POL

Labor Equality and Non-Discrimination

Nomenclature: NXT-ADT-DRH-VAT-POL-001

Area: Human Resources

Sub-area: Talent Acquisition

Version: 1.0

Human Resources

Effective as of: January 2026

INDEX

1. **OBJECTIVE** 3
2. **SCOPE** 3
3. **DEFINITIONS** 3
4. **GENERAL CONSIDERATIONS** 4
5. **RESPONSIBILITIES** 4
6. **POLICIES** 5
7. **ANNEXES** 8
8. **RELATED DOCUMENTS** 8
9. **VERSION CONTROL** 8

1. OBJECTIVE

Establish the guidelines and responsibilities to promote and guarantee a culture of equality and non-discrimination in the workplace by integrating a gender and human rights perspective, as well as favoring equal opportunities for each person collaborating at FIBRA NEXT, taking as a directive the provisions of the Federal Law to Prevent and Eliminate Discrimination. [1]

Foster a work environment of respect and equality, a humane atmosphere of open communication, and a workplace free of discrimination, harassment, mobbing, and other forms of intolerance and violence.

2. SCOPE

Applicable to all FIBRA NEXT personnel, as well as to its affiliates or subsidiaries, present or future, that engage personnel for their operation, as well as to personnel from companies providing specialized services at FIBRA NEXT properties.

3. DEFINITIONS

- **Workplace Harassment:** A form of psychological violence, or moral harassment, practiced in the work environment consisting of systematic and persistent intimidation, such as words, actions, gestures, and communications that threaten the personality, dignity, or integrity of the victim.
- **Discrimination:** Means an unequal treatment, in the form of a distinction, restriction, and/or orientation, that is clearly unfair and exclusive if not based on objective and reasonable matters.
- **Discrimination Phenomenon:** The permanent or temporary consequences of discriminatory attitudes preventing individuals, groups, or discriminated collectives from freely exercising their human right of nondiscrimination.
- **Priority groups:** An individual or individuals who comply with one or more of the following characteristics: people with disabilities, women, individuals who speak an indigenous language or whose parents or grandparents belong to an indigenous group, elderly people, or members of the LGBTQ+ community.
- **LFPED:** Federal Law to Prevent and Eliminate Discrimination (Ley Federal para Prevenir y Eliminar la Discriminación).
- **People with Disabilities (PwD):** It is an evolving concept; disability results from the interaction between people with impairments and attitudinal and environmental barriers that prevent their full and effective participation in society, on an equal basis with others.
- **Violence:** Any action or omission causing damage or psychological, physical, patrimonial, economic, or sexual harm or death, and which may be present both in private and public environments.

[1] Article 1 of LFPED, Fraction II – "Discrimination: For the purposes of this law, discrimination shall be understood as any distinction, exclusion, restriction, or preference that, by action or omission, with or without intent, is not objective, rational, or proportional, and has the purpose or result of hindering, restricting, preventing, diminishing, or overshadowing the acknowledgment, enjoyment, or exercise of human rights and freedoms, when based on one or more of the following: ethnic or national origin, skin color, culture, sex, gender, age, disabilities, social, economic, health, or legal conditions, religion, physical appearance, genetic characteristics, migration status, pregnancy, speech, opinions, sexual preferences, political identity or affiliation, marital status, family situation, family responsibilities, language, criminal background, or any other reason whatsoever; discrimination shall also include homophobia, misogyny, any manifestation of xenophobia, racial segregation, antisemitism, as well as racial discrimination and other related forms of intolerance."

4. GENERAL CONSIDERATIONS

This policy is mandatory for all personnel providing services at corporate offices as well as on any property belonging to FIBRA NEXT, its affiliates and subsidiaries; this includes all employees of Fibra, affiliates, and subsidiaries, including directors and members of the Technical Committee.

Every individual collaborating at FIBRA NEXT, its affiliates, and subsidiaries must follow the guidelines described in this policy if they believe they have been, or if anyone else in their presence has been, subject to discrimination or harassment, or if they are aware of any conduct that violates this policy.

This policy is aligned with the Council to Prevent and Eliminate Discrimination for Mexico City (*Consejo Para Prevenir y Eliminar la Discriminación de la Ciudad de México, COPRED*) and the Academic Coordination of Public and Legislative Policies.

5. RESPONSIBILITIES

Role	Responsibilities
Human Resources	▪ Update and disseminate this policy. ▪ Promote equality and non-discrimination activities. ▪ Support personnel in the event they suffer any form of discrimination.
Personnel in General	▪ Foster a Favorable Organizational Environment and Non-Discrimination. ▪ Comply with the Code of Ethics. ▪ Report any non-compliance with this policy.
Welfare Committee	▪ Determine and carry out applicable sanctions in the event of any non-compliance with the policy or if any form of discrimination is detected.
Sustainability	▪ Support personnel in the event they suffer any form of discrimination,

6. POLICIES

6.1 GENERAL POLICIES

6.1.1 At FIBRA NEXT, the right to Non-Discrimination and the principle of Equality are recognized, promoted, and must be respected in the workplace and, in general, in all its facilities and events. This premise is, and must be, implemented by FIBRA NEXT's affiliates and subsidiaries.

