



# ESG Report

# 2025

**FIBRAIN**<sup>®</sup> HOTEL REAL-ESTATE  
INVESTMENT TRUST

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# Message from the CEO

GRI: 2-22

## Dear stakeholders,

It is an honor to present Fibrain's 2025 Environmental, Social, and Governance (ESG) Report, in which we share the progress, challenges, and strategic decisions of the past year, which attest to our commitment to creating long-term sustainable value. This report details how we incorporate ESG factors into our business strategy, recognizing that responsible management is key to strengthening the resilience of our portfolio and meeting our stakeholders' expectations.

In 2025, we continued to strengthen our sustainability approach as a cross-cutting pillar of the Trust's operations, investments, and governance. In the environmental sphere, we increased our level of performance and transparency. Notable achievements include an improvement in our Carbon Disclosure Project (CDP) rating, achieving level "C" (Awareness) classification, and scoring 32 points on S&P's ESG Score in the REI Equity Real Estate Investment Trust category. We also made progress in decarbonizing and modernizing our portfolio by installing electric vehicle chargers at 22% of our hotels and beginning the certification process for the JW Marriott Hotel Monterrey Valle. In addition, we promoted environmental conservation initiatives for creating biological corridors and urban reforestation activities in Nuevo León, benefiting a total area of 5,536 m<sup>2</sup> and helping to reforest urban ecosystems.

On the social front, we reinforced our commitment to talent development and employee well-being. We created **INNspira**, a pilot educational program in place from June to December, to promote literacy, completion of studies, and the development of key skills among our employees. This initiative reinforces our belief that investing in internal talent generates long-term value, improves our guests' experience, and contributes to responsible and sustainable growth for Fibrain. Fibrain has set itself a goal of **having at least 35% of leadership positions occupied by women by 2027, a target that was not only achieved ahead of schedule but exceeded**, reaching 36% in the Hotel Administration Center. It is also noteworthy that 72% of our hotel general managers are women, demonstrating significant progress in gender equality and a strong commitment to diversity and inclusion at all levels of the organization.

From a governance perspective, 2025 was a pivotal year for formalizing policies and processes. We consolidated the Responsible Investment Policy, incorporating ESG criteria into the Trust's investment, acquisition, and transaction decisions, as well as the Environmental Policy, which establishes our commitment to operating sustainably and minimizing environmental impacts. For the first time, we voluntarily participated in the **Principles for Responsible Investment (PRI) assessment and the Global Real Estate Sustainability Benchmark (GRESB)**, strengthening our alignment with international best practices.

Furthermore, we disclosed information on our 2024 ESG performance through the AMAFORE Standardized ESG Questionnaire and made progress in digitalizing ESG management by implementing an online platform that centralizes and automates information collection and alignment with frameworks such as GRI, SASB, TCFD, and IFRS.

Finally, as part of our operational strategy, in 2025 we reached an agreement for the orderly transition of hotel operations, with a process that began on November 1, 2025, and concluded on January 15, 2026, prioritizing operational continuity, proper risk management, and value creation for our investors.

I am grateful to our investors for their trust, our employees for their commitment, and our strategic partners for joining us on this journey. At Fibrain, we remain convinced that a solid sustainability strategy is essential to addressing today's challenges and building a more resilient, responsible, and competitive future.

Sincerely,  
**Jaime Cohen Bistre**  
 CEO

# About this report

GRI: 3-3, 2-1, 2-2, 2-3

JW Marriott Monterrey Valle  
San Pedro Garza García,  
Nuevo León

Fibra Inn is a real-estate investment trust specializing in the acquisition, development and operation of hotel properties in Mexico. It is internally managed and specializes in serving the traveler through international brands. It is registered with Banco Multiva, S.A., Institución de Banca Múltiple, Grupo Financiero Multiva, Trust Division, as trustee of Irrevocable Trust number DB/1616 (formerly F/1616).

The references made in this 2025 ESG report to “Fibra Inn,” or “the Trust,” refer to the Trust and its subsidiaries and related parties. The total encompasses the performance of 32 properties in which Fibra Inn manages and operates the assets, and excludes one plot of land, due to the non-materiality of its impacts.

Fibra Inn’s consolidated and audited financial statements can be viewed in its [2025 Annual Report](#).

As of December 2025, 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.

Furthermore, as of December 31, 2025, Fibra Inn had a contractual relationship with the following related parties:

- Tregnor, S.A.P.I. de C.V., a related party in which Fibra Inn holds no share of the capital, but does have significant influence.

This is the sixth ESG report for Fibra Inn, covering the period from January 1 to December 31, 2025. 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).



Hotel Ex-Hacienda San Xavier  
Guanajuato, Guanajuato



# About us

# 01

# 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. It operates under an internalized scheme, managed and operated by subsidiary companies, which lowers operating costs and ensures an alignment with investors' interests.

Fibra Inn has franchise agreements and brand usage and licensing contracts with various international hotel chains for the operation of global brands, 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."

### Our mission

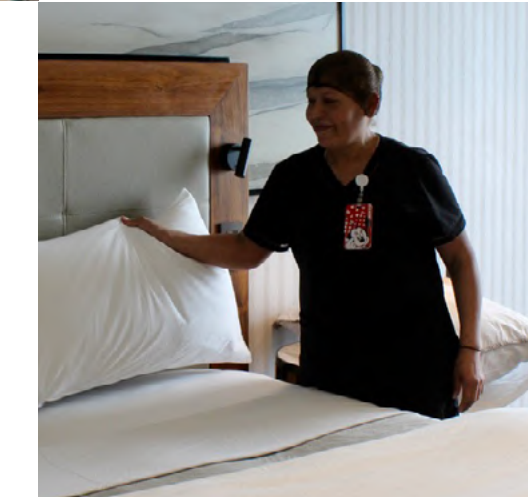
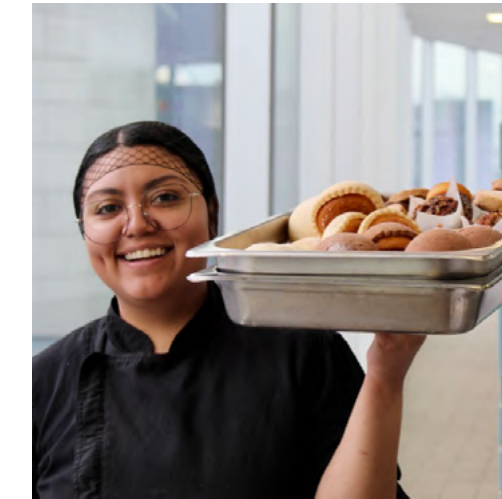
To lead hotel investment and operation with excellence, building value for our stakeholders through effective collaboration and sustainable practices.

### Our values

- Integrity
- Consistency
- Efficiency
- Empathy
- Resilience
- Belonging

### Our vision

Being the most profitable, innovative real-estate investment trust in Mexico, a symbol of hospitality, operating efficiency and sustainable leadership, helping to build a better future through committed, transcendent actions.



The Westin Monterrey Valle  
San Pedro Garza García, Nuevo León

# Fibra Inn's Business Model

## 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 Management of hotel assets and operations

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

## 5 Dividend distribution

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

## 4 Sustainability

- Incorporation of ESG criteria into corporate and operating 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.

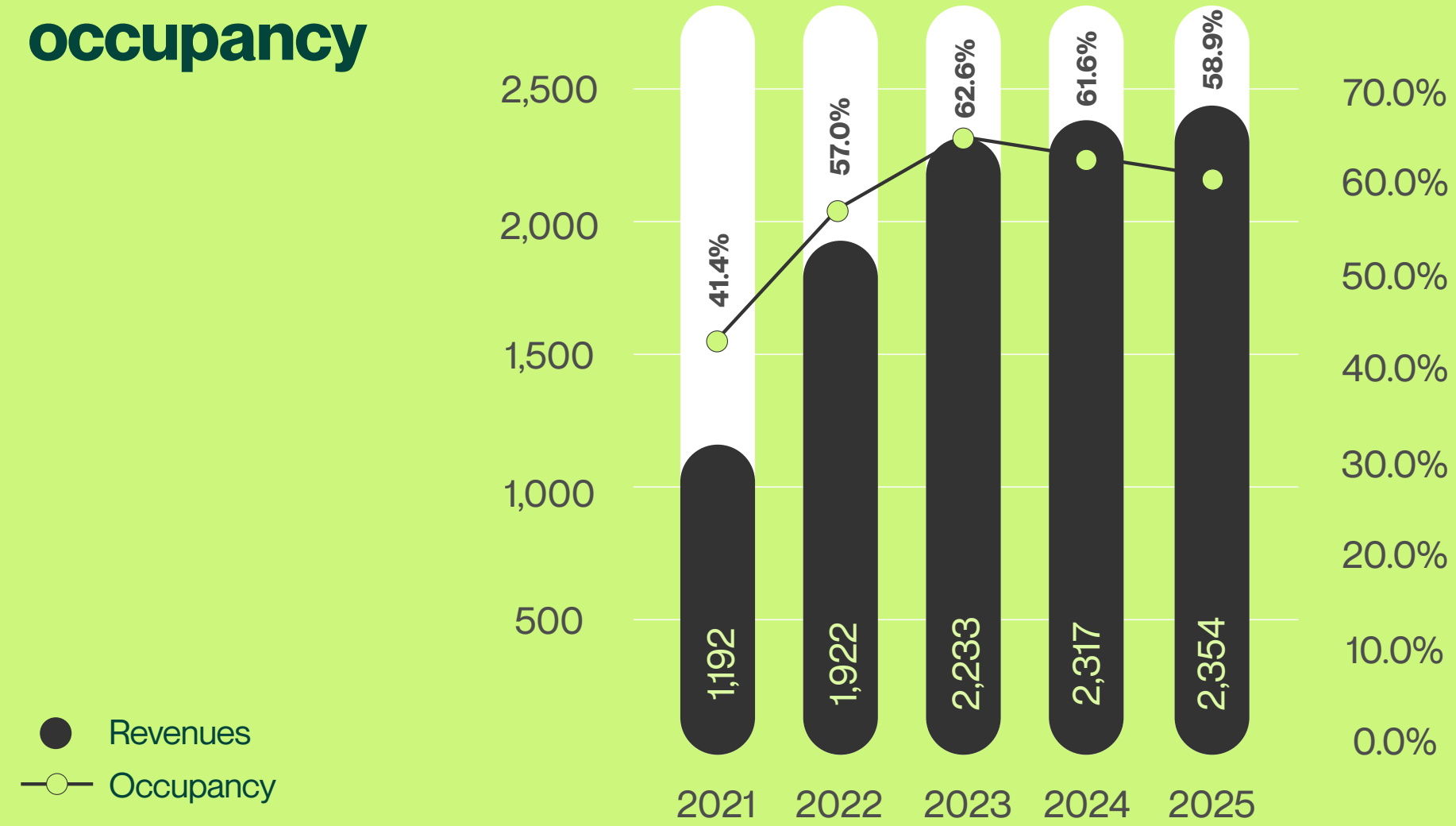


**Financial performance of the Trust's assets**

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	23.3%	14.8%	-16.3%
2022	57.0%	1,180,988	1,557.0	891.4	1,922	32.8%	23.9%	5.9%
2023	62.6%	1,281,629	1,674.8	1,049	2,233	32.9%	22.4%	10.7%
2024	61.6%	1,263,816	1,833.1	1,129.2	2,317	31.6%	26.2%	17.1%
2025	58.9%	1,202,003	1,958.4	1,153.3	2,354	29.8%	15.1%	16.2%

JW Marriott Monterrey Valle  
San Pedro Garza García,  
Nuevo León

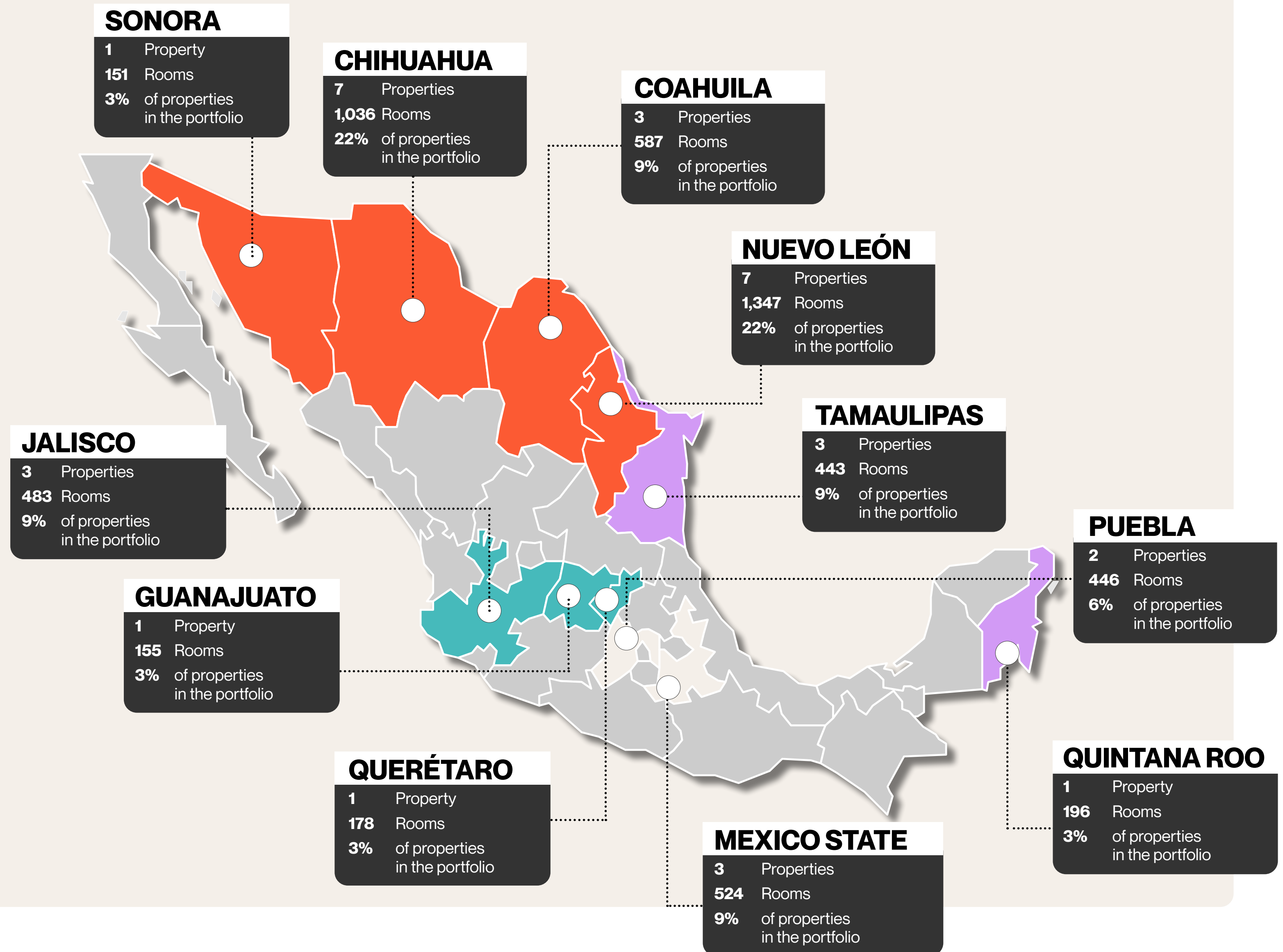
**Revenues vs. occupancy**



# Presence

GRI: 2-1, 2-6

Fibra Inn's portfolio consists of 32 operating properties, with a total of 5,546 active rooms. The occupancy rate at these hotels, which are geographically diversified across 11 Mexican states, was 58.9% in 2025.



# Hotel portfolio by type of service

# Fibra Inn has 333,850.57 m<sup>2</sup> of gross leasable area (GLA)<sup>1</sup>

### Select services (17 hotels):

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

### Limited services (2 hotels)

The same as select services but with a reduced rate. In the United States, this limited segment is known as "budget."

### Full service (10 hotels):

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

### Luxury service (2 hotels):

Select services, complemented by premium food and beverage services, specialized restaurants and spaces for special events and banquets.

### Extended stay services (1 hotel):

Select services, but with lodging of more than five days, and rooms appointed with apartment-style amenities.

JW Marriott Monterrey Valle  
San Pedro Garza García,  
Nuevo León

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

Double materiality | ESG goals | ESG responsibility

**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
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
Courtyard by Marriott Guadalajara Andares	Select 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
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	Luxury 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
The Westin Monterrey Valle	Luxury 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
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



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

# 2025 Achievements

GRI: 2-24

- Operational internalization of 30 hotels under a robust contractual framework, including the early termination of contracts held with the previous hotel operator.
- Incorporation of material ESG risks into the risk matrix and control assessment.
- Analysis of reportable items for compliance with IFRS S1 and S2 standards.
- Improvement of the Carbon Disclosure Project (CDP) score to “C” (Awareness).
- S&P RioCan Real Estate Investment Trust ESG Score of 32 points.
- First-time assessment under the Principles for Responsible Investment (PRI) (voluntary, because this was the first year). PRI is a global initiative that promotes the incorporation of environmental, social, and governance factors into investment decisions.
- First-time assessment under Global Real Estate Sustainability Benchmark standards; this is a global standard that evaluates and compares the ESG performance of real estate and infrastructure assets worldwide.
- Formalization of Fibra Inn’s Responsible Investment Policy, incorporating ESG factors into the Trust’s investment decision-making, acquisition, and transaction processes.
- Formalization of Fibra Inn’s Environmental Policy, expressly stating a commitment to operating sustainably, minimizing environmental impact, and promoting responsible practices.
- Disclosure of information on 2024 ESG performance through the Standardized ESG Questionnaire initiative for issuers of the Mexican Association of Retirement Fund Administrators (AMAFORE).
- Installation of electric vehicle chargers in 22% of the portfolio.
- Start of certification process for the JW Marriott Hotel Monterrey Valle.
- Creation of biological corridors as an environmental conservation initiative, at Tenochtitlán Urban Park, in Guadalupe, Nuevo León, on May 14, 2025, supporting the restoration of urban ecosystems. Participation in a reforestation project with AMEFIBRA at Río La Silla Natural Park, Colonia Lagos del Bosque, Monterrey, Nuevo León. Together these activities covered a total area of 5,536 m².
- Introduction of the INNSPIRA program to promote employees’ personal and professional development through basic and technical training courses that build job skills and improve their quality of life.
- Met and exceeded the goal for female representation in leadership positions, ahead of schedule. Currently, 36% of leadership positions in the Hotel Administration Center are held by women, exceeding the 35% target set for 2027. At the operational level, 72% of General Manager positions in hotels are held by women, demonstrating solid and consistent progress in promoting gender equality within the organization.
- Introduced an online platform to simplify and optimize the management of information related to ESG criteria. Its main goal is to centralize and automate the collection of data necessary to prepare the ESG Report, respond to international questionnaires (GRESB, PRI, CSA, CDP, UNGC), and align with reporting frameworks (GRI, SASB, TCFD, IFRS S1 and S2).



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

# Double materiality

GRI: 3-1, 3-2

## Double materiality methodology

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 was a crucial input for defining and aligning the ESG Strategy, ensuring that the organization's priorities reflect both internal impacts and external expectations on sustainability.

Fibra Inn's [ESG Policy](#) requires that this study be updated every three years, so the next update is scheduled for 2026.

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

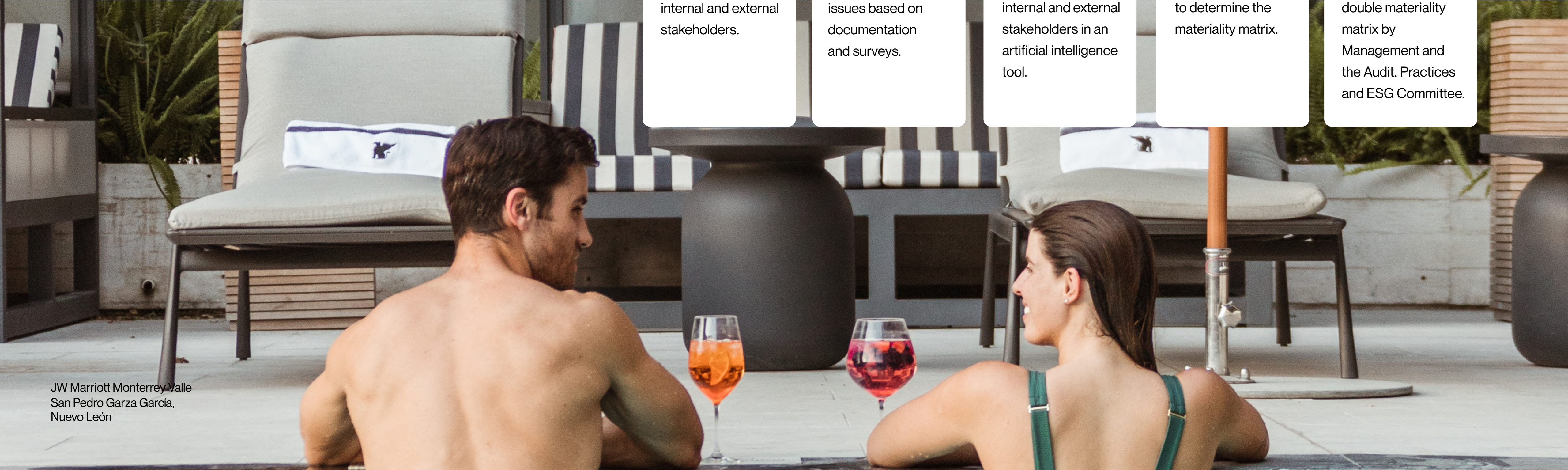
### Materiality matrix

Analysis of results obtained to determine the materiality matrix.

5

### Validation

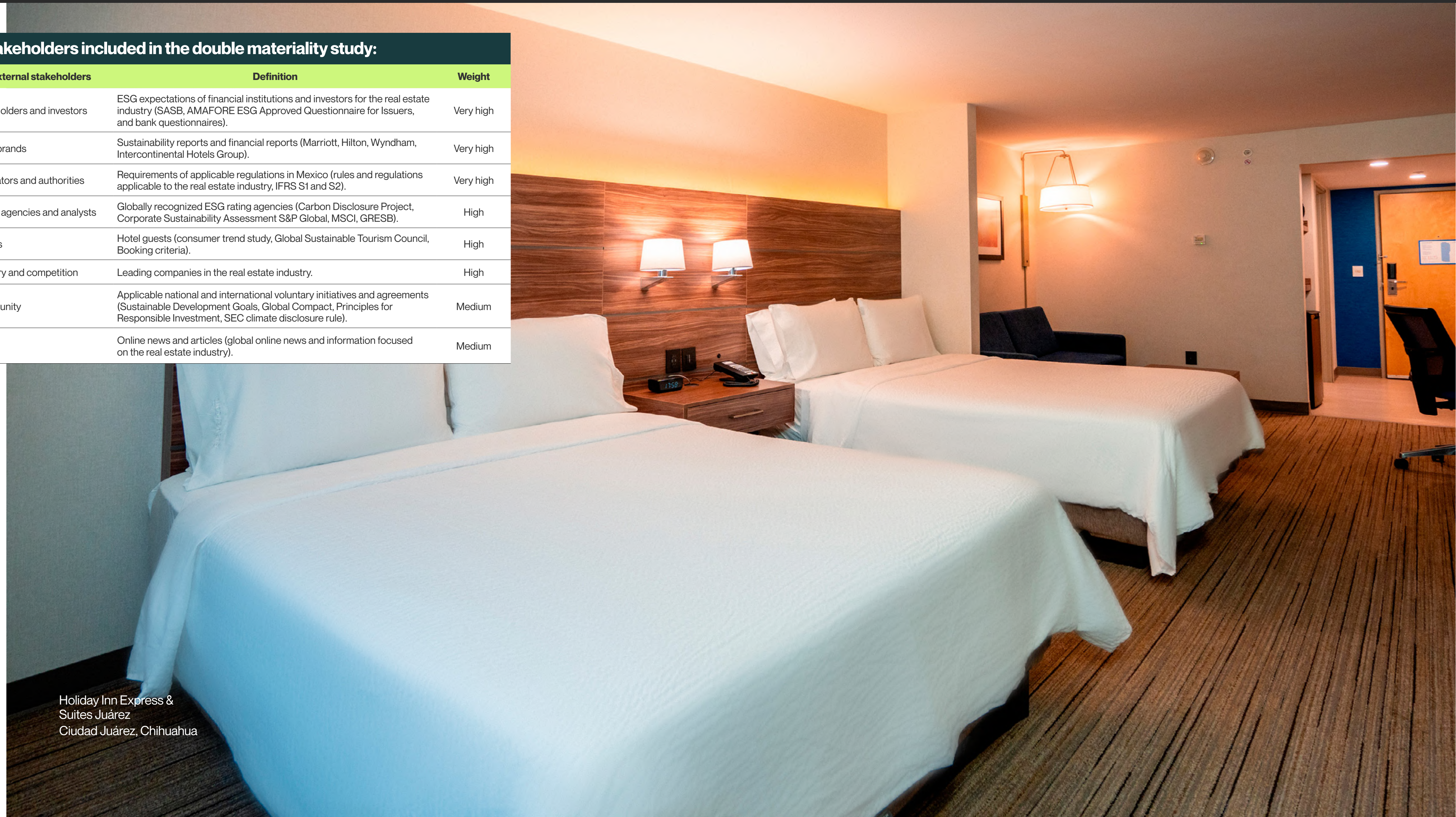
Review and validation of the double materiality matrix by Management and the Audit, Practices and ESG Committee.



