FIBRAMTY

SUSTAINABILITY REPORT

Redefines Real Estate Profitability in Mexico in a Sustainable Way.

2023

CONTENTS

About this Report

Letter from the Chairman of the Technical Committee

Letter from the Chief Executive Officer

1.
About Fibra Mty

a. Our Culture
b. ESG Milestones
c. 2023 Data Highlights
d. Memberships

2.
Sustainability Strategy

a. Sustainability Policy
b. ESG Commission
c. Strategic Sustainability Plan
d. Operating Sustainability Committee
e. Integrated Management System for Sustainability
f. Transparency and Accountability

3.
Corporate Governance

a. CBFI Holders' Meeting
b. Technical Committee
c. Support Committees
d. The Manager
e. Transactions with related parties and conflicts of interest
f. Remuneration for Board Members and Senior Management
g. Materiality
h. Risk and Opportunity Management
i. Business Ethics
j. Supply Chain
k. Cybersecurity, Information Privacy and Business Continuity

4.
Economic Dimension

a. Economic Performance
b. Responsible Investment
c. Financial Inclusion
d. Innovation

5.
Social Dimension

a. Human rights
b. Stakeholder engagement
c. Labor Practices
d. Occupational Health and Safety
e. Customer Satisfaction and Well-being
f. Corporate Citizenship

6.
Environmental Dimension

a. Energy
b. Water
c. Waste
d. Biodiversity
e. Emissions
f. Sustainable Buildings
g. Sustainable Leasing
h. Climate Change

7.
Global Compact and Sustainable Development Goals

8.
Indexes

a. GRI Content Index
b. SASB Disclosure
c. TCFD Recommendations - Climate-related Financial Disclosures
d. Contibution to the Sustainable Development Goals
e. Independent Limited Assurance Report



ABOUT THIS REPORT

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Fibra Mty, headquartered in Monterrey, Nuevo León, Mexico, presents this 2023 Sustainability Report, covering the economic, social, environmental, and corporate governance performance of its corporate offices and its 106 properties in Mexico for the period from January 1 to December 31, 2023, in line with the annual financial report published for the same period. Fibra Mty publishes its sustainability report every year.

The entities included in the scope of this report are Fibra Mty F/2157 (the issuer trust), Administrador Fibra Mty, S.C. (the Manager) and Fibra Mty S.A.P.I. de C.V. (the initial settlor).

Fibra Mty holds no minority positions in other entities, nor did it participate in any mergers, acquisitions or spinoffs of entities or parts of entities in the period covered by this report; accordingly, there was no restatement of information for such reasons.

This report has been prepared in accordance with the GRI Standards, the GRI Construction and Real Estate Sector Supplement (CRESS), the recommended disclosures of the Real Estate Standard (version 2023-06) developed by the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures – TCFD Recommendations.

Mancera, S.C., a member of Ernst & Young Global Limited, provided external assurance on selected indicators of this report, as stated in the attached Letter of Limited External Assurance.

Date of publication: July 3rd, 2024.



For more information about this report, contact us at:

sustentabilidad@fibramty.com

Headquarters:
Blvd. Antonio L. Rodríguez 1884 PB
Col. Santa María, Monterrey N.L.
C.P. 64650

www.fibramty.com
@fibra_mty
Fibra Mty
Fibra Mty

LETTER FROM THE CHAIRMAN OF THE TECHNICAL COMMITTEE

Dear readers,

Contributing to the well-being of all our stakeholders by generating economic, social and environmental value is the guiding principle that drives Fibra Mty's sustainable development, affirming our reputation as a reliable and transparent investment vehicle.

From the Technical Committee, we ratify that a solid corporate governance policy is our duty to society and a central pillar of the Trust's sustainability strategy, aligning the organization's internal programs and processes with global initiatives and market trends.

As active signatories of the United Nations Global Compact, we drive business awareness and action to support the achievement of the Sustainable Development Goals of the 2030 Agenda and the compliance with the Ten Principles on human rights, labour practices, anti-corruption and the environment.

Aware of our fiduciary duty, we are committed to the application of the Principles for Responsible Investment promoted by the UN to strengthen the investment analysis and decision-making processes that positively impact the performance of our portfolio.

In the current context, climate change is an urgent issue for individuals, companies and governments to take action. To responsibly respond to this call, in 2023 we signed our commitment to the Science Based Targets initiative to establish short-term emission reduction targets aligned with what climate science dictates, and thus contribute to global temperature not increasing beyond 1.5 °C, and to achieve Net Zero before 2050.

The results obtained during 2023 demonstrate our determination to continuously improve Fibra Mty's sustainable performance, having achieved 108% average performance to the corporate sustainability objectives established for this period.

I invite you to learn about the actions carried out by all Fibra Mty associates during the year, thanking and recognizing all of them for their proactive and diligent work in favor of all our stakeholders.

Federico Garza Santos
Chair of the Technical Committee

LETTER FROM THE CHIEF EXECUTIVE OFFICER

To our appreciated Stakeholders:

2023 represented a year full of challenges and opportunities that we faced with determination to continue actively participating in the economic and social development of the country, especially motivated by the current dynamics derived from the reorganization of supply chains globally.

The effective implementation of 98% of the initiatives and goals established in the Strategic Sustainability Plan for this period, boosted Fibra Mty's sustainable performance to achieve 108% performance to its corporate sustainability objectives during the year.

This result reflects the magnitude of the work invested and the importance of environmental, social and governance management for us, and is the outcome of the contributions of all our collaborators, highlighting that:

For the third consecutive year, S&P Global, leading agency in the evaluation of ESG standards worldwide, has rated us as the FIBRA or Mexican REIT with the highest score in the **corporate governance** criterion in its CSA Corporate Sustainability Assessment, as well as the highest score in the Economic and Governance Dimension among the FIBRAs evaluated in 2023.

In 2023, 50/50 Women on Boards and Women Corporate Directors, both international non-profit organizations that seek to promote the inclusion of women on boards of directors, recognized Fibra Mty as one of the Real Estate Investment Trusts listed on the capital market in Mexico with the highest representation of independent women members in its Technical Committee.

As a company committed to promoting the **ethical values** embedded in our organizational culture, we reiterate the guiding principle of zero tolerance for any conduct involving corruption, bribery, money laundering, or fraud in any form.

In the **economic field**, the acquisition of the Zeus industrial portfolio added 46 properties with a gross leasable area of 822,052 m^2, and a land bank of 882,723 m^2, extending our presence from nine to 14 states in Mexico. By its amount, this is the second largest industrial portfolio purchase transaction in Mexico in recent years, which multiplied Fibra Mty's potential in various aspects, such as the resilience and diversification of the portfolio.

We are deeply committed to the **social** and sustainable development of the markets in which we operate, consequently we have endorsed alliances in favor of sustainability with eight non-governmental organizations, benefiting 5.9 million people.

On the way to positioning Fibra Mty as the best company to work for in the sector, in this period we achieved the Great Place to Work® Certification in recognition of leadership in creating a work environment that promotes a highly positive experience for our employees.

Likewise, we received for the first time the Socially Responsible Company Badge (*Distintivo ESR*) distinction, awarded by the Mexican Center for Philanthropy and the Alliance for Corporate Social Responsibility in Mexico. This distinction strengthens our commitment to operate within a framework of **social responsibility and corporate citizenship**.

In the **environmental dimension**, having accredited the effective implementation of best practices in the clauses of lease agreements by including arrangements on environmental management, energy efficiency and sustainability, the Institute for Market Transformation and the Better Buildings Alliance of the United States Department of Energy granted Fibra Mty the Green Lease Leader Gold level recognition.

By the end of 2023, we have 19 LEED Silver and Gold Certified Properties, representing just over 263 thousand m^2 of floor area, including LEED O+M and LEED Core & Shell.

Climate change and the fight to mitigate the effects derived from it is a material issue for Fibra Mty and its stakeholders, hence this report integrates the disclosures recommended by the Task Force on Climate-related Financial Disclosures (TCFD).

In addition to these accomplishments, in the S&P CSA 2023 assessment, Fibra Mty maintained its position in the top quartile of the issuers assessed, and above the global average of the Real Estate Investment Trusts (REITS) sector.

We were also recognized with the Green Star level by the Global Real Estate Sustainability Benchmark (GRESB) in our first year of participation in the Real Estate Assessment, in recognition of leadership on a global scale by including sustainability criteria in the entire real estate investment cycle.

The challenges we will have to face in the short and medium term are those related to consolidating the strategy to combat climate change and establishing science-based targets to reduce our greenhouse gas emissions; develop policies and procedures to implement the adoption of the Principles for Responsible Investment; having a robust program for ESG risk and crisis management, strengthening the stakeholder engagement and due diligence on human rights in the value chain; as well as achieving ISO 14001:2015 certification.

Fibra Mty's objective is to maintain the trend and consolidate ourselves as a benchmark in ESG matters, while striving to continue generating a positive impact on the environment and the communities where we have a presence.

My grateful acknowledgement to the members of the Technical Committee for their invaluable promotion of the trust's sustainable agenda, to our collaborators for their valuable contribution to the achievement of the objectives, to our investors for their trust, and above all to you, dear reader, for your attention to knowing the details of Fibra Mty's actions aimed at redefining real estate profitability in Mexico in a sustainable way.

Jorge Avalos Carpinteyro
Chief Executive Officer

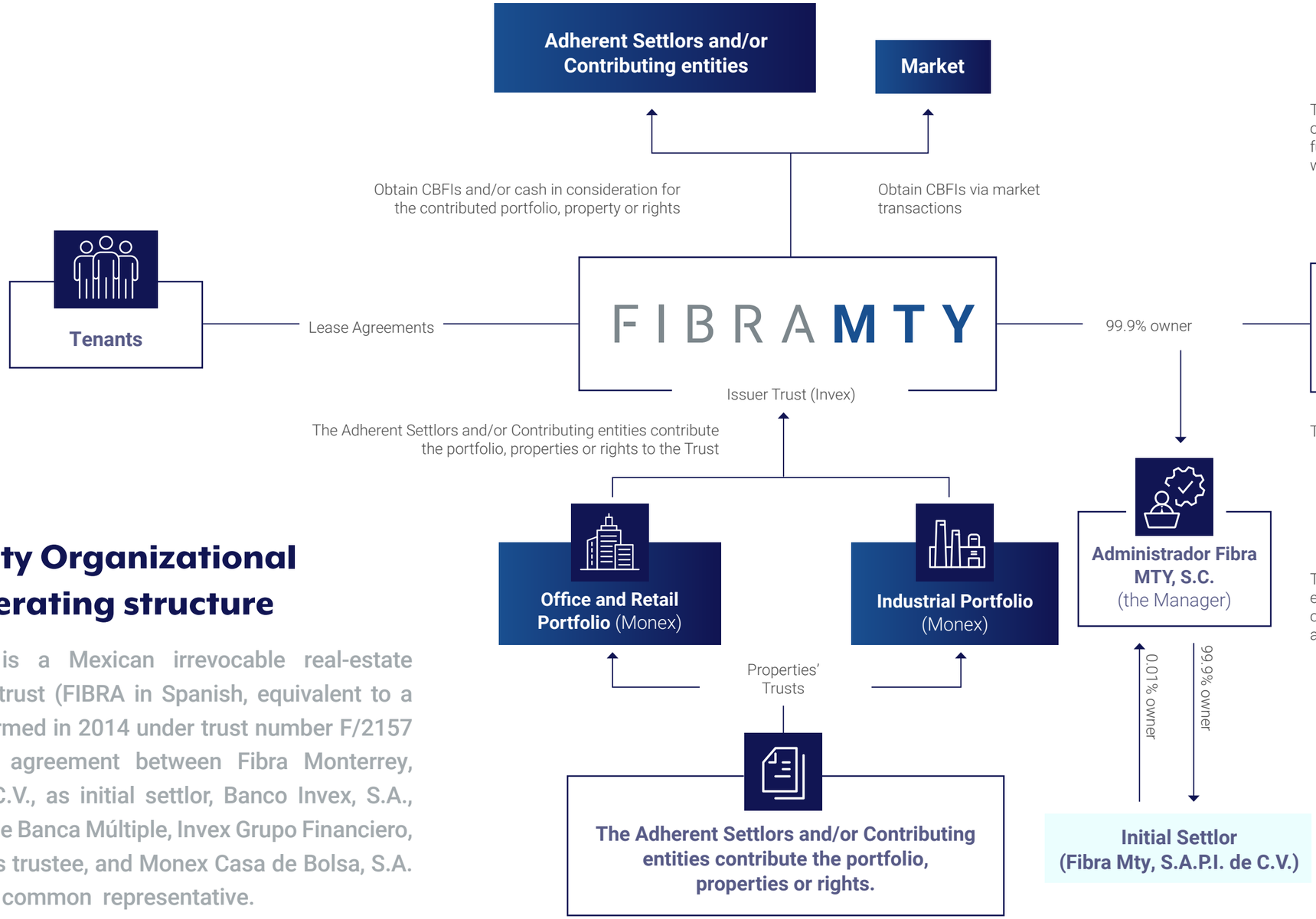


01

ABOUT FIBRA MTY

Fibra Mty Organizational and operating structure

Fibra Mty is a Mexican irrevocable real-estate investment trust (FIBRA in Spanish, equivalent to a US REIT) formed in 2014 under trust number F/2157 through an agreement between Fibra Monterrey, S.A.P.I. de C.V., as initial settlor, Banco Invex, S.A., Institución de Banca Múltiple, Invex Grupo Financiero, Fiduciario as trustee, and Monex Casa de Bolsa, S.A. de C.V., as common representative.



The Technical Committee is the body in charge of overseeing the appropriate management and functioning of the assets owned by Fibra Mty, as well as the adequate performance of its results.

Technical Committee and other Corporate Governance bodies

The other corporate governance bodies are:

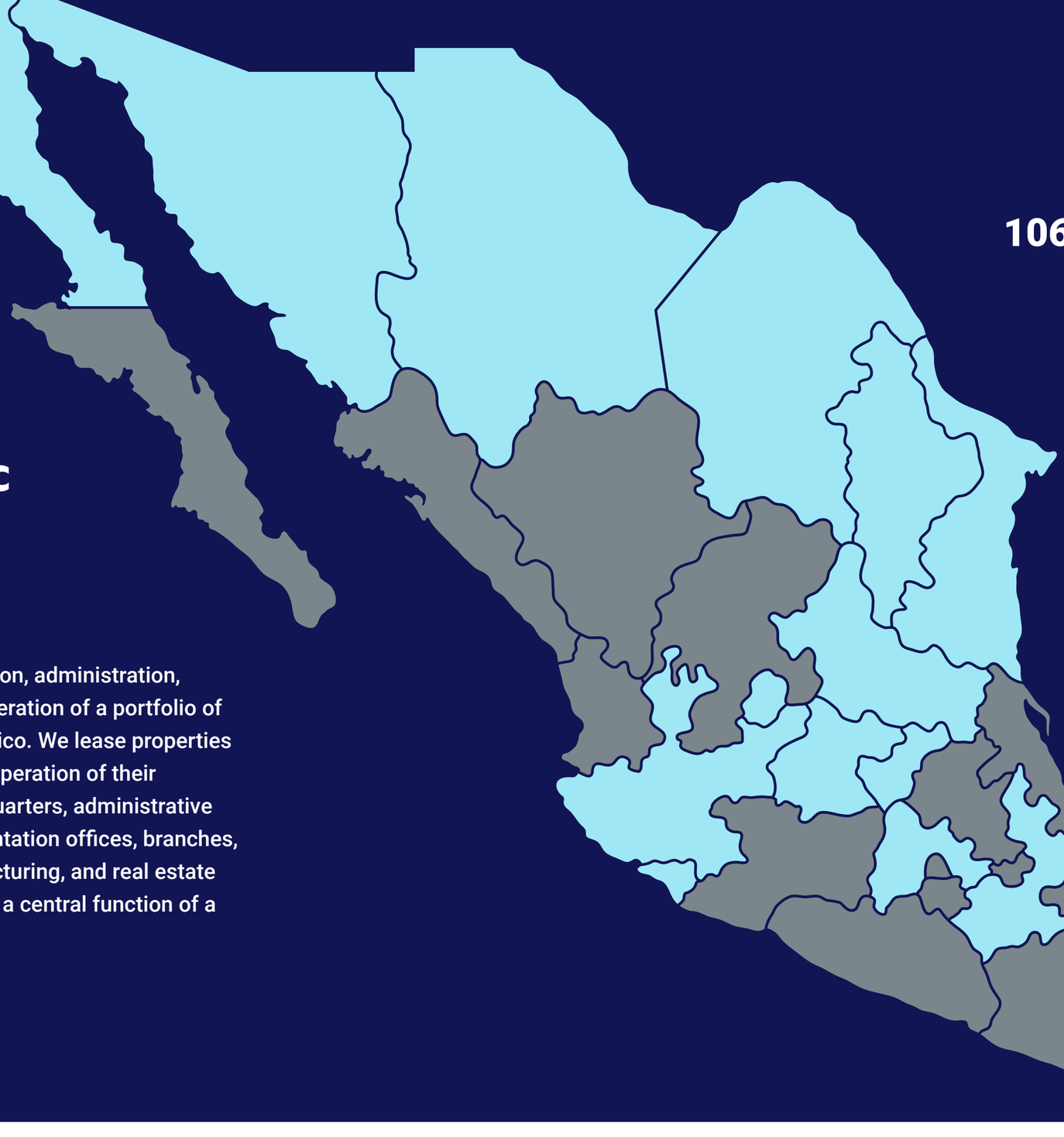
- Audit Committee
- Corporate Practices Committee
- Investments Committee
- Nominations Committee
- Indebtedness Committee

The Manager is the company that hires the executives and personnel who are in charge of the management of the FIBRA properties as well as the execution of the strategy.

We have a total of
106 properties, distributed in
14 states of Mexico

Geographic location of assets

We specialize in the acquisition, administration, development, leasing and operation of a portfolio of top-quality properties in Mexico. We lease properties that our tenants use for the operation of their businesses, including headquarters, administrative and support offices, representation offices, branches, distribution centers, manufacturing, and real estate whose purpose is to perform a central function of a particular business.



ASSET INFORMATION

Aguascalientes
6
103,496 m²
100%

Baja California
8
106,782 m²
100%

Chihuahua
8
40,829 m²
89.2%

Coahuila
10
136,195 m²
100%

Colima
1
9,384 m²
100%

Guanajuato
8
136,645 m²
100%

Jalisco
7
122,600 m²
96.7%

Estado de México
1
15,259 m²
54.9%

Nuevo León
39
663,557 m²
93.5%

Puebla
4
62,222 m²
100%

Querétaro
3
33,073 m²
100%

San Luis Potosí
7
102,088 m²
97.9%

Sonora
2
29,379 m²
100%

Tamaulipas
2
91,166 m²
100%

Number of assets

Total Gross Leasable Area (GLA) m²

Occupancy rate*

* Average occupancy rate is calculated based on surface area.

TOTAL

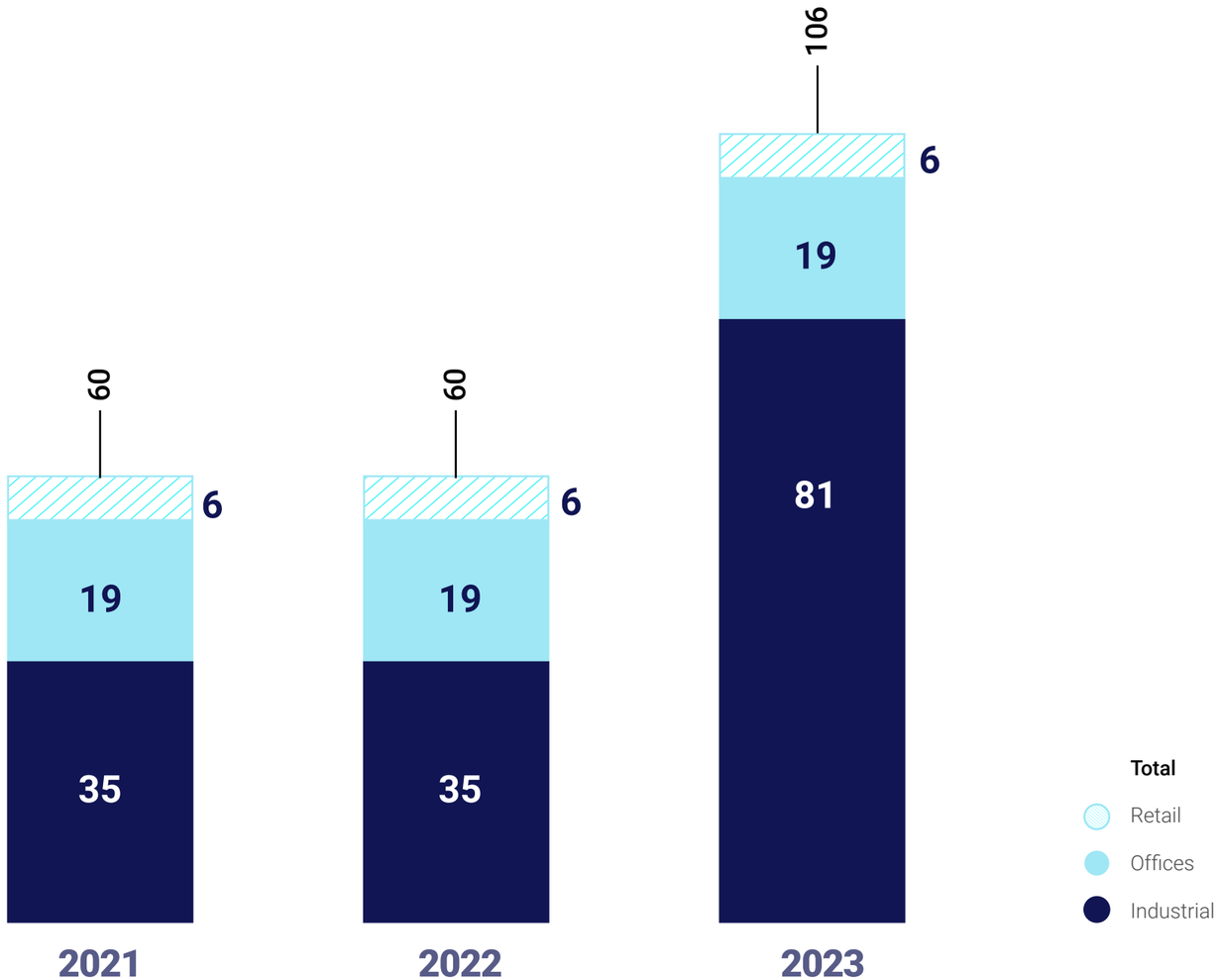
106

1,652,673 m²

96.3%

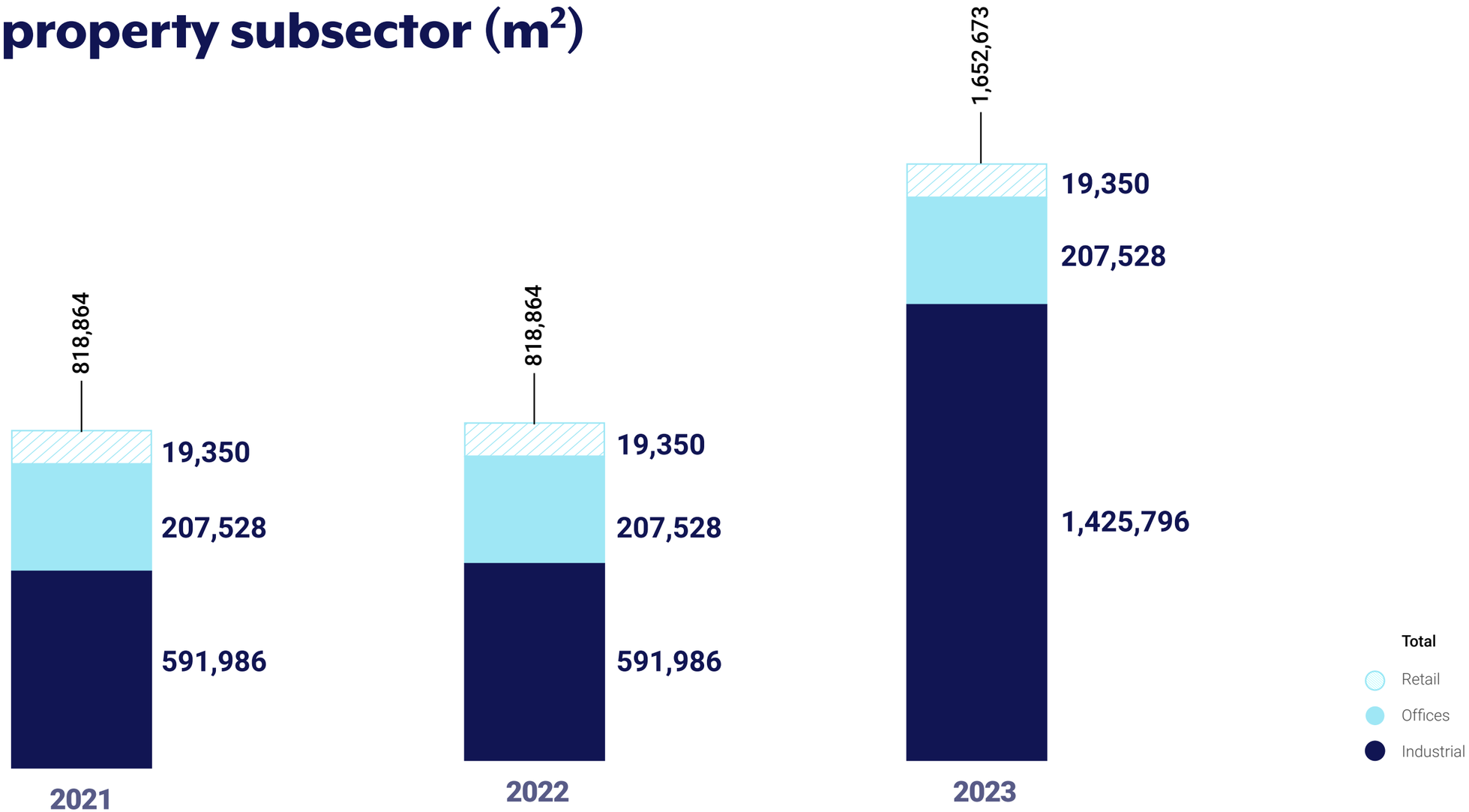
Number of Assets, by property subsector

The acquisition of the Zeus portfolio in 2023 added 46 properties with a gross leasable area of 822,052 m², and a land bank of 882,723 m².

