



fibra inn

ESG Report 2024

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Courtyard by Marriott Saltillo
Saltillo, Coahuila

Message from the CFO

(GRI: 2-22)

Dear stakeholders,

It is with great pride that we present to you this report on the company's environmental, social and governance (ESG) performance in 2024. In it, you will find information on the significant progress we have made as an organization in our commitment to sustainability, social responsibility and operating excellence. This year, we are celebrating more than a decade of growth and resilience, during which we have become a leading real estate investment trust in the hotel industry, guided always by our core values: a service-centric attitude, reliability, integrity, respect and teamwork.

In 2024 we reached some key milestones that underpin our market position and reveal our firm sense of responsibility toward sustainability. I would like to discuss each of these below, organized according to the three ESG areas.

On the environmental front, we measured and reported on our scope 3 carbon footprint for the first time, focusing on business travel and flights; we approved a significant investment to install renewable energy in our portfolio of hotels, which brings us closer to fully sustainable operations; and we worked on a riparian reforestation project to help reduce local temperatures, provide a better habitat for wildlife, improve water infiltration and reduce the risk of flooding. For the third year in a row we are disclosing information on our ESG performance through the Corporate Sustainability Assessment. We also responded to the climate change questionnaire of the Carbon Disclosure Project (CDP) for the second year in a row.

In the social sphere, we updated our recruitment and hiring process to eliminate unconscious bias, encouraging diversity and inclusion

by eliminating information on gender, age, educational level and disability from evaluation reports; we participated in a gender equality accelerator with the Global Compact, developing a strategy and work plan we will introduce in 2025; we signed our adherence to the seven Women's Empowerment Principles (WEP), reinforcing our commitment to gender equality, and we improved our score in the Global Compact WEP Gender Gap Analysis Tool by 3%, evidence of our progress in this area.

Finally, in the governance sphere, we reinforced our practices for disclosure of our 2023 ESG performance through the AMAFORE Standardized ESG Questionnaire for Issuers. We also assumed a firm commitment to the Principles for Responsible Investment (PRI), incorporating environmental, social and governance factors into our decision-making.

On another note, I am honored to announce that as of February 1, 2025, Jaime Cohen Bistre will take on the role of Fibra Inn's new CEO. With more than 15 years of experience in the hotel and real-estate industries, Jaime will lead our company's growth strategy, driving our vision of sustainability and operating excellence.

I would like to thank our investors for their confidence, our employees for their dedication, and our guests for their loyalty. Together we will continue to advance in our mission of being a milestone for sustainability, to build a more just and resilient future for all.

Sincerely,

Miguel Aliaga Gargollo
CFO



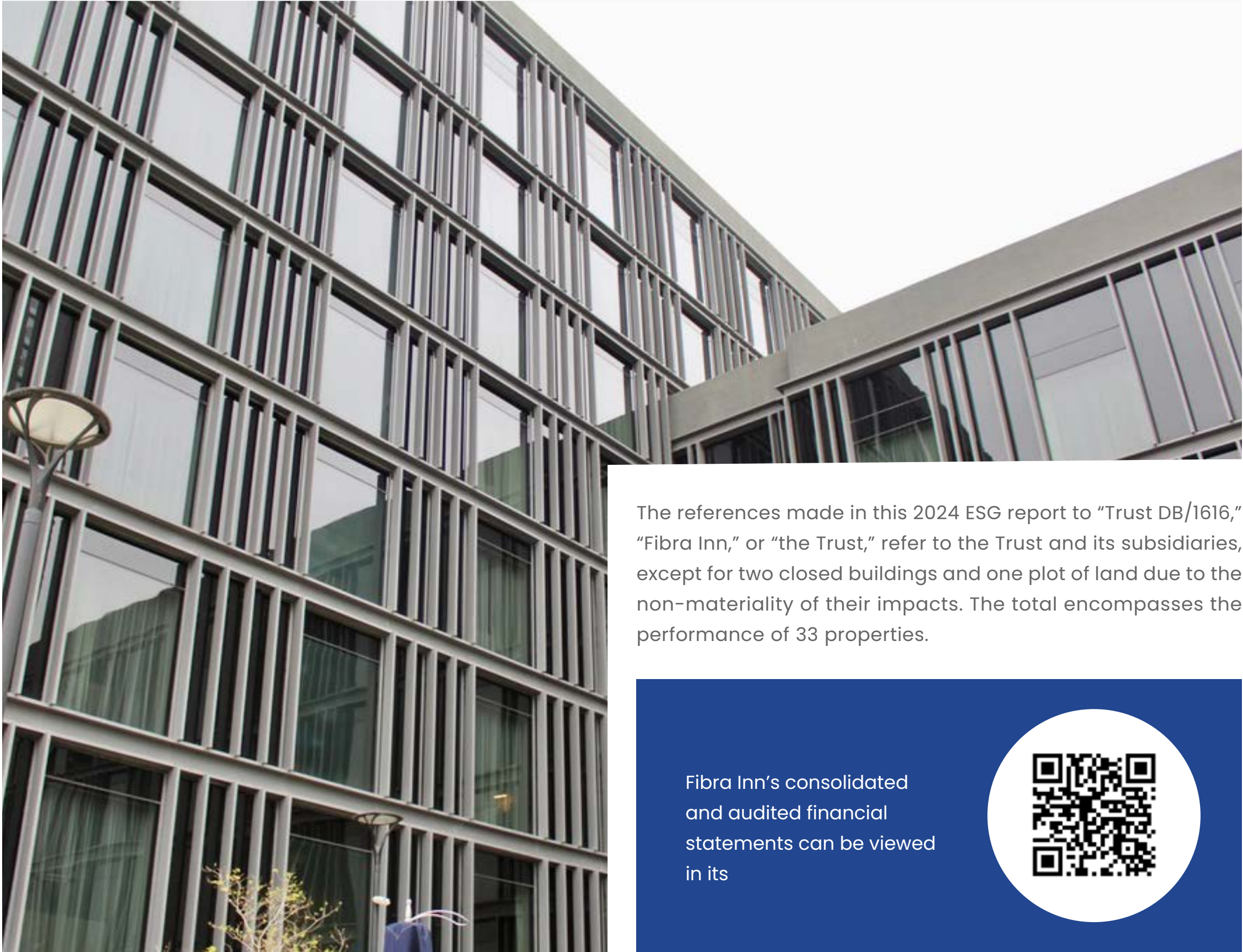
About this report

(GRI: 3-3, 2-1, 2-2, 2-3)

Fibra Inn is trust number DB/1616 registered at CIBanco, S.A., Institución de Banca Múltiple (as the final and universal beneficiary of Deutsche Bank México, Institución de Banca Múltiple), previously identified as F/1616. It was created on October 23, 2012.

As of December 2024, Fibra Inn had the following subsidiaries:

- Administradora de Activos Fibra Inn, S.C., in which it holds 99.9% of the capital.
- Fideicomiso CIB/3096, with a 50% share of the equity.
- Fideicomiso CIB/3097, with a 50% share of the equity.
- Fideicomiso CIB/3058, with a 28.93% share of the equity.
- Servicios Hoteleros FINN, S.C., in which it owns 0.01% of the equity, and the remaining shares are owned by another subsidiary, Administradora de Activos Fibra Inn, S.C.



The references made in this 2024 ESG report to “Trust DB/1616,” “Fibra Inn,” or “the Trust,” refer to the Trust and its subsidiaries, except for two closed buildings and one plot of land due to the non-materiality of their impacts. The total encompasses the performance of 33 properties.

Fibra Inn’s consolidated and audited financial statements can be viewed in its



This is the fifth environmental, social and governance (ESG) report for Fibra Inn, covering the period from January 1 to December 31, 2024. The following reference frameworks are useful for understanding the company’s ESG performance:

- **Sustainability Accounting Standards Board (SASB):** Applicable indicators for Infrastructure: Real Estate industry were considered.
- **Global Reporting Initiative (GRI):** Prepared in accordance with the GRI standards, comprehensive option.
- **Taskforce on Climate-Related Financial Disclosures (TCFD):** This report follows TCFD recommendations for disclosing information on governance, strategy, risk management, metrics, and goals related to climate change. This was done in preparation for the possible application of International Financial Reporting Standard S2, Climate-related Disclosures.
- **ESG Indicators Manual** for the Mexican Association of Real Estate Investment Trusts, A.C. (AMEFIBRA).

About us

JW Marriott Monterrey
Arboleda
San Pedro Garza García,
Nuevo León

"I believe this organization's success is measured not just in its operating results but also in the culture it builds and the impact it has on its people and in the places where it operates."

Edgar Espero
Managing Comptroller



Resilience of the business model and economic performance

(GRI: 2-6, 2-8, 3-3, 201-1)

Fibra Inn is a real estate investment trust engaged primarily in the acquisition, development and rental of a large group of properties used for hospitality and lodging in Mexico. These offer complementary services to meet the needs of all guests, whether they are traveling for business or pleasure. Fibra Inn is internally managed and advised by its subsidiary *Administradora de Activos* Fibra Inn, S.C.

The core element of Fibra Inn's platform has traditionally been its specialization in business hotels. More recently, however, its management has spotted opportunities in cities with a strong demand for full-service luxury hotels, both in the business and beach resort categories. It made the decision to venture into this segment with a business model it calls the "Hotel Factory."

These full-service luxury hotels are intended for (i) executive-level business travelers in deep-demand cities; or (ii) travelers to beach and/or leisure destinations, in Mexico's most popular vacation resorts.

Fibra Inn has brand usage licenses with various international hotel chains and also properties that operate under domestic brands. These brands operate some of the most successful loyalty programs in the hotel industry. Fibra Inn has real-estate investment trust certificates (Certificados Bursátiles Fiduciarios Inmobiliarios, or "CBFIs") listed on the Mexican Stock Exchange under the ticker symbol "FINN13."



Westin Monterrey Valle
San Pedro Garza García,
Nuevo León

Fibra Inn believes that maximum cash flow, and thus attractive returns for its investors, results from:

- The performance of its properties; and
- The growth and maintenance of its portfolio of key hotels.

With properties strategically located in border regions and areas of high industrial and commercial development, the Trust expects to continue to benefit from the trend toward nearshoring. It intends to uphold the standards that have earned its clients' preference and strengthened the company through competitive hotel asset management.

As of December 31, 2024, hotel operations at these properties were the responsibility of Aimbridge Latam (32 properties) and Grupo Presidente (1 property). These two operators together are responsible for all hotel management aspects, including optimizing operations, staff training, marketing strategy, implementing quality standards, and overall customer experience management.

We should note that, for the purposes of this report, social indicators are divided into two scopes: the **administrator and the hotels** themselves, the latter referring specifically to employees who work at the hotel properties, and the former referring to those who support them in central offices, among other activities. This distinction allowed for a comprehensive view of the organization's performance in its different operating areas.

Fibra Inn's Business Model

“ Hotel industry innovation through investment and a sustainable vision.”



1. Hotel acquisitions and development

- Acquisition of strategic hotel properties in Mexico.
- Development of new hotels under the “Hotel Factory” model.
- Expansion of the portfolio in key locations to maximize performance.



2. Partnerships with International Brands

- Franchise and licensing agreements with global hotel chains like Marriott, Hilton, IHG, and Wyndham.
- Operation under recognized brands that attract domestic and international travelers.
- Access to the industry’s leading loyalty programs, increasing occupancy and revenues.



3. Travelers

- Leasing of rooms and services to business travelers and tourists.
- Diversification of revenues through additional services such as restaurants, bars, and event rooms.
- Focus on strategic locations to capitalize on trends such as nearshoring and domestic tourism.



6. Sustainability

- Incorporation of environmental, social, and governance (ESG) criteria into corporate strategy.
- Implementation of energy efficiency, water management, and carbon emission reduction initiatives.
- Commitment to social responsibility and gender equality.
- Transparent reporting of ESG indicators and alignment with international standards such as the Carbon Disclosure Project (CDP), S&P ESG Score, TCFD, GRI, and SASB.



5. Dividend Distribution

- Generation of stable and attractive cash flows for investors.
- Transparent financial management and tax compliance.



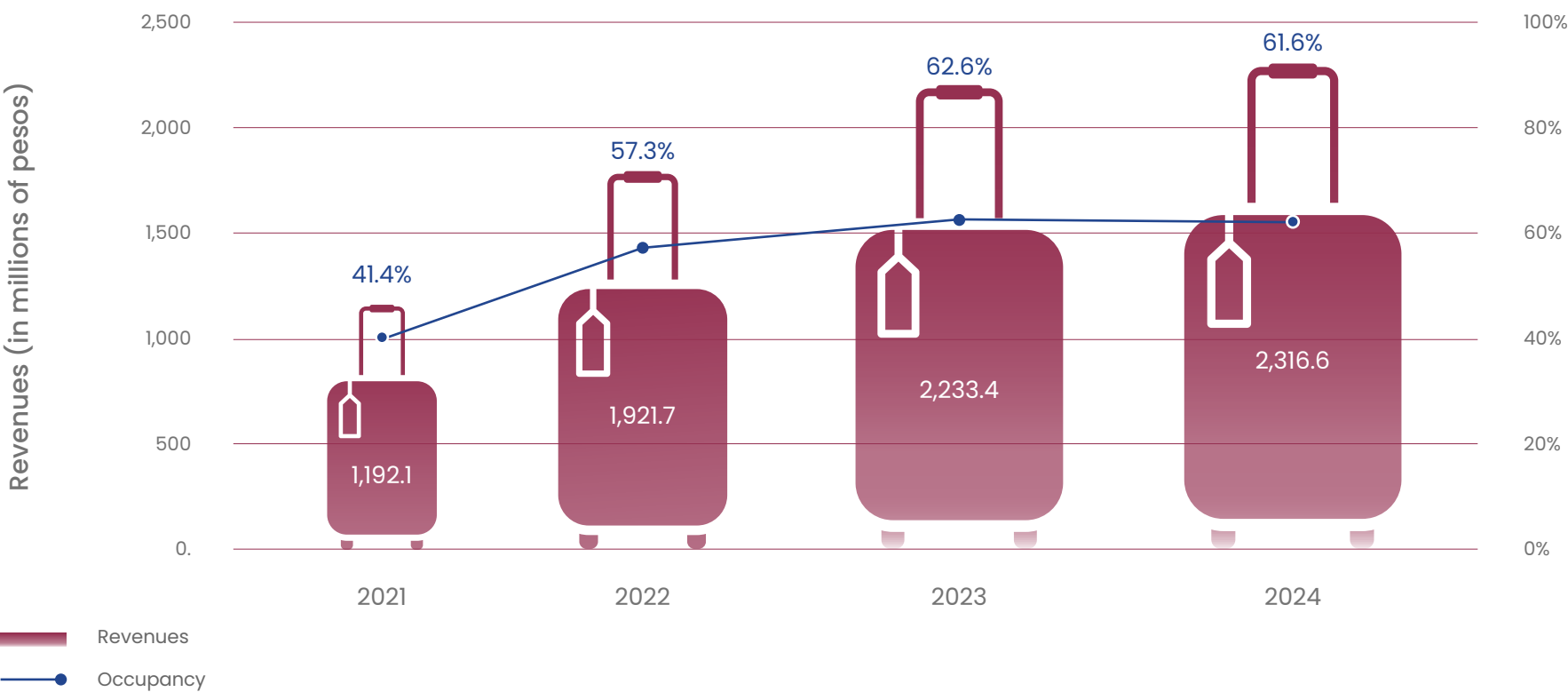
4. Hotel Asset Management

- Efficient property management to maximize value and profitability.
- Best operating and maintenance practices.
- Cost optimization and continuous improvement of the guest experience.

Financial performance of the Trust’s assets

Year	Occupancy	Room nights	Rate	RevPAR (MXN)	Revenues (MXNmn)	NOI Margin	EBITDA margin	FFO margin
2021	41.4%	854,351	1,346.7	557	1,192.1	23.3%	14.8%	-16.3%
2022	57.0%	1,180,988	1,557	891.4	1,921.7	32.8%	23.9%	5.9%
2023	62.6%	1,281,629	1,674.8	1,049	2,233.4	32.9%	22.4%	10.7%
2024	61.6%	1,263,816	1,833.1	1,129.2	2,316.6	31.6%	26.2%	17.1%

Revenues vs. occupancy



JW Marriott Monterrey Arboleda
San Pedro Garza García, Nuevo León

The Hotel Factory
model accounts
for *214* rooms.



Presence

(GRI: 2-1, 2-6)

Currently, Fibra Inn operates primarily in the real-estate industry. As of December 31, 2024, its portfolio was made up of 35 hotels plus one plot of land. Of these hotels, 33 were in operation and two were permanently closed. Fibra Inn's portfolio includes a total of 6,048 rooms, 5,654 of which are in operation. The total occupancy rate of the hotels in operation is 61.60%, geographically diversified across 11 states of Mexico.

35 properties
6,048 rooms



State	Number of properties	Total rooms	% of properties in the portfolio
Chihuahua	8	1,144	19%
Coahuila	3	586	10%
Mexico City	1	214	4%
Mexico State	3	524	9%
Guanajuato	1	155	3%
Jalisco	3	483	8%
Nuevo León	7	1,348	22%
Puebla	2	446	7%
Querétaro	1	178	3%
Quintana Roo	1	196	3%
Sonora	1	151	2%
Tamaulipas	3	443	7%
Veracruz	1	180	3%
Total / Average	35	6,048	100%



Select services:

Primarily lodging, internet, courtesy breakfast, business center, meeting room, fitness center and parking.

16 hotels

Limited services:

Select services but with a reduced rate. In the United States, this limited segment is known as “budget.”

4 hotels

Full service:

Select services, plus food and beverages, hotel restaurants, event and banquet spaces.

12 hotels

Extended stay services:

Select services, but with lodging of more than five days, and rooms appointed more like apartments.

1 hotel

¹Subject to change due to remodeling or modifications not considered in this report. GLA used in the calculation of environmental indicators.

Details on properties in operation in the portfolio

(SASB: IF-RE-130a.1, IF-RE-450a.1)

Hotel	Segment	State	Owned/ co-owned	Under management agreement/leased	Number of rooms	Year built	Constructed area (Gross Leasable Area)
Hotel Ex-Hacienda San Xavier	Full Service	Guanajuato	Owned	Under management agreement	155	1971	13,019
Holiday Inn Ciudad Juárez	Full service	Chihuahua	Owned	Under management agreement	196	1999	9,979
Wyndham Garden Playa del Carmen	Select service	Quintana Roo	Owned	Under management agreement	196	2006	11,725
Courtyard by Marriott Chihuahua	Select service	Chihuahua	Owned	Under management agreement	152	2016	9,766
Casa Grande Delicias	Full service	Chihuahua	Owned	Under management agreement	88	1991	4,949
Microtel Inn & Suites by Wyndham Chihuahua	Limited service	Chihuahua	Owned	Under management agreement	108	2000	4,172
Hampton Inn Chihuahua	Select service	Chihuahua	Owned	Under management agreement	190	1999	9,899
Casa Grande Chihuahua	Full service	Chihuahua	Owned	Under management agreement	115	1990	11,755
Wyndham Garden Guadalajara	Limited service	Jalisco	Owned	Under management agreement	186	2010	9,309
AC Hotels by Marriott Guadalajara Expo	Select service	Jalisco	Owned	Under management agreement	180	1972	8,615
Staybridge Suites Guadalajara Expo	Extended full	Jalisco	Owned	Under management agreement	117	1971	10,037
Hampton Inn Hermosillo	Select service	Sonora	Owned	Under management agreement	151	2014	6,723

Hotel	Segment	State	Owned/ co-owned	Under management agreement/leased	Number of rooms	Year built	Constructed area (Gross Leasable Area)
Microtel Inn & Suites by Wyndham Ciudad Juárez	Limited service	Chihuahua	Owned	Under management agreement	113	2008	4,753
Holiday Inn Express & Suites Juárez	Select service	Chihuahua	Owned	Under management agreement	182	2008	8,765
Crowne Plaza Monterrey Aeropuerto	Full service	Nuevo León	Owned	Under management agreement	219	2008	17,346
Hampton Inn Monterrey Galerías	Select service	Nuevo León	Owned	Under management agreement	223	1998	11,168
JW Marriott Monterrey Arboleda	Full service	Nuevo León	Co-owned	Under management agreement	250	2021	22,100
Wyndham Garden Monterrey Valle Real	Select service	Nuevo León	Owned	Under management agreement	85	2002	2,880
Westin Monterrey Valle	Full service	Nuevo León	Co-owned	Under management agreement	174	2020	15,319
Holiday Inn Express Monterrey Aeropuerto	Select service	Nuevo León	Owned	Under management agreement	198	2008	9,695
Holiday Inn Monterrey Valle	Full service	Nuevo León	Owned	Under management agreement	198	2002	17,377
Marriott Puebla Mesón del Ángel	Full service	Puebla	Owned	Under management agreement	296	1964	11,156
Holiday Inn Puebla La Noria	Full service	Puebla	Owned	Under management agreement	150	1999	16,579

Hotel	Segment	State	Owned/ co-owned	Under management agreement/leased	Number of rooms	Year built	Constructed area (Gross Leasable Area)
Hampton Inn Querétaro	Select service	Querétaro	Owned	Under management agreement	178	2009	8,834
Hampton Inn Reynosa Zona Industrial	Select service	Tamaulipas	Owned	Under management agreement	145	2008	7,070
Holiday Inn Reynosa Industrial Poniente	Full service	Tamaulipas	Owned	Under management agreement	95	2004	5,637
Courtyard by Marriott Saltillo	Select service	Coahuila	Owned	Under management agreement	180	2015	13,596
Hampton Inn Saltillo	Select service	Coahuila	Owned	Under management agreement	226	2001	8,259
Holiday Inn Express Saltillo	Select service	Coahuila	Owned	Under management agreement	180	2007	8,643
Holiday Inn Tampico Altamira	Full service	Tamaulipas	Owned	Under management agreement	203	1998	6,246
Holiday Inn Express Toluca	Select service	Mexico State	Owned	Under management agreement	127	1996	9,410
Microtel Inn & Suites by Wyndham Toluca	Limited service	Mexico State	Owned	Under management agreement	129	2007	5,478
Holiday Inn Express Toluca Aeropuerto	Select service	Mexico State	Owned	Under management agreement	268	2008	13,630



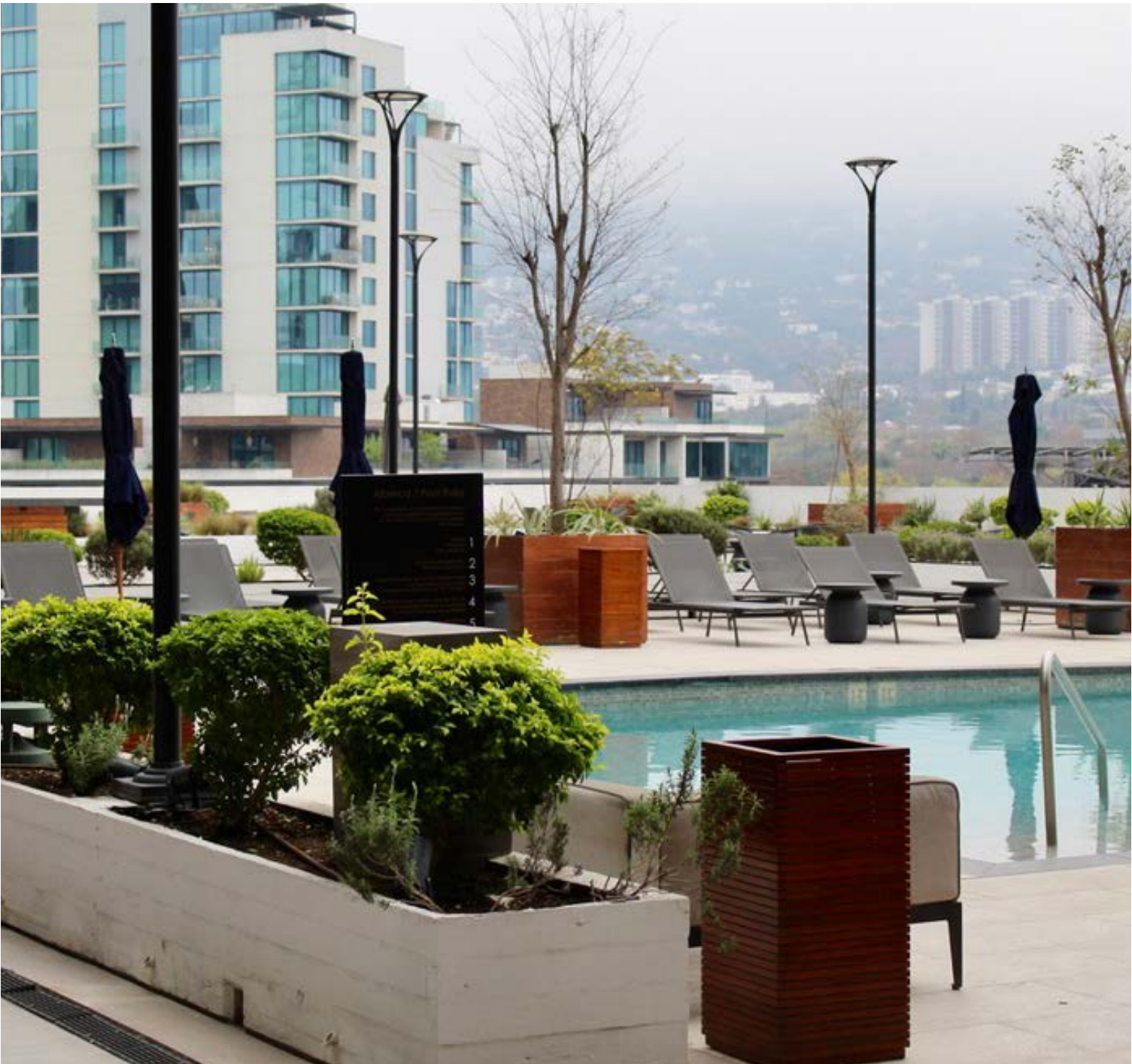
2024 Highlights

(GRI: 2-24)

We earned a “D” rating (for Disclosure) from the Carbon Disclosure Project (CDP).
We improved our S&P ESG score by 3 points over the previous year, reaching a total of 32 points in the Equity Real Estate Investment Trust (REI) category.
We reported information on our 2023 ESG performance through the Standardized ESG Questionnaire for Issuers, provided by the Mexican Retirement Fund Managers’ Association (AMAFORE).
We made a firm commitment to the principles of sustainability and social responsibility by signing the Principles for Responsible Investment (PRI), a global initiative that encourages the incorporation of environmental, social and governance factors into investment decisions.
We measured and presented our Scope 3 carbon footprint for the first time in this report, taking business travel and flights as a reference.
Our Board and committees approved an investment in installing renewable energy in our portfolio of hotels.
We updated the recruitment and selection process to eliminate unconscious bias in the evaluation of candidates by their immediate supervisors. Information such as gender, education, age, and whether candidates have any type of disability that does not affect the performance of the job duties was removed from reports.

Through the ESG and Human Capital areas, we worked together with the Global Compact on an accelerator focused on gender equality, which will yield a strategy and work plan to begin in 2025.
Through the ESG area, we participated in the United Nations Global Compact peer learning program, addressing key issues such as the living wage, water resilience, climate action, gender equality, and sustainable finance.
For the first time, we presented our ESG Report to the United Nations Global Compact, reaffirming our commitment to transparency and best practices in sustainability.
We officially endorsed the 7 Women’s Empowerment Principles (WEPs), confirming our commitment to gender equality in the hotel industry.
We improved our score in the Global Compact WEP Gender Gap Analysis Tool by 3%, a sign of our progress in inclusion policies and practices.
As part of our environmental conservation initiatives, we worked on a riparian reforestation project at Tenochtitlán Urban Park in Guadalupe, Nuevo León, on December 9, 2024, helping to restore urban ecosystems.
We conducted a feasibility study for the implementation of projects aligned with the ESG goals we set in 2023, including energy transition, water management, and environmental certifications.

We worked on developing a customized strategic philanthropy strategy focused on aligning our donations with our business strategy, strengthening institutional decision-making, and ensuring greater long-term social impact.
Work is currently underway to align our ESG report with international standards, incorporating the requirements of IFRS S1 and S2 to ensure a transparent disclosure framework aligned with global best practices.



ESG strategy

(GRI: 3-3, 2-22, 2-24)

Fibra Inn reaffirms its commitment to sustainability and to environmental, social, and governance (ESG) responsibility, continually evolving in line with international frameworks that address today's challenges. In 2023, the Trust's ESG strategy was approved under the supervision of the Audit, Practices, and ESG Committee, positioning ESG as a strategic priority.

As part of this commitment, Fibra Inn updated its material topics using a double materiality approach, thus setting clear targets aligned with the Trust's environmental and social challenges. These efforts not only refocus the ESG strategy but also strengthen the Trust's ability to adapt to evolving stakeholder expectations, driving concrete actions that support long-term sustainability.

Key ESG Initiatives in 2023:

- Setting of ESG goals
- Application of the double materiality approach
- Climate risk assessment



ESG Goals

Fibra Inn's ESG goals are closely aligned with its vision of being a profitable platform for hotel asset investment and management in Mexico, with a focus on efficiency, sustainability, and social responsibility. Beyond financial performance, the Trust aims to generate positive environmental and social impact by integrating sustainability into its core strategy.

These goals stem from an updated materiality assessment and include ambitious targets that reflect Fibra Inn's dedication to reducing its environmental footprint and promoting diversity, which are key pillars of its business model. They underscore the Trust's commitment to building long-term value for investors, communities, and the environment.

ENVIRONMENT

Material topic:

Emissions Management & Climate Change

Goal:

Reduce GHG emissions intensity (kg CO2eq/room night) by 64% by 2030, compared to 2022.

Material topic:

Energy Management

Goal:

Ensure 50% of electricity consumption comes from renewable sources by 2030.

Material topic:

Comprehensive Water Management

Goal:

Reduce water withdrawal intensity (m³/room night) by 22% by 2030, compared to 2022.

GOVERNANCE AND MANAGEMENT

Material topic:

Sustainable Properties

Goal:

Achieve environmental certifications for 35% of the construction area of operational hotels by 2030.

SOCIAL

Material topic:

Diversity, Equity, and Inclusion

Goal:

Ensure at least 35% female representation in leadership positions² by 2027.

² Leadership positions refer to management roles within hotel operations and administrative functions.

Fulfillment of these goals is subject to (i) approval by the Trust's corporate governance bodies; (ii) the performance of contracted service providers; and (iii) possible changes due to unforeseen events or force majeure.



Sustainability Progress and 2025 Outlook

In 2023, Fibra Inn defined its ESG goals under a phased implementation strategy:

- **2024:** Analysis and planning stage focused on technical feasibility.
- **2025:** Execution stage, involving pilot projects and deployment of sustainable initiatives.

Key Milestones in 2024:

- **Energy Transition:** Technical studies, contract evaluations, and feasibility analyses initiated.
- **Water Management:** Preliminary assessments for pilot programs at two hotels.
- **LEED O+M Certification:** Certification process launched for the first candidate property.

In 2025, Fibra Inn will move into full implementation, focusing on energy efficiency, water conservation, and environmental certifications—further reinforcing its commitment to sustainability and continuous improvement.