Double materiality | ESG goals | ESG responsibility

**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).	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



Holiday Inn Express & Suites Juárez  
Ciudad Juárez, Chihuahua

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 2025	SDG impacted	Rank	Material topic	Subtopics included in 2025	SDG impacted
1	Emissions and climate change	Scope 1, 2, and 3 GHG emissions		9	Diversity, equity and inclusion	Fair and equitable compensation	 
		Mitigation strategy: emissions reduction					
		Climate change adaptation (physical and transition risks)					
		Climate governance					
2	Energy management	Energy consumption monitoring		10	Data privacy and security	Cybersecurity	
		Energy reduction and efficiency					
		Use of renewable energy					
3	Water stewardship	Water consumption and efficiency		11	Health, safety and wellness	Occupational health and safety	 
		Water pollution					
		Water stress management					
4	Sustainable properties	Green building certifications	     	12	Talent management	Talent acquisition and retention	
		Accessible and inclusive properties					
		ESG criteria in construction and procurement					
5	Ethics and transparency	Business ethics and whistleblowing		13	Community engagement	Mechanisms for dialogue with the community	
		ESG reporting					
		Stakeholder engagement and management					
6	Business model resilience	Risk and crisis management		14	Waste management	Hazardous and non-hazardous waste management	
		Business continuity plan					
		ESG strategy					
7	Natural capital	Ecosystem protection		15	Responsible supply chain	Supplier risk assessment	
		Biodiversity					
8	Governance structure	Corporate governance structure, policies, and procedures		16	Innovation and Technology	Advanced technologies	
		Compensation of governing bodies and executives					
		ESG governance					
		Regulatory compliance					



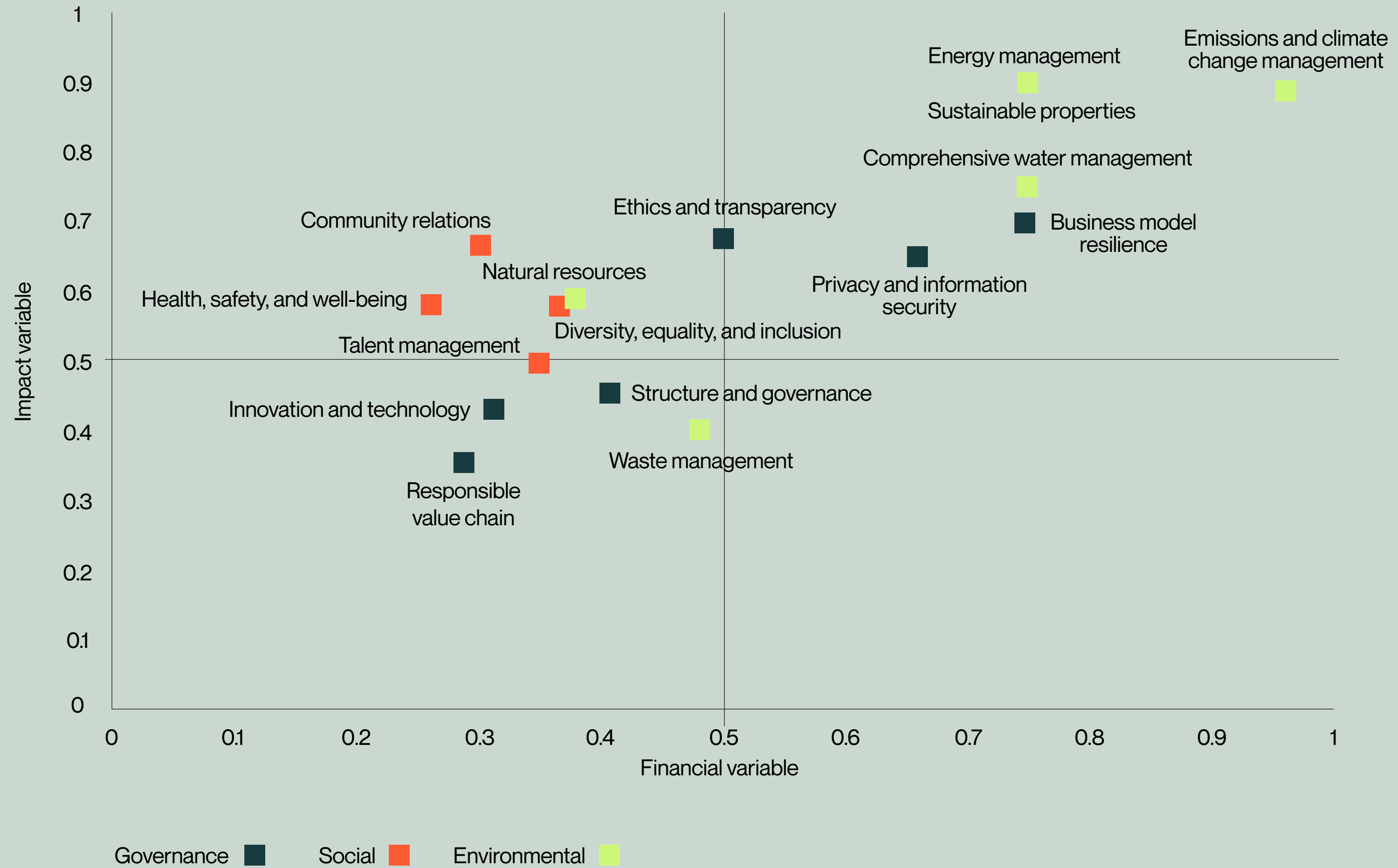
Holiday Inn Express  
Monterrey Aeropuerto  
Apodaca, Nuevo León

### 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



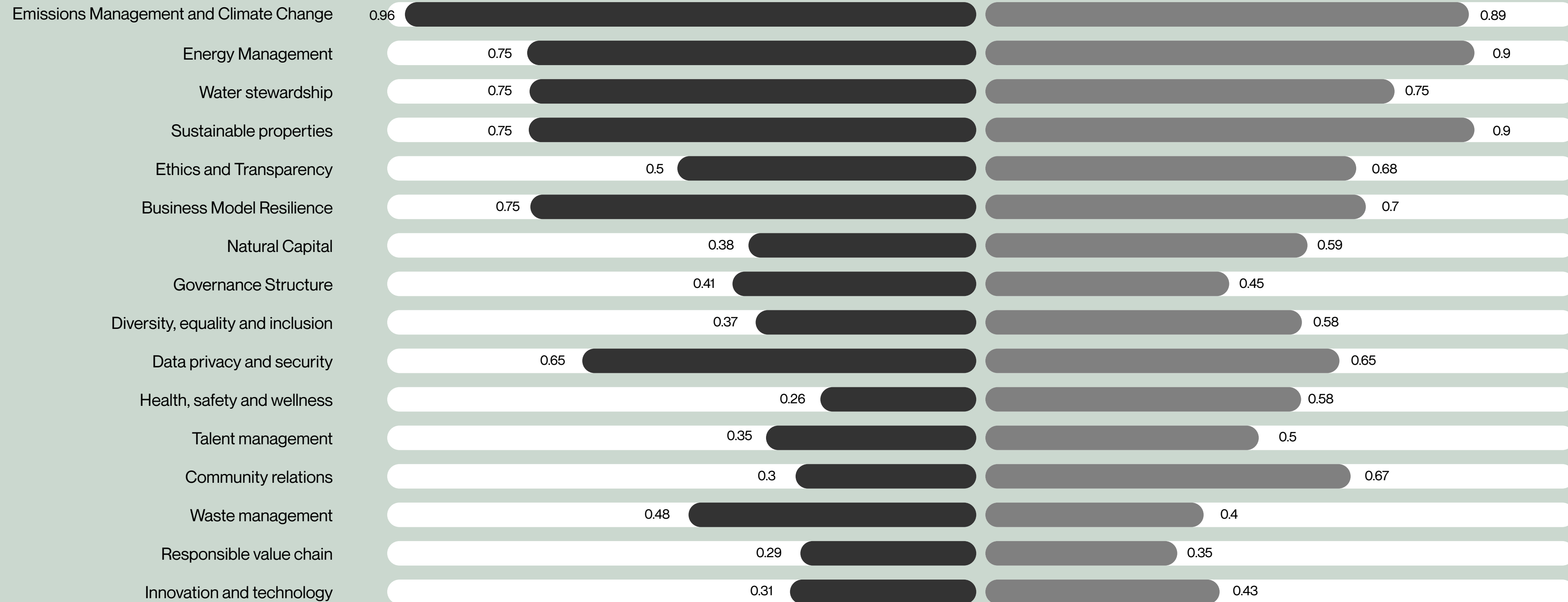
# Assessments of financial and impact variables

## Financial Variable

## Impact variable

Analyzes the likelihood that a topic could financially affect the organization.

Analyzes for each topic the likelihood that the organization may have a material external impact.



1 0.8 0.6 0.4 0.2 0 0 0.2 0.4 0.6 0.8 1

Greater probability that a topic will financially affect the organization.

Greater probability that the organization could have an impact on the issue externally.

# ESG Goals<sup>2</sup>

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 and was placed under the supervision of the Audit, Practices, and ESG Committee, positioning ESG as a strategic priority.

As part of this process, Fibra Inn updated its material topics using a double materiality approach in 2023 identifying the most relevant ESG topics for the business and its stakeholders. This exercise served as the base for setting clear targets aligned with the top environmental and social challenges of the hotel industry.

Fibra Inn's ESG goals are closely aligned with its vision of creating value through profitable hotel asset investment and management in Mexico, incorporating criteria of efficiency, sustainability, and social responsibility.

## Progress toward ESG goals

During the period reported, the organization made concrete progress in meeting the ESG targets it set in 2023, with measurable results and strategic actions in development.

**Progress:** In connection with our water conservation strategy, 52% of hotels already have aerators or flow restrictors installed throughout their facilities, and an additional 28% have partially completed this process. Furthermore, 76% have adopted efficiency standards for faucets and plumbing fixtures. In terms of complementary management, 60% of properties feature low-water-use gardens or native plant species, and 88% have programs for asking guests' permission to launder room linens less frequently.

## Environment

### Emissions and Climate Change

**Goal<sup>3</sup>:** Achieve a 30% reduction in GHG emissions intensity (kg CO<sub>2</sub>e/room night) by 2030, compared to 2022.

**Progress:** Scope 1 and 2 emissions intensity decreased from 14.76 kg CO<sub>2</sub>e/room-night in 2022 to 14.06 kg CO<sub>2</sub>e/room-night in 2025, representing a cumulative reduction of 6.7%. This progress confirms that we are well on our way to achieving the long-term target.

### Energy management

**Goal<sup>4</sup>:** Cover 40% of electricity consumption (Scope 2) with renewable energy sources by 2030, using 2022 as a base year.

**Progress:** In 2025 we consumed no renewable energy, but we did move forward on our strategic analysis for the energy transition, which included evaluating the possibility of entering the wholesale power market through qualified supplier for the acquisition of renewable energy.

### Comprehensive water management

**Goal<sup>5</sup>:** Reduce water withdrawal intensity (m<sup>3</sup>/room night) by 8% by 2035, compared to 2025.

<sup>2</sup> 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.

<sup>3</sup> During the process of updating the climate strategy, we reviewed the previously established goal of reducing greenhouse gas emissions intensity (kg CO<sub>2</sub>e/room-night) by 64% between 2022 and 2030. As part of this exercise, we reassessed the hotels' energy performance, the actual reduction opportunities associated with available technologies, and the technical and economic feasibility of the identified mitigation measures. As a result of this review, it was determined that the initial goal presented significant implementation challenges given the operational characteristics of the hotel portfolio, infrastructure renewal cycles, and the availability of low-carbon technologies and energy sources in the regions where the hotels operate. In this context, the Trust decided to adjust its target to a 30% reduction in Scope 1 and 2 GHG emissions intensity (kg CO<sub>2</sub>e/room-night) by 2030 compared to 2022. This adjustment aims to ensure that the goal is technically achievable, financially responsible, and aligned with the actual capacity to implement energy efficiency and energy transition projects within the portfolio. The updated goal allows efforts to be focused on concrete reduction actions—such as energy efficiency projects, HVAC system optimization, equipment modernization, and the gradual adoption of cleaner energy sources—ensuring measurable and sustained progress toward the decarbonization of operations.

<sup>4</sup> During the process of reviewing and bolstering the Trust's energy strategy, we examined the previously established goal of drawing 50% of our electricity consumption from renewable sources by 2030, using 2022 as the base year. In this review, we reevaluated the availability of renewable energy in the regions where the hotel portfolio operates, conditions on the electricity market, as well as the technical and economic feasibility of mechanisms for contracting and supplying clean energy. This analysis revealed certain limitations regarding the regional availability of renewable energy, the regulatory conditions of the electricity market, and the capacity to implement projects within the hotels. In this context, we decided to adjust the goal to 40% renewable electricity (Scope 2) by 2030, using 2022 as the baseline year. This adjustment aims to establish a realistic and achievable target, aligned with current energy market conditions and the portfolio's growth strategy, while allowing for gradual progress in the transition to cleaner energy sources and the reduction of the operations' carbon footprint.

<sup>5</sup> We adjusted our water management goal to focus exclusively on hotels located in areas with high and extremely high water stress, prioritizing the assets most directly exposed to risk. In addition, the baseline was updated with more accurate and consistent operational data, taking into account changes in the portfolio and improvements in data quality, with 2025 established as the new base year.



Double materiality | ESG goals | ESG responsibility

## Social

### Diversity, equity, and inclusion

**Goal:** Achieve at least 35% female representation in leadership positions<sup>6</sup> by 2027.

**Progress:** The target has been met and exceeded. Women hold 36% of leadership positions in the Hotel Administration Center, and at the operational level, 72% of general manager positions in hotels are held by women, reflecting strong performance that aligns with the organization’s commitment to gender equality.

## Governance and management

### Sustainable properties

**Goal:** <sup>7</sup> Achieve environmental certifications for 35% of the floor area of operational hotels by 2035, using 2022 as the base year.

**Progress:** the **JW Marriott Hotel Monterrey Valle** is in the process of certification, as is the new Hotel Support Center office space.

## Incorporation of ESG criteria into strategic decision-making

To steadily advance toward meeting its ESG goals, **Fibra Inn incorporates environmental, social, and governance criteria into its strategic analysis and decision-making process**, taking into account, among other factors, the following:

- **Cost-benefit and materiality assessments**, aimed at comprehensively identifying and managing potential tensions between initial investment, operational efficiency, reduction of environmental impacts, and long-term value creation.
- **Structured internal prioritization processes**, to analyze possible trade-offs between higher short-term investments—such as energy efficiency, maintenance, certifications, and

operational improvements—and expected medium- and long-term benefits, including cost reduction, mitigation of climate-related risks, strengthening of operational resilience, and corporate reputation.

- **Cross-checking with governing bodies and key departments**, ensuring that strategic decisions incorporate financial performance and the achievement of ESG goals in an equitable manner.

Using this approach, **Fibra Inn seeks to maximize the sustainable value of its portfolio**, making informed decisions to balance risks and opportunities, and strengthening the Trust’s long-term resilience and profitability.

<sup>6</sup> Leadership positions refer to senior management roles in administration and general managers in hotel operations.

<sup>7</sup> The goal for environmental certifications was updated, adjusting both the timeline for achieving it and the base year. Previously, the goal was to have environmental certifications for 35% of the floor area of operating hotels by 2030. The target has been modified to have environmental certifications for 35% of the floor area of operating hotels by 2035, using 2022 as the base year. This adjustment aligns the target with the current conditions of the portfolio, as well as with the actual time required to implement certifications, ensuring that the target is achievable and measurable in the medium term.

JW Marriott Monterrey Valle  
San Pedro Garza García,  
Nuevo León



# Responsibility for ESG topics

GRI: 2-13, 2-14

The Director of Investor Relations and ESG has been made the executive responsible for ESG issues, with the support of the ESG area.

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:**

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

**Building partnerships:**

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



Holiday Inn Express  
Monterrey Aeropuerto  
Apodaca, Nuevo León



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

## Stakeholder communication

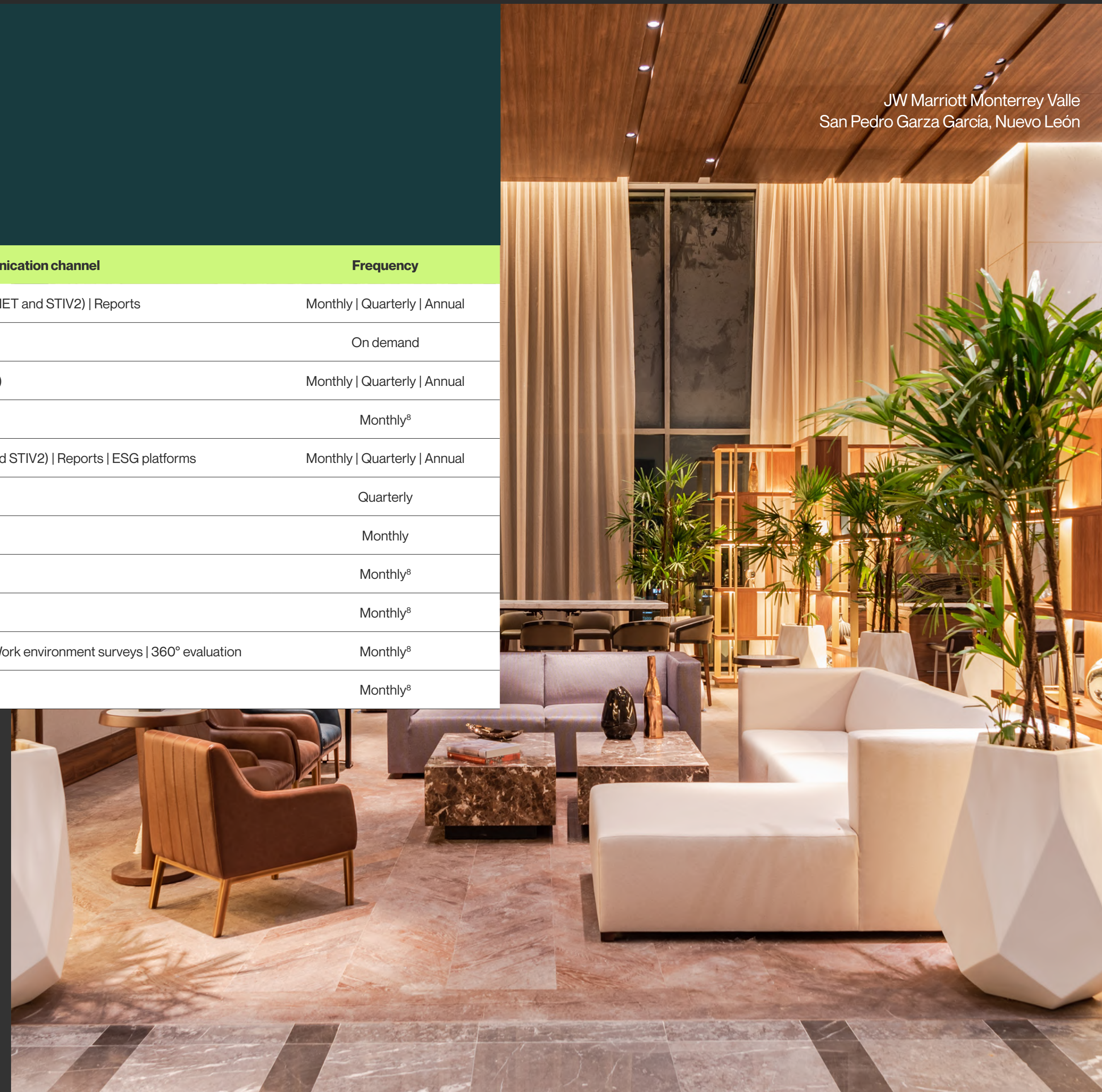
**GRI: 2-26, 2-29**

Keeping stakeholders abreast of what is happening at Fibra Inn is highly important. We have a [Stakeholder Policy](#) for both internal and external groups that describes communication channels and the corresponding frequencies.

JW Marriott Monterrey Valle  
San Pedro Garza García, Nuevo León

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 <sup>8</sup>
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   <a href="#">Hotline</a>	Monthly <sup>8</sup>
Guests	Guest satisfaction   Incidents	Emails   Satisfaction survey   <a href="#">Hotline</a>	Monthly <sup>8</sup>
Employees	Training   Events   Perception of work environment	Emails   Internal system (Workvivo)   Work environment surveys   360° evaluation	Monthly <sup>8</sup>
Community	Events   Donations	Emails   Property social media	Monthly <sup>8</sup>

<sup>8</sup> We communicate with these stakeholders if they are active in our distribution lists.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León



# Governance



# Governance structure

GRI: 3-3, 2-9

## FIBRAIN®

### CBFI holders' meeting

### Technical committee

Audit, Corporate Practices and ESG Committee

Nominating and Compensation Committee

Finance and Investment Committee

The CBFI 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, 2025, the Technical Committee was supported by the following auxiliary committees established according to the trust indenture: the Audit, Corporate Practices and ESG Committee; the Finance and Investment Committee; and the Nominating and Compensation Committee.

1001

Suite  
Presidencial

### Material events

- January 31 – Announced appointment of Jaime Cohen Bistre as Chief Executive Officer of Fibra Inn; he assumed the office on February 1, 2025.
- June 6 – Announced sale of the Microtel Inn & Suites by Wyndham Chihuahua was announced.
- June 27 – Announced decision by the Technical Committee's to replace its Issuer Trustee.
- July 21 – Fitch Ratings ratified Fibra Inn's long-term debt rating at A-, maintaining a Stable Outlook. Additionally, it reiterated the rating of the Trust Securities (ticker symbol FINN 18) at A-.
- July 24 – Announced internalization of operations of two hotels in the Trust's portfolio.
- August 14 – Reported divestment of a property located in Coatzacoalcos, Veracruz.
- October 23 – Announcement that Multiva would become trustee of the Trust following various corporate actions by the previous trustee
- November 3 – Announced internalization of the operations of 28 hotels in the Trust's portfolio.
- December 1 – Announced conversion of one of the Trust's hotels to a Courtyard by Marriott Guadalajara Andares hotel.

### Appointment and selection process in corporate governance

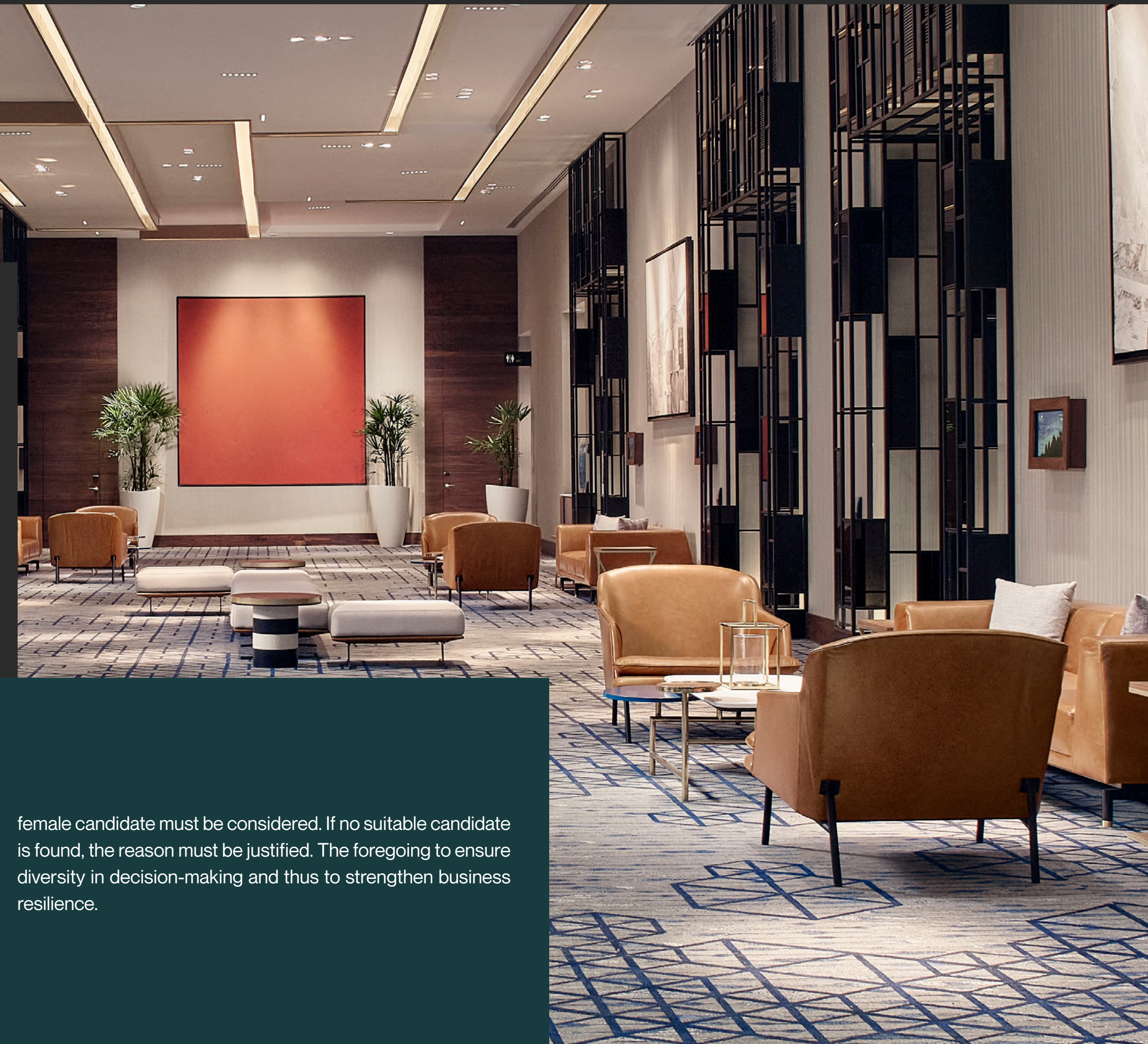
**GRI: 2-10**

Trust Agreement DB/1616 establishes that the Technical Committee shall be composed of a maximum of 21 regular 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, participating Committee members may

appoint a chair for the meeting by majority vote from among the members present.

Independent 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, CBFi holders must abide by the Technical Committee Member Policy, 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 Technical Committee 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, that 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 independent 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.

The evaluations are conducted by peers and independently by an external provider, ensuring objectivity and the absence of conflicts of interest in the process. They must be conducted at regular intervals of no more than three years; accordingly, the last evaluation was in 2023.



JW Marriott Monterrey Valle  
San Pedro Garza García,  
Nuevo León

### 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 CBFH Holders' Meeting, upon recommendation of the Nominating and Compensation Committee. Similarly, in accordance with the Trust Agreement, the CBFH Holders' Meeting may agree on compensation for the other members for the performance of their duties, upon proposal by the Nominating and Compensation Committee.

In 2025, the emoluments for members of the Technical Committee of the Trust and its auxiliary committees entitled to emoluments were updated as follows:

- MXN46,400 for attendance at each meeting of the Trust's Technical Committee (previously MXN44,500).
- MXN38,200 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 the performance of its duties (previously MXN36,650).

The emoluments received by Technical Committee Members are made on equal conditions, independent of any consideration as to age or gender.

Name	Attendance
Technical Committee	100%
Audit, Corporate Practices and ESG Committee	92%
Nominating and Compensation Committee	90%
Finance and Investment Committee	100%

### Total annual compensation GRI: 2-21

Range	Annual total compensation for the organization's highest paid-individual compared to the median annual total compensation for all employees	Mean 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
Hotel Support Center	107	5%
Hotels	35	0% <sup>9</sup>

<sup>9</sup> 0% increase in total annual compensation, because this is the first time Fibra Inn has internalized the management of hotel employees.

For more information about variable compensation at Fibra Inn, see the [2025 Annual Report](#).



Hotel Support Center Office  
Monterrey, Nuevo León

# Composition of the Technical Committee and auxiliary committees

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

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



Hampton Inn  
Monterrey Galerías  
Monterrey, Nuevo León

# Technical Committee members

## Technical Committee members

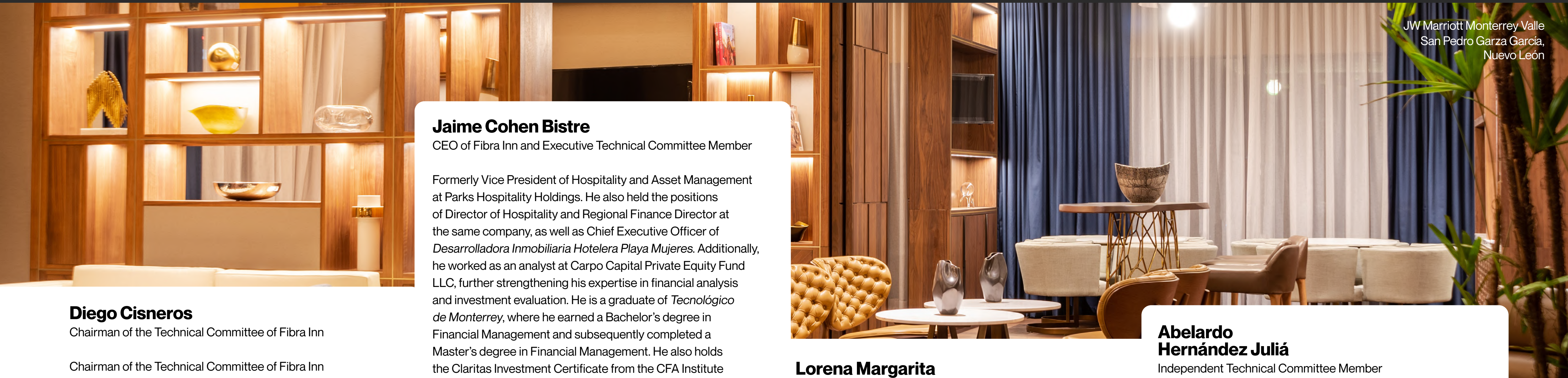
Regular member	Independent member	Alternate	Gender	Time in the position (years) <sup>10</sup>	Years of experience	Years of risk experience	Years of ESG experience	Company in which they are independent member of the Board of Directors
Diego Andrés Cisneros	No	Carlos Alberto Rohm	Male	2 years 10 months	15	15	0	Independent Member of the Technical Committee of CERPI Atlas Capital Global ("Capgio") 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.
Santiago Riveroll Mendoza	No	Pablo Zaldívar Orue	Male	2 years 10 months	20	20	8	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.
Jaime Cohen Bistre	No	Miguel Aliaga Gargollo	Male	10 months	17	9	9	
Santiago Pinson Correa	Yes	N/A	Male	9 years 10 months <sup>11</sup>	29	29	11	Investment Management Action Council - Center for Excellence in Investment Management. Kenan-Flagler Business School University of North Carolina at Chapel Hill
Lorena Margarita Cárdenas Costas	Yes	N/A	Female	3 years 10 months	30	10	10	Grupo Industrial Saltillo, HSBC México Aseguradora, Operadora y Casa de Bolsa, Protexa Desarrollos.
José María Garza de Silva	Yes	N/A	Male	2 years 8 months	19	11	3	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	2 years 8 months	18	18	7	Independent board member of TERRAFINA Independent Board Member of Promotora de Hoteles Norte 19
Federico Castillo Arce	Yes	N/A	Male	1 year 8 months	27	15	5	

<sup>10</sup> Time in the position as of close of business on December 31, 2025

<sup>11</sup> In the 9 years, 10 months in which Santiago Pinson has been a member of Fibra Inn's Technical Committee, he has served for 3 years and 2 months as Equity Member and 6 years 8 months as Independent Member.

### Breakdown by age





JW Marriott Monterrey Valle  
San Pedro Garza García,  
Nuevo León

**Diego Cisneros**

Chairman of the Technical Committee of Fibra Inn

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 Mendoza**

Equity Technical Committee Member

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.

**Jaime Cohen Bistre**

CEO of Fibra Inn and Executive Technical Committee Member

Formerly Vice President of Hospitality and Asset Management at Parks Hospitality Holdings. He also held the positions of Director of Hospitality and Regional Finance Director at the same company, as well as Chief Executive Officer of *Desarrolladora Inmobiliaria Hotelera Playa Mujeres*. Additionally, he worked as an analyst at Carpo Capital Private Equity Fund LLC, further strengthening his expertise in financial analysis and investment evaluation. He is a graduate of *Tecnológico de Monterrey*, where he earned a Bachelor's degree in Financial Management and subsequently completed a Master's degree in Financial Management. He also holds the Claritas Investment Certificate from the CFA Institute and is a Level II candidate in the CFA program, one of the most prestigious credentials in the financial sector.

**Santiago Pinson Correa**

Independent Technical Committee Member

With extensive experience in investments, 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. Prior to joining Navix, he served as Investment Manager - Co-Head of Equities and Head of Multistrategy at Cardano UK, as well as Director - Senior Portfolio Manager at Atlas Capital Group, both in London, United Kingdom. He holds an MBA from the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill, as well as a Bachelor's degree in Business Administration from the Universidad Iberoamericana. In addition, he completed the Real Estate Management Program at Harvard University.

**Lorena Margarita Cárdenas Costas**

Independent Technical Committee Member

Financial executive with more than 30 years of experience. She has served as Finance Director 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**

Independent Technical Committee Member

With more than 17 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**

Independent Technical Committee Member

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**

Independent Technical Committee Member

27 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. Over the past 15 years, Mr. Castillo has focused primarily on real estate investments—both development and income-producing properties—through institutional funds.

# Ethics and transparency

## Compliance

**GRI: 2-27**

Regulatory compliance is a cornerstone of management at Fibra Inn, ensuring that all of our 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 continuously tracks changes in the laws each quarter and assesses possible legal risks associated with the Trust and its management.

