



Occupational Health and Safety Policy

Fibra Danhos

Administradora Fibra Danhos



INTRODUCTION

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

Administradora Fibra Danhos (AFD) is a subsidiary company of Fibra Danhos (FD), which, through a Management Agreement, and under the instructions of the Trust Technical Committee, is authorized to carry out all the necessary or convenient acts for the fulfillment of the Trust's purposes, including the hiring of personnel and contractual relationships with suppliers and service providers.

SCOPE

Guarantee the health and physical integrity of collaborators, suppliers, tenants, visitors, and any other person who interacts with FD throughout the value chain.

REACH

To be at the forefront of accident prevention, AFD implements the Occupational Health and Safety Management System in all its work centers, which complies with the legal regulations and requirements on occupational health and safety.

This Occupational Health and Safety Policy is built on AFD's Corporate Principles, which apply to all its corporate offices and properties.

COMMITMENTS

- Promote a preventive health and safety culture within the REIT, to minimize risks as much as possible, including psychosocial and other health and safety risks.
- Spread and guarantee the application of occupational risk prevention protocols, enforcing a clear and probable commitment to Safety, Occupational Health, and the well-being of all employees, tenants, contractors, suppliers, and related third parties.
- Provide safe and healthy conditions to prevent injuries related to work activities, and ensure the well-being of collaborators considering their context, as well as the specific nature of health and safety risks and opportunities.
- Continuously monitor the identification, evaluation, and addressing of hazards and risks related to health and safety according to international criteria and standards.
- Provide health and safety awareness and training programs for all employees with the objective that they can avoid unsafe situations, respond promptly to unexpected events, and foster a commitment to safeguarding their safety and health, as well as that of their colleagues.
- Ensure compliance with safety and health standards, as well as other relevant legal requirements, established by local and international regulatory entities and regulations.
- Promote continuous improvement within the health and safety management system.

All Employees participation is essential to ensure compliance with this policy and adherence to our health and safety management system at all times. Therefore, staff are urged to:

- Understand and apply the content of health and safety awareness and training programs in their daily routines.



- Comply with health and safety measures, including the use of personal protective equipment, following the nature of their job functions, particularly in high-risk areas or roles.
- Ensure that all staff and contractors adhere to health and safety measures. If necessary, question and suspend any unsafe actions.
- Participate in consultation processes at all applicable levels and functions, contributing ideas and addressing concerns regarding safety and health at work within the continuous improvement process.
- Follow the instructions and/or procedures of the occupational health and safety manuals found in each property and detail the details to be followed by type of activity.

GRIEVANCE MECHANISMS

AFD requests all stakeholders to report any concerns or feedback they have regarding occupational health and safety risks in our operations or value chain through its ethics line. This same channel is available for anonymously reporting any detected breaches.

You can communicate your concern through the portal <https://danhosteescucha.lineaetica.com.mx> or email danhosteescucha@lineaetica.com.mx, generating a ticket for follow-up.

POLICY REVIEW

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

RELATED POLICIES

- Code of Ethics
- Suppliers Code of Conduct
- Risk Management Policy
- Human Rights Policy

DOCUMENT CONTROL

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