Presently, women occupy 66% of leadership positions at the hotel level, demonstrating strong alignment with DEI goals. However, women currently hold only 30% of leadership roles at the administrative level, indicating the need to continue promoting gender balance throughout the organization.

Double materiality

(GRI: 3-1, 3-2)

To identify key environmental, social, and governance (ESG) risks and opportunities for Fibra Inn and its stakeholders, we updated our material topics in 2023 using a double materiality approach. This gave us the foundations for defining and aligning the ESG Strategy, ensuring that the organization’s priorities reflect both internal impacts and external expectations on sustainability.

Double materiality methodology

1. Stakeholders	Definition and prioritization of internal and external stakeholders.
2. Priorities for Fibra Inn	Identification of relevant issues based on documentation and surveys.
3. Preliminary analysis	Pre-consolidation of information from internal and external stakeholders in an artificial intelligence tool.
4. Materiality matrix	Analysis of results obtained to determine the materiality matrix.
5. Validation	Review and validation of the double materiality matrix by Management and the Audit, Practices and ESG Committee.
















Stakeholders included in the double materiality study:

External stakeholders	Definition	Weight
CBFI holders and investors	ESG expectations of financial institutions and investors for the real estate industry (SASB, AMAFORE ESG Approved Questionnaire for Issuers, and bank questionnaires).	Very high
Hotel brands	Sustainability reports and financial reports (Marriott, Hilton, Wyndham, Intercontinental Hotels Group).	Very high
Regulators and authorities	Requirements of applicable regulations in Mexico (rules and regulations applicable to the real estate industry, IFRS S1 and S2) ³ .	Very high
Rating agencies and analysts	Globally recognized ESG rating agencies (Carbon Disclosure Project, Corporate Sustainability Assessment S&P Global, MSCI, GRESB).	High
Guests	Hotel guests (consumer trend study, Global Sustainable Tourism Council, Booking criteria).	High
Industry and competition	Leading companies in the real estate industry.	High
Community	Applicable national and international voluntary initiatives and agreements (Sustainable Development Goals, Global Compact, Principles for Responsible Investment, SEC climate disclosure rule).	Medium
Media	Online news and articles (global online news and information focused on the real estate industry).	Medium

³ Not applicable in this reporting year. Added in preparation for future applicability.

The material topics are broken down into subtopics in order to more precisely specify their scope. The results shown in the following table stem from an evaluation that considers both relevance to Fibra Inn and relevance to the identified stakeholders, providing a comprehensive vision aligned with both internal and external expectations.

Material topics and their relationship to the United Nations Sustainable Development Goals

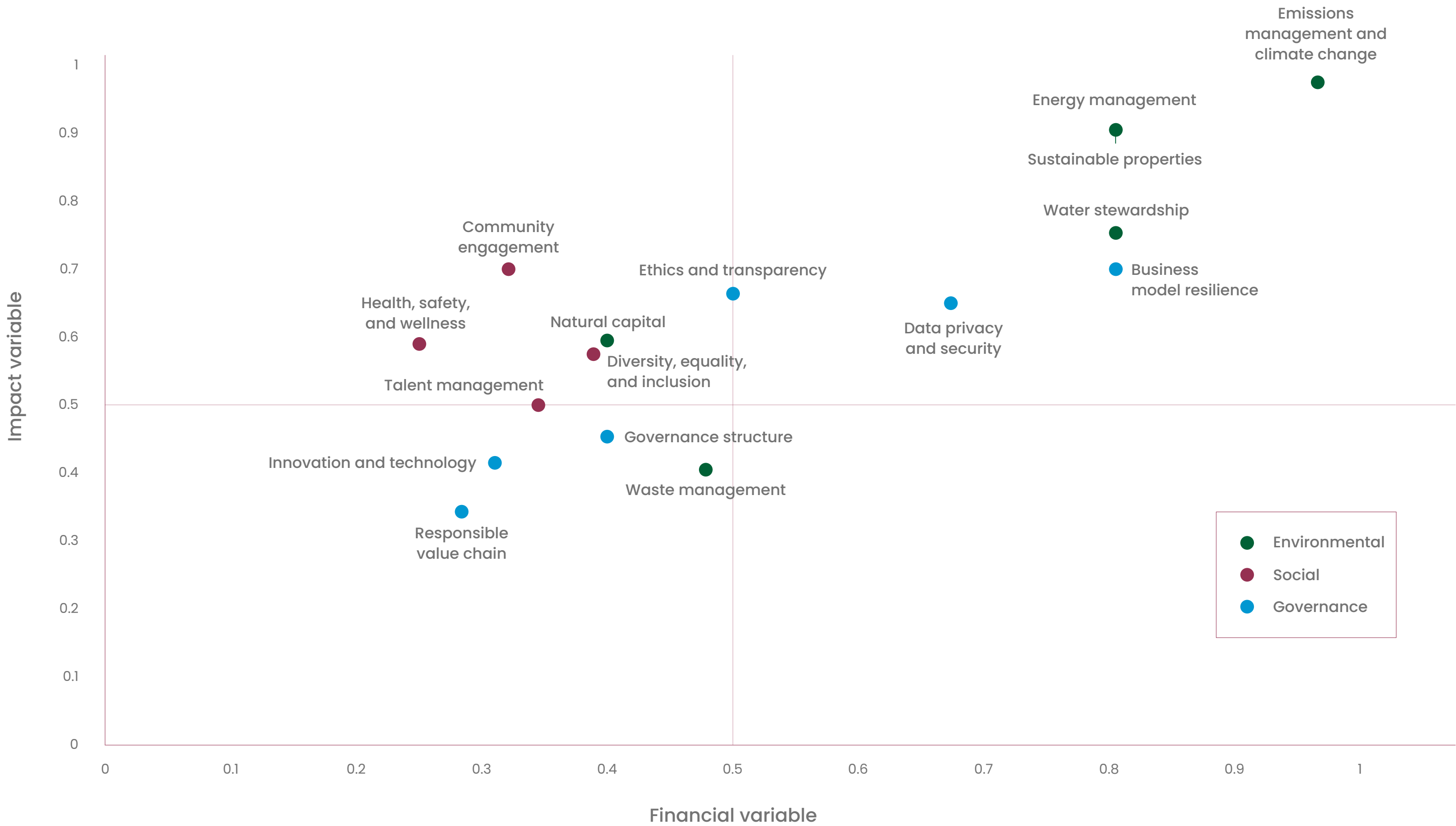
Rank	Material topic	Subtopics included in 2024	SDG impacted
1	Emissions and climate change	Scope 1, 2, and 3 GHG emissions	
		Mitigation strategy: emissions reduction	
		Climate change adaptation (physical and transition risks)	
		Climate governance	
2	Energy management	Energy consumption monitoring	
		Energy reduction and efficiency	
		Use of renewable energy	
3	Water stewardship	Water consumption and efficiency	
		Water pollution	
		Water stress management	
4	Sustainable properties	Green building certifications	     
		Accessible and inclusive properties	
		ESG criteria in construction and procurement	
5	Ethics and transparency	Business ethics and whistleblowing	
		ESG reporting	
		Stakeholder engagement and management	
6	Business model resilience	Risk and crisis management	
		Business continuity plan	
		ESG strategy	
7	Natural capital	Ecosystem protection	
		Biodiversity	
8	Governance structure	Corporate governance structure, policies, and procedures	
		Compensation of governing bodies and executives	
		ESG governance	
		Regulatory compliance	

Rank	Material topic	Subtopics included in 2024	SDG impacted
9	Diversity, equity and inclusion	Fair and equitable compensation	 
		Equal opportunity	
		Non-discrimination	
		Workforce diversity	
10	Data privacy and security	Cybersecurity	
		Data privacy	
		Information security processes	
11	Health, safety and wellness	Occupational health and safety	 
		Workforce well-being and work-life balance	
		Labor practices and human rights	
12	Talent management	Talent acquisition and retention	
		Talent development	
		Training and career plan	
13	Community engagement	Mechanisms for dialogue with the community	
		Local community development and support	
		Volunteering	
		Promotion of the local economy and employment	
14	Waste management	Hazardous and non-hazardous waste management	
		Circular economy and recovery strategies	
15	Responsible supply chain	Supplier risk assessment	
		Responsible sourcing practices	
		Supply chain management	
		Relationships with customers, tenants, and guests	
16	Innovation and Technology	Advanced technologies	
		Artificial intelligence	
		Business model innovation	
		Digitization	

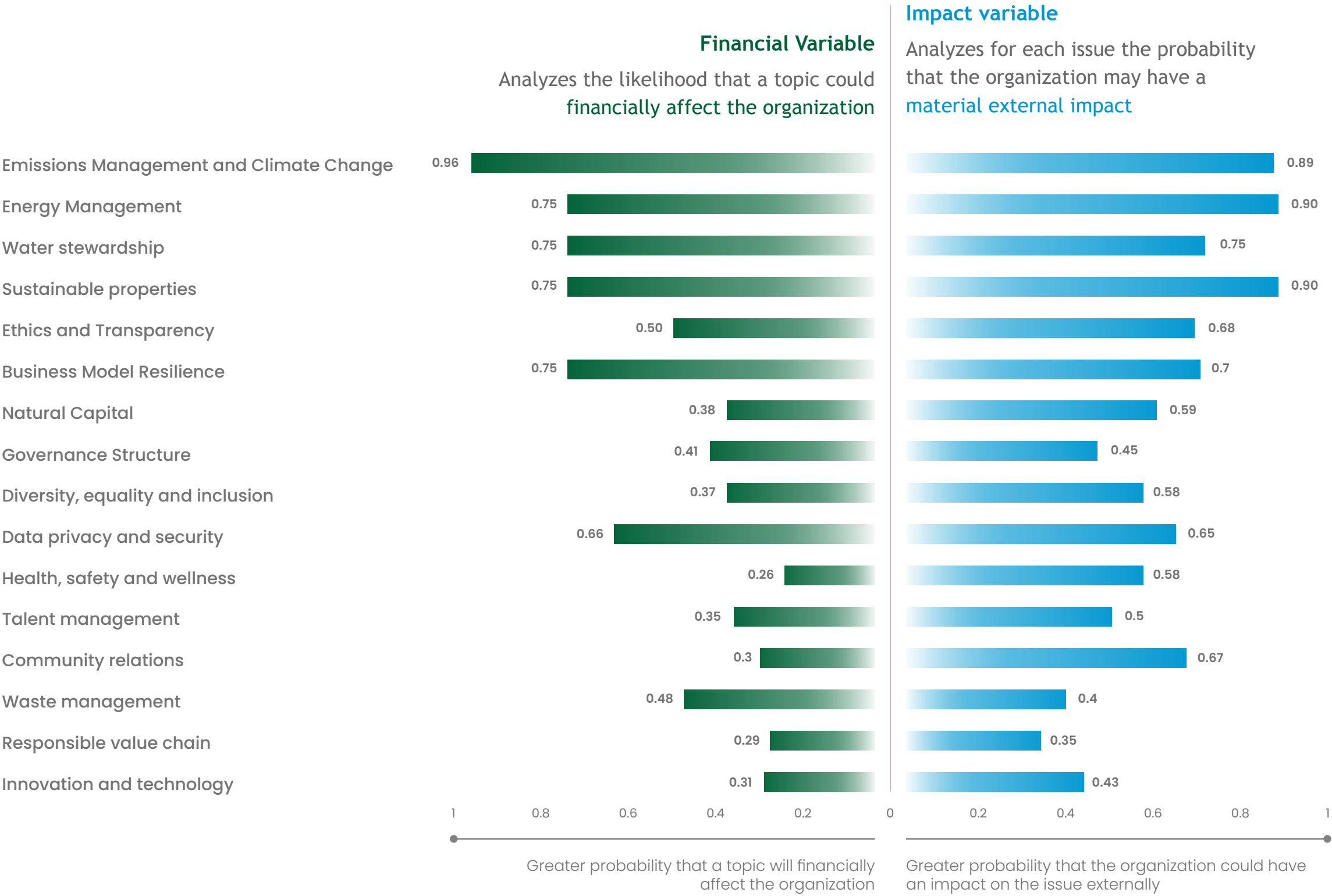
Results of the double materiality study

A double materiality study is used to identify sustainability topics that may significantly affect the business (focusing on the “financial” variable) as well as those areas in which the business may have a material impact (focusing on the “impact” variable). This approach provides a comprehensive vision balancing financial risks and opportunities with the organization’s ESG impact.

Double materiality matrix



Assessments of financial and impact variables



Executive-level responsibility for ESG topics

(GRI: 2-13)

The Director of Asset Management, Investor Relations and ESG has been designated as the executive responsible for ESG issues, with the support of the ESG Heads.

This team is responsible for analyzing and reporting on the sustainability performance of the Trust’s activities, identifying areas for improvement and coordinating initiatives in partnership with the relevant areas. Sustainability results and initiatives are communicated to the Audit, Practices and ESG Committee, which oversees compliance with the ESG Policy through its faculties, including:



ESG strategy oversight:

- Approving the sustainability strategy aligned with the business.
- Promoting strategic sustainability opportunities.
- Analyzing and approving ESG projects and measures.
- Monitoring ESG performance against goals using KPIs.

ESG risk management oversight:

- Supervising ESG risk management and ensuring that there is a program in place to identify, assess, manage, monitor, and report ESG risks.

Supporting communication with stakeholders:

- Approve the ESG Report and ensure that there are adequate processes, controls, responsible parties, and systems in place for annual disclosure.
- Communicate the ESG strategy to the Trust’s stakeholders.
- Inform the Technical Committee and the CBFH Holders’ Meeting of progress and challenges in ESG matters.
- Support internal and external communication on ESG matters.

Building partnerships:


- Ensure the incorporation of ESG criteria in key areas.
- Facilitate partnership with hotel managers and hotel chains on ESG matters.
- Facilitate partnership with internal departments (Legal, Suppliers, Investor Relations, etc.).

Stakeholder communication

(GRI: 2-26, 2-29)

Keeping stakeholders abreast of what is happening at Fibra Inn is highly important. We have a

internal and external groups that describes communication channels and the corresponding frequencies.



Stakeholder group	Topics	Communication channel	Frequency
CBFI Holders and investors	Financial and non-financial results Business performance Risk management	Calls Emails Material events (EMISNET and STIV2) Reports	Monthly Quarterly Annual
Hotel brands	Property status Quality of operations	Calls Emails Meetings	On demand
Regulators and authorities	Compliance with applicable regulations	Material events (EMISNET and STIV2)	Monthly Quarterly Annual
Media	Business performance	Calls Emails Meetings Reports	Monthly ⁴
ESG rating agencies and analysts	Commitment to continuous improvement in ESG and ESG assessment questionnaires	Emails Material events (EMISNET and STIV2) Reports ESG platforms	Monthly Quarterly Annual
Technical Committee	Financial and non-financial results Business performance.	Meetings Emails	Quarterly
Hotel managers or operators	Results and opportunities in property operations	Calls Emails Meetings	Monthly
Suppliers	Payments for services or products Customer service.	Emails Hotline	Monthly ⁴
Guests	Guest satisfaction Incidents	Emails Satisfaction survey Hotline	Monthly ⁴
Employees	Training Events Perception of work environment	Emails Internal system (Workplace) Work environment surveys 360° evaluation	Monthly ⁴
Community	Events Donations	Emails Property social media	Monthly ⁴

⁴ We communicate with these stakeholders if they are active in our distribution lists



Westin Monterrey Valle
San Pedro Garza García, Nuevo León

JW Marriott Monterrey
Arboleda
San Pedro Garza García,
Nuevo León

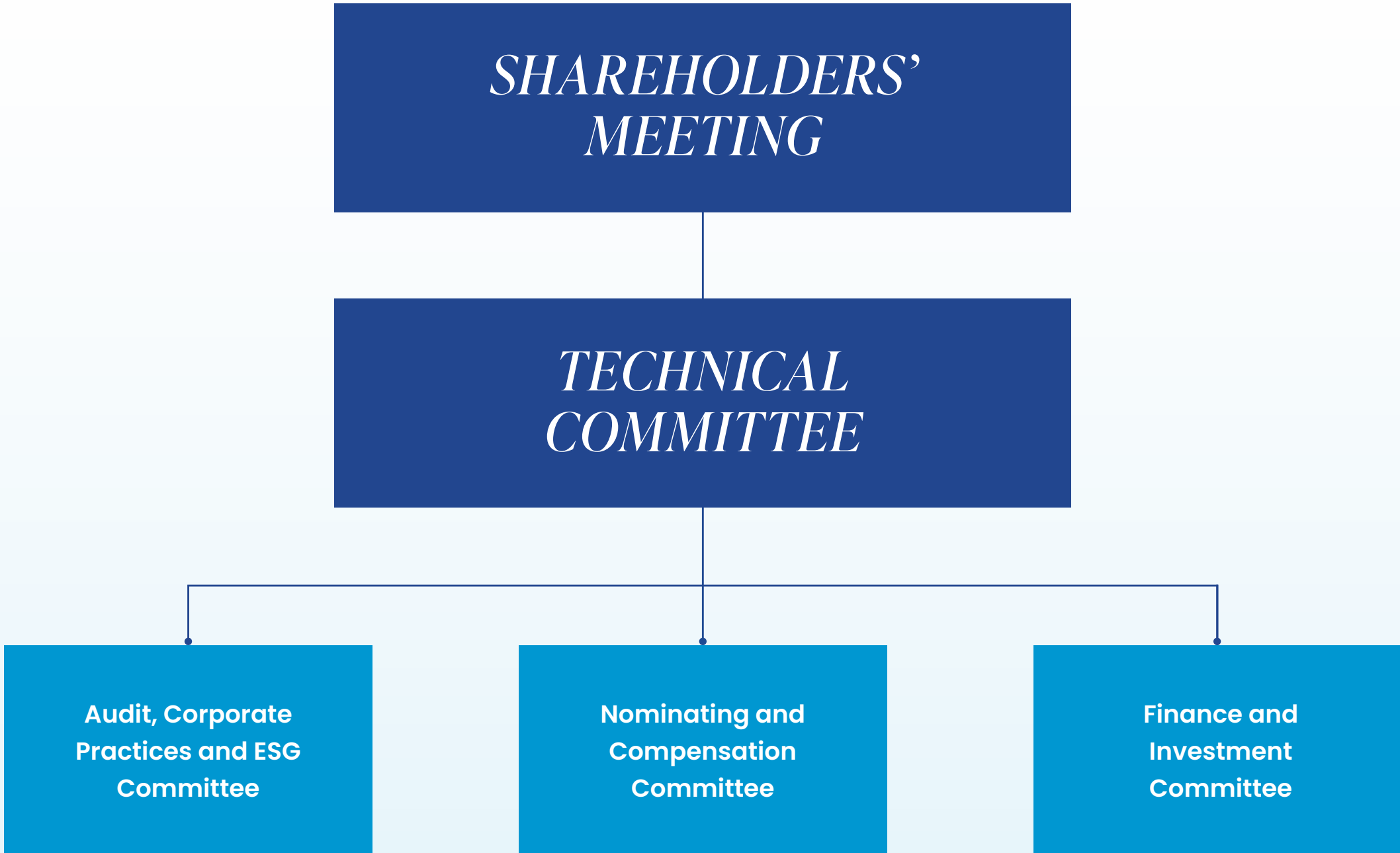
Fibra Inn is committed to the principles of transparency, ethics and responsibility. We make inclusive, sustainable decisions that strengthen our social, environmental and economic impacts.



Governance

Governance structure

(GRI: 3-3, 2-9)



The CBFH Holders’ Meeting is the highest corporate governance body of Fibra Inn, and the Technical Committee is the body that reports to it on the results and operations of Fibra Inn. From January 1 to December 31, 2024, the Technical Committee was supported by

the following auxiliary committees: the Audit, Corporate Practices and ESG Committee; the Finance and Investment Committee; and the Nominating and Compensation Committee.

Material events

1.	Jaime Cohen Bistre was hired as the Trust's new CEO, effective February 1, 2025.*
2.	The Audit and Corporate Practices Committee merged with the ESG Committee to become the Audit, Corporate Practices and ESG Committee.
3.	The Finance Committee and the Investment Committee merged to become the Finance and Investment Committee.
4.	Fibra Inn announced the departure of regular board member Alejandro Wassiliu, who informed the Technical Committee of his resignation from the position designated by Afore Invercap, as it best served the interests of the appointing party. He expressed satisfaction with the composition and functioning of the Technical Committee, and therefore, there are no immediate plans to appoint a replacement. As a result, the percentage of independent members on Fibra Inn’s Technical Committee increased to 62.5%.

5.	Fibra Inn announced the purchase of FINN18 CBFs on the secondary market.
6.	HR Ratings assigned a rating of HR A+ with a Stable Outlook and HR2 for Fibra Inn.
7.	Servicios Hoteleros FINN, S.C., a subsidiary of the Trust, assumed the labor relationship (respecting all the terms of their hiring, such as salaries and benefits) of all employees who formerly rendered lodging services to Aimbridge, Latam, S.A.P.I. de C.V., through an employer substitution process, pursuant to the Federal Labor Law.

* Subsequent event published in 2025.



Appointment and selection process in corporate governance

(GRI: 2-10)

Trust Agreement DB/1616 establishes that the Technical Committee shall be composed of a maximum of 21 members, the majority of whom must be independent. It also establishes that the Founders’ Trust may appoint two non-independent members to the Technical Committee and designate the chair from among them and that, similarly, any holder or group of holders may appoint one member for every 10% of the total outstanding certificates. In the temporary absence of the Chair, the Committee may appoint a chair for the meeting by majority vote from among the members present.

Independent Members shall be appointed by the CBFH Holders’ Meeting with the favorable vote of the majority of those present, excluding the Founders’ Trust from such vote. These members shall be selected for their experience, ability, professional prestige, and absence of conflicts of interest, ensuring that they are not subject to economic or patrimonial interests.

In addition, in appointing Independent Members, CBFH holders must abide by the Policy on the Nomination, Appointment, and Compensation of Members of the Governing Bodies, which establishes that at least one female candidate must be considered. If no suitable candidate is found, the reason must be justified. The foregoing to ensure diversity in decision-making and thus to strengthen business resilience.

Evaluation of Independent Members

(GRI: 2-18)

In accordance with the Board Member Policy approved by the CBFH Holders’ Meeting in April 2021, when recommending the ratification of Independent Members to the CBFH Holders’ Meeting, the Nominating and Compensation Committee must evaluate each board member individually based on Fibra Inn’s corporate guidelines.

Likewise, the Board Member Policy establishes that the Trust’s corporate governance bodies shall be evaluated in the same manner, and the results shall be presented to the CBFH Holders’ Meeting. All members are evaluated under the same criteria as regards their knowledge of the business and the industry, as well as their proactivity and contribution to the meetings. This evaluation may not exceed three years, with the last evaluation taking place in 2022⁵.

⁵ For the results of the last evaluation, see the Governance section of the



Compensation

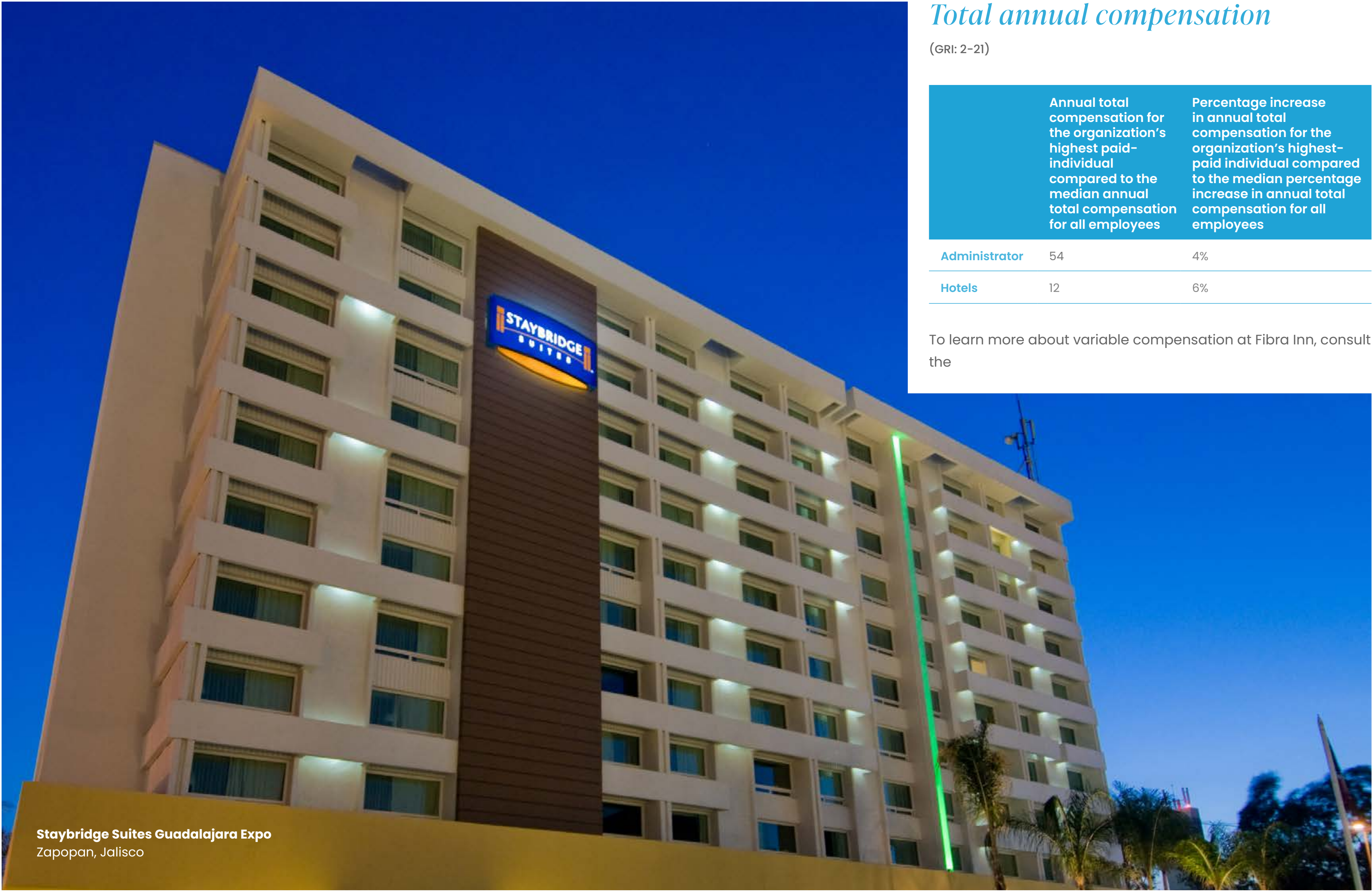
(GRI: 2-19, 2-20)

In accordance with the Board Member Policy, the Independent Members of the Technical Committee shall be entitled to financial compensation, which is approved by the CBFI Holders’ Meeting, upon recommendation of the Nominating and Compensation Committee. Similarly, in accordance with the Trust Agreement, the CBFI Holders’ Meeting may agree on compensation for the other members for the performance of their duties, upon proposal by the Nominating and Compensation Committee.

The emoluments for members of the Technical Committee and its auxiliary committees entitled to emoluments were updated in 2024 as follows:

- MXN 44,500 for attendance at each meeting of the Trust’s Technical Committee (previously MXN 44,500); and
- MXN 36,650 for attending each meeting of the Audit, Practices and ESG Committee, the Nominating and Compensation Committee, and the Finance and Investment Committee, if applicable, or any committee that may be formed to support the Technical Committee in its duties (previously MXN 33,980).

Name	Attendance
Technical Committee	96.25%
Audit, Corporate Practices and ESG Committee	100%
Nominating and Compensation Committee	100%
Finance and Investment Committee	100%



Staybridge Suites Guadalajara Expo
Zapopan, Jalisco

Total annual compensation

(GRI: 2-21)

	Annual total compensation for the organization’s highest paid-individual compared to the median annual total compensation for all employees	Percentage increase in annual total compensation for the organization’s highest-paid individual compared to the median percentage increase in annual total compensation for all employees
Administrator	54	4%
Hotels	12	6%

To learn more about variable compensation at Fibra Inn, consult the

Summary of the primary corporate governance bodies and their functions

(GRI: 2-10, 2-12, 2-13, 2-14, 2-20)



Founders’ Trust:

- Appoint two (non-independent) members of the Technical Committee and their respective alternates.
- Name the chair of the Technical Committee from among the two members it is entitled to appoint.

Trustee:

- Acquire, maintain, and dispose of the Trust’s equity.
- Distribute and manage the resources of the accounts.
- Make permitted investments so that the Trust may receive cash flows from its assets.
- Carry out any other activities that the Administrator and, where applicable, the Technical Committee, deem necessary, advisable, convenient, or incidental to the foregoing.
- Carry out the liquidation upon termination of the Trust.

Administrator:

- Administer the daily operations and support functions necessary for the business.
- Advise and recommend strategic planning for each of the assets and projects to be developed.
- Provide recommendations and advice to Technical Committee on its activities and its compliance with the obligations assumed with the Trustee.

CBFI Holders’ Meeting:

- Authorize transactions equivalent to 20% or more of the Trust’s equity, including any two or more transactions that are executed simultaneously or successively within a period of 12 months and can be considered a single transaction.
- Agree on the revocation or appointment of the Common Representative.

- Consent to or grant extensions or deferrals to the Trustee.
- Amend the Trust Agreement, in accordance with the authorizations and percentages required for this purpose.
- Approve investments or acquisitions equivalent to 10% or more of the Trust’s equity involving persons who are in certain situations of conflict of interest.
- Authorize the issuance of securities and their placement on the securities market.
- Authorize increases to existing issuances, either in monetary value or number of CBFIs.
- Authorize changes to the investment regime for the Trust’s equity.
- Authorize the removal or replacement of the Administrator.
- Approve increases in the Administrator’s compensation and commission schemes.
- Authorize any modification to the purposes of the Trust.
- Agree on the compensation of the independent and other members of the Technical Committee, upon recommendation of the Nominations and Compensation Committee.
- Approve policies on acquiring credit, loans, and financing.
- Approve the delisting of the CBFIs and the cancellation of their registration in the National Securities Registry.



Technical Committee:

- Approve the first issuance of CBFIs and their placement on the securities market.
- Appoint the Trust’s accounting and tax advisor.
- Approve transactions equivalent to up to 19.99% of the Trust’s equity.
- Delegate to the Administrator the power to authorize transactions with a value of less than 3,000,000.00 US dollars, legal tender in the United States of America, exclusively in relation to investments in existing assets.
- Approve policies and transactions with related parties, subject to the opinion of the Practices, and ESG Committee.
- Authorize companies that may be designated as hotel managers.
- Upon dismissal or inability to perform their duties, appoint the Administrator (in consultation with the Audit, Corporate Practices, and ESG Committee).
- Agree on any amendments to the Management Agreement.
- Define accounting policies, in consultation with the Audit, Corporate Practices, and ESG Committee.

- Approve internal controls and internal audit guidelines, after consulting with the Audit, Corporate Practices and ESG Committee.
- Approve the contracting of liability insurance, in consultation with the Audit, Corporate Practices and ESG Committee.
- Approve the Trust’s financial statements, in consultation with the Audit, Corporate Practices and ESG Committee, for submission to the Holders’ Meeting.
- Set the policies for divestment of the Trust’s assets.
- Establish distribution policies and approve distributions of any amount other than 95% of the fiscal result.
- Approve policies for the acquisition, placement, or cancellation of CBFIs.
- Instruct the trustee to disclose relevant events.
- Instruct the trustee to enter into adhesion agreements.
- Appoint and remove the external auditor of the Trust, upon recommendation of the Audit, Corporate Practices, and ESG Committee.
- Establish the Audit, Corporate Practices, and ESG Committee.