As for legal risks in the hotel operations, besides constantly managing and addressing these, we conduct random annual internal verification inspections of properties to make sure that their managers have all the licenses and permits necessary to operate the hotels. This includes going over documents like alcohol licenses, civil protection programs and operating licenses, among others.

There were no significant instances of non-compliance during the past year.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

## 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 [Alert Hotline](#), 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.

### The Code of Ethics covers the following topics:

- Transparency
- Political activities
- Anti-corruption
- Discrimination
- Confidentiality
- Conflicts of interest policies
- Money laundering prevention
- Labor relations
- Reciprocity
- Health and safety
- Legal and regulatory compliance
- Non-violence
- Prohibition of harassment
- Professional conduct
- Environment

100% of Hotel employees and 100% of new employees in the Hotel Support Center signed the [Code of Ethics](#).

## 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 Technical Committee Member Policy.
- The signing by independent board members of an independence declaration questionnaire before their appointment, as well as an annual confirmation of their independence, before being proposed for ratification of their appointment by the CBFH Holders' Meeting.





- 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 entities 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.

Furthermore, Fibra Inn has a Conflict of Interest Policy, which establishes guidelines and principles for preventing, identifying, and managing situations in which the personal interests of employees or executives may influence—either actually or potentially—their judgment, decisions, or actions, to the detriment of Fibra Inn's interests and in violation of the Code of Ethics and other Company policies.

The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

### Data privacy and information security

**GRI: 3-3, 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).

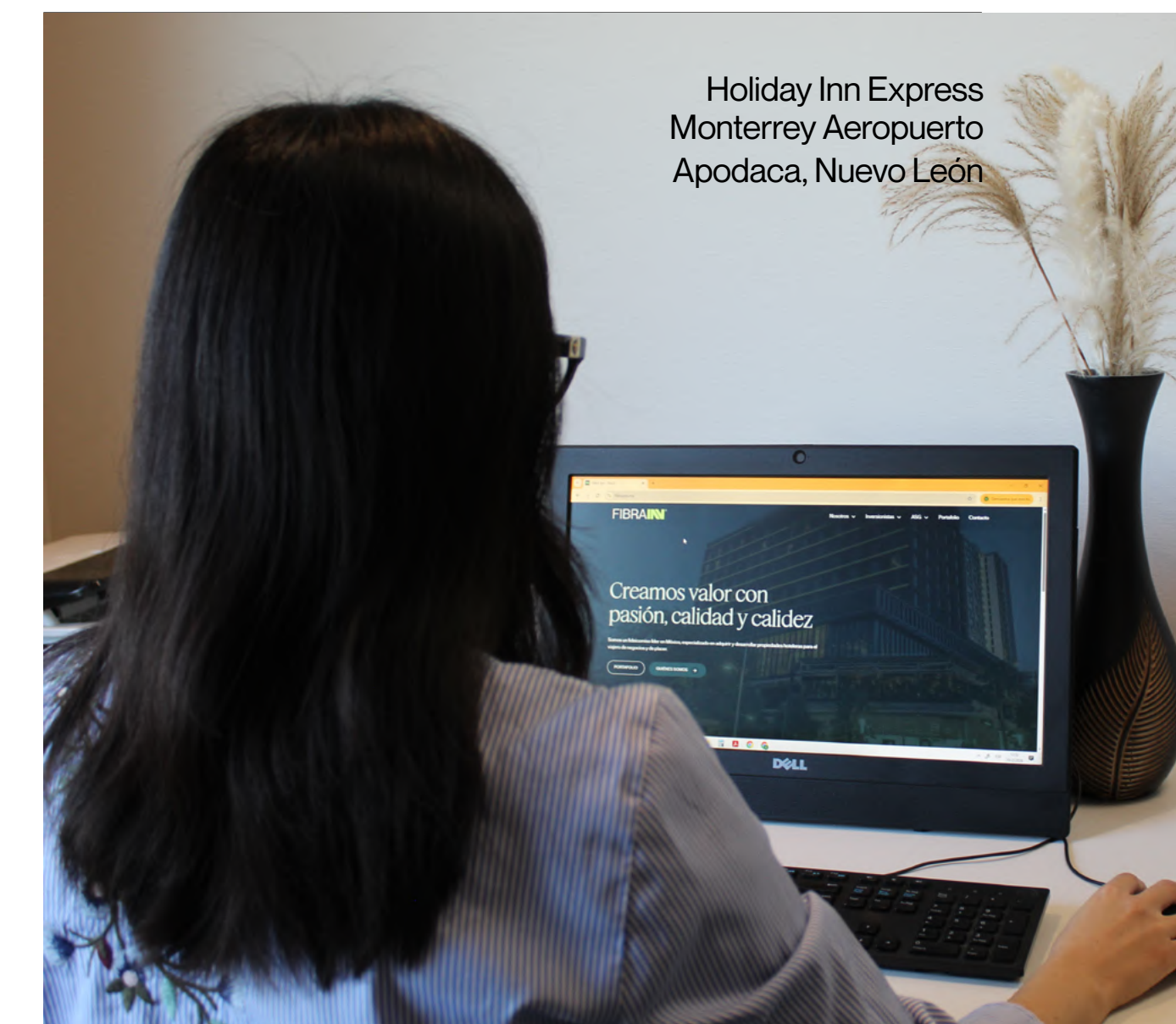
As an additional measure to prevent information loss, system information is backed up externally each day. This practice allows us to recover information immediately in the event of any emergency or system failure.

In addition, in 2025, **67** employee training sessions were held, focused on bolstering information security and cybersecurity culture, covering key issues such as security, phishing, smishing, social engineering, incident reporting through the Phish Alert Button (PAB), ransomware and malware, data protection and privacy, password management and authentication, secure use of devices and remote work, shadow IT, policies and compliance, emerging risks, and general onboarding. Through these actions, **174** employees received a total of **13** hours of training, helping to mitigate operating risks and strengthen corporate governance practices.

As part of our efforts to strengthen information security management and data protection, we continuously monitor incidents related to third-party claims, requests from regulatory authorities, and potential data breaches, theft, or loss of customer data. The results for the reporting period are presented in the table below.

We also conduct internal audits of the IT infrastructure and information security management systems, and arrange for an independent external audit of the IT infrastructure and information security management systems, using ISO 27001: Information Security, Cybersecurity, and Privacy Protection as a reference.

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



Holiday Inn Express  
Monterrey Aeropuerto  
Apodaca, Nuevo León

# Risk management

The organization has established procedures for identifying, preventing, mitigating, and responding 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 [Annual Report](#) 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 governance section.

In addition, the physical and transition risks associated with climate change have been identified and documented, and these are addressed comprehensively in the climate governance section. In 2025, we incorporated material ESG risks into the entity's risk matrix, and conducted an assessment of the control environment to evaluate the coverage of significant risks. Additionally, we analyzed the reporting elements necessary for compliance with IFRS standards in financial reports.

## 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.
- 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.
- 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.
- 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.



Holiday Inn Express  
Monterrey Aeropuerto  
Apodaca, Nuevo León

100% of the Hilton, IGH, Marriott and Wyndham hotels in our portfolio operate in accordance with the above platforms.

Emissions and climate change management | Greenhouse gas (GHG) emissions | Water stewardship | Waste management

The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

# Environment

# 03

# Emissions and climate change management

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 Taskforce 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.

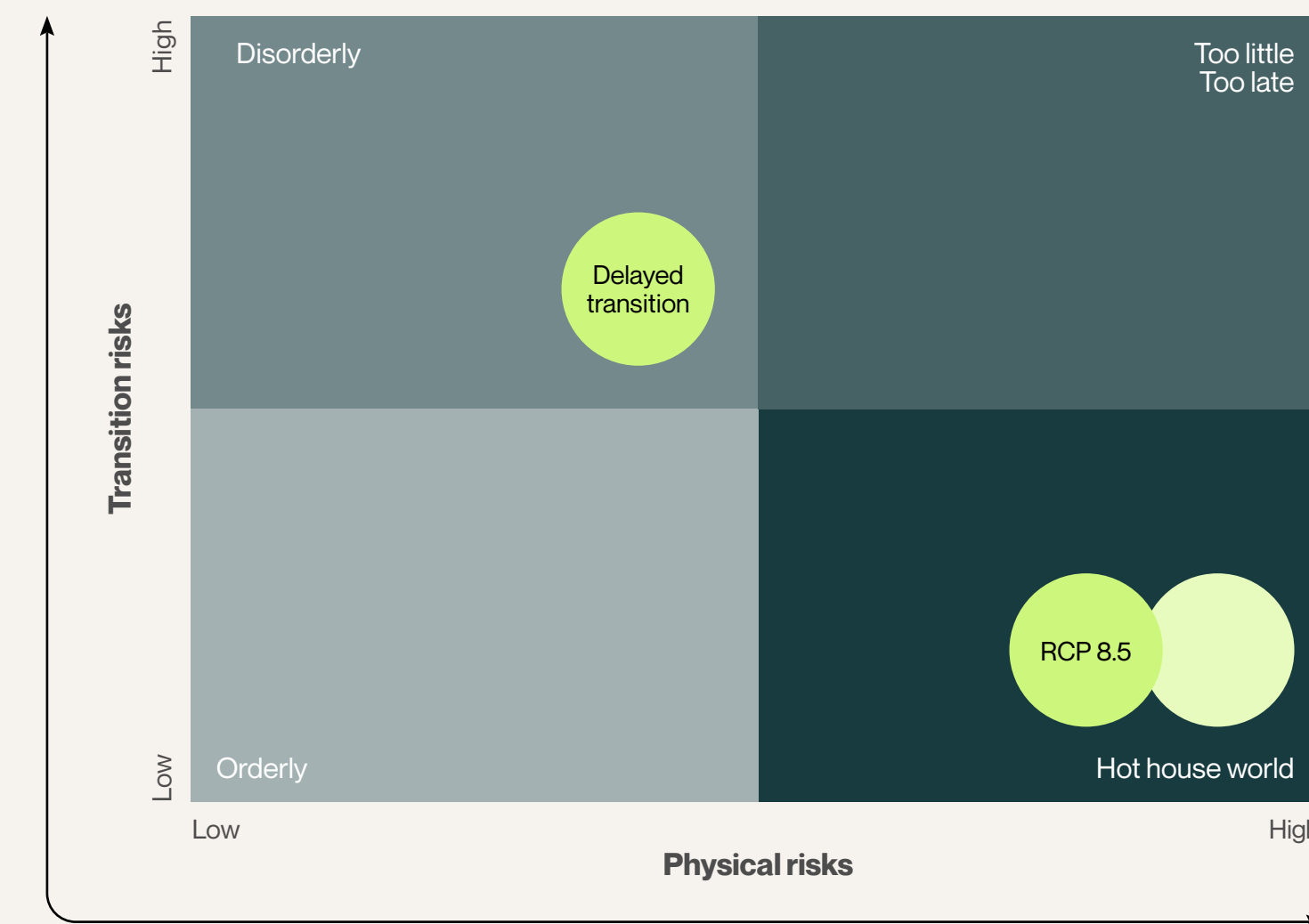


Holiday Inn Express  
Monterrey Aeropuerto  
Apodaca, Nuevo León

## Physical and transition risk assessment

To assess physical and transition risks we selected scenarios from 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. CO<sub>2</sub> removal is limited.

• **Net Zero 2050:** Limits global warming to 1.5°C through stringent climate policies and innovation, reaching global net zero CO<sub>2</sub> 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.



Crowne Plaza  
Monterrey Aeropuerto  
Apodaca, Nuevo León

**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.

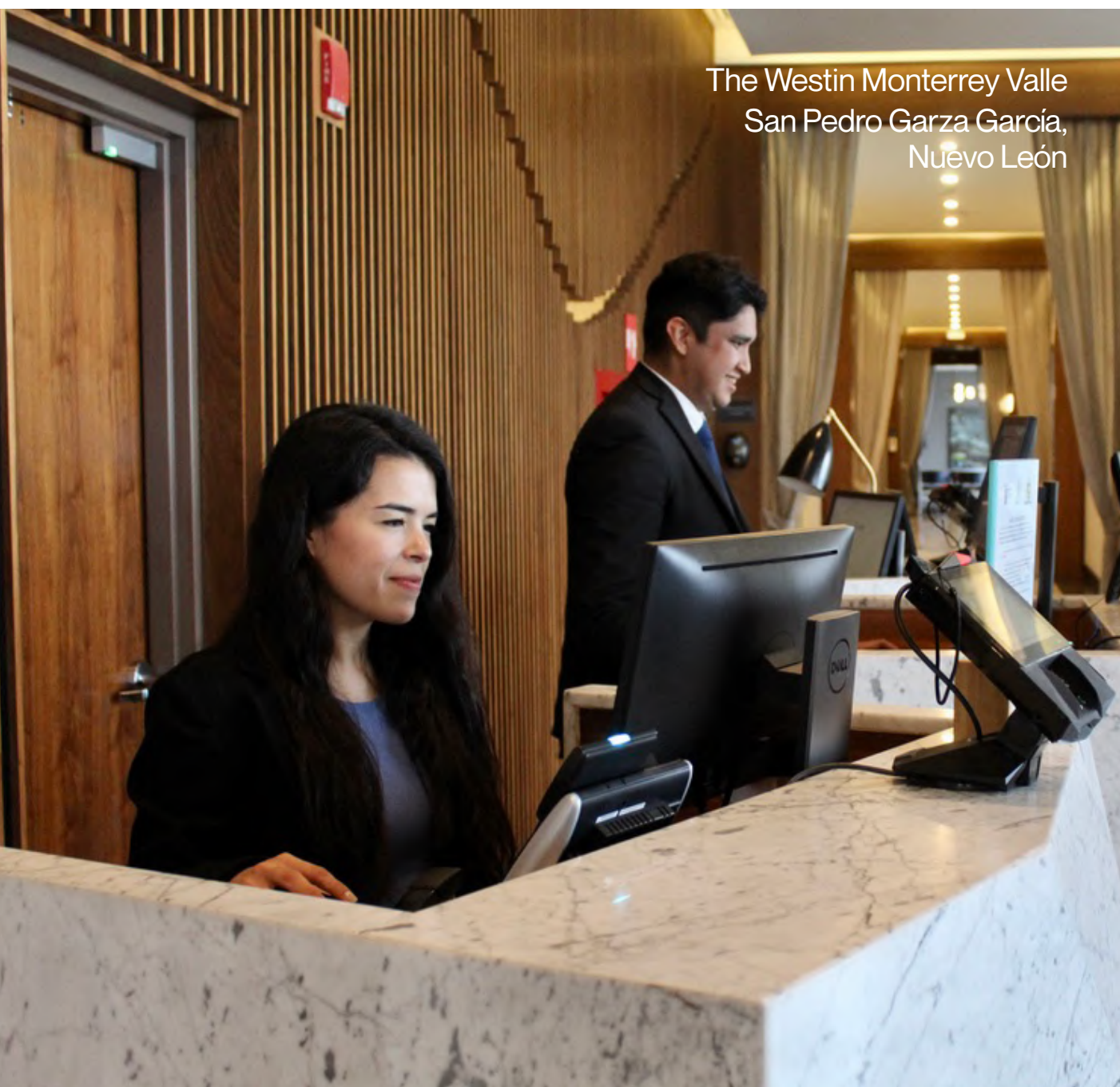
- **Low-emission scenario (RCP2.6):** Strong, globally aligned mitigation efforts where the global average temperature remains below 2°C.
- **Moderate-emission scenario (RCP4.5):** Some mitigation efforts (warming of 2.5 to 3°C by 2100) where climate goals and current policies are met.
- **High-emission 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	2. Time horizons	3. Time horizons	4. Physical risks identified
<ul style="list-style-type: none"> <li>• Low-emission scenario (RCP2.6)</li> <li>• Moderate-emission scenario (RCP2.6)</li> <li>• High-emission scenario (RCP8.6)</li> </ul>	<ul style="list-style-type: none"> <li>• Short term: 2030</li> <li>• Medium term: 2050</li> <li>• Long term: 2070</li> </ul>	Selection of 10 key sites based on revenues, resulting in 28 properties.	<ul style="list-style-type: none"> <li>• Average temperature and number of hot days</li> <li>• Longer drought periods</li> <li>• Water stress</li> <li>• Heavy rainfall</li> <li>• Extreme fire days and length of fire season</li> <li>• Humidity and wind</li> <li>• Intensity and frequency of extreme rainfall</li> <li>• Intensity and frequency of hurricanes</li> <li>• Sea level rise and storm surges</li> </ul>

**Sites and hotels included in the identification of physical risks**

Site	Distance from the center of the site (kilometers)
<b>Site 1: Monterrey, Nuevo León</b>	
The 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
<b>Site 2: Apodaca, Nuevo León</b>	
Holiday Inn Express Monterrey Aeropuerto	0
Crowne Plaza Monterrey Aeropuerto	0.1
<b>Site 3: Zapopan Jalisco</b>	
Wyndham Garden Guadalajara	0
AC Hotels by Marriott Guadalajara Expo	7.03
Staybridge Suites Guadalajara Expo	7.03
<b>Site 4: Toluca, Mexico State</b>	
Holiday Inn Express Toluca Aeropuerto	0
Holiday Inn Express Toluca	7.3
Microtel Inn & Suites by Wyndham Toluca	0.6
<b>Site 5: Saltillo, Coahuila</b>	
Hampton Inn Saltillo	0
Courtyard by Marriott Saltillo	3.4
Holiday Inn Express Saltillo	0
<b>Site 6: Reynosa, Tamaulipas</b>	
Hampton Inn Reynosa Zona Industrial	0
Holiday Inn Reynosa Industrial Poniente	0.01
<b>Site 7: Puebla, Puebla</b>	
Marriott Puebla Mesón del Ángel	0
Holiday Inn Puebla La Noria	6.4
<b>Site 8: Playa del Carmen, Quintana Roo</b>	
Wyndham Garden Playa del Carmen	0
<b>Site 9: Ciudad Juárez, Chihuahua</b>	
Holiday Inn Express Juárez	0
Holiday Inn Ciudad Juárez	1.87
Microtel Inn & Suites by Wyndham Ciudad Juárez	0.1
<b>Site 10: Chihuahua, Chihuahua</b>	
Courtyard by Marriott Chihuahua	0
Hampton Inn Chihuahua	3.72
Casa Grande Chihuahua	3.46



**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 battling 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.

Hampton Inn Saltillo  
Saltillo, Coahuila



**Scenario analysis summary**

	Historic	Change: Low-emission scenario			Change: Moderate-emission scenario			Change: High-emission scenario		
		2030	2050	2070	2030	2050	2070	2030	2050	2070
<b>Extreme heat</b>	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 up to 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.
<b>Longer drought period</b>	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.
<b>Water stress</b>	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
<b>Fires</b>	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 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.
<b>Extreme rainfall frequency</b>	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 3 days. Sites around Monterrey and Saltillo are the most exposed.		
<b>Extreme rainfall intensity</b>	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 MXN3.5 million.
- Current Policies: 1.7% drop in occupancy with an annual loss of MXN9.1 million.
- RCP 8.5: 2.8% drop in occupancy with an annual loss of MXN14.6 million.

**By 2100:**

- Delayed transition: 0.48% drop in occupancy with an annual loss of MXN2.5 million.
- Current Policies: 3.73% drop in occupancy with an annual loss of MXN19.7 million.
- RCP 8.5: Occupancy decline of 8.35% with an annual loss of MXN44.2 million.



Crowne Plaza Monterrey  
Aeropuerto Apodaca,  
Nuevo León

**Transition risks**

In order to assess transition risks, we identified the quantifiable 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 and selection**

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



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

**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.



Hampton Inn  
Monterrey Galerías  
Monterrey, Nuevo León

**Economic impact<sup>12</sup> of selected transition risks by 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.

<sup>12</sup>This 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.)

**Management of physical risks related to climate change**

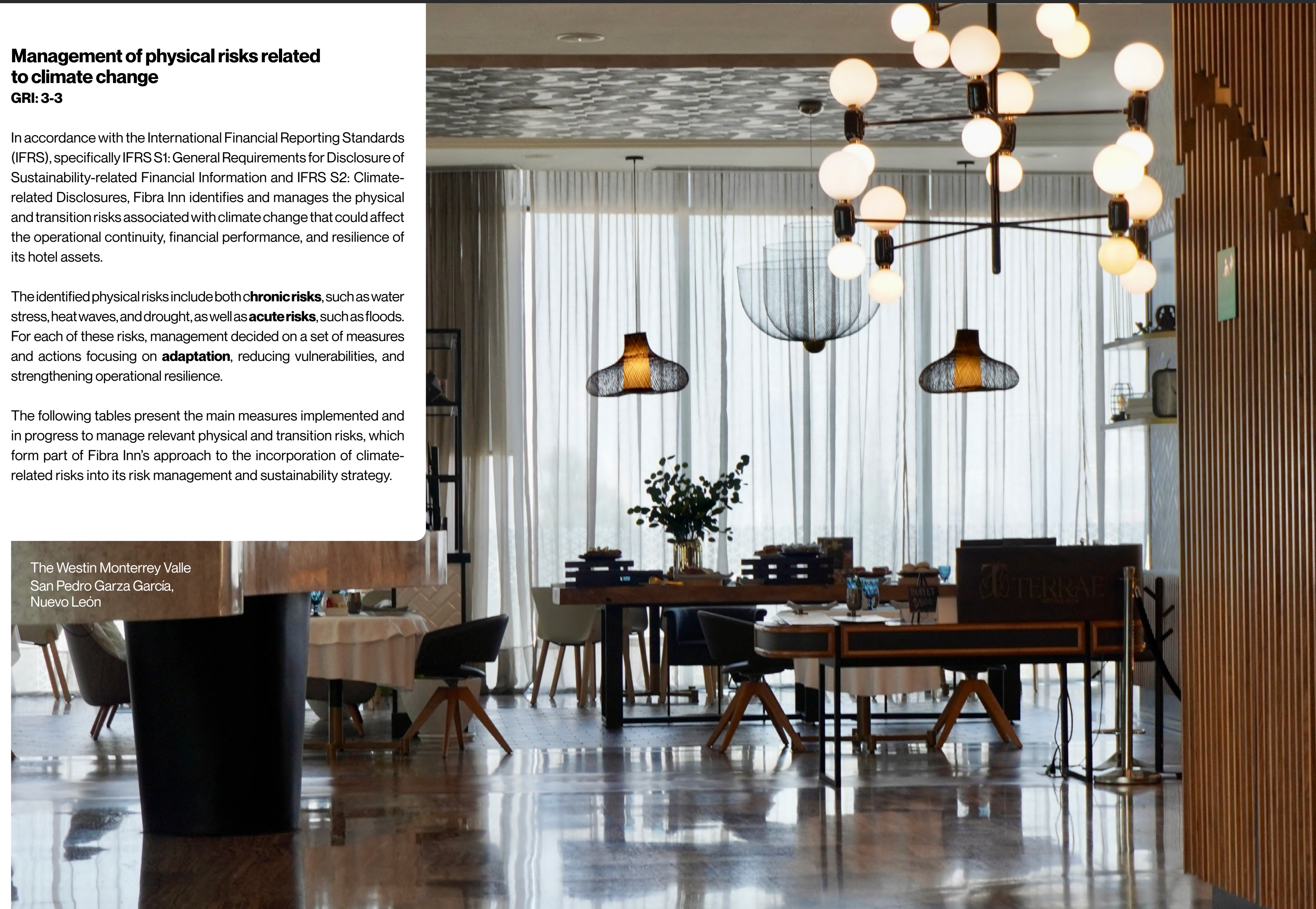
**GRI: 3-3**

In accordance with the International Financial Reporting Standards (IFRS), specifically IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2: Climate-related Disclosures, Fibra Inn identifies and manages the physical and transition risks associated with climate change that could affect the operational continuity, financial performance, and resilience of its hotel assets.

The identified physical risks include both **chronic risks**, such as water stress, heat waves, and drought, as well as **acute risks**, such as floods. For each of these risks, management decided on a set of measures and actions focusing on **adaptation**, reducing vulnerabilities, and strengthening operational resilience.

The following tables present the main measures implemented and in progress to manage relevant physical and transition risks, which form part of Fibra Inn's approach to the incorporation of climate-related risks into its risk management and sustainability strategy.

The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León



**Emissions and climate change management** | Greenhouse gas (GHG) emissions | Water stewardship | Waste management

Physical Risk	Management Measure	Actions	Status	Classification
Water stress	Water management and efficiency	Systematic monitoring of water consumption at the property level	Implemented	Adaptation
		Implementation of water-saving technologies	Partially implemented	Adaptation
		Maintenance and leak detection	Partially implemented	Adaptation
		Monitoring of water performance indicators to reduce exposure to water stress	Implemented	Adaptation
Heat waves	Operational resilience to rising temperatures	Optimization and preventive maintenance of HVAC systems	Partially implemented	Adaptation
		Energy efficiency improvements	Partially Implemented	Mitigation
		Operational protocols to safeguard employee health and guest comfort	Planned	Adaptation
Drought	Diversification and reduction of dependence on water sources	Use of treated water for irrigation and services	Partially implemented	Adaptation
		Landscaping with water-efficient plant species	Partially Implemented	Adaptation
		Development of contingency plans to ensure operational continuity in the event of prolonged drought	Planned	Adaptation
Flood	Management of acute physical risks and business continuity	Identification of assets in flood-prone areas	Partially Implemented	Adaptation
		Preventive maintenance of drainage systems	Planned	Adaptation
		Implementation of emergency plans	Planned	Adaptation
		Response protocols and insurance coverage to mitigate financial and operational impacts	Partially implemented	Adaptation

Transition risk	Management measure	Actions	Status	Classification
Increase in the price of carbon (Emissions Trading System in Mexico)	Emissions Management and Climate Change	Define a climate strategy linking KPIs for emissions and energy consumption	Planned	Adaptation
		Analyze the relationship between environmental KPIs and potential financial impacts resulting from increases in carbon prices, changes in operating costs, asset valuation, and the cost of capital.	Planned	Adaptation
		Evaluate qualified supply schemes, clean energy certificates, or carbon offsets to mitigate financial exposure to rising carbon prices.	Planned	Mitigation
		Ongoing training of hotel staff in energy efficiency and emissions reduction practices, aligned with partner brand standards, with the goal of reducing operating costs and exposure to carbon regulations.	Implemented	Mitigation
Increased preference for sustainable tourism	Sustainable Properties	Certification of hotels with LEED O+M or other equivalent standards to meet the growing demand for sustainable tourism, enhance reputation, and preserve asset value in the long term.	Partially Implemented	Adaptation
		Preventive maintenance and regular monitoring of equipment to ensure energy efficiency, reduce emissions, and avoid unnecessary increases in operating costs associated with the price of carbon.	Implemented	Mitigation
		Daily rounds to identify inefficiencies, turn off equipment in unused areas, and optimize room allocation based on occupancy, reducing energy consumption and the carbon footprint.	Implemented	Mitigation

## Measures to manage physical and transition risks



Oficina Centro de Apoyo a Hoteles Monterrey, Nuevo León

# Greenhouse gas (GHG) emissions

GRI: 2-4, 305-1, 305-2, 305-3 and 305-4

Below is our complete greenhouse gas (GHG) inventory<sup>13</sup> for fiscal year 2025, covering our scope 1, 2, and 3 greenhouse gas emissions. Where available, the data includes comparisons with the previous year and our base year of fiscal year 2022.

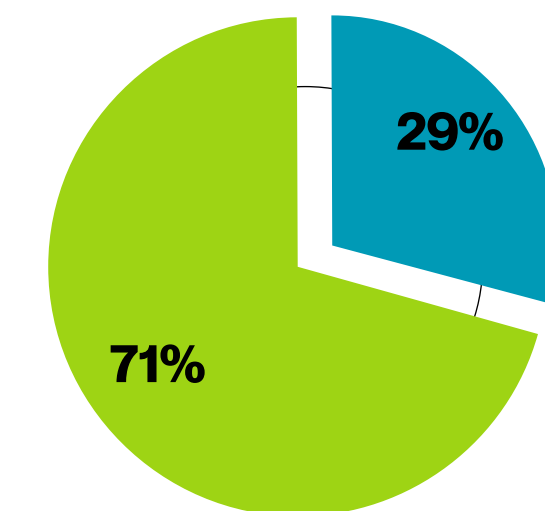
Scope	Activity	Source	2025	2024	2022
<b>1: Direct emissions</b>	<b>Power generation</b>	Diesel	14	59	8.93
	<b>Kitchens</b>	LP gas	950	777	1,087.45
	<b>Kitchens</b>	Natural gas	3,471	3,624	3,544.79
	<b>Employee commuting</b>	Gasoline	404	460	387.86
	<b>Total</b>		<b>4,839</b>	<b>4,920</b>	<b>5,029</b>
<b>2: Indirect GHG Emissions from Power Generation</b>	<b>Energy consumption from third-party suppliers</b>	CFE	11,369	12,219	11,631
		Visa energy	696	810	768
	<b>Total</b>		<b>12,065</b>	<b>13,029</b>	<b>12,399</b>
<b>3: Other Indirect GHG Emissions<sup>14</sup></b>	<b>Employee commuting</b>	Gasoline	3	1 <sup>15</sup>	No data <sup>16</sup>
	<b>Business travel</b>	Kerosene	51	14	No data <sup>16</sup>
	<b>Total</b>		<b>54</b>	<b>15</b>	<b>0</b>
<b>Total emissions (Ton CO<sub>2</sub>e)</b>			<b>16,958</b>	<b>17,964</b>	<b>17,428</b>
<b>Intensity (Ton CO<sub>2</sub>e/ room night)</b>			<b>0.014</b>	<b>0.015</b>	<b>0.015</b>

<sup>13</sup> Greenhouse gas (GHG) measurements at Fibra Inn are based on the methodology of Mexico's National Emissions Registry (RENE), aligned with the Greenhouse Gas Protocol Revised Edition and using the Science Based Targets Initiative (SBTi) document, SBTi Criteria and Recommendations TW-INF-002 Version 5, October 2021 (SBTi Criteria 2021), as a reference. This procedure also aligns with the GHG calculation methodology published in the Official Gazette of the Federation in the Agreement establishing the technical details and formulas for the application of methodologies for calculating emissions of greenhouse gases (DOF: 09/03/2015) and the constants published for 2024 by the Federal Electricity Commission (CFE) and the National Commission for the Efficient Use of Energy (CONUEE). For the calculation of scope 3, the Simplified GHG Emissions Calculator ("the Calculator") from the Environmental Protection Agency (EPA), September 2024 version, was used.