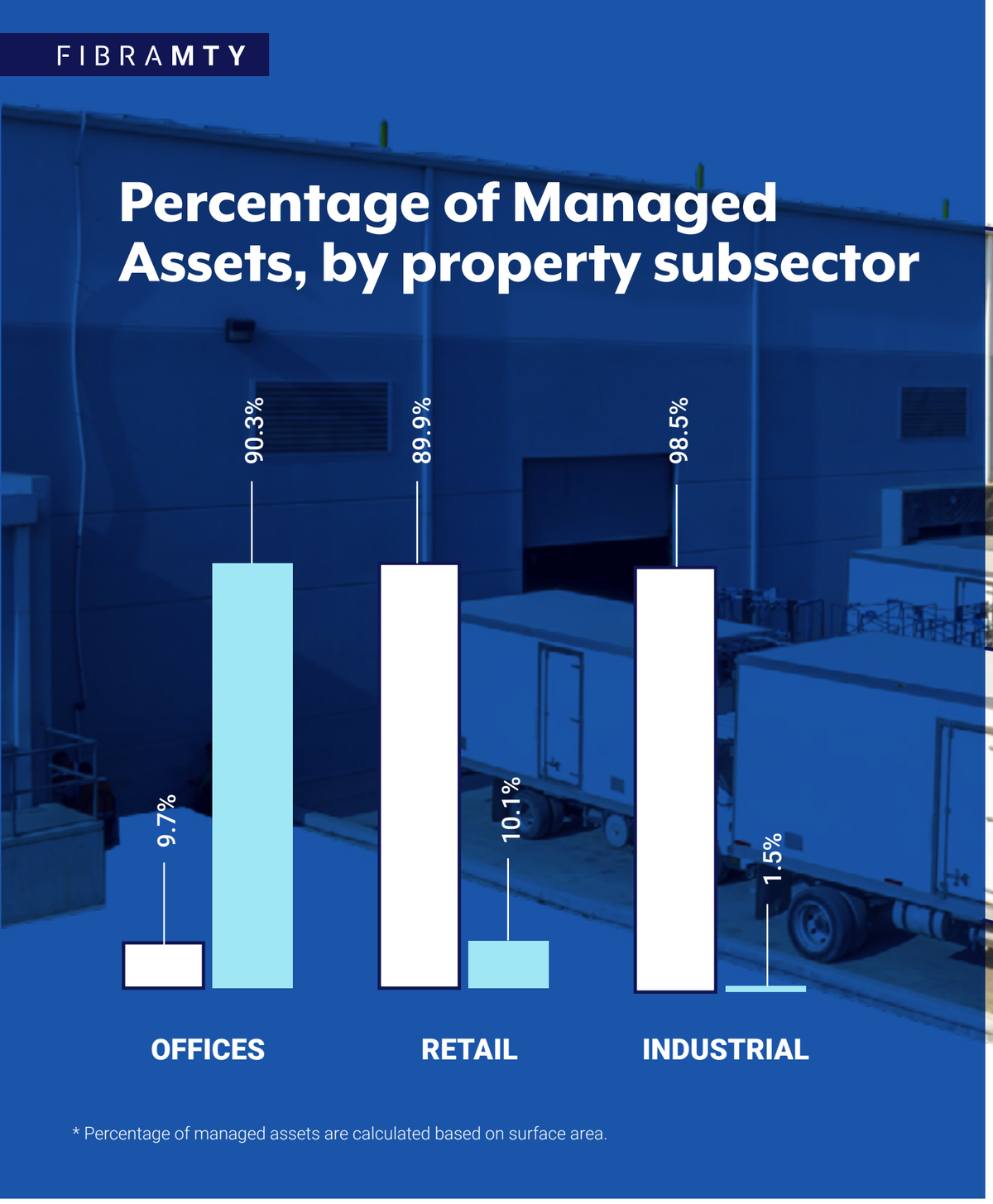




Leasable Floor Area, by property subsector (m^2)



Percentage of Managed Assets, by property subsector





Directly managed

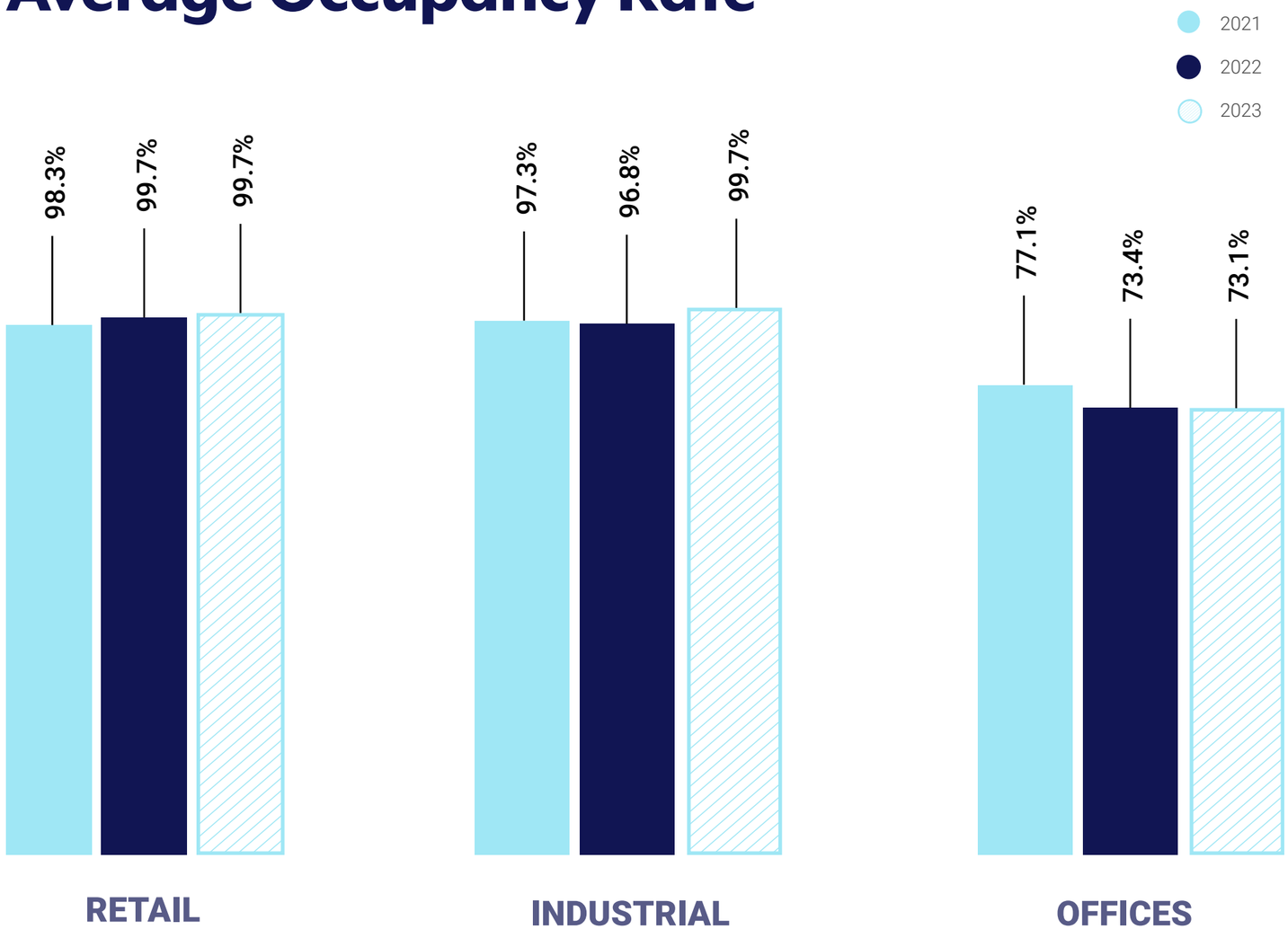
Indirectly managed

* Percentage of managed assets are calculated based on surface area.

Note 1: Directly managed = Operated by Fibra Mty

Note 2: Indirectly managed = Operated by the tenant

Average Occupancy Rate



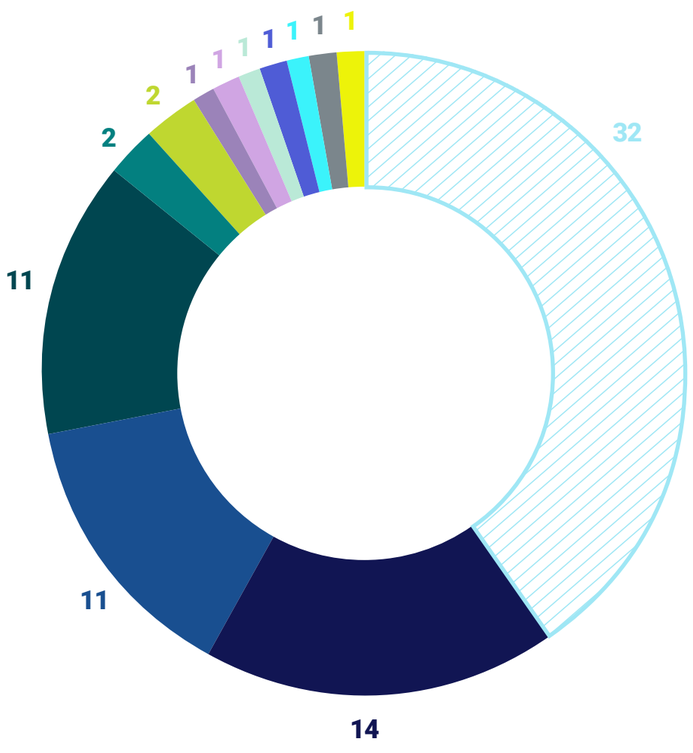


*Average occupancy is calculated based on surface area

Sectors Served

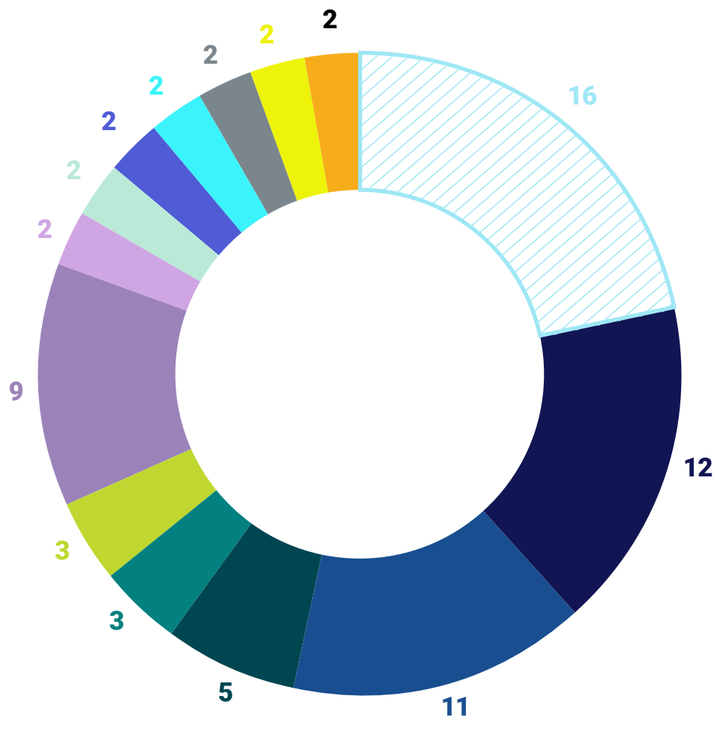
By the end of 2023, the acquisition of the Zeus portfolio added a total of 46 industrial tenants, mainly in the Automobiles and components, Materials and Transportation sectors.

INDUSTRIAL TENANTS



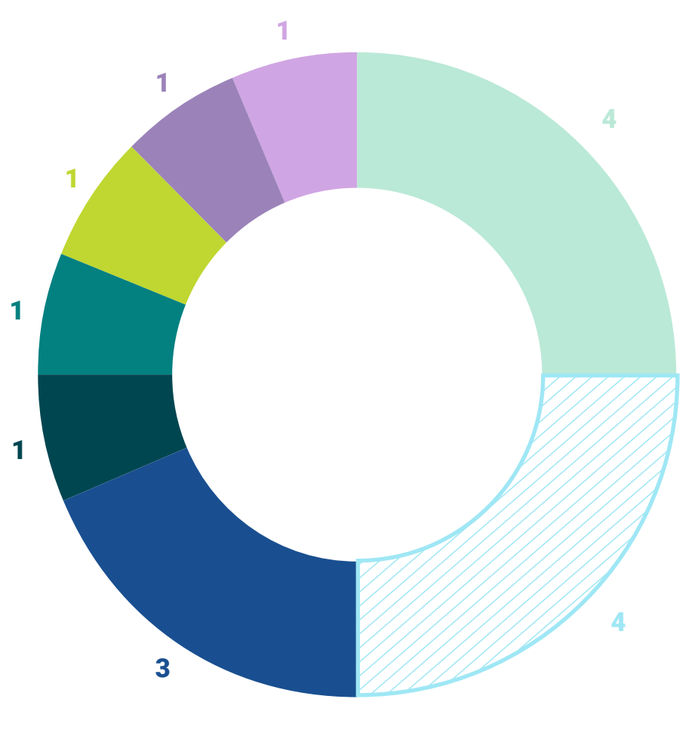
- Automobiles and components
- Capital goods
- Materials
- Transportation
- Consumer Durables & Apparel
- Hardware technology and equipment
- Food, beverage and tobacco
- Food & Staples Retailing
- Retailing
- Entertainment
- Health Care Equipment & Services
- Consumer services
- Software & Services

OFFICE TENANTS



- Capital goods
- Software & Services
- Commercial and professional services
- Real estate
- Consumer services
- Materiales
- Financial
- Transportation
- Hardware technology and equipment
- Health Care Equipment & Services
- Insurance
- Consumer Durables & Apparel
- Food & Staples Retailing
- Others: Commerce (1) Food, beverage and tobacco (1) Automobiles and components (1) Banks (1) Retailing (1) Entertainment (1) Household and personal products (1) Telecommunication services (1) Primary services (1)

RETAILING TENANTS



- Consumer services
- Food retail
- Automobiles and components
- Transportation
- Health care equipment & services
- Personal care products
- Materials
- Banks

1.a

OUR CULTURE

The Chief Executive Officer establishes and keeps updated the Mission, Vision and Values statements that make up the organizational culture that guides our actions and govern the activities and decision making under principles of ethics and integrity.



MISSION:

- To continuously create welfare for our employees, investors and stakeholders, maintaining our reputation as reliable and transparent real-estate investment vehicle that provides solid and stable returns to its investors.

- To build long-term relations with our customers and investors as well as the generation of social, environmental, and economic value for our stakeholders as a sustainable company.

- To attract and develop talented people to enhance their careers and welfare, as well as the company's growth.



VISION:

- To create added value through our investments and returns for our investors, always honoring and applying best practices in the areas of legality, transparency, ethics, corporate responsibility and sustainability.

- To be a friendly and honorable company to our investors, tenants and other stakeholders, capable of adapting and responding to market opportunities and needs, respecting the environment and pursuing to create positive social dynamics throughout our value chain.

- To develop a team of committed associates in an excellent workplace.



VALUES:



- Honesty and integrity



- Respect



- Loyalty and commitment



- Transparency and legality



- Passion

1.b

ESG MILESTONES

2014

Formation of Fibra Mty, structure and duties of the governing bodies.

2019

Definition of the ESG improvement plan (environmental, social and corporate governance).

2020

•First Materiality Analysis.
•First Sustainability Report.
•Creation of the ESG Commission.
•Starting of the Corporate Philanthropy and Community Support Program.
•Adherence to the Global Compact.

2021

•ESG Sustainability Strategy kick-off.
•Edge Advanced Certification of our headquarters.
•Starting of the Corporate Volunteering Program.

2022

•Green Lease Leader Recognition, silver level.
•LEED O+M Certification of 137,054 m^2 (nine office buildings and one retail building).
•Signatory of Principles for Responsible Investment.

2023

•Green Lease Leader Recognition, gold level.
•Great Place to Work® Certification
•Socially Responsible Company Badge
•Commitment to SBTi to set science-based targets.
•Issuance of the Strategic Sustainability Plan 2023-2025.
•Highest score in the Economic and Governance Dimension among the FIBRAs participating in the S&P CSA assessment.
•First assessment and responsible investment report (PRI - no public).
•GRESB Green Star level achieved in its first participation and assessment.

From 2021 to 2023:
Fibra Mty is the highest ranked FIBRA in the corporate governance criterion according to S&P Global CSA assessment.

1.c

2023 DATA HIGHLIGHTS

Net Operating Income (NOI):
MXN1,947.452 million pesos

Total Gross Leasable Area (GLA):
1,652,673 m^2

Occupancy Rate:
96.3%

Economic value distributed:
MXN447.938 million pesos



Tenant Satisfaction Index:
80.0%

49
Fibra Mty employees
59.2% men
40.8% women

324
specialized service employees
70.4% men
29.6% women

Employee Satisfaction rate:
90.0%

5,936,589
total beneficiaries of our social programs



263.40 KWh/m²

Total Energy Intensity[1]

0.58 m³/m²

Total Water Intensity[2]

Total GHG Emissions Intensity[3]

108.21 $kgCO_2e/m^2$

[1]Total energy intensity: includes energy consumption within the organization (fuel and electricity use in common areas) and outside the organization (fuel and electricity use in leased areas).

[2]Total water intensity: includes water consumption in both common and leased areas.

[3]Total GHG emissions intensity includes:
- Direct emissions:
  - Scope 1 (fuel consumption in common areas).
- Indirect emissions:
  - Scope 2 (purchased electricity consumption in common areas), and
  - Scope 3 (purchased electricity consumption in leased areas).

1.d

MEMBERSHIP

17 PARTNERSHIPS FOR THE GOALS

AMEFIBRA

Nareit

National Association of Real Estate Investment Trust

Asociación Mexicana de FIBRAs Inmobiliarias

Asociación Mexicana de Parques Industriales Privados A.C.

ampip
Asociación Mexicana de Parques Industriales Privados, A.C.

INVEST MONTERREY

Invest Monterrey

American Chamber México

American Chamber Mexico

02

SUSTAINABILITY STRATEGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

FIBRA MTY'S SUSTAINABILITY STRATEGY CONSISTS OF FIVE FUNDAMENTAL ELEMENTS:

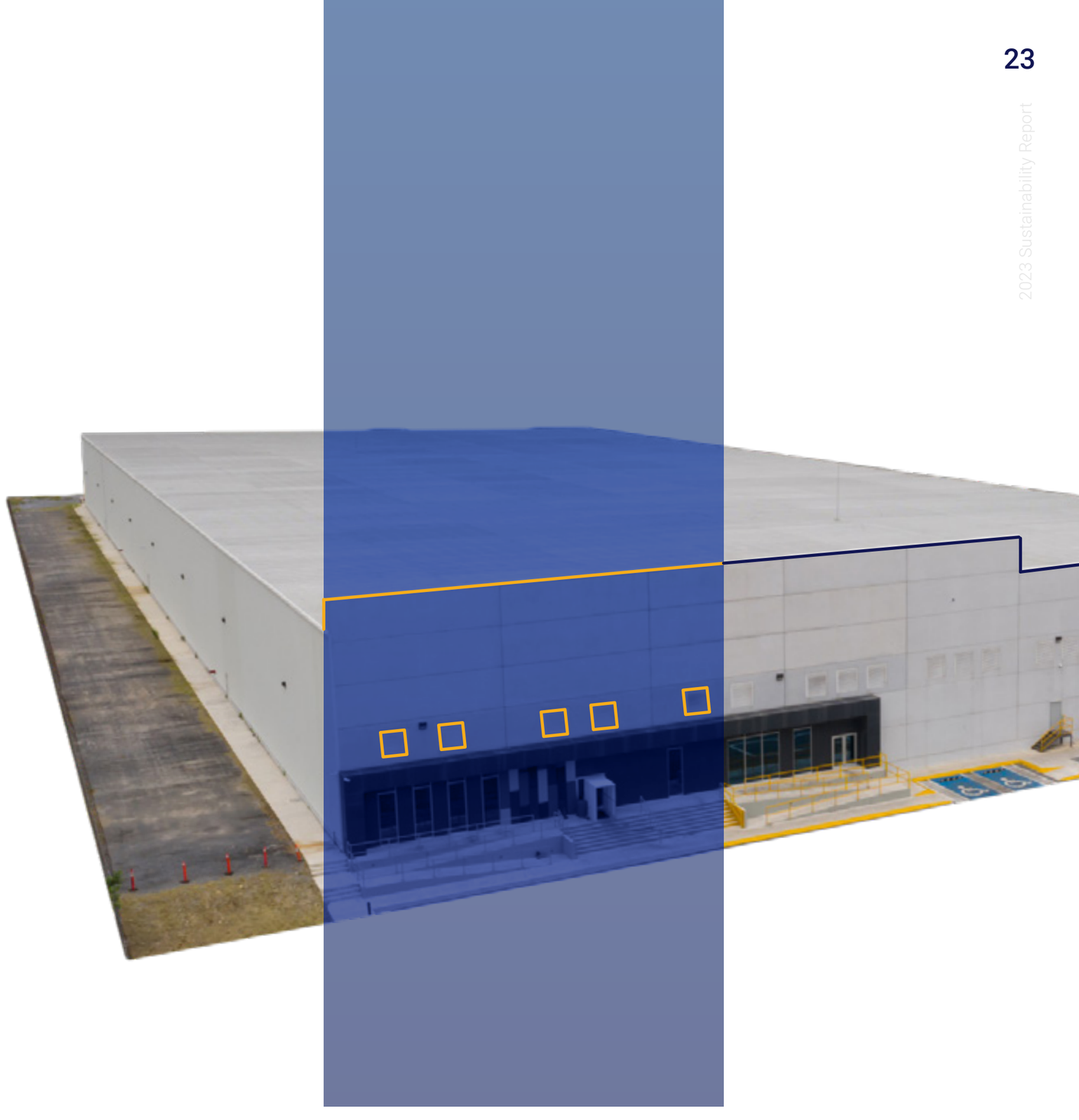
- The Sustainability Policy
- The ESG Commission
- The Strategic Sustainability Plan
- The Operating Sustainability Committee
- The Integrated Management System for Sustainability



2.a

SUSTAINABILITY POLICY

Continuously contribute to the satisfaction and well-being of our employees and their families, tenants, investors, business partners and communities in the regions where we are present, by leasing reliable, sustainable, resilient and high-quality real estate properties, based on: respect for human dignity, professional and personal development of our employees, continuous improvement in the performance of our activities, mitigation of the environmental impact of our assets and balance in the economic, social and environmental resources, preserving them for future generations.



Continuously **contribute to the satisfaction and well-being** of our stakeholders

Our commitments are:

ECONOMIC DIMENSION

Corporate governance

a. Ensure that the Trust is managed in the interests of all Holders.
b. Establish controls and monitoring to consolidate corporate, economic, environmental, and social performance in accordance with the Code of Ethics, the adoption of best practices and compliance with the applicable regulations.
c. Effectively manage risks and opportunities within the context in which we operate.
d. Promote a culture against corruption in all forms, including extortion, bribery, and money-laundering.
e. Be accountable to stakeholders on a regular and transparent basis.

Responsible Investment

a. Incorporate environmental, social, and corporate governance (ESG) issues into investment analysis and decision-making processes.
b. Be active owners and incorporate ESG criteria into our practices and policies.
c. Procure appropriate disclosure of ESG matters in our investments.
d. Promote acceptance and implementation of the Principles for Responsible Investment.
e. Collaborate to enhance our effectiveness in implementing the Principles for Responsible Investment.
f. Report on our activities and progress towards implementing the Principles for Responsible Investment.

Customers

a. Meet our tenants' needs with quality, timeliness, and efficiency.
b. Continuously improve our processes efficiency and effectiveness.
c. Create value with new services and processes, through change, innovation, and knowledge management.
d. Use responsible marketing tools while observing ethical principles of respect for consumers, the community, and the environment.
e. Collaborate with our tenants to foster energy and water saving practices, reduce costs and enhance compliance with our corporate sustainability goals.

Supply Chain

a. Develop mutually beneficial business relations with our suppliers.
b. Implement the Supplier Code of Conduct and ensure its compliance.
c. Engage our value chain in compliance with ethics, quality, corporate governance, cybersecurity, environmental, and social standards.

Cybersecurity

a. Implement mechanisms to systematically identify threats and protect the Trust's information, ensuring its integrity, confidentiality, and availability.
b. Protect privacy in handling personal data.
c. Ensure business continuity by mitigating negative impacts to assets from potential incidents related to information security and personal data privacy.





ENVIRONMENTAL DIMENSION

a. Implement a preventive management system to enhance environmental care in all our activities.
b. Promote values and share best environmental practices with stakeholders.
c. Establish objectives to prevent environmental pollution.
d. Foster materials reuse, recovery and recycling, as well as the development and promotion of environment-friendly technologies.
e. Mitigate environmental impacts from our assets on water, air, soil, biodiversity, noise, waste, energy, and emissions.
f. Improve energy performance, including energy efficiency, use and consumption.
g. Strengthen the resilience and adaptability of our assets to risks related to climate change and natural disasters.
h. Train our associates in the impact that their work activities have on the environment.

Biodiversity

a. Prevent biodiversity impacts derived from our operations.
b. Inform our employees about the importance and benefits of protecting and conserving biodiversity in our properties and areas of influence.
c. Collaborate with external organizations and government agencies to conserve, restore, and sustainably use areas of ecological importance.
d. Incorporate the value of ecosystems and biodiversity in the planning of our portfolio.

SOCIAL DIMENSION

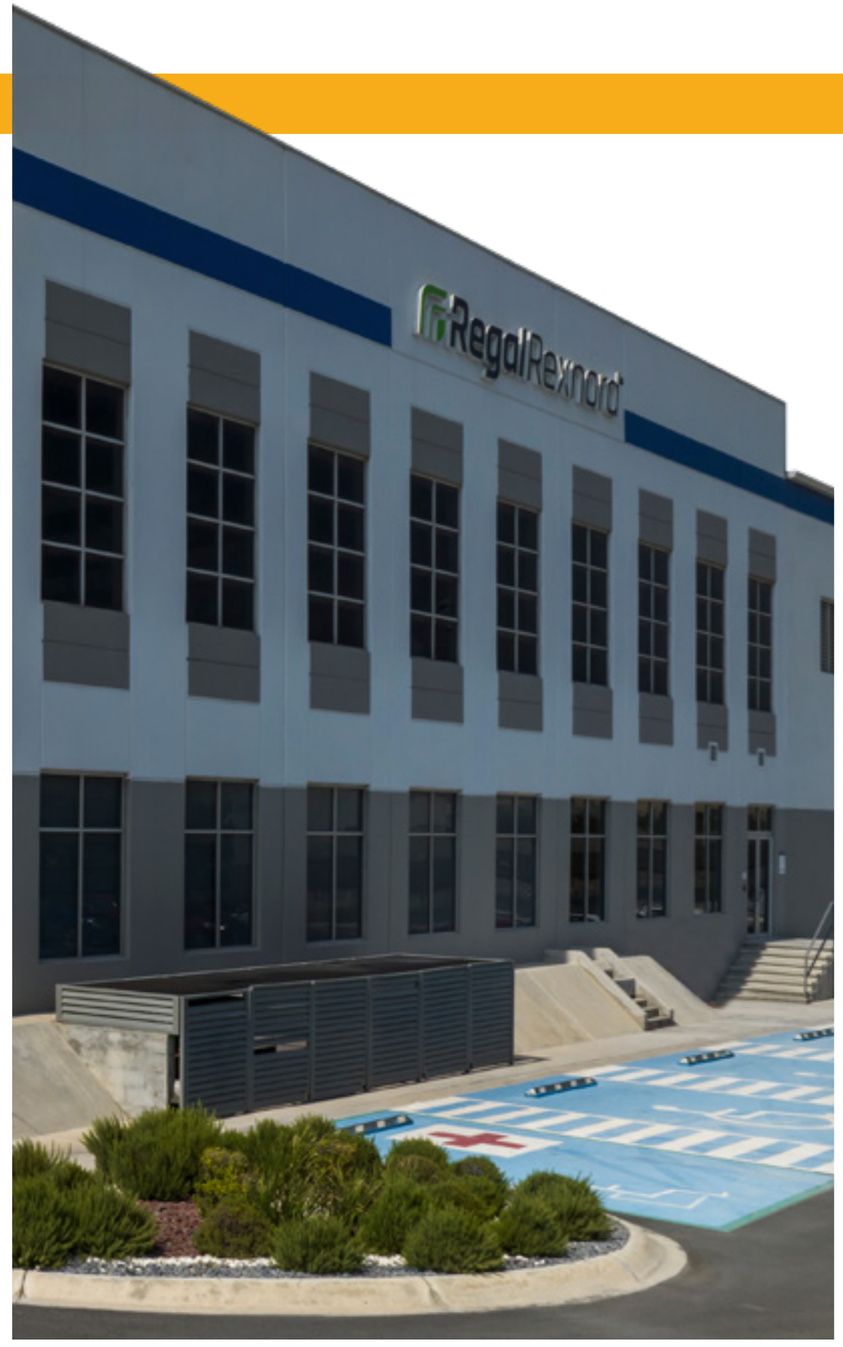
a. Operate within a framework of social responsibility and good corporate citizenship.
b. Collaborate in the generation of positive social dynamics among our stakeholders.
c. Support initiatives that have a positive impact on the communities where we have a presence.
d. Take appropriate measures to ensure access to our properties and services for people with disabilities on equal basis with others.

Human rights

a. Support and respect internationally proclaimed fundamental human rights and avoid being complicit in their violation.
b. Respect diversity and promote equal opportunities.

Labor Practices

a. Promote a working environment that contributes to improving our associates' quality of life.
b. Support the elimination of all forms of forced labor and the abolition of child labor.
c. Foster employment integration of people with disabilities.
d. Develop the competencies of employees to promote individual and group effectiveness.
e. Train our employees in the principles of quality, occupational health and safety, cybersecurity, environment, climate change and social responsibility, to encourage our sustainable development.



Occupational Health and Safety

a. Provide safe and healthy workplaces to prevent work-related injuries and ill health.
b. Establish objectives to prevent occupational risks that will enable us to achieve our target of zero work accidents and zero occupational diseases.
c. Eliminate hazards and minimize occupational health and safety risks.
d. Encourage the consultation and participation of employees in occupational health and safety issues.

Local Communities

a. Contribute to the socioeconomic development of the communities surrounding our operations.

Stakeholder Engagement

a. Adopt a systematic approach to stakeholder engagement.
b. Strengthen relationships, prevent reputational risks and foster smooth collaboration with relevant individuals and organizations.
c. Develop partnerships that promote the exchange of knowledge with our peers and other industry players, as well as the coordination of capacities, means and resources to strengthen the economic, social and environmental performance of all parties involved.
d. Actively participate in the dissemination of sustainable principles and best practices, to promote environment care, social commitment, and prosperity generation.

2.b

ESG COMMISSION

To promote the sustainable development of Fibra Mty, as well as the identification and management of related risks, constitute the purpose of the ESG Commission.

Members

Federico Garza Santos
Chairman of the Technical Committee

Carmen Eugenia Garza T Junco
Proprietary Independent Member of the Technical Committee

Silvia Lucía Dávila Kreimerman
Proprietary Independent Member of the Technical Committee

Jorge Avalos Carpinteyro
Chief Executive Officer

Jaime Martínez Trigueros
Chief Finance and Administration Officer

Javier Llaca García
Chief Operating and Acquisitions Officer

Eduardo Elizondo Santos
General Counsel

Faculties

- Evaluate and, where appropriate, approve:
  - Sustainability guidelines, according to Fibra Mty Strategic Plan and applicable regulatory framework.
  - The Sustainability Policy.
  - The actions to manage the risks identified in sustainability matters.
  - The company's Sustainability Plan, as well as the related goals and indicators.
  - The projects to be supported, under the Corporate Philanthropy and Community
  - Assistance Policy, and the allocation of donations.
  - The Annual Sustainability Report, to ensure that all material topics are covered, according to the management review procedure.
- Oversee the climate-related issues management.
- Be aware of national sustainability-related regulations and policies, as well as international guidelines adopted by the company.
- Request reports from the Sustainability Operating Committee, when necessary.
- Support the Technical Committee in preparing sustainability reports to be submitted to the Meeting of Holders.



2.c

STRATEGIC SUSTAINABILITY PLAN

Approved by the ESG Commission, the Strategic Sustainability Plan 2023-2025 is the framework that allows Fibra Mty to create value propositions for its stakeholders, articulating the links between internal initiatives and processes with global trends and the results, focusing on the management of these components to achieve strategic priorities of the organization's sustainable development.