6.1.2 In compliance with the Code of Ethics, at FIBRA NEXT, its affiliates and subsidiaries, individual differences in culture, religion, ethnic origin, race, age, gender, sexual orientation, gender identity or expression, and disability are respected, promoting equal opportunities and development for all hired personnel, to this end:

- Any expression of discrimination is prohibited, including but not limited to factors such as:
  - Ethnic or national origin
  - Race, physical appearance, gender, gender identity, and/or gender expression.
  - Sexual orientation
  - Age
  - Genetic information and/or expression
  - Disability
  - Social condition
  - Pregnancy, likelihood of pregnancy, or lactation
  - Health conditions, including Human Immunodeficiency Virus
  - Religion
  - Language
  - Opinions
  - Political ideas
  - Marital status
  - Family responsibilities or guardianship
  - Trade or union membership
  - Family or marital association with a person exhibiting any of the aforementioned factors.
  - Any other that undermines human dignity and aims to nullify or impair the rights and freedoms of individuals. [2]
- The expression of homophobia, misogyny, xenophobia, racial segregation, antisemitism, racism, and other related forms of intolerance is strictly prohibited and shall be considered as discrimination.

[2] United Nations Organization, Universal Declaration of Human Rights

- Advertising messages issued by FIBRA NEXT, its affiliates, and subsidiaries, whether visual, audio, or a combination of both, are prohibited from discriminating against specific individuals or groups of people. An advertisement is considered discriminatory when it denies opportunities to certain individuals or groups of people based on personal characteristics such as race, ethnicity, nationality, religion, age, sex, sexual orientation, gender identity, marital or family status, or a disability, illness, or genetic disorder.
- Harassment is also a form of discrimination and may be expressed in different forms or a combination thereof: physical, verbal, or non-verbal. FIBRA NEXT, its affiliates, and subsidiaries reject any of these expressions that may be offensive or intimidate an individual; it may occur in a single interaction or a series of repeated events. Some prohibited actions are described, including but not limited to:
  - Abusive language and comments.
  - Use of discriminatory language.
  - Excluding, marginalizing, or isolating personnel from the work activities for which they were hired.
  - Spreading false information or rumors that damage the integrity of others in any way.
  - Repeated comments that humiliate personnel.
  - Failure to recognize the gender identity of personnel or guests at our properties.
  - Suggestive or sexual physical contact.
  - Giving gifts, providing undue preferences, or openly expressing sexual interest toward personnel.
  - Exercising dominant treatment to subject someone to sexual desires.
  - Conditioning benefits, hiring, retention, or work conditions in exchange for sexual conduct.
  - Retaliation for rejecting sexual propositions.
  - Spying on personnel in restrooms, changing rooms, lactation rooms, or any similar space.
  - Insults or humiliations of a sexual nature.
  - Deliberately exposing private body parts to one or more individuals.
- The following situations are not considered harassment:
  - Consensual relationships between individuals.
  - Justifiable decisions on work-related matters such as organizational changes, assignment of tasks, performance, among others.
  - Feedback comments where the language is appropriate, reasonable, and focused on improving work, performance, or behavior.

6.1.3 Physical violence is not considered harassment; it is a criminal offense, in which case it must be reported to the appropriate authorities.

6.1.4 Any of the aforementioned acts of discrimination is considered a non-compliance with this policy, whether they occur within corporate offices and properties of FIBRA NEXT, its affiliates and subsidiaries; in interactions through social media, or in work-related interactions outside the facilities of FIBRA NEXT, its affiliates and subsidiaries.

6.1.5 Any non-compliance with this policy must be reported through the following channels:

- The aggrieved person may speak directly with the individual causing the offense if they so choose. For this, they may seek support from any of the following areas: Human Resources, Sustainability, immediate supervisor, or Area Director.
- Report to their immediate supervisor, Director, or Area Vice President, who must provide the pertinent options.
- Human Resources team.
- Through the Ethics Line, established for this purpose:

6.1.6 In the event of any non-compliance with these guidelines, Human Resources Direction, with the support of the Ethics Committee, is authorized to apply the necessary measures. These measures may include: disciplinary actions, therapy, training, a formal apology to the aggrieved party, transfer, or even termination of the employment contract.

6.1.7 Any situation not addressed in this policy shall be subject to the actions and/or decisions established by the Ethics Committee or, failing that, Human Resources Direction.

6.1.8 The Ethics Committee or, failing that, Human Resources Direction shall determine the sanctions according to the offense committed; some possible sanctions include:

- Verbal warning and/or documentation through the corresponding means and, if applicable, mandatory training and the corresponding awareness-raising sessions.
- Termination of the employment contract.
- Filing a complaint with the appropriate authorities.

7. ANNEXES

N/A

8. RELATED DOCUMENTS

Code	Document Name
N/A	Code of Ethics

9. VERSION CONTROL

Version	Date	Description
1.0	January 2026	Document creation.