- Establish the Nominating and Compensation Committee and the Finance and Investment Committee.
- Instruct the trustee to carry out the acquisition, placement, or cancellation of CBFIs.
- Establish terms and conditions upon the Administrator.
- Establish policies on investment of the Trust’s equity.
- Make recommendations to the CBFI Holders’ Meeting.
- Authorize any transfer of CBFIs in favor of any person or group of persons acting in concert that represent, in one or more transactions, 10% or more of the total CBFI outstanding.

Audit, Corporate Practices, and ESG Committee

- Evaluate the performance of the External Auditor and analyze its reports.
- Discuss the financial statements relating to the Trust and the Trust's equity.
- Request and obtain opinions from the Administrator and/or independent experts.
- Inform the Technical Committee of any irregularities detected.
- Request reports from the Administrator and Trustee regarding their administrative and financial reporting functions.
- Monitor the implementation of internal controls and their compliance with applicable legislation.
- Investigate any noncompliance with operating and accounting policies.
- Verify compliance by the Administrator, Common Representative, and Trustee with the resolutions of the CBFI Holders' Meeting and the Technical Committee.
- Provide opinions on internal controls and internal audit rules upon approval by the Technical Committee.
- Analyze and provide opinions on the consolidated financial statements prior to their approval by the Technical Committee.
- Request reports related to the preparation of financial information.
- Receive comments from CBFI holders, the Technical Committee, and any outside party.
- Meet regularly with relevant executives.
- Call CBFI Holders' Meetings.
- Provide opinions on transactions with related persons and relevant CBFI holders.
- Provide opinions on the value of transactions.
- Advise the Technical Committee on the amount of cash distributions.
- Present market studies and recommendations on the real estate industry.

- Recommend that the Technical Committee request from the Lessee, the Administrator, the Common Representative, and the Trustee the reports necessary to perform their duties.
- Advise the Technical Committee on the exercise of the powers conferred upon it by the Trust.
- Request and obtain opinions from independent experts.
- Approve an ESG strategy aligned with the Trust's strategy.
- Promote strategic opportunities in ESG matters.
- Analyze and approve ESG projects and measures.
- Monitor ESG performance against the goals defined by KPIs.
- Supervise ESG risk management and ensure that there is a program in place to identify, assess, manage, monitor, and report risks.
- Approve the ESG report and ensure that there are adequate processes, controls, responsible parties, and systems in place for the disclosure of annual information.
- Communicate the ESG strategy to the Trust's stakeholders.
- Inform the Technical Committee and the Shareholders' Meeting on progress and challenges in ESG matters.
- Support internal and external communication on ESG matters.
- Ensure the incorporation of ESG criteria in key areas.
- Facilitate cooperation with the different internal functions involved.
- Facilitate cooperation with hotel managers and chains on ESG matters.
- Any other powers provided for in this Trust and those assigned to it by the Technical Committee.



Finance and Investment Committee:

- Authorize all real estate purchases and investments charged to the Trust's equity amounting to a value of up to 4.99% of the Trust's equity as of on the previous quarter's financial report, including any two or more transactions that are executed simultaneously or successively within a period of 12 months and can be considered a single transaction. The foregoing is understood to mean that the Administrator shall instruct the Trustee to execute these transactions, based on the authorization of the Investment Committee.
- Acquire and modify lines of credit with banks, subject to the approval of the Technical Committee.
- Extend guarantees for loans.
- Define the terms and conditions of debt issuance, subject to the approval of the Technical Committee.
- Review the calculation of the WACC (weighted average capital cost), after review by the Audit, Corporate Practices and ESG Committee.
- Hire a market maker.
- Determine the strategy and terms of operation of the CBFJ buyback fund.
- Supervise and analyze all matters related to the Trust's treasury and financial planning.
- Ensure that mechanisms and controls are established to verify that the contracting or assumption of credits, loans or financing charged to the Trust's equity is in accordance with the Trust's deed of indenture and the applicable regulations.
- In the event of the disposal of an asset during the minimum investment period, submit the request for sale to the Technical Committee.
- Any other powers provided for in this Trust and those assigned to it by the Technical Committee.

Nominating and Compensation Committee:

- Prospect, analyze, evaluate, and propose candidates to be appointed as independent members of the Technical Committee, using the Policy on Nomination, Appointment, and Compensation of Members of Governing Bodies as a reference.
- Propose independent members to sit on the Technical Committee for approval by the CBFJ Holders' Meeting.
- Monitor and review issues related to the independence of the independent members.
- Propose the compensation to be paid to the members of the Technical Committee.
- Submit to the Shareholders' Meeting the removal of members of the Technical Committee, in consultation with the Audit, Corporate Practices and ESG Committee.
- Recommend the appointment and dismissal of the Chief Executive Officer of the Administrator.
- Approve the appointment and dismissal of the Chief Financial Officer and the Director of Acquisitions and Development of the Administrator.
- Prospect, evaluate and analyze candidates for appointment as Chief Executive Officer of the Administrator.
- Propose the amount and structure of compensation for the Chief Executive Officer, the Director of Administration and Finance, and the Administrator's Director of Acquisitions and Development.
- Propose to the Technical Committee the incentive scheme for first- and second-level officials of the Administrator.
- Any other powers provided for in the Trust Agreement and those assigned to it by the Holders' Meeting or the Technical Committee.

AC Hotels by Marriott Guadalajara Expo
Zapopan, Jalisco



Composition of the Technical Committee and auxiliary committees

(GRI: 2-9, 2-11, 405-1)

	Technical Committee	Audit, Corporate Practices and ESG Committee	Finance and Investment Committee	Nominating and Compensation Committee
Total members	8	3	5	5
Number of independent members	5	3	3	3
Number of women	1	1	0	0
Chairman	Diego Andrés Cisneros	Lorena Margarita Cárdenas Costas	José María Garza de Silva	Santiago Pinson Correa
Equity members	Diego Andrés Cisneros		Diego Andrés Cisneros	Diego Andrés Cisneros
	Santiago Riveroll Mendoza		Santiago Riveroll Mendoza	Santiago Riveroll Mendoza
Executive members	Miguel Aliaga Gargollo			
Independent members	Santiago Pinson Correa			
	Lorena Margarita Cárdenas Costas	Lorena Margarita Cárdenas Costas	Jose María Garza de Silva	Santiago Pinson Correa
	Jose María Garza de Silva	Santiago Pinson Correa	Federico Castillo Arce	Jose María Garza de Silva
	Abelardo Hernández Juliá	Abelardo Hernández Juliá	Abelardo Hernández Juliá	Federico Castillo Arce
	Federico Castillo Arce			



Technical Committee Members	Independent	Alternate	Sex	Time in the position (years) ⁶	Company in which they are independent member of the Board of Directors
Diego Andrés Cisneros	No	Carlos Alberto Rohm	Male	1	
Santiago Riveroll Mendoza	No	Pablo Zaldívar Orue	Male	1	<ul style="list-style-type: none">Independent Member of the Technical Committee of CERPI Atlas Capital Global (“Capglo”) of Afore Banamex.Independent Member of the Listing Committee of the Bolsa Institucional de Valores (BIVA).Regular member of the Operations Committee of Grupo Aeroportuario del Pacífico.Alternate board member and Secretary Pro Tem of the Board of Directors of Corporativo Laudex SAPI de CV SOFOM.Regular Member, Fibra Storage.Regular Member, Residencial Atlas S de RL de CV (Atlas Desarrollos).Regular Member, Salauno Salud SAPI de CV.Regular Member, Guadalajara World Trade Center, S.A. de C.V. (GWTC).Alternate Member of Equity Trust of Hotel Secrets Puerto los Cabos.
Miguel Aliaga Gargollo ⁷					<ul style="list-style-type: none">Advisor, Activos Prisma.
Santiago Pinson	Yes	N/A	Male	8 ⁸	
Lorena Margarita Cárdenas Costas	Yes	N/A	Female	2	<ul style="list-style-type: none">Grupo Industrial Saltillo, HSBC México Aseguradora, Operadora y Casa de Bolsa, Protexa Desarrollos.
José María Garza de Silva	Yes	N/A	Male	1	<ul style="list-style-type: none">Non-independent board member of Grupo GP, including its affiliates and companies in which it owns an equity stake.
Abelardo Hernández Juliá	Yes	N/A	Male	1	<ul style="list-style-type: none">Independent board member, TERRAFINA
Federico Castillo Arce	Yes	N/A	Female	0	<ul style="list-style-type: none">Non-independent board member of SURA Investment Management Mexico SA de CV SOFI

⁶ Time in the position as of close of business on December 31, 2024

⁷ Mr. Aliaga was formerly a regular member of the Technical Committee, but has served as Alternate Member for the Administrator since February 2025. The regular member who assumed his position is Jaime Cohen Bistre, CEO since that date.

⁸ In the 9 years Mr. Pinson has been a member of Fibra Inn’s Technical Committee, he has been an equity member for 3 years and an independent member for 5.



Diego Cisneros (35 years)

Chairman of the Technical Committee of Fibra Inn

Formerly portfolio manager at Inteligo Group in New York, responsible for managing an equity investment portfolio in Latin America. Prior to Inteligo, he served as Head of Latin American Investments at Caxton Associates LP in New York. He began his career as an analyst at Newfoundland Capital, an investment fund based in Sao Paulo, Brazil. He graduated from Babson College in Wellesley, Massachusetts, with a degree in Business Administration and Economics.

Santiago Riveroll (44 years)

Equity Member of the Technical Committee of Fibra Inn

Since 2010, he has served as Investment Director at LCA Capital in Mexico. Previously, he worked as a distressed debt analyst at Deutsche Bank and as an investment banking analyst at Crédit Suisse. He holds a degree in Industrial Engineering from the *Universidad Iberoamericana* and is a CFA Charterholder.

Miguel Aliaga Gargollo (55 years)

Chief Financial Officer of Fibra Inn and Member of the Technical Committee.

Previously Director of Institutional Relations at *Grupo Aeroportuario del Pacífico, S.A.B. de C.V.*, Deputy Director of Corporate Finance and Portfolio Management at *Grupo Costamex*, Investor Relations Manager at Industrias Bachoco, S.A.B. de C.V., and Deputy Director of Corporate Banking, Analysis, and Risk Management at *Grupo Financiero del Sureste*. Degree in industrial engineering from the *Universidad del Nuevo Mundo*, and an international MBA from the *Instituto de Empresa* in Madrid, Spain.

Santiago Pinson Correa (48 years)

Independent Member of the Technical Committee

With extensive investment experience, he has served as Chief Executive Officer of *Grupo Delta* since 2018. Previously, he held the position of Vice President of Asset Management at Afore Invercap and was Executive Director of Navix from 2010 to 2014.

Lorena Margarita Cárdenas Costas (55 years)

Independent Member of the Technical Committee

Financial executive with more than 30 years of experience. She has served as chief financial officer at companies in Mexico and Latin America in the financial, automotive, and maritime transport industries. She holds a degree in certified public accountancy from the *Instituto Tecnológico y de Estudios Superiores de Monterrey* and a master's degree in International Business Administration from the University of Miami.

José María Garza de Silva (41 years)

Independent Member of the Technical Committee

With 18 years of experience in real estate development and construction, he currently serves as Chief Executive Officer of GP Desarrollos, a real estate company of Grupo GP. Earned a degree in civil engineering from the *Tecnológico de Monterrey* and an MBA from IPADE.

Abelardo Hernández Juliá (40 years)

Independent Member of the Technical Committee

More than 17 years of experience in the financial industry, specializing in asset management and investment banking. Chief Executive Officer and Portfolio Manager at SOHO Capital Management. Bachelor's degree in Financial Management from ITESM, certified ESG analyst and CFA Charterholder.

Federico Castillo Arce (49 years)

Current Director-Real Estate Mexico at Sura Investments with more than 26 years of experience; graduated Cum Laude with a Bachelor's Degree in Economics from the *Instituto Tecnológico Autónomo de México*; postgraduate degree in Business Administration from the University of North Carolina, Kenan-Flagler Business School.

Ethics and transparency

Compliance

(GRI: 2-27)

Regulatory compliance is a cornerstone of management at Fibra Inn, ensuring that all operations are conducted in accordance with existing laws and regulations. This commitment not only guarantees our organization’s integrity, but builds trust among our investors and other stakeholders. We have put in place robust processes for monitoring and managing legal risks both at the Administrator level and in the operation of our hotel properties.

Within the Trust’s administration, we have a group of specialized legal counsel who track changes in the laws each quarter and assess possible legal risks associated with management of the trust.

As for legal risks in the hotel operations, we conduct random annual audits of properties to make sure that their managers have all the licenses and permits necessary to operate the hotels. This includes inspecting documents like alcohol licenses, civil protection programs and operating licenses, among others.

The following tables summarize instances of noncompliance with applicable environmental laws and regulations, as well as breaches of social and economic laws and regulations.

Noncompliance with environmental laws and regulations

Description	Amount
Total monetary value of significant fines	32,571.00 MXN
Total number of nonmonetary sanctions	0
Cases submitted to lawsuit resolution mechanisms	0

Noncompliance with social and economic laws and regulations

Description	Amount
Total monetary value of significant fines	372,192.00 MXN
Total number of nonmonetary sanctions	0
Cases submitted to lawsuit resolution mechanisms	0



Corporate ethics

(GRI: 3-3, 2-24, 205-2)

For Fibra Inn, it is a core principle that both employees and other stakeholders abide by essential ethical precepts in all their actions. The Code of Ethics is designed to foster a deep commitment within the organization and its stakeholders, building ethical awareness in every daily activity.

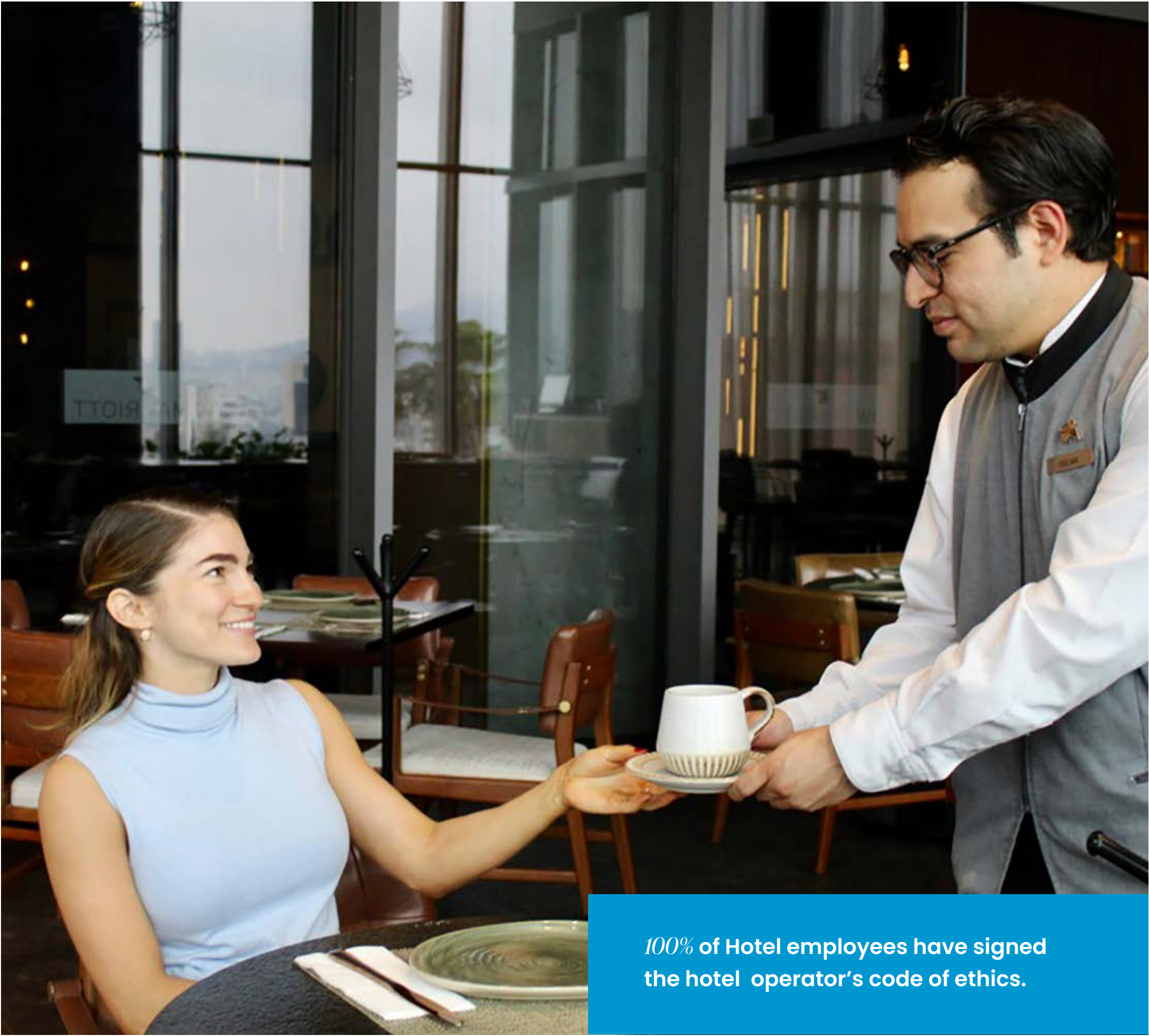
To ensure it is widely distributed and fully accessible, the Code of Ethics is published, along with the through various internal communication channels such as posters, screens and other media, as well as on the company’s website. This broadens its scope and encourages an organizational culture based on integrity and transparency.



Description	Percentage
Members of the governance body who have been informed of the organization’s anticorruption policies and procedures	100%
New employees who have been informed of the organization’s anticorruption policies and procedures	100%
New hotel suppliers who have been informed of the organization’s anticorruption policies and procedures	99%

The Code of Ethics covers the following topics:

- Transparency
- Political activities
- Corruption and bribery
- Discrimination
- Confidentiality
- Conflicts of interest
- Money laundering
- Labor relations
- Reciprocity
- Health and safety
- Legal and regulatory compliance
- Violence
- Harassment
- Professional conduct
- Environment



100% of Hotel employees have signed the hotel operator’s code of ethics.

Policies

(GRI: 2-23)

Fibra Inn establishes all policies and procedures applicable to the Administrator’s employees, suppliers, customers, and any outside party that has a relationship with Fibra Inn, its subsidiaries, and all related companies, regarding the ethical conduct that all of them are expected to adopt, as a group. This gives Fibra Inn the

opportunity to communicate its standards of ethical conduct to its staff, external suppliers, and the general public.

The following are Fibra Inn’s public policies as of the end of 2024:

Name	Goals
Code of Ethics	<ul style="list-style-type: none">Set forth the criteria for employee conduct according to the values of integrity, ethics, and transparency.
Policy on Work–Life Balance	<ul style="list-style-type: none">Define guidelines and practices concerning health, safety, the environment, flexibility, and working conditions in order to improve productivity and efficiency on the job, increase commitment at all levels, prioritize the physical and mental well-being of our employees, and contribute to a positive impact on the community.Ensure that we remain a Great Place to Work.Retain employees and build value for investors.
Stakeholder Communication Policy	<ul style="list-style-type: none">Define and document the stakeholders with whom Fibra Inn must communicate.Define and document the communication channels and frequency with which Fibra Inn will communicate with stakeholders.Promote effective and transparent communication.

Name	Goals
Human Rights Policy	<ul style="list-style-type: none">Commit to promoting, protecting, and respecting human rights principles and guidelines in all our operations and business relationships, considering all those rights contained in the Political Constitution of the United Mexican States, as well as those referred to in international human rights standards signed by the Mexican Government, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights; and the Declaration of the International Labor Organization (ILO) concerning Fundamental Principles and Rights at Work.
Policy on Diversity, Inclusion and Non-discrimination	<ul style="list-style-type: none">Promote an environment of respect and equality of opportunity for minorities without distinction as to age, gender, physical appearance, sexual orientation, race, ethnic or national origin, social conditions, health conditions, religion, marital status, family situation, political affiliation, or other characteristics and preferences that may be a motive for discrimination.
Policy on Environmental, Social and Governance Strategy	<ul style="list-style-type: none">Set minimum environmental, social, and governance guidelines that all suppliers, companies, and related persons must follow when working on projects with the Fibra Inn Trust and Asset Administrator.Establish a commitment to sustainable development through guidelines applicable to all operations carried out by Administradora de Activos Fibra Inn.
Policy on Nomination, Appointment and Compensation for Members of Governance Bodies	<ul style="list-style-type: none">Have clear and formal processes for the nomination, appointment, and compensation of independent members of Fibra Inn’s corporate governance bodies.

Conflicts of interest

(GRI: 2-15)

The Technical Committee works to prevent or mitigate conflicts of interest through the following measures:

- Its Board Member Policy, also known as the Policy on the Nomination, Appointment, and Compensation of Members of the Governance Bodies.
- The signing by independent board members of an independence declaration questionnaire, as well as an annual independence validation.
- Express adherence by board members to the Code of Professional Ethics of the Mexican Stock Exchange Community and the Code of Principles and Best Corporate Practices.
- The Technical Committee, in consultation with the Audit, Corporate Practices and ESG Committee, must approve the policies on transactions with related parties and authorize such transactions involving the companies in which the Trust invests, the Trustor and the Administrator.
- Any transaction with related parties must be approved by a majority vote of the Independent Members of the Technical Committee, with those members who have been appointed by the Trustor, the Administrator or persons related to them abstaining from voting.
- Any acquisition of an asset from a related party requires; (i) the approval of the majority of the members of the Technical Committee, in consultation with the Audit, Corporate Practices and ESG Committee; and (ii) the favorable vote of the majority of the independent members of the Technical Committee.

Data privacy and security

(GRI: 2-23, 418-1)

Safeguarding information related to operations, planning, and financial status is an essential corporate practice. Every day, we ensure that financial, operational, and commercial data are promptly disclosed, in accordance with the communication policies established by the company and in full compliance with the regulations issued by the National Banking and Securities Commission. This disclosure is carried out through the Investor Relations department, using the official digital platform of the Mexican Stock Exchange (EMISNET).

As an additional measure to prevent information loss, system information is backed up externally each day. This practice allows us to recover information immediately in the event of any emergency or system failure. In addition, in 2024, 100% of employees received training on cybersecurity issues, addressing critical aspects such as phishing, smishing, social engineering, among others. This ongoing training ensures that our staff knows how to identify and mitigate potential cyber threats, thereby strengthening our defense against any attempt at intrusion or online fraud.

Description	Amount
Substantiated third-party claims	0
Claims by regulatory authorities	0
Total number of identified cases of leak, theft or loss of client data	0



Risk management

The organization has established procedures to identify, prevent, mitigate, and respond to risk and crisis situations. The Chief Executive Officer is responsible for assessing each situation and developing an appropriate response strategy, in communication, when needed, with the Technical Committee, in turn with the continuous support of the auxiliary committees on an ongoing basis. Furthermore, we monitor operations continuously and remain vigilant for situations in which impact must be minimized.

Our [Risk Management Policy](#) discloses key risks to the organization, including operational risks, risks associated with the hotel industry, debt financing risks, risks related to investment in CBFIs, conflicts of interest, organizational structure, risks associated with the Mexican context, and tax risks. Physical and transition risks related to climate change have also been identified and detailed, and are addressed in the climate

By this comprehensive approach, we proactively manage risks and strengthen resilience.

Sustainable properties

(GRI: 3-3)

97% of the properties in our portfolio have platforms and mandatory programs established by the brands. These tools, together with the protocols applied by the hotel managers and Fibra Inn, allow each manager to pinpoint opportunities where negative environmental impacts can be diminished. These programs encourage guests

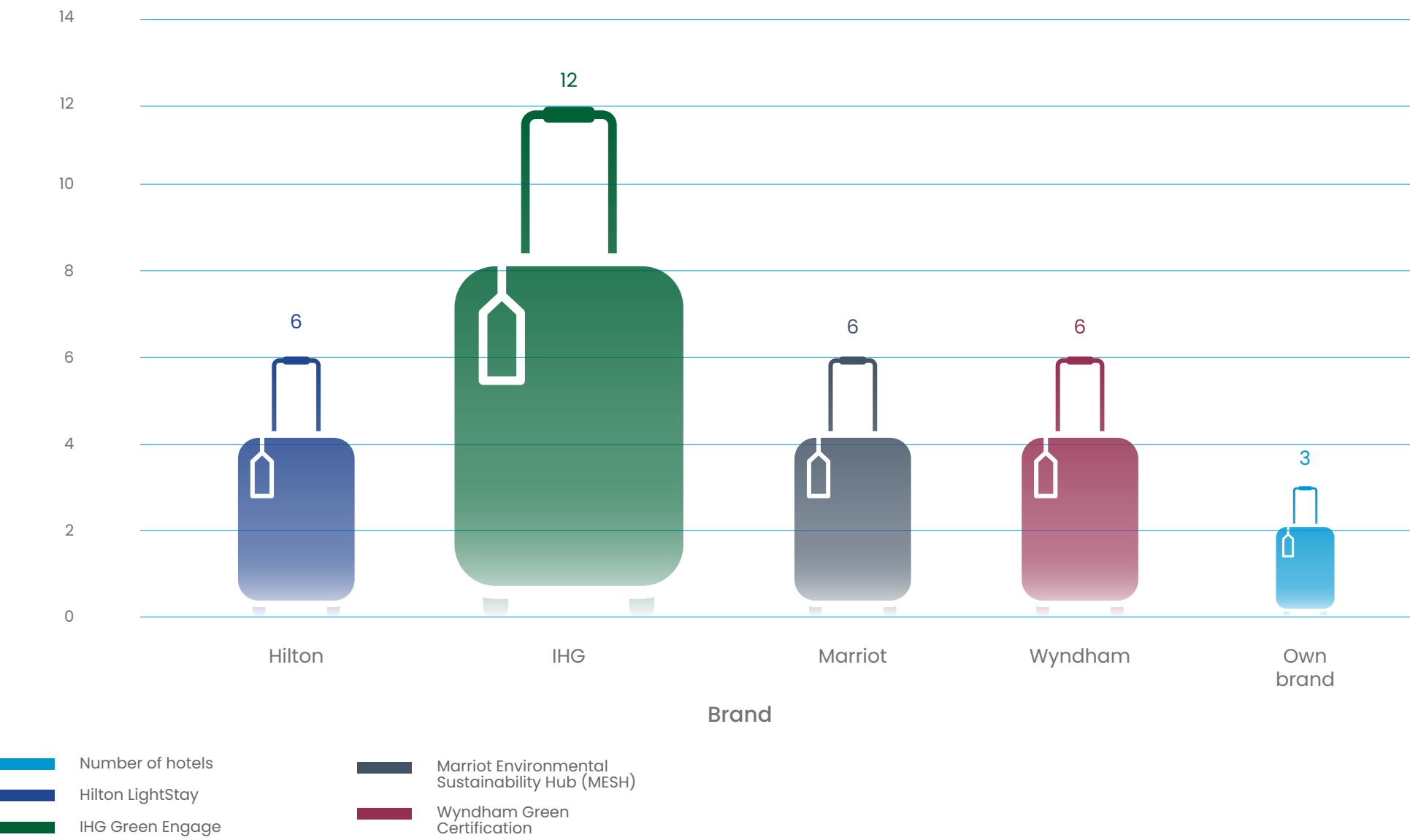
to reuse linens and invite them to request less frequent room cleaning (if desired) in order to promote water and energy savings. In addition, hotel staff is encouraged to take part in volunteer activities, which are selected by each property’s team, considering their context and local needs.

Platforms and programs used in hotels:

- **IHG Green Engage:** Management system to measure and monitor the environmental impact of IHG brand hotels, offering green solutions to reduce energy and water consumption, as well as waste and emissions. IHG hotels can achieve four different certification levels under this program.
- **Hilton LightStay:** This management platform tracks all corporate responsibility program efforts and initiatives, including energy, water, waste, GHG emissions, volunteering, and donations, in order to share performance and results both internally and externally.

- **Marriott Environmental Sustainability Hub (MESH):** A global platform used by Marriott to track progress toward its “Serve 360” reduction goals for energy, emissions, and water, enabling monitoring and automatic reporting.
- **Wyndham Green Certification:** Consisting of five levels addressing areas such as energy efficiency, water efficiency, waste management, and environmental awareness. Under this program, guests are invited to make their stay at Wyndham hotels more sustainable by opting for linen reuse.

Use of platforms



City park Tenochtitán
Guadalupe, Nuevo León

Environment

"Being part of Fibra Inn means growing together, pushing each project forward through cooperation, excellence and a shared vision of creating sustainable value in our industry."

Sergio Martinez
Director of Asset Management,
Investor Relations and ESG



Emissions management and climate change

(GRI: 3-3)

Climate governance

(GRI: 201-2)
(SASB: IF-RE-450a.2)

Fibra Inn is well aware of how climate change may impact its business model and, for the past three years, it has been actively working to understand how its properties could be affected.

In 2020, we conducted a preliminary physical climate change risk assessment for two properties: the Holiday Inn Monterrey and the Wyndham Garden Playa del Carmen. This analysis focused on current and future climate risk exposure levels, projected for 2030, 2050, and 2100, under low, moderate, and high emission scenarios.

In 2022, Fibra Inn conducted a diagnostic to identify areas of opportunity aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The results of this diagnostic prompted the implementation, beginning in 2023, of a comprehensive assessment of physical and transition risks, as well as their potential financial impacts.

The results of these assessments have been reviewed and validated by the General Management and the Audit, Practices and ESG Committee, which are the highest ESG governance bodies in the organization. This process reflects Fibra Inn’s commitment to proactive climate risk management and transparent disclosure of material information.