Strategic Sustainability Plan 2023-2025

Continually improve Fibra MTY's sustainable performance

	Mitigate the environmental impact from our assets	Contribute to the satisfaction and well-being of our stakeholders	Consolidate corporate governance aligned with international best practices
Corporate Sustainability Objectives			
Global initiatives and Market trends	Global Real Estate Sustainability Benchmark Task Force on Climate-Related Financial Disclosures Science Based Targets	Sustainable Development Goals Global Reporting Initiative	Sustainability Accounting Standard Board Principles for Responsible Investment Commitment to investors Green Lease Leader
Internal processes Objectives	• Optimize energy consumption • Reduce GHG emissions • Optimize water consumption • Reduce waste generation • Certify the sustainable performance of our buildings • Promote sustainable practices with our tenants	• Contribute to the well-being of our employees • Mitigate occupational health and safety risks • Increase tenant satisfaction • Optimize return on social investment	• Promote compliance with the Code of Ethics • Ensure transparency in accountability
Internal initiatives	• Implementation of Measurabl® platform • ISO 14001 certification of the office portfolio • Biodiversity Action Plan	• Universal accessibility • Stakeholder engagement • Human rights assessment • Diversity and inclusion policy • 30% women in management positions strategy • Great Place to Work® certification • ESR-CEMEFI Badge • Living Wage • Tenant health and well-being program	• Materiality analysis • Risk and crisis management program • Operating Sustainability Committee • ESG controversy management • Supplier ESG program

PERFORMANCE TO ESG STRATEGIC GOALS AND INITIATIVES 2023

108%
performance to **Corporate Sustainability Objectives**

98%
overall performance to Strategic Sustainability Plan

Corporate Sustainability Objectives	KPIs	2023 Goal	2023 Actual	2023 Performance	2024 Goals	2025 Goals
1. Continually improve Fibra Mty's sustainable performance	1.1 CSA: Total ESG score	41	42	102%	47	63
2. Mitigate the environmental impact from our assets	2.1 CSA: Environmental dimension Score	49	41	84%	58	64
3. Contribute to the satisfaction and well-being of our stakeholders	3.1 CSA: Social dimension score	20	27	135%	26	52
4. Consolidate corporate governance aligned with international best practices	4.1 CSA: Governance & Economic dimension score	54	59	109%	57	73

EXTERNAL INITIATIVES

	2023			2024	2025
Environmental	**Goals**	**Actual**	**Performance**	**Goals**	
1. Global Real Estate Sustainability Benchmark (GRESB)	Sign adhesion Optional non-public initial assessment	GRESB Membership Agreement signed on April 13 GRESB non-public Evaluation Questionnaire completed on June 29, 2023 2023: Fibra Mty achieves Green Star level in its first participation	● Complete	First public assessment	Targets will be set according the 2024 assessment results
2. Task Force on Climate-Related Financial Disclosures (TCFD)	Identify physical and transition risks, by region	Completed identification of physical risks by region and by asset, as well as transition risks, by entity	● Complete	Identify physical risks, by asset. Prepare a materiality analysis considering prevention and mitigation actions	Issue a report based on TCFD recommendations
3. Science Based Targets (SBTi)	Implement Measurabl® platform for electricity consumption control Sign SBTi commitment letter	Measurabl® Platform active for 100% of the portfolio Letter of commitment accepted by SBTi on June 19, 2023	● Complete	Develop SBTi target proposal	Obtain targets validation by SBTi
Social					
1. Sustainable Development Goals (SDGs)	Maintain Active Signatory status on the Global Compact platform	Communication of Progress 2023 published on November 23, 2023, as a requirement to maintain active signatory status	● Complete	Maintain Active Signatory status on the Global Compact platform	
2. Global Reporting Initiative (GRI)	71% coverage to GRI Universal Standards 2021 (Sustainability Report 2022)	71% (98/139) GRI indicators reported: 92 of the universal standards and 6 of the construction and real estate industry supplement	● Complete	100% coverage to GRI contents linked to the material issues identified in the 2023 materiality analysis	100% coverage to GRI contents linked to the annual review of the materiality analysis

EXTERNAL INITIATIVES

	2023			2024	2025
Corporate governance	**Goal**	**Actual**	**Performance**	**Goals**	
1. Sustainability Accounting Standard Board (SASB)	90% coverage to SASB RE 2018 standard	92% (23/25) SASB metrics reported	● Complete	95% coverage to SASB RE 2018 standard	100% coverage to SASB RE 2018 standard
2. Principles for Responsible Investment	Issue responsible investment policy and procedure	Responsible investment policy drafted Due diligence procedure and checklist in progress, to be published in 2024	● Partial	Maintain Active Signatory status on PRI platform	
3. Green Lease Leader Distinction (GLL)	Achieve GLL Gold	Green Lease Leader Recognition, Gold level awarded to Fibra Mty on April 12, 2023	● Complete	Mantain GLL Gold	Achieve GLL Platinum
4. Commitment to investors	Fulfill commitments on time	100% of commitments made to investors were fulfilled	● Complete	Meet commitments on time	



INTERNAL PROCESS OBJECTIVES

Environmental	KPIs	UM	Goals 2023	Actual 2023	Performance 2023	Goals 2024	Goals 2025
1. Optimize energy consumption	1.1 Fuel consumption intensity (scope 1) 1.2 Electricity consumption intensity (scope 2) 1.3 Electricity consumption intensity (scope 3)	KWh/m²	Complete the implementation of the Measurabl® platform for data collection and analysis	Measurabl® platform active for 100% of the portfolio (including Zeus) at the close of 2023	● 100%	Set targets based on 2023 results.	
2. Reduce GHG emissions	2.1 Emission intensity (scope 1) 2.2 Emission intensity (scope 2) 2.3 Emission intensity (scope 3) 2.4 Renewable energy consumption (scope 2)	$kgCO_2e/m^2$ KWh	Create action plan for achieving 2030 emission reduction target	A service contract was signed with consulting firms to develop a proposal for SBT decarbonization objectives		Set targets in accordance with SBTI guidelines	Obtain SBTi verification of emission reduction targets
3. Optimize water consumption	3.1 Water intensity in common areas	m^3/m^2/year			● Partial		
4. Reduce waste generation	4.1 Waste generation intensity in common areas 4.2 Percentage of waste directed to recycling	kg/m²/year %					
5. Certify the sustainable performance of our buildings	5.1 Number of certified buildings 5.2 Surface with environmental certification	Number m²	11 148,659	19 263,060	● 173% ● 177%	12 168,942	13 188,142
6. Promote sustainable practices with our tenants.	6.1 Leased area with green clauses	m²	155,544.3	195,040	● 125%	231,584	245,920

INTERNAL PROCESS OBJECTIVES

Social	KPIs	UM	2023 Meta	2023 Actual	2023 Performance	2024 Goals	2025 Goals
1. Contribute to the well-being of our employees	1.1 Employee satisfaction index	Index	>90.0	88	● 98%	>90.0	>90.0
	1.2 Employee turnover rate	%	<10.5%	6.7%	136%	< 2023 result	< 2024 result
	1.3 Hours of training/employee	Wh/employee	Establish the Joint Commission on Training, Education and Productivity	Deferred to 2024, STPS requires it for companies with more than 50 employees	● Deferred	Establish the Joint Commission on Training, Education and Productivity	Fully complete 2025 training plan
2. Mitigate occupational health and safety risks	2.1 Recordable occupational accidents	Number	0	0	● 100%	0	0
	2.2 Occupational ill health		0	0	● 100%	0	0
3. Increase tenant satisfaction	3.1 Tenant satisfaction index	Index	Develop national supplier and update methodology	National supplier was selected and the survey questionnaire and methodology were updated for data collection, analysis and reporting	● 100%	Set targets based on 2023 results	
4. Optimize return on social investment	4.1 Direct beneficiaries of social programs	No. of people	Align social goal with the business strategy	A new strategic model for social investment was developed	● 100%	Align social goal with the business strategy	Set targets based on results of 2023-2024 alignment
Corporate Governance							
1. Ensure transparency in accountability	1.1 Number of GRI and SASB indicators externally verified	Number	28	29	● 104%	29	All material indicators
2. Compliance with the Code of Ethics	2.1 Legitimate concerns received in the ethical hotline	Number	0	0	● 100%	0	0

INTERNAL INITIATIVES

	2023			2024	2025
Environmental	**Goal**	**Actual**	**Performance**	**Goals**	
1. Implementation of Measurabl® Platform	Settings and startup	Measurabl® platform setted up and active for 100% of the portfolio	● 100%	Establish targets based on 2023 performance	
2. ISO 14001 certification of the office portfolio	Complete documentation phase	7/12 basic documents issued; the remaining 5/12 will be completed in 2024	● 58%	Training and implementation	Certification
3. Biodiversity Action Plan	Issue Biodiversity Action Plan	Biodiversity Action Plan published in 2023 sustainability report	● 100%	Implementation	Follow-up
Social					
1. Universal accessibility	Complete universal accessibility assessment in office portfolio	Accessibility assessment completed for 11/11 office buildings	● 100%	Develop improvement plan based on assessment results	
2. Stakeholder engagement	Define responsibilities and scope	Resources allocated in 2024 budget for the development of the interaction/ communication with stakeholders	● 100%	Document procedure	Complete implementation
3. Human rights assessment	Strengthen due diligence within Fibra Mty	Deferred to 2024	● Deferred	Document procedure for the value chain and property acquisition	Complete implementation of due diligence procedure for the value chain and property acquisition
4. Diversity and inclusion policy	Document diversity and inclusion policy	Diversity and Inclusion Policy for Administrador Fibra Mty documented	● 100%	Implementation	Follow-up
5. 30% women in management positions strategy	Document strategy	By the end of 2023 we reached 30% of women in management, assistant managers, assistant directors and directors, 33% women in the Technical Committee	● 100%	Implementation	Follow-up

INTERNAL INITIATIVES

	2023			2024	2025
Social	**Goal**	**Actual**	**Performance**	**Goals**	
6. Great Place to Work® Certification	Obtain GPTW® Certification	Great Place to Work® certificate awarded to Fibra Mty in September 2023	● 100%	Establish action plan based on results of certification survey	
7. Obtain ESR CEMEFI Badge	Obtain ESR CEMEFI Badge	Socially Responsible Company Badge awarded to Fibra My on October 24, 2023	● 100%	Establish action plan based on results of 2023 assessment	
8. Living Wage	Establish strategy and action plan	Strategy and action plan were defined	● 100%	Follow up on strategy and action plan	
9. Tenant health and well-being program	Document current initiatives	Current initiatives published in 2023 Sustainability Report	● 100%	Document program and action plan	Implementation
Corporate Governance					
1. Materiality analysis	Complete double materiality analysis (GRI 2021)	Double materiality matrix published in the 2022 Sustainability Report	● 100%	Establish metrics for the identified material topics. Document procedure.	Establish targets based on 2024 performance
2. Risk and crisis management program	Define responsibilities and scope	Strategy is generated and resources allocated in 2024 budget to document the policy, processes and comprehensive implementation of ESG risk management	● 100%	Document procedure for risk and crisis management	Implementation
3. Sustainability Operating Committee	Start meetings	Deferred to 2024	● Deferred	Follow-up	
4. ESG controversy management	Create process for identifying, preventing and monitoring ESG disputes	RCCSRC (requests, complaints, claims, suggestions, reports and congratulations) management model for ESG matters is developed	● 100%	Implementation	Follow-up
5. Supplier ESG program				Develop Supplier ESG Program	

2.d

OPERATING SUSTAINABILITY COMMITTEE

ITS PURPOSE IS TO DEFINE AND ALIGN SUSTAINABILITY ACTIONS IN ACCORDANCE WITH THE APPLICABLE REGULATORY FRAMEWORK AND THE STRATEGIC SUSTAINABILITY PLAN APPROVED BY THE ESG COMMISSION.

Members

Jorge Avalos Carpinteyro
Chief Executive Officer

Javier Llaca García
Chief Operating and Acquisitions Officer

Jaime Martínez Trigueros
Chief Finance and Administration Officer

Verónica Barajas Treviño
Comptroller

André de Sousa Ramalho
Operations Director

Eduardo Elizondo Santos
General Counsel

José Antonio Romero López
Assistant Director for Sustainability



Duties

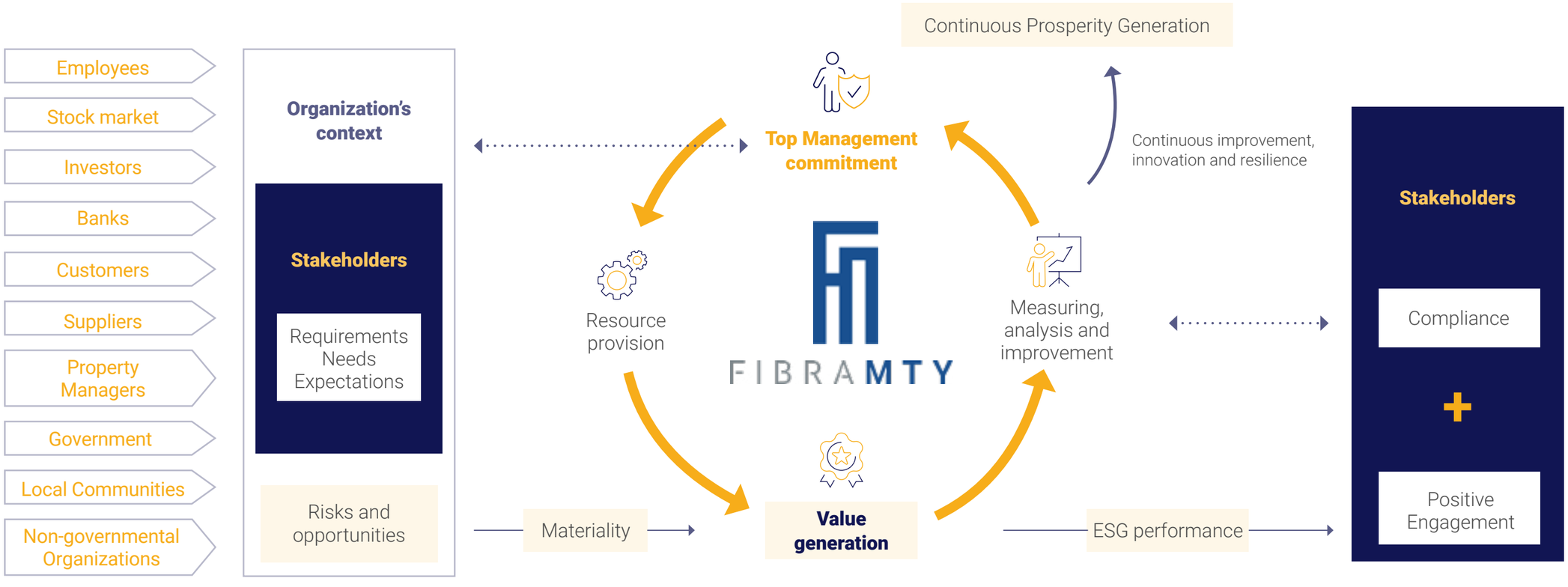
- Define the guidelines for the sustainable development of the Trust, in accordance with Fibra Mty's Sustainability Plan and the applicable regulatory framework.
- Be aware of national sustainability-related regulations and policies, as well as international guidelines adopted by the company.
- Review the Sustainability Policy to ensure that it is appropriate to the organization's business objectives and provides a framework for setting and reviewing strategic objectives for sustainable development.
- Define and follow-up on relevant actions to manage identified sustainability risks.
- Manage climate-related issues
- Manage the impacts of the Trust on the economy, the environment and people.
- Evaluate and, where appropriate, approve the programme and strategic objectives for the sustainable development of Fibra Mty.
- Periodically review the performance of the Integrated Management System to ensure its continued effectiveness, adequacy and suitability, as well as its contribution to the achievement of business objectives.
- Review the Annual Sustainability Report to ensure that all material topics are covered.
- Prepare sustainability reports requested by the ESG Commission

2.e

INTEGRATED MANAGEMENT SYSTEM FOR SUSTAINABILITY

The adoption of the Integrated Management System for Sustainability is a Fibra Mty's strategic decision to improve its overall performance, provide a solid basis for sustainable development initiatives and contribute to the continuous generation of prosperity for the company and for all its stakeholders.

MODEL OF THE INTEGRATED MANAGEMENT SYSTEM FOR SUSTAINABILITY



2.f

TRANSPARENCY AND ACCOUNTABILITY

The entities included in the scope of this report are Fibra Mty F/2157 (the issuer trust), Administrador Fibra Mty, S.C. (the Manager) and Fibra Mty S.A.P.I. de C.V. (the initial settlor).

To ensure that the information presented is free of material inaccuracies in accordance with the criteria of relevance, completeness, reliability, neutrality/ objectivity, and comprehensibility, and in accordance with the Strategic Sustainability Plan 2023-2025, Fibra Mty engaged the services of Mancera, S.C. (a member of Ernst & Young Global Limited) to perform a limited independent assurance of selected indicators contained in this report:

The ESG Commission reviews and, where appropriate, approves the annual sustainability report, including the organization's material issues, in accordance with the Management Review Procedure.

The assurance letter, included in section 8.e of this report, expresses the public conclusion on the selected non-financial indicators, in accordance with ISAE 3000 standard, the GRI standards, the GRI Construction and Real Estate Sector Disclosure Supplement and the Real Estate Standard Disclosures developed by the Sustainability Accounting Standards Board (SASB).





VERIFIED INDICATORS

- Number of assets, by property subsector
- Leasable floor area, by property subsector
- Percentage of indirectly managed assets, by property subsector
- Average occupancy rate, by property subsector



- Energy consumption within the organization. Energy consumption data coverage as a percentage of total floor area, by property subsector.
- Energy consumption outside of the organization. Total energy consumed by portfolio area with data coverage, percentage grid electricity, and percentage renewable, by property subsector; Percentage of tenants that are separately metered or submetered for grid electricity consumption, by property sector.
- Water withdrawal. Total water withdrawn by portfolio area with data coverage and percentage in regions with High or Extremely High Baseline Water Stress, by property subsector. 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 sector; Percentage of tenants that are separately metered or submetered for water withdrawals, by property sector.
- Energy indirect (Scope 2) GHG emissions
- Other indirect (Scope 3) GHG emissions.
- Building energy intensity
- Building water intensity
- Greenhouse gas emissions intensity from buildings

- Employees
- Workers who are not employees
- New employee hires and employee turnover
- Parental leave
- Work-related injuries
- Work-related ill health
- Average hours of training per year per employee
- Percentage of employees receiving regular performance and career development reviews
- Diversity of employees
- Incidents of discrimination and corrective actions taken
- Operations with local community engagement, impact assessments, and development programs

- Diversity of governance bodies
- Confirmed incidents of corruption and actions taken

03

CORPORATE GOVERNANCE



Fibra Mty's corporate governance bodies structure and duties are designed in accordance with the best corporate practices and international standards, comply with the requirements established in the applicable regulation including, but not limited to, the Securities Exchange Act and the provisions applicable to securities issuers (Circular Única de Emisoras), and are formalized in the Irrevocable Trust Agreement No. F/2157 entered into by Fibra Mty, S.A.P.I. de C.V., as initial settlor, Banco Invex, S.A., Institución de Banca Múltiple, Invex Grupo Financiero, Fiduciario, as Trustee, and Monex casa de Bolsa, S.A. de C.V., Monex Grupo Financiero, as Common Representative of the Holders.

Except for matters that are reserved for the Holders' Meeting or that are under its responsibility, decision making rests with the Technical Committee, which has a majority of independent members. The Technical Committee is supported by:

- The Audit Committee
- The Corporate Practices Committee
- The Investment Committee
- The Nominations Committee
- The Indebtedness Committee

Oversight of Fibra Mty's operation and management is entrusted to the Manager, which has a Chief Executive Officer, a Chief Operating and Acquisitions Officer, and a Chief Finance and Administration Officer.



3.a

CBFI HOLDERS' MEETING

The General Meeting of Holders is the highest governance body of Fibra Mty and represents all the holders. Any resolutions adopted in the Meeting of Holders are binding on all holders, even those absent or dissenting.



FACULTIES OF THE CBFI HOLDERS' MEETING:

a) Ordinary CBFI Holders' Meeting:

- Discuss and, as the case may be, approve the annual audited financial statements of the Trust.
- Elect independent Members and/or confirm the independence of the Independent Members of the Technical Committee, as the case may be.
- Approve changes or confirm leverage guidelines.
- Approve any investment or divestment intended to be made, representing 20% or more of the value of the Trust's assets.
- Approve the removal and replacement of the Trustee.
- Approve additional issuances of real estate trust certificates (CBFIs) and extensions to the issuance.
- Approve remuneration to be paid to the members of the Technical Committee.
- Approve investments, divestments, and other operations between related parties, when they represent 10% or more of the value of the Trust's assets.
- Approve any modification to the investment guidelines and any other change in the investment regime of the trust's assets that have been approved by the Technical Committee.
- Approve the acquisition of CBFIs through public tender offers by any person or group of persons in the cases mentioned in the Trust Agreement.
- Perform any other action reserved for the Meeting of Holders in accordance with the Trust agreement and applicable law that is not expressly reserved for the Extraordinary Meeting of Holders.

b) Extraordinary CBFI Holders' Meeting:

- Approve the removal and replacement of the Common Representative.
- Approve modifications to the Trust Agreement, the Certificate's Title and the Management Agreement.
- Approve the cancellation of the listing of the CBFIs in the Mexican Stock Exchange or any other stock exchange and/or trading system, domestic or foreign, and the cancellation of the registration of the CBFIs in the National Securities Registry or any other registry, domestic or foreign.
- Approve the dissolution of the Trust.
- Approve the removal of all, but no less than all, members of the Technical Committee.

RIGHTS CONFERRED BY CBFIS AND MAIN CBFI HOLDERS:

All of Fibra Mty's CBFIs are of a single series and class, so each CBFI grants equal corporate and economic rights to its Holder. Each outstanding CBFI confer on its Holder the right to one vote on all matters submitted to a vote by the Holders of the CBFIs.

Each Holder is entitled to attend and vote at the Holders' Meeting. There is no controlling Holder or group of controlling Holders.

The estimated participation of Fibra Mty's main Holders as a percentage of outstanding CBFIs as of December 31, 2023, is:

Holder	Percentaje[1] 2023
Investing Public:	
- Institutional investors [2] (AFORES, private mutual funds and pension funds)	73.6%
- Patrimonial investors	16%
Real estate contributors	9.2%
Others	1.2%

[1] The percentages shown are based on information collected by Fibra Mty in the Initial Public Offering, follow-on offerings, as well as real estate acquisitions paid for in CBFIs. The Trust is not aware of any transactions in the secondary market.

[2] The institutional investors indicated in the above chart are private entities. As of the date of this report, there are no (nor have there been in the past) governmental entities or institutions that are holders of Fibra Mty's CBFIs.



MINORITY CBFI HOLDERS' RIGHTS:

Depending on the percentage of CBFIs outstanding they individually or jointly hold, the Holders are entitled to:

10% or more

- Request the Common Representative to call a Meeting of Holders, specifying the agenda items to be discussed at such Meeting of Holders.
- Request the adjournment of a Meeting of Holders for 3 calendar days (without the need for a new call), regarding the voting on any matter on which they do not consider themselves sufficiently informed.

15% or more

- May bring liability actions against the members of the Technical Committee or the Manager for breach of their obligations set forth in the Trust Agreement.

20% or more

- Oppose the resolutions adopted at a Meeting of Holders in terms of the Trust Agreement and the applicable legislation.

For every 10%

- Appoint or, as the case may be, revoke the appointment of a member of the Technical Committee and his respective alternate.

3.b

TECHNICAL COMMITTEE

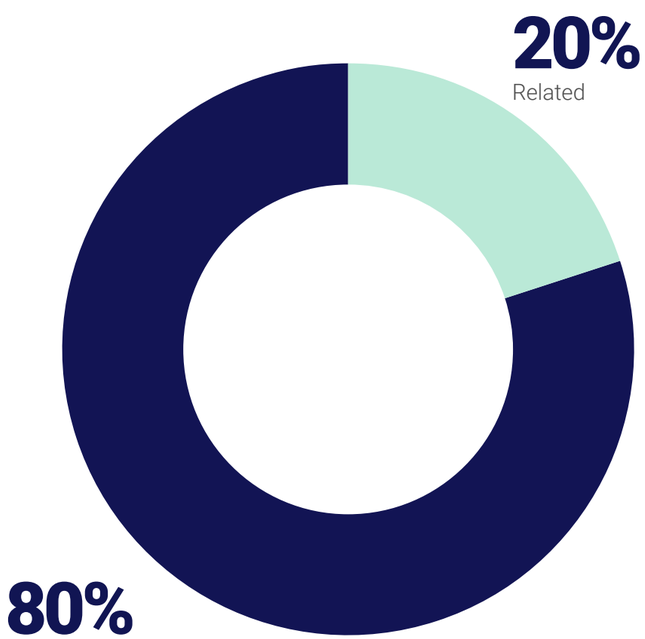
5 GENDER EQUALITY

Fibra Mty is a real estate investment trust, therefore the governance body that acts as the board of directors is the Technical Committee, in accordance with the provisions of the Mexican Securities Exchange Act, Article 64 Bis 1, section IV.

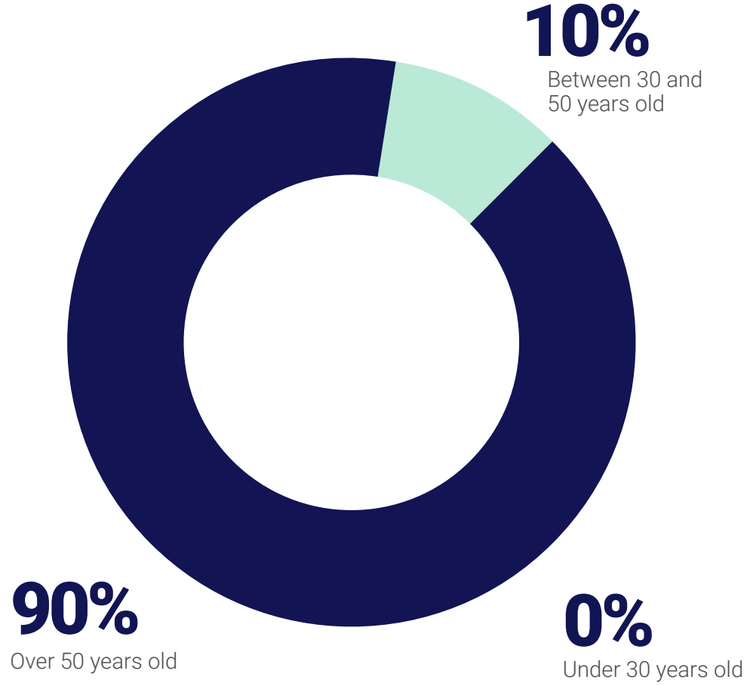
Based on this same requirement, the Issuer Trust must have a Technical Committee comprised of at least 25% of independent members. Furthermore, according to Trust Agreement F/2157, Fibra Mty's Technical Committee must be composed of a maximum of 21 proprietary members (and, where appropriate, their respective alternates), of which at least 45% must be independent members at all times.

As of December 31, 2023, the Technical Committee is comprised of 10 proprietary members. All members of the Technical Committee have a non-executive level.

80% of the members of the Technical Committee qualify as independent

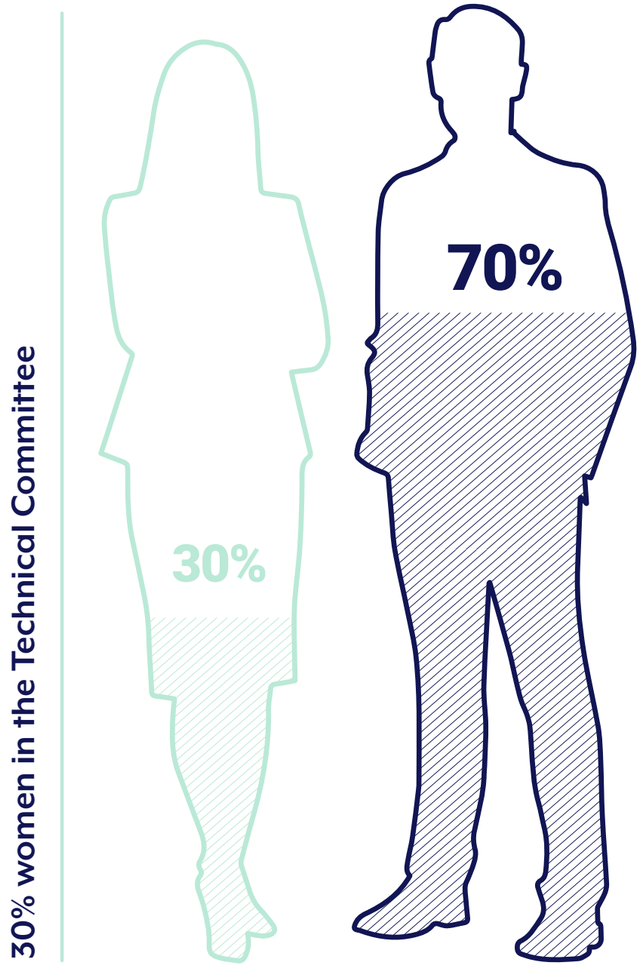


Breakdown of the Technical Committee by age



Women on Boards and Women Corporate Directors, both international non-profit organizations that promote the inclusion of women on boards of directors, recognized Fibra Mty as one of the Real Estate Investment Trusts listed in the Mexican capital market with the highest representation of independent women members in its Technical Committee, as of December 31, 2022.







The members of the Technical Committee are appointed individually by the Meeting of Holders for periods of one year and may be ratified annually.

The Chairman of the Technical Committee is not an executive officer at Fibra Mty, so his functions are separated from those of our Chief Executive Officer.

The biographical information on the members of the Technical Committee can be found at:

https://www.fibramty.com/en/comites

THE AVERAGE TENURE OF THE MEMBERS OF THE TECHNICAL

Committee is 6.1 years and all of them have less than 4 mandates in other public companies.

TECHNICAL COMMITTEE

Technical Committee Members	Title	Tenure (years)	Gender	Other significant engagements in private enterprise
Federico Garza Santos	Chairman, proprietary member	9	Man	• Chairman of the technical committee of Deltack Industrial, S.A.P.I. de C.V. • Member of the Board of Directors of Promotora Ambiental, S.A.B. de C.V.
Guillermo Enrique Babatz Torres	Proprietary Member	9	Man	• Chairman of the Board of Directors of Grupo Financiero Scotiabank Inverlat and its subsidiaries in Mexico.
Eugenio Santiago Clariond Reyes*	Proprietary Independent Member	9	Man	Member of the Boards of Directors of: • Grupo Industrial Saltillo, S.A.B. de C.V. • Grupo Financiero Ve por Más, S.A. de C.V. (Regional)
Juan Carlos Calderón Guzmán*	Proprietary Independent Member	9	Man	None
Alberto Federico Terrazas Seyffert*	Proprietary Independent Member	9	Man	None
Andrés Ochoa Bünsow*	Proprietary Independent Member	6	Man	• Member of the Board of Directors, the Audit Committee and the Corporate Practices Committee of Farmacias Benavides, S.A.B. de C.V.
Luz Adriana Ramírez Chávez*	Proprietary Independent Member	4	Woman	• Chief Executive Officer of Visa international México
Silvia Lucía Dávila Kreimerman*	Proprietary Independent Member	3	Woman	• Independent member of the Board of Directors of Betterware de México, S.A.P.I. DE C.V.
Carmen Eugenia Garza T Junco*	Proprietary Independent Member	2	Woman	None
Jorge Silberstein Tenenbaum*	Proprietary Independent Member	1	Man	• Member of the Board of Directors of Proteak UNO, S.A.B. de C.V.

