

# **DIVERSITY, EQUITY AND INCLUSION POLICY**

**PEI Asset Management S.A.S.**

<b>Description</b>	<b>Version</b>	<b>Date (d-m-y)</b>
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At PEI Asset Management S.A.S. (the "Company") we recognize the importance of generating a safe and inclusive work environment for our team and promoting it within stakeholders such as tenants, investors, suppliers, among others, through mechanisms that guarantee freedom of thought and expression, gender equity, as well as the inclusion of people in their diversity. With this commitment, we know that it not only increases the innovation and creativity of our business, but also allows our personnel to feel comfortable and free in an organizational culture that embraces differences.

In view of the above, the Diversity, Equity and Inclusion (DEI) policy is considered a binding instrument that will guide our efforts to ensure that the company enables all people to develop their full potential and grow according to their skills and talents.

## 1. Chapter I: Glossary

Capitalized terms used herein shall have the meaning given to such terms in this chapter, whether used in the singular or plural. Technical words not expressly defined herein shall have the meanings given to them by law, technique or science; or in their natural and obvious sense according to their general usage.

**Diversity:** All the differences that make the people around us unique, whether in terms of gender, skin color, nationality, culture, religion or any other identity characteristic.

**Equity:** Equity is a strategy to achieve equality by recognizing and addressing the diverse needs of each person according to his or her identity.

**Inclusion:** It is the element that makes it possible to extract the best of diversity in work teams, making it possible for each professional to feel that he, she or them belongs to the group, but valued for the attributes that make him, her or them unique. Inclusion requires action, therefore, it is the step forward of diversity.

**Gender:** Refers to the roles, behaviors, activities, and attributes that a society at a given time considers appropriate for men and women. These attributes, opportunities and relationships are socially constructed and learned through the socialization process.

**Sexual Orientation:** Refers to the capacity of each person to feel a deep emotional, affective and sexual attraction to other persons of different sex/gender or of the same sex/gender or more than one sex/gender, and to enter into intimate and sexual relationships with them. There are basically three predominant sexual orientations: towards the same sex/gender (homosexuality), towards the opposite sex/gender (heterosexuality) or towards both sexes/genders (bisexuality).

**Gender Identity:** Refers to a person's innate, deeply internal and individual experience of gender, which may or may not correspond to the person's physiology or sex at birth. It includes both the personal feel of the body, which may involve, if one chooses, modification of physical appearance or function by surgical, medical or other means, as well as other expressions of gender including dress, speech and gestures.

## 2. Chapter II: Objective

Establish principles and criteria that ensure freedom of opinion and non-discrimination in terms of gender, ethnicity/race, city of origin, sexual orientation, socioeconomic status, family composition, political ideology, religion, among any other identifying characteristics of our personnel. We are committed to safe, transparent spaces that provide equal professional opportunities as essential cornerstones of the Company.

## 3. Chapter III: Scope

This policy applies to all people in the Company, seeking to generate impact in all areas and levels of the Company, including leaders and workers in all positions. Likewise, the Company will seek to promote and demand to external people such as suppliers, tenants, investors and strategic allies the values and acceptable behaviors established in this policy.

The Sustainability Committee, as well as the DEI subcommittee will be responsible for deploying and socializing the DEI policy to both internal and external personnel. It is also the responsibility of the Company's leaders to make the policy known, as well as to give it value.

The scope will be achieved through the creation of spaces and/or workshops to raise awareness on gender equity, inclusion and diversity issues for our staff and the constant communication of the policy, additional actions may be implemented in addition to those named in the PEI Asset Management Diversity, Equity and Inclusion action plan.

## 4. Chapter IV: Application Range

**Respect for freedom of thought, opinion and beliefs:** We want people to feel free to express their opinion without any kind of prejudice, as we believe that diversity of thought is a valuable factor for our Company.

**Gender equity:** We assume the gender perspective as a tool to design strategies that recognize the particular challenges of men and women and ensure that these are not an impediment to access opportunities. Within this strategic line, we reinforce our commitment to the constant measurement of our gender equity indicators in all areas.

**Ethnic and cultural diversity:** We recognize and value ethnic and cultural differences, as well as the differences between people from different regions and nationalities. We encourage and manage the integration of different groups of people, as we are convinced that understanding and knowledge of new cultures and backgrounds is beneficial to the Company.

**Discrimination-free environment:** In PEI Asset Management we reject any type of manifestation of discrimination including harassment / harassment with sexual connotation or by any identity characteristic that offends any person, client, supplier or any interest group, we have zero tolerance for comments, jokes, conduct or behaviors which infringe on the freedom and fundamental rights of our staff.

**Inclusive communications:** PEI Asset Management's internal and external communications do not incur in any discrimination or expressions that may affect the dignity and integrity of individuals. Our verbal, visual and written, internal and external communications, as well as all information distributed in print, visual, audio, digital or verbal form do not use sexist, gender and social stereotypes. Instead, they seek to make visible and include all groups of people.

**Work, personal and family life balance:** We seek the well-being of our personnel by promoting a balance between the different spheres of their lives, considering the different positions and contexts. We are interested in promoting a culture oriented towards results and the fulfillment of objectives with an effective distribution of time. Likewise, we are committed to promoting family co-responsibility with the objective of contributing to the equitable distribution of responsibilities at home.

**Talent management processes:** We guarantee a recruitment process, career plan and performance evaluation free of unconscious bias. We will actively work with the Human Resources team and Company leaders to mitigate unconscious bias and gender stereotypes. In addition, we will communicate through different channels the criteria of each process to promote transparency and clarity for our work team.

**Salary equality:** It is important to reduce salary differences based on gender. We are committed to determine salaries and other benefits considering only the skills presented, the job profile, and other guidelines designed with an Equality approach, without considering gender, age, condition, sexual orientation, or ethnic and/or racial self-identification or any other identity characteristic.

(Signed original document in Spanish)

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