



Stakeholders Relations Policy

FIBRA DANHOS

ADMINISTRADORA FIBRA DANHOS



INTRODUCTION

Fibra Danhos (FD) is a Mexican Real Estate Investment Trust (REIT) established primarily to develop, own, lease, operate and acquire iconic and premier quality real estate assets in Mexico.

Administradora Fibra Danhos (AFD) is a subsidiary company of Fibra Danhos (FD), which, through a Management Agreement, and in accordance with the instructions of the Trust Technical Committee, is empowered 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.

IDENTIFICATION OF STAKEHOLDERS

For the purposes of this policy, stakeholders are classified into the following categories:

- Tenants
- Shareholders
- Collaborators
- Visitors
- Suppliers
- Community and environment
- Authorities

PRINCIPLES THAT GUIDE OUR CONDUCT

With tenants

The location and quality of construction of FD's properties, combined with AFD's experience in asset management, have allowed them to develop and maintain strong relationships with tenants.

FD through AFD is committed to demanding and offering tenants honest, fair, and equitable treatment in negotiations for the acquisition of goods and services, seeking the best interest of FD and AFD within this framework and a beneficial relationship for both parties.

FD promotes fair competition and uses unbiased and transparent leasing processes, based on criteria of price, quality, profitability and service.

FD offers and demands honest and fair treatment, respecting the agreements and commitments established in the contracts, and being subject to the means provided to resolve any difference or controversy.



FD strives to be the partner of choice for its tenants and looks forward to continue strengthening their relationship.

With shareholders

One of the main obligations to shareholders is to make solid and well-founded business decisions that are in the best interests of FD and its shareholders and that are not influenced by personal interests, always seeking to protect and increase the value of their investment.

FD and AFD have the purpose of materializing the profitability expectations of their shareholders in a sustained manner, through the increase and diversification of income, as well as an adequate administration of resources, among other measures.

AFD is committed to providing shareholders, in a timely manner and in accordance with the regulatory framework, all the necessary information about FD, so that they can make their decisions on a reliable and secure basis.

With collaborators

All AFD collaborators contribute to the adequate achievement of the institutional mission and vision, through behavior that reflects the values and principles that are embodied in the Code of Ethics of AFD.

Guiding principles sought by collaborators:

- Recognize and respect the dignity and individuality of people.
- Conduct yourself in a respectful manner with all AFD employees.
- Do not tolerate any form of discrimination.
- Do not tolerate and, therefore, prohibit and condemned gender violence and/or any other type of violence and mistreatment, which must be immediately denounced through the corresponding means.
- Do not tolerate and, therefore, prohibit and condemned sexual harassment, which must be immediately reported through the corresponding means.
- All AFD collaborators must act with justice and equity, protecting the common good of other colleagues and safeguarding the interests of AFD.
- Be committed to the objectives of AFD, and try to act diligently and responsibly, contributing talent, knowledge and experience, making the best effort at all times in the performance of functions and activities.



With suppliers

The relationships that FD and AFD develop with their suppliers, contractors and service providers are based on professional, legitimate and independent respect and at the same time seek to build positive links that make business success possible. FD and AFD take care of the compliance of their suppliers through their high level of efficiency and reliability in the supply of products or services.

With visitors

Through AFD, FD offers its visitors professional, fair, and honest treatment, providing developments of the highest quality and fostering an organizational culture aimed at maintaining a high level of satisfaction for visitors and users of its properties.

The commitment of FD and AFD is based mainly on innovation and continuous improvement of its properties, considering market trends, with the aim of maintaining competitiveness in an environment that change with great dynamism. AFD strives to apply the values and principles established in this policy, complying with the regulatory framework and adhering to healthy uses and practices, as well as recommending that stakeholders carry out their activities under the same guidelines.

With the community and the environment

AFD integrates ethical, social and environmental considerations in all its projects and business processes, and minimizes risks through advanced management of environmental aspects and dialogue with communities and other stakeholders.

With the aim of offering complete, transparent, and rigorous communication, AFD submits the contents of its Annual Report to various control and audit processes, which are aligned with international standards such as the Global Reporting Initiative (GRI) and Communication on Progress (CoP) of the World Pact of National Units.

With authorities

AFD is committed to conducting business with integrity; this means avoiding any form of corruption and complying with all applicable laws and regulations, as well as following the best practice recommendations in its area. Likewise, it undertakes to work against corruption and bribery, as established in the Code of Ethics and Anti-Corruption Policy. Collaborate with relevant government bodies and agencies to improve compliance with current legislation.



Communication channels with Stakeholders

AFD establishes communication channels with stakeholders through its website, ethics hotline, social networks, press releases, meetings, public reports, organization of events and participation in forums. In addition to the above, Intranet and work environment surveys are applied to employees.

Risk management with stakeholders:

AFD's priority is to make stakeholders aware of their possible risks and ensure that they have the knowledge, skills, experience and technological capabilities necessary to meet their objectives of identifying, preventing and acting on risks.

GUIDING PRINCIPLES PURSUED BY AFD

- AFD recognizes that its most important assets are its employees, which is why it respects and values their diversity and is committed to creating a healthy and safe environment in which they can develop, both personally and professionally.
- AFD respects the privacy of its collaborators, distinguishing the personal aspects from the work aspects, in the understanding that the workplaces and instruments provided by AFD are its property, as well as the work and information resulting from the functions of its collaborators.
- AFD understands the importance of information, the value of communicating and protecting it, because only in this way can its employees get involved in the projects and objectives aimed at achieving AFD's mission and vision. That is why AFD encourages communication and respects the participation and contribution of each of its employees.

Law compliance

AFD collaborators must not commit illegal or improper acts for any reason. If any person has doubts about the legal nature of any practice, or about the application of the law, regulation or provision within the regulatory framework that governs us, they should contact the Legal or Human Capital Area of AFD.

Facing society

For FD and AFD, it is vital to contribute and participate in projects that aim to improve the quality of life of the people who make up the main communities where Fibra Danhos develops its properties.



In business operation

FD and AFD carry out all their activities conducting themselves in such a way that the institutional reputation can never be questioned.

The objective of FD and AFD is to provide attractive risk-adjusted returns for long-term investors, through distributions of dividends and capital gains on their properties. FD and AFD seek to maintain and grow a portfolio of iconic and premier quality properties.

Human rights

FD and AFD periodically carry out an analysis of possible human rights violations in their value chain, as well as a double materiality analysis involving the participation of their main stakeholders to identify their needs and requirements.

GRIEVANCE MECHANISMS

AFD requests all stakeholders to report any concerns or feedback they have, regarding possible violations of this policy 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.

DOCUMENT CHECK

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