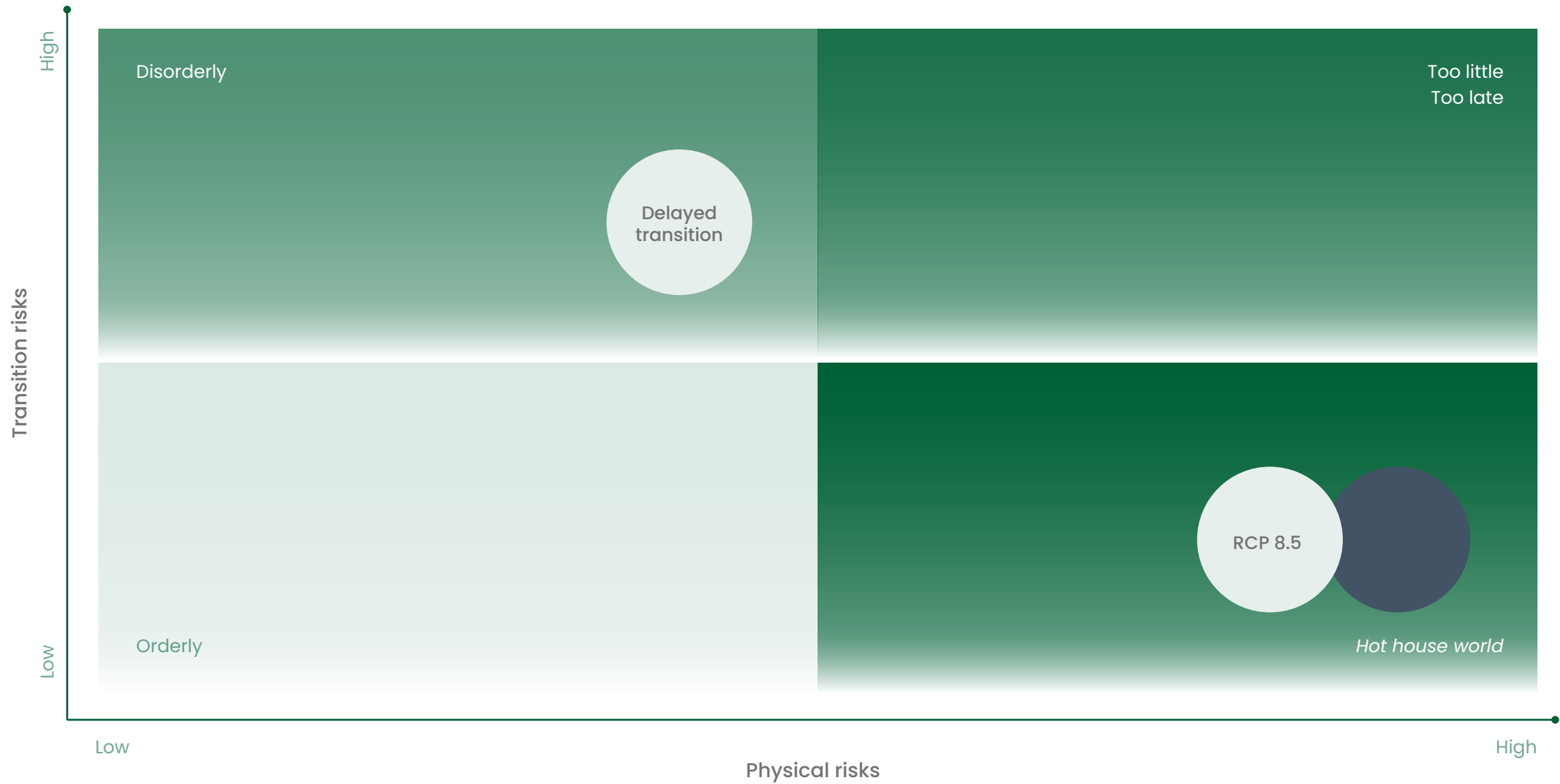


The identification of physical risks covered 85% of the properties in operation.

Physical and transition risk assessment

To assess physical and transition risks, we selected from the scenarios developed by the Network for Greening the Financial System (NGFS), along with three representative concentration pathways (RCPs) from the Intergovernmental Panel on Climate Change (IPCC) to identify physical risks. The following matrix shows the scenarios and their risk levels.

Scenarios selected for the assessment of physical and transition risks



Delayed transition: Assumes annual emissions do not decline until 2030. Strong policies are needed to limit warming to below 2°C. CO₂ removal is limited.

Net Zero 2050: limits global warming to 1.5°C through stringent climate policies and innovation, reaching global net zero CO₂ emissions around 2050.

RCP8.5: Assumes that public policies and society are ineffective in mitigating emissions. Expected high concentrations of GHGs in the atmosphere.

Current policies: Assumes that current policies remain in place, leading to more physical risks.

Physical risks

Ten relevant sites were identified as the location of key properties based on their performance. These sites are found in eight states in Mexico and are home to 28 of our 33 properties in operation. Acute and chronic physical risks to these sites were identified for the years 2030 (short term), 2050 (medium term), and 2070 (long term) under three IPCC RPC scenarios.

- Low-emission scenario (RCP2.6): Strong, globally aligned mitigation efforts where the global average temperature remains below 2°C.
- Moderate-emission scenario (RCP4.5): Some mitigation efforts (warming of 2.5 to 3°C by 2100) where climate goals and current policies are met.
- High-emission scenario (RCP8.5): No climate action, aligned with a global average increase of more than 4°C by 2100.

Physical risk identification process

1. Scenarios considered for identifying physical risks:

- Low-emission scenario (RCP2.6)
- Moderate-emission scenario (RCP2.6)
- High- emission scenario (RCP8.6)

2. Time horizons

- Short term: 2030
- Medium term: 2050
- Long term: 2070

3. Definition of sites

- Selection of 10 key sites based on revenues, resulting in 28 properties.

4. Physical risks identified

- Average temperature and number of hot days
- Longer drought periods
- Water stress
- Heavy rainfall
- Extreme fire days and length of fire season
- Humidity and wind
- Intensity and frequency of extreme rainfall
- Intensity and frequency of hurricanes
- Sea level rise and storm surges.



Sites and hotels included in the identification of physical risks

Site 1: Monterrey, Nuevo León	Distance from the center of the site (kilometers)
Westin Monterrey Valle	0
JW Marriott Monterrey Arboleda	1.04
Holiday Inn Monterrey Valle	2.6
Hampton Inn Monterrey Galerías	2.1
Wyndham Garden Monterrey Valle Real	3.32
Site 2: Apodaca, Nuevo León	
Holiday Inn Express Monterrey Aeropuerto	0
Crowne Plaza Monterrey Aeropuerto	0.1
Site 3: Zapopan Jalisco	
Wyndham Garden Guadalajara	0
AC Hotels by Marriott Guadalajara Expo	7.03
Staybridge Suites Guadalajara Expo	7.03
Site 4: Toluca, Mexico State	
Holiday Inn Express Toluca Aeropuerto	0
Holiday Inn Express Toluca	7.3
Microtel Inn & Suites by Wyndham Toluca	0.6
Site 5: Saltillo, Coahuila	
Hampton Inn Saltillo	0
Courtyard by Marriott Saltillo	3.4
Holiday Inn Express Saltillo	0



Site 6: Reynosa, Tamaulipas	Distance from the center of the site (kilometers)
Hampton Inn Reynosa Zona Industrial	0
Holiday Inn Reynosa Industrial Poniente	0.01
Site 7: Puebla, Puebla	
Marriott Puebla Mesón del Ángel	0
Holiday Inn Puebla La Noria	6.4
Site 8: Playa del Carmen, Quintana Roo	
Wyndham Garden Playa del Carmen	0
Site 9: Ciudad Juárez, Chihuahua	
Holiday Inn Express Juárez	0
Holiday Inn Ciudad Juárez	1.87
Microtel Inn & Suites by Wyndham Ciudad Juárez	0.1
Site 10: Chihuahua, Chihuahua	
Courtyard by Marriott Chihuahua	0
Microtel Inn & Suites by Wyndham Chihuahua	4.91
Hampton Inn Chihuahua	3.72
Casa Grande Chihuahua	3.46



Crowne Plaza Monterrey Aeropuerto
Apodaca, Nuevo León

Summary of identified physical risks:

Temperatures are expected to rise steadily, droughts are projected to become more intense, and water shortages are expected to worsen in a country already dealing with water stress. Each of these climate risks has the potential to impact Mexico’s tourism industry.

Heat waves:

Heat waves can deter visits, increase energy costs in hotels, and lead to forest fires and water shortages.

Droughts and water stress:

Water shortages will affect guests. Rising food prices and possible closures of water activities may discourage travelers.

Fires:

Forest fires may force the cancellation of visits.

Extreme rain:

The impacts of extreme rainfall and flooding include a decline in travel, supply chain disruptions, and damage to local assets and infrastructure.

Sea level rise and storm surges:

Extreme sea level rise and storm surges can affect transportation operations and logistics, cause supply chain disruptions, and directly damage hotels.

Hurricanes:

Hurricanes can damage property and infrastructure, increase insurance premiums, and result in travel plan cancellations. Rebuilding efforts after a hurricane can disrupt traveler decisions for an extended period.



Holiday Inn Express Saltillo
Saltillo, Coahuila

Scenario analysis summary

	Change: Low-emission scenario				Change: Moderate-emission scenario			Change: High-emission scenario		
	Historic	2030	2050	2070	2030	2050	2070	2030	2050	2070
Extreme heat	The average annual temperature ranges from 16 to 27°C, with 17 to 185 hot days. Northeastern and eastern Mexico are the most exposed areas.	Increase of 1°C and 29 hot days. Northeastern and eastern Mexico are the most exposed areas.	Increase of up to 1.4°C and 42 hot days. Northeast Mexico is the most exposed.	Increase of up to 1.5°C and 48 hot days. Northeast Mexico is the most exposed.	Increase of up to 1°C and 31 hot days. Northeast and eastern Mexico are the most exposed.	Increase of up to 1.8°C and 54 hot days. Northeastern Mexico is the most exposed.	Increase of up to 2.4°C and 69 hot days. Northeastern Mexico is the most exposed.	Increase of up to 1.2°C and 35 hot days. Northeastern and eastern Mexico are the most exposed.	Increase of 2.3°C and 67 hot days. Northeastern Mexico is the most exposed.	Increase of up to 3.7°C and 93 hot days. Northeastern Mexico is the most exposed.
Longer drought period	The longest drought period varies from 22 to 49 days, with Guadalajara and northern Mexico most exposed.	Increase of up to 3 additional days. Greatest increase for Ciudad Juárez.	Changes between 1 and +2 days. Greatest increases for Reynosa and Playa del Carmen.	Increase of up to 2 additional days. Greatest increase for Ciudad Juárez.	Changes between 1 day and +2 additional days. Greatest increase for Reynosa.	Increase of between 1 and 5 additional days. Greatest increase for Ciudad Juárez.	Increase of between 2 and 9 days. Greatest increase for Ciudad Juárez and Guadalajara.	Increase of up to 3 days. Greatest increase for Ciudad Juárez.	Increase of between 2 and 5 days. Greatest increase for Guadalajara and Reynosa.	Increase of between 4 and 11 days. Greatest increase for Guadalajara and Chihuahua.
Water stress	All cities except Playa del Carmen are exposed to high water stress.	Increase of up to 2 times. Greatest increases for Reynosa and Puebla.	2040: Up to 2.8 times more. Greatest increase for Reynosa.	N/A	N/A	N/A	N/A	Increase of up to 2 times. Greatest increase for Reynosa.	2040: Increase of up to 2.8 times. Greatest increase for Reynosa.	N/A
Fires	The forest fire season varies from 39 to 135 days per year and extreme fire days from 22 to 39 days. Central Mexico is the most exposed.	N/A	N/A	N/A	N/A	N/A	N/A	Extreme fire days increase by up to 18 days per year and the duration of the fire season by 20 days. The Greatest increase is for northeastern Mexico.	Extreme fire days increase by up to 31 days and the duration of the fire season by 34 days. The Greatest increase is for northeastern Mexico.	Extreme fire days increase by up to 49 days and the duration of the fire season by 54 days. The Greatest increase is for northeastern Mexico.
Extreme rainfall frequency	Extreme rainfall frequency varies from 2 to 19 days per year. Central Mexico is most exposed.	Increase of up to 1 day with Guadalajara and Toluca being the most exposed.	Increase of up to 1 day with Guadalajara and Toluca being the most exposed.	No change projected. Greatest increases for Monterrey and Saltillo.	Increase of up to 1 day. The Greatest increase corresponds to Monterrey and Saltillo.	Increase of up to 1 day with Guadalajara being the most exposed.	Frequency changes by between 1 and +1 day. Reynosa is the most exposed.	Decrease of up to 2 days. Sites around Monterrey and Saltillo are the most exposed.		
Extreme rainfall intensity	Extreme rainfall intensity varies from 31 to 69 mm/day. Central Mexico is the most exposed.	Intensity changes by between -1% and +4%. Playa del Carmen and locations around Monterrey are the most exposed.	Intensity increases by between 2% and 7%. Locations in Monterrey and Saltillo are the most exposed.	Intensity changes by between -1% and 4%. The greatest increases are for Monterrey and Saltillo.	Intensity changes by between -2% and 6%. The greatest increases are for Monterrey and Saltillo.	Intensity changes by between -2% and +5%, with Monterrey and Saltillo being the most exposed.	Increase of up to 7%. Monterrey and Saltillo are the most exposed.	The intensity of extreme rain changes by between 4% and 7%. Areas around Monterrey and Saltillo are the most exposed.		

Economic impact from water stress

We found water stress to be one of the most significant risks based on its possible impact on five properties in Monterrey, Nuevo León. This is one of the most profitable areas of our portfolio, especially considering the growth potential from nearshoring.

By 2050:

- Delayed transition: 0.67% drop in occupancy with an annual loss of MXN 3.5 million.
- Current Policies: 1.7% drop in occupancy with an annual loss of MXN 9.1 million.
- RCP 8.5: 2.8% drop in occupancy with an annual loss of MXN 14.6 million.

By 2100:

- Delayed transition: 0.48% drop in occupancy with an annual loss of MXN 2.5 million.
- Current Policies: 3.73% drop in occupancy with an annual loss of MXN 19.7 million.
- RCP 8.5: 8.35% drop in occupancy with an annual loss of MXN 44.2 million.



Hotel Ex-Hacienda San Xavier
Guanajuato, Guanajuato

Transition risks

In order to assess transition risks, we quantified the risks to which Fibra Inn is exposed, then developed models to determine the financial impact of the selected transition risks (loss of tenants, preference for sustainable tourism, carbon price/emissions trading system) and defined the financial metrics to be evaluated: efficiency ratio (EBITDA), supply ratio, revenue level, operating costs, occupancy rate, scope 1 and 2 emissions, and average daily rate.

1. Mapping of transition risks according to Fibra Inn’s operations and industry

- Analysis of public information and industry trends (technological, financial, market, reputational, and regulatory risk).

2. Scenarios considered to identify transition risks

- Disorderly transition
- Minimal or no transition

3. Time horizons

- Short term: 2030
- Medium term: 2050

4. Prioritization and selection of transition risks

Impact analysis to determine the level of risk. For example:

- Loss of tenants (High)
- Preference for sustainable tourism (High)
- Carbon price/emissions trading system (High)

5. Locations where financial assessment will be carried out

- 5 properties in Monterrey
- 1 property in Playa del Carmen

Summary of transition risks assessed

- **Increase in carbon prices:** In this scenario, Mexico introduces an emissions trading system which extends to the real estate industry. If this occurs, real-estate companies would be subject to certain obligations, such as purchasing carbon credits or offsets for additional emissions, or taking compensation measures if necessary. Possible repercussions on the market and on Fibra Inn.
- **Increased preference for sustainable tourism:** Changes in the expectations of tenants, tourists, and travelers shift preferences toward properties with high energy efficiency, ventilation, and use of renewable energy, in a scenario where there is a desire for an industry that is “more responsible, conscious, and committed” to nature, culture, and local communities.



Economic impact⁹ of selected transition risks to 2050

The economic impact of potential transition risks was assessed for properties in the Monterrey metropolitan area and in Playa del Carmen: the Westin Monterrey Valle, JW Marriott Monterrey Arboleda, Holiday Inn Monterrey Valle, Hampton Inn Monterrey Galerías, Wyndham Garden Monterrey Valle Real, and Wyndham Garden Playa del Carmen.

We calculated the potential increases or reductions in EBITDA if Fibra Inn makes this transition and thus earns travelers’ preference, and if it does not do so, and must therefore carry out compensation activities.

Fibra Inn transitions -> Increase in carbon price

- Current policies: Cumulative increase in EBITDA of 0.9%.
- Delayed transition: Cumulative increase in EBITDA of 8.5%.
- Net Zero: Cumulative increase in EBITDA of 9.2%.

Fibra Inn does not transition -> Increase in preference for sustainable tourism

- Current policies: Cumulative increase in EBITDA of 1.8%.
- Delayed transition: Cumulative increase in EBITDA of 2.1%.
- Net Zero: Cumulative loss in EBITDA of -2.5%.

Fibra Inn’s properties are also subject to the potential risk of damage from natural phenomena or climate change. All of them have current policies covering damage to buildings, contents, and consequential losses, regardless of the event.

⁹This study focuses exclusively on the impacts derived from climatic situations, without considering other macroeconomic shocks of any other nature (e.g., changes in inflation, GDP, unemployment, etc.)

Greenhouse gas (GHG) emissions

To assess and mitigate Fibra Inn’s impact on climate change, the Administrator conducts detailed monitoring and accounting of greenhouse gas (GHG) emissions generated by the properties in its portfolio.

Scope 1: Direct emissions

(GRI: 305-1)

Activity	Source	tCO ₂ e
Power generation	Diesel	59
Food preparation	LP Gas	777
Food preparation	Natural gas	3,624
Employee commuting	Gasoline	460
Total		4,920

Scope 2: Indirect GHG emissions from power generation

(GRI: 305-2)

Activity	Source	tCO ₂ e
Consumption of energy from outside supplier	CFE	12,219
	Visa Energy	810
Total		13,029

Scope 3: Other indirect GHG emissions

(GRI: 305-3)

Activity	Source	tCO ₂ e
Employee commuting	Gasoline	1,012
Business travel	Jet fuel	14
Total		1,026

Source: EPA Simplified GHG Emissions Calculator¹⁰.

¹⁰ The U.S. Environmental Protection Agency (EPA) Simplified Greenhouse Gas Emissions Calculator (“the Calculator”) is a simplified calculation tool designed to help organizations estimate and inventory their annual GHG emissions. All methodologies and default values provided are based on the most recent documents from the Greenhouse Gas Inventory Guide from the Center for Corporate Climate Leadership and the Emission Factor Hub. The Calculator quantifies the direct and indirect emissions from an organization’s sources when activity data is entered into the various sections of the spreadsheet for an annual period.

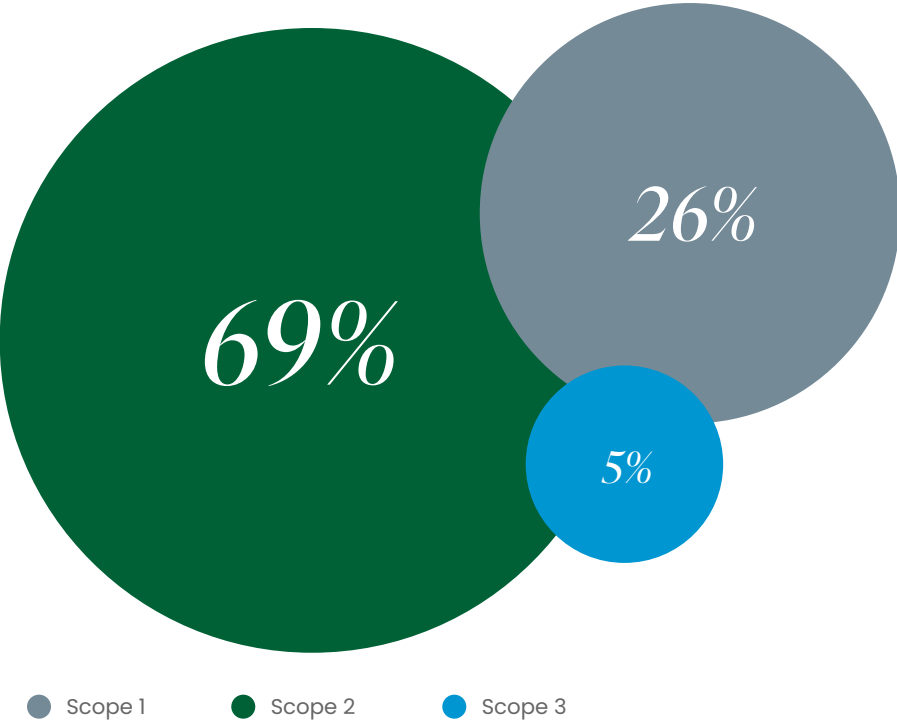


We have a manual for recording fuel, electricity, and water consumption and keeping evidence corresponding to each of these. The maintenance managers of each property participate in this process and also collaborate by entering these records on each brand's platform.

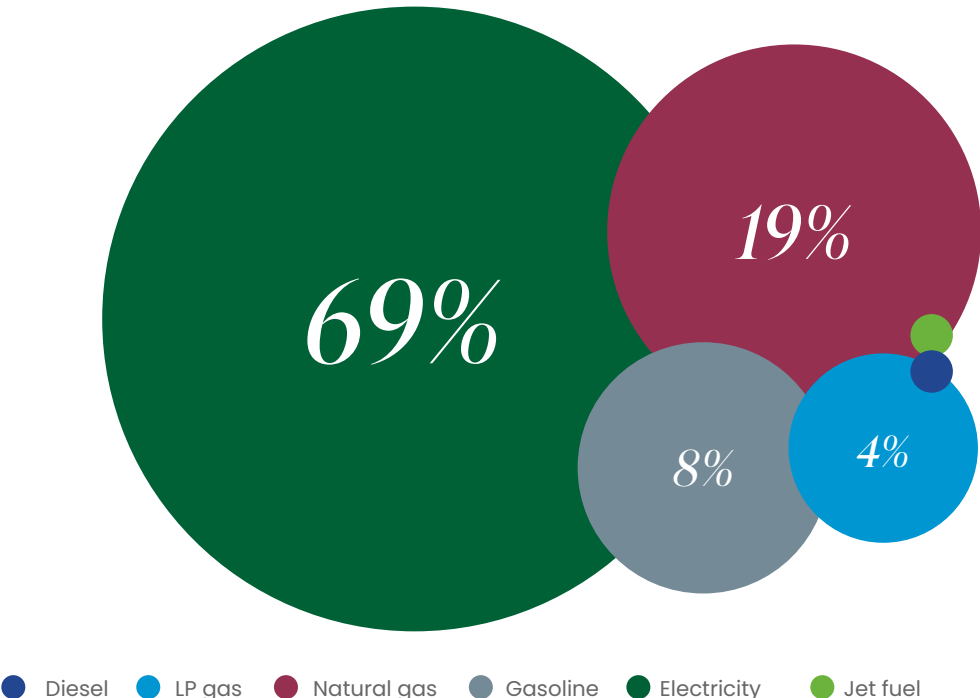
Greenhouse gas emissions are calculated based on the Greenhouse Gas Protocol Revised Edition and the Science Based Targets Initiative (SBTi) document, SBTi Criteria and Recommendations TW-INF-002 Version 5.0 October 2021 (SBTi Criteria 2021), which are incorporated into Fibra Inn's procedure.

As part of our strategy to avoid or reduce GHG emissions, we conduct inspections and preventive maintenance to keep equipment in optimal operating conditions, including air conditioning, boilers, ovens, etc., keeping them efficient and extending their useful life. This approach saves on fuel consumption and thus helps control direct emissions from operations.

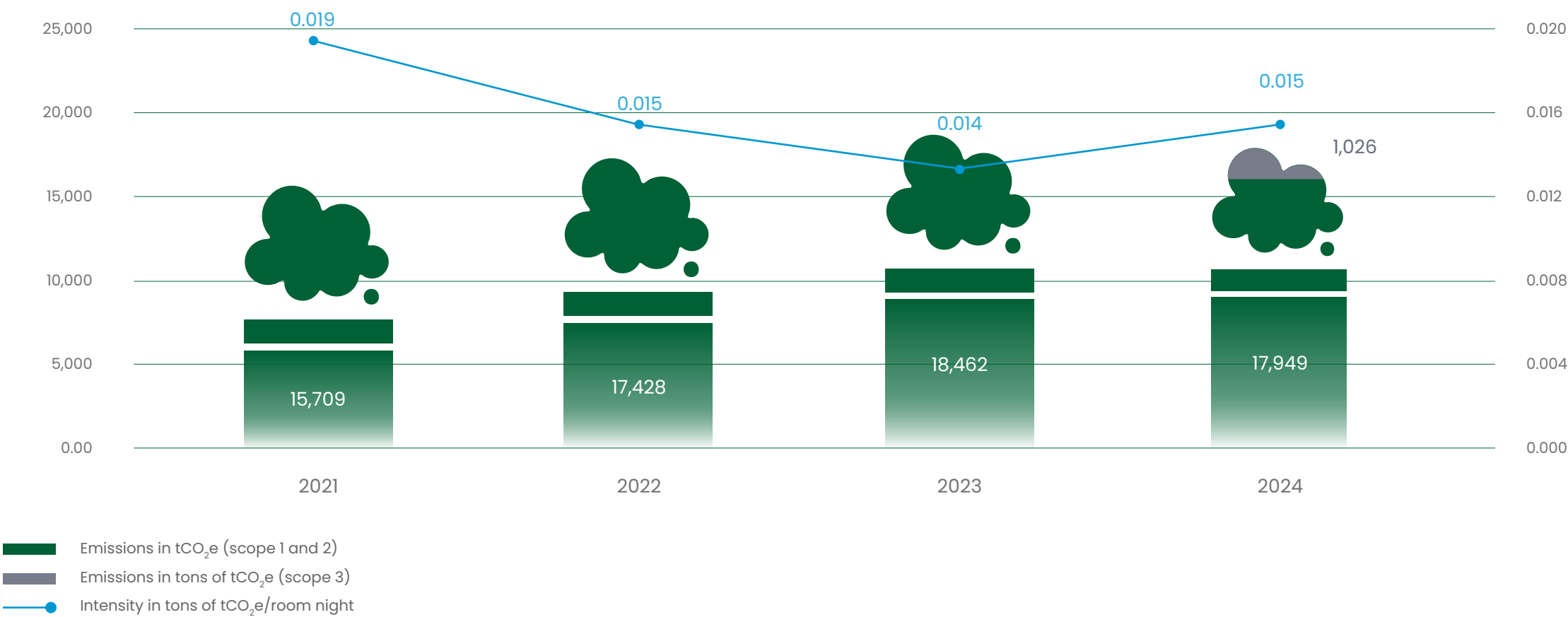
Representation of scope 1, 2, and 3



Emission sources



Comparison of scope 1, 2, and 3 GHG emissions



In 2024, total GHG emissions increased by 3% over the previous year. This growth was due mainly to the inclusion of scope 3 emissions for the first time, covering business travel and employee commuting. The incorporation of this scope reflects a more comprehensive and transparent approach to measuring the organization's carbon footprint, in line with international standards and best practices in emissions management. Although this increase poses a challenge, it also demonstrates the company's commitment to identifying and managing all sources of emissions, including indirect ones, in order to move towards a more sustainable operation.

At the same time, emission intensity rose by 4% compared to 2023. This was due to the inclusion of scope 3 and a 1% drop in room occupancy from 2023, which contributed to an increase in resource intensity. This change reflects lower utilization of installed capacity, which directly impacts operational efficiency and indicators. This result underscores the importance of implementing strategies that optimize occupancy while improving resource management to reduce intensity in the future.

Toward the goal of reducing greenhouse gas emission intensity (kg CO2e/room night) by 64% from 2022 to 2030, if we count only scope 1 and 2 emissions, a 3.8% reduction was achieved in 2024.



GHG emissions

(GRI: 305–4)

GHG emissions	Emissions (TCO ₂ eq)
Scope 1	4,920
Scope 2	13,029
Scope 3	1,026
Total	18,975
Intensity (Kg CO ₂ eq/Room night)	0.015

In calculating scope 1 emissions, emissions generated by refrigerant gases are excluded, as their quantity is considered immaterial. For scope 2, emissions derived from energy consumption from external suppliers are accounted for. Scope 3 includes emissions associated with employee travel (from transportation applications) and business travel (mainly flights). These calculations cover 100% of the rooms in operation, which is 93.5% of the total rooms in the portfolio, ensuring broad and representative coverage of the organization's operations.

Energy management¹¹

(GRI: 3-3)
(SASB: IF-RE-130a.3, IF-RE-130a.5, IF-RE-130a.5)

Energy management is key to efficient and consequently profitable operations. High temperatures and an increase in hotter and drier days are risks that Fibra Inn will face as a result of climate change. This, coupled with rising energy costs, will require the company to work closely with its operators to save energy.

Hotel employees are constantly being trained in energy-saving practices so they can take steps every day to reduce the environmental impact of the property where they work. This training is promoted by the associated brands, which establish specific standards for the efficiency and durability of electrical equipment installed in rooms, kitchens, fitness centers, and other common areas.

The maintenance manager is responsible for environmental management at each hotel, following each brand’s processes and recommendations on energy savings.

For example, managers receive training from outside specialists on how to correctly interpret their electrical bills, promoting energy efficiency through accurate annual expense projections.

A key aspect of the process is raising awareness about monitoring the energy consumption of air conditioners, especially when guests leave their rooms. The maintenance team, in partnership with the housekeeping teams, works to raise awareness among staff and ensure that air conditioners are turned off immediately when rooms are vacated.

Hotel operators also collaborate closely to report deficiencies in the facilities, and the maintenance team, which is responsible for on-site monitoring, reports any findings to the relevant areas of the organization for approval and recording.

One of the measures taken to reduce energy consumption is that maintenance staff conduct daily rounds to identify equipment anomalies and ensure that lights are turned off in areas without motion sensors. In addition, when occupancy allows, unoccupied sections of the property are turned off and rooms are strategically assigned to optimize resources.

¹¹ The scope of the calculations covers 100% of the rooms in operation, which represent 93.5% of the rooms in the portfolio.