* Independent Member.



INDEPENDENCE CRITERIA

At Fibra Mty, a member of the Technical Committee is considered independent when he/she meets the requirements established in articles 24, second paragraph, and 26 of the Mexican Securities Exchange Act and is selected for his/her experience, knowledge, skills and prestige and must be able to perform their duties without conflicts of interest and must not fall under any of the following assumptions:

(i) Being a relevant officer or employee of Fibra Mty.
(ii) Having significant influence or command power in Fibra Mty.
(iii) Being a shareholder of an entity that is part of the group of persons that maintain control of Fibra Mty.
(iv) Be a client, service provider, supplier, debtor, creditor, partner, director or employee of a person who is an important client, service provider, supplier, debtor or creditor of Fibra Mty.
(v) Be related by blood, affinity, or civil relationship up to the fourth degree, spouse or cohabitant of any of the individuals referred to in the preceding sections.

TECHNICAL COMMITTEE DIVERSITY

Fibra Mty's Technical Committee Diversity Policy establishes the basis for promoting diversity and non-discrimination within this governing body, ensuring that in the designation and appointment of members of the Technical Committee diversity criteria such as: education, age, gender, origin, race, geographical context, and professional experience, to name a few, are considered to have a diversity of perspectives and a board with a plurality of vision.

The Nominations Committee is responsible for compliance with this policy, which reflects our commitment to support the abolition of discriminatory practices in any form.

The Independent Members of our Technical Committee collectively have expertise in economics, finance, capital markets, international trade, real estate and real estate development, risk management, legal, social development, and administration, which complement our Manager's expertise in investment management and the real-estate industry.

The full Technical Committee Diversity Policy is available at:

https://www.fibramty.com/en/sustentabilidad#politicas-lineamientos

In addition, the Committee members' competencies related to environmental, social and governance (ESG) matters stand out:

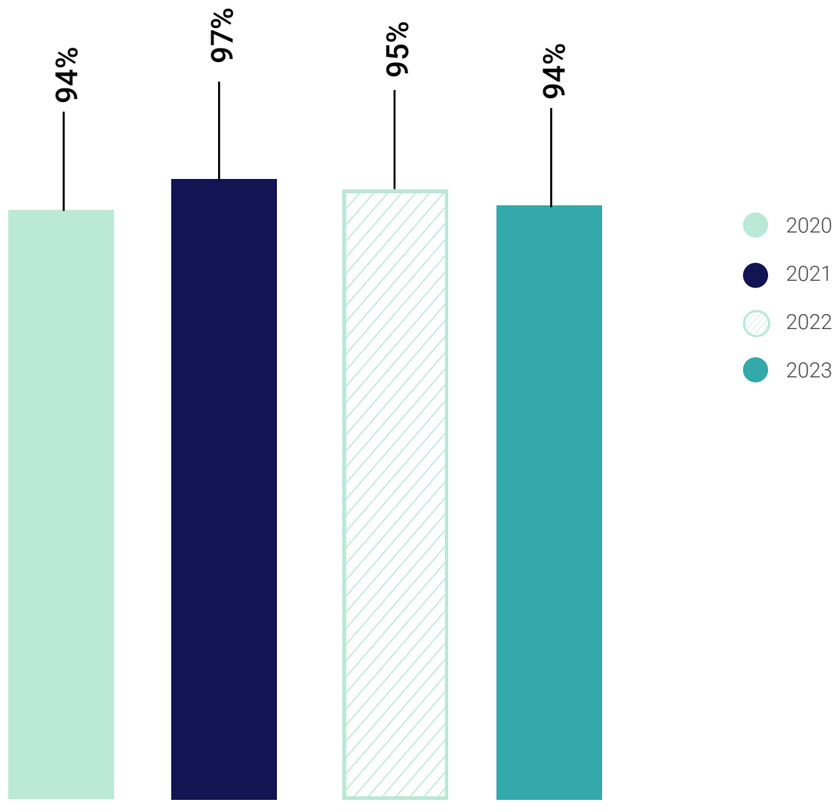
Yes, he/she does have experience in the field

XX Years of experience in the field

MEMBERS OF THE TECHNICAL COMMITTEE

Competence in ESG material topics to Fibra Mty and its stakeholders	Federico Garza Santos	Alberto Federico Terrazas Seyffert	Eugenio Santiago Clariond Reyes	Juan Carlos Calderón Guzmán	Andrés Ochoa Bünsow	Luz Adriana Ramírez Chávez	Silvia Lucía Dávila Kreimerman	Carmen Eugenia Garza T Junco	Jorge Silberstein Tenenbaum
Risk Management	30	3		29	35	15			25
Energy management, including energy from renewable sources		3	30						2
Water management and conservation, water discharge, and waste water treatment			35				5		
Business ethics, regulatory compliance, anti-corruption, anti-bribery, money laundering prevention	20	10	50	10	35	29	7		25
Cybersecurity, information privacy and business continuity		3		5		10	3		
Corporate governance management	15	10	30	10	35	4	5	12	25
Talent and human capital management	30	10	30	14	35	25	30		25
Climate change risk management			30	2			5		
Promotion of diversity and inclusion, gender equity, equal opportunities, reduction of the salary gap, etc.	20	5		14	25	29	20	6	25
Management of environmental, social and economic performance indicators and reporting		2		4					25
Management of Greenhouse Gas (GHG) Emissions			20						
Community engagement, philanthropy and community support	30	20	30	6	40	29	20	19	25
Mitigation and business adaptation to social, environmental or political changes			20	4	25	11	10		25
Waste management, reuse, recycling and circular economy	20	3	30				5		
Supply chain management		3	30				10		
Promoting sustainable practices with tenants	20		30						

AVERAGE TECHNICAL COMMITTEE MEETING ATTENDANCE



Among its primary duties, the Fibra Mty Technical Committee has the authority to approve:

- Investments or divestments by the Trust (or Property Trusts) representing 5% or more but less than 20% of the value of the Trust patrimony.
- The policies of transactions with related persons regarding the Property Trusts, the Trustor, and the Manager.
- Transactions with Related Persons.
- The appointment, removal and/or replacement of the Independent Appraiser.
- The appointment of the members of the support committees.
- The accounting policies, internal control, and auditing guidelines applicable to the Trust.
- The presentation of the annual audited financial statements of the Trust to the Meeting of Holders for its approval.
- The Distribution Policy and/or amendments to it.
- The disposition of any investment during the first four years following its acquisition.
- Other matters submitted to the Technical Committee by the Manager.
- Amendments to the management Agreement; the renewal or replacement of the officers, the annual budget, and extraordinary expenses of the Manager; as well as consequent Expenses of the Trust.
- The Operating Policies of the Trust's Repurchase Program.

In addition:

- Monitoring the performance of the Manager and its officers and employees, and the performance of any third-party service provider hired by the Manager.
- Request the information and reports it deems necessary to facilitate its oversight of the Manager and any third-party service provider hired by the Manager.

3.c

SUPPORT COMMITTEES

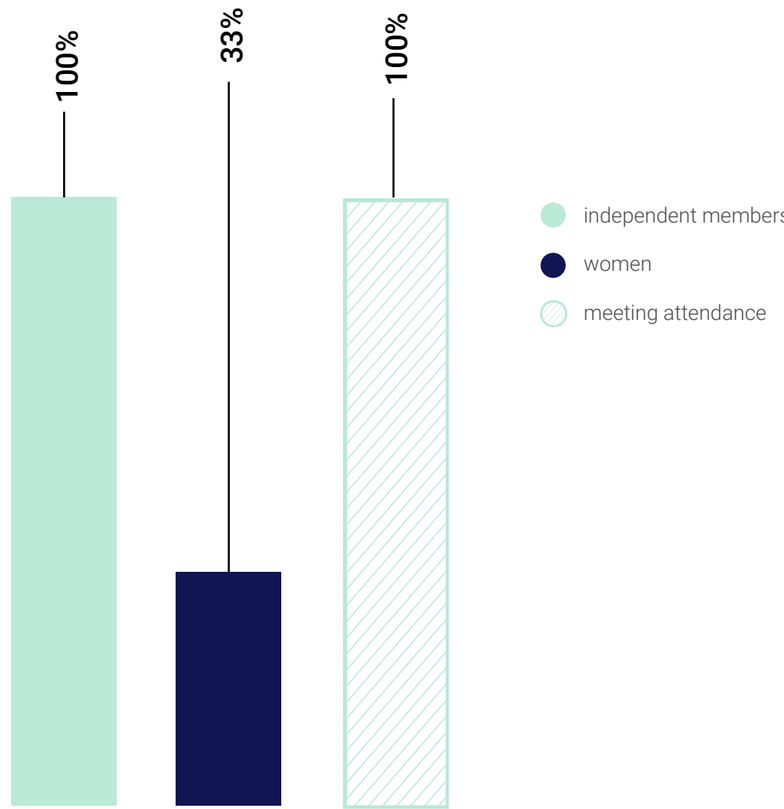
AUDIT COMMITTEE

Composed of:

- Andrés Ochoa Bünsow (Chairman / Independent member)
- Juan Carlos Calderón Guzmán (Independent member)
- Luz Adriana Ramírez Chávez (Independent member)

Among others, its main duties are:

- Approve the appointment, removal or replacement of the External Auditor and evaluate its performance.
- Recommend to the Technical Committee that the annual audited financial statements of the Trust be submitted to the Meeting of Holders for approval.
- Investigate possible violations of the Trust's guidelines, policies, internal controls, or auditing practices.
- Receive comments or complaints from Holders, creditors, members of the Technical Committee or other interested third parties in relation to the guidelines, policies, internal controls, or auditing practices of the Trust.
- Recommend the approval of the accounting policies applicable to the Trust, or any changes thereto, to the Technical Committee.
- Inform the Technical Committee of the status of its internal control, audit, and compliance procedures.



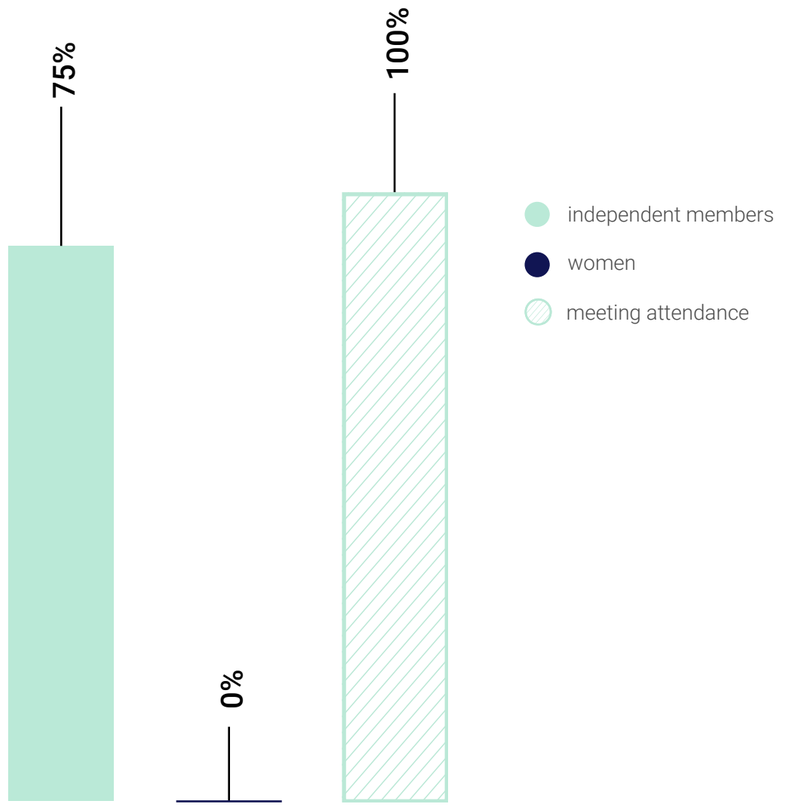
CORPORATE PRACTICES COMMITTEE:

Composed of:

- Juan Carlos Calderón Guzmán (Chairman / Independent member)
- Eugenio Santiago Clariond Reyes (Independent member)
- Andrés Ochoa Bünsow (Independent member)
- Guillermo Enrique Babatz Torres (Not independent member)

Among others, its main duties are:

- Express its opinion to the Technical Committee on the execution of transactions with related persons and with respect to the acquisition of certificates by persons or groups of persons in the cases indicated by the Trust Agreement.
- Review and recommend the approval of the annual budget and the extraordinary expenses of the Manager.
- Receive and recommend requests for amendment of the Management Agreement.
- Evaluate the performance of the Manager and the officers of the Manager and to recommend to the Technical Committee the renewal or replacement of the principal officers of the Manager.





INVESTMENT COMMITTEE

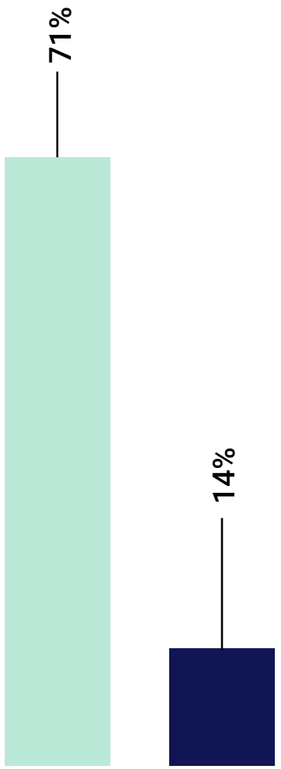
Composed of:

- Alberto Federico Terrazas Seyffert (Chairman / Independent member)
- Eugenio Santiago Clariond Reyes (Independent member)
- Juan Carlos Calderón Guzmán (Independent member)
- Andrés Ochoa Bünsow (Independent member)
- Luz Adriana Ramírez Chávez (Independent member)
- Federico Garza Santos (Not independent member)
- Guillermo Enrique Babatz Torres (Not independent member)

The Investment Committee meets whenever it is necessary to recommend an investment or divestment that must be approved by the Technical Committee under the terms of the Trust Agreement, or when such investment or disinvestment is made with Related Persons.

The functions of the Investment Committee include the recommendations on:

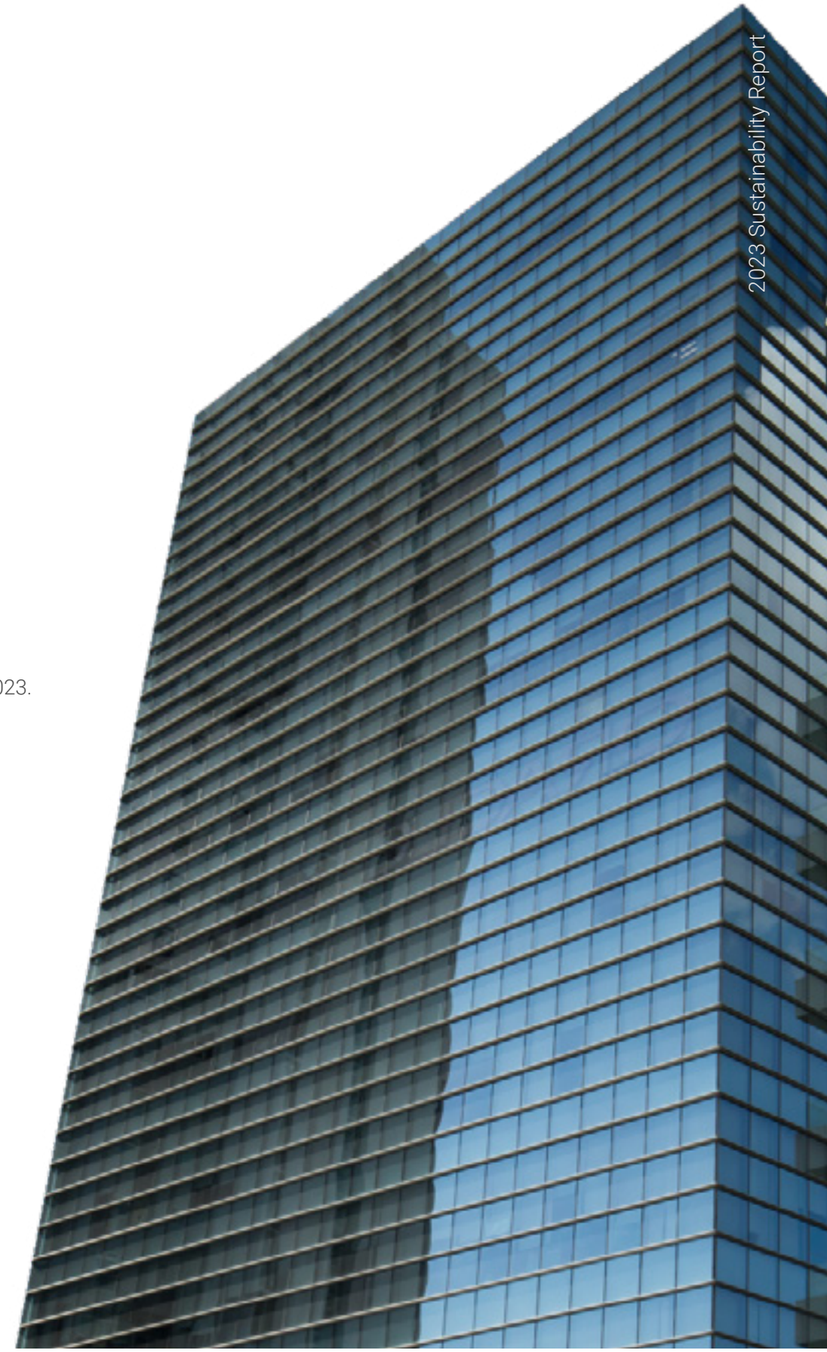
- Any significant expenditure for external consultants.
- The general terms and conditions for entering into definitive agreements regarding investments and divestments.



independent members

women

*This committee did not meet in 2023.



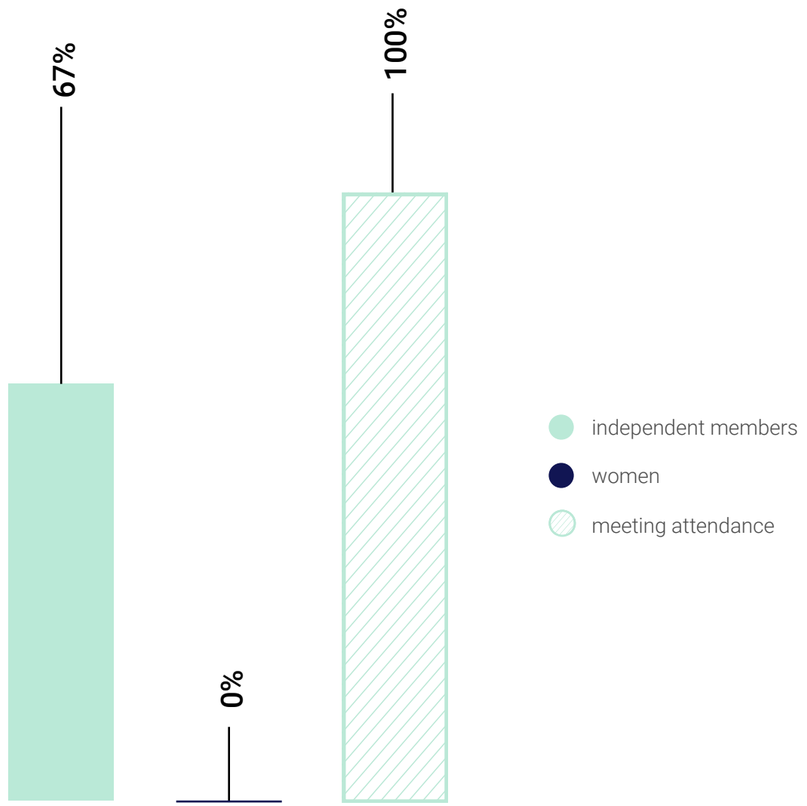
NOMINATIONS COMMITTEE

Composed of:

- Andrés Ochoa Bünsow
  (Chairman / Independent member)
- Eugenio Santiago Clariond Reyes (Independent member)
- Federico Garza Santos (Not independent member)

The Nominations Committee meets at least once a year to propose to the Ordinary Meeting of Holders a list of candidates to be members of the Technical Committee, identifying the Independent Members.

In accordance with the provisions of our Technical Committee Diversity Policy, the Nominations Committee considers in its proposals the current composition of the Technical Committee and the diversity criteria listed therein.



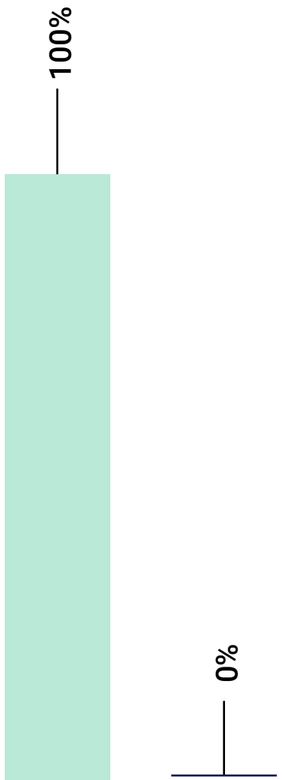


INDEBTEDNESS COMMITTEE

Composed of:

- Eugenio Santiago Clariond Reyes (Chairman / Independent member)
- Juan Carlos Calderón Guzmán (Independent member)
- Alberto Federico Terrazas Seyffert (Independent member)

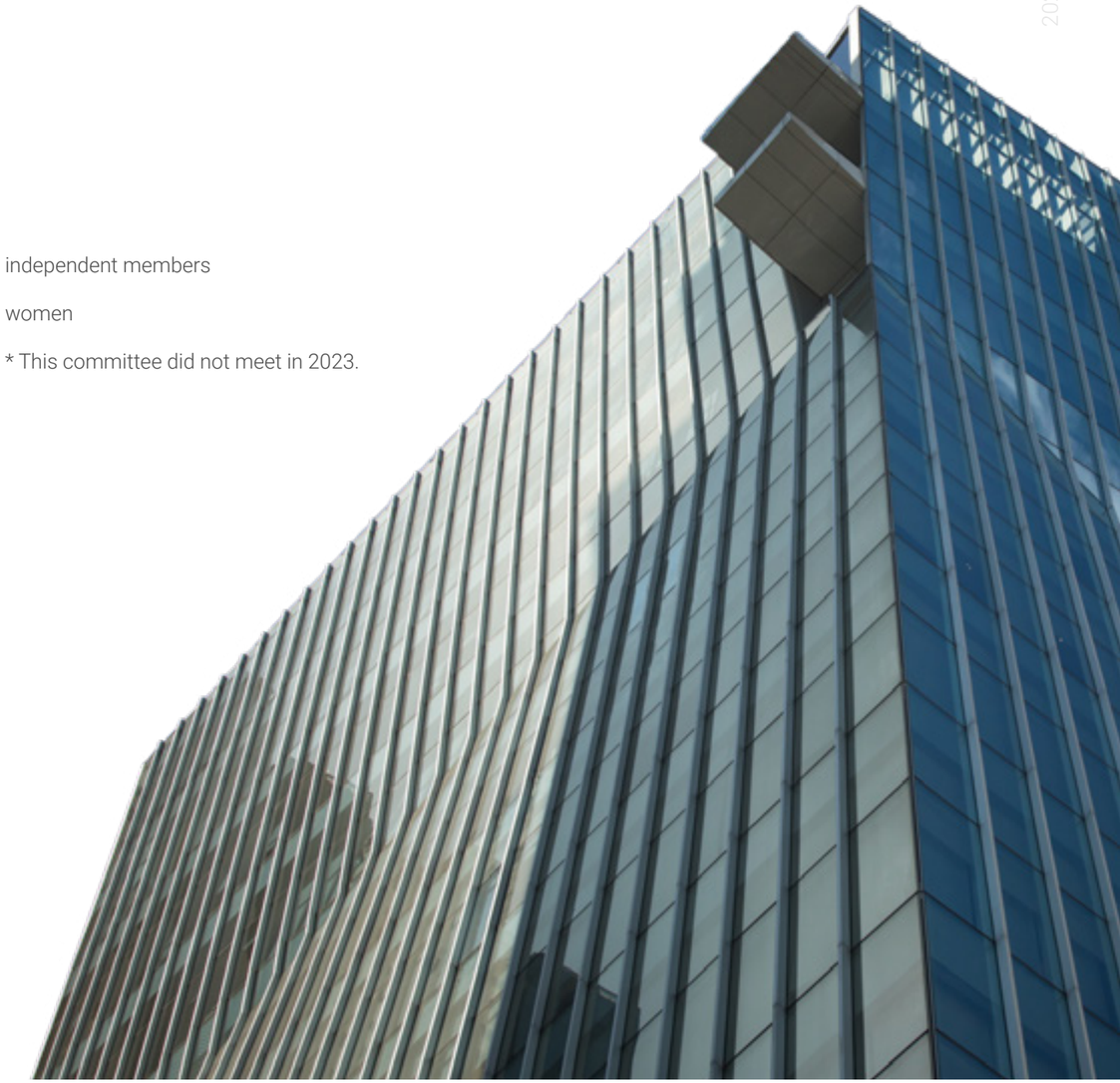
Oversees the establishment of mechanisms and controls to verify that any indebtedness assumed by the Trust against the Trust's patrimony, complies with the provisions of applicable regulations and the Sole Circular for Issuers (Circular Única de Emisoras). It also informs the Technical Committee in a timely manner on the exercise of its powers and of any non-compliance with the provisions of the applicable regulations.



independent members

women

* This committee did not meet in 2023.



3.d

THE MANAGER

The Trust is managed internally by Administrador Fibra Mty, S.C. (a subsidiary controlled by Fibra Mty), making Fibra Mty an investment vehicle supported by a corporate governance structure that allows aligning the interests of investors with those of operators, generating economies of scale and taking advantage of the opportunities offered by the real estate market.

According to the terms and conditions of the Management Agreement, the main functions of the Manager include specialized services relating to:

- Advising and consulting on real estate, administration, tax, financial, accounting and investments matters relating to the Trust and any property trusts.
- Advising and consulting on investments and divestments, either directly or indirectly, through property trusts.
- Advising and consulting on the management of the real estate assets, including oversight of asset management and any services to be provided with respect to those real-estate properties

According to the Trust Agreement, the Technical Committee may, having heard the opinion of the Nominations Committee, renew or replace the Manager's officers.

MANAGEMENT TEAM

Jorge Avalos Carpinteyro
(Chief Executive Officer)

Javier Llaca García
(Chief Operating and Acquisitions Officer)

Luis Alberto Delgado de la Fuente
(Acquisitions Director)

André de Sousa Ramalho
(Operations Director)

Eduardo Elizondo Santos
(General Counsel)

Jaime Martínez Trigueros
(Chief Finance and Administrative Officer)

Victor Manuel Treviño Herrera
(Director of Treasury, IT and IR)

Verónica Barajas Treviño
(Comptroller)

The Chief Executive Officer is not a member of the Technical Committee.

3.e

TRANSACTIONS WITH RELATED PARTIES AND CONFLICTS OF INTEREST

It is a faculty of the CBFI Holders' Meeting to approve investments, divestments, and other operations between related parties, when they represent 10% or more of the value of the Trust's assets.

Any transaction involving any member of the Technical Committee that implies a conflict of interest requires said member to be excused from voting. At the meetings of the Technical Committee, each member present is entitled to one vote.

Fibra MTY made transactions for MXN2.3 million with Escala Gerencia, S.A.P.I. de C.V., a related party arising from the control relationship maintained by key personnel of Fibra Mty's management over said entity, for the concept of construction management, in the Danfoss and Santiago properties.

RECURRING TRANSACTIONS

Fibra Mty has entered into arm's length leases with certain related parties, as well as contracts for the provision of services to operate and manage the Trust properties, such as:

- Managing and collecting rents and any other income to which the properties are entitled.
- Expense reimbursements.
- Advisory services in the performance on any transaction related to the properties and provision of certain administrative services.

The balances and transactions generated by these agreements can be consulted in the audited consolidated financial statements, attached in the "Anexos" section of Fibra Mty's Annual Report, available at **https://www.fibramty.com/en/reportes**.

There were no reports of violations of the Code of Ethics involving conflicts of interest in 2023.



3.f

REMUNERATION TO BOARD MEMBERS AND SENIOR MANAGEMENT

In accordance with the trust agreement, the Ordinary Meeting of Holders approves the emoluments to be paid to board members, based on an amount proposed by the Manager. Additionally, the Trust reimburses the members of the Technical Committee for reasonable expenses incurred in attending the meetings.

The emoluments paid to the members of the Technical Committee for their participation and attendance at the Technical Committee sessions were approved by 82.71% of the CBFIs represented at the Ordinary Meeting of Holders in April 2021; on the understanding that emoluments paid to the members of the Technical Committee will be updated annually by estimated inflation using as a source the survey on the expectations of specialists in economics in the private sector published by Banco de México.

By having an internal management and regulated by our Technical Committee, the expenses incurred by Fibra Mty for managing, advising, or acquiring properties are based on the Manager's expense budget, which is approved on annual basis by the Technical Committee with the prior approval and recommendation of the Corporate Practices Committee.

In this regard, the fixed compensation of the senior management team has been determined based on studies and reports of job valuation prepared by two independent external consultants, considering:

- factors related to the business.
- the key skills required for each position.
- competitiveness in the sector's salary market.

The consultants involved in setting the fixed compensation of the management team have no other relationship with Fibra Mty.

The annual variable compensation of the management team consists of 1) a monetary bonus, and 2) a bonus granted in Fibra Mty real-estate trust certificates (CBFIs).

For the awarding of the monetary bonus, compliance with individual annual performance objectives and the results of the 360º competency evaluations are considered.

The CBFI bonus paid to senior management and the Chairman of the Technical Committee is payable in equity, through the delivery of Fibra Mty CBFIs according to the guidelines approved each year by the Corporate Practices Committee and the Technical Committee and is paid if the following performance targets have been met:

- The annual distributable yield (AFFO) per CBFI.
- The relative growth in the AFFO per CBFI compared to Fibra Mty's inflation index over a three-year period.