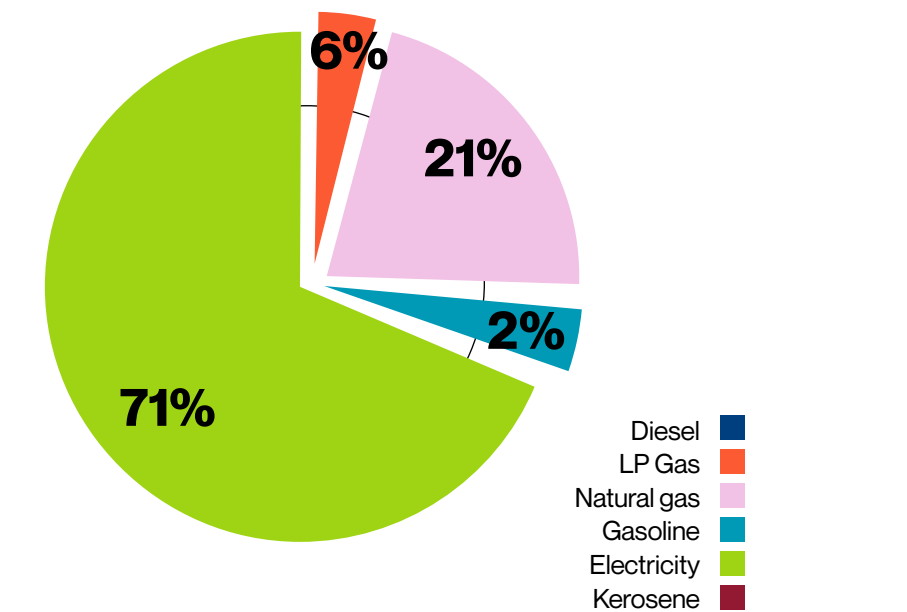
Our calculations cover 100% of the rooms in operation.

Fibra Inn has a manual for recording fuel, electricity, and water consumption, as well as the supporting documentation for each of these records. Maintenance managers at each property participate in this process and are responsible for entering the information into both the Fibra Inn platform and the respective platforms of each hotel brand.

**Scope 1, 2, and 3 reporting**



**Emissions sources**

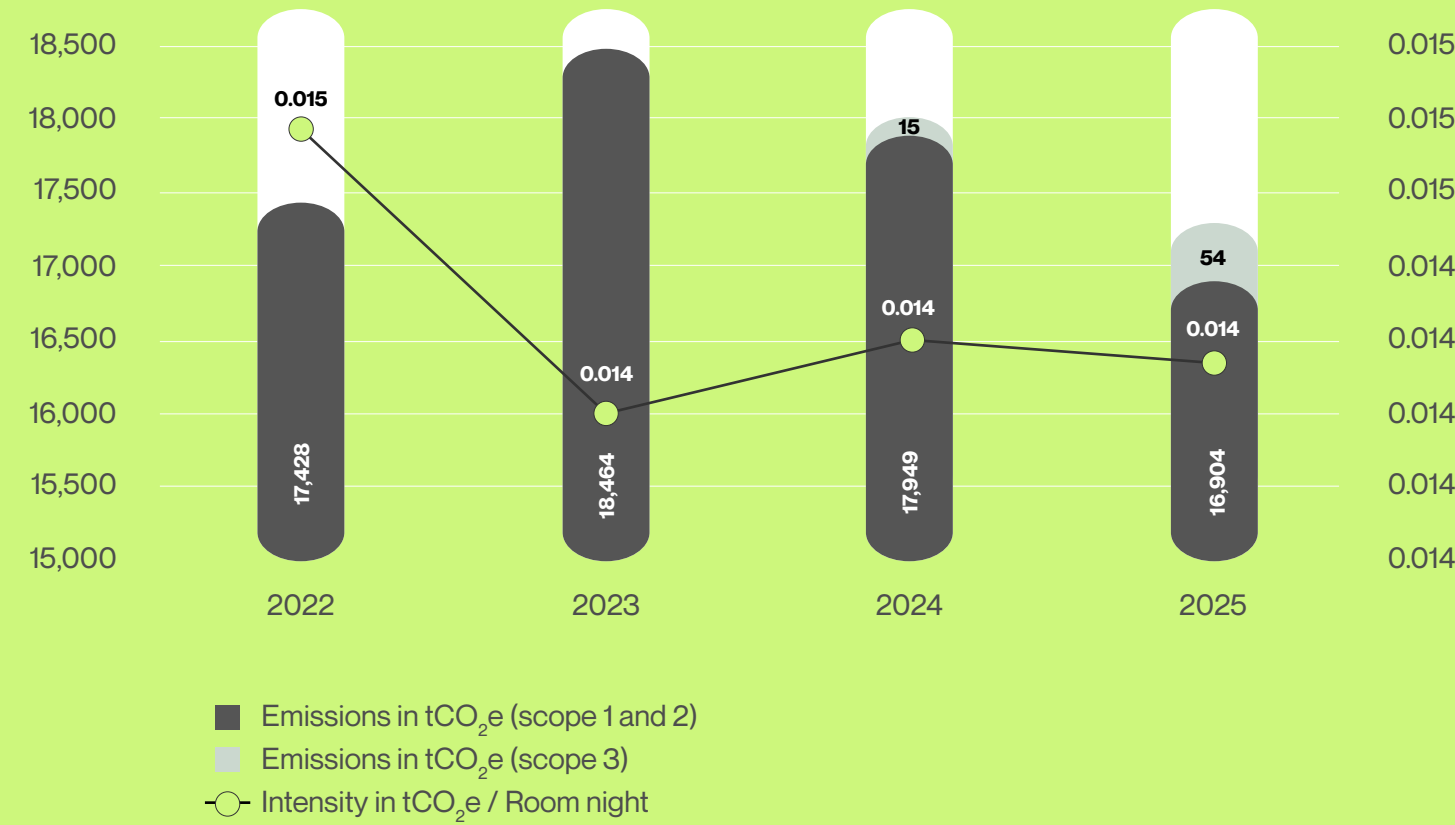


<sup>14</sup> The calculation of scope 1 emissions excludes those generated by refrigerant gases, the amount of which is considered immaterial. Scope 2 includes emissions resulting from energy consumption from external suppliers. Scope 3 includes emissions associated with business travel (category 6) and employee commuting (category 7). Purchased goods and services (category 1), capital goods (category 2), activities related to fuels and energy not included in scope 1 or 2 (category 3), upstream transport and distribution (category 4), and waste generated from transactions (category 5) are all excluded due to limitations in data availability or quality; however, the availability of this information will be evaluated in future updates. Downstream transportation and distribution (category 11), Processing of sold products (category 12), Use of sold products (category 13), end-of-life treatment of sold products (category 14), and downstream leased assets (category 15), are also excluded as they are not applicable to Fibra Inn's business activities.

<sup>15</sup> There was an adjustment to employee travel miles for 2024, which resulted in a change in the calculation of GHG emissions.

<sup>16</sup> The scope 3 calculation was performed for the first time in 2024.

### Comparison of scope 1, 2, and 3 GHG Emissions



### Emissions trends and drivers

Scope	Emissions Trends	Driving factors
<b>Scope 1: Direct emissions</b>	<b>3.9% below the 2022 baseline</b> in absolute terms (4,839 tCO <sub>2</sub> e in 2025 vs. 5,029 tCO <sub>2</sub> e in 2022) and <b>1.7% below 2024 levels</b> (4,920 tCO <sub>2</sub> e). Emissions show a <b>slightly decreasing and stable trend</b> during the period analyzed.	Fluctuates in connection with the <b>use of fossil fuels in food preparation (natural gas and LP gas), diesel-powered energy generation, and employee commutes that use gasoline</b> . The downward trend is primarily attributed to <b>operational and energy efficiency improvements</b> , as well as a <b>reduction in diesel use</b> .
<b>Scope 2: Indirect GHG emissions from energy generation</b>	<b>2.8% above the 2022 baseline</b> (12,065 tCO <sub>2</sub> e in 2025 vs. 12,399 tCO <sub>2</sub> e in 2022), but <b>8% below 2024 levels</b> (13,029 tCO <sub>2</sub> e). These emissions have been <b>declining recently</b> , although they remain above the baseline.	Emissions are driven primarily by <b>electricity consumption from the grid (CFE)</b> and, to a lesser extent, by <b>third-party supply</b> . The reduction compared to 2024 is attributed to <b>consumption control and energy efficiency measures</b> , while the increase compared to 2022 is due to <b>higher operational demand and variations in the electricity emission factor</b> .
<b>Scope 3: Other indirect GHG emissions</b>	Scope 3 is <b>included starting in 2024</b> , which makes this figure not comparable. Scope 3 emissions <b>increased from 1 tCO<sub>2</sub>e in 2024 to 3 tCO<sub>2</sub>e in 2025</b> (+257.3%).	This increase is mainly due to <b>higher employee travel</b> resulting from the operational integration of 30 hotels.
<b>Total emissions and intensity</b>	<b>Total emissions decreased by 5.9%</b> from 17,964 tCO <sub>2</sub> e in 2024 to 16,958 tCO <sub>2</sub> e in 2025. <b>Emissions intensity remained stable at 0.014 kg CO<sub>2</sub>e per room night</b> .	The decrease is driven by changes in the <b>relative efficiency of resource use</b> associated with operational activity.



The Westin Monterrey Valle San Pedro Garza García, Nuevo León

invoices, under the responsibility **of the maintenance manager and the general manager of each property**.

As part of the energy efficiency strategy, we introduced **operational and investment measures** aimed at reducing consumption, including the replacement of lighting with LED technology, installation of motion sensors, regular maintenance, and constant monitoring of equipment performance. Additionally, maintenance staff conduct daily rounds to identify anomalies, ensure lights are turned off in areas without sensors, and, when occupancy allows, concentrate transactions in specific areas of the hotel to optimize resource use.

Finally, we take steps to reinforce awareness among operational staff regarding the responsible use of energy, particularly in the monitoring of air conditioning systems. In coordination with housekeeping teams, we promote the immediate shutdown of these systems when rooms are vacated. We are in constant communication with operators to report problems on the facilities, which are recorded and verified by the maintenance team for follow-up within the organization.

The Westin Monterrey Valle San Pedro Garza García, Nuevo León



### Energy management<sup>17</sup>

**GRI: 3-3**

**SASB: IF-RE-130a.3, IF-RE-130a.5, IF-RE-130a.5**

Efficient energy management is the cornerstone of Fibra Inn's sustainable and profitable operations. In light of the climate-related risks—such as rising temperatures and an increase in hotter, drier days—and rising energy costs, the company works in coordination with its hotel operators to reduce energy consumption **without compromising the guest experience**.

Each hotel has a formal **energy consumption monitoring and control** system, supported by energy management systems and each hotel brand's platform, as well as Fibra Inn's internal platform. Monitoring is conducted monthly through the review of energy service bills and

<sup>17</sup> The scope of the calculations covers 100% of the rooms in operation, which in turn account for 93.5% of the rooms in the portfolio.

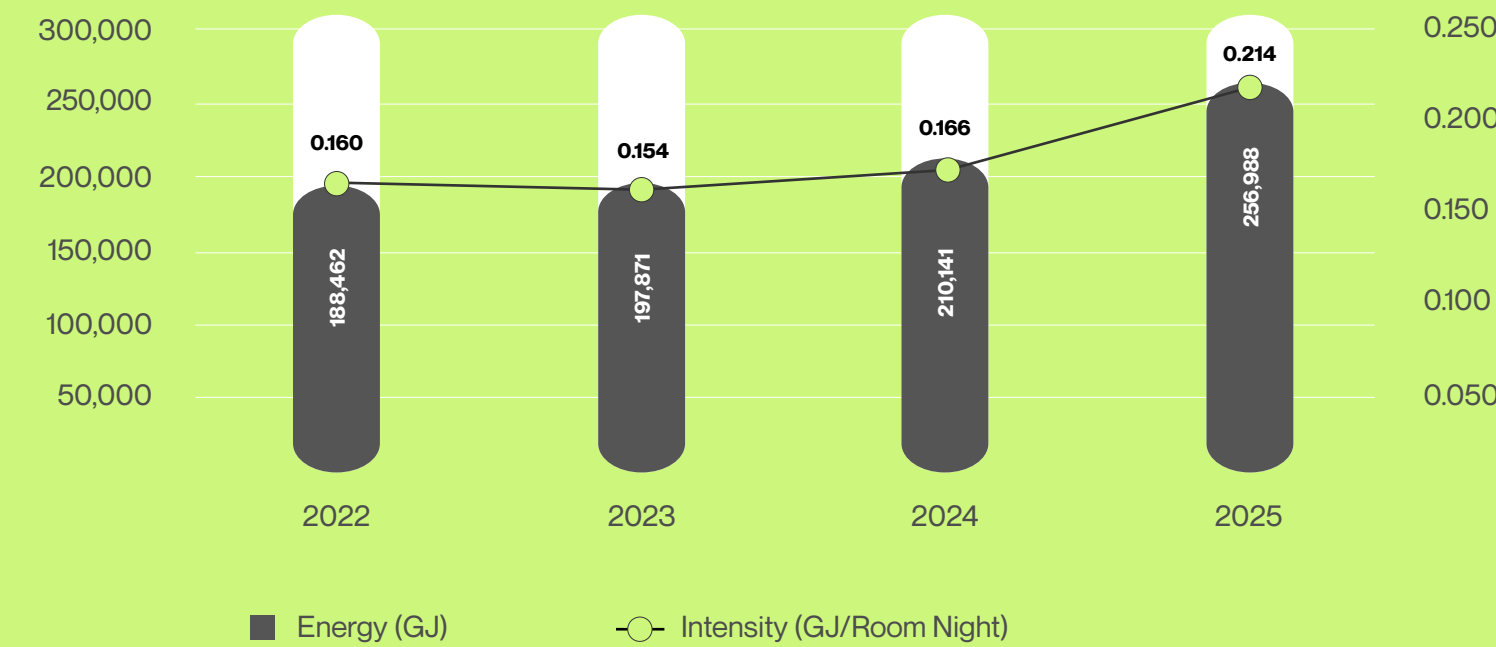
**Energy consumption**  
GRI: 2-4, 302-1, 302-2 and 302-3  
SASB: IF-RE-130a.2

Energy consumption	Energy source	Consumption (GJ)		
		2024	2023	2022
Within the Organization	Diesel	186	790	121
	LP gas	15,048	12,300	17,219
	Natural gas	61,814	64,541	63,126
	Gasoline	5,601	6,385	5,378
	Electricity	99,167	108,754	102,619
	<b>Total</b>	<b>181,817</b>	<b>189,658</b>	<b>188,462</b>
	<b>Energy intensity (GJ/room night)</b>	<b>0.151</b>	<b>0.150</b>	<b>0.160</b>
Outside the organization	Gasoline	44	14 <sup>18</sup>	No data <sup>19</sup>
	Kerosene	75,127	20,469	No data <sup>19</sup>
	<b>Total</b>	<b>75,171</b>	<b>20,483</b>	<b>0</b>
	<b>Energy intensity (GJ/room night)</b>	<b>0.063</b>	<b>0.016</b>	<b>0</b>
<b>Total energy consumption (GJ)</b>		<b>246,988</b>	<b>210,141</b>	<b>188,462</b>
<b>Intensity (GJ/room night)</b>		<b>0.214</b>	<b>0.166</b>	<b>0.160</b>

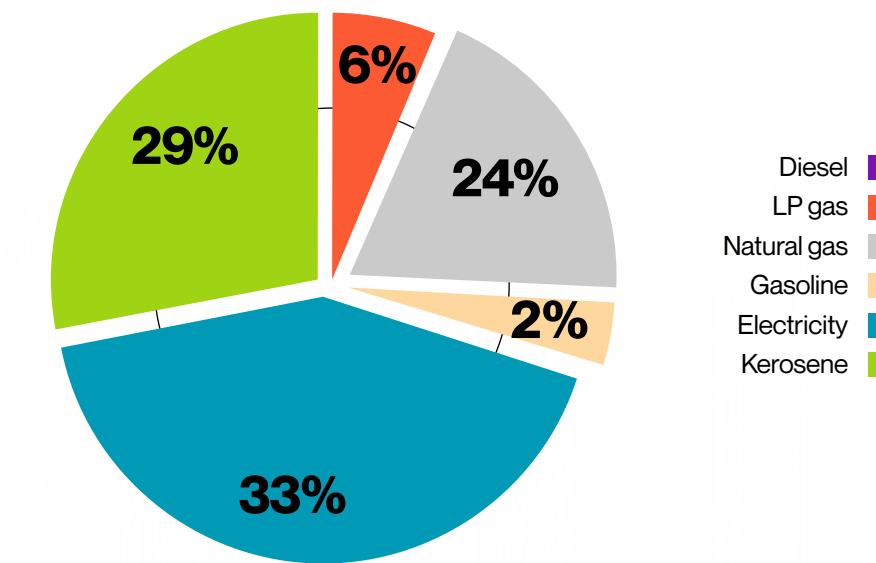
<sup>18</sup> There was an adjustment to employee travel miles for 2024, which resulted in a change in the calculation of GHG emissions.

<sup>19</sup> The scope 3 calculation was performed for the first time in 2024.

**Trend in energy consumption and its relationship to annual occupancy**



**Breakdown of energy sources used**



**Analysis of energy consumption**

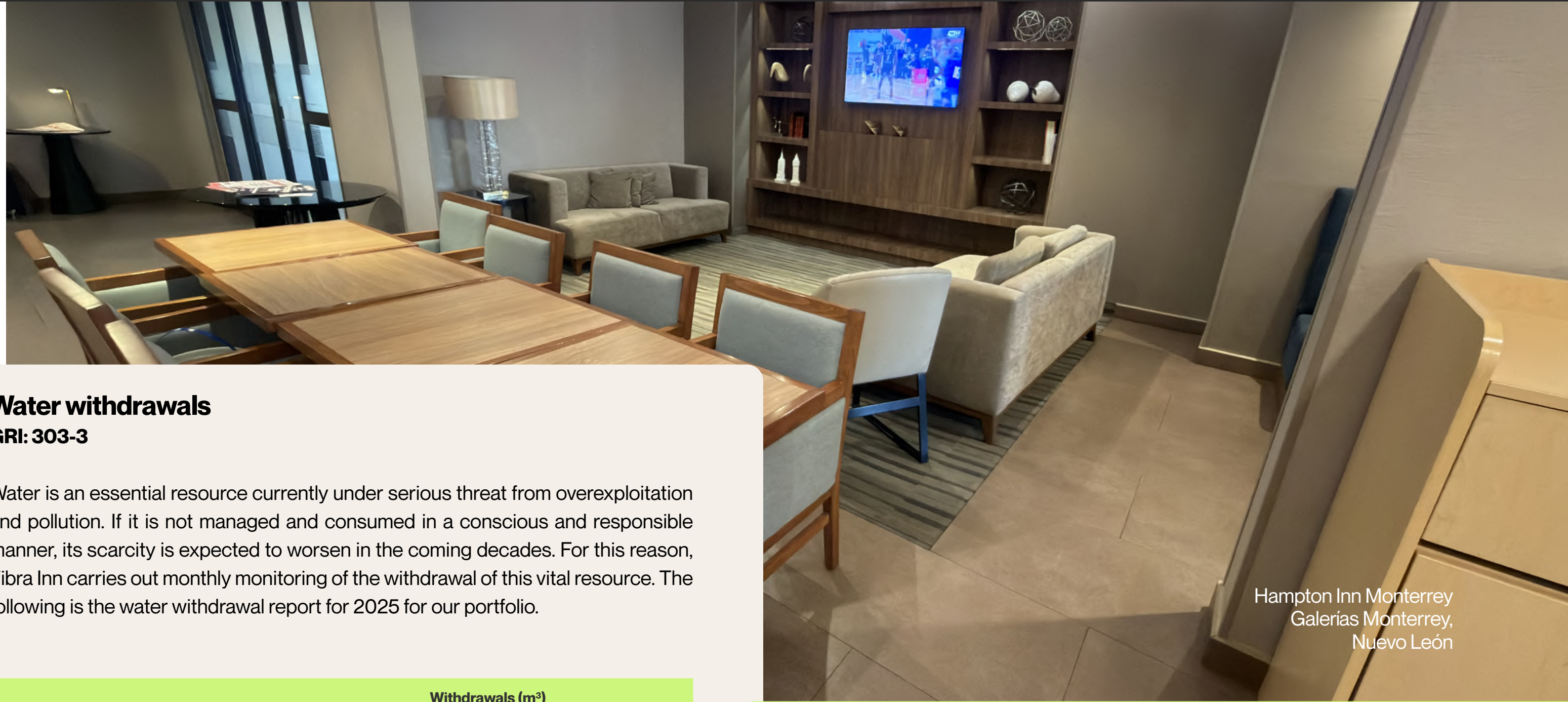
Scope	Energy consumption trends	Driving factors
<b>Within the Organization</b>	Total energy consumption remains virtually stable between 2022 and 2025, declining by <b>3.7%</b> against 2022 (from <b>188,462 GJ</b> to <b>181,817 GJ</b> ) and more sharply compared to 2024 ( <b>-4.3%</b> ). Energy intensity has improved compared to 2022 ( <b>0.151 vs. 0.160 GJ/room-night</b> ) but is slightly higher than in 2024 ( <b>0.150</b> ).	The stability in consumption is associated with consistent use of <b>electricity and natural gas</b> , which remain the primary energy sources. The marginal reduction is due to lower consumption of <b>diesel and gasoline</b> , suggesting operational improvements and greater control over the use of liquid fuels.
<b>Outside the organization</b>	External energy consumption increases significantly in 2025, reaching <b>75,171 GJ</b> , compared to <b>20,483 GJ</b> in 2024. In 2022, no consumption was recorded in this category. Energy intensity increases from <b>0.016</b> to <b>0.063 GJ/room-night</b> , reflecting a higher energy load per unit of service.	The increase is mainly due to <b>higher consumption of kerosene and gasoline</b> , suggesting an increase in <b>transportation and travel</b> resulting from the operational integration of 30 hotels.
<b>Total energy intensity</b>	Total energy consumption grows from <b>188,462 GJ in 2022</b> to <b>256,988 GJ in 2025 (+26.7%)</b> , with a significant increase compared to 2024 ( <b>+18.2%</b> ). Total energy intensity also increases, rising from <b>0.160 in 2022</b> to <b>0.214 GJ/room-night in 2025</b> .	Although internal energy performance remains stable, the increase in total consumption and intensity is directly linked to the expansion of consumption <b>outside the organization</b> , particularly in fuel-intensive transportation activities.

Crowne Plaza Monterrey  
Aeropuerto Apodaca,  
Nuevo León



# Water stewardship<sup>20</sup>

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



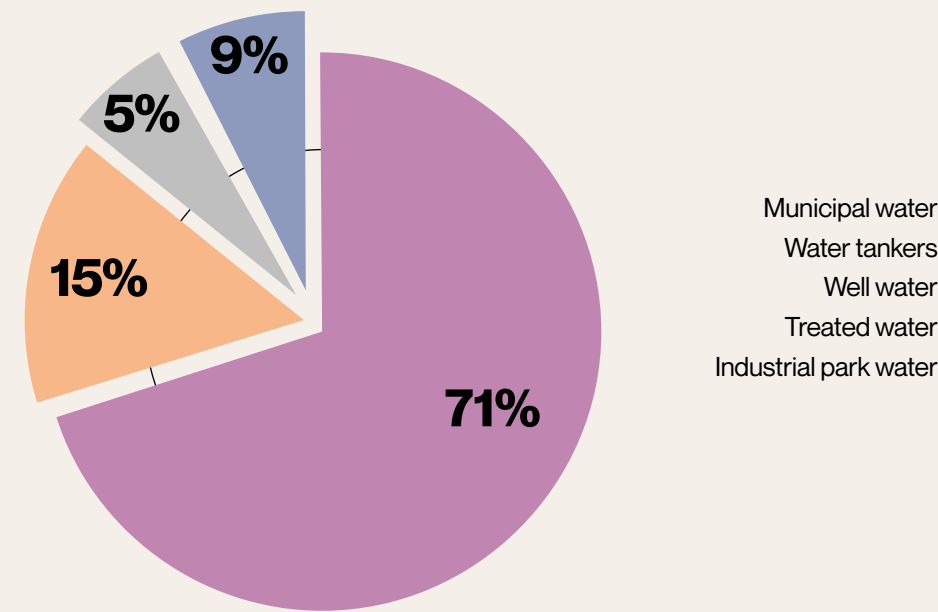
## Interaction with Water

**GRI: 303-1**

Fibra Inn interacts with water in two ways. First, in the sanitary facilities of its corporate offices, where the water is limited to the use of bathrooms and is supplied by *Servicios de Agua y Drenaje de Monterrey*.

The second corresponds to the assets that make up its hotel portfolio. Our properties use water from various sources, including the municipal water supply, water tankers, wells, treated water, and industrial park water that is subsequently treated by the hotels. Some assets rely on more than one source of supply to meet their operating needs.

### Water by source



<sup>20</sup> The scope of the calculations covers 100% of the rooms in operation, which in turn account for 93.5% of the rooms in the portfolio.