Energy consumption within the organization

(GRI: 302-1, 302-3)
(SASB: IF-RE-130a.2)

Energy source	Consumption (GJ)
Diesel	790
LP gas	12,300
Natural gas	64,541
Gasoline	6,385
Electricity	105,642
Total	189,658
Energy intensity (GJ/room night)	0.150

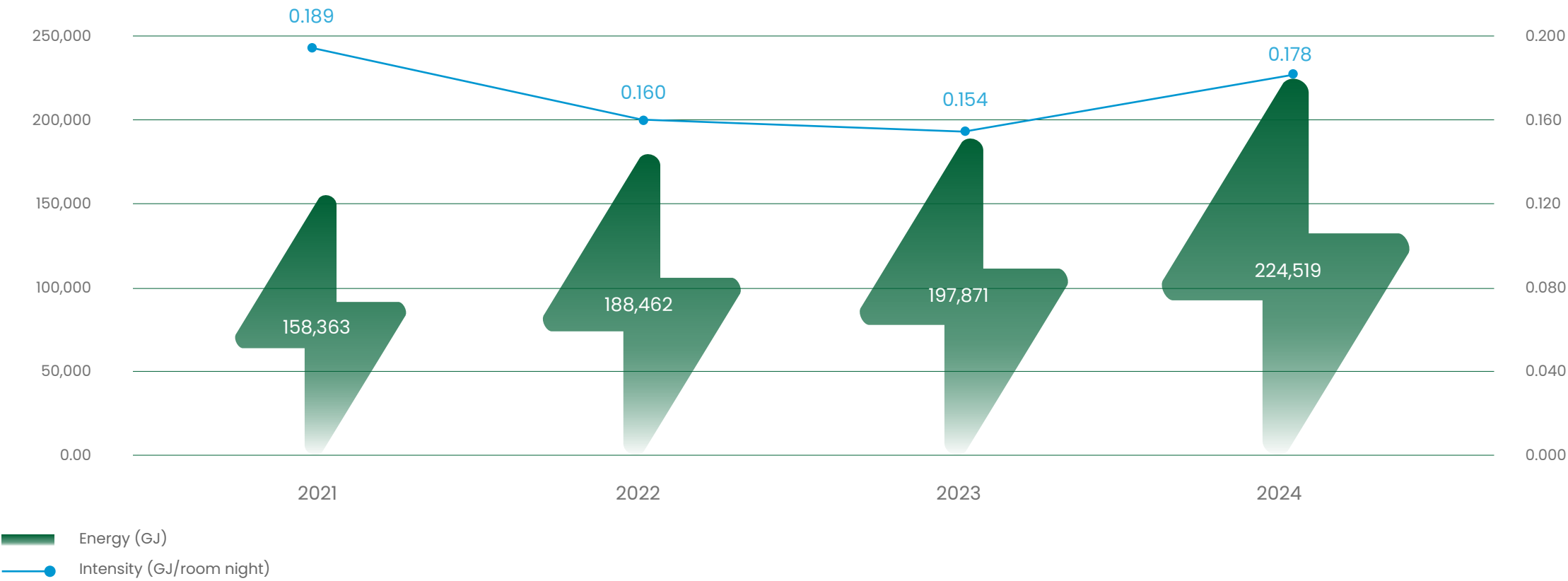
Energy consumption outside of the organization

(GRI: 302-2)

Energy source	Consumption (GJ)
Gasoline	14,391
Jet fuel	20,469
Total	34,860
Energy intensity (GJ/room night)	0.028



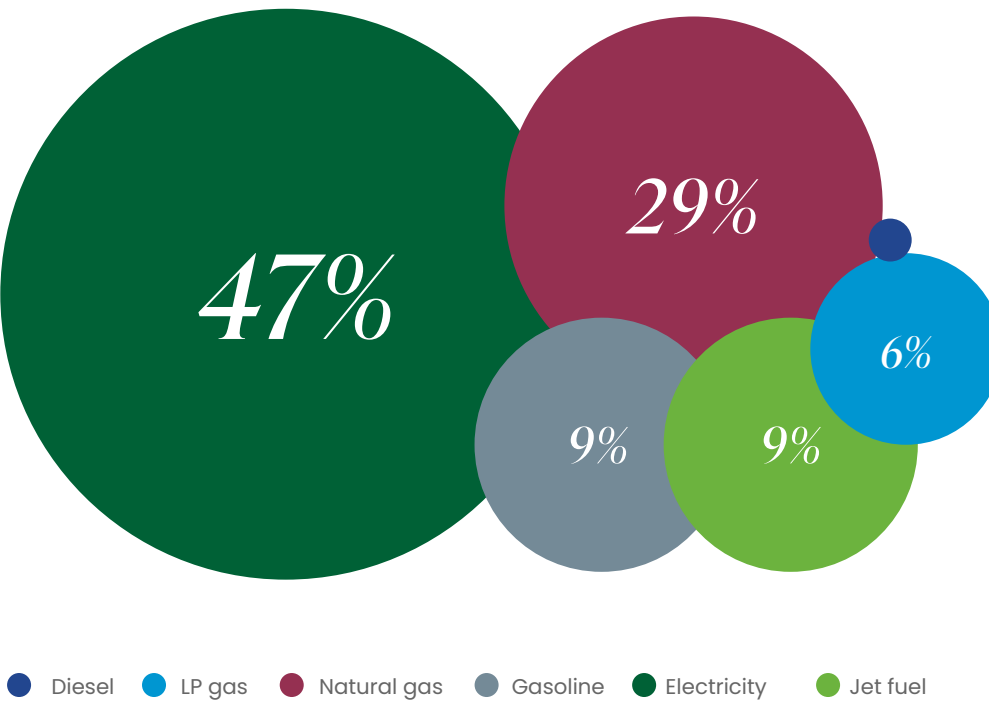
Trend in energy consumption and ratio to annual occupancy



In 2024, energy consumption at Fibra Inn increased 12% over the previous year. This was due mainly to the inclusion of energy consumption outside the organization. Although this growth reflects the scalability of the business, it also tells us that we need to implement more robust energy efficiency and sustainability measures to mitigate environmental impact and optimize energy use in relation to the scale of operations. We are determined to face this challenge by continuously improving our resource management and reducing our environmental footprint.

In addition, energy intensity increased by 13% compared to 2023, also due to the inclusion of energy consumption outside the organization, along with a 1% decrease in room occupancy compared to 2023. This decline in occupancy resulted in greater resource use and lower utilization of installed capacity, affecting operational efficiency and indicators. This result highlights the need to implement strategies that optimize occupancy and improve resource management to reduce energy intensity in the future.

Proportion of energy sources used



Water stewardship¹²

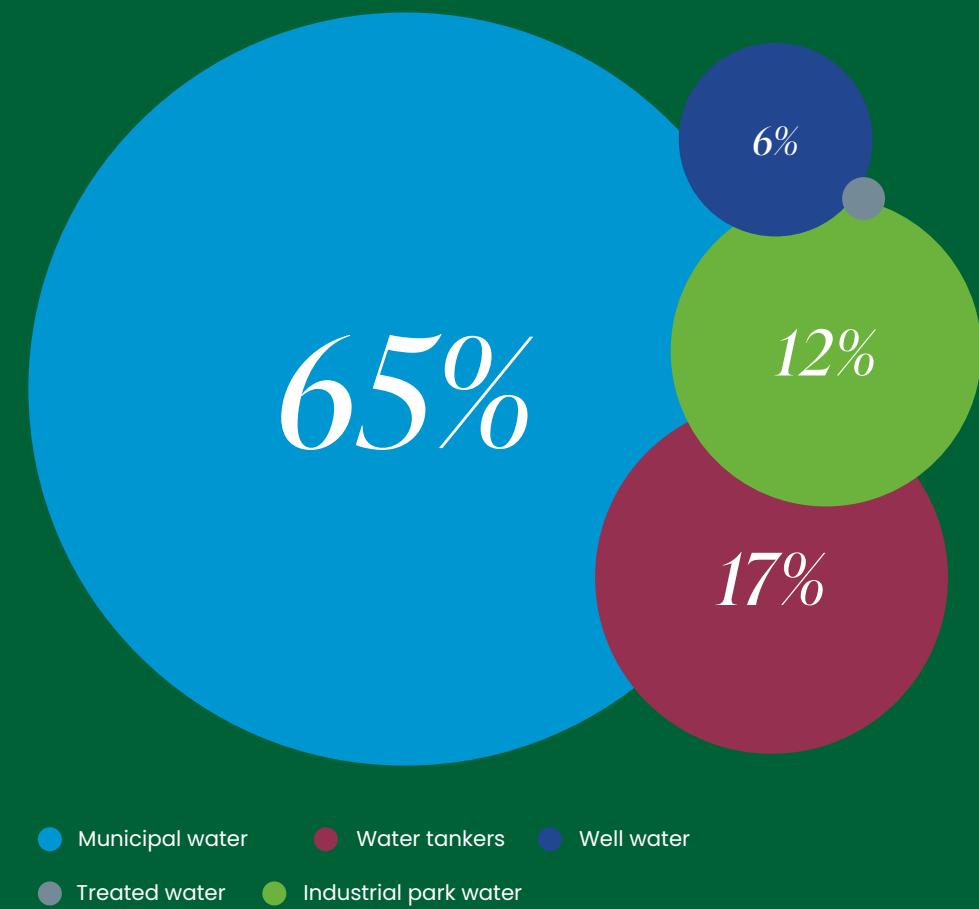
(GRI: 3-3)
(SASB: IF-RE-140a.2, IF-RE-140a.4)

Interaction with water

(GRI: 303-1)

The Administrator interacts with water in two ways. First, in the sanitary facilities of its corporate offices, where the water is supplied by Servicios de Agua y Drenaje de Monterrey. Second, through consumption in its properties, which use municipal water, water tankers, wells, treated water, and industrial park water that is subsequently treated by the hotels.

Water by source



¹² The scope of the calculations covers 100% of the rooms in operation, which is 93.5% of the rooms in the portfolio.



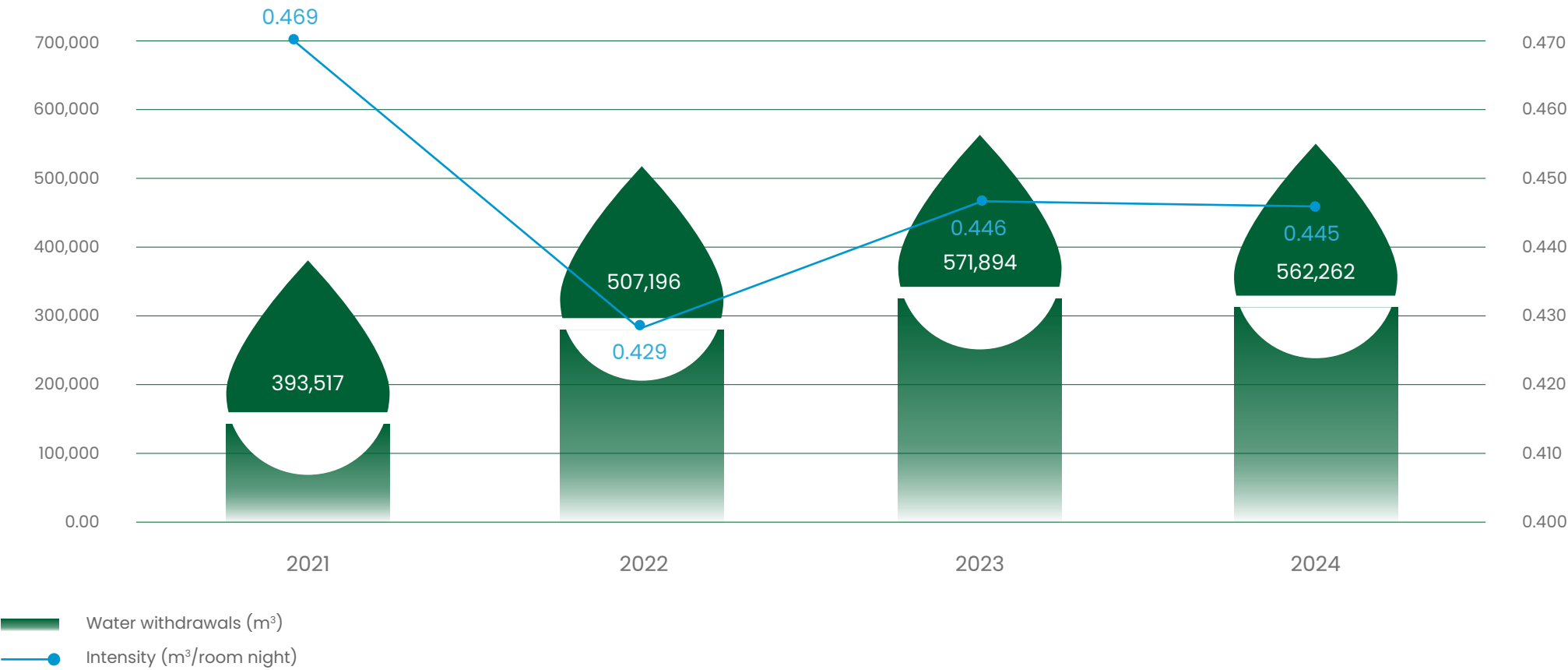
Water withdrawals

(GRI: 303-3)

Water is an essential resource currently under serious threat from overexploitation and pollution. If it is not managed and consumed in a conscious and responsible manner, its scarcity is expected to worsen in the coming decades. For this reason, Fibra Inn carries out monthly monitoring of the withdrawal of this vital resource. The following is the water withdrawal report for 2024 for our portfolio.

Type of water	Consumption (m³)
Water from suppliers	526,387
Ground water	35,875
Total	562,262
Intensity (m³/room night)	0.445

Water withdrawals and intensity per year



In 2024, Fibra Inn reduced its water withdrawals by 1.7% and water consumption intensity by 0.3% compared to the previous year. Although this is modest progress, we remain committed to further

improving water stewardship to reduce our environmental impact and strengthen our responsibility in the use of natural resources.

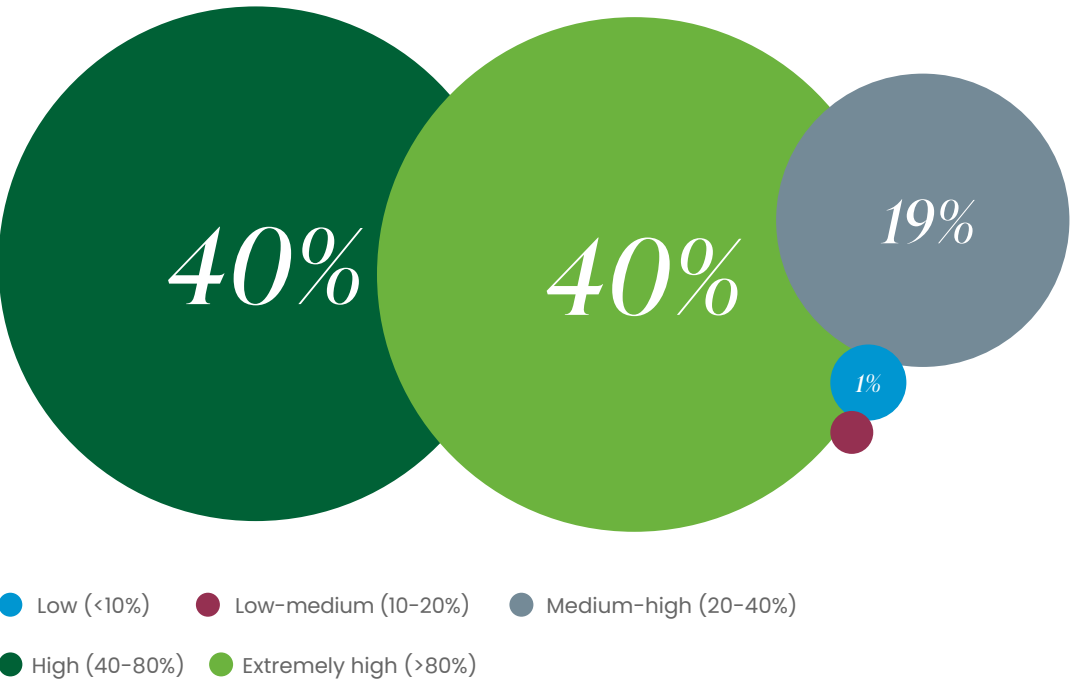
Water stress

(SASB: IF-RE-140a.1)

Among the physical risks we face related to climate change is our portfolio’s exposure to water stress

Clearly we need to comprehensively manage water use at all properties. We also identified our water withdrawals from areas of low, medium-high, high, and extremely high water stress, with the support of the World Resources Institute’s (WRI) publicly available Aqueduct tool, complementing the information for the entire portfolio.

Water consumption by region and degree of water stress



To reduce the impacts of water stress, operators continuously train their staff in water-saving practices, encouraging them to take daily action to reduce environmental impact at each property.

The maintenance manager is responsible for overseeing environmental management at each hotel, ensuring that brand guidelines and recommendations are followed to promote water conservation. Wyndham hotels have internal certifications that promote the use of aerators in showers and sinks, which helps reduce water consumption.

As a preventive measure, each week internal committees meet to evaluate water consumption and decide on the actions necessary to optimize the use of this resource. In these reviews, possible water leaks and other problems that could affect the facilities are also inspected.

Brand standards are strictly followed for the installation of plumbing equipment, such as showers, sinks, toilets, and washing machines, adjusted to minimum flows that ensure efficiency in consumption without compromising guest comfort. This compliance is verified on a regular basis by Fibra Inn, operators, and brands.

Similarly, maintenance managers keep a monthly record of the municipal fresh water, tanker truck water, well water, treated wastewater, and industrial park water consumption. Based on historical readings from previous years, they develop water-saving

initiatives for subsequent years. Among these initiatives are projects for the reuse of laundry water, which is used for watering gardens, avoiding the use of public water.

In addition, operational staff receive ongoing training, and notices are posted in work areas to raise awareness of the importance of water conservation. Water stewardship programs are tailored to the specific needs and contexts of each property.

In some hotels, such as the Hampton Monterrey Galerías and the Wyndham Garden Monterrey Valle Real, watering of green areas has been suspended and replaced with paving and low-water-use plants. However, at the Hampton Inn Chihuahua, watering of green areas is maintained thanks to the availability of treated water from a municipal line implemented at the end of 2022.

The Holiday Inn Puebla La Noria hotel participates in the International Environmental Protection Program called Conserving for Tomorrow. This program offers guests the option to decline daily washing of linens when staying for several nights.

Additionally, the Marriott Puebla Mesón del Ángel hotel has a wastewater treatment plant (WWTP), whose total efficiency based on Chemical Oxygen Demand (COD) removal is over 83%.



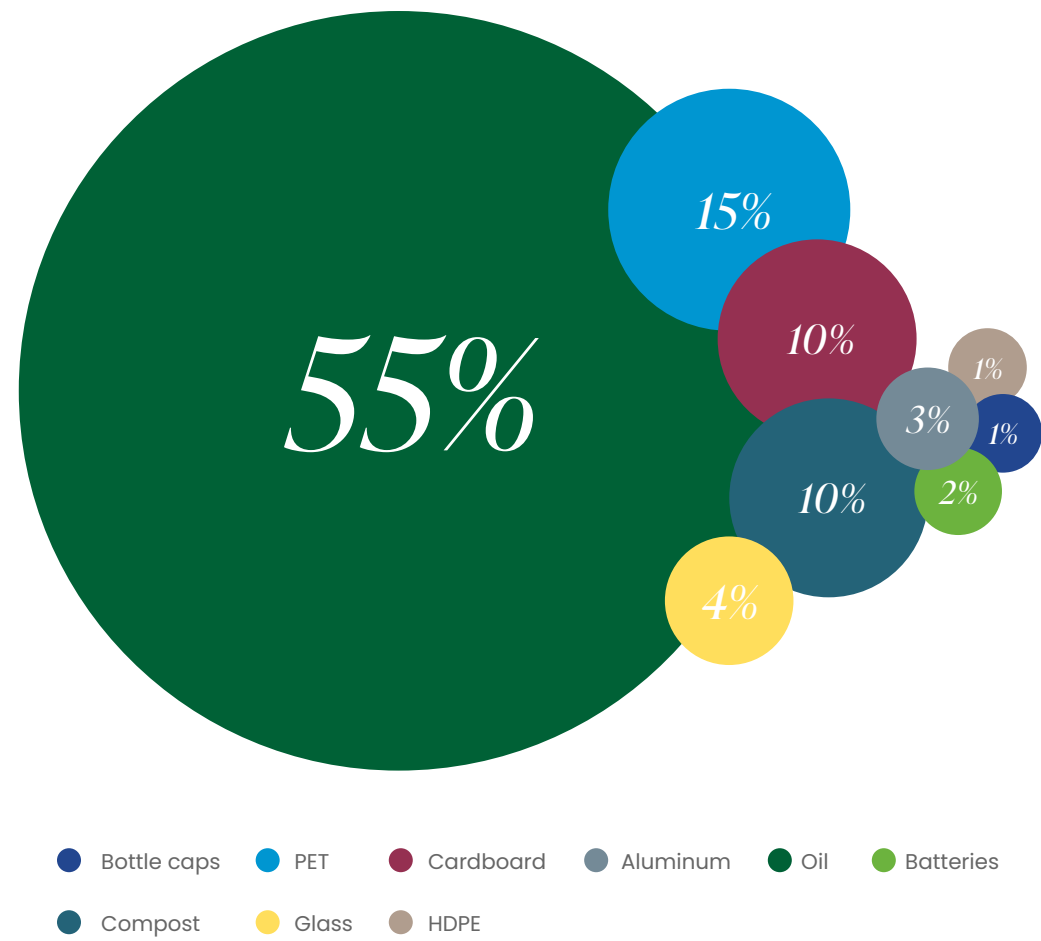
Waste management

(GRI: 3-3, 306-3, 306-4, 306-5)

In keeping with good operating practices, waste separation is encouraged within our properties and waste management plans are followed, complying with applicable regulations.

Fibra Inn continues to work on improving the quality of the information provided on waste. This year, 70% of the properties participated in the registration of their waste destined for landfills, totaling 1,750 metric tons. At the same time, 39% of the hotels carry out some type of recycling, totaling 6.6 metric tons.

Type of recycling



JW Marriott Monterrey Arboleda
San Pedro Garza García, Nuevo León

Natural capital

(GRI: 3-3, 304-1, 304-2, 304-3)

“ Fibra Inn recognizes the connections between natural capital and business and is aware of the way each of these can influence the other.

To assess these effects, we have identified the protected natural areas (PNAs) closest to each of the hotels based on documentation from the National Commission for Protected Areas (CONANP) and web mapping tools that have provided an approximate linear distance from these PNAs. As shown in the table below, the property that lies closest to such an area is the Hampton Inn Reynosa Zona Industrial, 8 kilometers from the Rio Grande, compared to an average distance of 66 kilometers.

Distance from the closest protected natural area¹³

Hotel	Type of natural area	Closest protected natural area	Approximate distance from PNA
Hampton Inn Reynosa Zona Industrial	Natural Monument	Río Bravo	8
Holiday Inn Reynosa Industrial Poniente	Natural Monument	Río Bravo	8
Hotel Ex-Hacienda San Xavier	Area of protected flora and fauna (land portion)	Cuenca de la Esperanza	9
Hampton Inn Querétaro	National Park	El Cimatario	10
Holiday Inn Express Toluca	Area of protected flora and fauna (land portion)	Nevado de Toluca	12
Hampton Inn Monterrey Galerías	National Park	Cumbres de Monterrey National Park	13
JW Marriott Monterrey Arboleda	National Park	Cumbres de Monterrey National Park	13
Wyndham Garden Monterrey Valle Real	National Park	Cumbres de Monterrey National Park	13
Westin Monterrey Valle	National Park	Cumbres de Monterrey National Park	13
Holiday Inn Monterrey Valle	National Park	Cumbres de Monterrey National Park	13
Wyndham Garden Guadalajara	Area of protected flora and fauna (land portion)	La Primavera Forest	17

Hotel	Type of natural area	Closest protected natural area	Approximate distance from PNA
Microtel Inn & Suites by Wyndham Toluca	Area of protected flora and fauna (land portion)	Nevado de Toluca	18
Holiday Inn Express Toluca Aeropuerto	Area of protected flora and fauna (land portion)	Nevado de Toluca	20
Wyndham Garden Playa del Carmen	Area of protected flora and fauna (sea portion)	Cozumel reefs	21
Crowne Plaza Monterrey Aeropuerto	Natural Monument	Cerro de la Silla	21
Holiday Inn Express Monterrey Aeropuerto	Natural Monument	Cerro de la Silla	21
AC Hotels by Marriott Guadalajara Expo	Area of protected flora and fauna (land portion)	La Primavera Forest	22
Staybridge Suites Guadalajara Expo	Area of protected flora and fauna (land portion)	La Primavera Forest	23
Holiday Inn Ciudad Juárez	Area of protected flora and fauna (land portion)	Samalayuca Dunes	25
Courtyard by Marriott Saltillo	Area of protected flora and fauna (land portion)	CANR 026 Bajo Río San Juan	25
Hampton Inn Saltillo	Area of protected flora and fauna (land portion)	CANR 026 Bajo Río San Juan	25
Holiday Inn Express Saltillo	Area of protected flora and fauna (land portion)	CANR 026 Bajo Río San Juan	25
Microtel Inn & Suites by Wyndham Ciudad Juárez	Area of protected flora and fauna (land portion)	Samalayuca Dunes	40
Holiday Inn Express Juárez	Area of protected flora and fauna (land portion)	Samalayuca Dunes	40
Marriott Puebla Mesón del Ángel	National Park	Itztaccíhuatl-Popocatepetl	50
Holiday Inn Puebla La Noria	National Park	Itztaccíhuatl-Popocatepetl	50


Hotel	Type of natural area	Closest protected natural area	Approximate distance from PNA
Courtyard by Marriott Chihuahua	Area of protected flora and fauna (land portion)	Samalayuca Dunes	78
Holiday Inn Tampico Altamira	Biosphere reserve	Sierra de Tamaulipas	83
Hampton Inn Hermosillo	Area of protected flora and fauna (land portion)	Bavispe	250
Microtel Inn & Suites by Wyndham Chihuahua	Area of protected flora and fauna (land portion)	Samalayuca Dunes	290

Hotel	Type of natural area	Closest protected natural area	Approximate distance from PNA
Hampton Inn Chihuahua	Area of protected flora and fauna (land portion)	Samalayuca Dunes	290
Casa Grande Chihuahua	Area of protected flora and fauna (land portion)	Samalayuca Dunes	290
Casa Grande Delicias	Area of protected flora and fauna (land portion)	Samalayuca Dunes	353

¹³ Source: CONANP, January 2023.



Hotel Ex-Hacienda San Xavier
Guanajuato, Guanajuato

A group of approximately 12 hotel staff members, including chefs and service staff, are posed in a kitchen or dining area. They are wearing black uniforms, some with aprons and hats. The background features a modern kitchen with hanging copper pots and framed artwork on the wall.

Westin Monterrey Valle
San Pedro Garza García,
Nuevo León

Social

"Fibra Inn has a culture of respect, inclusion, and collaboration, fostering a healthy work environment and the continuous advancement of its employees. This approach strengthens trust, commitment, and the long-term success of the company."

Dafne Galván
Head of ESG



Talent management

(GRI: 3-3, 2-7)

Fibra Inn has a highly competent team¹⁴ committed to the organization’s goals, which has been built through our continuous effort to provide a healthy work environment that promotes a good work-life balance. Talent management at our trust administrator involves bias- and discrimination-free recruitment and hiring processes. Training plans are also in place to develop employee skills, ensuring that the organization has the talent necessary to achieve its strategic goals.

In the period covered by the report, the administrator had a total of 49 employees, including three interns, two women and one man. All employees are Mexican nationals and residents of the northern region of the country. In the case of hotels, 1,696 employees and seven interns were reported, of whom 99.6% were Mexican nationals, while the remainder were of the following nationalities: Cuba, Guatemala, Panama, Argentina, Venezuela, and the United States.

¹⁴ Because of its legal structure, the Trust cannot have employees, so the personnel referred to in this report are the personnel of the Administrator and FINN Hotel Services, with whom Fibra Inn has current contracts for Management Services and Specialized Services, respectively.

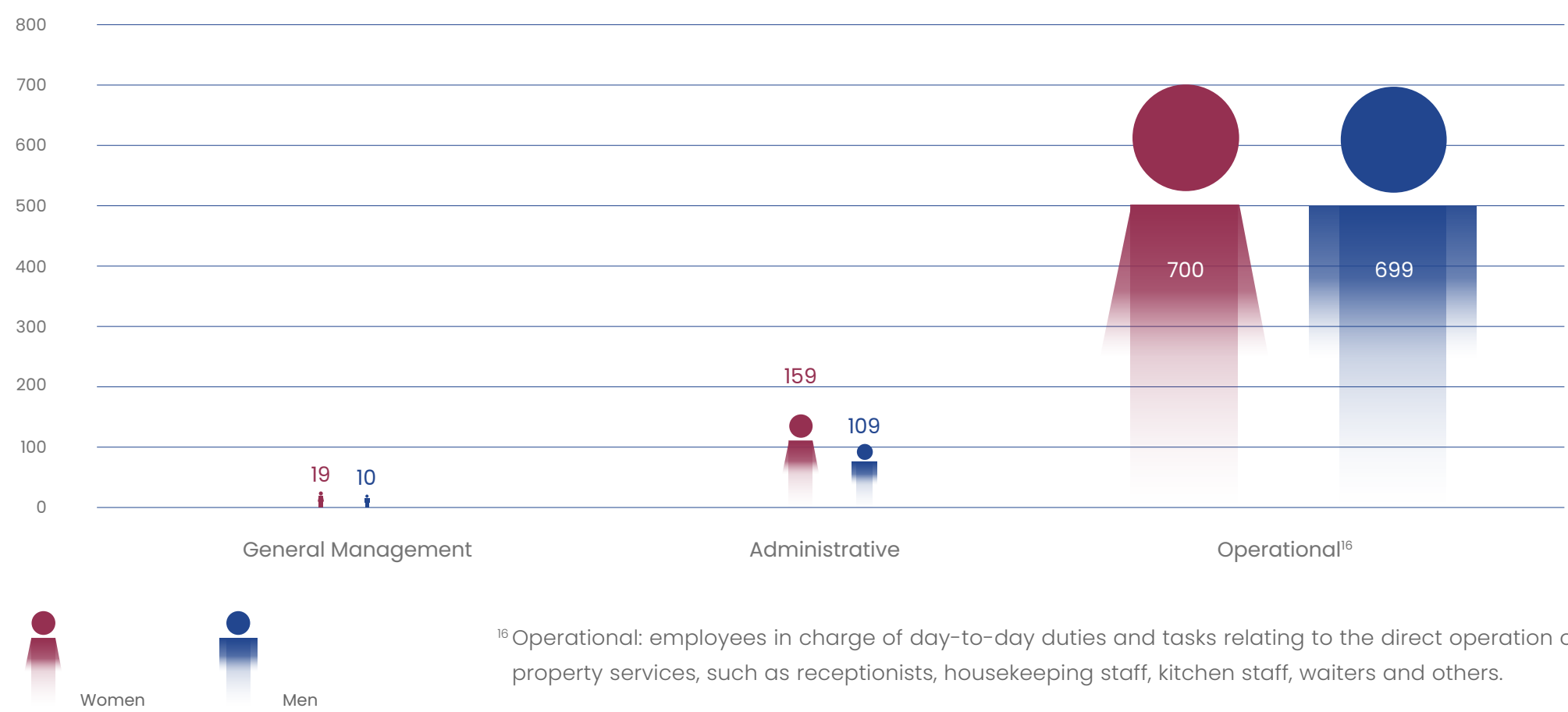


Number of employees by job category

Administrator



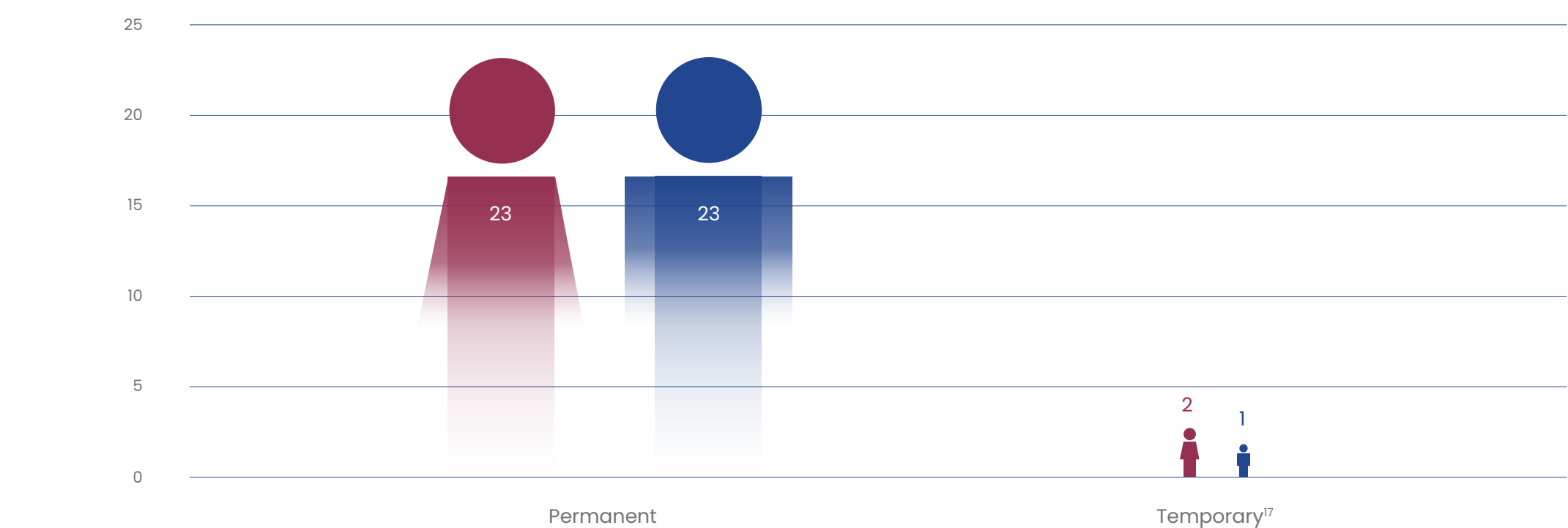
Hotels



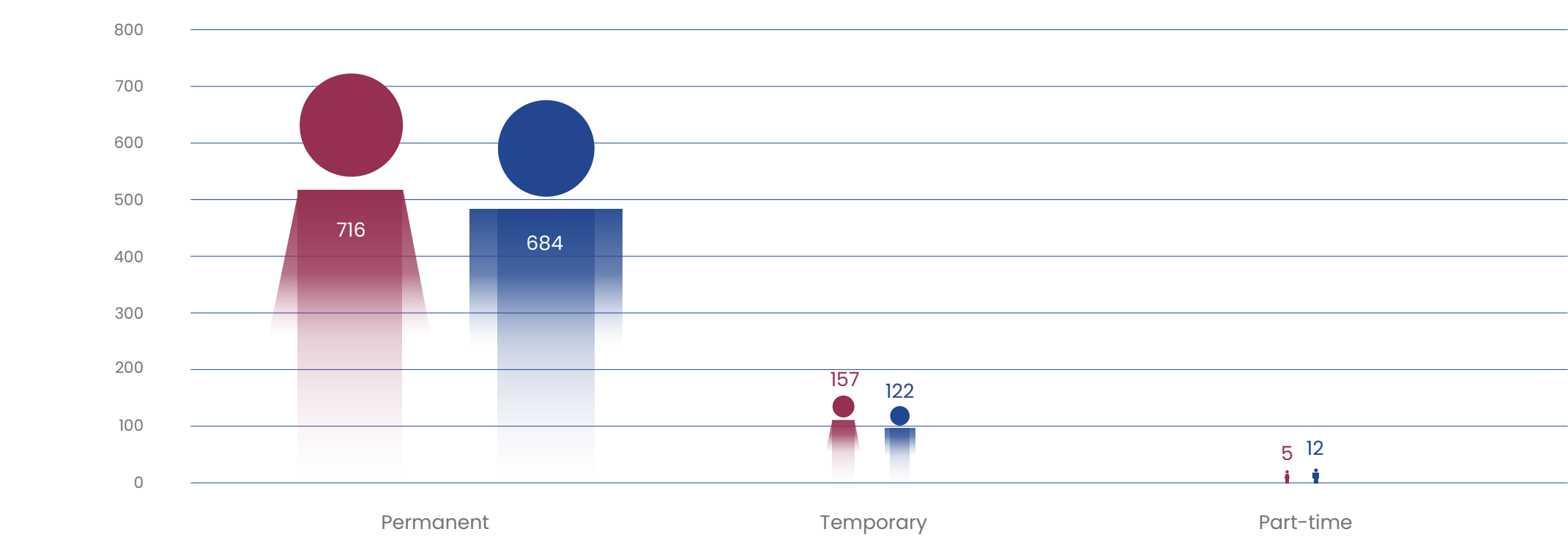
Type of employee contract

Fibra Inn has three types of contracts for its employees: **permanent**, which is for an indefinite period and allows the employee to work full time; **temporary**, used for jobs with a fixed duration, which ends when the agreed-upon period expires or when a specific task or event is completed, and which includes interns; and the **part-time contract**, in which the employee works less than full time.