An independent specialized consulting firm participated in the determination of the factors to calculate the CBFIs bonus in 2020. This firm was involved in the structuring of Fibra Mty's initial public offering in 2014. They currently have no other relationship with Fibra Mty.

Fibra Mty does not grant hiring bonuses or hiring incentive payments. Nor does it offer severance payments beyond those required by the Federal Labor Law, the Social Security Law and the Political Constitution of the United Mexican States.

The employee benefits paid to board members and key executives of Fibra Mty in the 2021-2023 period were as follows:

Figures in thousands of MXN

	2023	2022	2021
Direct short-term benefits	$35,107	$32,410	$30,745
Executive CBFI plan [1]	$29,783	$32,221	$35,454
	$64,890	$64,631	$66,199

[1] The executive CBFI plan reserve was valued at market price on the date of the concession.

3.g

MATERIALITY

The Assistant Director for Sustainability is responsible for conducting a materiality analysis at least every two years. Likewise, each year presents to the Sustainability Operating Committee an analysis of the organization's context for its consideration and, if applicable, to review and update the materiality matrix. In both cases, they are reviewed and, where appropriate, approved by the ESG Commission.

MATERIALITY ANALYSIS 2023

The methodology used to identify and assess impacts on an ongoing basis, as well as to determine the material topics. On which to report, complies with the GRI 3: Material Topics 2021 standard.

01

Stakeholders
Definition of stakeholders and their importance for Fibra Mty (y-axis). Application of surveys to employees, tenants, suppliers, CBFI Holders and civil society organizations.

02

Top priorities for Fibra Mty
Analysis of Fibra Mty's current sustainability strategy to determine internal priorities (x axis).

03

Interviews
Execution of Interviews with senior management to determine ESG priorities (x-axis).

04

Analysis of results and materiality matrix
Configuration of information in the IT platform for a real-time analysis of environmental, social and governance, strategic, regulatory, and reputational risks specific to Fibra Mty and its value chain.

Alignment of material topics with the Sustainable Development Goals and prioritization for the Trust.

05

Validation
Review and validation of the matrix by the ESG Commission, the list of material topics and their definitions.

STAKEHOLDERS CONSULTED

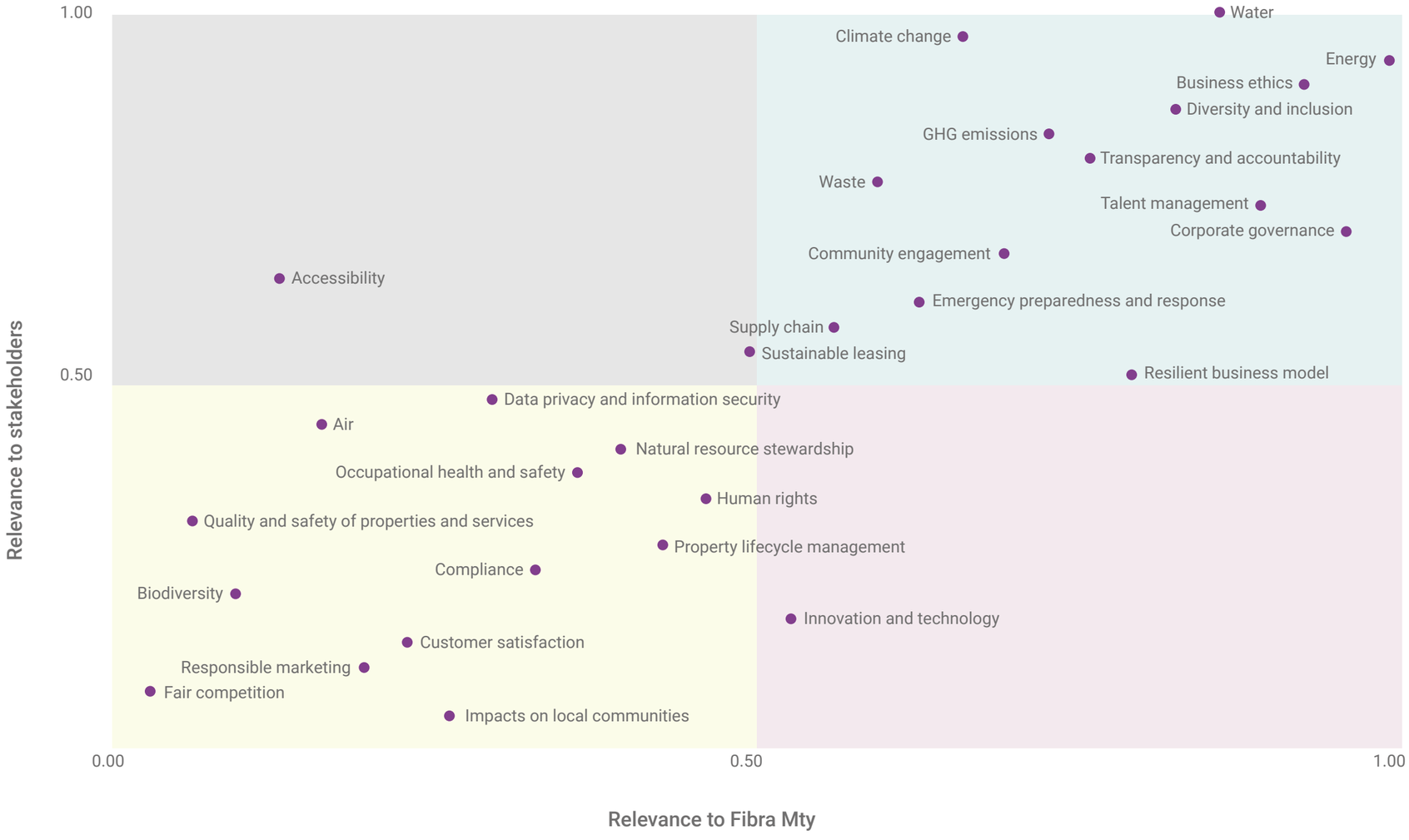
Group	Definition	Source of information	Analysis	Specific weight
Employees	40 Fibra Mty employees	Online surveys	Prioritize topics analyzed in the environmental, social and governance categories. The results obtained are averaged.	Very high
Tenants	117 current Fibra Mty tenants			
Suppliers	Specialized service suppliers			
Non-governmental Organizations (NGOs)	15 ONGs supported by Fibra Mty			
CBFI Holders	A sampling of CBFI Holders			
Associations	Business organizations in the sectors in which Fibra Mty operates.	• 2021 Annual ESG report of the Mexican Association of REITs (AMEFIBRA) • Public information from the Mexican Association of Private Industrial Parks (AMPIP)	Frequency of mentions of each ESG matter.	Very high
Industry and peers	Leading companies of the 2022 S&P Sustainability Yearbook in the real estate sector, as well as companies selected by Fibra Mty.	Sustainability reports from 14 companies	Frequency of mentions of each ESG matter.	Very high
Investors	Investor expectations and needs.	• SASB Real Estate sector standard • CSA 2023 questionnaire and weightings • Real estate sector questionnaire of the Mexican Association of Retirement Fund Managers in the Mexican Stock Exchange (AMAFORE-BMV) • GRESB Questionnaire • GRI Construction and Real Estate Sector supplement • Questionnaire from three banks that analyze Fibra Mty's sustainable performance	Frequency of mentions of each ESG topic, questionnaires and websites.	High

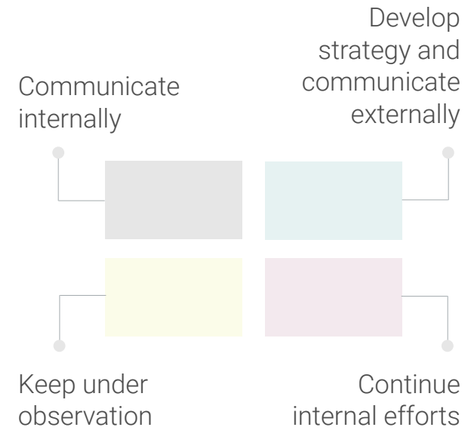
Group	Definition	Source of information	Analysis	Specific weight
Voluntary initiatives	Voluntary initiatives and agreements applicable to the Mexican and international real estate industry.	• Carbon Disclosure Project • Sustainable Development Goals • Global Compact • Principles for Responsible Investment • United Nations Environment Programme Finance Initiative	Number of initiatives and agreements on each ESG topic.	High
Regulators	Laws and regulations applicable to the real estate sector.	Mexican laws and regulations applicable to Fibra Mty.	Number of regulations on each topic. The algorithm gives greater weight to the latest regulations.	Medium
News media	Online news relevant to the sector. It represents ESG expectations and trends of society at large.	Online news about the real estate sector.	Number of articles on each environmental, social and governance topic.	Low

TOP PRIORITIES FOR FIBRA MTY

Group	Definition	Source of information	Analysis	Specific weight
Interviews with senior management	Prioritization of ESG topics by the management team and members of Fibra Mty's ESG Commission.	• E-mail survey.	The topics analyzed are prioritized for the environmental, social and governance dimensions. The results obtained are averaged.	Very high
Sustainability Report	Progress and strategic priorities for Fibra Mty in ESG matters.	• 2021 Sustainability Report.	Number of mentions of each ESG topic in the sustainability report.	High
Fibra Mty sustainability strategy	Progress and strategic priorities for Fibra Mty in ESG matters.	• AMEFIBRA IA2022 Questionnaires • Fibra Mty 2020 materiality report.	Frequency of mentions of each ESG topic.	Medium

FIBRA MTY MATERIALITY MATRIX





LIST OF MATERIAL TOPICS 2023

The material topics are the same as those reported in the 2022 Sustainability Report.

Critical topics			
No	**Topic**	**Dimension**	**Definition**
1.	Energy	Environmental	Comprehensive energy management in Fibra Mty's activities, including consumption monitoring, energy efficiency efforts, and analysis of related social and environmental impacts. Consider substitution of energy from fossil fuels with renewable options with lower climate impact.
2	Water	Environmental	Management and conservation of water resources to meet business and customer needs. It includes water consumption, its reduction efforts, water discharges, wastewater treatment and pollution from business operations that affect water quality and availability.
3	Business ethics	Governance	Guidelines or codes that dictate the culture and fair conduct of employees and all stakeholders. It includes training on the subject, regulatory compliance, actions to mitigate corruption risks and mechanisms that allow disclosure and communication of concerns. In the same way, regulatory compliance strategies are considered.
4	Corporate governance	Governance	Structure, composition, and management of corporate governance, considering the integration of ESG strategy into governance, as well as the evaluation practices of the governance bodies.
5	Talent management	Social	Practices for attraction, recruitment, retention and development of employees through training, performance appraisals, growth opportunities and career plans. Workforce management to improve efficiency and effectiveness.
Priority topics			
6	Climate change	Environmental	Management of physical and transition risks related to climate change, from the identification to the development of an adaptation, mitigation and resilience strategy.
7	Diversity and inclusion	Social	Efforts to promote an inclusive and diverse work culture, benefiting both employees and the organization itself. It includes hiring, the daily work environment and job opportunities for employees, eliminating any case of discrimination based on gender, race, sexual identity, religion, or age, among others. It includes initiatives and programmes to ensure equal pay and opportunities.

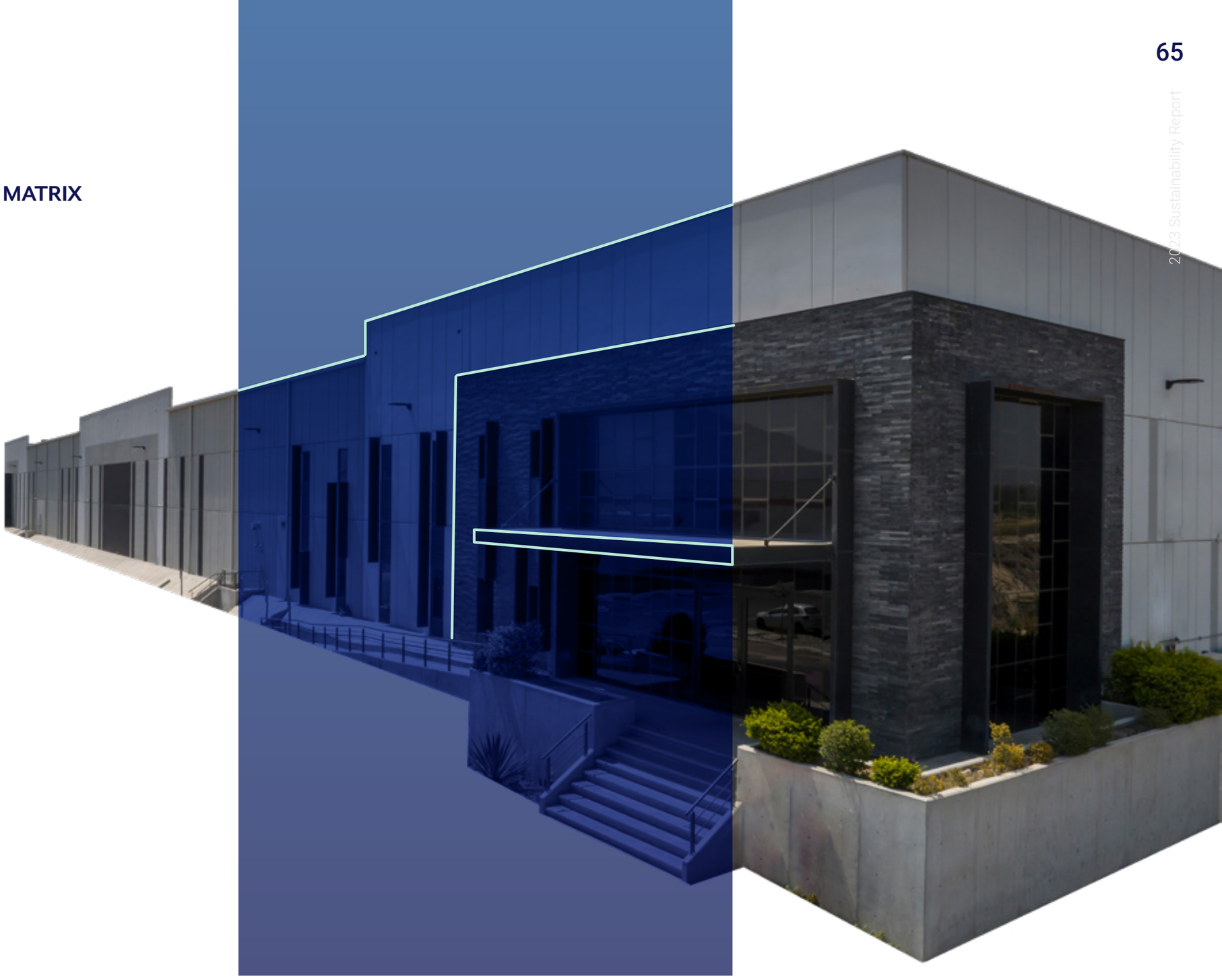
Priority topics			
No	**Topic**	**Dimension**	**Definition**
8	Transparency and accountability	Governance	Management of transparent and effective communication of the organization's performance towards the diverse stakeholders. The communication includes financial results, relevant decision-making, as well as information on environmental, social and corporate governance (ESG) indicators. To enable two-way communication, this topic also covers dialogue strategies with stakeholders.
9	GHG emissions	Environmental	Management and reduction of greenhouse gases (GHG) scope 1, 2 (derived from the purchase and consumption of energy) and 3 (from activities related to the business but emitted outside its control) greenhouse gases (GHG).
10	Community engagement	Social	Management of relations between companies and communities, taking into account participation mechanisms, contributions to the community, the promotion of local social, economic and cultural development, as well as the general positive or negative impact on local communities in social, environmental and/or economic matters. It also includes two-way communication and feedback channels with local communities.
Topics under observation			
11	Resilient business model	Governance	How companies respond and adapt to social, environmental, or political changes to develop their activities, grow and create value for shareholders and society in the long term.
12	Emergency preparedness and response	Governance	Risk identification and management, as well as the organization's response to the materialization of low-probability, high-impact risks.
13	Waste	Environmental	Processes and initiatives related to the reduction of waste generated by the organization, striving the implementation of circular economy strategies. For waste that cannot be reused, consider safe disposal practices. For the rest, it includes the implementation of actions that limit the amount of waste generated and those that reach final disposal, through the development of recovery strategies such as reuse and recycling.
14	Supply chain	Social	Policies, practices and objectives established to ensure responsible management of the supply chain, in both environmental and social matters. It includes methods for supplier selection, ESG performance evaluation, continuous monitoring, communication and the deployment of actions to support them to improve their ESG performance. In the same way, it covers strategies to prevent risks of shortages or disruptions by suppliers.
15	Sustainable leasing	Transverse	Company's ability to promote sustainable consumption and production patterns.

II. ANNUAL REVIEW OF THE MATERIALITY MATRIX

In years in which a complete materiality analysis is not carried out, and in accordance with the Management Review Procedure, the Assistant Director for Sustainability presents to the Sustainability Operating Committee an analysis of the changes in the context of the organization for its consideration, and if appropriate, update the materiality matrix considering, without limiting:

- Results of the annual tenant satisfaction surveys
- Results of annual labor climate surveys
- Reports received on the Ethics Whistleblower Hotline
- Results of external assessments
- Changes in applicable sustainability regulations

The results of this analysis are presented to the ESG Commission for consideration and, if required, updating of the list of material topics.



III. IMPACT ANALYSIS

The purpose of this analysis is to determine the probability that a material topic could financially affect the Trust, as well as the probability that Fibra Mty could cause a material impact outside the company.

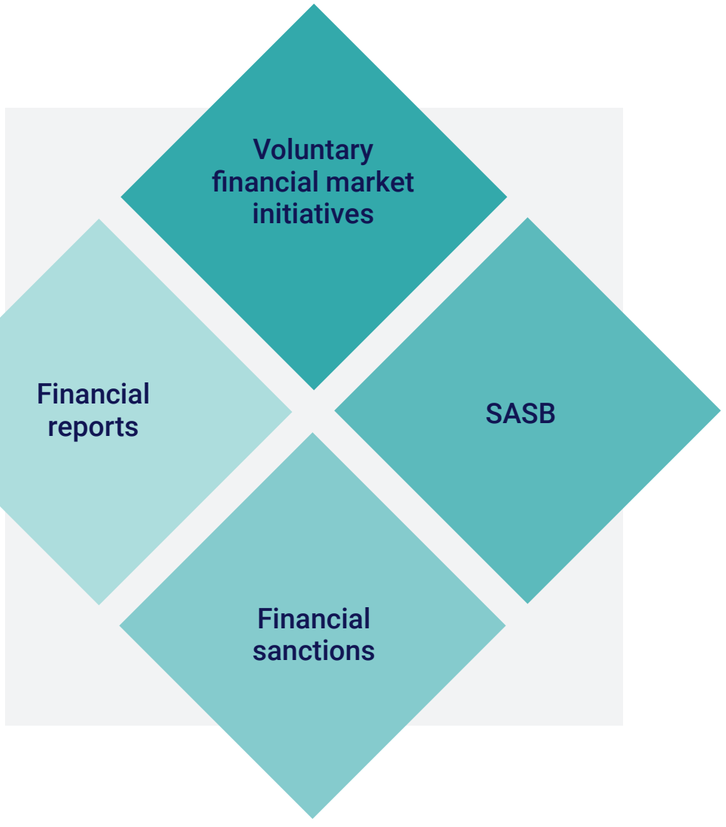
Inputs for impact variable

External impacts of the organization

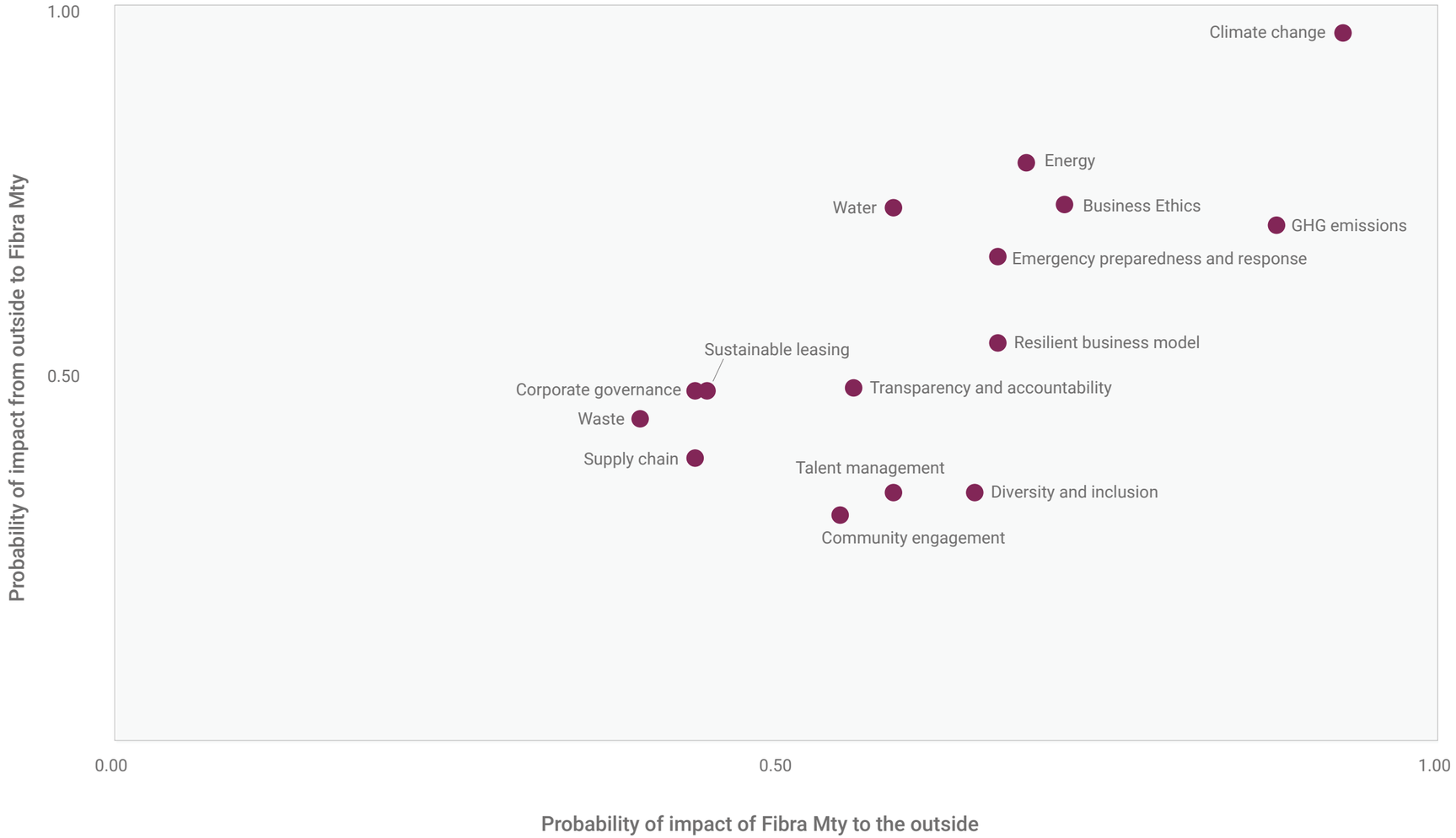


Inputs for financial variable

External impacts on the organization



DOUBLE MATERIALITY MATRIX



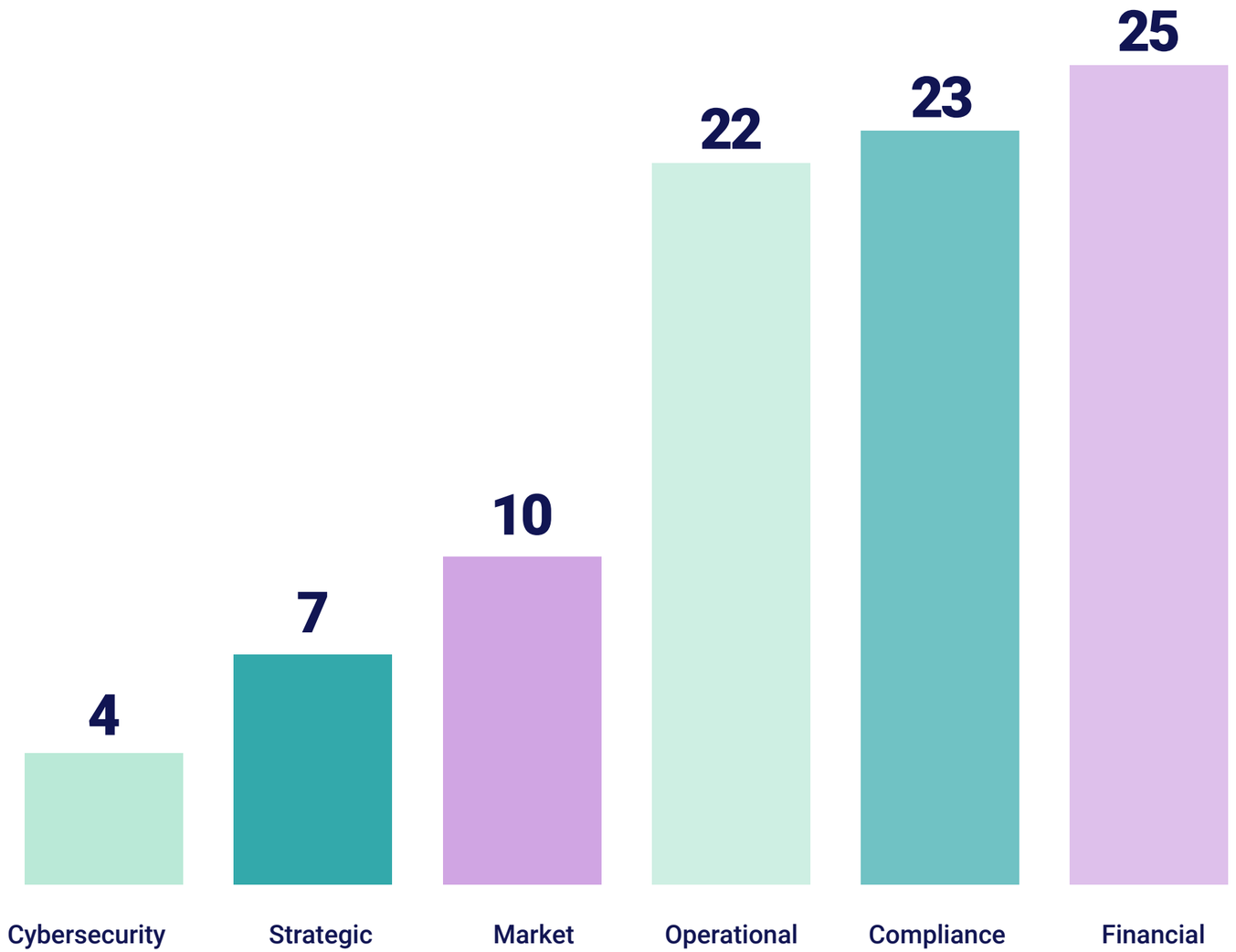
3.h

RISK AND OPPORTUNITY MANAGEMENT

Fibra Mty is exposed to operational risks and risks derived from the context in which it operates. Being aware of the risks to which the Trust is vulnerable is a strategic issue in a global and constantly changing environment.

The analysis of the Trust's complete business cycle processes, presented to the Audit Committee, identified 91 potential risks:





Financial

Referred to as those potential events that may entail the possibility of capital losses as the result of a financial transaction or an imbalance between certain assets and liabilities. Also refers to factors relating to the activity of the Trust itself and the market, and regardless of its financial situation, which may have a direct negative impact on the income statement.

For more information related to the administration and management of the Trust's risks, see the "Factores de Riesgo" section of our Annual Report, available at

https://www.fibramty.com/en/reportes

Compliance

Those that would arise because of non-compliance with laws, regulations or contracts in force. If confirmed, the organization could be sued and obliged to pay penalties or indemnities.



CLASSIFICATION OF POTENTIAL RISKS:

Cybersecurity

Those related to the potential financial loss, operational interruption or damage, due to the failure of digital technologies used for informative or operational functions, introduced to a system by electronic means without authorized access for the use, dissemination, interruption, modification or destruction of the systems. These risks are closely related to the concepts of cyber-threat and cyberattack.

Operational

Those that may be originated in the internal processes of the Trust and which, if they materialize, could cause losses from operating failures or inefficiency.

Strategic

Those that could derive from improper decision-making or a failure to respond to external changes in the company.

Market

With the potential to directly affect the value of the Trust, they could reduce the equity and affect the financial situation, as well as damage the external image in the market.

In compliance with the Strategic Sustainability Plan, in 2024 Fibra Mty will complete the design of its internal processes to identify, assess, respond to, monitor and report environmental, social and governance risks.

3.i

BUSINESS ETHICS



At Fibra MTY, we are convinced that acting with an ethical culture allows the company to make decisions that add value to the regions where we are present and outlines our characteristic seal of honesty and integrity.

Fibra Mty's Code of Ethics is the framework for applying the values that characterize us and integrates the bases that inspire our daily way of acting inside and outside of the company, establishing guidelines on:

1. Fibra Mty culture:
- mission
- vision
- values

2. Human team:
- talent development, nondiscrimination, and the prohibition of consumption of illegal substances, harassment, intimidation, and child labor.
- diversity
- employee profile

3. Workplace, Assets, Information Handling and Ethical Dilemmas:
- occupational health and safety
- use of company assets
- internal and external communication
- confidential information
- ethical dilemmas

4. Communities and environment:
- social responsibility
- environment
- community
- donations

5. Relations with Others:
- culture of legality
- anticorruption and antibribery
- money laundering
- relations with clients, suppliers and peers
- relations with authorities
- conflicts of interest

6. Assignment of responsibilities:
- technical committee
- senior management
- employees
- human resources
- Ethics Committee

7. Whistleblowing mechanism and sanctions

100% OF OUR EMPLOYEES
have formalized their adherence to the Code of Ethics.

Fibra Mty Code of Ethics is available at:

https://www.fibramty.com/en/sustentabilidad#politicas-lineamientos

ETHICS COMMITTEE

The mission of the Ethics Committee is to oversee that Fibra Mty activities are carried out in accordance with the Code of Ethics, while promoting the ethical principles and values of the organization among employees.

