Assets that will comprise the investment portfolio of the corresponding Investment Company, where applicable"

#### **Mexican Stock Exchange:**

Ex Excerpt from the Mexican Stock Exchange's Sustainability Guide:

"As investors, international organizations, regulators, non-governmental organizations, media outlets, labor organizations, among others, have influenced the development of a sustainability agenda in which companies play a central role."

## **1. OBJECTIVE**

Fibra Inn acknowledges the impact of its operations in environmental, social, and governance (ESG) matters and also sees an opportunity to reduce negative impacts and enhance the generation of positive outcomes. This Policy aims to establish guidelines for integrating ESG aspects into the business strategy, ensuring productive, profitable, safe, high-quality, and resource-responsible operations. It is grounded in a culture of sustainable business planning, management, and monitoring that maximizes the economic, social, and environmental value creation of the Trust.

The main objectives of this policy are:

- I. To establish minimum environmental, social, and governance (ESG) guidelines that every supplier, company, and related person must adhere to when working on projects with the Fibra Inn Trust and Asset Management Administrator,
- II. To establish a commitment to sustainable development through applicable guidelines for all operations carried out by Fibra Inn Asset Management Administrator.

## **2. SCOPE**

The Environmental, Social, and Governance Policy of Fibra Inn (hereinafter referred to as the “Policy”) applies to the activities of Fibra Inn Asset Management Administrator (hereinafter “Fibra Inn”), responsible for managing Trusts Irrevocable DB/1616, CIB/3096, CIB/3097, and CIB/3058 (hereinafter the “Trust”), as well as any activity carried out within the assets owned by the Trust. In addition to complying with applicable regulations, all actions must align with the guidelines established in this Policy.

## **3. DEFINITIONS**

- ESG: Environmental, Social, and Governance.
- ESG Risks: Business-related risks arising from environmental, social, or governance factors; for example, impacts from natural disasters caused by climate change, scarcity of resources necessary for business operations, human rights violations in our supply chain, regulatory non-compliance, corruption practices, bribery, etc.
- Stakeholders: Any group or individual that affects or can affect the business inside or outside the company. For Fibra Inn, stakeholders include unitholders and investors, hotel brands, regulators and authorities, media, ESG rating agencies and analysts, hotel managers or operators, suppliers, guests, the community, employees, and the Technical Committee.
- Materiality: “Materiality in the context of sustainability is not limited only to aspects with significant financial impact on the organization. Determining what is material [...] also involves considering the economic, environmental, and social impacts that exceed a certain threshold by affecting the ability to meet the needs of the present generation without compromising the ability of future generations to meet their own needs” (Global Reporting Initiative, 2013).
- Sustainability: According to the report "Our Common Future" by the World Commission on Environment and Development (WCED), “sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs”.

---

## 4. GUIDELINES

### A) General Guidelines

The integration of sustainability into the business value chain is of utmost importance. Therefore, the following guidelines are applicable to both Fibra Inn Asset Management Administrator and its related parties, suppliers, and/or service providers:

1. Consider ESG factors in every business-related process under a principle of prevention.
2. Collaborate in identifying areas of opportunity and continuous improvement regarding ESG and governance performance, aiming to meet the organization's objectives.
3. Build strong and transparent relationships in accordance with the guidelines of Fibra Inn's Code of Ethics.
4. Ensure the protection of Human Rights for all participants involved in the business value generation.
5. Guarantee compliance with environmental laws and regulations applicable at the national, state, and municipal levels throughout all business operations.
6. Use all resources responsibly, actively seeking strategies to reduce consumption with the aim of optimizing business processes.

### B) Guidelines for Fibra Inn Asset Management Administrator

In addition to the commitment Fibra Inn has made to the Ten Principles of the United Nations Global Compact, the following sustainability guidelines must be followed by the company:

#### Environmental

1. Operate with a focus on prevention and the minimization of negative environmental impacts in project development.
2. Identify and manage potential risks across the portfolio related to climate change, biodiversity loss, and the depletion of natural resources.
3. Actively promote strategies for energy and water efficiency, as well as waste management, fostering innovation and the adoption of new technologies.
4. Prioritize the procurement of products and/or services with efficiency certifications or those that ensure a sustainability-related benefit.

5. Raise awareness among all administrative staff on key topics related to the environment, climate change, and other sustainability issues in which the business may generate either negative or positive impacts.

## **Social**

6. Ensure a dignified, honest, transparent, and respectful workplace for all employees, under conditions of full equality.
7. Contribute to economic development by understanding the local economic environment.
8. Promote participation and social engagement by encouraging dialogue and incorporating the expectations of authorities, communities, and civil society organizations.
9. Monitor employee well-being and workplace environment, seeking continuous improvement and following the guidelines set forth in the Work-Life Balance Policy.

## **Governance**

10. Maintain a corporate governance structure that promotes the integration of ESG aspects into the business strategy, with clear roles and responsibilities.
11. Define material topics that will serve as the foundation for the business and sustainability strategy.
12. Incorporate ESG criteria into investment processes through due diligence procedures.
13. Collaborate and establish partnerships with the aim of generating a positive sustainability impact in the communities where properties are located.
14. Strengthen management and relationships with clients, suppliers, and contractors to enable information exchange and continuous improvement on ESG matters.
15. Provide the necessary communication channels to ensure effective and transparent engagement with stakeholders.
16. Monitor, report, and evaluate the impact in terms of energy, water, waste, greenhouse gas (GHG) emissions, and performance on social and governance aspects, in a clear, timely, and honest manner, following standards and reference frameworks that meet stakeholders' requirements.

## 5. RESPONSIBILITIES

Fibra Inn recognizes social diversity and integrates it into its business model. Accordingly, the ESG Department is responsible for analyzing and reporting the sustainability performance of the Trust's activities in order to identify areas for improvement, and to coordinate and promote initiatives in collaboration with the relevant operational areas. Sustainability results and initiatives will be reported to the ESG Committee, which will oversee compliance with this Policy through the following powers:

Oversight of the ESG strategy:

- Approve the sustainability strategy aligned with the business.
- Promote strategic sustainability opportunities.
- Analyze and approve ESG projects and measures.
- Monitor ESG performance against objectives using KPIs.

Oversight of ESG risk management:

- Supervise ESG risk management and ensure there is a program to identify, assess, manage, monitor, and report ESG risks.

Support in stakeholder communication:

- Approve the ESG report and ensure appropriate processes, controls, responsibilities, and systems are in place for annual disclosure.
- Communicate the ESG strategy to the Trust's stakeholders.
- Inform the Technical Committee and the Holders' Meeting on ESG progress and challenges.
- Support both internal and external communication regarding ESG:
- Ensure the integration of ESG criteria across key areas.
- Facilitate collaboration with hotel operators and hotel brands on ESG matters.
- Facilitate collaboration with the various internal functions involved (Legal, Suppliers, Investor Relations, etc.).

## 6. SIGNATURE SECTION

Authorized/ Reviewed by:	Position:	Signature:
OSCAR CALVILLO AMAYA	Chief Executive Officer	
MIGUEL ALIAGA GARGOLLO	Chief Financial Officer	
SERGIO ISAAC MARTINEZ RICO	Director of Asset Management, Investor Relations and ESG	