Administrator



Hotels



 Women
 Men

¹⁷ In the case of Administrator, employees with temporary contracts are also part-time, and this modality applies exclusively to interns.



Permanent contract employee benefits

(GRI: 401-2)

At Fibra Inn, employees are the cornerstone of our success, so we work hard to provide them with a work environment that not only fulfills our legal obligations but also brings additional benefits that contribute to their well-being, satisfaction, and professional development.

Administrator

- Social Security
- Major Medical Expense Insurance¹⁸
- Vacation bonus above the regulatory minimum
- Grocery vouchers
- Scholarships for study and professional development
- Additional annual bonus above the regulatory minimum
- Training programs
- Development or advancement programs for staff
- Additional vacation days (health, personal, and volunteer)
- Flex time
- Birthday celebrations
- Seniority bonus (5-10 years, etc.)
- Savings fund
- Performance bonus
- Special rates at our properties and with franchise brands.

¹⁸ Major Medical Expenses Insurance coverage is provided exclusively to employees at the executive, managerial, and assistant managerial levels. This benefit extends to the employee and their immediate family members.

This section details the benefits we offer to permanent employees to ensure their safety, stability, and quality of life. These benefits reflect our commitment to social responsibility and the creation of an inclusive and motivating work environment, aligned with the values that distinguish us as an organization.

Hotels

- Legal benefits
- Employee cafeteria
- Productivity bonus
- Savings fund
- Grocery vouchers

Interns

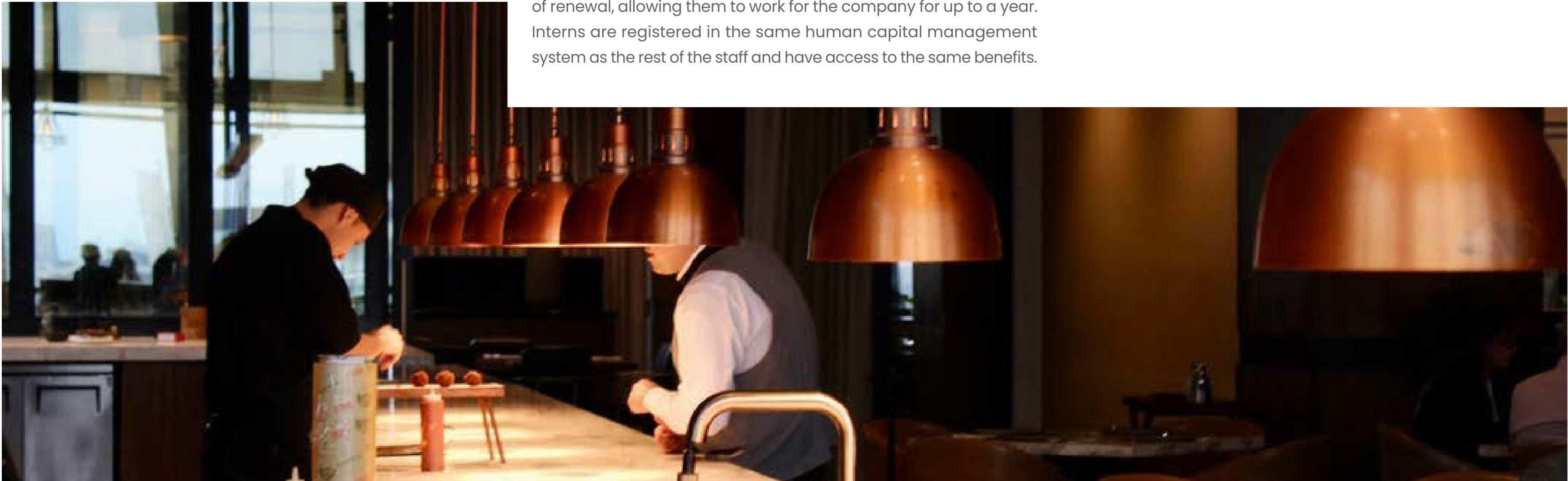
Interns are a key presence at Fibra Inn, bringing new ideas and energy that enrich the work dynamic. Their involvement in specific projects allows employees to focus on strategic tasks, and they are candidates for future hire, depending on their performance. With this, Fibra Inn strengthens its operational capacity and its employer brand, while promoting the professional development of new generations.

In 2024, the Administrator had three interns in key areas of the organization. The Legal Intern supports the legal and administrative area, helping to fulfill legal responsibilities and properly handle documentation. The Construction Intern works in the purchasing area, focusing on construction projects and ensuring efficiency in procurement management. Finally, the Accounting Intern provides support in accounting and tax tasks, such as account analysis, invoice entry, and bank reconciliations, making sure the department's accounting processes are completed correctly.

These interns work under six-month contracts, with the possibility of renewal, allowing them to work for the company for up to a year. Interns are registered in the same human capital management system as the rest of the staff and have access to the same benefits.

Additionally, each year in July, an average of five to seven summer interns are hired on one-month contracts. Summer interns do not receive benefits nor are they added to the payroll. The differences between interns and permanent employees lie in their classification within the system, the number of working hours assigned per day, and the fact that they do not receive performance bonuses.

The hotels reported seven interns distributed in key areas such as kitchen, banquets, housekeeping, and administration. Their main goal is to provide support in various tasks and projects within these areas, while gaining experience in both administrative and operational activities. Hotel interns can thus develop business skills and gain a comprehensive view of the hotel industry. It should be noted that these interns work under an agreement between the company and their respective universities, which allows them to complete their professional internships within the properties, in an environment that fosters learning and professional growth.



Employee hiring and turnover rates¹⁹

(GRI: 401-1)

In 2024, the Administrator reported the hiring of four women, one in the Legal area, two in ASG, and one in Asset Management. Eight men were also hired, one in finance, one in construction, one in design, two in legal, one in IT, and two in comptrollership. All are between the ages of 30 and 50 and are from northern Mexico. This brought the hiring rate to 29%.

In the hotels, 680 women and 583 men were reported as having been hired, and the hiring rate was 81%.

With regard to turnover, nine employees left the Administrator during the year, and 921 left the hotels.

The following table shows the voluntary²⁰ and involuntary²¹ turnover rates.

Type	Administrator	Hotels
Voluntary	7%	47%
Involuntary	13%	7%

¹⁹ The hiring and turnover rate was calculated based on the number of employees in 2023.

²⁰ Voluntary turnover rate: the proportion of permanent employees who leave the company of their own accord, such as resignations or retirements, in a given period. This rate is a reflection of the degree of satisfaction, commitment, or motivation employees feel with the company.

²¹ Involuntary turnover rate: the proportion of permanent employees who are dismissed or whose contract is terminated by the company, whether for performance reasons, restructuring, or external causes. This indicator helps assess workforce stability and talent management practices.



Great Place to Work

We are honored to report that the Administrator has been recognized for the fourth consecutive year as a Great Place to Work (GPTW) in the category of fewer than 50 employees. This prestigious recognition is the result of ongoing efforts focused on promoting employee satisfaction and well-being through initiatives such as:

- **Work-Life Balance Policy:** Promotes a healthy balance between personal and professional life.
- **Paid Volunteer Days:** Encourages employees to take part in social and environmental responsibility activities.
- **Recurring Social Events:** Celebrates birthdays and organizes after-work gatherings under the concept of “JuevesInn.”
- **Anniversary Bonuses:** Recognizes employee tenure with bonuses for 5 and 10 years of service.
- **Performance bonus:** Rewards effort and outstanding results.

- **Special celebrations:** Commemorates important dates such as Mother’s Day.
- **Flexible hours:** Offers flexible schedules for mothers and fathers.
- **Outstanding recognition:** Rewards the 10 highest-rated employees in the 360° Evaluation as well as those who embody Fibra Inn’s values, based on nominations by their peers.
- **Training programs:** Strengthen employees’ professional and personal advancement.

In 2024, Fibra Inn was ranked among the best 30 places to work in Mexico in the category of companies with fewer than 50 employees.

This achievement reflects the Administrator’s commitment to creating an inclusive and motivated work environment that is aligned with the values our organization is known for.

“ In 2024, Fibra Inn scored 86% on the Trust Index.

Parental leave

(GRI: 401-3)

In the period covered by this report, the Administrator recorded a total of two requests for parental leave, while the Hotels had 34 requests in total. This benefit is available to all employees, ensuring

that they can enjoy adequate time for the care and well-being of their children after birth, without affecting their job stability.

Scope	Gender	No. of employees who requested parental leave	No. of employees who returned to work after taking parental leave	No. of employees who returned to work after taking parental leaves and were still with the company 12 months later
Administrator	Women	1	1	0 ²²
	Men	1	1	1
Hotels	Women	22	5	0 ²²
	Men	12	11	0 ²²

²² By the close of the reporting period, none of these employees had yet completed 12 months of work for the company after returning from parental leave.

Talent development

Fibra Inn places a priority on its employees’ advancement and is committed to identifying their growth needs, including training and 360° evaluations.

Training

(GRI: 404-1 y 404-2)

With internal development programs offered throughout the year, Fibra Inn encourages closer communication, empathy, and feedback between leaders and employees in their individual performance reviews, developing individual development plans mentored or led by the supervisor, and engaging employees in the company’s strategy.



The Administrator provided 675 hours of training during the year, with 98% of employees participating.

At the properties, the operator is responsible for monitoring compliance with the mandatory training established by the brands with which it partners, as well as support programs for English language learning, soft skills development, and exchange programs, in order to support its employees’ professional growth.



Programs given by the Administrator:

- **Innsights:** Internal training program whose main purpose is to share knowledge through workshops, courses, and talks. Internal trainers were prepared, and employees are offered workshops on topics of interest to them.
- **Annual Training Plan:** Training is paid for according to the required technical knowledge and soft skills, on an as-needed basis.
- **Study support program:** Selected employees are provided with financial support for postgraduate studies, diplomas, certifications, among others, with a maximum scholarship of 50%.

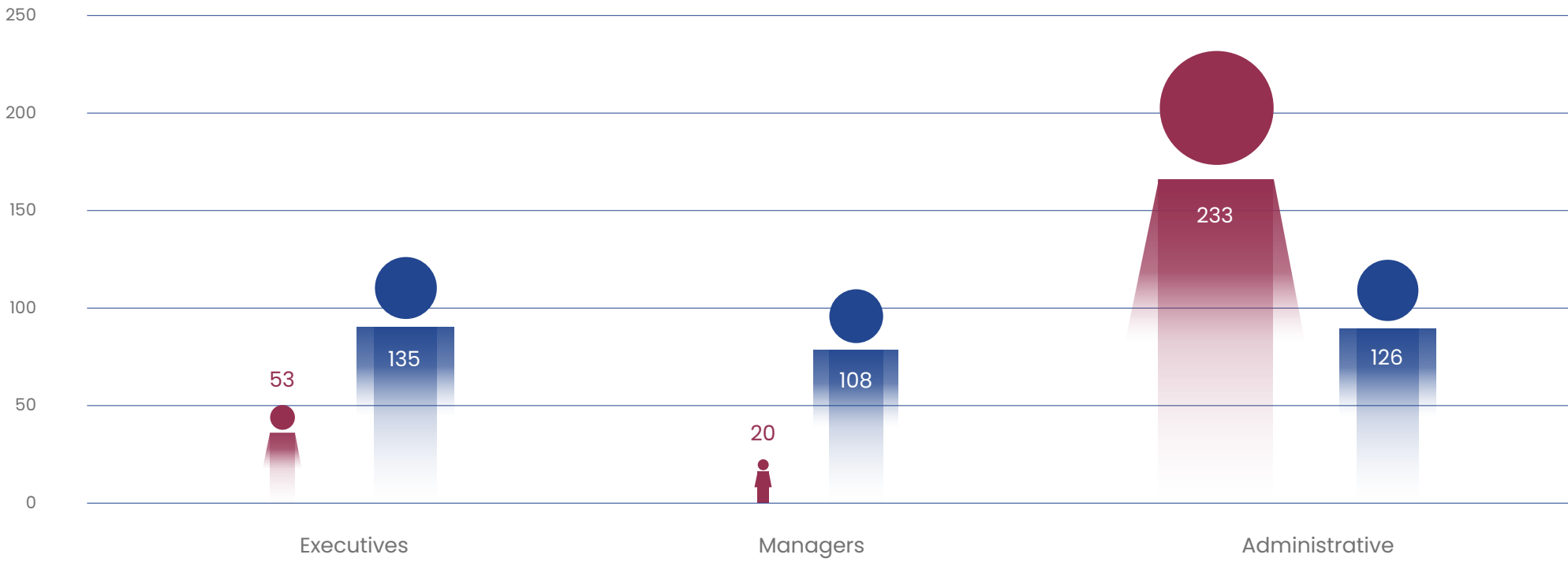
Hours of training by gender and position

Company	Job category	No. of women trained	No. of men trained	Total employees trained	Average hours of training by category
Administrator	Executives	3	7	10	19
	Managers	2	4	6	21
	Administrative	18	11 ²³	29	12
Hotels	General management	19	11	30	19
	Administrative	198	150	348	8
	Operational	561	456	1017	2

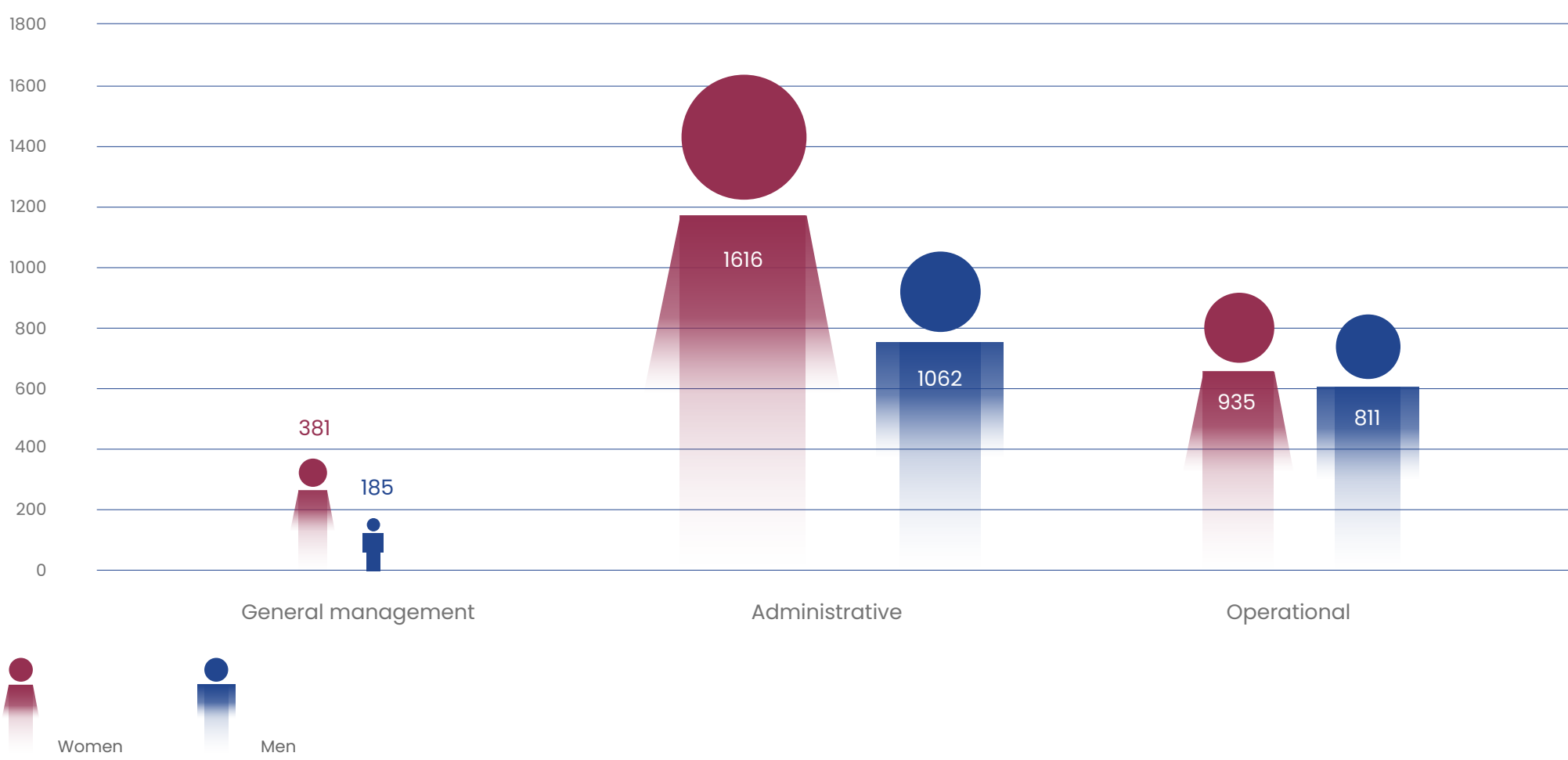
²³ One full-time employee is not included in the training plan, and the three interns are not included.

Hours of training

Administrator



Hotels



Job category	Administrator	Hotels
Total hours of training	675	4,990
Average hours of training per woman	13	4
Average hours of training per man	17	3

Performance evaluations

(GRI: 404-3)

The Administrator conducts two types of evaluations: performance evaluations and 360° evaluations.

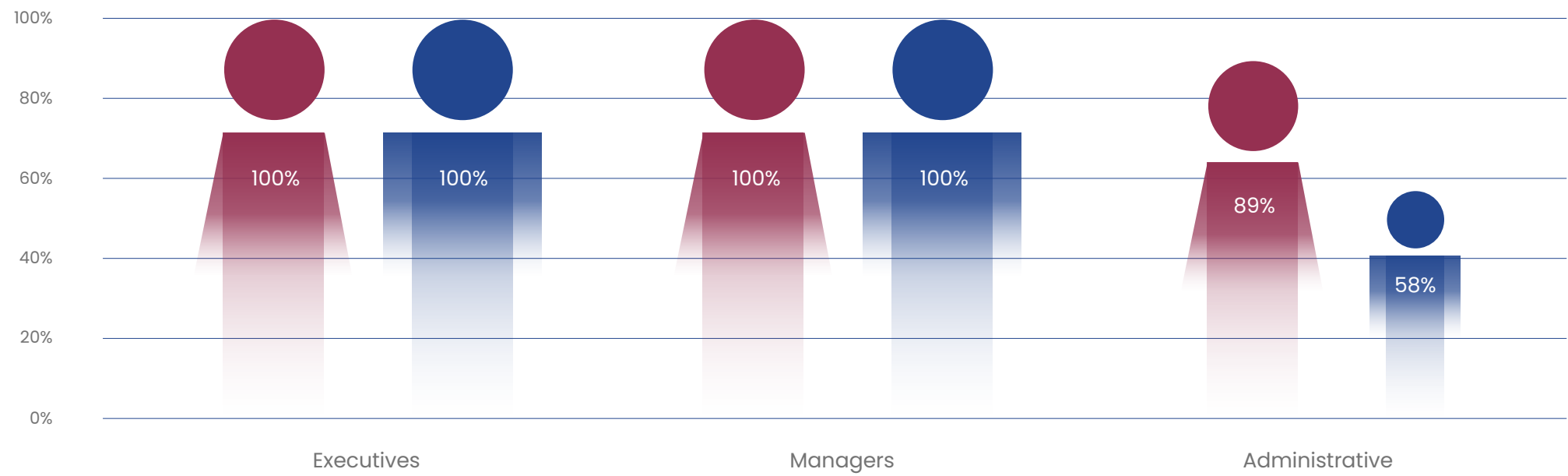
In the 360° evaluation, employees are evaluated in different categories by their direct supervisor, peers, subordinates, and internal clients. In this process, 85% of the Administrator’s employees completed the 360° evaluation.

The performance evaluation measures the achievement of goals previously established in conjunction with the immediate supervisor.

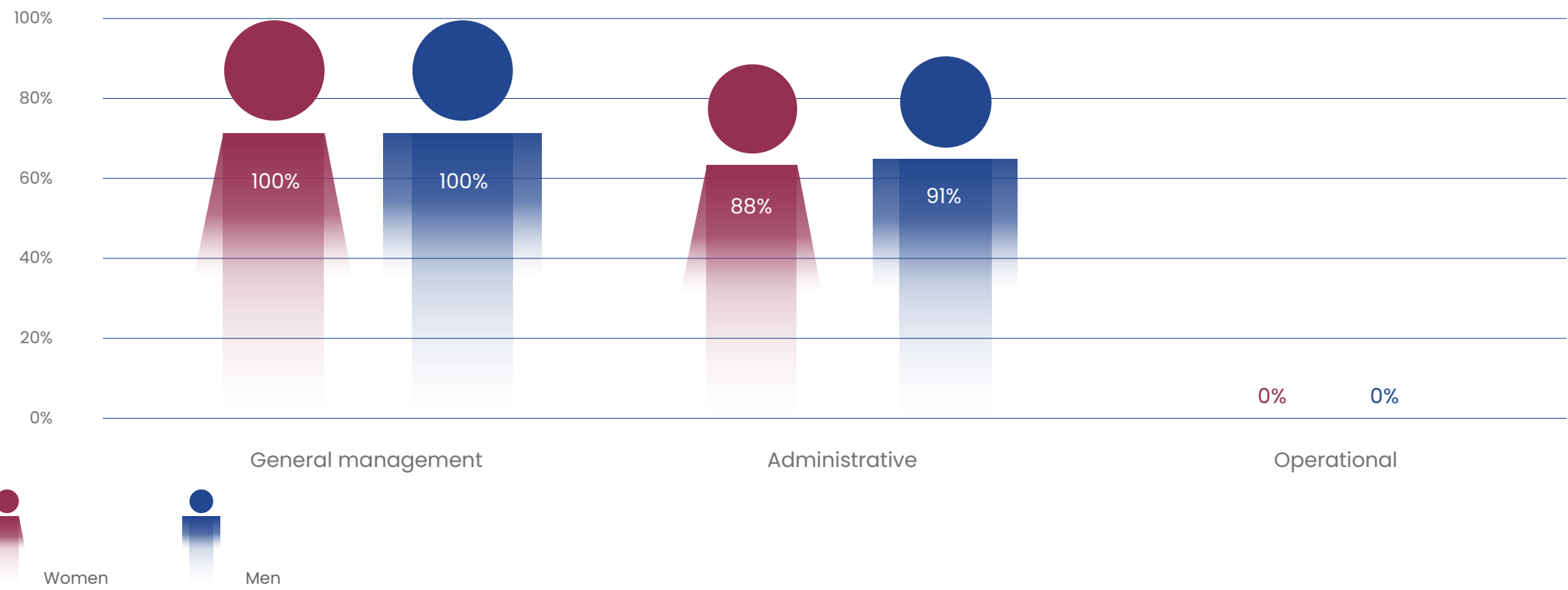
These evaluation mechanisms allow us to identify areas of opportunity and, based on the results, design development programs focused on strengthening both soft and technical skills.

Percentage of employees who completed the performance evaluation, by gender and job category

Administrator



Hotels



At the end of 2024, six new employees of the Administrator had not completed their first 90 days of work and therefore did not receive an evaluation.

At the hotels, performance evaluations were applied exclusively to executive committee personnel. As a result, 29 administrative

employees and 100% of operational employees were not evaluated, as they are not part of the groups considered in the process. This approach seeks to prioritize evaluation in key roles that directly impact property operation and management.

Diversity, equality and inclusion

(GRI: 3-3, 405-1)

Fibra Inn believes it is important for employees to feel that they are in a safe space where they can express their ideas and be heard. This is the thought behind initiatives that promote equal opportunities without exception, as established in company policies. As of December 31, 2024, the Administrator's workforce was composed of 51% women out of a total of 49 employees. Furthermore, 1,696 jobs were created in the hotels in operation, 52% of which were women.

Hotel managers also have programs for the inclusion of people with disabilities in their workforce. At the end of the reporting period, 11 people with disabilities were employed at the properties in the portfolio. Fibra Inn celebrates these efforts to create social value throughout the business value chain.

Through its Policy on Diversity, Inclusion, and Non-Discrimination, published in 2023, Fibra Inn establishes its guidelines and positions on diversity, inclusion, and non-discrimination, in an effort to provide a workplace characterized by respect and equality of opportunity for minorities without distinction based on age, gender, physical appearance, sexual orientation, race, ethnic or national origin, social conditions, health conditions, religion, marital status, family situation, political affiliations, or other characteristics and preferences that may lead to discrimination. This position recognizes the importance of fostering a work environment where each individual feels respected and confident about sharing their ideas in a safe environment.



Holiday Inn Ciudad Juárez
Ciudad Juárez, Chihuahua

The Policy on Diversity, Inclusion, and Non-Discrimination seeks not only to meet the provisions of the law, but also to create an organizational culture that celebrates diversity as a fundamental asset for strengthening the organization. The policy consists of the following sections:

- **General guidelines**
- **Appointment and compensation of Technical Committee/corporate governance members**
- **Recruitment and hiring**
- **Compensation, performance evaluation, promotions, and career plans**
- **Complaints, grievances, and suggestions**

General guidelines of the Policy on Diversity, Inclusion, and Non-Discrimination:

- Do not engage in discriminatory practices or any other conduct that harms or undermines the integrity of individuals based on their sexual orientation or characteristics, gender identity or gender expression in any policy, practice, hiring decision, promotion, performance evaluation, termination of employment or other aspect related to employment.
- Provide all employees with a safe and respectful work environment by prohibiting harassment, intimidation, or any form of discrimination, and take appropriate measures to punish such conduct and prevent its recurrence.

- Provide equal access to employment, training, and professional development opportunities regardless of employees' sexual orientation, gender identity, or gender expression, as well as ensure equal access to salary increases, acquisition of responsibilities, and internal promotions.
- Provide training and awareness to all employees to ensure that they understand and respect the diversity and inclusion of all people.
- Cooperate with LGBTI+ organizations and communities in advocating for policies and practices that promote inclusion and equality.
- Uncategorically reject discriminatory attitudes that lead to exclusion, distinction, restriction, invalidation, harassment, bullying, physical or verbal violence.
- Provide a diverse work environment that celebrates and respects the value and individual identity of people.
- Create a work environment in which people can express themselves freely and be heard with respect.
- Offer employees equal opportunities for development and compensation within the organization.
- Comply with the guidelines established in Fibra Inn's Code of Ethics and Conduct at all times.
- Follow up on open cases delegated through the Alert Hotline that involve any violations of the aforementioned guidelines.

“

This year, the Administrator updated the format of the reports that are shared with the person responsible for filling a vacancy, eliminating any data that could generate unconscious bias when making the decision, such as age, gender, education, and disability (if it does not affect the performance of the job duties). In addition, special attention was paid to ensuring that the language used in job postings does not allude to any preferences related to such data.