The decisions made by the Ethics Committee impact and influence all levels of the organization and create a transparent guide on how it acts with its diverse stakeholders.

The Ethics Committee is composed by three members, appointed by the CEO:

- Verónica Barajas Treviño. - Comptroller (chairwoman)
- Eduardo Elizondo Santos. – General Counsel (secretary)
- Víctor Treviño Herrera. – Director of Treasury, IT and IR (member)

The main duties of the committee are, among others:

- Define, review and keep updated the standards, policies and ethical rules of the organization and its procedures
- Prepare and approve the ethical compliance plan.
- Determine whether any conduct contrary to corporate ethics has been incurred.
- Act as a consultative body to address concerns about ethical conduct by employees.
- Develop and keep up to date the sanctions matrix, approved by the CEO.
- Ensure the resource allocation (human, material and financial) to guarantee the effectiveness of the Ethical Management System.
- Give recommendations to the CEO on suggestions, initiatives, and proposals for improvement.
- Appoint the administrator of the whistleblowing mechanism and complaints investigators.

GRI 2-26 / 413-1

WHISTLEBLOWING MECHANISM

When any person or organization carries out actions that go against or violate our values, principles, guidelines or policies, any person who has interest in Fibra Mty may bring these to our attention through the website **https://fibramty.confialo.com/** which is available 24 hours a day, 365 days a year, or by phone at 800-04-ETICA (38422).

The ethical whistleblowing hotline is operated by EthicsGlobal, an independent external firm engaged by Fibra Mty to ensure impartial, expert management that provides certainty about compliance and work ethics, in addition to:

- Prevent potential conflicts of interest
- Guarantee confidentiality and anonymity in the reception of concerns
- Ensure the right attention and treatment of complaints
- Protect users from retaliation, giving security to raise their voices against unethical and harmful actions

Concerns can be reported anonymously, if the concerned so wishes.

All concerns received are reported to the Fibra Mty Ethics Committee, which conducts an in-depth investigation of the incident, checking and evaluating the evidence and information available to determine the causes, nature, and circumstances of the incident and, determine the corresponding sanctions.

The details of the investigation of the concern are handled with strict confidentiality.

IN 2023,
zero violations of the Code of Ethics were reported

GRI 205-3

FIGHT AGAINST CORRUPTION AND BRIBERY

Fibra Mty has a zero-tolerance for any conduct involving corruption, bribery or fraud in any form.

The Anti-Corruption and Anti-Bribery Policy establishes the principles under which we ensure compliance with the applicable anti-corruption and anti-bribery laws and regulations in all our activities, setting out seven general principles:

1. Bribery or any other conduct or practice that implies corruption is strictly prohibited.
2. Third parties contracted by Fibra Mty or with whom it interacts for the accomplishment of its purposes must comply with this Policy.
3. Facilitation payments and kickbacks are prohibited.
4. All Fibra Mty transactions and business must be transparent.
5. Accurate books and records must be kept in accordance with Fibra Mty's accounting policies and applicable regulations.
6. Promotional and entertainment activities must be reasonable and related to the company's activity and business.
7. Any conduct that does not comply with this Policy must be reported.

The Anti-Corruption and Anti-Bribery Policy has been communicated to 100% of our employees and it is available at

https://www.fibramty.com/en/sustentabilidad#politicas-lineamientos

IN 2023, ZERO INCIDENTS

of corruption, bribery, money laundering, insider trading or fraud were reported, and hence no employee was dismissed on these grounds.



3.j

SUPPLY CHAIN

At Fibra Mty, we are convinced that deploying our commitment to sustainability to include our value chain, in a collaborative approach, strengthens practices on both sides.

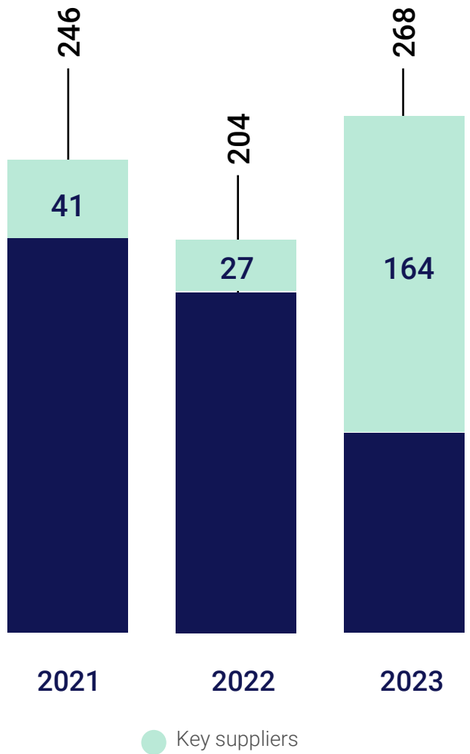
Considering the purchase amount, importance and impact of each supplier in our processes, we have identified key suppliers whose products or services are incorporated into our assets and their operation, as well as those who provide services directly to tenants on behalf of Fibra Mty.

Key Fibra Mty Suppliers

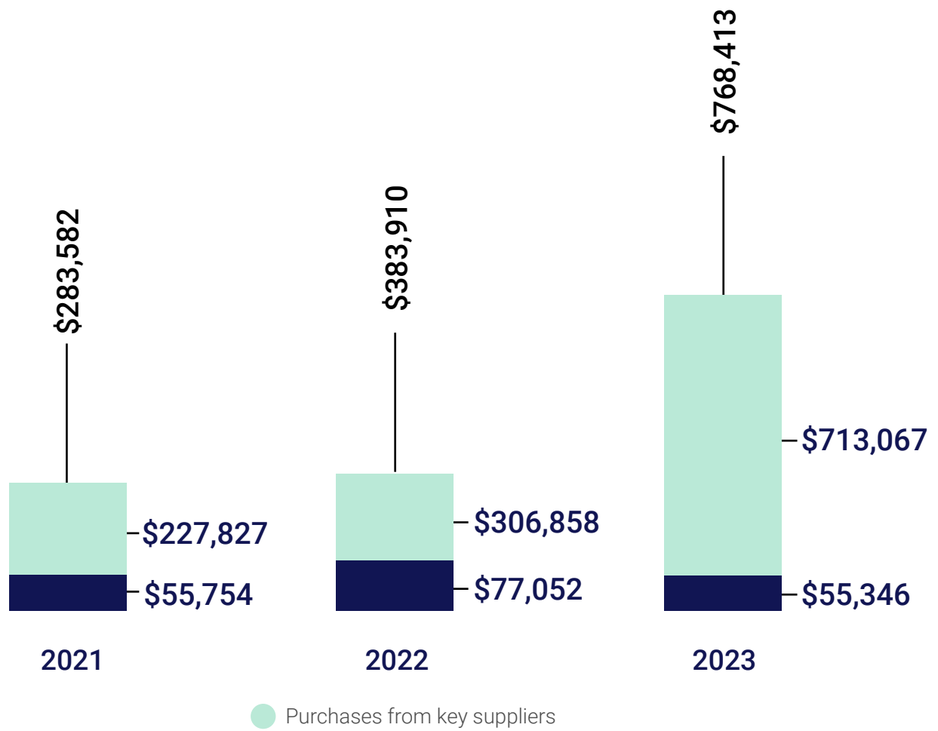
For real estate operations:	• Property managers • Industrial parks managers • Building contractors • Insurance companies • Commissioners • Public services • Maintenance, equipment, and facilities
For real estate acquisition/ selling of:	• Appraisers • Real estate brokers • Insurance companies • Market research agencies • Law firms specialized in urban development • Architectural Firms • Consultants and firms to carry out Due Diligence studies and inspections (technical, environmental, financial, legal) • Notaries • Assets valuation platform provider.
Consulting and formalities:	• Law firms • Audit firms • Notaries • Consultants
Trust services:	• Banco Invex, S.A., Institución de Banca Múltiple Invex Grupo Financiero, Fiduciario



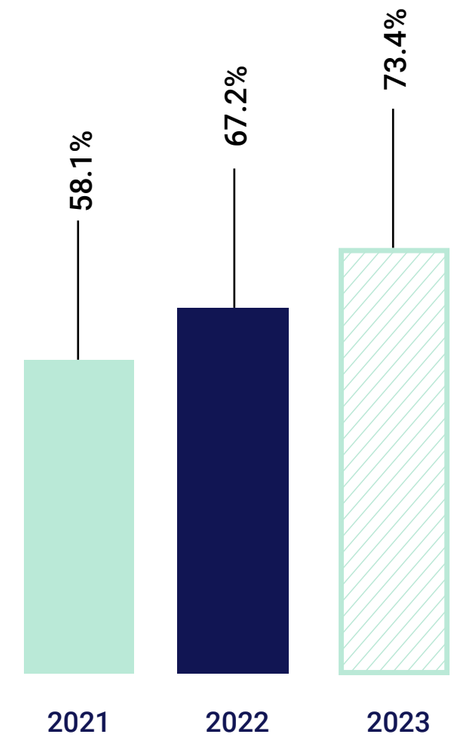
Number of suppliers[1]



Purchases from suppliers[1] (thousands of MXN)



Percentage of purchase from local suppliers



[1] Suppliers with whom Fibra Mty carried out commercial transactions in the period.

Note: Because of the acquisition of the Zeus portfolio and the expansions in five properties (Filios SUPSA, Huasteco Fagor, Danfoss, Aguascalientes FINSA 03, and Santiago), the number of suppliers with which the company had commercial activity increased from 204 in 2022 to 268 suppliers in 2023, increasing the amount of purchases from MXN383,909,849 in 2022 to MXN768,412,561 in 2023, out of which 46% was paid to construction contractors.

GRI 2-23

SUPPLIER CODE OF CONDUCT

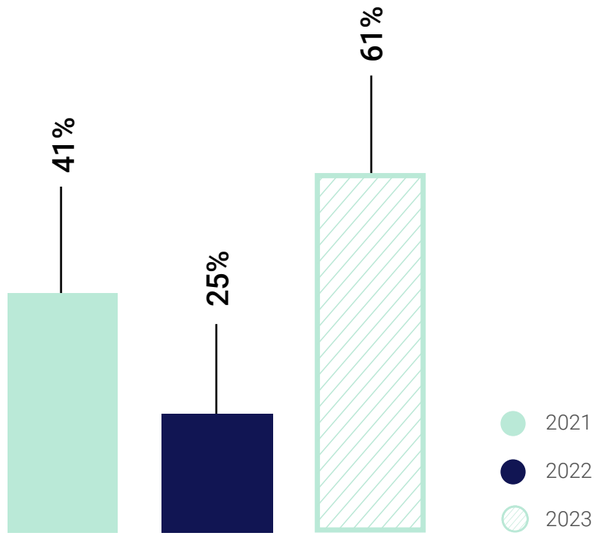
The Supplier Code of Conduct establishes the basic rules and ethical standards that guide the actions and behavior of suppliers with whom Fibra Mty establishes commercial or business relations, inviting them to commit to:

- regulatory compliance
- labor practices
- human rights,
- the environment
- subcontracting and value chain
- fight against corruption and bribery
- conflicts of interest
- handling of confidential information

The Supplier Code of Conduct is available at:

https://www.fibramty.com/en/sustentabilidad#politicas-lineamientos

Purchases from signatories of the Supplier Code of Conduct[1]



[1] Suppliers with whom Fibra Mty carried out commercial transactions in the period. Percentage calculated based on purchase amount.





3.k

CYBERSECURITY, INFORMATION PRIVACY AND BUSINESS CONTINUITY



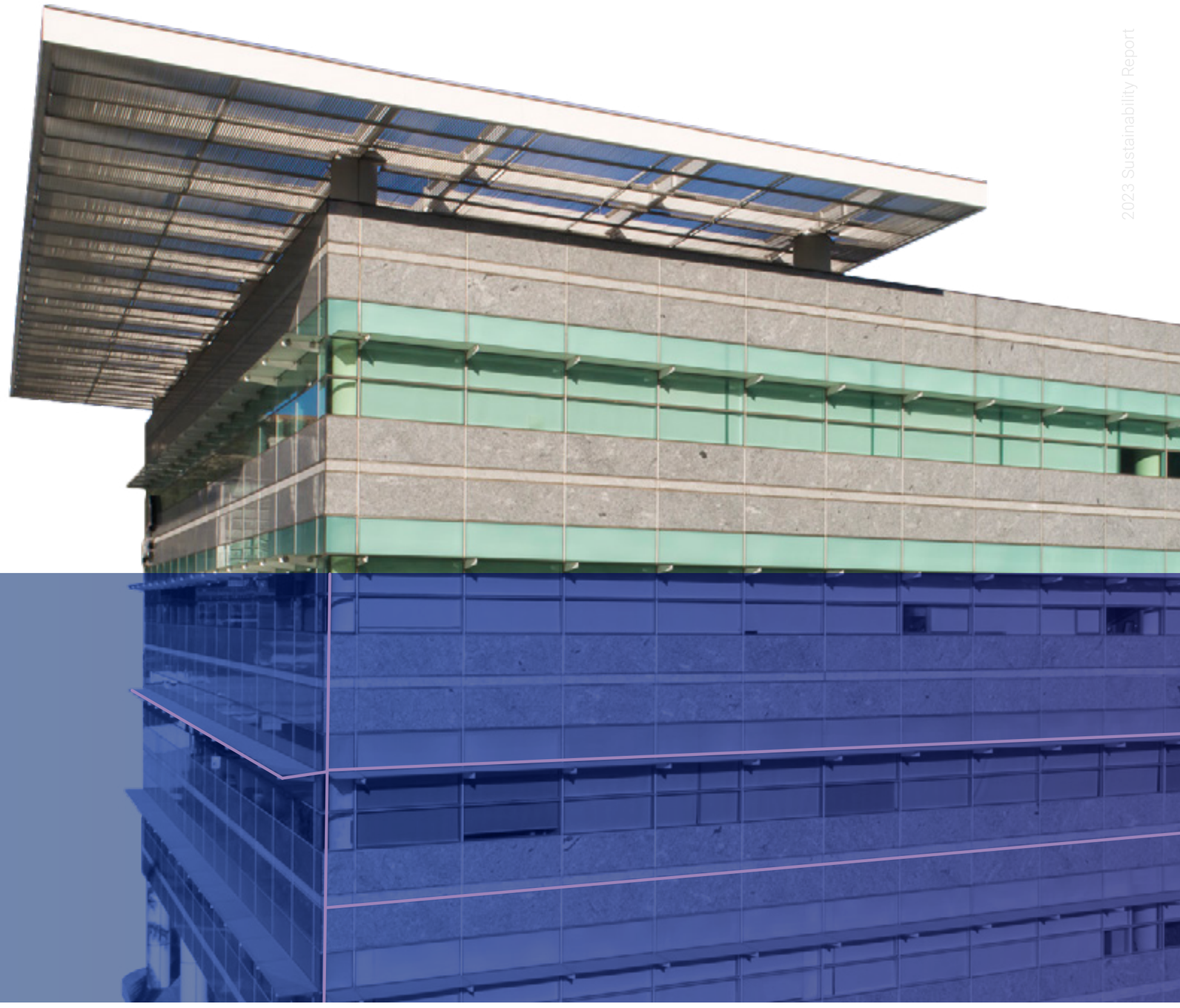
The Fibra Mty Information Security, Privacy and Business Continuity Policy establishes the mechanisms for systematically identify threats and protecting the Trust's information, assuming responsibility for its integrity, reliability and availability, whilst mitigating the impact of any potential incident on our assets.

The Director of Treasury, IT and IR is responsible for ensuring the effective implementation and continual maintenance of the information security and privacy management system based on ISO 27001 and ISO 27701 standards, managing the necessary resources, coordinating the operation and reporting on its performance to senior management.

At least once a year, the IT Innovation and Projects Manager, engages an external cybersecurity expert to execute drill and vulnerability tests on the IT infrastructure in order to assess Fibra Mty's exposure to potential cyberattacks.

During the assessment conducted in 2023, minor information security weaknesses were identified that were remedied to mitigate risks. It was not necessary to acquire new technologies to implement the necessary remediations, given the safety practices and control processes previously implemented.

FOR THE THIRD CONSECUTIVE YEAR, IN 2023 there were ZERO cases of breaches, theft or loss of customer data. There were also no complaints regarding violations of customer privacy received from third parties and substantiated by the organization, nor from regulatory authorities.



04

ECONOMIC DIMENSION

GRI [Resilient business model]: 3-3

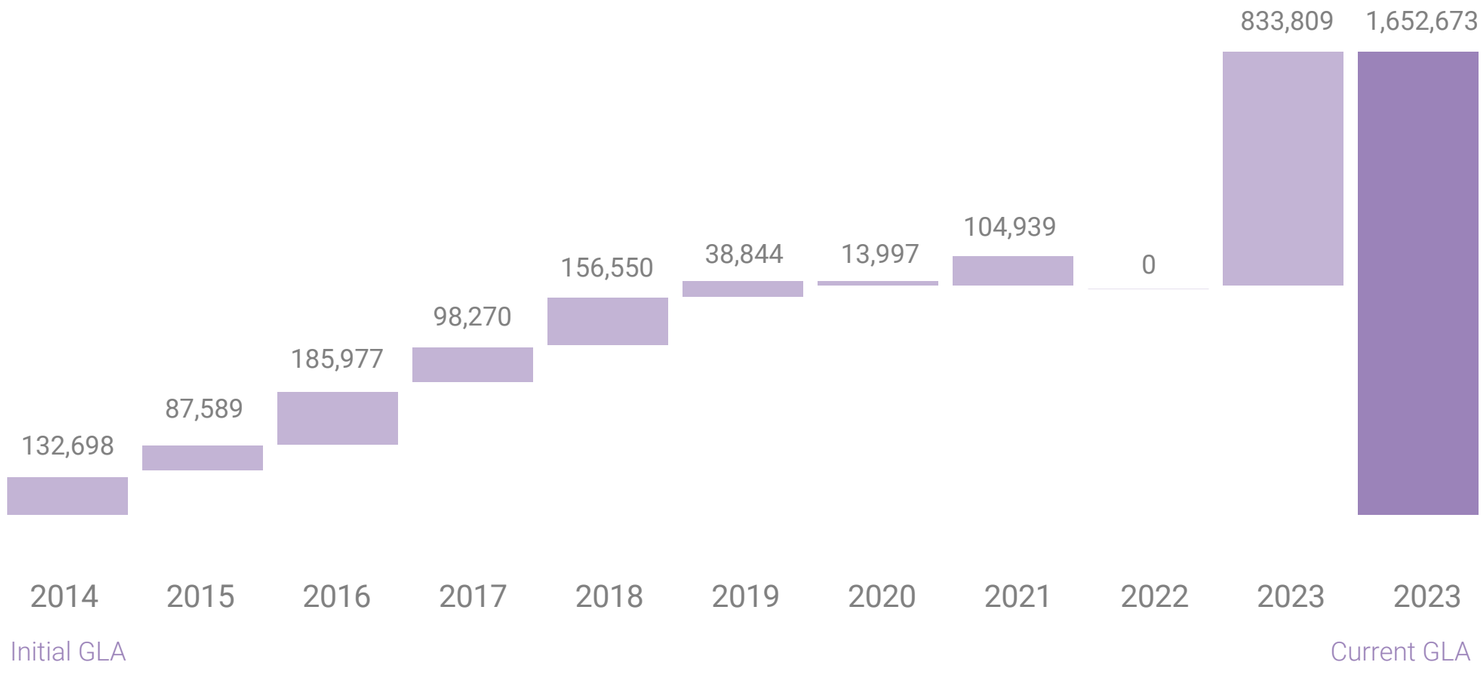
4.a

ECONOMIC PERFORMANCE

8 DECENT WORK AND ECONOMIC GROWTH

Fibra Mty's performance contributes positively to the economic fulfillment of its stakeholders and to the local and national environments to which it is connected.

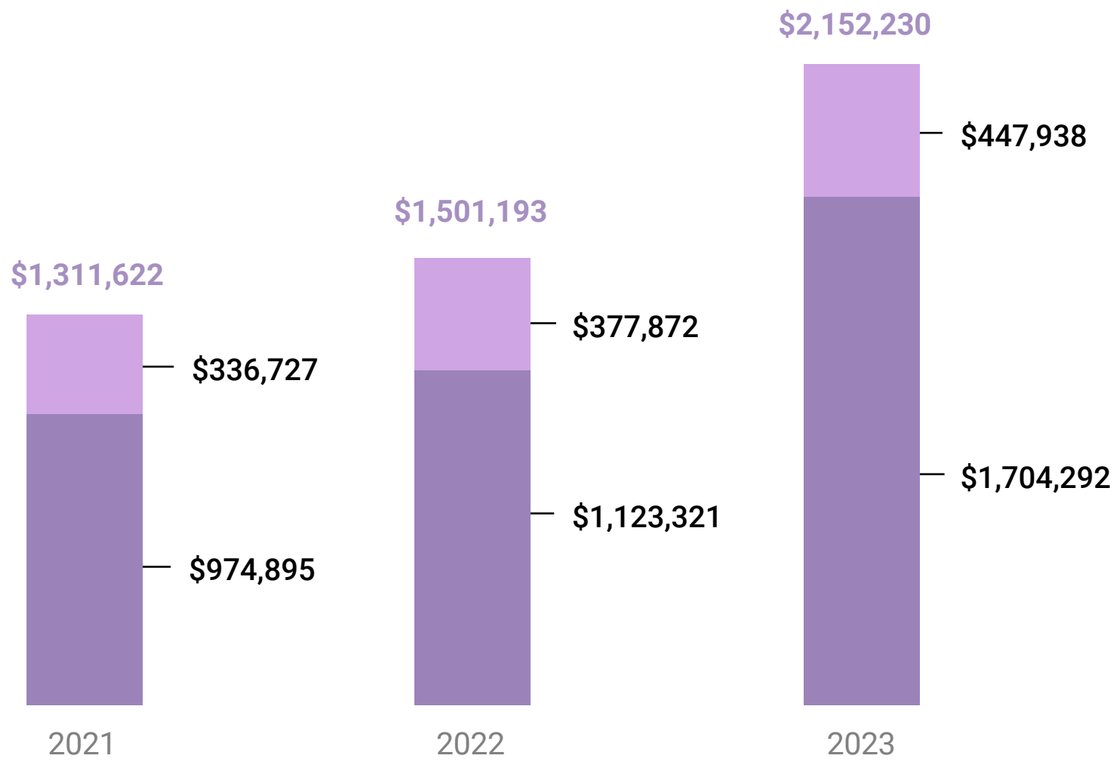
Gross Leasable Area (m^2)
Increases due to acquisitions and expansions





Fibra Mty's solid financial position reflects the confidence from our clients identifying us as a sustainable company with a healthy system of operation transcending in the economic wellbeing of individuals and societies, its employees and families, suppliers and investors.

Direct Economic Value Generated and Distributed (figures in thousands MXN)



XXX Economic value generated

- Economic value retained
- Economic value distributed



Figures in thousands MXN	2021	2022	2023
Net operating Income (NOI)	1,180,286	1,325,424	1,947,452
Total capitalization	**18,148,962**	**21,703,187**	**28,496,407**
Debt [1]	5,576,338	5,254,817	7,718,375
Equity	12,572,624	16,448,370	20,778,032
Direct Economic Value Generated and Distributed (EVG&D)			
Economic value generated (revenues)	1,311,622	1,501,193	2,152,230
Economic value distributed	336,727	377,872	447,938
Operating costs	131,336	175,769	204,778
Maintenance expense	3,330	10,886	-
Employee wages and benefits[2]	83,393	95,672	106,370
Trust services and general expenditures	48,066	49,906	70,769
Payments to capital suppliers	65,623	41,993	57,556
Payments to government (accrued income tax)	2,908	1,646	6,294
Gross tax rate	30%	30%	30%
Taxes incurred and deferred	2,684	1,913	7,109
Community investments	2,071	2,000	2,171
Economic value retained	974,895	1,123,321	1,704,292

[1] Total debt and interest payable.

[2] Excludes the executive remuneration plan based on CBFIs, which does not represent a reduction in economic value generated. The impact of this plan is a dilution of cash distribution per CBFI.



4.b

RESPONSIBLE INVESTMENT

PRINCIPLES FOR RESPONSIBLE INVESTMENT

As of December 7, 2022, Fibra Mty is a signatory of the Principles for Responsible Investment promoted by the United Nations.

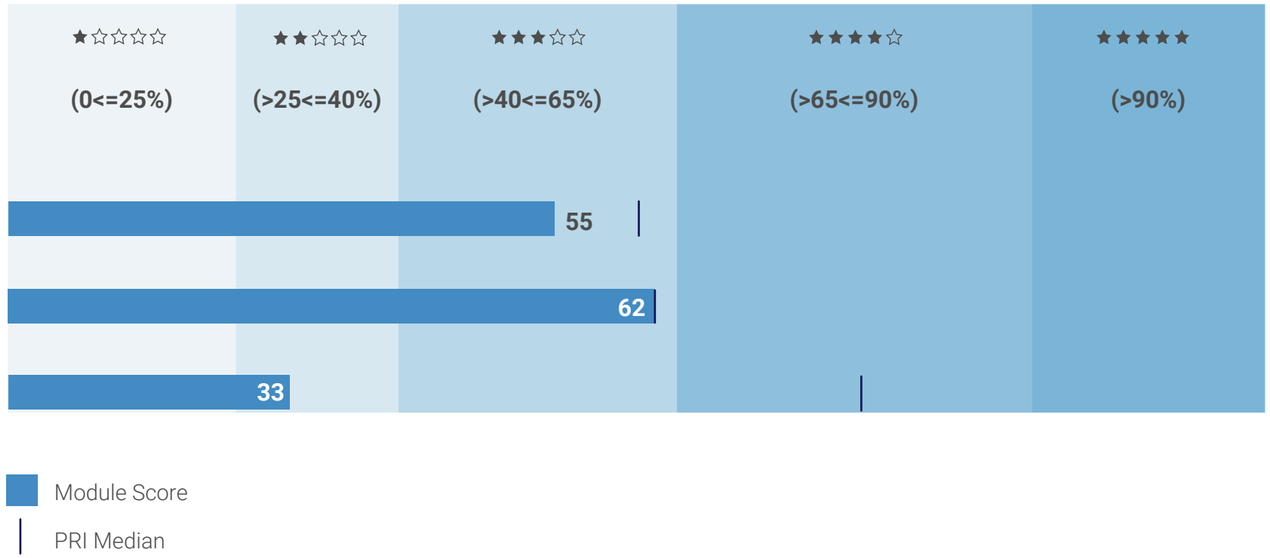
The Principles for Responsible Investment were developed by an international group of institutional investors reflecting the increasing relevance of environmental, social and corporate governance issues to investment practices. The process was convened by the United Nations Secretary-General.

Responding to the commitment to report on activities and progress in the implementation of the Principles, Fibra Mty submitted its first annual responsible investment report to the PRI in 2023, obtaining the ratings shown as follow:

Signatory of:

PRI Principles for Responsible Investment

Module score	Star score	AUM coverage
Policy Governance and Strategy	★★★☆☆	
Direct – Real estate	★★★☆☆	>50%
Confidence building measures	★★☆☆☆	



The PRI's high-level assessment methodology for the module ratings can be found at

https://www.unpri.org/reporting-and-assessment/how-investors-are-assessed-on-their-reporting/3066.article?adredir=1

In the coming reporting periods, we will strengthen our performance by implementing improvement actions in the areas of opportunity detected, including:

- Public disclosure of climate-related information in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).
- Development of processes to identify, assess and manage climate-related risks.
- Incorporation of ESG factors in the selection of real estate investments.

GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK

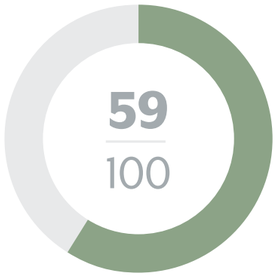
GRESB

★ ☆ ☆ ☆ ☆ 2023

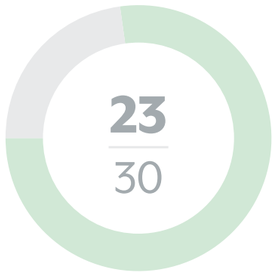
The 2023 edition of the Global Real Estate Sustainability Benchmark (GRESB) awarded Fibra Mty the Green Star level for having obtained an overall rating of more than 50 points in its first year of participation.

Fibra Mty obtained a total GRESB score of 59 points, placing it in the top quartile of scores, compared to its peers with diversified real estate portfolios Office/ Industrial in the Americas region, and which have a similar total gross asset value at year-end 2022.