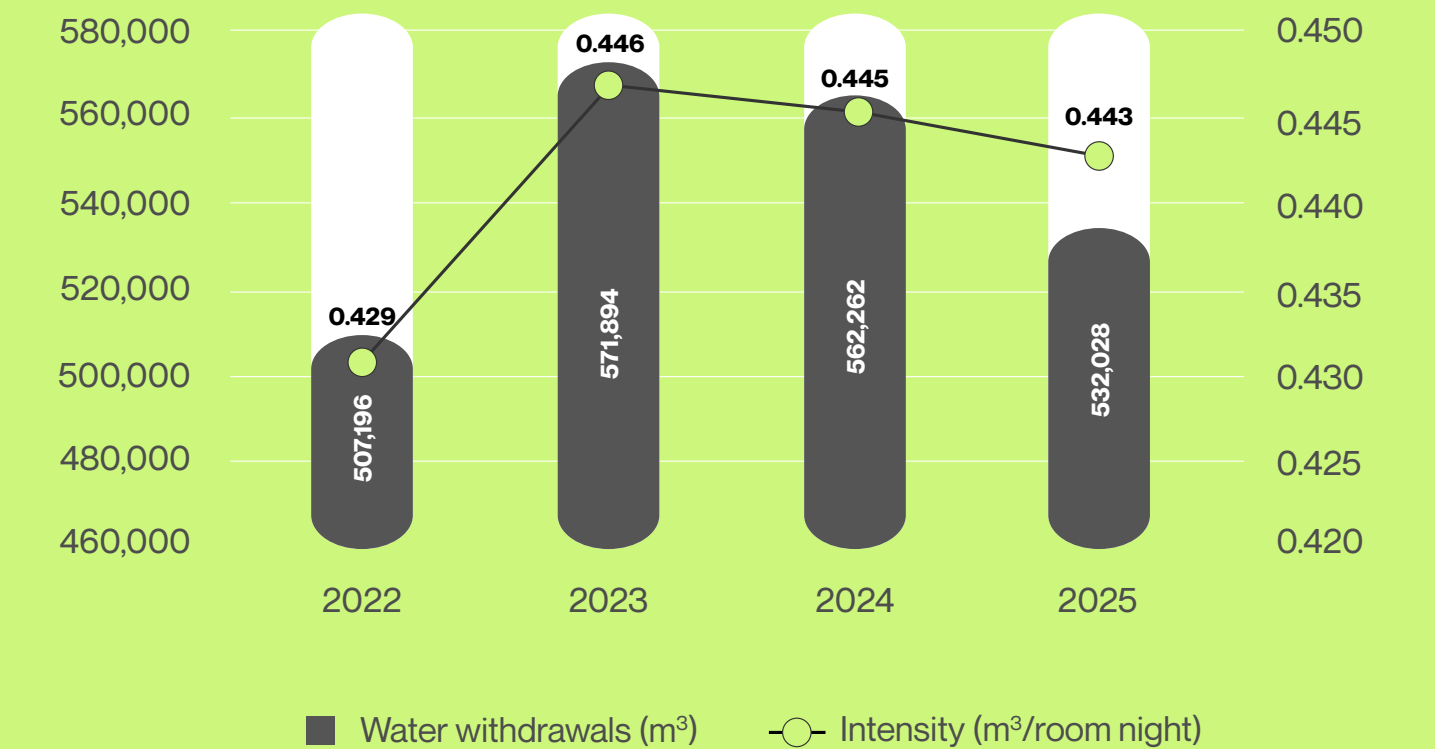
## Water withdrawals

**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 2025 for our portfolio.

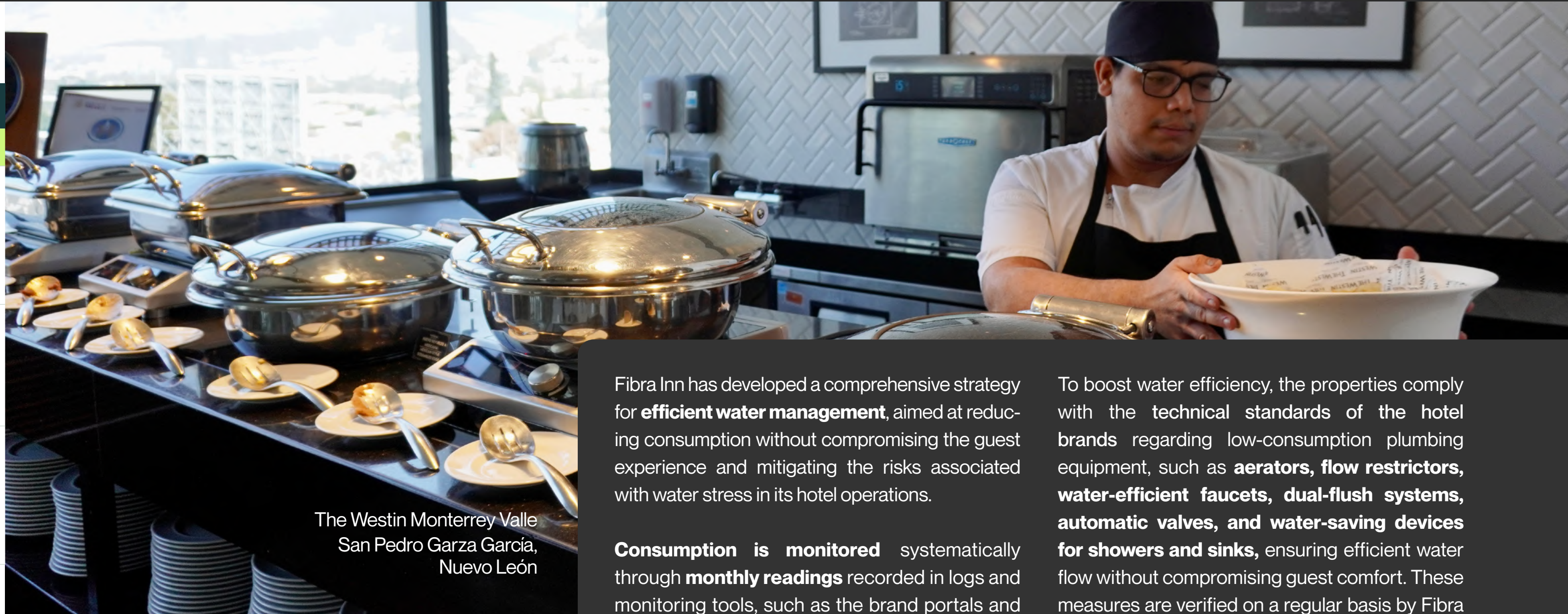
		Withdrawals (m <sup>3</sup> )		
Type of water	Origin	2025	2024	2022
Outside supply	Municipal supply	376,925	366,174	355,129
	Tanker trucks	81,156	93,084	77,574
	Treated water	597	681	520
	Industrial parks	47,586	66,448	47,319
	<b>Total</b>	<b>506,264</b>	<b>526,387</b>	<b>480,542</b>
Ground water	Well water	25,764	35,875	26,654
	<b>Total</b>	<b>25,764</b>	<b>35,875</b>	<b>26,654</b>
<b>Total</b>		<b>532,028</b>	<b>562,262</b>	<b>507,196</b>
<b>Intensity (m<sup>3</sup>/room night)</b>		<b>0.443</b>	<b>0.445</b>	<b>0.429</b>

### Water withdrawals and intensity per year



### Analysis of water withdrawals

Type of water	Consumption trends	Driving factors
Outside water	<b>Between 2022 and 2025</b> , third-party water consumption <b>increased by 5.1%</b> , rising from 480,542 m <sup>3</sup> to 506,264 m <sup>3</sup> , reflecting increased operational activity. <b>From 2024 to 2025</b> there was a <b>4.0% reduction</b> , indicating a recent improvement in consumption control.	The increase over 2022 is due primarily to higher operational demand and occupancy rates. The decline from 2024 suggests the implementation of water efficiency measures, process optimization, and better control over the use of municipal water and water delivered by tanker trucks, which are the main sources in this category.
Ground water	<b>Between 2022 and 2025</b> , groundwater consumption <b>fell by 3.3%</b> , from 26,654 m <sup>3</sup> to 25,764 m <sup>3</sup> . <b>Compared to 2024</b> , the reduction is even more significant <b>(-28.2%)</b> .	The sustained reduction in ground water use reflects a clear strategy to decrease well withdrawals, possibly driven by regulatory restrictions, higher operating costs, and sustainability goals that prioritize the use of external sources over internal water resources.
Water intensity	<b>Between 2022 and 2025</b> , water intensity increased by 3.0% from <b>0.429</b> to <b>0.443 m<sup>3</sup>/room-night</b> . <b>In the comparison of 2025 vs. 2024</b> , an <b>improvement</b> is observed, dropping from <b>0.445</b> to <b>0.443 m<sup>3</sup>/room-night (-0.5%)</b> .	Long-term stability indicates that growth or variation in total consumption has been aligned with operational activity. The improvement compared to 2024 suggests greater water use efficiency per unit of service, resulting from better operational practices, leak control, and awareness regarding water use.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

Fibra Inn has developed a comprehensive strategy for **efficient water management**, aimed at reducing consumption without compromising the guest experience and mitigating the risks associated with water stress in its hotel operations.

**Consumption is monitored** systematically through **monthly readings** recorded in logs and monitoring tools, such as the brand portals and the Fibra Inn portal, and cross-checked against official bills from utility providers. This information is tracked using indicators such as **cubic meters of water per occupied room**. This is the responsibility of the maintenance managers at each property, who analyze significant variations and define **corrective actions and monthly consumption reduction strategies**.

At the same time, **regular inspections and rounds** are conducted to detect and repair leaks, close valves in unoccupied areas, and maintain hydraulic equipment, ensuring proper operation and preventing unnecessary consumption.

To boost water efficiency, the properties comply with the technical standards of the hotel brands regarding low-consumption plumbing equipment, such as **aerators, flow restrictors, water-efficient faucets, dual-flush systems, automatic valves, and water-saving devices for showers and sinks**, ensuring efficient water flow without compromising guest comfort. These measures are verified on a regular basis by Fibra Inn and the hotel brands.

**Raising guest awareness** through signage and linen reuse programs complements the water-saving strategy. These measures are tailored to the specific conditions of each property, taking into account local water availability. In this context, some hotels have replaced lawns with **water-efficient landscaping**, while others maintain their lawns using treated municipal water.

Additionally, the Marriott Puebla Mesón del Ángel hotel has a wastewater treatment plant (WWTP).

### Water stress

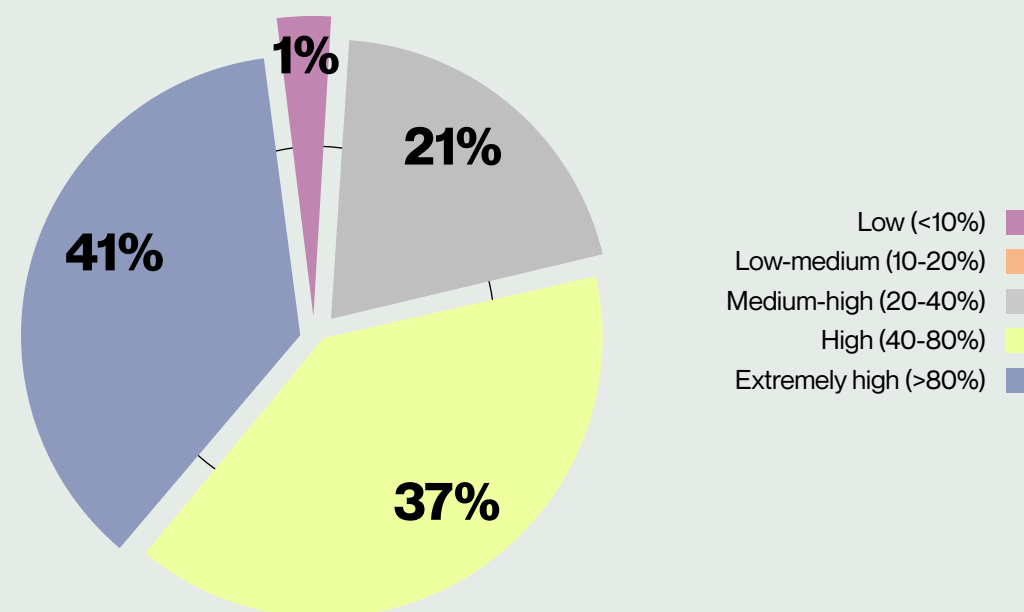
**GRI: 3-3**

**SASB: IF-RE-140a.1**

Having identified a number of physical risks associated with climate change, particularly the portfolio's exposure to water stress (see the section on Emissions and Climate Change Management), we are even more aware of the need to implement comprehensive water management across all properties. We evaluated our sources of water in areas with low, medium-high, high, and extremely high levels of water stress using the World Resources Institute's (WRI) publicly available Aqueduct tool, which helped to complement and strengthen the portfolio-level analysis.

The following chart shows the breakdown of our assets according to their level of exposure to water stress. The results show that most assets are concentrated in the high and extremely high exposure categories, highlighting the need to prioritize management, mitigation, and monitoring actions in these locations.

**Water consumption by region and degree of water stress**



# Waste management

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

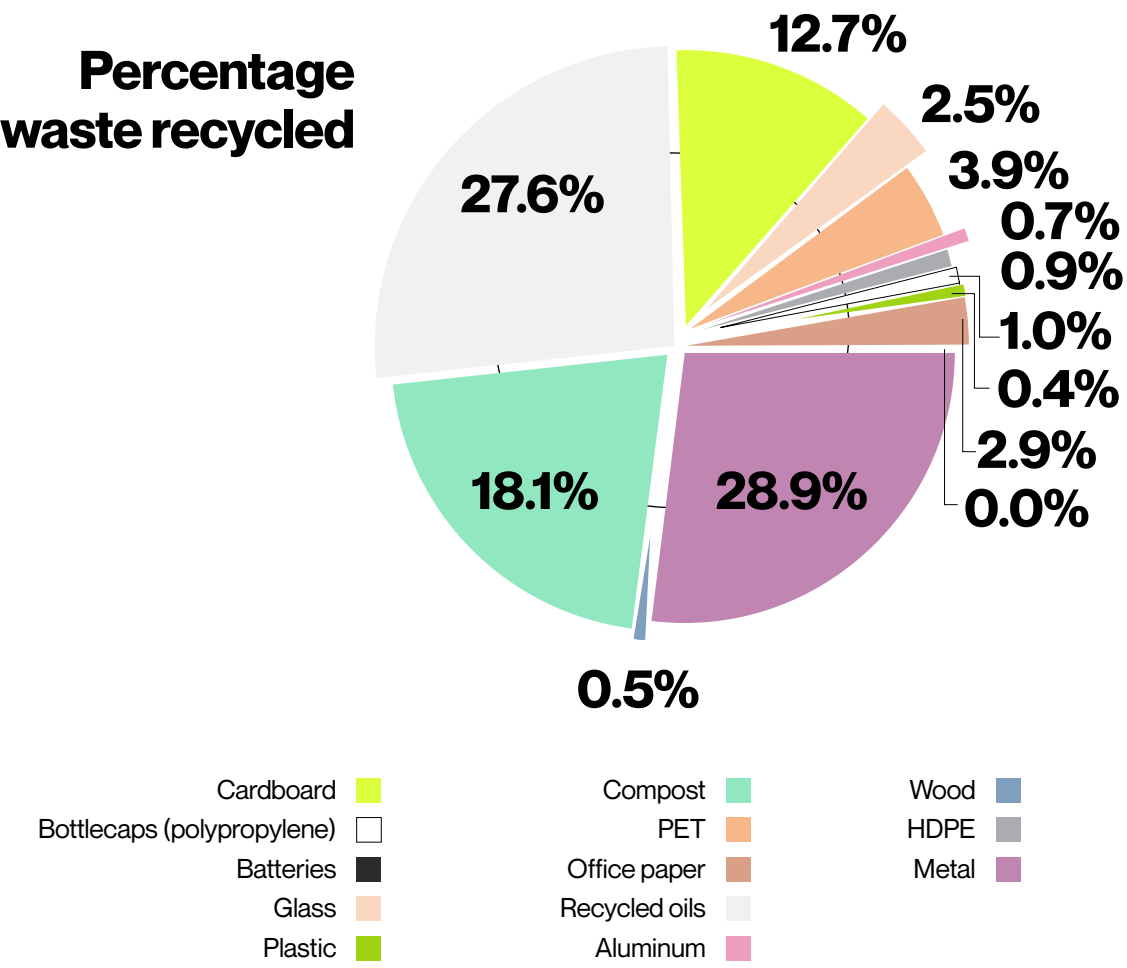
Fibra Inn promotes **responsible waste management** at all its properties, in accordance with applicable environmental and health regulations, as well as with the management plans established for each type of waste. In keeping with best operating practices, the company encourages the use of **coded and properly labeled containers** and the disposal of waste at authorized facilities, with the support of **certified external suppliers**.

In the period reported, **100% of the properties tracked their waste** using Fibra Inn's platform, bolstering traceability and improving the quality of information. In total, **8,112.0 metric tons of waste** were generated; of this, **99.3% (8,057.0 metric tons)** was disposed of in off-site landfills, 0.6% (47.4 metric tons) was sent for recycling, and **0.1% (7.6 metric tons)** was disposed of using other methods.

The following table presents a **breakdown of the waste recycled** in the reporting period by **type, volume, and classification** (hazardous and non-hazardous).

Recycled waste		
Type	Amount (metric tons)	Classification
Cardboard	6.0	Non-hazardous
Glass	1.2	Non-hazardous
PET	1.8	Non-hazardous
Aluminum	0.3	Non-hazardous
HDPE	0.4	Non-hazardous
Bottlecaps (polypropylene)	0.5	Non-hazardous
Plastic	0.2	Non-hazardous
Office paper	1.4	Non-hazardous
Wood	0.0	Non-hazardous
Metal	13.7	Non-hazardous
Batteries	0.2	Hazardous
Compost	8.6	Non-hazardous
Recycled oils	13.1	Hazardous
<b>Total</b>	<b>47.4</b>	

Percentage of waste recycled



Additionally, it conducts internal awareness campaigns, training for operating staff, and posts clear signage in operating and public areas, to foster a culture of responsible waste management, prioritize regulatory compliance, reduce environmental impacts, and continuously improve its environmental performance.

**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.

Within its sustainability approach, Fibra Inn manages waste through an operating control system and a strategy that it developed to reduce environmental impacts.

First, waste is monitored and controlled through logs recorded on Fibra Inn's platform, collection manifests, and regular reports supplied by service providers.

Fibra Inn is progressively building a comprehensive waste management strategy that focuses on minimizing waste generation and strengthening reduction, reuse, and recycling practices in its operations. It does so by encouraging measures such as a reduced use of disposable items, the reuse of operating materials, recycling recoverable waste—including cardboard, PET, used oil, batteries, and grease trap waste—and the proper segregation of organic, inorganic, and special-handling waste.

To quantify these effects, we have identified the protected natural areas (PNAs) closest to each of our 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 Río Grande, compared to an average distance of 66 kilometers.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

**Distance from the closest protected natural area<sup>21</sup>**

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 Cimatarío	10
Holiday Inn Express Toluca	Area of protected flora and fauna (land portion)	Nevado de Toluca	12
Hampton Inn Monterrey Galerías	National Park	Parque Nacional Cumbres de Monterrey	13
JW Marriott Monterrey Arboleda	National Park	Parque Nacional Cumbres de Monterrey	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	Nacional Cumbres de Monterrey National Park	13
Courtyard by Marriott Guadalajara Andares	Area of protected flora and fauna (land portion)	La Primavera Forest	17
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

Hotel	Type of natural area	Closest protected natural area	Approximate distance from PNA
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	Iztaccihuatl-Popocatepetl	50
Holiday Inn Puebla La Noria	National Park	Iztaccihuatl-Popocatepetl	50
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
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



Marriott Puebla Mesón del Ángel Puebla, Puebla

<sup>21</sup> Source: CONANP, January 2023.



Social

04

It is important to note that the social indicators contained in this ESG Report are organized into two categories:

- **The Hotel Support Center**, comprising the Administrator (AAF), responsible for administrative and financial management; Hotel Services (SHFINN), in charge of hotel operations at the corporate level; and Tregnor, responsible for food and beverage management at the corporate level.

- **The hotels**, comprising Hotel Services (SHFINN), responsible for hotel operations at the properties, and Tregnor, responsible for the food and beverage area with direct operations in the hotels. This scope considers exclusively the staff working at the hotel properties (it does not include Hotel Support Center staff).

In the period covered by the report, the **Hotel Support Center** had a total of 214 employees, two of which were male interns. 98.6% of its employees were Mexican nationals and residents of northern Mexico, while the remainder were Venezuelan, Spanish and French.

In the case of **hotels**, there were 1,754 employees and nine interns, of whom 99.6% were Mexican nationals, while the remainder were of the following nationalities: Cuba, Guatemala, Panama, and the United States.



Crowne Plaza Monterrey Aeropuerto Apodaca, Nuevo León

This distinction provides a comprehensive view of the organization's performance across its various operating areas.

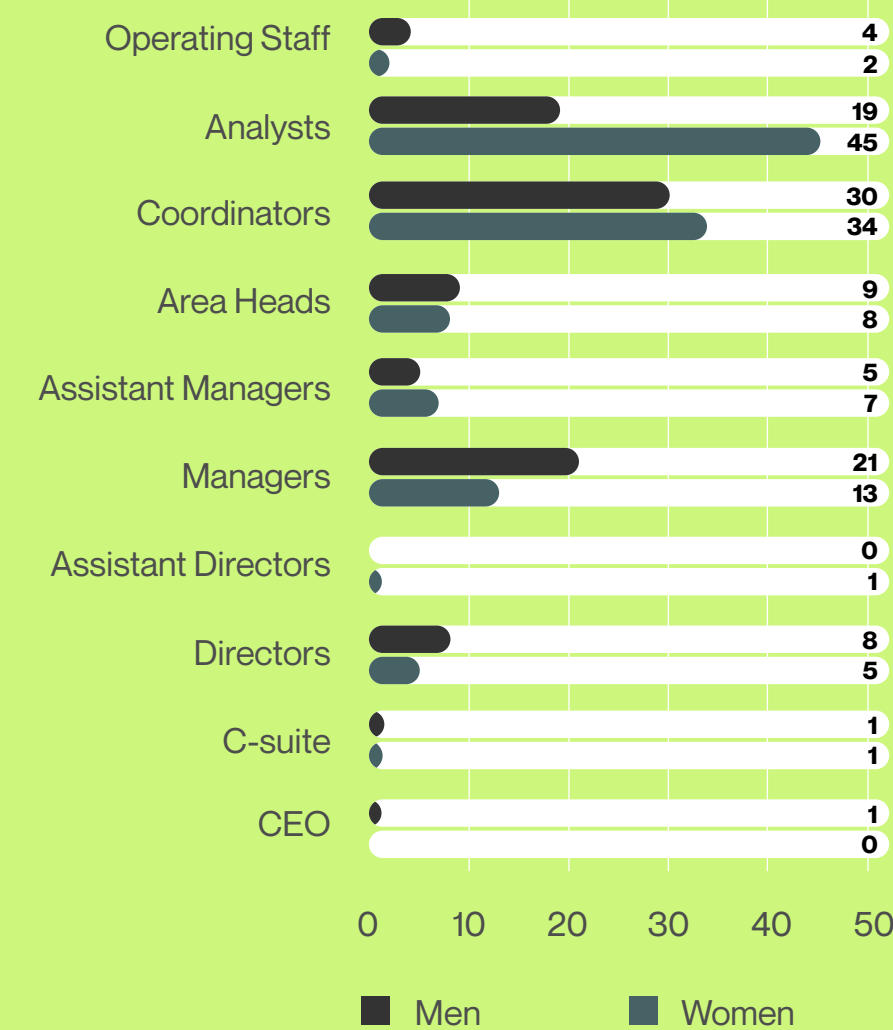
### Talent management

GRI: 3-3, 2-7

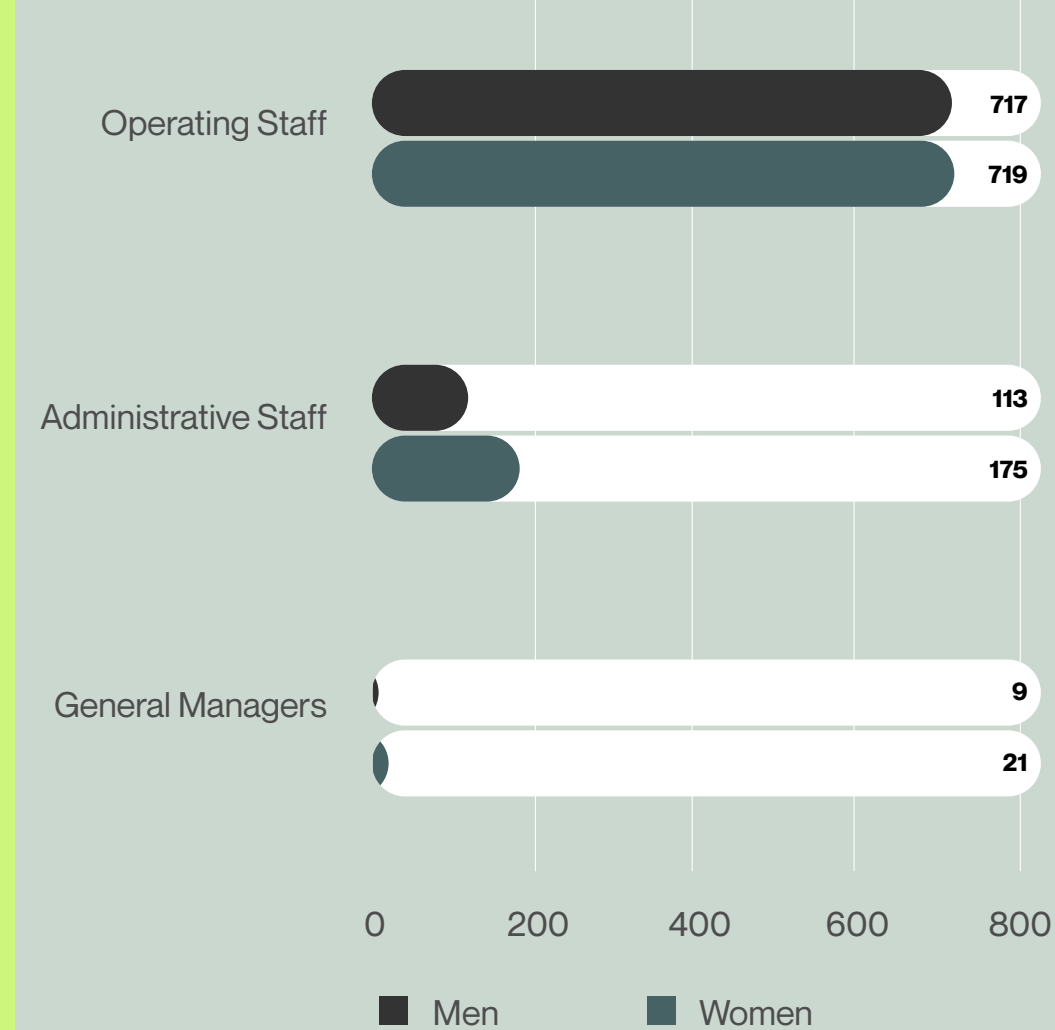
Fibra Inn has a highly competent team committed to the organization's goals, which has been built up through our continuous effort to provide a healthy work environment that promotes a good work-life balance. Talent management at Fibra Inn involves bias- and discrimination-free recruitment and hiring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

### Number of employees by job category

#### Hotel Support Center



#### Hotels



Hampton Inn Monterrey Galerías Monterrey, Nuevo León

**Note:** Operating staff in the hotels are employees responsible for day-to-day duties and tasks relating to the direct operation of property services, such as receptionists, housekeeping staff, kitchen staff, waiters and others.

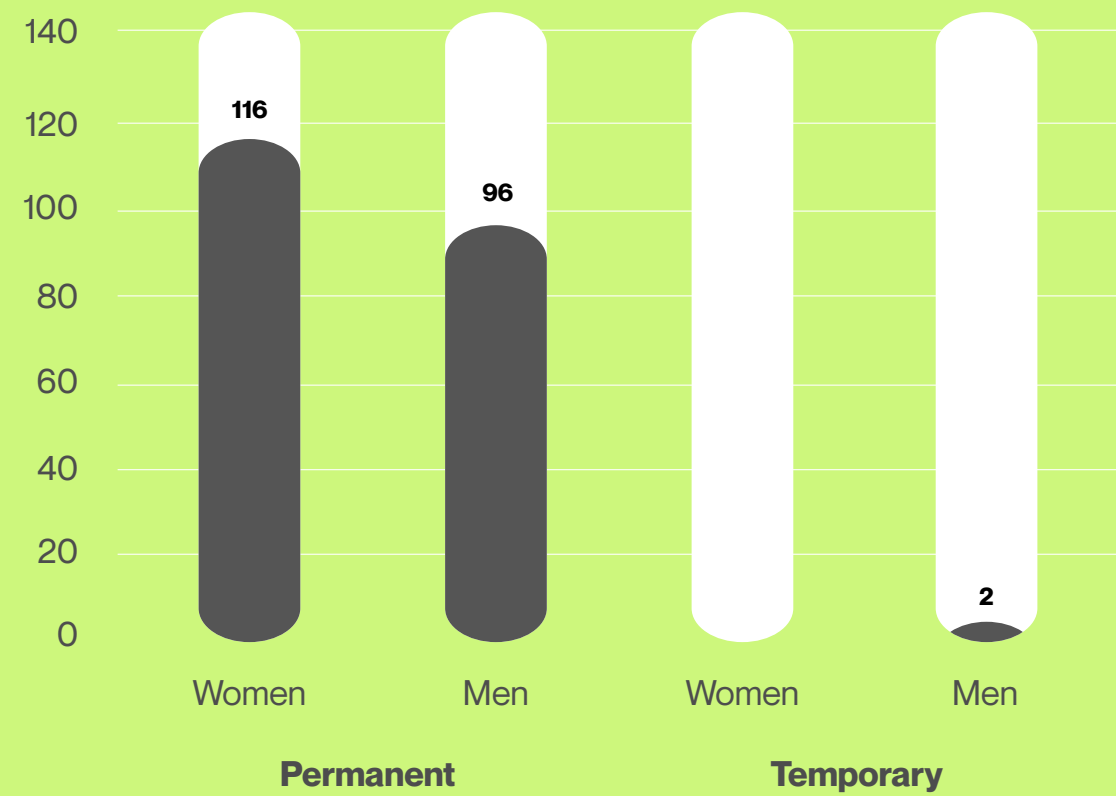
### Type of employee contract

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 contracts**, in which the employee works less than full time.

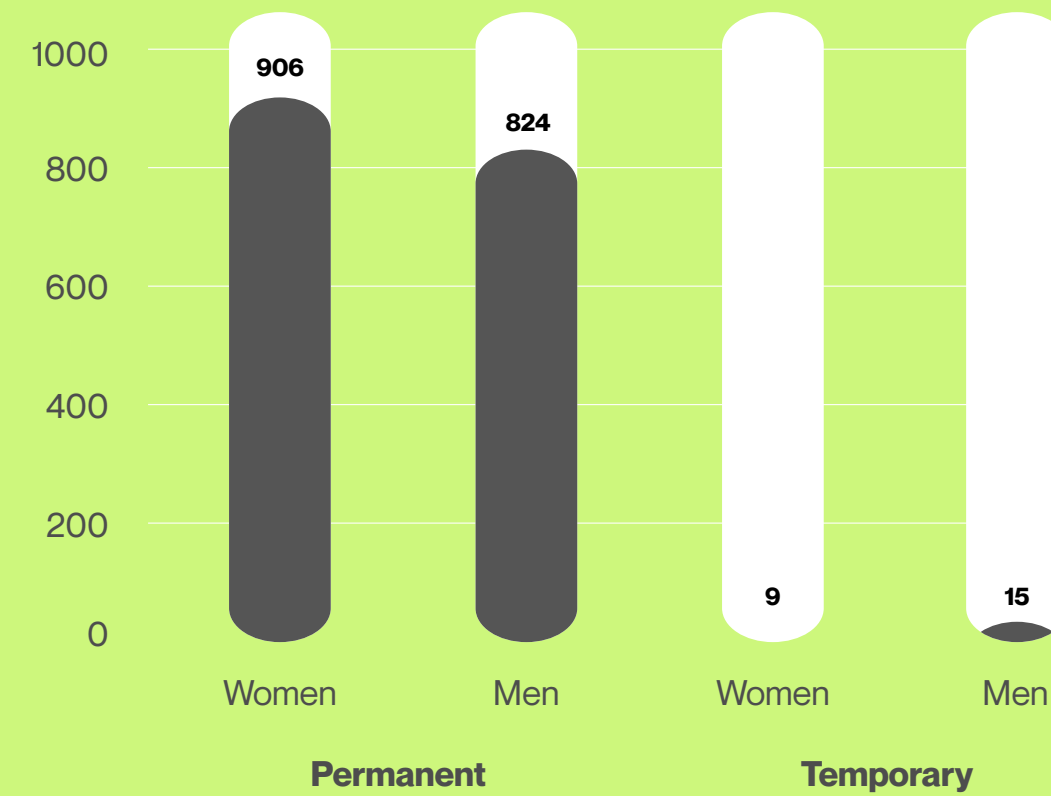


Crowne Plaza Monterrey Aeropuerto Apodaca, Nuevo León

### Hotel Support Center



### Hotels



**Note:** In the Hotel Support Center, employees with temporary contracts are also part-time, and this modality applies exclusively to interns.