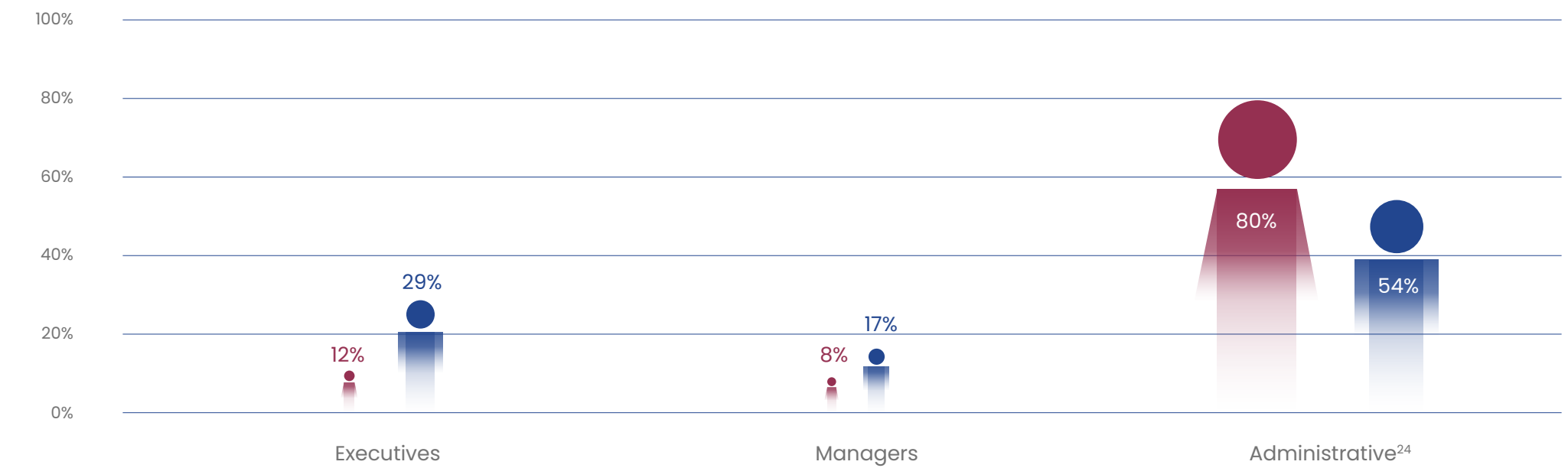
In the hotels, diversity is promoted through internal communication, with the aim of building awareness and fostering an inclusive environment within the organization. This initiative is closely linked to Fibra Inn’s Code of Ethics, which establishes fundamental principles for creating a healthy and respectful work environment for all employees.

Glenda López
Head of Human Capital

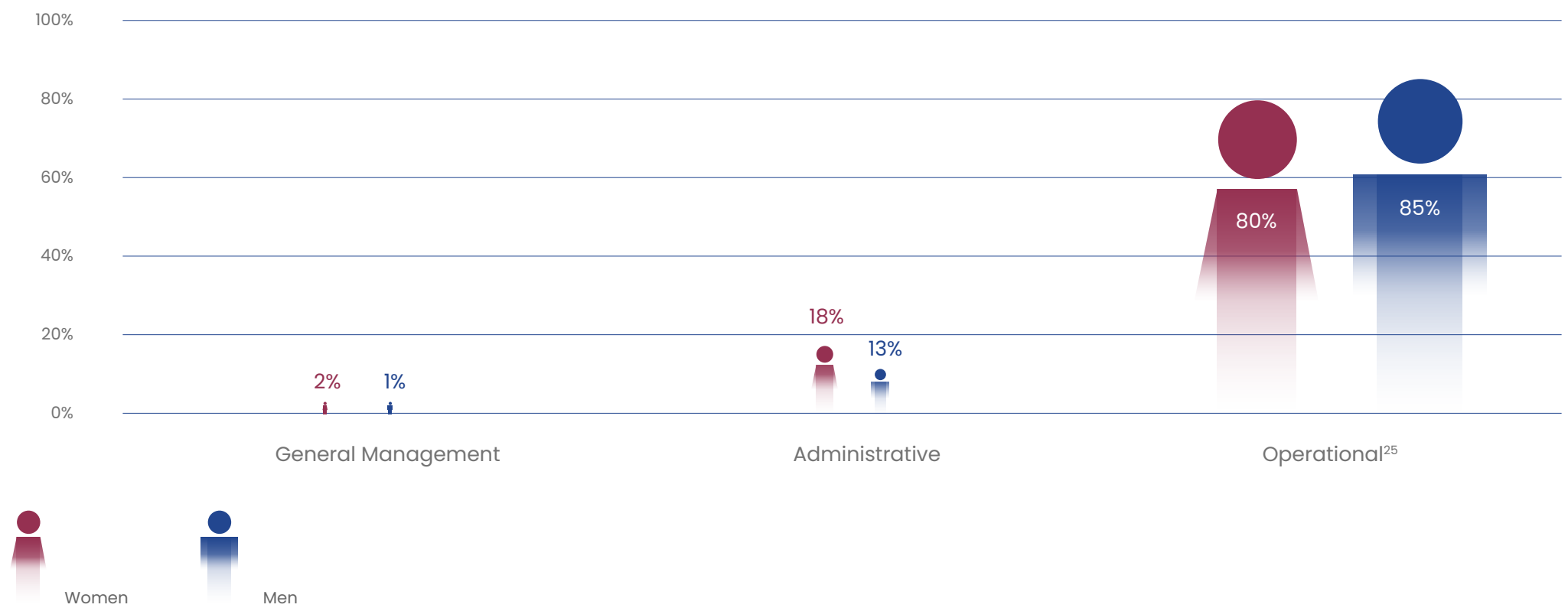


Workforce breakdown

Administrator



Hotels



²⁴ Administrative: employees who are not executives or managers, such as assistants, interns, analysts, coordinators, and supervisors.

²⁵ Operational: employees in charge of day-to-day duties and tasks relating to the direct operation of property services, such as receptionists, housekeeping staff, kitchen staff, waiters and others.

Salary gap broken down by job category²⁶

(GRI: 405-2)

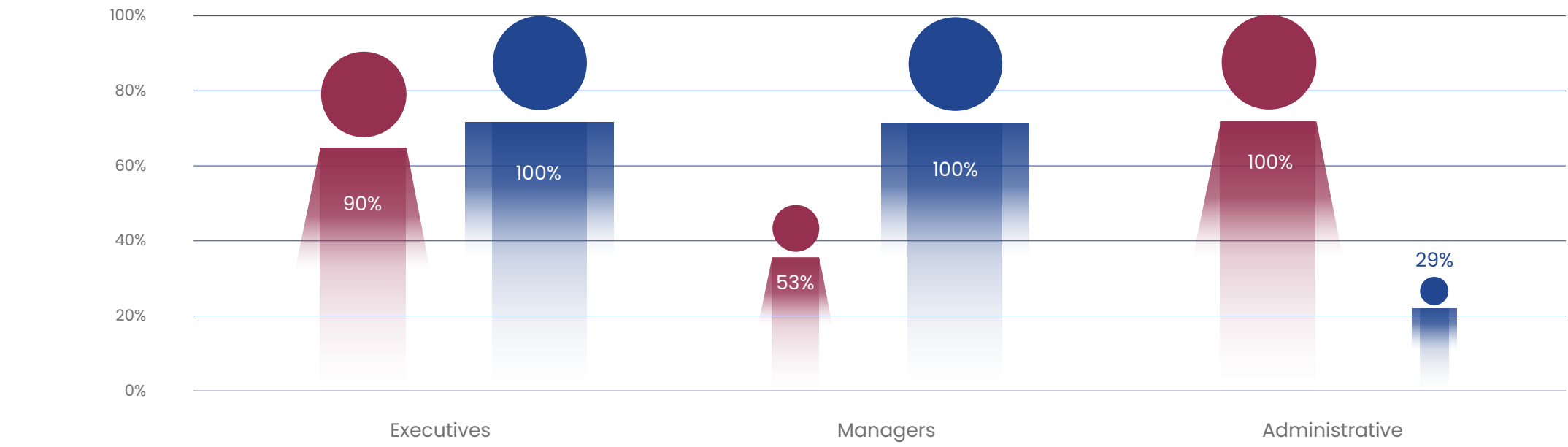
In this section we examine the differences between men’s and women’s salaries in the different job categories within the organization. This breakdown allows for the identification of variations in compensation that may exist according to hierarchical level, type of function, or work area. By breaking down the wage gap by category, we gain a more detailed view of how wage inequalities are distributed across different roles and areas, so that informed decisions can be made to promote equal pay policies and improve equality within the company.

At the Administrator, women in senior management positions earn 10% less than men, while men in middle management positions earn 47% more than women. In administrative roles, women earn 71% more than men. In the latter, the variation is considerable because management and coordination positions are mostly held by women and analyst positions by men.

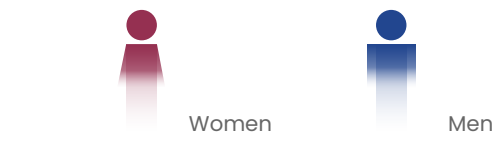
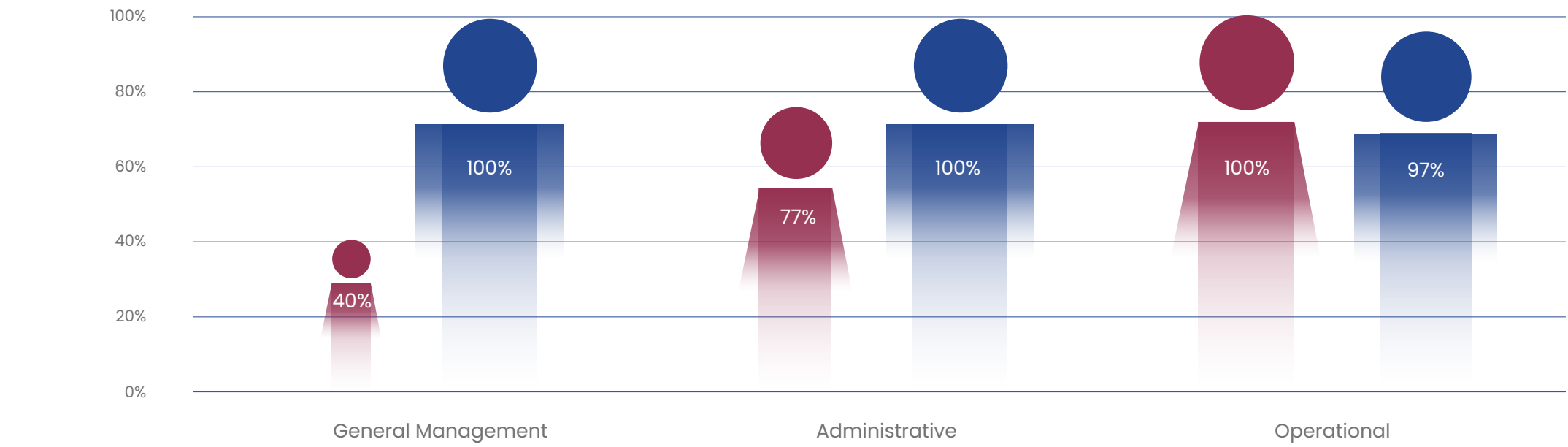
At the hotel level, men in general management positions earn 60% more than women, while men in administrative roles earn 23% more than their female counterparts. In operational roles, women earn 3% more than men.

In conclusion, although progress has been made in pay equality, disparities persist at various hierarchical levels and in various industries. These differences reflect the need to continue working on pay equality at all levels and in all roles within the organization.

Administrator



Hotels



²⁶ The gap was calculated by subtracting the average annual salary of women from the average annual salary of men to obtain the wage difference. This difference was then divided by the average annual salary of men to calculate the proportion that the gap represents in relation to male salaries. The average annual salary of women and men is calculated by adding the annual base salary and annual benefits. This total is then divided by the number of women or men.

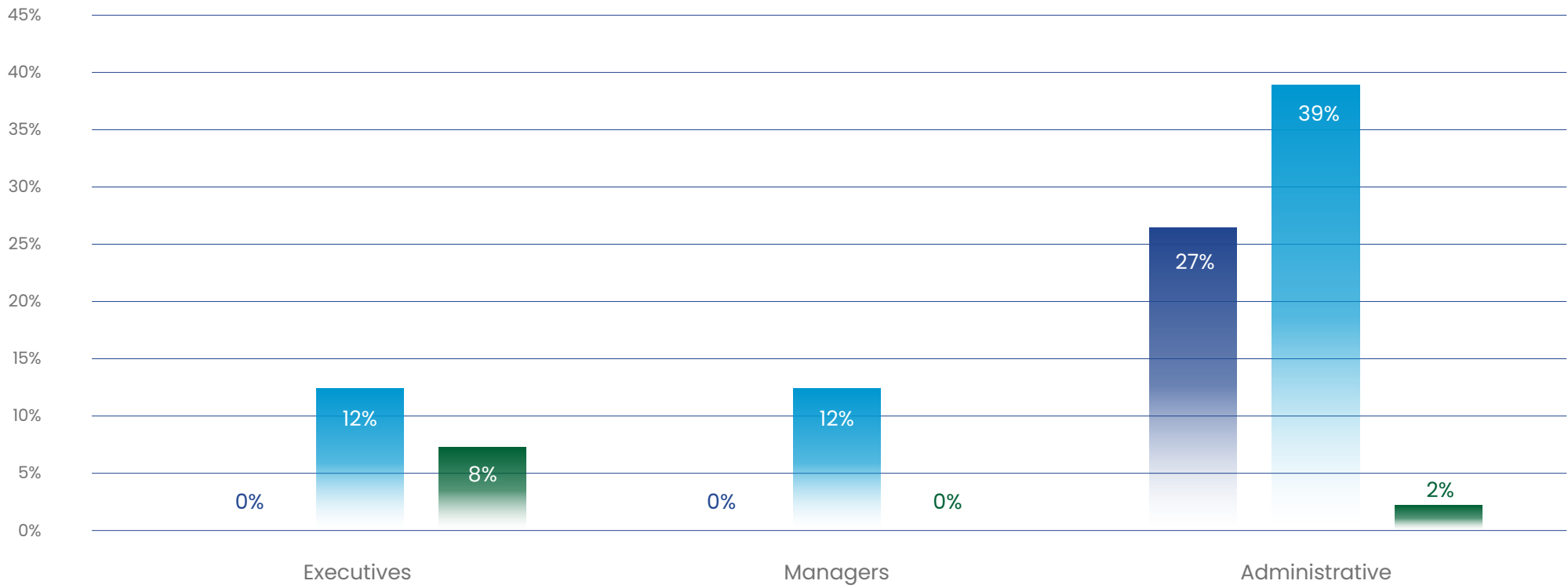
The annual base salary refers to the fixed minimum amount paid to an employee for doing their job. It does not include any additional compensation, such as overtime pay or bonuses. Annual benefits are additional amounts paid to a worker, such as bonuses, benefit payments, overtime, time owed, and any additional allowances.

Ramón López
Junior Corporate Counsel

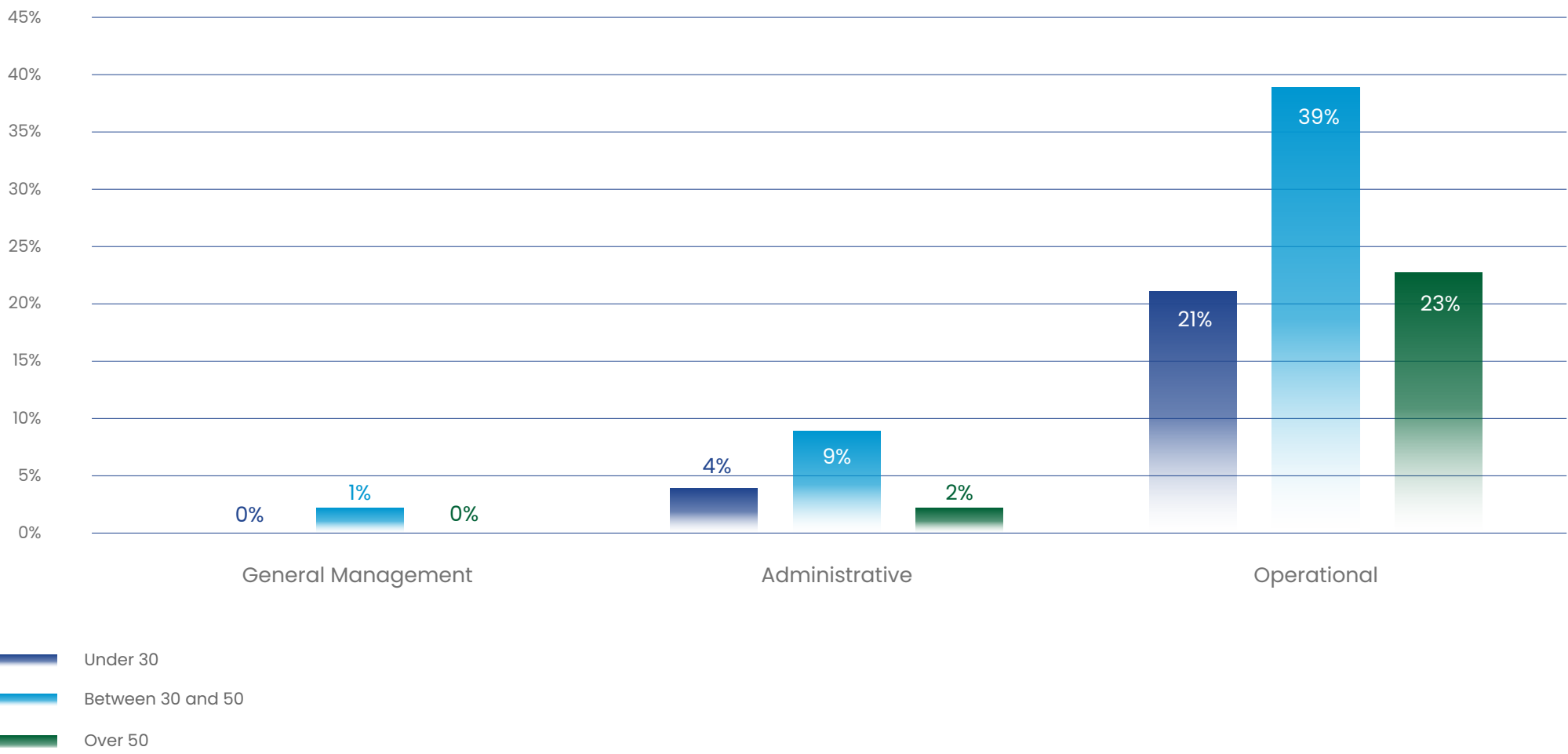


Age distribution by job category

Administrator



Hotels



Cassandra García
Project Coordinator



Diversity, equality, and inclusion (DEI) training

(GRI: 405-2)

The Administrator conducted DEI training to highlight the positive impact that the inclusion of women has on the advancement and well-being of society as a whole, and to recognize the business advantages that come from gender equality. This training encourages reflection on the benefits of diversity and inclusion as a business strategy, among other relevant aspects.

Administrator

Duration:	1 hour
% total participation	80.43%

Administrator		
Job category	Participating women	Participating men
Executives	100%	100%
Managers	100%	75%
Administrative	22%	17%

At the hotels, employees were given sign language training to encourage them not just to learn the language, but also understand its social and cultural relevance and prepare to interact in an inclusive and respectful manner with the deaf community.

Employee health, safety and wellness

(GRI: 3-3, 403-3, 403-5, 403-6, 403-7)

Wellness culture is a cornerstone at Fibra Inn, where we recognize the importance of health, safety, and well-being for the personal and professional growth of all employees. The organization is committed to continuously improving satisfaction in the workplace, abiding by the Federal Labor Law, and pursuing initiatives that ensure a safe space for anyone who joins the organization.

Fibra Inn employee health and wellness programs:

- **Work-Life Balance Policy:** This policy aims to promote a balanced lifestyle between professional and personal life. It formalizes flex-time scheduling and a home office policy and adds vacation days to address personal, health, and volunteer issues. Pregnant women are offered the flexibility of working from home starting in the seventh month of pregnancy and for one additional month after their maternity leave, while fathers can work from home for one month after the birth of their child.
- **NOM-035-STPS-2018:** Applicable every two years, this standard was created to identify psychosocial risks in the organization.
- **General medical testing:** Every year, as part of the health program, free general testing is offered to all employees to prevent disease and illness.

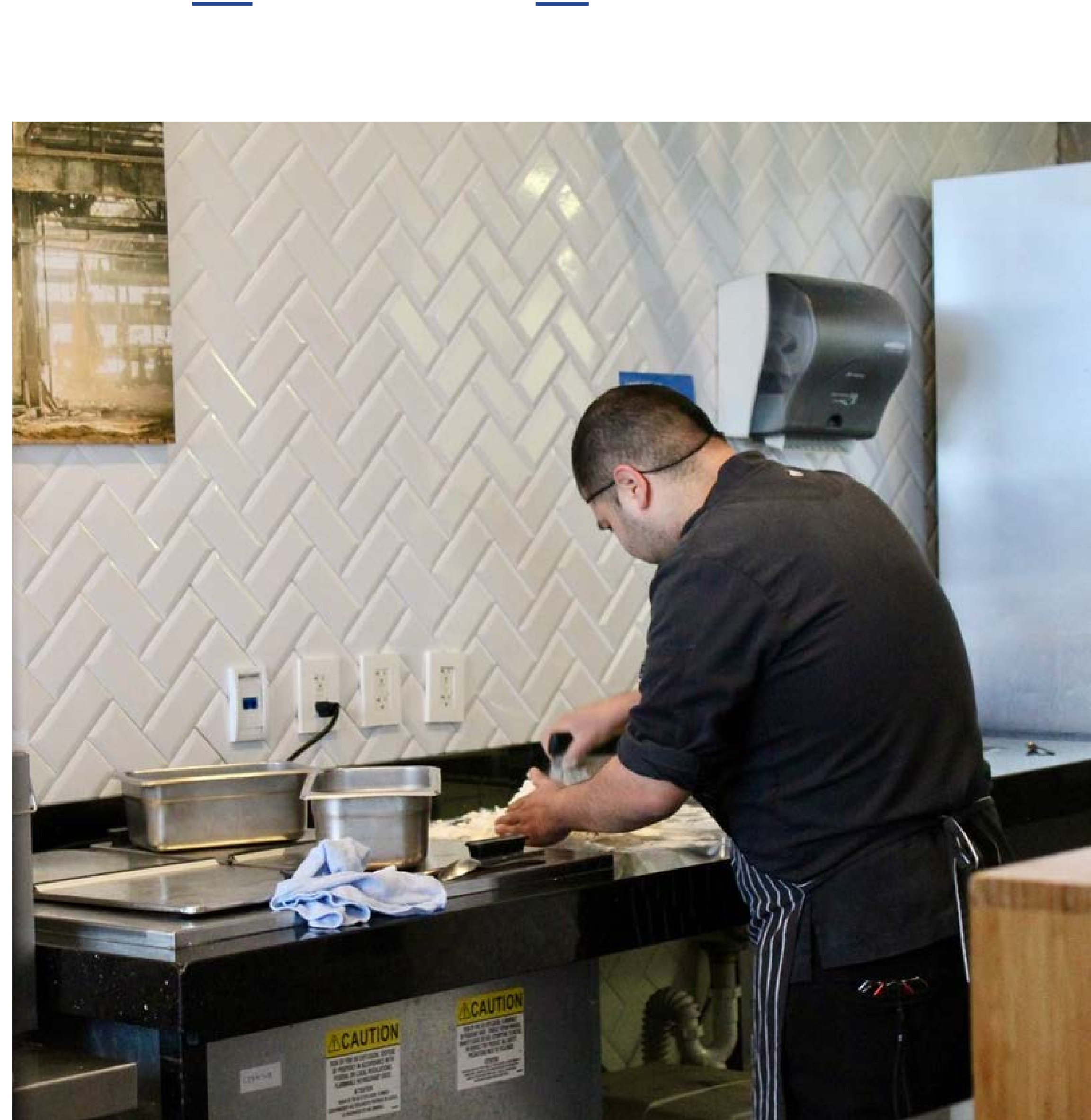
- **Medical check-ups:** Executives have access to a comprehensive check-up completely free of charge, the aim being to care for our talent and promote a healthy lifestyle.
- **Fibra Health:** This program encourages holistic health for all employees. It is a four-week program in which each week focuses on a different topic. With conferences on well-being, physical activities, free studies, nutritional counseling, etc., the program builds awareness about the role we play in our own healthcare and the company's commitment to providing them with the time, space, and tools necessary for their wellness.
- **Medical coverage:** All employees are covered by major medical expense and life insurance.
- **JuevesInn:** A teambuilding initiative involving after-work events at least once a month.



In the hotels, a psychological care program was introduced for all staff and all hierarchical levels. This program included the application of NOM 035 standard, which was created to prevent and mitigate psychosocial risks in the workplace. A team of trained employees was formed to conduct assessments and analyze results, focusing on identifying psychosocial risk factors and managing severe traumatic events. In addition, action plans were designed and implemented to address the critical issues identified, which allowed for the establishment of effective solutions with a positive impact on staff well-being.

The hotels also offered talks, workshops, and sessions on various topics focused on the physical and emotional health of employees. They covered topics such as stress management, strategies to reduce anxiety, exploring the emotional world, depression prevention, and the specifics of the NOM 035 standard (Psychosocial Risk Factors at Work—Identification, Analysis, and Prevention).

These initiatives not only promoted a healthier work environment but also fostered resilience and cohesion within the properties, improving the quality of life at work for all employees.



Workplace Accidents

(GRI: 403-9)

Fibra Inn conducts annual monitoring of workplace accidents at the corporate and hotel levels, summed up in the following table:

Company	Number of work-related fatalities	Work-related fatality rate	Number of serious work-related accidents (excluding fatalities)	Serious work-related accident rate (excluding fatalities)	Number of recordable accidents	Recordable accident rate	Hours worked
Administrator	0	0	0	0	0	0	74,520
Hotels	0	0	7	0.3	76	3	4,965,888

None of the identified hazards has caused or contributed to a work-related fatality.

Measures taken or planned to eliminate these hazards and minimize risks:

- Emergency protocols and signage for employees.
- Safety policies.
- Employee training through emergency response manuals and procedures and compliance with applicable official regulations.
- Safety inspections to ensure compliance with safety protocols and check the equipment involved.

- Courses by civil protection personnel on emergency brigades including what to do in the event of a situation that endangers the safety of people.
- Training on firefighting equipment systems so that people know how to respond quickly in the event of a fire.

Community engagement

(GRI: 3-3, 408-1, 409-1, 411-1)

Our business model promotes and develops local economies by creating jobs in the communities where we operate. Our managers ensure compliance with the Federal Labor Law and all its requirements. There are also initiatives not only for the development of people who work in our properties but also for guests, such as training on human rights issues such as human trafficking and child labor. These efforts are valued and are in line with the intention to generate partnerships that have a positive impact.



The brands²⁷ with which the company partners provide training on human trafficking prevention. Seventy-one percent of the people working on the properties in the portfolio have completed this training.

²⁷ Hilton, IHG Intercontinental Hotels, Marriott International, and Wyndham Hotels and Resorts.



In addition, there is a Human Rights Policy applicable to the business activities carried out by Fibra Inn and any activity carried out within the assets of the Trust’s portfolio. This document contains the responsibilities and commitments for prevention regarding:

1.	Right to decent work
2.	Right to equality and non-discrimination
3.	Right to freedom from forced labor
4.	Child labor
5.	Right to religious freedom
6.	Right to freedom of association and collective bargaining
7.	Right to safety and health at work
8.	Right to accessibility
9.	Right to protection of maternity and childhood
10.	Right to freedom of expression
11.	Elimination of inhuman or degrading treatment

The goal of this policy is to ensure the promotion, protection and respect for certain principles and guidelines in all our operations and commercial relationships pertaining to the human rights enumerated in the Political Constitution of the United Mexican States, as well as those mentioned in international human rights standards endorsed by the Mexican government, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights; and the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work.

In the past year, none of our suppliers or operations reported any instances of forced labor, child labor, threats to the rights of indigenous peoples, or human rights violations.

Alert Hotline

(GRI: 2-25, 2-26)

Fibra Inn has created a confidential channel available 24 hours a day for its employees, guests, and suppliers. This Alert Hotline is managed by EthicsGlobal and serves as a channel to communicate issues of corruption, bribery, discrimination, conflicts of interest, workplace harassment, sexual harassment, the environment, and other issues mentioned in the Code of Ethics. In addition, property managers have their own reporting channels where employees can contact them while maintaining their anonymity. There are also information campaigns in hotels through posters and on screens in offices about the existing communication channels, and internal communications are issued.

Complaints are followed up by the Internal Audit area, which receives, reviews, investigates, and documents the facts and reports all cases on a quarterly basis to the Audit, Corporate Practices, and ESG Committee. At the administrative level, there is an Ethics Committee responsible for following up on complaints classified as serious. This committee is made up of representatives from the Internal Audit, Legal, and Human Capital areas.



Guest satisfaction

(GRI: 2-26)

“The metric used is the closure of any complaint within 30 days of receipt.”

Management of complaints	Number of complaints	
	Administrator	Hotels ²⁸
Open	0	12
Closed	4	61
Total complaints received	4	73

²⁸ Six reports were dismissed as unfounded because they did not involve a violation within the Alert Hotline's sphere of responsibility.

In keeping with its commitment to service excellence, Fibra Inn recognizes the importance of keeping its guests satisfied. Satisfaction surveys, available to all guests, allow us to gather feedback on their experience, which facilitates the identification of areas for improvement in both facilities and services.

The brands send quality surveys via email, which generate a monthly average rating. Each brand has a target level, and if the rating falls below this, penalties may be applied.

The surveys are monitored daily by each property through platforms. If low-rating alerts are received, properties must respond within a maximum of 72 hours, contacting the guest if they wish. In addition, if a guest opens a case directly with the brand during their stay, it must be addressed and resolved within 24 to 48 hours.

Properties review service ratings on a daily basis, although the platform offers reviews at different intervals: weekly, monthly, quarterly, and annually. This helps hotels quickly pinpoint areas of opportunity and take corrective action.

In addition, a weekly satisfaction analysis is conducted for each property to evaluate progress and opportunities for improvement. At the end of each month, another general analysis is carried out to determine departmental strategies based on the results obtained (such as reception, food and beverages, housekeeping, maintenance, and others).

“In 2024, the average rating in satisfaction surveys was 78%.”

The company deeply values the opinions of its guests and constantly strives to maintain the highest standards of quality and ethics at all its properties. If a guest or contractor becomes aware of a breach of the Code of Ethics, they can access the Alert Hotline to file reports for Fibra Inn to address. This tool ensures transparency and anonymity for the person making the report.


“Guests are asked to complete satisfaction surveys, and the Alert Hotline is open to guests, suppliers, and employees who wish to file complaints or reports.”

Volunteering and contributions

(GRI: 304-3)

On December 9, 2024, Fibra Inn carried out riparian reforestation maintenance activities in the Tenochtitlán Urban Park, located in Guadalupe, Nuevo León. During the day, 30 trees and 40 shrubs native to the Tamaulipeco thorny scrub habitat were planted, species that favor wildlife, with special attention to pollinating species. The activity involved 45 volunteers from the company and focused on the banks of the La Silla River, a body of water of ecosystemic importance that is home to sabino forests unique

to the Monterrey metropolitan area. Through these actions, we helped to lower local temperatures, improve water infiltration, reduce flood risk, and strengthen riparian ecosystems. Fibra Inn’s participation in these efforts attests to its concern for environmental conservation, biodiversity restoration, and the creation of more sustainable environments for the communities where it operates, in addition to promoting environmental awareness through volunteering.



Fibra Inn offers all employees two paid days off to participate in volunteer activities.