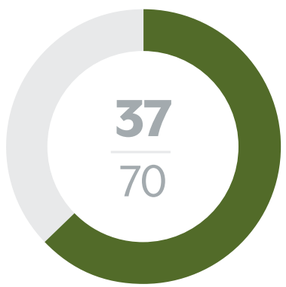
DIMENSION BREAKDOWN



GRESB Score		Green Star	
GRESB Average	75	Peer Average	54

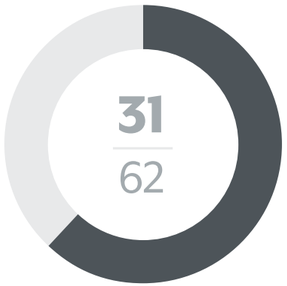


Management Score			
GRESB Average	27	Benchmark Average	27



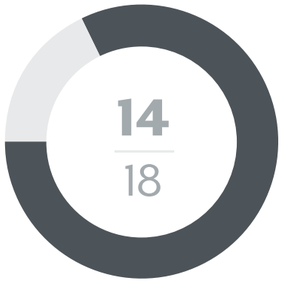
Performance Score			
GRESB Average	48	Benchmark Average	32

ESG BREAKDOWN



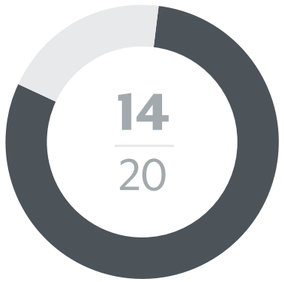
Environmental

GRESB Average **41** Benchmark Average **28**



Social

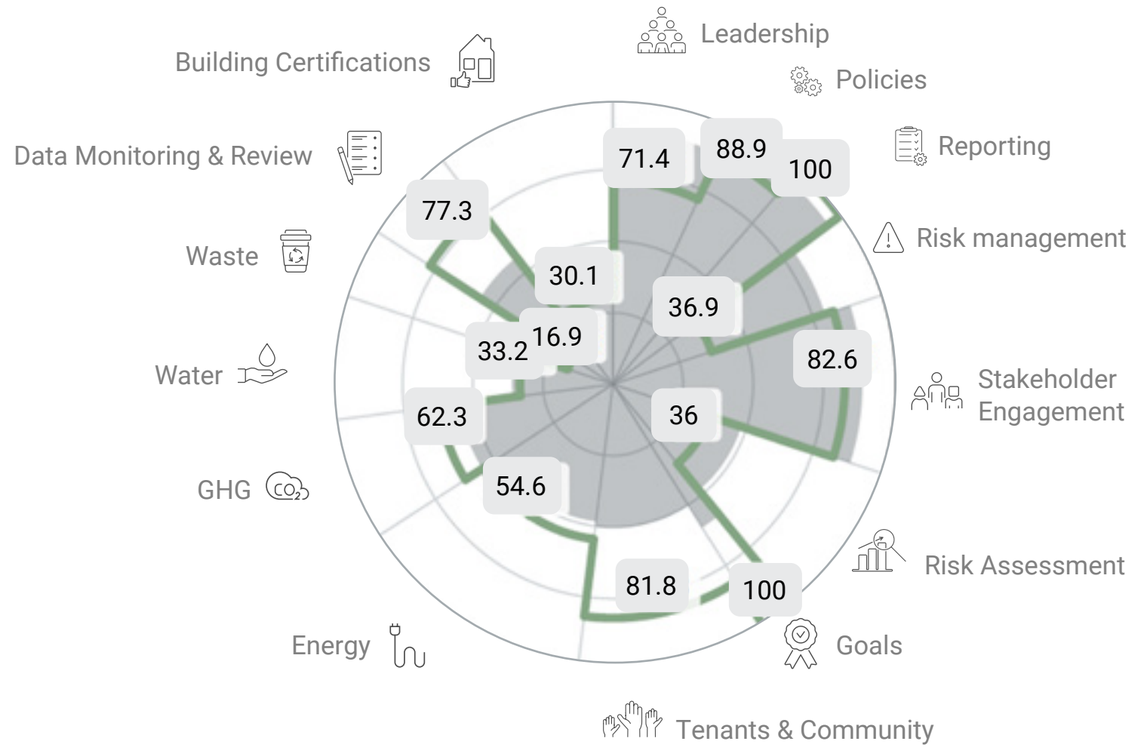
GRESB Average **16** Benchmark Average **12**



Governance

GRESB Average **18** Benchmark Average **14**

ASPECT, STRENGTHS & OPPORTUNITIES



The opportunities for improvement that we will address in the coming reporting periods are those related to:
- Develop procedures for risk assessment and management.
- Increase the number of environmental performance certifications for our properties.

4.c

FINANCIAL INCLUSION

10 REDUCED INEQUALITIES

Fibra Mty has a continual financial education program through social networks where it posts information related to operational and economic indicators of the Trust, as well as training videos related to financial analysis.

In addition, it actively participates in different media such as forums, seminars and podcasts, aimed at the investing public, with the purpose of disseminating the operation of the FIBRAs (Mexican REITs for its acronym in Spanish) and providing tools for investment decision making.

As of December 31, 2023, Fibra Mty has a presence in the following platforms:

Number of Followers	5,752
Number of reached people	49,793
Average engagement	5.6%

Number of Followers	7,927
Number of reached people	83,049
Average engagement	10.0%

Number of Followers	2,250
Number of reached people	7,875
Average engagement	10.0%

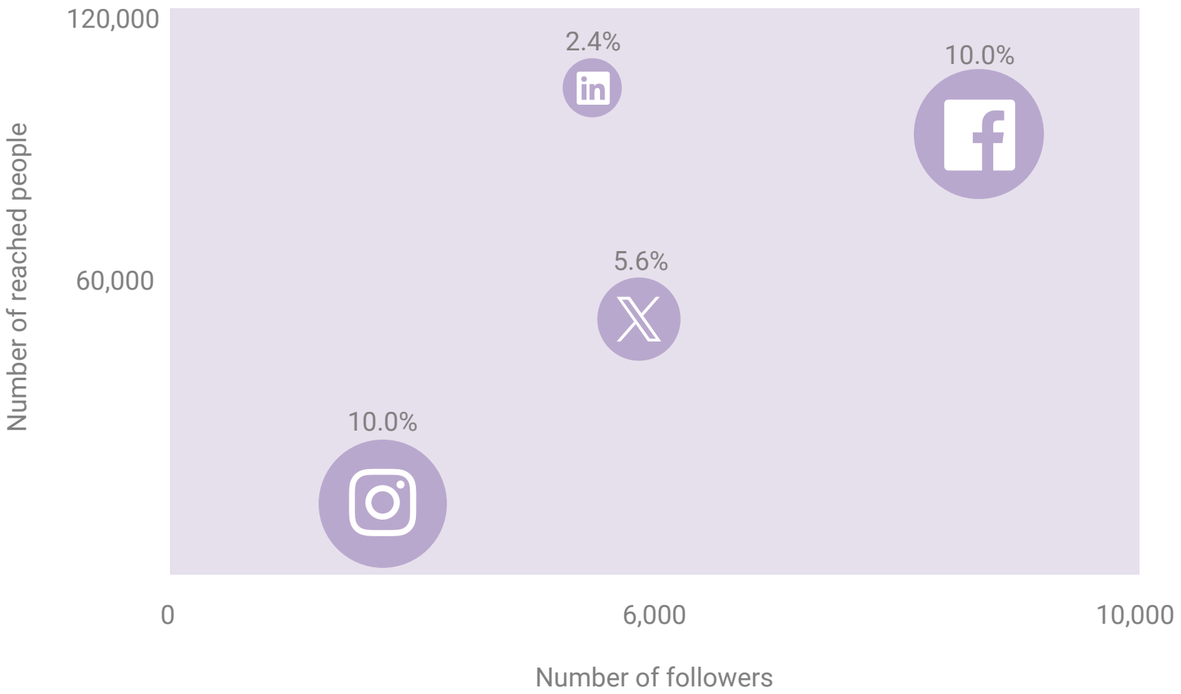
Number of Followers	5,428
Number of reached people	98,686
Average engagement	2.4%

Number of Followers	490
Number of reached people	-(1)
Average engagement	-(1)

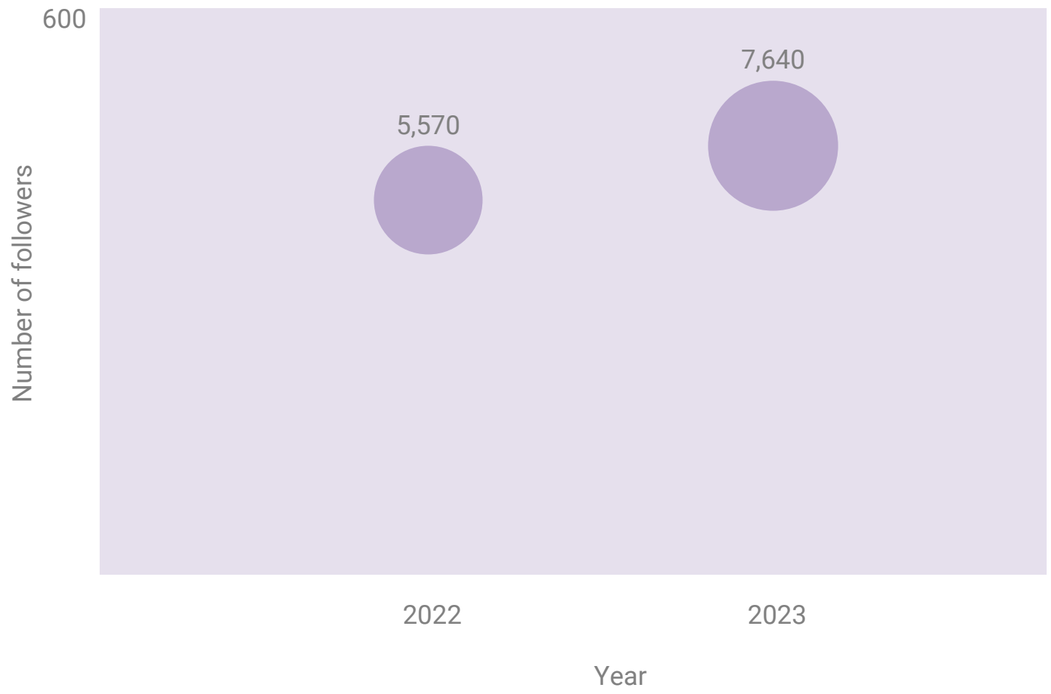


(1) Fibra Mty has posted 36 financial education videos that together total 7,640 views as of the issue date of this report, an average of 212 views per video.

Average engagement in social networks



Impact of Fibra Mty financial education program (accumulated number of views to videos in Youtube)



4.d

INNOVATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

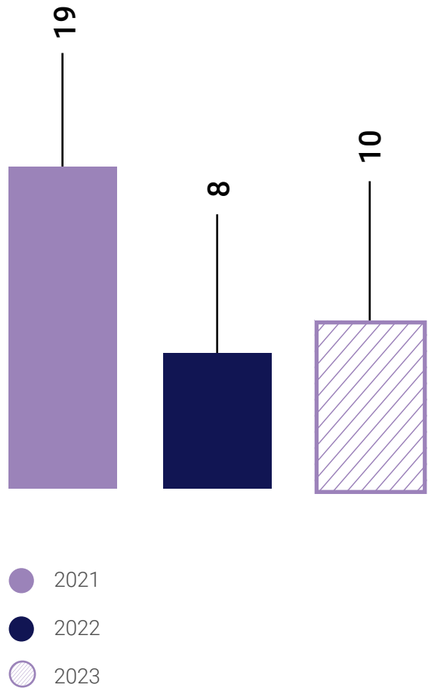
Fibra Mty enhances the value proposition to its stakeholders through innovation in services and processes, focusing its efforts on continuous improvement:

- Customers and users experience in a digital platform
- Big Data collection to better understand our users and visitors
- Internet of Things applications to develop smart buildings
- Sustainability, collection, integration, and analysis of ESG data of our properties

The IT Projects and Innovation Manager is responsible to ensure the five elements of Fibra Mty's digital transformation:

a) Processes and innovation: Create value for our business by improving processes that allow us to be more competitive.
b) Technology: Facilitate technological tools to improve employee collaboration and efficiency.
c) Data Analytics: Make effective decisions to create value based on business intelligence.
d) Culture: Establish cross functional objectives to foster a collaborative culture.
e) Commitment: Ensure project success by building an efficient and effective team.

Number of innovation projects implemented



2023 Innovation projects

Acquisitions	• Fibra Mty Scorecard
Comptroller	• Digital workflow for employee enrollment • Optimization for investment properties • Digitization of company fixed assets
Legal	• Digitized workflow for requesting legal documents
Operations	• Digitized flow for materials and tenant management
IT Systems	• Integration for meeting room reservation
Treasury/ IR	• Automation with RPA of the Financial Position process • Automation of Manual Policies

05

SOCIAL DIMENSION



Fibra Mty operates within a framework of social responsibility and good corporate citizenship, generating positive social dynamics among our stakeholders.

5.a

HUMAN RIGHTS



Support and respect internationally proclaimed fundamental human rights and avoid being complicit in their violation, respect diversity and promote equal opportunities are commitments immersed in Fibra Mty's Sustainability Policy.

The Human Rights Policy establishes Fibra Mty's commitment to respect internationally proclaimed fundamental human rights such as:

- No discriminación.
- Right to non-discrimination
- Right to work
- Right to freedom of association and collective bargaining
- Child labor avoidance
- Right to fair compensation

The Human Rights Policy has been communicated to 100% of our employees and it is available at the following link:

https://www.fibramty.com/en/sustentabilidad#politicas-lineamientos

DURING 2023, ZERO INCIDENTS OF DISCRIMINATION based on age, gender, race, ethnicity, beliefs, religion, nationality, disability, origin, sexual orientation, gender identity or expression were reported, nor any incidents relating to corruption or violation of the rights of indigenous people.

5.b

STAKEHOLDER ENGAGEMENT



In order to identify actual and potential impacts, as well as determine responses to prevent and mitigate negative impacts, Fibra Mty identifies relevant stakeholders considering their:

- potential influence or impact on the organization's performance or decisions.
- potential to create risks and opportunities.
- possible influence or impact on the market.
- possibility of affecting the organization through their decisions or activities.

To make stakeholder engagement beneficial, we strive to foster a good-faith, responsive and continuous two-way communication, involving relevant stakeholders before making decisions.



Interest Group	Description	Channels of communication	Frequency
Employees	Employees of Administrador Fibra Mty	Fibra Mty SharePoint Internal bulletins Webpage and social media Direct communication with top management Human Resources Department Whistleblowing line	Ongoing
		Performance to objectives evaluation	Quarterly
		Working environment survey 360° Evaluation	Annual
		Fibradas	Annual / by area
Stock Market	Regulatory Institutions, Stock Exchanges, Governance Bodies, Finance Analysts and Consultants	Direct communication and one-on-one meetings with top management Webpage Investor Relations Area Newsletters Material events E-mail	Ongoing
		Quarterly reports Conference calls	Quarterly
		Annual Report	Annual
		Roadshows	With each placement of securities
Investors	Current or potential holders of Fibra Mty Real-Estate Trust Certificates (CBFIs)	Direct communication and one-on-one meetings with top management Webpage Investor Relations Area Newsletters Material events E-mail	Ongoing
		Quarterly reports Conference calls	Quarterly
		CBFI Holders' Meeting	At least once a year
		Annual Report	Annual
		Roadshows	With each placement of securities

Interest Group	Description	Channels of communication	Frequency
Banks	Institutions engaged in attracting financing and extending loans in the economic and financial market	Direct communication and one-on-one meetings with top management Treasury Department Webpage E-mail	Ongoing
		Conference calls	Quarterly
Suppliers	Companies that provide products and services to Fibra Mty for the acquisition, maintenance, and operation of properties	E-mail Bulletins Whistleblowing Line	Ongoing
Customers	Tenants	E-mail Onsite information displays Operations Department *"Mi Espacio"* website Webpage Whistleblowing Line	Ongoing
		Customer Satisfaction surveys	Annual
Property Managers	Companies that support us in property operations	E-mail *"Mi Espacio"* website Fracttal website Portal Kiss Flow Operations Department One-on-one meetings	Ongoing
Government	Authorities at three levels of government: federal, state, and municipal	Legal Department Comptroller's Office	Ongoing
Local Communities	Neighbors, companies, and the community at large	Webpage E-mail	Ongoing
Non-governmental Organizations	Especially those that support social and environmental development for communities	E-mail Webpage	Ongoing

Fibra Mty has various mechanisms to maintain fluid communications between the corporate governance bodies and stakeholders.

Communication with the various committees is coordinated by the Secretary of the Technical Committee. Technical Committee meetings are held, as required by the Trust, at least four times a year

Communication with stakeholders is done through quarterly and annual reports to the Mexican Stock Exchange (*Bolsa Mexicana de Valores BMV*) and the National Banking and Securities Commission (*Comisión Nacional Bancaria y de Valores*), which are published at Fibra Mty's website **https://www.fibramty.com/en/reportes**, and are accompanied by conference call after the publication of such results.

Additionally, in order to keep all stakeholders informed between reports, Fibra Mty publishes relevant events whenever they occur. The Investor Relations area is responsible for coordinating these linkages, as well as attending to and channeling requests for information from interested parties.

As an additional effort to reach as many people as possible with an interest in the Trust, we also hold corporate events, interviews or contributions with different media and frequent publications in social networks.



MANAGEMENT OF ESG REQUESTS, CONTROVERSIES AND SUGGESTIONS

Identify opportunities for improvement indicated in stakeholder feedback promotes performance continuous improvement and increases the satisfaction and well-being of our stakeholders.

The processes established by Fibra Mty to manage stakeholder feedback on environmental, social and governance matters, include the resolution of:

- Requests for information or resources
- Tenant complaints about the product or service
- Complaints about negative impacts of operations
- Suggestions for performance Improvement
- Ethical or penal concerns
- Congratulations on positive impacts from operations

Approach to managing requests, controversies, and suggestions in ESG matters

	Requests, Complaints, Congratulations, Suggestions		Tenant Complaints	Concerns	
	External	Internal		Ethical	Penal
Reception channel	sustentabilidad@fibramty.com	*¡Exprésate!* Platform [1]	*Mi Portal* Platform	Fibra Mty's ethical whistleblowing hotline (confialo.com)[1]	Legal Department
Responsible	Assistant Director for Sustainability	Human Capital Manager	Property Manager	Ethics Committee	Legal Manager

[1] Platform managed by an independent third party.



5.c

LABOR PRACTICES



To ensure compliance with business objectives, Fibra Mty's human capital has the required individual and group skills.

All Fibra Mty employees, men and women, have a full-time permanent employment contract. All work at the corporate headquarters located in Monterrey, Nuevo León.

4.16 years

AVERAGE EMPLOYEE TENURE

We are committed to labor rights, we support fair treatment practices, diversity, equal pay, and freedom of association and collective bargaining. We reject forced labor, child labor and eliminate any form of discrimination.

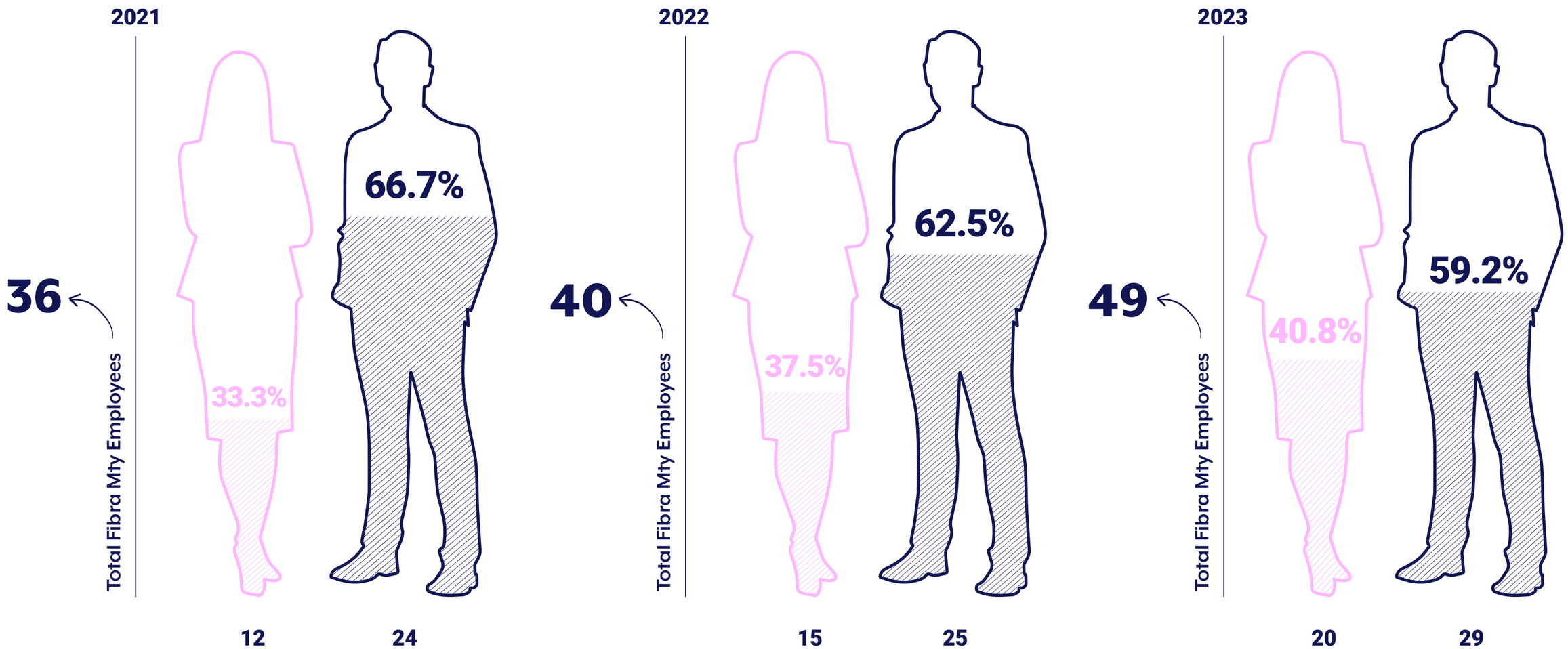
The Policy against Work Harassment, Mobbing, Discrimination and Labor Violence fosters a work environment of respect, freedom, equality and dignity, striving for a positive organizational culture that contributes to emotional well-being and improves the quality of life of our employees while increasing productivity.

The Policy against Work Harassment, Mobbing, Discrimination and Labor Violence is available at:

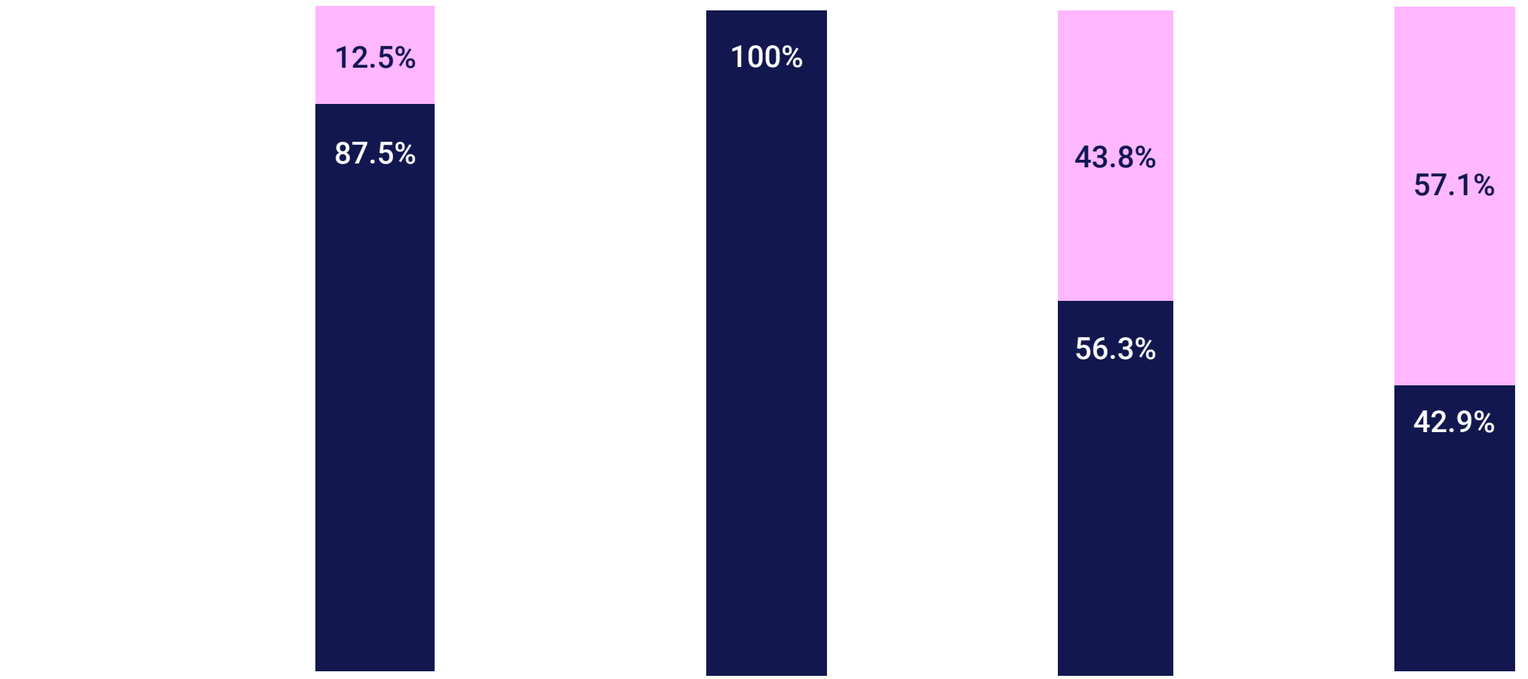
https://www.fibramty.com/en/sustentabilidad#politicas-lineamientos

DIVERSITY AND INCLUSION

FIBRA MTY EMPLOYEES

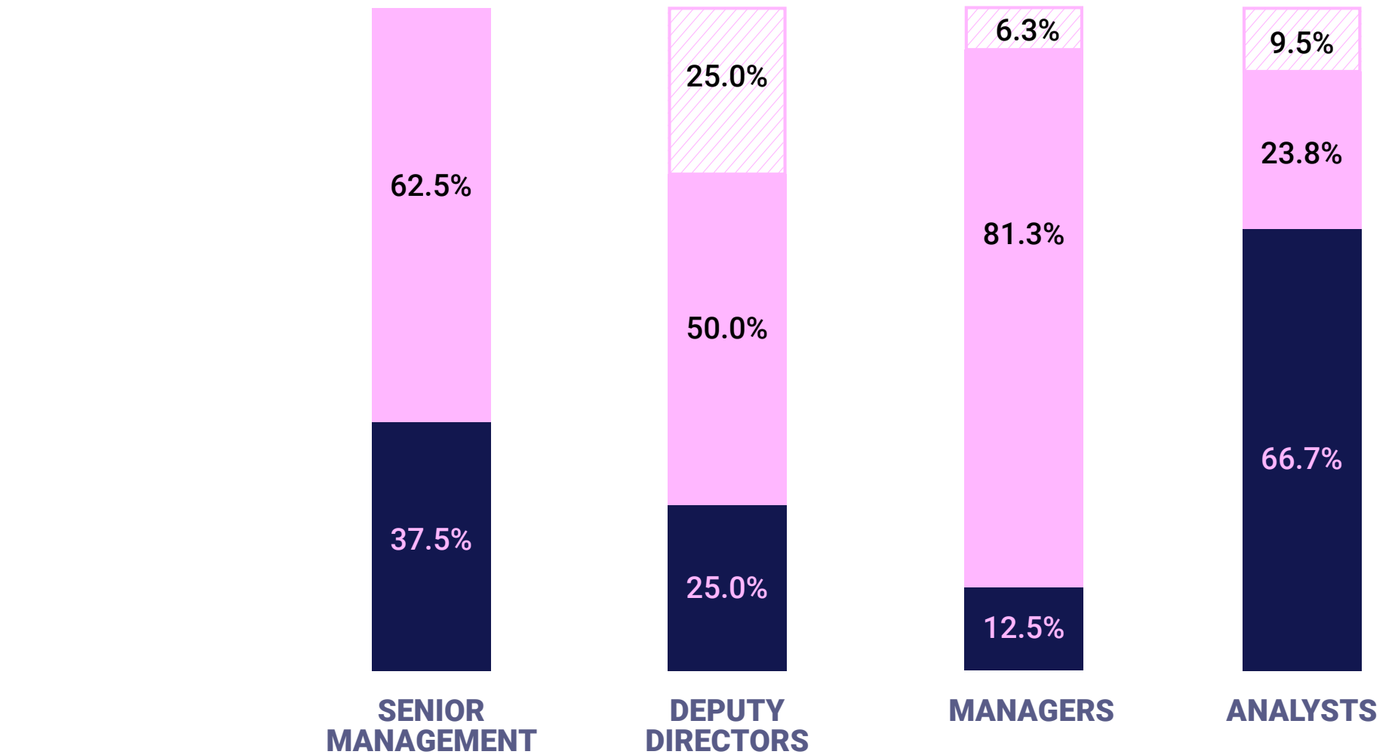


Breakdown of Fibra Mty employees by gender



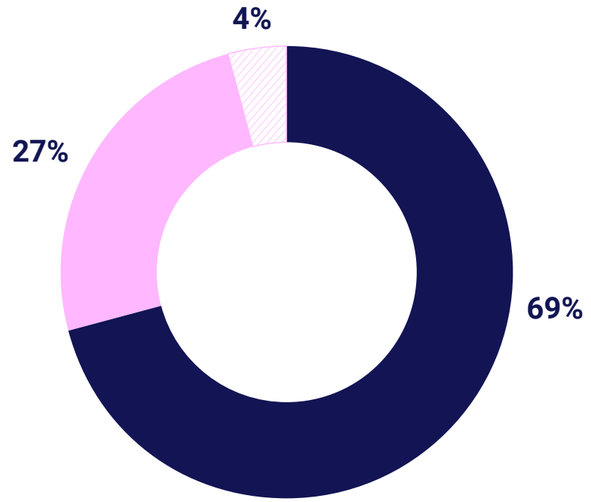
	SENIOR MANAGEMENT	DEPUTY DIRECTORS	MANAGERS	ANALYSTS
Women	1	0	7	12
Men	7	4	9	9

Breakdown of Fibra Mty employees by age group



	SENIOR MANAGEMENT	DEPUTY DIRECTORS	MANAGERS	ANALYSTS
Over 50 years old	5	1	1	2
30 to 50 years old	3	2	13	5
Under 30 years old	0	1	2	14