Hotel Ex-Hacienda San Xavier Guanajuato, Guanajuato

### 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.

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.

### Hotel Support Center

- Social Security
- Major Medical Expense Insurance<sup>22</sup>
- Vacation bonus above the regulatory minimum<sup>23</sup>
- Digital grocery vouchers
- Training programs
- Development or advancement programs for staff
- Additional vacation days (health, personal, and volunteering)<sup>24</sup>
- Birthday celebrations
- Seniority bonus (5-10 years, etc.)
- Savings fund
- Performance bonus
- Special rates at our properties and with franchise brands

### Hoteles

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

<sup>22</sup> Employees of SHFINN and Tregnor at the Director and Management levels have family covers.

<sup>23</sup> Applies only to AAF employees.

<sup>24</sup> Applies only to Hotel Support Center employees.

Hampton Inn Querétaro  
Querétaro, Querétaro



**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 operating capacity and its employer brand, while promoting the professional development of new generations.

In 2025, the **Hotel Support Center** had two interns in the Legal Department, helping to fulfill legal responsibilities and properly handle documentation. There was also a project intern (in the purchasing area). Interns work under six-month contracts, which may be renewed once, so that they are allowed to work for the company for a maximum of one year.

Additionally, each year in July, an average of five to ten summer interns are received, whose contracts last one month. The interns are registered in the same human capital management system as the rest of the staff and have access to the same benefits. The differences between the 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 a performance bonus.

The **hotels** reported nine 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 operating 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 rates<sup>25</sup>**

**GRI: 401-1**

In 2025, the **Hotel Support Center** reported the hiring of 147 people, **78 of which were women and 69 were men**. All of these were between the **ages of 30 and 50**. As regards their places of origin, **93%** were from **northern Mexico** 3% from the **northwest**, 3% from **central Mexico** and the remainder were from the **western and southern regions** of Mexico. As a result of these hires, **the hiring rate was 300%**, attributable to the **operating internalization of 30 hotels**.

Meanwhile, the hotels reported the hiring of **1,388 people: 688 women and 650 men**. The regional breakdown of staff was as follows: **51%** from the **northern region**, **22%** from the **northwestern region**, **9%** from the **central region**, **15%** from the **western region**, and **4%** from the **southern region**. As a result of these revenues, the **hiring rate was 34%**.

With regard to turnover, 19 employees left the Hotel Support Center during the year, and 1,308 left the hotels.

The following table shows the voluntary<sup>26</sup> and involuntary<sup>27</sup> turnover rates.

Scope	Voluntary	Involuntary
<b>Hotel Support Center</b>	27%	12%
<b>Hotels</b>	63%	12%

<sup>25</sup> The hiring and turnover rate was calculated based on the number of employees in 2024.

<sup>26</sup> 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.

<sup>27</sup> 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 **fifth consecutive year** as a Great Place to Work (GPTW), and in 2025 we were **recognized in the national ranking** 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.

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

<sup>28</sup> This recognition was based on 2024 results, before our structural transformation.



In 2025, Fibra Inn reported a Trust Index of 85%.

Holiday Inn Reynosa Industrial Poniente Reynosa, Tamaulipas

**Parental leave**  
**GRI: 401-3**

In the period covered by this report, the **Hotel Support Center** recorded a total of three requests for parental leave, while the Hotels had 23 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
Hotel Support Center	Women	2	2	2
	Men	1	1	1
Hotels	Women	15	15	6
	Men	8	8	6

**Talent development**

Fibra Inn places a priority on its employees' advancement and is committed to identifying their growth needs, through tools such as 360° evaluations, performance evaluations, biyearly feedback period, talent calibration and access to training programs that build technical and soft skills.

**Training**

**GRI: 404-1 and 404-2**

With **internal development programs** offered throughout the year, **Fibra Inn** encourages closer communication, empathy, and the quality of feedback between leaders and employees in their individual performance reviews. It also promotes constant feedback between leaders and employees, in which the leader assumes an active role as **coach and mentor**, and employees are engaged in the company's strategy and goals.

Over the course of the year, training at the Hotel Support Center totaled 1,035 hours, with 85% of employees participating.

At the **hotels, 2,215 hours** of training were given to 60% of employees. The hotels also monitored compliance with the mandatory training established by the brands with which they partner, as well as support programs for English language learning, soft skills development, and exchange programs, in order to support its employees' professional growth.



The Westin Monterrey Valle San Pedro Garza García, Nuevo León

Programs given by the **Hotel Support Center:**

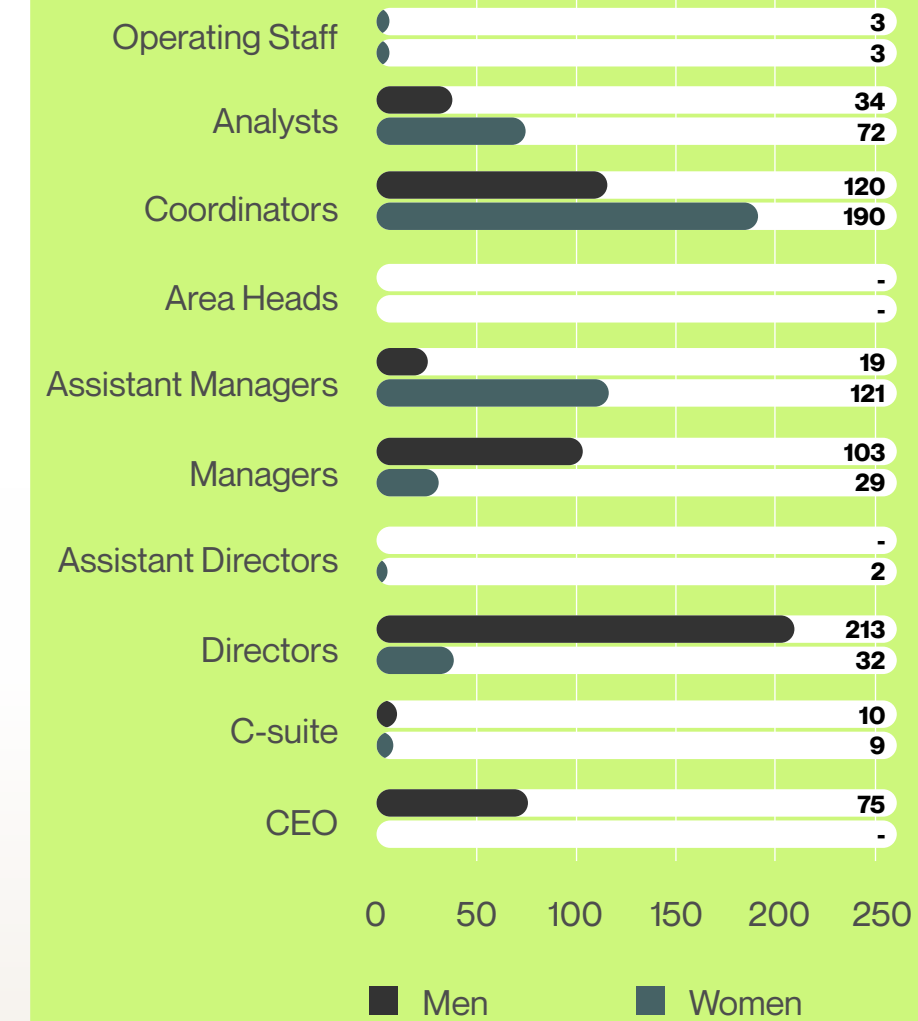
- **Innsights:** Internal training program whose main purpose is to share knowledge through workshops, courses, and talks. Internal trainers were prepared, and employees are offered workshops on topics of interest to them.
- **Annual Training Plan:** Training is paid for according to the required technical knowledge and soft skills, on an as-needed basis.
- **Organizational Culture Change Support Program:** In partnership with Great Place To Work, a workshop was developed for senior management with the aim of unifying and strengthening Fibra Inn's organizational culture in the context of the ongoing organizational transformation.
- **Soft Skills Workshops:** As part of the organizational health program, talks were given to all employees, focusing on change management and building resilience.
- **Fibra Inn Equality and Inclusion Month:** In March, training sessions were held for all employees on topics related to equality, diversity, and inclusion.
- **Study support program:** Selected employees are provided with financial support for postgraduate studies, diplomas, certifications, other academic programs.

**Hours of training by gender and position**

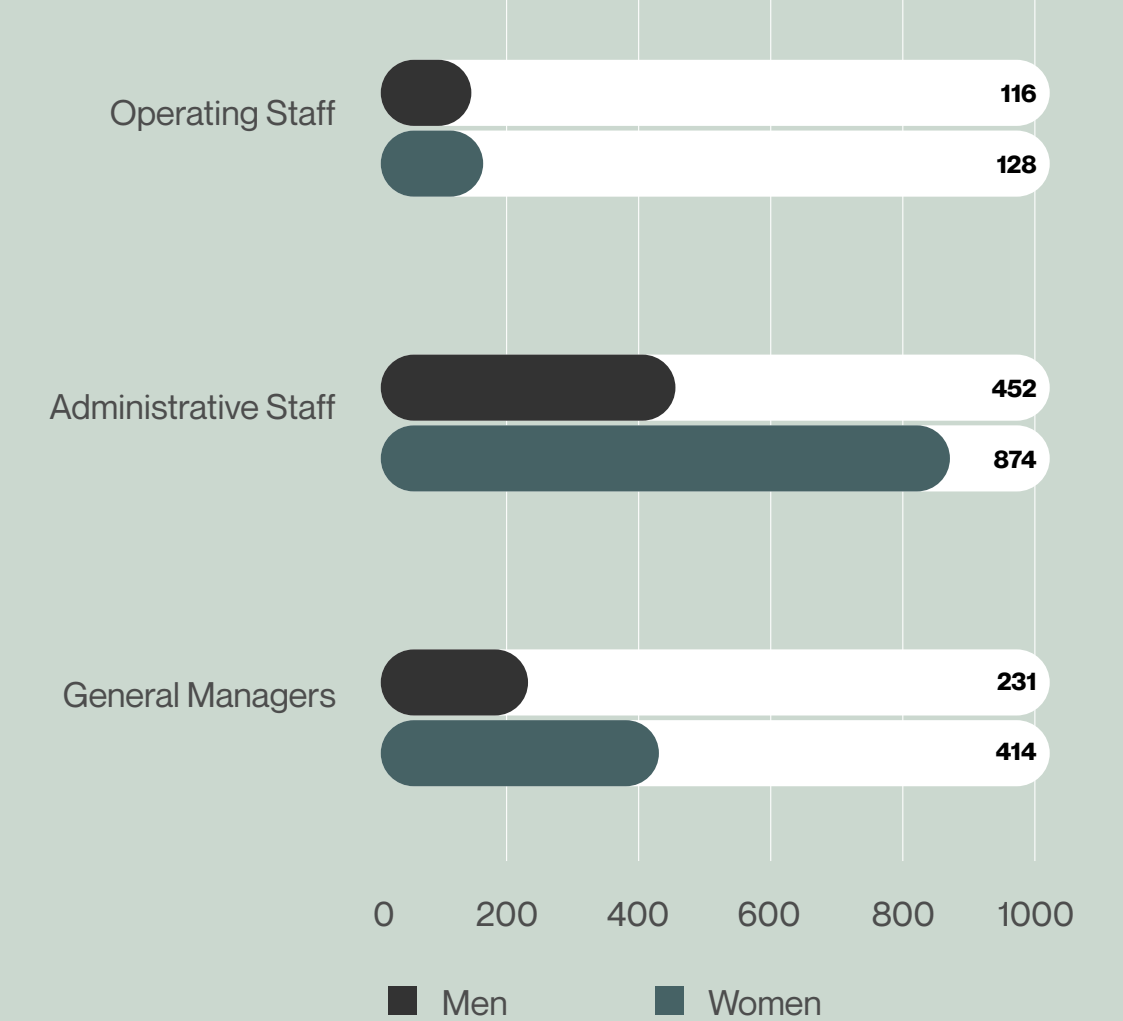
Company	Job category	No. of women trained	No. of men trained	Total employees trained	Average hours of training by category	
Hotel Support Center	CEO	0	1	1	75.0	
	Top Management	1	1	2	9.5	
	Directors	5	8	13	18.8	
	Subdirectors	1	0	1	2.0	
	Managers	4	14	18	7.3	
	Assistant-managers	7	5	12	11.7	
	Area heads	0	0	0	0.0	
	Coordinators	34	32	66	4.7	
	Analysts	42	20	62	1.7	
	Operating staff	2	4	6	1.0	
	General management	21	9	30	22.0	
	Hotels	Administrative	104	67	171	8.0
		Operating staff	430	429	859	0.3

**Hours of training**

**Hotel Support Center**

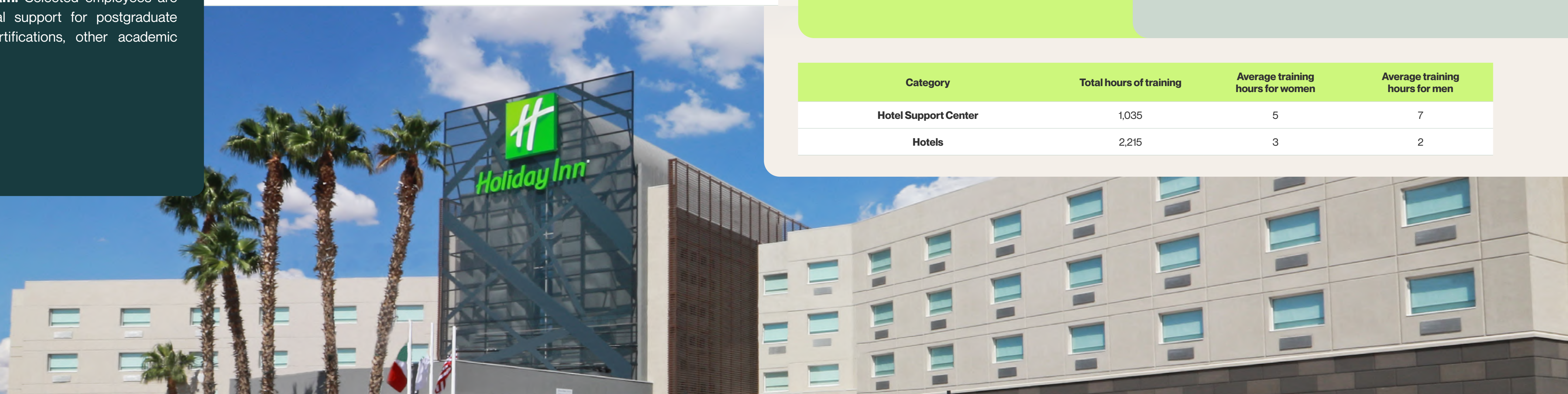


**Hotels**



Category	Total hours of training	Average training hours for women	Average training hours for men
Hotel Support Center	1,035	5	7
Hotels	2,215	3	2

Holiday Inn Ciudad Juarez  
Ciudad Juárez, Chihuahua



**Performance evaluations**

**GRI: 404-3**

The **Hotel Support Center** conducts a **Performance Evaluation** process to set and measure progress against specific goals to be reached in the year. Both the employee and their immediate supervisor actively participate in this process, working together to define, monitor, and provide ongoing feedback on these targets.

In addition, a **360° Evaluation** is conducted, involving direct supervisors and internal clients. This exercise allows us to identify

areas of opportunity and, based on the results, design and apply development programs focused on strengthening both soft and technical skills.

Both evaluation processes apply to employees who have been with the organization for at least three months by the end of the year. **In the reporting period, 33% of employees at the Hotel Support Center completed the 360° Evaluation.**<sup>29</sup>

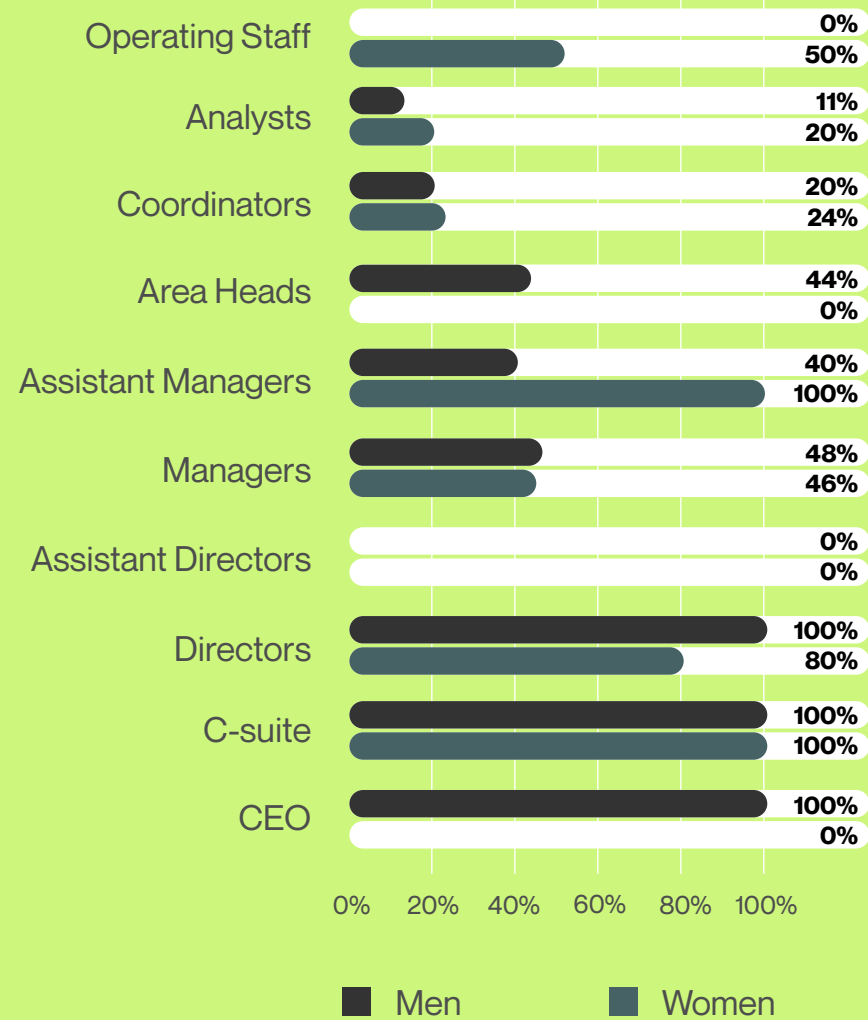
At the close of 2025, 67% of employees in the Hotel Support Center had not been on the job for more than 90 days and were thus ineligible for performance evaluations.

At the **hotels**, performance evaluations were applied exclusively to Executive Committee members. As a result, 217 administrative employees and 100% of operating 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.

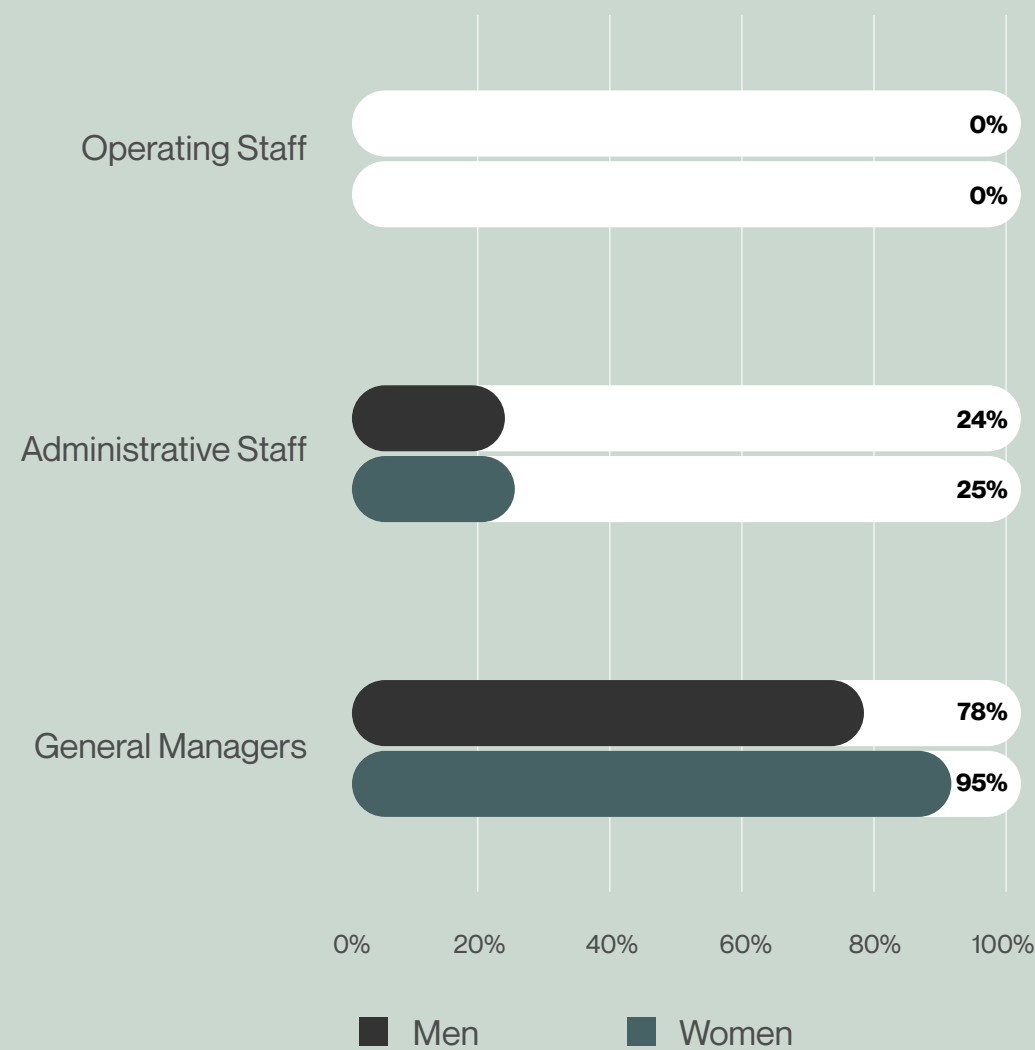
<sup>29</sup> Drivers were not included in the performance evaluations.

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

**Hotel Support Center**



**Hotels**



Hampton Inn  
Monterrey Galerías  
Monterrey, Nuevo León



# Diversity, equality and inclusion

GRI: 3-3, 405-1

Fibra Inn makes it a priority for employees to thrive in a **safe, inclusive environment where they are actively heard**, where they can freely express their ideas. To this end, the company promotes various initiatives aimed at **ensuring equal opportunities**, without distinction, in accordance with its internal policies.

As of **December 31, 2025**, the workforce of the **Hotel Support Center** consisted of **214 employees, 54% of whom were women**. Meanwhile, the operating hotels provided **1,754 jobs**, with women accounting for **52%** of the workforce. At the end of the reporting period, **10 people with disabilities** were working at the hotels in the portfolio, **3 women and 7 men**. Fibra Inn recognizes and values these efforts, which helps to **build social value** and create a **more inclusive and responsible value chain**.

Fibra Inn has a [Policy on Diversity, Inclusion, and Non-Discrimination](#), published in 2023, which establishes its guidelines for creating a respectful, just and inclusive workplace. This policy guarantees equal opportunity and prohibits any form of discrimination based on age, gender, physical appearance, sexual orientation, race, ethnic or national origin, social condition, health, religion, marital status, family situation, political affiliation, or other personal characteristic.

The policy was designed not only to ensure regulatory compliance but also to foster an organizational culture that recognizes diversity as a strategic asset. Its guidelines cover key aspects of the employment lifecycle, including corporate governance, recruitment and selection, compensation, and professional advancement, as well as mechanisms for reporting concerns and addressing complaints.

Key commitments include: guaranteeing a secure and harassment-free work environment; ensuring equitable access to employment, training, development, and promotion opportunities; promoting awareness of diversity and inclusion; and promptly following up on cases reported through [the Hotline](#), in accordance with the [Code of Ethics](#).

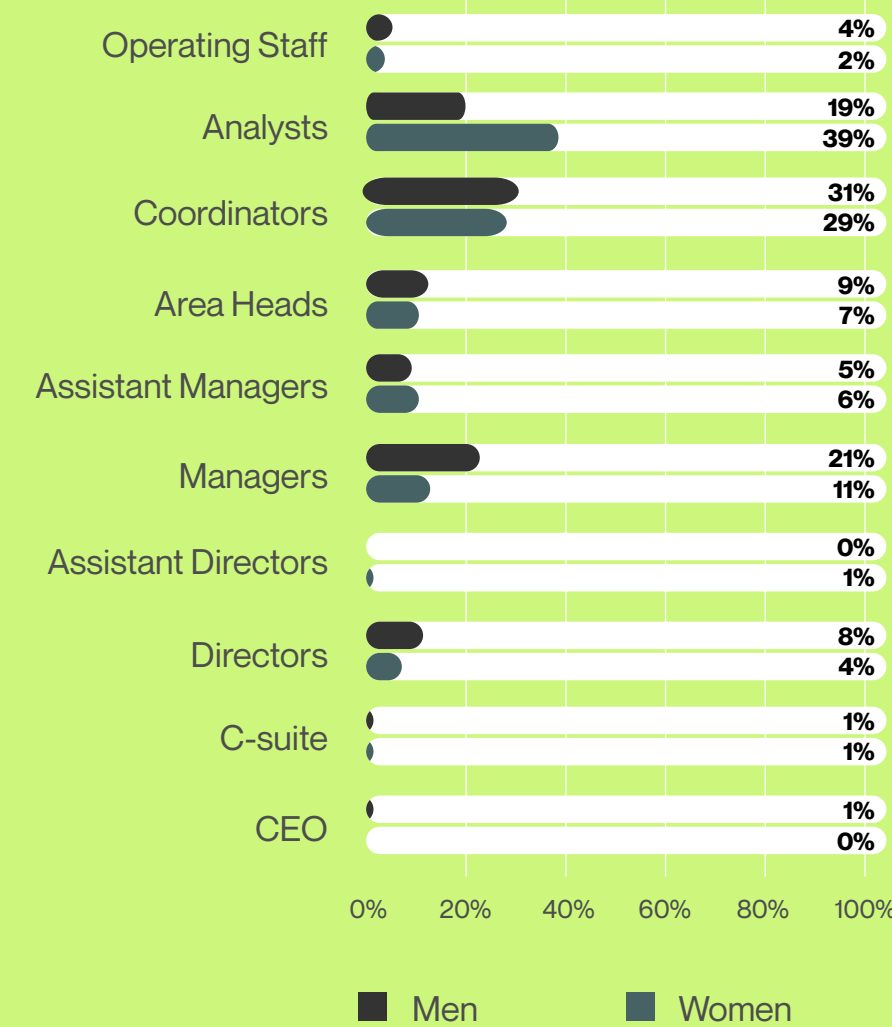
In 2025, the **Hotel Support Center** continued to strengthen bias-free recruitment and hiring processes due to workforce growth in the year.

The importance of diversity in hotels is reinforced through **internal communications**, aligned with the [Code of Ethics](#), in order to raise awareness among employees and create an inclusive, respectful work environment aligned with Fibra Inn's ESG principles.