The maintenance of urban reforestation in Tenochtitlán Park, located in the municipality of Guadalupe, is essential for conserving the local environment and improving the community’s

quality of life, while protecting an important biological corridor in the municipal protected natural area.

The following table breaks down the details of the vegetation planted.

Trees/shrubbery	Amount	Stratus	Characteristics
Cenizo (<i>Leucophyllum frutescens</i>)	40	Bush	2 years
Mezquite (<i>Prosopis glandulosa</i>)	10	Tree	Average diameter 2"
Anacahuita (<i>Cordia boissieri</i>)	20	Tree	Average diameter 2"

The survival rate of trees and shrubs is 97.1%, and maintenance is provided for 100% of the 2,780 square meters of reforestation in the park.

Estimated carbon capture by the tree layer (mezquite and anacahuita trees)²⁹

Stem diameter in centimeters	Height in meters	Average biomass per individual	Average carbon capture per individual (kg)	Number of trees	Carbon capture in tree layer (kg)
6.35	2.5	19.2	8.9	30	266.3

²⁹ The biomass and carbon stored in the selected species were estimated using the averages calculated for the north-central region of Mexico, based on the methodology of the National Institute of Forestry, Agricultural and Livestock Research (INIFAP). The vegetation layer was obtained from Yerena-Yamallel et al. (2011).

Estimation of carbon sequestration by cenizos³⁰

Above-ground biomass in kg	Carbon concentration %	Carbon sequestration (kg)	Number of plants	Total carbon sequestration of Cenizo plants (kg)	Above-ground biomass in kg
0.40 kg	45.4%	0.1828 kg	40	7.312	0.40 kg

³⁰ The calculation of shrub biomass was determined using an allometric equation by Návar et al. (2004).





Membership in Associations

(GRI: 2-28)

Fibra Inn has been a member of the [Mexican Association of Real Estate Investment Funds \(AMFIR\)](#) since 2015. This organization presents a united front for the industry before the investing public, promoting growth, educating and informing the market about the benefits and characteristics of this type of investment vehicle, relevant data, as well as statistics on the real estate industry in Mexico.

Since 2023, Fibra Inn has been a signatory to the [United Nations Sustainable Development Goals \(SDGs\)](#) pledging to comply with the Ten Principles promoted by this initiative.

Fibra Inn has also signed [the Paris Agreement](#), a global initiative that promotes the incorporation of environmental, social, and governance factors into investment decisions.

Finally, Fibra Inn joined as a signatory of the seven Women’s Empowerment Principles (WEPs), formalizing its commitment to gender equality.

Additionally, it reports to:

- **The Carbon Disclosure Project (CDP):** An international NGO founded in the United Kingdom in 2000. CDP is responsible for developing the methodology for different companies and industries to report the status of their carbon emissions. The main goal of the Carbon Disclosure Project is to fight climate change by promoting the adoption of emission reduction plans based on these metrics.
- **S&P Global ESG Scores:** A benchmarking database that helps a company to understand its sustainability performance relative to its industry and/or a customized peer group. Click on the “Tutorials” button for more information.

Responsible value chain

(GRI: 3-3, 416-1)

Commitment to guests

The well-being and satisfaction of our guests is essential for the continuity of our portfolio’s activity. We seek to retain their loyalty by working closely with operators who support us in obtaining the Distintivo H (the H Distinction), which was awarded to 23 hotels at the end of 2024. This recognition is awarded by the Ministry of Tourism and the Ministry of Health to permanent food and beverage establishments that meet the hygiene standards set by NMX-F-605-NORMEX-2018.



70% of hotels in operation have earned the Distintivo H.

In addition, Casa Grande Delicias and JW Marriott Monterrey Arboleda have the Distintivo M (Moderniza Quality Standard), a recognition of excellence in the tourism industry.

The Moderniza Quality Standard is a system designed to improve quality in tourism companies, promoting employee motivation and enhancing profitability and competitiveness. This model is based on modern and efficient management, which allows companies to meet customers’ expectations and stand out in the market.

Companies that successfully apply the Moderniza Methodology receive the Distintivo M, the highest recognition awarded by the Ministry of Tourism. It attests to the adoption of best practices and positions the company as a benchmark for quality, recognizing it as a “model tourism company.”

Furthermore, in Nuevo León in particular, the Westin Monterrey Valle and JW Marriott Monterrey Arboleda hotels have been awarded the Sustainable Tourism Seal. The state government awards this recognition to companies that have demonstrated exceptional work in sustainability and have achieved high standards in their practices. The Sustainable Tourism Seal is valid for two years and is obtained through a robust methodology that evaluates companies’ performance in three key dimensions: economic, social, and environmental sustainability.

Seventeen percent of all significant product and service categories are evaluated in terms of their impact on health and safety³¹, in support of continuous improvement.

³¹ This percentage includes services such as bacteriological analysis, water treatment, firefighting equipment, garbage collection, elevator maintenance, cleaning and disinfection, as well as personal hygiene products and related supplies.

Procurement practices

The Procurement Policy was developed to provide guidelines for effective and standardized management in the procurement of goods and services required for Fibra Inn’s operations. This policy also requires the company to engage suppliers who meet certain quality standards and established delivery times honestly and efficiently. The document applies to all Fibra Inn personnel in the different departments that need to make purchases, as well as to the support areas responsible for receiving and paying for goods and services. It is used in cases where there is no brand standard or external restriction.

The specific goals of this policy are as follows:

- a) To acquire goods and/or services necessary for the organization, with the required quality, quantity, timeliness, and cost.
- b) To ensure the sustainability of acquisitions, working in a collaborative manner with suppliers, contractors, and other parties involved.

c) To manage the risks, costs, and benefits associated with the procurement process, so that decisions can be made that generate value for the organization.

The policy also requires suppliers to undergo a prequalification process, which includes quality certifications and safety, health, hygiene, and environmental plans, among other legal, administrative, financial, and technical requirements. In addition, the guidelines of the Code of Ethics and Conduct are incorporated, applicable to both suppliers and any outside party who deals with Fibra Inn, its subsidiaries, or associated companies.

Employees, customers, and suppliers are encouraged to report any irregularities in the procurement process through the Alert Hotline, available 24 hours a day, 365 days a year.

Local suppliers

(GRI: 204-1)

Eighty-five percent of the suppliers we work with are local, reflecting a commitment to the economic development of the communities near our operations. In addition, **41% of the procurement budget** is allocated to the purchase of products and services from local suppliers, boosting the regional economy and promoting the sustainability of

nearby businesses. This strategy not only strengthens local economies, but also reduces the environmental impact associated with the transport of goods, aligning with the company’s efficiency and sustainability policies.

General Information

(GRI: 2-1, 2-3)

This report has been prepared annually since 2021. For questions or comments about the information contained herein, please contact:

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Standards used

Fibra Inn abides by the highest international sustainability standards, aligning itself with the GRI, SASB, and TCFD frameworks to ensure transparent, responsible management focused on long-term value creation, contributing to social, environmental, and economic well-being.



External assurance

(GRI: 2-1, 2-5)



Verification Letter for the ESG Report 2024

To the Board of Directors of Fideicomiso DB/1616 “Fibra Inn”:

We hereby inform you that Redes Sociales en Línea Timberlan was engaged to perform an independent limited verification of a sample of indicators published in the ESG Report 2024 of Fideicomiso DB/1616 "Fibra Inn," which includes the results of 33 hotels, corresponding to the period from January 1st to December 31st, 2024.

The ESG team is responsible for preparing and publishing the information contained in the ESG Report 2024 and that submitted during the verification process, which includes, but is not limited to, identifying material topics, publishing GRI Disclosures, and providing true and sufficient documentary and/or visual evidence to verify the selected sample.

Our responsibility is to issue impartial and objective opinions regarding the quality of the data in the selected sample to be verified, validating its accuracy, traceability, and reliability. The work performed is based on the activities of the **International Standard on Assurance Engagements (ISAE) 3000**, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and the methodological requirements in **accordance with GRI Standards**.

The **activities** carried out during the verification process include:

- Interviews with ESG management to understand the information collection, management, and control processes for preparing the ESG Report 2024.
- Understanding of internal management systems (policies, processes, tools, source documents, etc.)
- Verification of qualitative and quantitative information through visual, documentary, and public evidence from the sample to be verified.
- Comparison of data to validate reasonableness.
- Validation of methodological compliance with the aforementioned criteria.

Conclusions: As a result of our work and the review of the ESG Report 2024, no factor was presented that made us consider that:

- The evidence from the selected sample did not comply with the principles of certainty, reasonableness, and reliability.
- The data from the sample selected contained significant and material errors.
- The methodological requirements of the aforementioned criteria were not met.

An exclusive report is delivered separately to **“Fibra Inn”**, which contains areas of opportunity for a future report.

Rosa María Barojas Vargas
Sustainability Consultant
rosy@redsociales.com

Declaration of independence and competence of Redes Sociales en Línea Timberlan. The collaborators of Redes Sociales en Línea Timberlan have the necessary level of competence to verify compliance with standards used in the preparation of Sustainability Reports, so they can issue a professional opinion on non-financial information reports, complying with the principles of independence, integrity, objectivity, professional competence and diligence, confidentiality and professional behavior. In no case can our verification statement be understood as an audit report, so no responsibility is assumed for the management and internal control systems and processes from which the information is obtained. This Verification Letter is issued on May 15th, two thousand twenty-five and is valid as long as no subsequent and substantial modifications are made to the ESG Report 2024 of Fideicomiso DB/1616 “Fibra Inn”.

External assurance

(GRI: 2-1, 2-5)



GRI Content		Verified data 2024															
Environmental																	
302-1	Energy consumption within the organization		<table><tr><th>Energy source</th><th>Consumption (GJ)</th></tr><tr><td>Diésel</td><td>790</td></tr><tr><td>LP gas</td><td>12,300</td></tr><tr><td>Natural gas</td><td>64,541</td></tr><tr><td>Gasoline</td><td>6,385</td></tr><tr><td>Electricity</td><td>105,642</td></tr><tr><td>Total</td><td>189,658</td></tr></table>	Energy source	Consumption (GJ)	Diésel	790	LP gas	12,300	Natural gas	64,541	Gasoline	6,385	Electricity	105,642	Total	189,658
		Energy source	Consumption (GJ)														
		Diésel	790														
		LP gas	12,300														
		Natural gas	64,541														
		Gasoline	6,385														
		Electricity	105,642														
Total	189,658																
302-2	Energy consumption outside of the organization		<table><tr><th>Energy source</th><th>Consumption (GJ)</th></tr><tr><td>Gasoline</td><td>14,391</td></tr><tr><td>Jet Fuel</td><td>20,469</td></tr><tr><td>Total</td><td>34,860</td></tr></table>	Energy source	Consumption (GJ)	Gasoline	14,391	Jet Fuel	20,469	Total	34,860						
		Energy source	Consumption (GJ)														
		Gasoline	14,391														
		Jet Fuel	20,469														
Total	34,860																
303-3	Water withdrawal		<table><tr><th>Type of water</th><th>Consumption (m3)</th></tr><tr><td>Water from suppliers</td><td>526,387</td></tr><tr><td>Ground water</td><td>35,875</td></tr><tr><td>Total</td><td>562,262</td></tr></table>	Type of water	Consumption (m3)	Water from suppliers	526,387	Ground water	35,875	Total	562,262						
		Type of water	Consumption (m3)														
		Water from suppliers	526,387														
		Ground water	35,875														
Total	562,262																
305-1	Direct (Scope 1) GHG emissions	4,920 tCO2															
305-2	Energy indirect (Scope 2) GHG emissions	13,029 tCO2															
305-3	Other indirect (Scope 3) GHG emissions	1,026 tCO2															
Social																	
2-6	Activities, value chain and other business relationships	Services and markets served by the organization (See page 9)															
2-7	Employees	Total employees, by job category and by contract type (See pages 56 and 57)															
403-6	Promotion of worker health	Programs implemented: * Work-Life Balance Policy * General medical testing * Medical check-ups * Fibra Health * Medical coverage * Juevesinn To learn more about these programs (See page 67)															
Governance																	
2-15	Conflicts of interest	To learn about ways to prevent or mitigate conflicts of interest (See page 35)															
2-23	Policy commitments	- Code of Ethics - Policy on Work-Life Balance - Stakeholder Communication Policy - Human Rights Policy - Policy on Diversity, Inclusion and Non-discrimination - Policy on Environmental, Social and Governance Strategy - Policy on Nomination, Appointment and Compensation for Members of Governance Bodies															
2-24	Embedding policy commitments	Incorporation of commitments and policies (See pages 14 and 33)															

GRI Content		Verified data 2024																					
Governance																							
201-2	Financial implications and other risks and opportunities due to climate change	Physical risks identified <ul style="list-style-type: none">• Average temperature and number of hot days• Longer drought periods• Water stress• Heavy rainfall• Extreme fire days and length of fire season• Humidity and wind• Intensity and frequency of extreme rainfall• Intensity and frequency of hurricanes• Sea level rise and storm surges. Prioritization and selection of transition risks <p>Impact analysis to determine the level of risk.</p> <ul style="list-style-type: none">• Loss of tenants (High)• Preference for sustainable tourism (High)• Carbon price/emissions trading system (High)																					
205-3	Confirmed incidents of corruption and actions taken	In 2024, there were no confirmed cases of corruption.																					
405-1	Diversity of governance bodies and employees	<table><tr><td rowspan="4">Governing Bodies</td><td>Technical Committee</td><td>Women</td><td>Men</td></tr><tr><td>Audit, Corporate Practices and ESG Committee</td><td>1</td><td>2</td></tr><tr><td>Finance and Investment Committee</td><td>---</td><td>5</td></tr><tr><td>Nominating and Compensation Committee</td><td>---</td><td>5</td></tr><tr><td rowspan="2">Collaborators</td><td>Administrator</td><td>25</td><td>24</td></tr><tr><td>Hotels</td><td>878</td><td>818</td></tr></table>		Governing Bodies	Technical Committee	Women	Men	Audit, Corporate Practices and ESG Committee	1	2	Finance and Investment Committee	---	5	Nominating and Compensation Committee	---	5	Collaborators	Administrator	25	24	Hotels	878	818
Governing Bodies	Technical Committee	Women	Men																				
	Audit, Corporate Practices and ESG Committee	1	2																				
	Finance and Investment Committee	---	5																				
	Nominating and Compensation Committee	---	5																				
Collaborators	Administrator	25	24																				
	Hotels	878	818																				
405-2	Ratio of basic salary and remuneration of women to men	Administrator: <ul style="list-style-type: none">- Senior Management: 10% more women than men- Middle Management: 47% more men than women- Administrative: 71% more women than men Hotels: <ul style="list-style-type: none">- General Management: 60% more men than women- Administrative: 23% more men than women- Operations: 3% more women than men																					
406-1	Incidents of discrimination and corrective actions taken	Fibra Inn had no cases of discrimination in the period of this report.																					
408-1	Operations and suppliers at significant risk for incidents of child labor	No sanctions or incidents were reported for operations and suppliers with a risk of child labor.																					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	During 2024, there were no significant sanctions or incidents that could affect the company's assets, resulting from operations and suppliers with a risk of forced or compulsory labor, managed by the Audit area.																					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No sanctions or incidents were reported for the following reasons: <ul style="list-style-type: none">• Substantiated complaints received regarding customer privacy violations, categorized as:<ul style="list-style-type: none">- Complaints received from third parties and corroborated by the organization.- Complaints from regulatory authorities.• Identified cases of leaks, theft, or loss of customer data.• Violations involving loss of information.																					

GRI content index

Statement of use:	Fibra Inn presents this report for the period from January 1 to December 31, 2024, in accordance with GRI standards.
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GRI 1 used:	GRI 1: Foundation 2021
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			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
GRI 2: General Disclosures 2021	The organization and its reporting practices				
	2-1 Organizational details	4, 9 and 74			
	2-2 Entities included in the organization’s sustainability reporting	4			
	2-3 Reporting period, frequency and contact point	4, 74			
	2-4 Restatements of information	No significant changes or errors were reported in 2024.			
	2-5 External assurance.	76 and 77			
	Activities and workers				
	2-6 Activities, value chain and other business relationships	6, 9			
	2-7 Employees	56			
	2-8 Workers who are not employees	6	a, b and c	Information incomplete	The total number of Aimbridge Latam and Grupo Presidente employees who provide services to Fibra Inn is not available. Therefore, the methods used to compile the data and significant fluctuations in the number of employees are not indicated.

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
GRI 2: General Disclosures 2021	Governance				
	2-9 Governance structure and composition	23, 30			
	2-10 Nomination and selection of the highest governance body	24, 26			
	2-11 Chair of the highest governance body	30			
	2-12 Role of the highest governance body in overseeing the management of impacts	26			
	2-13 Delegation of responsibility for managing impacts	20, 26			
	2-14 Role of the highest governance body in sustainability reporting	26			
	2-15 Conflicts of interest	35			
	2-16 Communication of critical concerns	-	Full content	Information not available	Critical concerns are communicated to the Audit, Corporate Practices, and ESG Committee in its capacity as the auxiliary committee responsible for these matters, through the Administrator's human capital department, for subsequent evaluation by said committee.
	2-17 Collective knowledge of the highest governance body	In the reporting year, no training on sustainable development was provided to the highest governance body.			
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	24			
	2-19 Remuneration policies	25			
	2-20 Process to determine remuneration	25, 26			
	2-21 Annual total compensation ratio	25			
	Strategy, policies and practices				
	2-22 Statement on sustainable development strategy	3, 14			
	2-23 Policy commitments	34, 35			
	2-24 Embedding policy commitments	13, 14, 33			

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	70			
	2-26 Mechanisms for seeking advice and raising concerns	21, 70			
	2-27 Compliance with laws and regulations	32	c and d	Information incomplete	The information is not disclosed for reasons of confidentiality.
	2-28 Membership in associations	72			
	Stakeholder engagement				
	2-29 Approach to stakeholder engagement	21			
	2-30 Collective bargaining agreements	During the reporting period, the Administrator’s employees did not enter into any collective bargaining agreements, as all employees are salaried and not affiliated with any labor union. However, 45% of hotel employees are covered by collective bargaining agreements.			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16, 17, 18, 19			
	3-2 List of material topics	16, 17, 18, 19			
Transparency in Processes and results					
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic performance is detailed in the			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	6	a and b	Information incomplete	The economic value distributed is detailed in the contained in the Annual Financial Report, which includes: operating costs, suppliers, taxes, and investment.
	201-3 Defined benefit plan obligations and other retirement plans	-	Full content	Information not available	The company does not have an additional pension plan beyond what is established by law.
	201-4 Financial assistance received from government	Fibra Inn does not receive any government assistance			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	-	Full content	Information not available	No corruption risk assessments were carried out in 2024.

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
Risk management process					
GRI 3: Material Topics 2021	3-3 Management of material topics	38, 39, 40, 41, 42, 43, 44			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	38, 39, 40, 41, 42, 43, 44			
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic performance is detailed in the Annual Financial Report			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	-	Full content	Information not available	No investments were made in infrastructure and services that support stakeholders or the economy.
	203-2 Significant indirect economic impacts	-	Full content	Information not available	As of December 2024, Fibra Inn generated 4,569 direct jobs.
Business ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	33			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	33			
	205-3 Confirmed incidents of corruption and actions taken	In 2024, there were no confirmed cases of corruption.			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting year, the company was not subject to any lawsuits related to anti-competitive behavior, anti-trust, and monopoly practices.			
GRI 415: Public Policy 2016	415-1 Political contributions	Fibra Inn does not make political contributions.			
Energy consumption					
GRI 3: Material Topics 2021	3-3 Management of material topics	48, 49			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	49			
	302-2 Energy consumption outside of the organization	49			
	302-3 Energy intensity	49			

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
Water and waste management					
GRI 3: Material Topics 2021	3-3 Management of material topics	50, 51			
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	50			
	303-2 Management of water discharge- related impacts	The Administrator does not manage impacts related to water discharge. However, the goal is for hotels to record water discharge conditions, and there are plans to install wastewater treatment plants.			
	303-3 Water withdrawal	50			
Level of biodiversity vulnerability					
GRI 3: Material Topics 2021	3-3 Management of material topics	Through its Code of Ethics, Fibra Inn promotes a culture of respect for the environment, both in the construction of properties and in its office activities.	a, b, e and f	Information incomplete	Fibra Inn did not describe the actual and potential negative and positive impacts with respect to biodiversity vulnerability. The Administrator did not report on the monitoring of the effectiveness of the actions taken and did not describe the influence of stakeholders on the measures adopted.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	53			
	304-2 Significant impacts of activities, products and services on biodiversity	53			
	304-3 304-3 Habitats protected or restored	53, 71			
Carbon emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	45, 46, 47			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions.	45			
	305-2 Energy indirect (Scope 2) GHG emissions.	45			

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	45			
	305-4 GHG emissions intensity	47			
	305-5 Reduction of GHG emissions	-	Full content	Information not available	Fibra Inn is still working on projects to reduce GHG emissions.
	305-6 Emissions of ozone-depleting substances (ODS)	-	Full content	Information not available	Refrigerant gas emissions are excluded from the emissions calculation because the amount purchased in 2023 was considered immaterial.
Waste management					
GRI 3: Material Topics 2021	3-3 Management of material topics	52			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	Full content	Information not available	The Administrator has not analyzed its significant impacts related to waste.
	306-2 Management of significant waste-related impacts	-	Full content	Information not available	In the reporting year, no management of significant impacts related to waste was carried out.
	306-3 Waste generated	52			
	306-4 Waste diverted from disposal	52	b, c, d and e	Information incomplete	Currently, the required data on waste not destined for disposal is not available. In addition, detailed contextual information is not available to understand how this data was collected. However, work is underway to establish the necessary mechanisms for collecting and tracking this data, with the goal of complying with established waste monitoring and management requirements.
	306-5 Waste directed to disposal	52	b, c, d and e	Information incomplete	Currently, the required data on waste directed to disposal is not available. In addition, detailed contextual information is not available to understand how this data was collected. However, work is underway to establish the necessary mechanisms for collecting and tracking this data, with the goal of complying with established waste monitoring and management requirements.

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
Environmental due diligence in the supply chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Full content	Information not available	No actual or potential negative or positive impacts were identified with respect to the issue of environmental assessment of suppliers. In addition, Fibra Inn does not have policies or commitments related to this material issue.
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	-	Full content	Information not available	Negative environmental impacts in the supply chain were not analyzed during the reporting year.
Supply chain management					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	59	a and b	Information incomplete	Currently, the required data on the age group, gender, and region of new hires and staff turnover is not available.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part- time employees	58			
	401-3 Parental leave	60			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Security personnel are not trained in human rights policies or procedures.			
Labor law compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	69			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	Full content	Information not available	Fibra Inn had no operational changes and, therefore, no notice was given. However, notice is planned to be given within two weeks.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Full content	Information not available	In 2024, Fibra Inn has no operations that pose a risk to the freedom of association of its employees. No risks related to this issue have been identified with regard to suppliers.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	69			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	69			

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	67, 68			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	Full content	Information not available	The Administrator does not have an occupational health and safety management system.
	403-2 Hazard identification, risk assessment, and incident investigation	-	Full content	Information not available	The Administrator does not identify hazards, assess risks, or investigate incidents.
	403-3 Occupational health services	67			
	403-4 Worker participation, consultation, and communication on occupational health and safety	67	a and b	Information incomplete	<p>Fibra Inn informs its employees about relevant occupational health and safety issues through communications sent by email.</p> <p>Currently, there is no formal joint committee between workers and the company dedicated specifically to occupational health and safety.</p>
	403-5 Worker training on occupational health and safety	67			
	403-6 Promotion of worker health	67			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	67			
	403-9 Work-related injuries	68			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	60, 61, 62			

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	60			
	404-2 Programs for upgrading employee skills and transition assistance programs	60, 61			
	404-3 Percentage of employees receiving regular performance and career development reviews	62			
Equal opportunity and inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	63			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30, 63			
	405-2 Ratio of basic salary and remuneration of women to men	65, 66			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Fibra Inn had no cases of discrimination in the period of this report.			
Respect for the rights of indigenous communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	69			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	69			
Suppliers					
GRI 3: Material Topics 2021	3-3 Management of material topics	73			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	Full content	Information not available	In the year covered by this report, no supplier selection filters were established based on social and environmental criteria.

			Omission		
GRI Standard	Content	Page	Omitted requirements	Reason	Explanation
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	73			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No cases of non-compliance			
Data confidentiality					
GRI 3: Material Topics 2021	3-3 Management of material topics	34			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	35			

Topic	Accounting metric	Unit of measurement defined by SASB	Unit of measurement used by Fibra Inn	Code	Page/Information
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	Percentage (%) by floor area	Percentage (%) of number of properties in operation	IF-RE-130a.1	Limited service: 100% Select service: 100% Full service: 100% Extended stay service: 100% Luxury service: 100%
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Gigajoules (GJ), Percentage (%)	Gigajoules (GJ), Percentage (%)	IF-RE-130a.2	See Energy Management section. (1) 227,630 GJ (2) 100% of Fibra Inn's energy comes from the electricity grid. (3) In 2024, no energy was obtained from renewable sources.
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%)	Percentage (%) at the portfolio level	IF-RE-130a.3	See Energy Management section. In 2024, energy consumption at Fibra Inn increased by 13%, while energy intensity grew by 14%.
	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified by ENERGY STAR, by property subsector	Percentage (%) by floor area	-	IF-RE-130a.4	(1), (2) Energy ratings are not available; however, Fibra Inn continues to explore savings alternatives.
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	Discussion and Analysis	IF-RE-130a.5	See Energy Management section.

Topic	Accounting metric	Unit of measurement defined by SASB	Unit of measurement used by Fibra Inn	Code	Page/Information
Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Percentage (%) by floor area	Percentage (%) of number of properties in operation	IF-RE-140a.1	(1) Total area Extended Stay: 32,929.79 Full Service: 496,919.83 Limited Service: 77,797.54 Select Service: 487,787.15 (2) Area in regions with high or extremely high water stress, by segment: Extended Full: 100% Full Service: 60% Limited Service: 100% Select Service: 83% Data source: Aqueduct
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Thousand cubic meters (m³), Percentage (%)	Cubic meters (m³), Percentage (%)	IF-RE-140a.2	See Comprehensive Water Management section. (1) Total water withdrawn: 569,172 m3, 80% of which comes from areas with high to very high water stress (data coverage includes 100% of properties in operation in 100% of segments). (2) Percentage in regions with high or extremely high water stress, by segment: Full Coverage: 100% Full Service: 71% Limited Service: 100% Select Service: 85% Data source: Aqueduct
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	Percentage (%)	IF-RE-140a.3	See Comprehensive Water Management section. Water withdrawal at Fibra Inn decreased by 1.7% and water consumption intensity fell by 0.9%.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	Discussion and Analysis	IF-RE-140a.4	See Comprehensive Water Management section.
	Area of properties located in 100-year flood zones, by property subsector	Square feet (ft²)	Number of properties in operation	IF-RE-450a.1	Full Service: 187,200.80 ft² Limited Service: 96,072.97 ft² Select Service: 476,457.68 ft² Data source: Aqueduct
Climate Change Adaptation	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	Discussion and Analysis	IF-RE-450a.2	See the Climate Governance section.

Climate-Related Financial Disclosures (TCFD) Recommended disclosure	
a) Describe the board’s oversight of climate-related risks and opportunities.	Fibra Inn has an Audit, Practices and ESG Committee, which is empowered to oversee ESG risk management and ensure that a program is in place to identify, assess, manage, monitor, and report risks.
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	To learn more about the powers exercised by the Audit, Practices and ESG Committee, see the section: Summary of the Main Entities and Functions of Corporate Governance.
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	
b) Describe the impact of climate- related risks and opportunities on the organization’s businesses, strategy, and financial planning.	For details on climate-related risks and opportunities, see the section on Climate Governance section.
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk management: Disclose how the organization identifies, assesses, and manages climate-related risks	
a) Describe the organization’s processes for identifying and assessing climate-related risks.	
b) Describe the organization’s processes for managing climate-related risks.	For details on climate-related risks and opportunities, see the section on Climate Governance.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	
Metrics and targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities	
a) Disclose the metrics used by the organization to assess climate- related risks and opportunities in line with its strategy and risk management process.	See the section on Emissions Management and Climate Change.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See the section on Greenhouse Gas (GHG) Emissions. Reduce greenhouse gas emissions intensity (kg CO ₂ eq/quarter night) by 64% by 2030 compared to 2022.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Have 50% of electricity come from renewable sources by 2030. Reduce water withdrawal intensity (m³/room night) by 22% by 2030 compared to 2022. For more information, see the Environment section.

Forward-looking statements

This ESG Report contains forward-looking statements. Forward-looking statements may be identified by the use of terms such as “believes,” “expects,” “may,” “might,” “should,” “seeks,” “intends,” “plans,” “projects,” “estimates,” “anticipates,” “predicts,” “potential,” or similar expressions, or their negative forms. They may also be present

in discussions of strategy, plans, or intentions. Statements regarding the following matters may be affected by risks and uncertainties that could cause actual results, performance, or achievements to differ materially from those expressed or implied in the forward-looking statements:

- How the company will use net proceeds from any future issuance;
- Business and investment strategies;
- The competitive environment in which the company operate;
- Fibra Inn’s ability to maintain or increase rents and occupancy levels;
- The performance and financial condition of tenants;
- Fibra Inn’s ability to successfully carry out strategic acquisitions of properties in Mexico;
- The ability to successfully expand into new markets in Mexico;
- Fibra Inn’s ability to successfully engage in property development;
- The ability to lease (new or renewed) or sell any of the properties;
- Timelines for property acquisitions;
- Economic trends in the industry or markets where the company operates;
- General market conditions, and overall economic and political conditions, particularly in Mexico;
- The effect of changes in accounting principles, regulatory interventions, government regulations, and monetary or fiscal policy in Mexico;
- Fibra Inn’s ability to obtain financing on favorable terms, or to obtain financing at all;
- Changes in exchange and interest rates;
- The amount and profitability of any additional investments;

- Fibra Inn’s ability to generate sufficient cash flow to meet current and future financing obligations and to make distributions;
- Changes to laws or the lack of permits, such as land use permissions, licenses, and other administrative provisions, which may affect the operations of the properties;
- Applicable legal terms affecting Fibra Inn and the interpretation of such legislation, including changes in tax laws and regulations that affect FIBRA, changes in environmental, real estate, and urban development laws, and increases in income tax rates;
- Changes to tax laws or regulations that could affect the tax regime or treatment applicable to the FIBRA and its Holders;
- The ability to maintain the status of real-estate investment trust (FIBRA).

The forward-looking statements in this ESG Report reflect the company’s beliefs, assumptions, and expectations regarding future performance based on the information currently available to management. These beliefs, assumptions, and expectations are subject to risks and uncertainties and may change as a result of many factors, not all of which are known to management. Should any such changes occur, the company’s business, financial condition, liquidity, and results of operations could differ materially

from those expressed in Fibra Inn’s forward-looking expectations. All forward-looking statements speak only as of the date they are made. Over time, new risks, uncertainties, or events may arise, and it is not possible to predict such events or how they might affect Fibra. The company undertakes no obligation to publicly update or revise any forward-looking statements to reflect changes in assumptions or underlying factors, new information, future events, or other changes or amendments to applicable law.



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