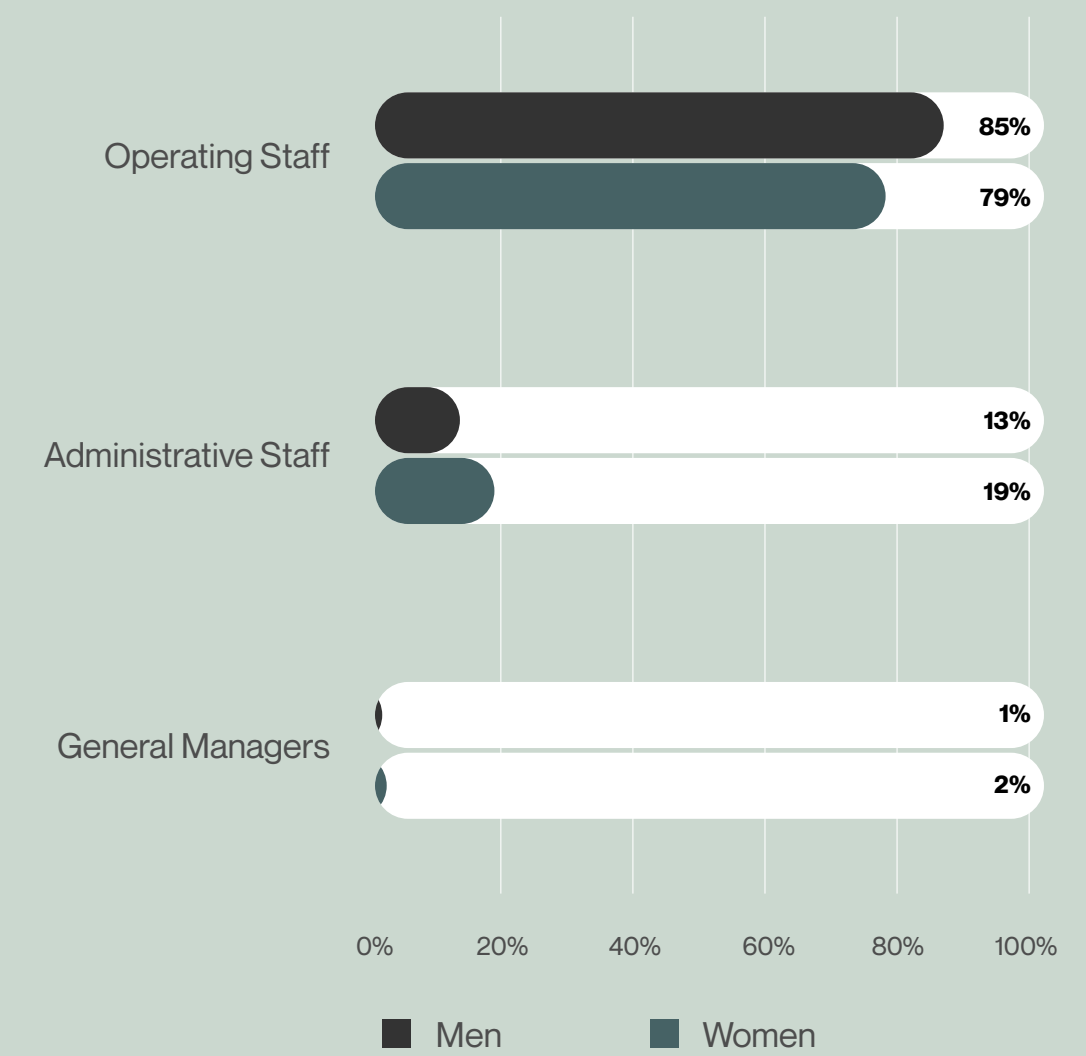
The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

## Workforce breakdown

### Hotel Support Center

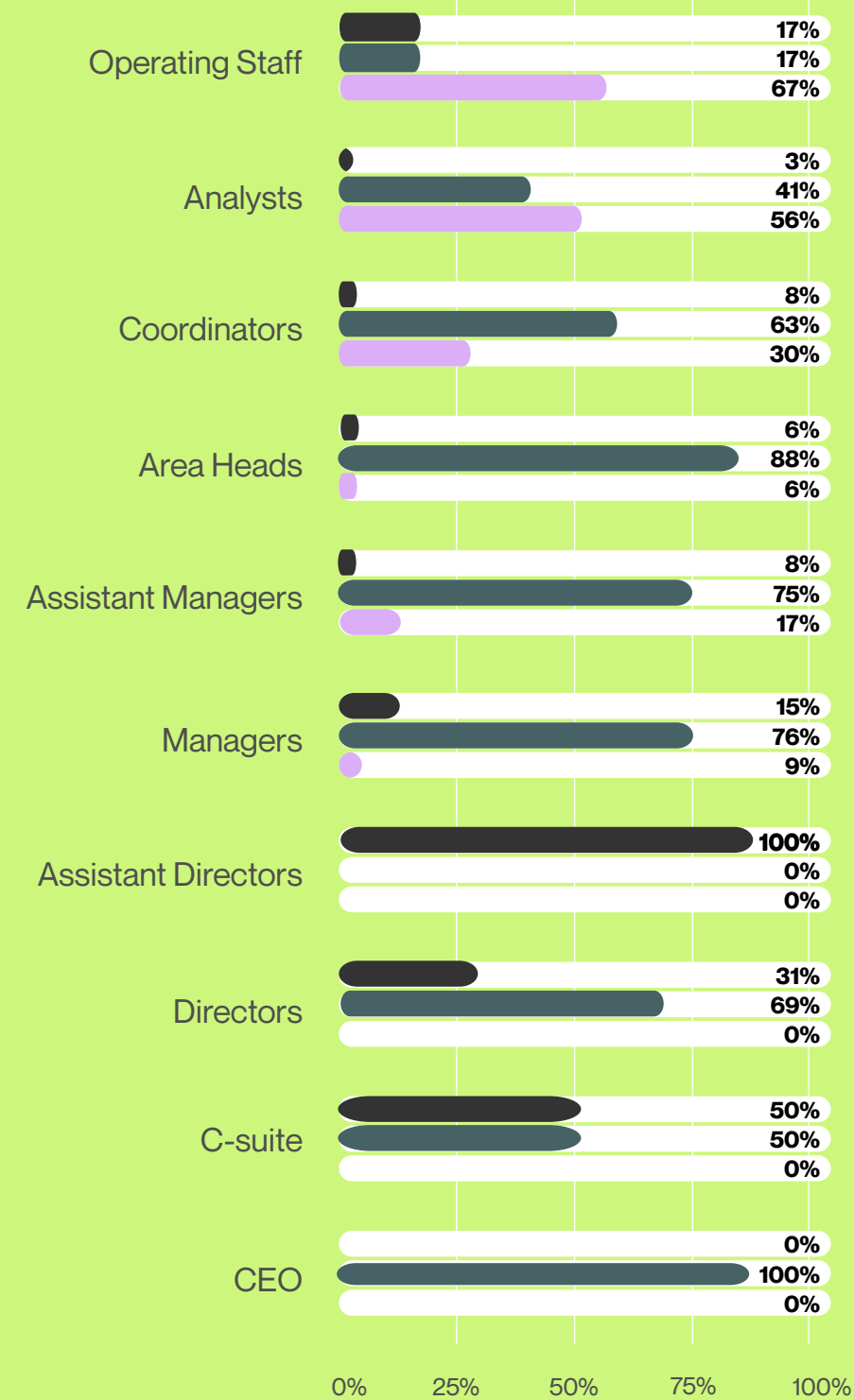


### Hotels

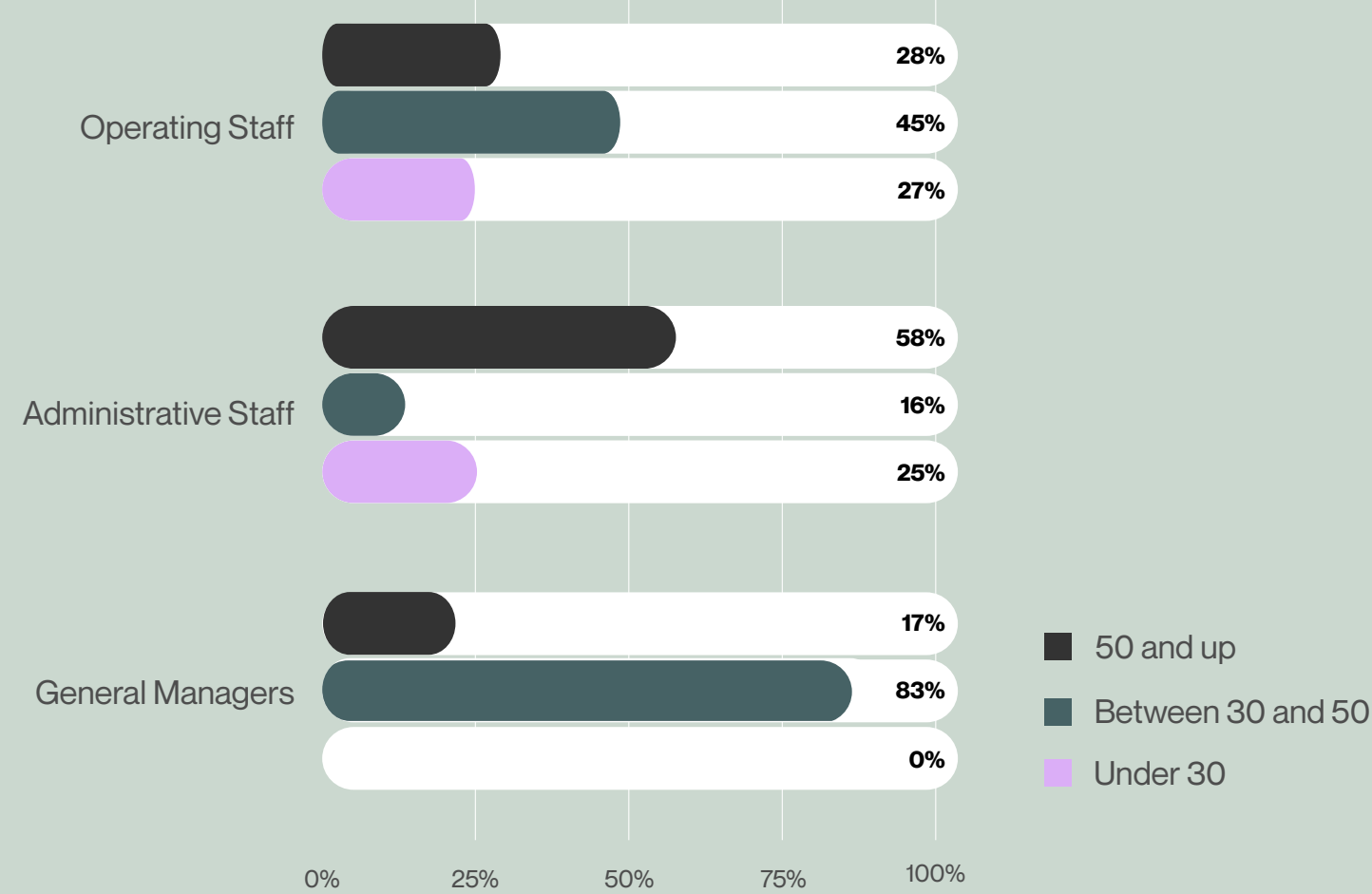


### Age breakdown by job category

#### Hotel Support Center



#### Hotels



#### Salary gap broken down by job category<sup>30</sup> GRI: 405-2

In this section we examine the differences between men's and women's salaries in the various job categories within the organization. This breakdown recognizes that some variations in compensation may exist according to hierarchical level, type of function, or work area, but helps us to gain a more detailed view of how wage inequalities are distributed across different roles and areas, and to make informed decisions to promote equal pay policies and ensure equality within the company.

At the **Hotel Support Center**, wage gaps vary depending on hierarchical level. In senior management positions, inequality is concentrated primarily at the C-suite level, where men earn 57% more than women, which is the most pronounced salary gap. At the Directors and Manager levels, wages differ by 14% and 17%, respectively, also with men outearning women. In Analyst positions, men earn 45% more than women. In contrast, no wage gaps were found at the CEO or Assistant Directors levels because only one person occupies each of those job categories. On the other hand, at the Assistant Manager, Area Head, and Coordinator levels, the gap is reversed, with women earning higher pay—4%, 46%, and 46% higher, respectively. Finally, the largest pay gap of the entire group is evident in Operating Staff positions, with women's compensation being 130% higher than men's. Overall, the results show pay inequality associated with organizational level, with gaps favoring men in managerial positions and favoring women at the operating staff level, which represents a significant area for analysis and improvement regarding pay equality.

<sup>30</sup> 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.

Annual base salary refers to the fixed minimum amount paid to an employee for performing their duties. It does not include any additional compensation, such as overtime pay or bonuses. Annual benefits, on the other hand, are additional amounts paid to an employee, such as bonuses, benefit payments, overtime pay, accrued time off, and any other allowances.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

At the **hotel** level, men in General Manager positions earn 31% more than women, while men in Administrative roles earn 1% less than their female counterparts. In Operating Staff roles, women earn 9% less 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.

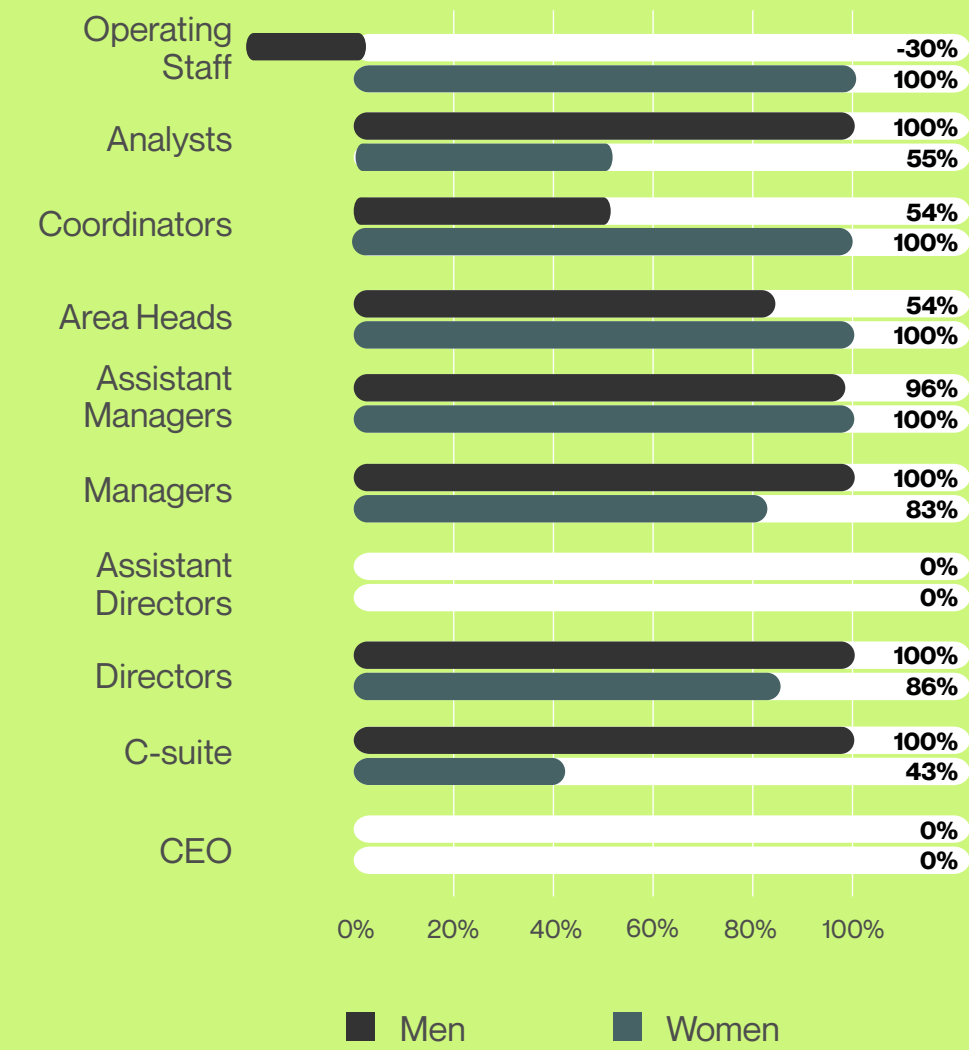
**Diversity, equality, and inclusion (DEI) training**

In March, the **Hotel Support Center** carried out an **internal Diversity, Equality, and Inclusion (DEI) campaign**, which included various training sessions aimed at analyzing the positive impact of women’s participation on the development and well-being of society as a whole. These initiatives also sought to highlight the business advantages of gender equality and explore the benefits that diversity and inclusion bring as an **organizational strategy**.

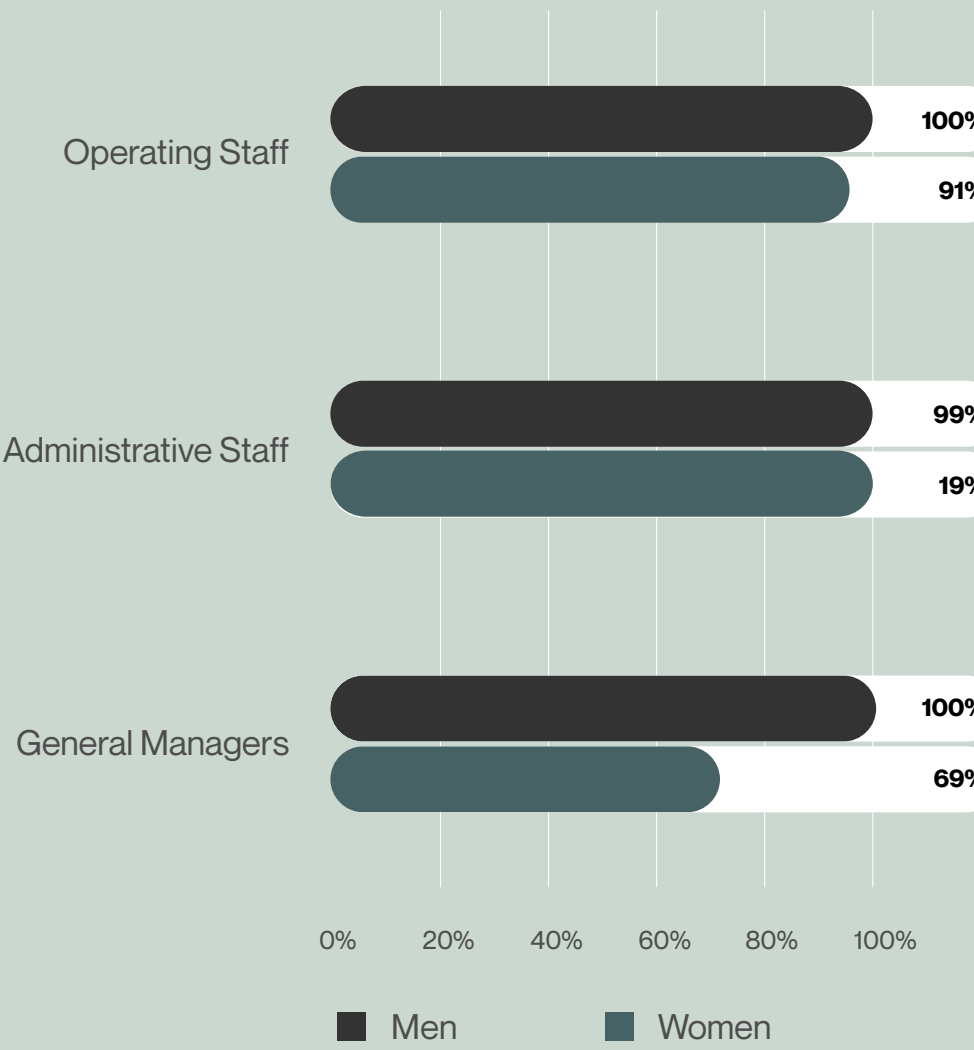
As part of this campaign, a **training session on the inclusion of people with Down syndrome** was also held, in partnership with the **TEDI association**, to build employee awareness and foster a more empathetic, respectful, and inclusive organizational culture. 100% of Hotel Support Center employees took part in the one-hour sessions.

**Salary gap broken down by job category**

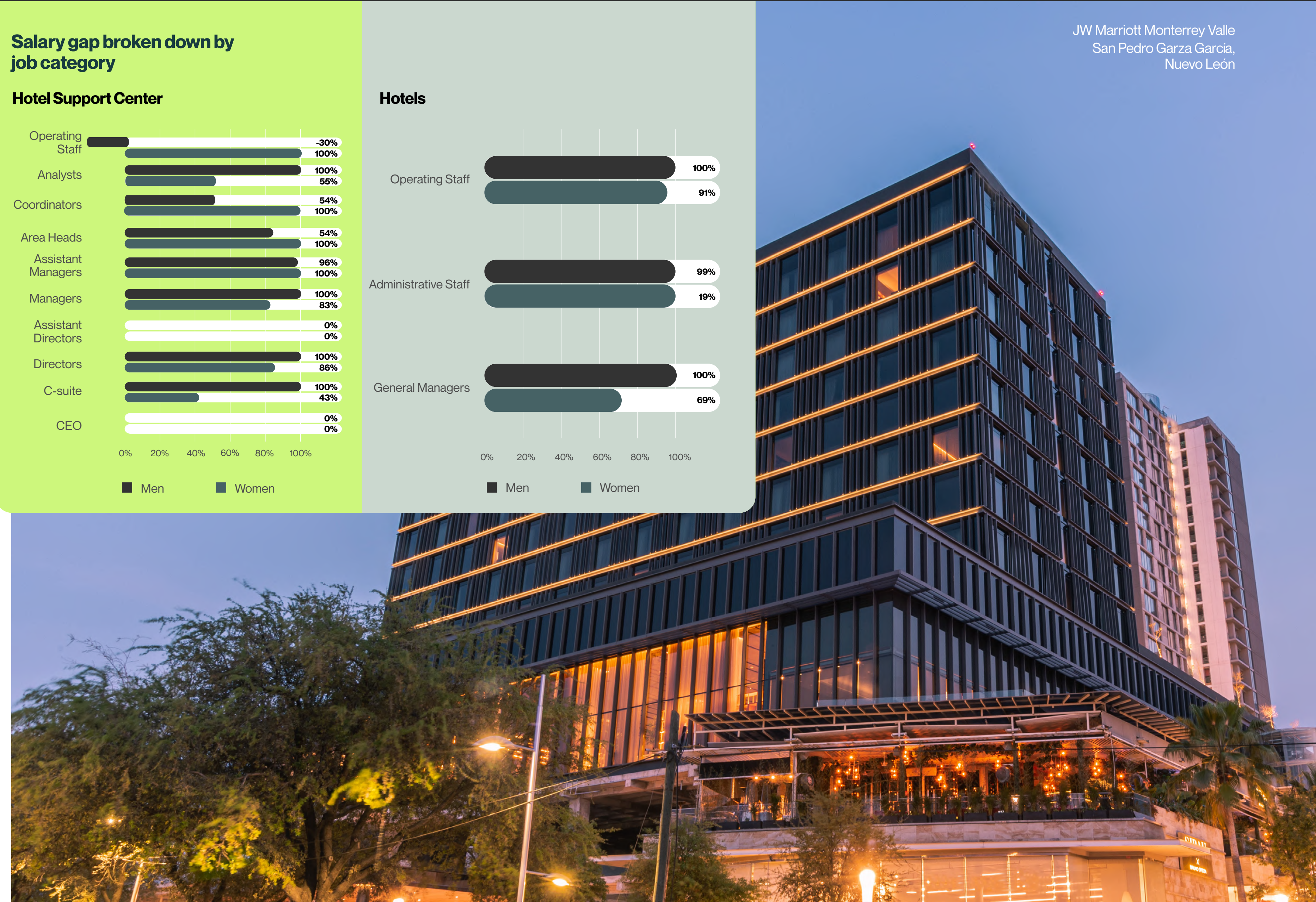
**Hotel Support Center**



**Hotels**



JW Marriott Monterrey Valle  
San Pedro Garza García,  
Nuevo León



# Employee health, safety and well-being

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.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

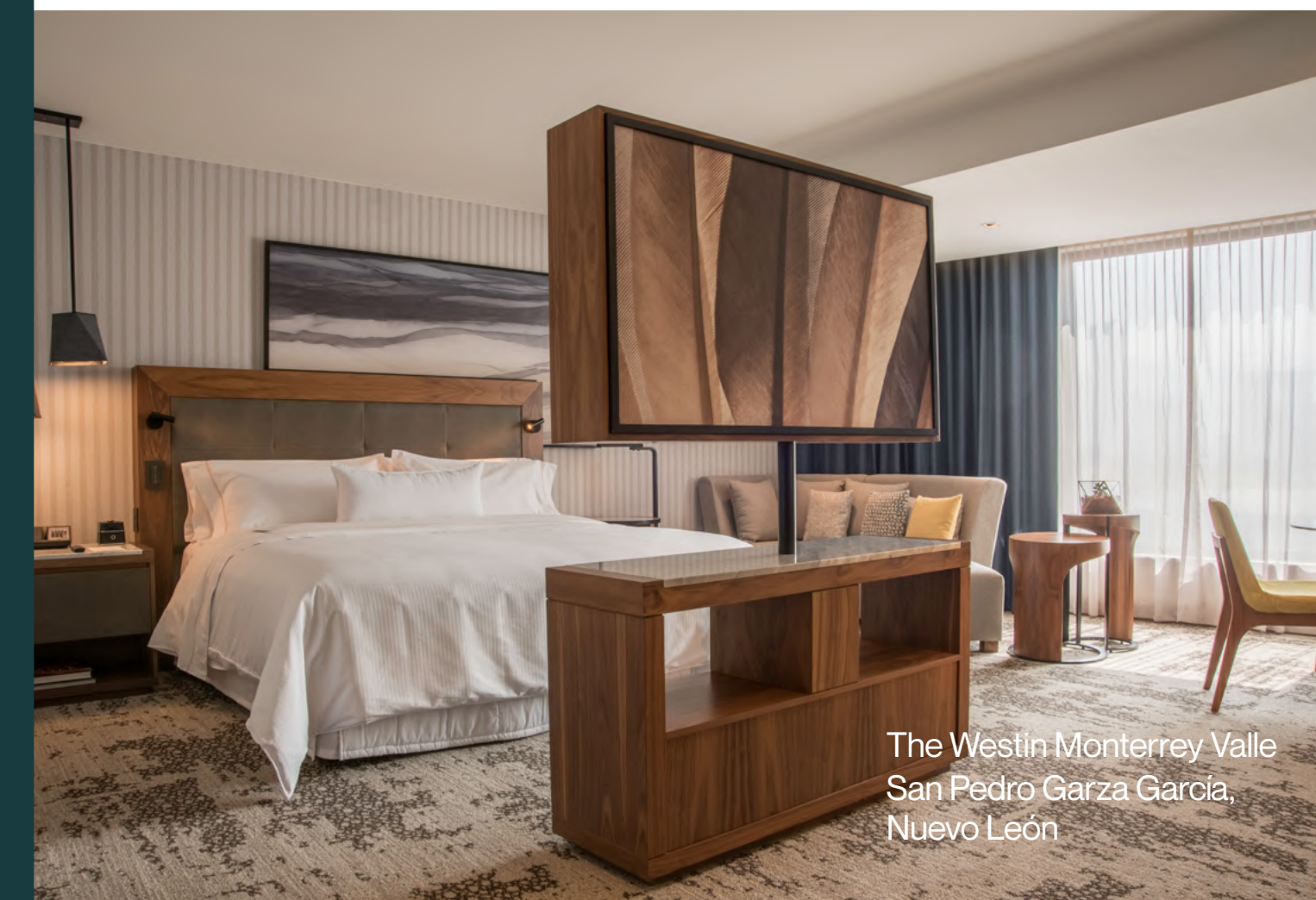
## Hotel Support Center programs:

- **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 is a continuation of the findings of the previous year from application of NOM 035 standard questionnaires. 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.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

## 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:

Scope	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
Hotel Support Center	0	0	0	0	0	0	346,680
Hotels	1	0.039	1	0.039	2	0.078	5,121,680

The following measures are 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.

The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León



# 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<sup>31</sup> 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 Ethics 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, Human Capital and Comptroller areas.

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

<sup>31</sup> Only the JW Marriott Hotel Monterrey Valle and the Westin Monterrey Valle have managers. The remaining hotels are operated by Fibra Inn.

## Grievance management

Scope	Open	Closed	Total complaints received
Hotel Support Center	0	0	0
Hotels	1	5	6

## Guest satisfaction

GRI: 2-26

In keeping with its commitment to service excellence, Fibra Inn recognizes the importance of keeping its guests satisfied, a key aim in its operations. 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 themselves also 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. Furthermore, each property is analyzed on a weekly basis, and an overall monthly analysis conducted, to define strategies for improvement by operating area.

In 2025, the average rating in satisfaction surveys was 81%.

Fibra Inn 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.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

# Community engagement

**GRI: 3-3, 408-1, 409-1**

Our business model promotes and develops local economies by **creating jobs in the communities** where we operate. Labor management is carried out in accordance with the **Federal Labor Law** and all its requirements.

## Human rights and social risk prevention

In line with its commitment to responsible business conduct, Fibra Inn offers **awareness-raising and training programs in human rights**, with an emphasis on **preventing child labor, slavery and human trafficking**.

In the period covered by this report, our partner hotel brands (Hilton, IHG InterContinental Hotels, Marriott International, and Wyndham Hotels & Resorts) provided specialized training on these topics, which was completed by **100% of hotel employees**.

## Policy on human rights and respect for communities

Fibra Inn has a Human Rights Policy that applies to all business activities and any operations conducted within the assets of the Trust's portfolio. This policy establishes responsibilities and

commitments to prevention in the areas of: decent work; equality and non-discrimination; the elimination of forced and child labor; freedom of religion, association, and collective bargaining; occupational security and health; accessibility; protection of maternity and childhood; freedom of expression; and the elimination of inhuman or degrading treatment.

The goal of this policy is to promote, protect and respect human rights in all of our operations and business relationships, in keeping with 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**.

## Compliance and results

No instances of **child labor, forced labor, threats to the rights of indigenous peoples, or human rights violations** were identified in our own operations or those of our suppliers in 2025.

## Volunteering and contributions

**GRI: 304-3**

In the period covered by this report, Fibra Inn strengthened its commitment to the communities where it operates through various volunteer and social support initiatives, organized by both the hotels and the Hotel Support Center.

Through its **hotel** operations, donation programs were carried out to meet the needs of local communities. Of particular note was the **donation of linens**, in which **46.9% of the hotels participated**, establishing it as the primary social initiative in the period. Additionally, 18.8% of the hotels took part in **toy and bottle cap donations**, as well as **donations of food, groceries, cleaning supplies, and clothing**, with participation rates ranging from 12.5% to 15.6%. These actions reflect Fibra Inn's commitment to positive social impacts on the communities where it operates.

In addition, the **Hotel Support Center** organized volunteer initiatives with an environmental focus. On May 14, 2025, Fibra Inn carried out an activity to create biological corridors in Tenochtitlán Urban Park, located in Guadalupe, Nuevo León. This initiative involved the **planting of 330 specimens of native species** of Tamaulipas thornscrub, which support wildlife habitat, with a special emphasis on pollinator species, **over a 3,881 m² intervention area**.

The activity involved **45 volunteers** from the company and took place along the banks of the La Silla River, a waterway of high ecosystemic importance that is home to unique sabino forests within the Monterrey metropolitan area. This is Fibra Inn's **second initiative in the park**, after a reforestation campaign was carried out at the same site in 2024.

These actions help lower local temperatures, improve water infiltration, reduce flood risk, and strengthening riparian ecosystems. Participation in these activities reflects Fibra Inn's commitment to environmental conservation, biodiversity restoration, and the creation of more sustainable environments for the communities where it operates, as well as fostering environmental awareness through corporate 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.

Also, on October 9 of last year, Fibra Inn employees helped reforest 80 native trees in the Rio la Silla Natural Park in Colonia Lagos del Bosque, Monterrey, Nuevo León, with a total area of **1,655 m²** benefited.

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

Trees/shrubbery	Number	Stratus	Characteristics
Mezquite ( <i>Prosopis glandulosa</i> )	20		
Huizache ( <i>Vachellia farnesiana</i> )	20		
Retama ( <i>Parkinsonia aculeata L.</i> )	20	Tree	Average diameter 2"
Hierba del potro ( <i>Erythrostemon mexicanus</i> )	10		
Palo blanco ( <i>Celtis laevigata</i> )	10		

These restoration actions align with the following Sustainable Development Goals:



- **SDG 13.** Climate Action: Contribute to mitigating the effects of climate change by reducing heat islands and sequestering carbon.



- **SDG 15.** Life on Land: Strengthen the conservation and restoration of ecosystems, benefiting local biodiversity, as evidenced by the bird species recorded in the area.



- **SDG 17.** Partnerships for the Goals: Promote partnership among civil society, the private sector, academic institutions, and government for the implementation of conservation projects.

Both activities were carried out in partnership with Pro Natura Noreste, a Mexican nonprofit organization with 26 years of experience, which works to promote a harmonious, long-term coexistence between society and the surrounding ecosystems through collaboration with citizens, governments, the private sector, and national and international foundations.

### INNspira

In 2025, Fibra Inn launched **INNspira**, a **pilot educational program** offered between **June and December** at the **Crowne Plaza Monterrey Aeropuerto and Holiday Inn Express & Suites Monterrey Aeropuerto** hotels, to promote literacy and the completion of basic and high school education for employees. This initiative sought to strengthen the personal and professional development of internal talent, and to create a better quality of life and growth opportunities within the organization.

#### Overall Goal

To promote literacy and the completion of basic and high school education, fostering the personal and professional development of employees and enhancing their quality of life.

#### Key Benefits

- Reduction of educational barriers that limit personal and professional development.
- Strengthening of **employability, operational performance, and productivity.**
- Contribution to talent retention by offering a benefit that encourages employees to stay and grow within Fibra Inn.



Crowne Plaza Monterrey Aeropuerto  
Apodaca, Nuevo León



A total of 400 hours of volunteer time were devoted to this effort.

Education is the most powerful tool for transforming a life; a transformed life is the most powerful testimony to INNspira change.

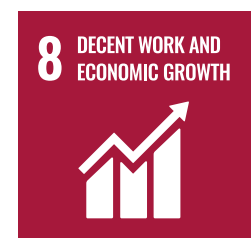


**Alignment with the Sustainable Development Goals (SDGs)**

INNspira directly contributes to the following SDGs of the 2030 Agenda:



- **SDG 4:** Quality Education



- **SDG 8:** Decent Work and Economic Growth



- **SDG 10:** Reduced Inequalities

**INNcentives for Participation**

As part of the pilot, **INNcentives** were offered to participants with the theme of “Motivation that INNspires that extra effort,” which proved to be a key element in fostering consistency, retention, and commitment to the program.

**Program INNights**

- Staff development has a direct impact on the **guest experience**, by strengthening skills and confidence in daily performance.
- Incentives played a significant role in **boosting motivation and retention** within the educational program.

**INNpact: What participants had to say**

“Going to high school and learning English opens up new opportunities for me. I feel more prepared and confident in my work, which improves my service. This program motivates me to grow within the company.”

**Leonardo**  
Waiter, 28 years old  
**Time with Fibra Inn: 6 months**

“The education program has boosted my confidence in using the computer, allowing me to complete online tasks and help my son. At work, I now understand tools that improve my performance.”

**Verónica**  
Purchasing, 52 years old  
**Time with Fibra Inn: 4 years**

“I’m proof that you’re never too old to study. Knowing that the company invests in my growth motivates me and gives me a sense of belonging.”

**Juan**  
Pastry Chef, 54 years old  
**Time with Fibra Inn: 10 years**



**Pilot Program Success INNdicators**

We measure what we value:  
the growth of our talent and  
our social impact.

**14**

**Active students**

**334**

**Total training  
hours**

**3.5**

**Average weekly  
attendance hours**

**3**

**Employees enrolled  
in high school**

**Membership in Associations**

**GRI: 2-28**

Fibra Inn has been a member of the Mexican Association of Real Estate Investment Trusts (AMEFIBRA) 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 UN Global Compact, pledging to comply with the [Ten Principles](#) promoted by this initiative.

Additionally, it reports information according to the recommendations of:

- **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.*
- **Principles for Responsible Investment (PRI),** a global initiative that promotes the incorporation of environmental, social, and governance factors into investment decisions.
- **Global Real Estate Sustainability Benchmark (GRESB),** a global standard that assesses and compares the ESG performance of real estate and infrastructure assets worldwide.



Courtyard by  
Marriott Chihuahua  
Chihuahua, Chihuahua

# Responsible value chain

GRI: 3-3, 416-1

## Commitment to guests

Fibra Inn has Standard Operating Procedures (SOPs) that guides hotel operations, preventing risks and safeguarding the health and security of guests throughout the entire service cycle. These SOPs cover, among other things, the control of critical equipment and infrastructure—such as electrical panels, fire suppression systems, water pumps, generators, and elevators—interdepartmental coordination following maintenance activities, emergency management and evacuation routes, as well as the supervision of external suppliers and contractors to ensure regulatory and security compliance. They also include guidelines for technical inventories, preventive maintenance, reporting, and operational control. In the reporting period, these manuals were systematically applied in operations, strengthening incident prevention and the provision of safe services for customers.



## Sourcing practices

Fibra Inn also has a Procurement Policy to guarantee standardized, efficient and transparent management in the procurement of goods and services required for Fibra Inn's operations.

The goal of the policy is to ensure the timely sourcing of goods and services based on criteria of quality, cost, and service level, establishing clear criteria and guidelines for the proper operation of the sourcing process and the appropriate selection of suppliers, thereby ensuring compliance with quality standards in accordance with the guidelines established by Fibra Inn and its various brands. Its application is cross-functional across all departments and support areas, and it applies in cases where there are no specific brand guidelines or external restrictions.

Fibra Inn seeks to promote sustainable sourcing through partnership with suppliers and contractors by efficiently managing the risks, costs, and benefits associated with the procurement process, thereby strengthening decision-making and value creation. For this reason, our supplier policy establishes a prequalification process that considers legal, administrative, financial, and technical requirements, as well as quality certifications and criteria related to safety, health, hygiene, and the environment. These guidelines are complemented by the Code of Ethics, which applies to suppliers, third parties, subsidiaries, and partner companies.

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

## Recognitions

In Nuevo León, the Westin Monterrey Valle, JW Marriott Monterrey Arboleda, Crowne Plaza Monterrey Aeropuerto and Hampton Inn Monterrey Galerías 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.



## Local suppliers

GRI: 204-1

In 2025, Fibra Inn did business with 16.6% of its total suppliers, approximately 90% of which were local and 10% were domestic suppliers at the corporate level, reflecting a high level of participation by the local supply chain. The total amount of purchases (operations, projects, and Capex) amounted to MXN407 million (plus VAT tax), about 43% of which was allocated to Capex projects. Around 42% of total expenditures was made with domestic corporate suppliers and about 15% with local suppliers. Additionally, the company has a Supplier Code of Conduct, which establishes ethical and compliance criteria to promote responsible and transparent supply chain management.



The Westin Monterrey Valle  
San Pedro Garza García,  
Nuevo León

# Standards used 05

# External assurance

GRI: 2-1, 2-5



## Verification Letter for the ESG Report 2025

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

Redes Sociales en Línea Timberlan was engaged to perform a limited and independent assurance engagement over a sample of indicators disclosed in the 2025 ESG Report of Trust DB/1616 "Fibra Inn," which includes information corresponding to 32 hotels for the period from January 1<sup>st</sup> to December 31<sup>st</sup>, 2025.

The Deputy ESG Manager is responsible for the preparation, integration, and presentation of the information contained in the 2025 ESG Report, as well as the information provided for purposes of the verification process. Such responsibility includes, but is not limited to, determining and prioritizing material topics, preparing and disclosing GRI Content Index disclosures, establishing internal controls to ensure that the information is free from material misstatement, and providing sufficient and appropriate documentary and/or visual evidence supporting the information subject to verification with respect to the selected sample.

Our responsibility is to express an independent conclusion regarding the verified sample of indicators, based on the procedures performed. The engagement was conducted in accordance with 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:

- Understanding internal management systems (policies, processes, tools, source documents, etc.).
- Review and analysis of qualitative and quantitative information through documentary, visual, and public evidence from the selected sample.
- Assessment of the reasonableness of the information through comparative analysis and consistency reviews.
- Verification of compliance with the defined methodological criteria.

**Conclusions:** Based on the procedures performed and the evidence obtained, we have not identified any matters that lead us to believe that the information corresponding to the selected sample of indicators:

- Failed to comply with the principles of accuracy, traceability, and reasonableness.
- Contains significant or material errors.
- Does not meet the methodological requirements of the criteria mentioned above.

As part of our work, an independent report has been issued exclusively to **"Fibra Inn"**, which includes observations and opportunities for improvement aimed at strengthening future reporting processes.

Rosa María Barojas Vargas  
Sustainability Consultant  
[rosy@redsociales.com](mailto: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 April 27th, two thousand twenty-six and is valid as long as no subsequent and substantial modifications are made to the ESG Report 2025 of Fideicomiso DB/1616 "Fibra Inn".

GRI Content		Verified data 2025			
<b>Environmental</b>					
302-1	Energy consumption within the organization	Energy source		Consumption (GJ)	
		Diésel		186	
		LP gas		15,048	
		Natural gas		61,814	
		Gasoline		5,601	
		Electricity		99,167	
		<b>Total</b>		<b>181,817</b>	
302-2	Energy consumption outside of the organization	Energy source		Consumption (GJ)	
		Gasoline		44	
		Kerosene		75,127	
		<b>Total</b>		<b>75,171</b>	
303-3	Water withdrawal	Type of water	Origin	Withdrawals m <sup>3</sup>	
		Outside supply	Municipal supply	376,925	
			Tanker trucks	81,156	
			Treated water	597	
			Industrial parks	47,586	
				<b>Subtotal</b>	<b>506,264</b>
		Ground water	Well water	25,764	
			<b>Subtotal</b>	<b>25,764</b>	
				<b>Total</b>	<b>532,028</b>
		305-1	Direct (Scope 1) GHG emissions	<b>4,839 tCO<sub>2</sub>e</b> To identify the sources of emissions (see page 40)	
305-2	Energy indirect (Scope 2) GHG emissions	<b>12,065 tCO<sub>2</sub>e</b> To identify the sources of emissions (see page 40)			
305-3	Other indirect (Scope 3) GHG emissions	<b>54 tCO<sub>2</sub>e</b> To identify the sources of emissions (see page 40)			
<b>Social</b>					
2-6	Activities, value chain and other business relationships	<p>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.</p> <p>Fibra Inn's portfolio consists of 32 operating properties, with a total of 5,546 active rooms. They were geographically diversified across 11 states within the national territory.</p>			
2-7	Employees	Hotel Support Center			
		Job Title	Men	Women	
		Operating staff	4	2	
		Analysts	19	45	
		Coordinators	30	34	
		Area heads	9	8	
		Assistant Managers	5	7	
		Managers	21	13	
		Assistant Directors	0	1	
		Directors	8	5	
		Senior Management	1	1	
		Chief Executives	1	0	
		<b>Total</b>	<b>98</b>	<b>116</b>	
		Hotels			
		Job Title	Men	Women	
		Operating staff	717	719	
		Administrators	113	175	
		General managers	9	21	
		<b>Total</b>	<b>839</b>	<b>915</b>	

GRI Content		Verified data 2025		
<b>Social</b>				
403-6	Promotion of worker health	Implemented programs: * Work-Life Balance Policy * General medical testing * Medical check-ups * Fibra Health * Medical coverage * JuevesInn To learn more about these programs (See page 57)		
<b>Gobernanza</b>				
2-15	Conflicts of interest	To learn about the mechanisms through which conflicts of interest are regulated in order to prevent and mitigate risks, where the measures implemented are described (See pages 29 and 30).		
2-23	Policy commitments	To review the public policies, please visit Fibra Inn's website: <a href="https://fibrainn.mx/asg/politicas.html">https://fibrainn.mx/asg/politicas.html</a>		
2-24	Embedding policy commitments	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.		
201-2	Financial implications and other risks and opportunities due to climate change	<b>Physical risks identified</b>		
		<ul style="list-style-type: none"> <li>• Average temperature and number of hot days</li> <li>• Longer drought periods</li> <li>• Water stress</li> <li>• Heavy rainfall</li> <li>• Extreme fire days and length of fire season</li> <li>• Humidity and wind</li> <li>• Intensity and frequency of extreme rainfall</li> <li>• Intensity and frequency of hurricanes</li> <li>• Sea level rise and storm surges.</li> </ul>		
201-2	Financial implications and other risks and opportunities due to climate change	<b>Prioritization and selection of transition risks</b>		
		Impact analysis to determine the level of risk. <ul style="list-style-type: none"> <li>• Loss of tenants (High)</li> <li>• Preference for sustainable tourism (High)</li> <li>• Carbon price/emissions trading system (High)</li> </ul>		
205-3	Confirmed incidents of corruption and actions taken	In 2025, there were no confirmed cases of corruption.		
405-1	Diversity of governance bodies and employees		Men	Women
		Technical Committee	7	1
		Audit, Corporate Practices and ESG Committee	2	1
		Finance and Investment Committee	5	---
		Nominating and Compensation Committee	5	---
		Hotel Support Center	98	116
		Hotels	839	915
405-2	Ratio of basic salary and remuneration of women to men	For further details on the pay gap broken down by job category (See page 55).		
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 related to operations or suppliers with child labor risk were reported.		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	During 2025, no sanctions or significant incidents were reported that could affect the company's assets related to operations or suppliers with risks of forced or compulsory labor, as managed by the Audit Department.		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No sanctions or incidents were reported related to the following matters:		
		<ul style="list-style-type: none"> <li>• Substantiated third-party claims.</li> <li>• Claims by regulatory authorities.</li> <li>• Total number of identified cases of leak, theft or loss of client data.</li> </ul>		

# GRI Content index

<b>Statement of use:</b>	Fibra Inn presents this report for the period from January 1 to December 31, 2025, in accordance with GRI standards.
<b>GRI 1 used:</b>	GRI 1: Foundation 2021

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>The organization and its reporting practices</b>					
<b>GRI 2: General disclosures 2021</b>	<b>2-1</b>	Organizational details	4 and 9		
	<b>2-2</b>	Entities included in the organization's sustainability reporting	4		
	<b>2-3</b>	Reporting period, frequency and contact point	4 and 84		
	<b>2-4</b>	Restatements of information	40 and 42		
	<b>2-5</b>	External assurance	66 and 67		
<b>Activities and workers</b>					
<b>GRI 2: General disclosures 2021</b>	<b>2-6</b>	Activities, value chain and other business relationships	6 and 9		
	<b>2-7</b>	Employees	48		
	<b>2-8</b>	Workers who are not employees	6		

GRI Standard	Content	Page	Omitted requirements	Omission		
				Reason	Explanation	
<b>Governance</b>						
<b>GRI 2: General disclosures 2021</b>	<b>2-9</b>	Governance structure and composition	23, 26, 27 and 28			
	<b>2-10</b>	Nominating and selecting the highest governance body	24			
	<b>2-11</b>	Chair of the highest governance body	26, 27 and 28			
	<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	For information about the composition and duties of the Committee, see the Corporate Governance section of Fibra Inn's website at: <a href="https://fibrainn.mx/gobierno-corporativo.html">https://fibrainn.mx/gobierno-corporativo.html</a>			
	<b>2-13</b>	Delegation of responsibility for managing impacts	20			
	<b>2-14</b>	Role of the highest governance body in sustainability reporting	20			
	<b>2-15</b>	Conflicts of interest	29 and 30			
	<b>2-16</b>	Communication of critical concerns	-	Content complete	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.
	<b>2-17</b>	Collective knowledge of the highest governance body	In the reporting year, no training on sustainable development was provided to the highest governance body.			
	<b>2-18</b>	Evaluation of the performance of the highest governance body	25			
	<b>2-19</b>	Remuneration policies	25			
	<b>2-20</b>	Process to determine remuneration	25			
<b>2-21</b>	Annual total compensation ratio	25				

GRI Standard	Content	Page	Omitted requirements	Omission		
				Reason	Explanation	
<b>Strategy, policies and practices</b>						
<b>GRI 2: General disclosures 2021</b>	<b>2-22</b>	Statement on sustainable development strategy	3 and 18			
	<b>2-23</b>	Policy commitments	Fibra Inn has unified policies and procedures for ethical conduct that apply to all employees, suppliers, clients and other outside parties who interact with the company. For more information about our published policies, visit Fibra Inn's website at: <a href="https://fibrainn.mx/asg/politicas.html">https://fibrainn.mx/asg/politicas.html</a>			
	<b>2-24</b>	Embedding policy commitments	12, 18 and 29			
	<b>2-25</b>	Processes to remediate negative impacts	59			
	<b>2-26</b>	Mechanisms for seeking advice and raising concerns	21 and 59			
	<b>2-27</b>	Compliance with laws and regulations	29	c and d	Information incomplete	The information is not disclosed for reasons of confidentiality.
	<b>2-28</b>	Membership in associations	63			
<b>Stakeholder engagement</b>						
<b>GRI 2: General disclosures 2021</b>	<b>2-29</b>	Approach to stakeholder engagement	21			
	<b>2-30</b>	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.			
<b>GRI 3: Material topics 2021</b>	<b>3-1</b>	Process to determine material topics	13, 14, 15, 16 and 17			
	<b>3-2</b>	List of material topics	13, 14, 15, 16 and 17			

GRI Standard	Content	Page	Omitted requirements	Omission		
				Reason	Explanation	
<b>Transparency about processes and results</b>						
<b>GRI 3: Material topics 2021</b>	<b>3-3</b>	Management of material topics	Economic performance is detailed in the <a href="#">Annual Financial Report</a>			
<b>GRI 201: Economic performance 2016</b>	<b>201-1</b>	Direct economic value generated and distributed	6	a and b	Information incomplete	The economic value distributed is detailed in the <a href="#">income statement</a> contained in the Annual Financial Report, which includes: operating costs, suppliers, taxes, and investment.
	<b>201-3</b>	Defined benefit plan obligations and other retirement plans	-	Content complete	Information not available	The company does not have an additional pension plan beyond what is established by law.
	<b>201-4</b>	Financial assistance received from government	Fibra Inn does not receive any government assistance			
<b>GRI 205: Anticorruption 2016</b>	<b>205-1</b>	Operations assessed for risks related to corruption	-	Content complete	Information not available	No corruption risk assessments were carried out in 2025.
<b>Risk Management Process</b>						
<b>GRI 3: Material topics 2021</b>	<b>3-3</b>	Management of material topics	8, 19, 31, 33, 34, 35, 36, 37, 38 and 39			
<b>GRI 201: Economic performance 2016</b>	<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	33			
<b>Indirect Economic Impacts</b>						
<b>GRI 3: Material topics 2021</b>	<b>3-3</b>	Management of material topics	Economic performance is detailed in the <a href="#">Annual Financial Report</a>			
<b>GRI 203: Indirect Economic Impacts 2016</b>	<b>203-1</b>	Infrastructure investments and services supported	-	Content complete	Information not available	No investments were made in infrastructure and services that support stakeholders or the economy.
		Significant indirect economic impacts	-	Content complete	Information not available	As of December 2025, Fibra Inn generated 1,968 direct jobs.

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>Business ethics</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	29			
<b>GRI 205: Anticorruption 2016</b>	<b>205-2</b> Communication and training about anti-corruption policies and procedures	29			
	<b>205-3</b> Confirmed incidents of corruption and actions taken	In 2025, there were no confirmed cases of corruption.			
<b>GRI 206: Anti-competitive behavior 2016</b>	<b>206-1</b> 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.			
<b>GRI 415: Public policy 2016</b>	<b>415-1</b> Political contributions	Fibra Inn does not make political contributions.			
<b>Energy consumption</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	18, 19, 38, 39, 41 and 42			
<b>GRI 302: Energy 2016</b>	<b>302-1</b> Energy consumption within the organization	42			
	<b>302-2</b> Energy consumption outside of the organization	42			
	Energy intensity	42			
<b>Water and wastewater management</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	18, 19, 38, 39, 43 and 44			
<b>GRI 303: Water and effluents 2018</b>	<b>303-1</b> Interaction with water as a shared resource	43 and 44			
	<b>303-2</b> Management of water discharge- related impacts	Fibra Inn does not manage impacts related to water discharge.			
	<b>303-3</b> Water withdrawals	43 and 44			

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>Biodiversity vulnerability level</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	Through its <a href="#">Code of Ethics</a> , 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.
<b>GRI 101: Biodiversity 2024</b>	<b>101-1</b> Policies to halt and reverse biodiversity loss	45 and 46			
	<b>101-2</b> Management of biodiversity impacts	45 and 46			
	<b>101-3</b> Access and benefit-sharing	45 and 46			
<b>Carbon emissions produced</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	18, 19, 40, 41 and 42			
<b>GRI 305: Emissions 2016</b>	<b>305-1</b> Direct (Scope 1) GHG emissions.	40, 41 and 42			
	<b>305-2</b> Energy indirect (Scope 2) GHG emissions.	40, 41 and 42			
	<b>305-3</b> Other indirect (Scope 3) GHG emissions	40, 41 and 42			
	<b>305-4</b> GHG emissions intensity	40, 41 and 42			
	<b>305-5</b> Reduction of GHG emissions	-	Content complete	Information not available	Fibra Inn is still working on projects to reduce GHG emissions.
	<b>305-6</b> Emissions of ozone-depleting substances (ODS)	-	Content complete	Information not available	Refrigerant gas emissions are excluded from the emissions calculation because the amount purchased in 2023 was considered immaterial.

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>Waste management</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	45			
<b>GRI 306: Waste 2020</b>	<b>306-1</b> Waste generation and significant waste-related impacts	-	Content complete	Information not available	Fibra Inn has not analyzed its significant impacts related to waste.
	<b>306-2</b> Management of significant waste-related impacts	-	Content complete	Information not available	In the year reported, no management of significant impacts related to waste was carried out.
	<b>306-3</b> Waste generated	45			
	<b>306-4</b> Waste diverted from disposal	45	b	Information incomplete	The required data on the total weight in metric tons of hazardous waste not directed to disposal is not available.
	<b>306-5</b> Waste directed to disposal	45			
<b>Supply chain due diligence</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	-	Content complete	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.
<b>GRI 308: Supplier environmental assessment 2016</b>	<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	-	Content complete	Information not available	Negative environmental impacts in the supply chain were not analyzed during the year reported.

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>Supply chain management</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	48			
<b>GRI 401: Employment 2016</b>	<b>401-1</b> New employee hires and employee turnover	50	b	Information incomplete	Currently, the required data on the age group, gender, and region of staff turnover is not available.
	<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	49			
	<b>401-3</b> Parental leave	51			
<b>GRI 410: Security practices 2016</b>	<b>410-1</b> Security personnel trained in human rights policies or procedures	Security personnel are not trained in human rights policies or procedures			
<b>Labor law compliance</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	60, 61, 62 and 63			
<b>GRI 402: Labor-management relations 2016</b>	<b>402-1</b> Minimum notice periods regarding operational changes	-	Content complete	Information not available	Fibra Inn had no operational changes and, therefore, no notice was required. However, our policy is for notice to be given at two weeks.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Content complete	Information not available	In 2025, Fibra Inn had 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.
<b>GRI 408: Child labor 2016</b>	<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	60			
<b>GRI 409: Forced or compulsory labor 2016</b>	<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	60			

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>Occupational health and safety</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	57 and 58			
<b>GRI 403: Occupational health and safety 2018</b>	<b>403-1</b> Occupational health and safety management system	-	Content complete	Information not available	Fibra Inn does not have an occupational health and safety management system.
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation	-	Content complete	Information not available	Fibra Inn does not identify hazards, assess risks, or investigate incidents.
	<b>403-3</b> Occupational health services	57 and 58			
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	-	a and b	Information incomplete	Fibra Inn informs its employees about relevant occupational health and safety issues through communications sent by email.  Currently, there is no formal joint committee between workers and the company dedicated specifically to occupational health and safety.
	<b>403-5</b> Worker training on occupational health and safety	57 and 58			
	<b>403-6</b> Promotion of worker health	57 and 58			
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	57 and 58			
	<b>403-9</b> Work-related injuries	57 and 58			

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>Training and education</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b>	Management of material topics	51, 52 and 53		
<b>GRI 404: Training and education 2016</b>	<b>404-1</b>	Average hours of training per year per employee	51		
	<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	51		
	<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews	53		
<b>Equal opportunity and inclusion</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b>	Management of material topics	54, 55 and 56		
<b>GRI 405: Diversity and equal opportunity 2016</b>	<b>405-1</b>	Diversity of governance bodies and employees	26, 54 and 55		
	<b>405-2</b>	Ratio of basic salary and remuneration of women to men	55 and 56		
<b>GRI 406: Nondiscrimination 2016</b>	<b>406-1</b>	Incidents of discrimination and corrective actions taken	Fibra Inn had no cases of discrimination in the period of this report		
<b>Respect for the rights of indigenous communities</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b>	Management of material topics	60		
<b>GRI 411: Rights of indigenous peoples 2016</b>	<b>411-1</b>	Incidents of violations involving rights of indigenous peoples	60		

GRI Standard	Content	Page	Omitted requirements	Omission	
				Reason	Explanation
<b>Suppliers</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	64			
<b>GRI 414: Supplier social assessment 2016</b>	<b>414-1</b> New suppliers that were screened using social criteria	-	Content complete	Information not available	In the year covered by this report, no suppliers were screened based on social and environmental criteria.
<b>GRI 416: Customer health and safety 2016</b>	<b>416-1</b> Assessment of the health and safety impacts of product and service categories	64			
	<b>416-2</b> Incidents of non-compliance concerning the health and safety impacts of products and services	No cases of non-compliance			
<b>Information confidentiality</b>					
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics		Fibra Inn has unified policies and procedures for ethical conduct that apply to all employees, suppliers, clients and other outside parties who interact with the company. For more information about our published policies, visit Fibra Inn's website at: <a href="https://fibrainn.mx/asg/politicas.html">https://fibrainn.mx/asg/politicas.html</a>		
<b>GRI 418: Customer privacy 2016</b>	<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	30			

# SASB

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	Select Service: 100% Limited Service: 100% Full Service: 100% Luxury Service: 100% Extended Stay 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 <a href="#">Energy Management</a> section (1) See <a href="#">Energy Management</a> section (2) 100% of Fibra Inn's energy comes from the electrical grid. (3) In 2025, 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 <a href="#">Energy Management</a> section
	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 <a href="#">Energy Management</a> 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	<p>(1) Total floor area of hotels with high or extremely high water stress: 408,749 m<sup>2</sup>, corresponding to 76% of the portfolio's total area.                      By segment:                      Select Service: 208,217 m<sup>2</sup>                      Limited Service: 16,991 m<sup>2</sup>                      Full Service: 168,928 m<sup>2</sup>                      Luxury Service: 0 m<sup>2</sup>                      Extended Stay Service: 14,613 m<sup>2</sup>                      (2) Area in regions with high or extremely high water stress, by segment:                      Select Service: 81%                      Limited Service: 100%                      Full Service: 81%                      Luxury Service: 0%                      Extended Stay Service: 100%                      Data source: Aqueduct</p>
	(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 (m <sup>3</sup> ), Percentage (%)	Cubic meters (m <sup>3</sup> ), Percentage (%)	IF-RE-140a.2	<p>See <a href="#">Water Stewardship</a> section.                      (1) Total amount of water withdrawn: 532,028 m<sup>3</sup>; 78% comes from areas with high and extremely high water stress (data coverage includes 100% of properties in operation across 100% of segments)                      (2) Percentage in regions with high or extremely high water stress, by segment:                      Select Service: 84%                      Limited Service: 100%                      Full Service: 82%                      Luxury Service: 0%                      Extended Stay Service: 100%                      Data source: Aqueduct</p>

Topic	Accounting metric	Unit of measurement defined by SASB	Unit of measurement used by Fibra Inn	Code	Page/Information
Water management	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	Percentage (%)	IF-RE-140a.3	See <a href="#">Water Stewardship</a> section
	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 <a href="#">Water Stewardship</a> section
Climate change adaptation	Area of properties located in 100-year flood zones, by property subsector	Square feet (ft <sup>2</sup> )	Number of properties in operation	IF-RE-450a.1	Select Service: 406,175 ft <sup>2</sup> Limited Service: 37,303 ft <sup>2</sup> Full Service: 407,836 ft <sup>2</sup> Luxury Service: 0 ft <sup>2</sup> Extended Stay Service: 0 ft <sup>2</sup> Data source: National Flood Hazard Atlas
	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 <a href="#">Climate Governance</a> section.

# TCFD

## 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.

c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

For details on climate-related risks and opportunities, see the [Climate Governance](#) section.

### 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.

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

For details on climate-related risks and opportunities, see the section on [Climate Governance](#).

**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 Greenhouse Gas (GHG) [Emissions](#) section.  
Reduce the intensity of Scope 1 and 2 GHG emissions (kg CO<sub>2</sub>e/room-night) by 30% by 2030 compared to 2022.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Achieve 40% renewable electricity (Scope 2) by 2030, using 2022 as the baseline year.  
For more information, see the [Environment](#) section.

# General Information

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

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