Fibra Mty employees hired from local communities



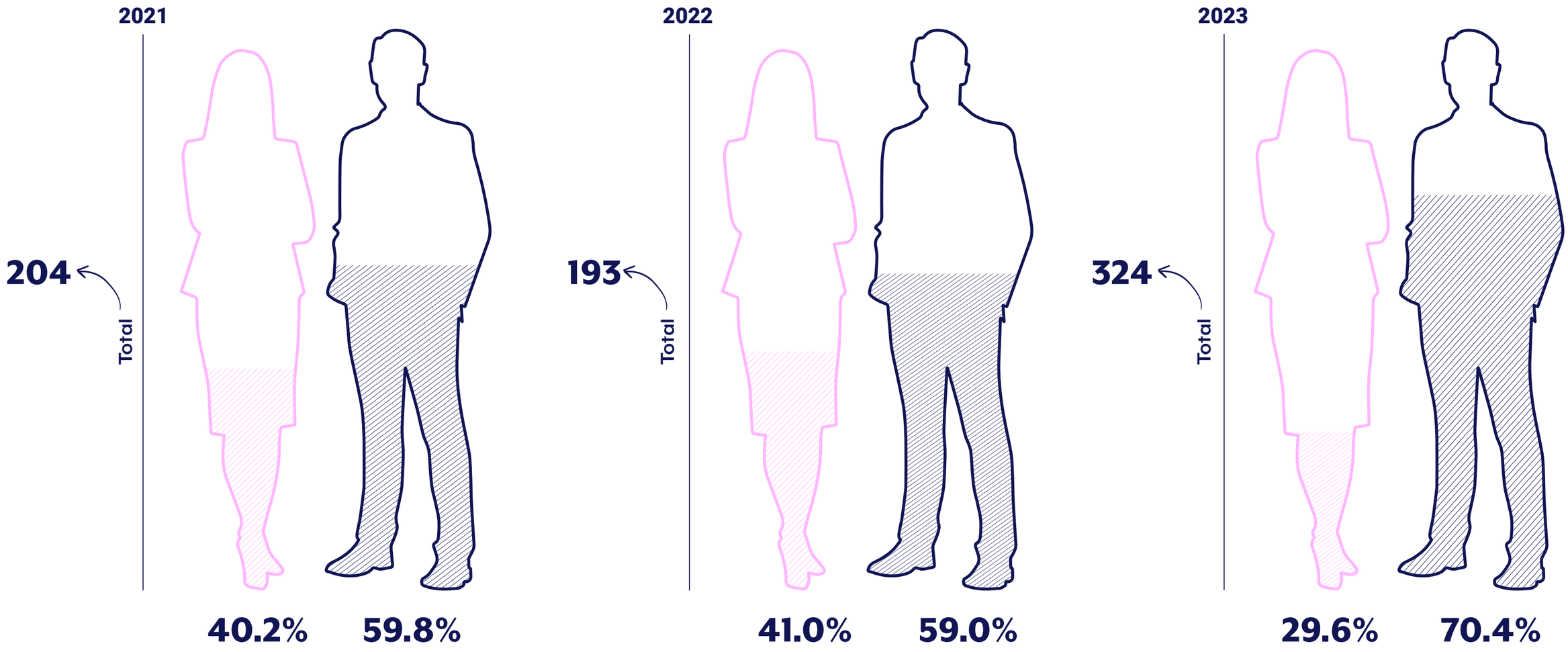
37.5%

OF SENIOR MANAGEMENT

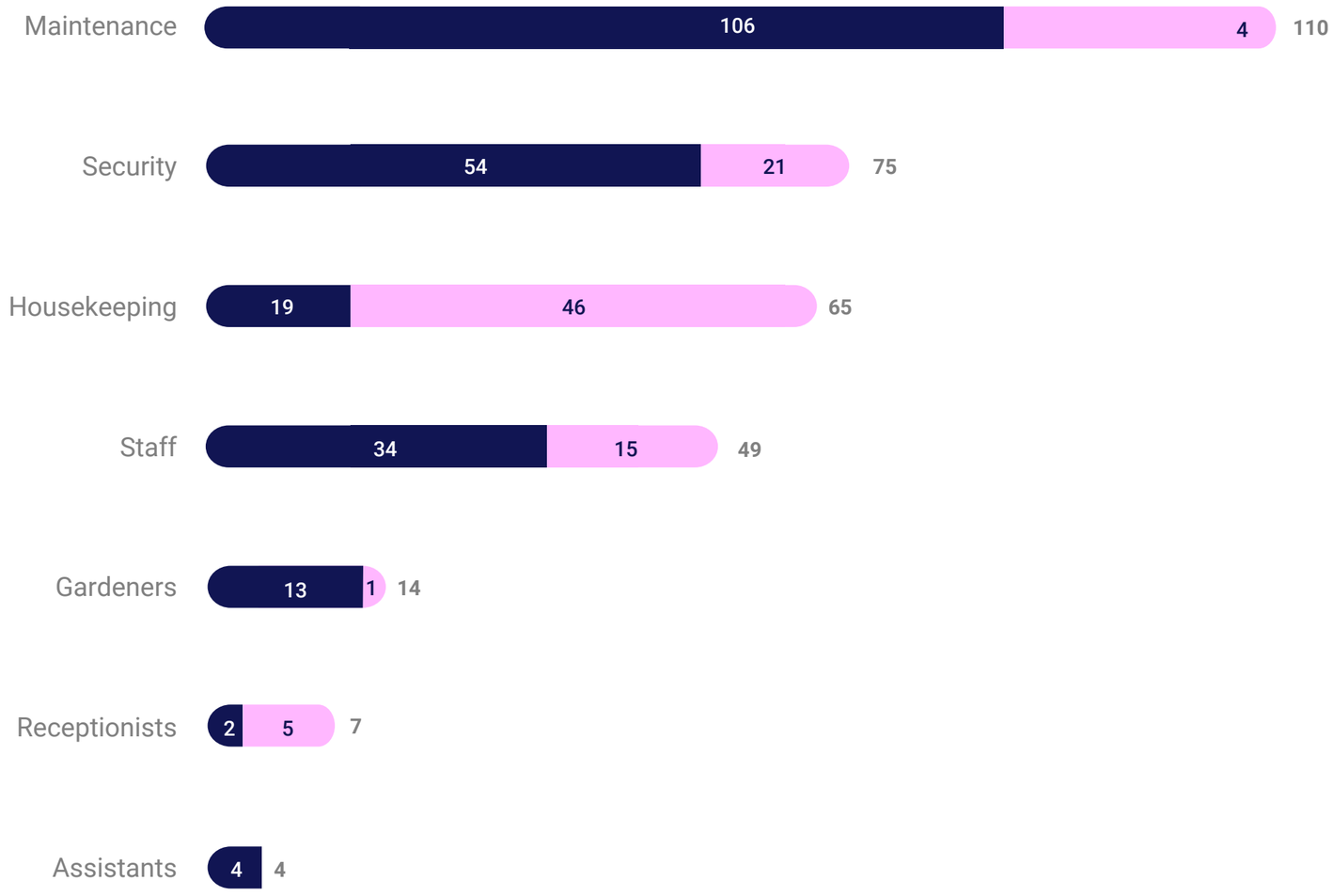
come from the communities where we have presence.

SPECIALIZED SERVICE EMPLOYEES

Specialized services employees are employees of specialized service companies contracted and controlled by Fibra Mty.



SPECIALIZED SERVICE EMPLOYEES BY FUNCTION



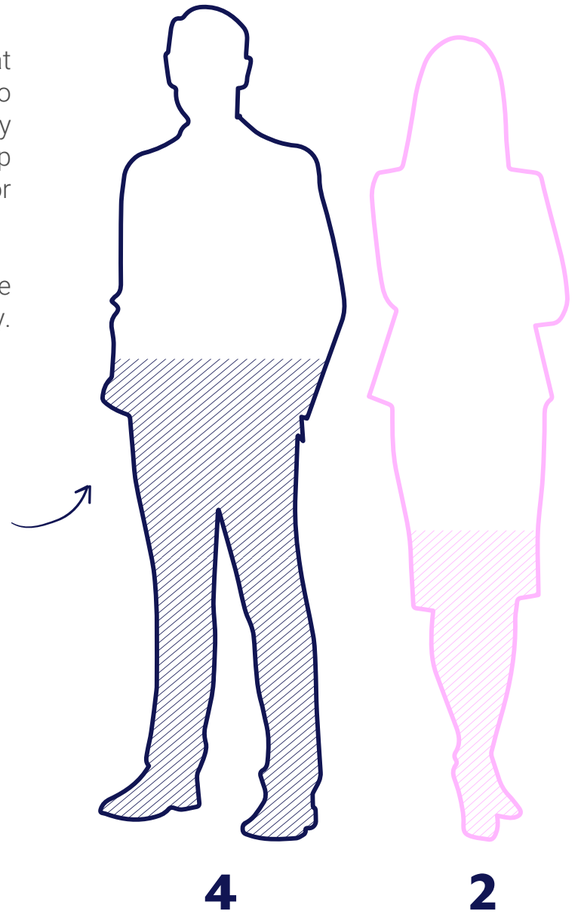
WITH THE ACQUISITION OF THE ZEUS PORTFOLIO IN 2023, 131 people were added to the specialized service employees' workforce (114 men and 17 women).

PROFESSIONAL INTERNSHIP PROGRAM

4 QUALITY EDUCATION

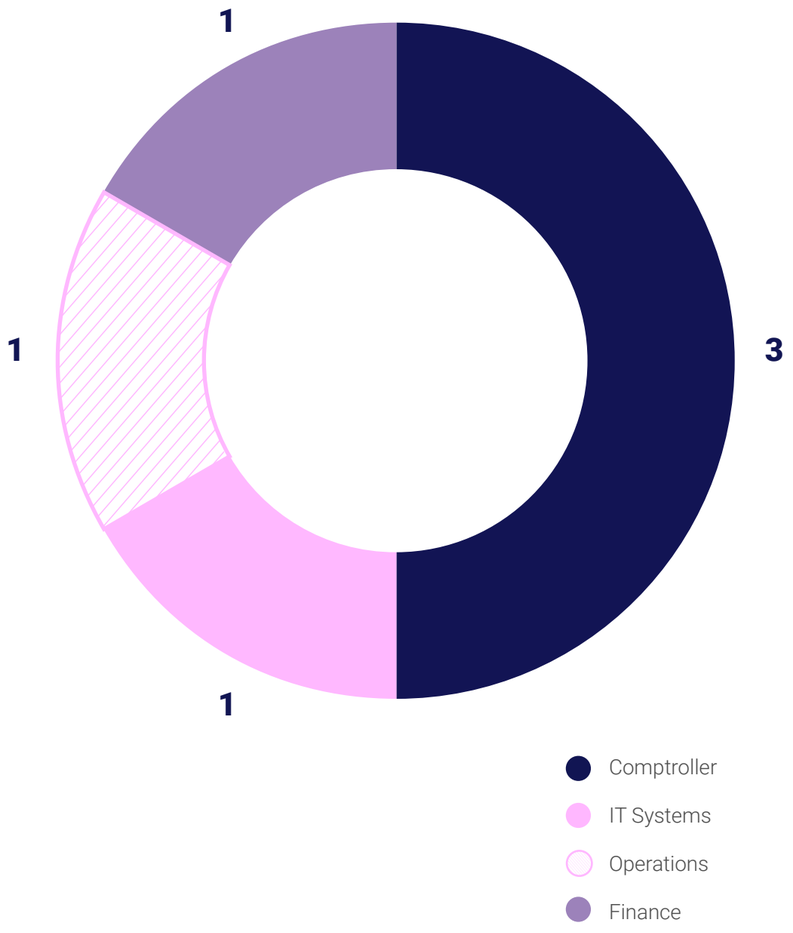
Professional internships are work experiences that students carry out during university. Its main objective is to apply the theoretical knowledge acquired at the university in a real work environment, allowing them to develop specific skills, learn about the operation of a company or institution, and develop contacts in the workplace.

By the end of 2023, six young university students were doing internships at the corporate offices of Fibra Mty.



PROFESSIONAL INTERNS
(active as of December 31, 2023)

PROFESSIONAL INTERNS BY DEPARTMENT

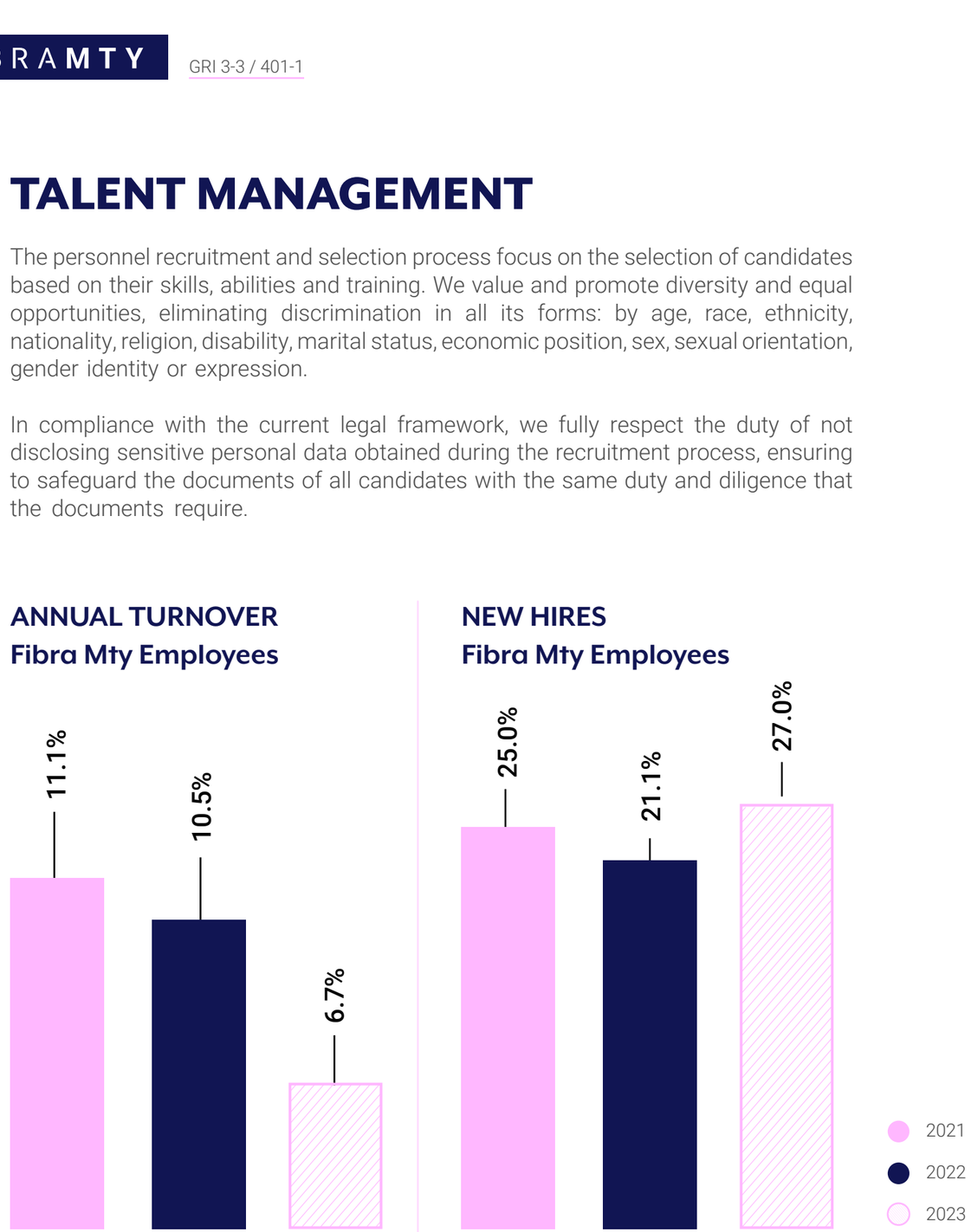


TALENT MANAGEMENT

The personnel recruitment and selection process focus on the selection of candidates based on their skills, abilities and training. We value and promote diversity and equal opportunities, eliminating discrimination in all its forms: by age, race, ethnicity, nationality, religion, disability, marital status, economic position, sex, sexual orientation, gender identity or expression.

In compliance with the current legal framework, we fully respect the duty of not disclosing sensitive personal data obtained during the recruitment process, ensuring to safeguard the documents of all candidates with the same duty and diligence that the documents require.

ANNUAL TURNOVER
Fibra Mty Employees



NEW HIRES
Fibra Mty Employees

Turnover and new hires of Fibra Mty employees by age group

Age	Voluntary resignations	Turnover rate	New employee hires	Hiring rate
Under 30 years old	2	14.8%	10	74.1%
30 to 50 years old	1	4.4%	1	8.3%
Over 50 years old	0	0.0%	1	8.3%
Total	**3**	**6.7%**	**12**	**27.0%**

Turnover and new hires of Fibra Mty employees by gender

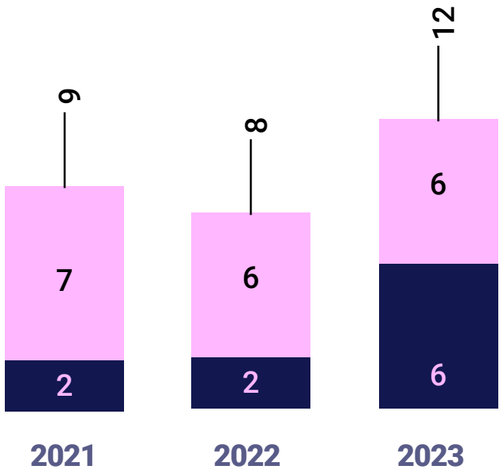
Gender	Voluntary resignations	Turnover rate	New employee hires	Hiring rate
Men	2	7.4%	6	22.2.0%
Women	1	5.7%	6	34.3%

Turnover and new hires of Fibra Mty employees by region

Region	Voluntary resignations	Turnover rate	New employee hires	Hiring rate
Local	2	6.7%	10	33.3%
Non-local Mexican citizens	1	8.0%	2	16.0%
Foreign	0	0.0%	0	0.0%

New Hires

Fibra Mty Employees



- Open positions filled by internal candidates (professional interns)
- Open positions filled by external candidates

During 2023, eight new positions were added to our organizational chart:

- 1 Comptroller manager
- 1 Operations manager
- 1 Legal manager
- 1 IT Systems manager
- 2 Sustainability analysts
- 1 Commercial analyst
- 1 Comptroller analyst



TRAINING

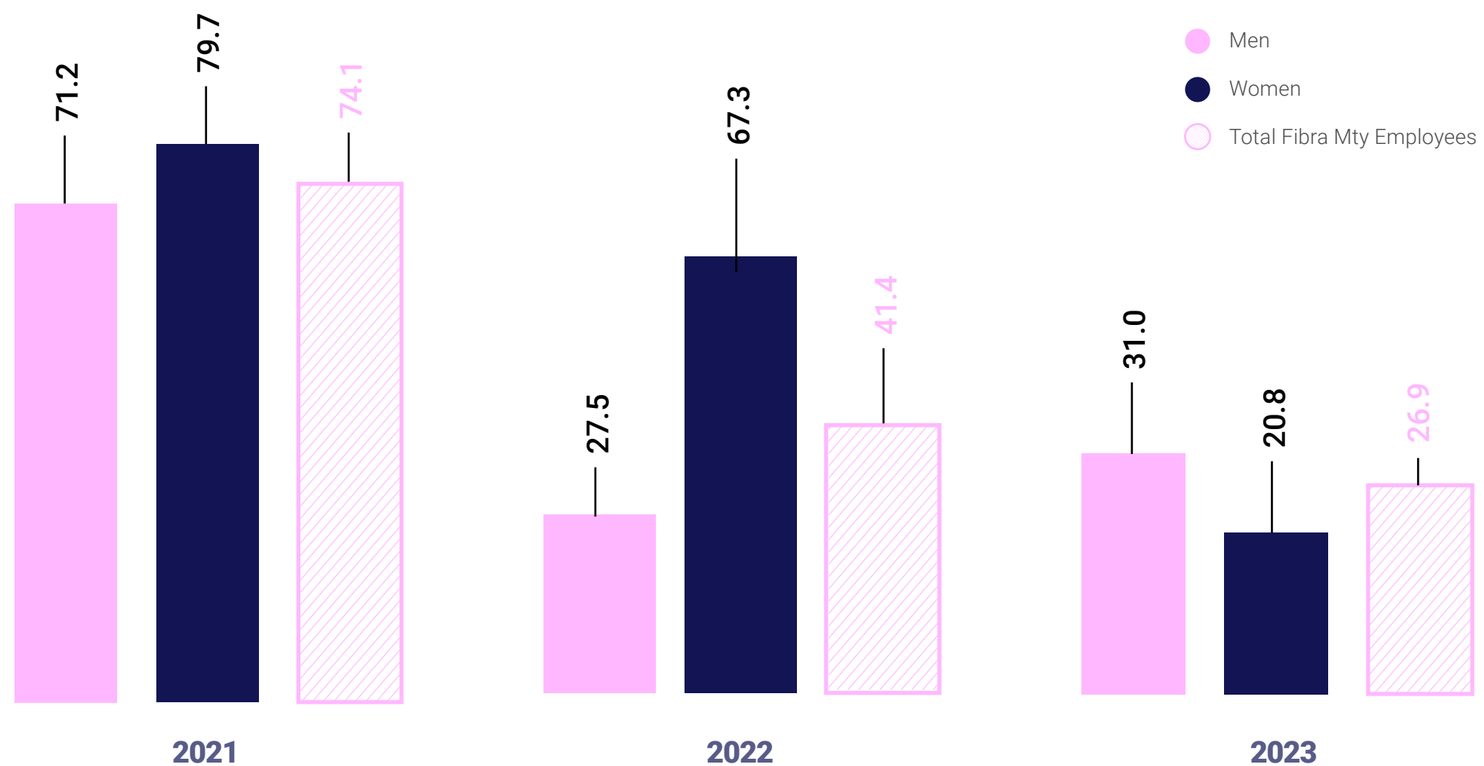
GRI 404-1 / 404-2

FIBRA MTY EMPLOYEES

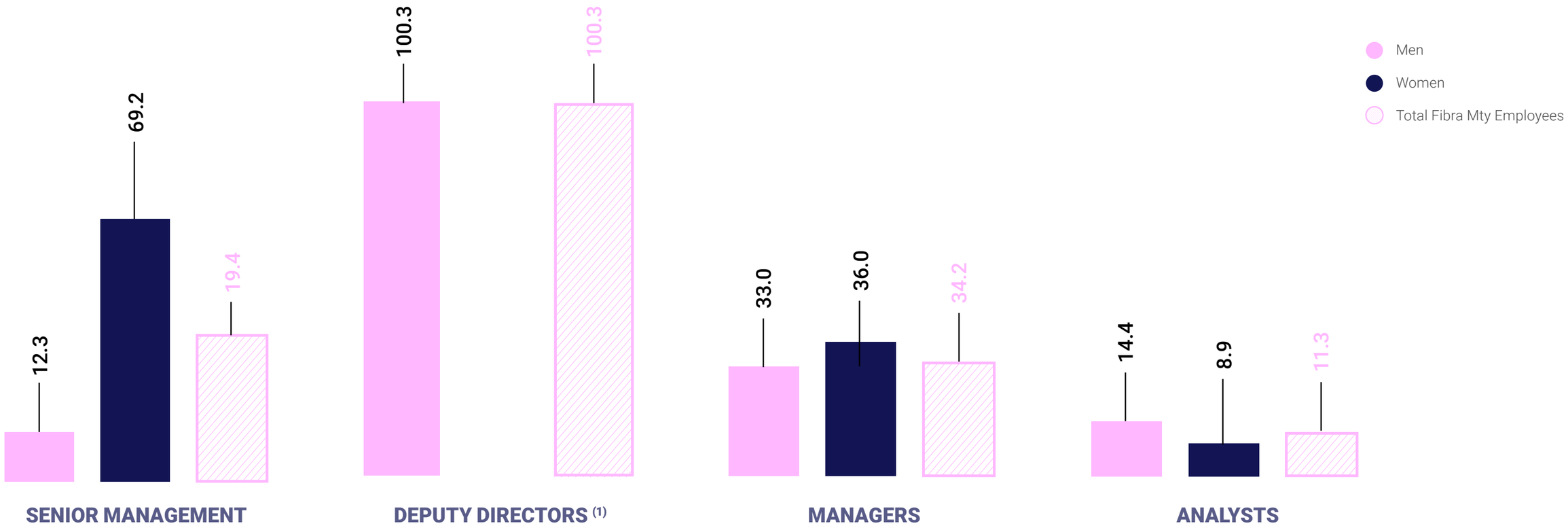
Fibra Mty's Training Policy aims to increase productivity and the development of employees' professional skills by providing two types of courses:

- Institutional courses, aimed at ensuring the basic performance of the activities and responsibilities of the position.
- Functional courses, which represent curricular accreditation for the personnel.

FIBRA MTY EMPLOYEE TRAINING
(average hours of training per employee per year)

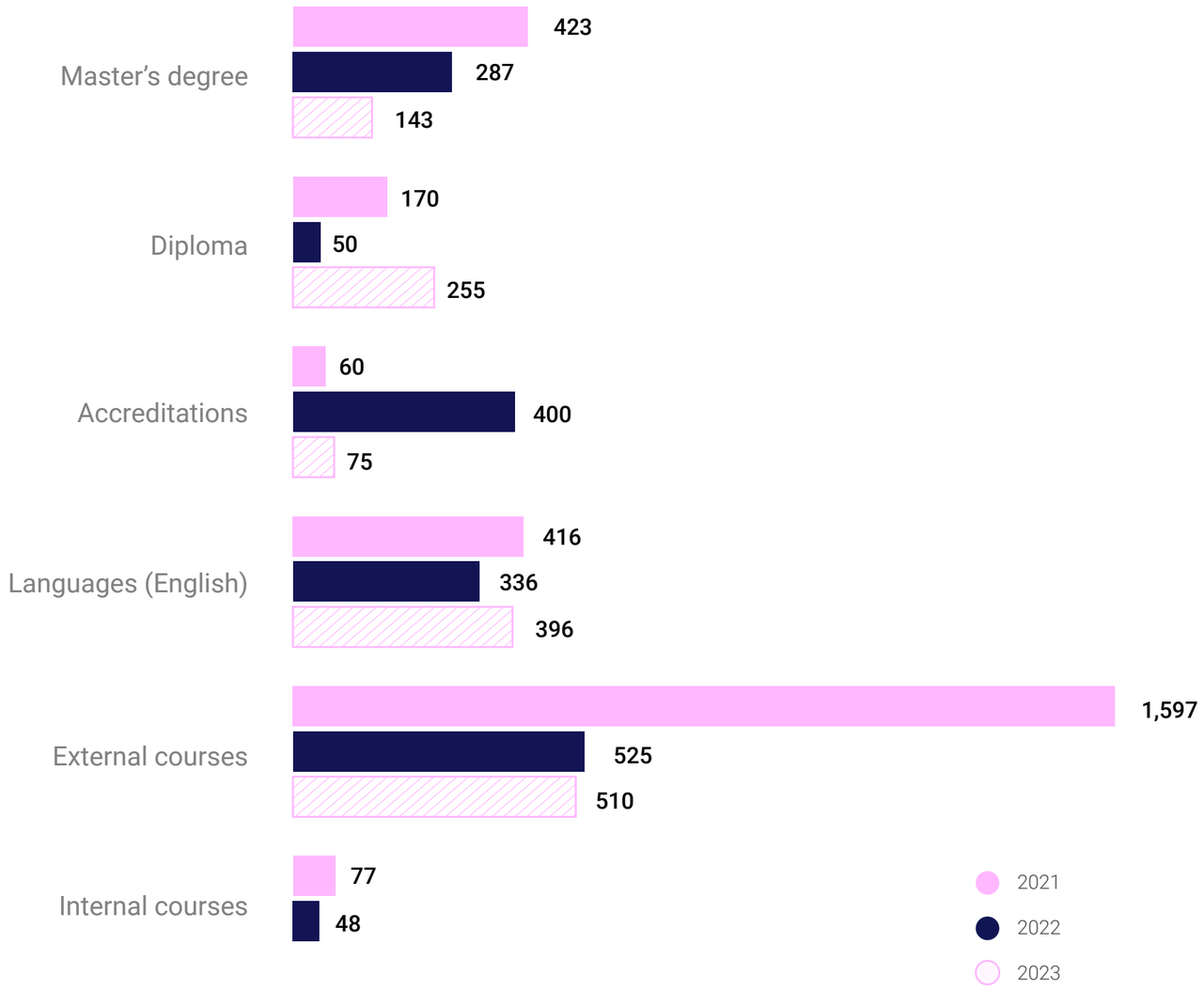


2023 TRAINING - FIBRA MTY EMPLOYEES
(average hours of training per employee per year)



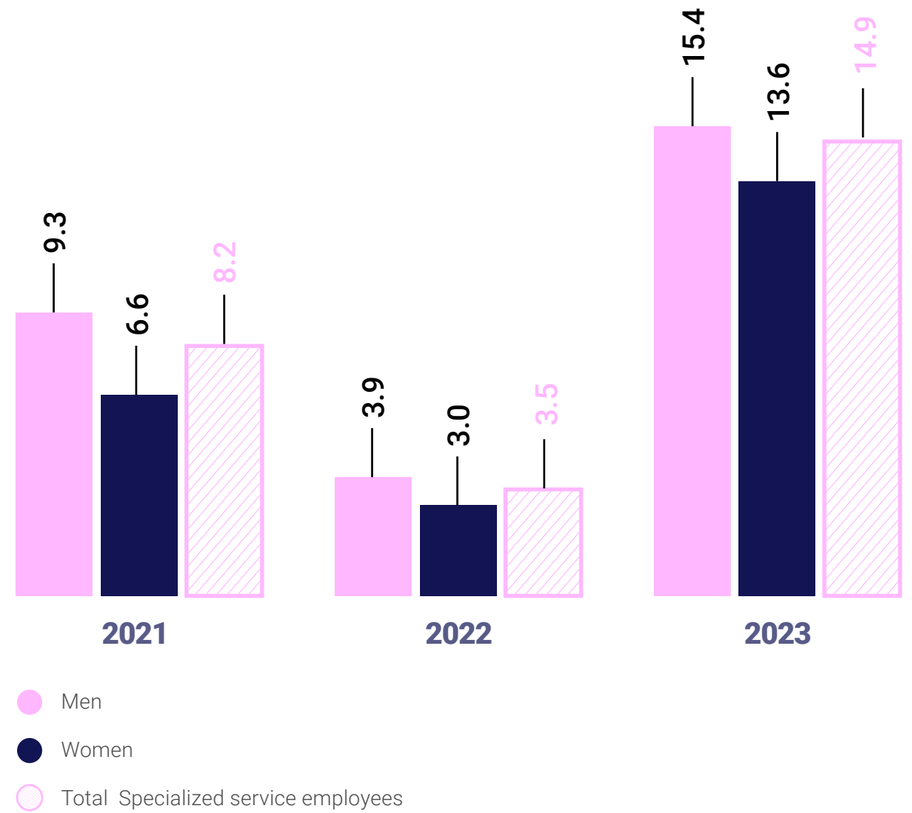
(1) No women in this category.

TOTAL HOURS OF TRAINING BY CURRICULAR CREDIT
Fibra Mty Employees



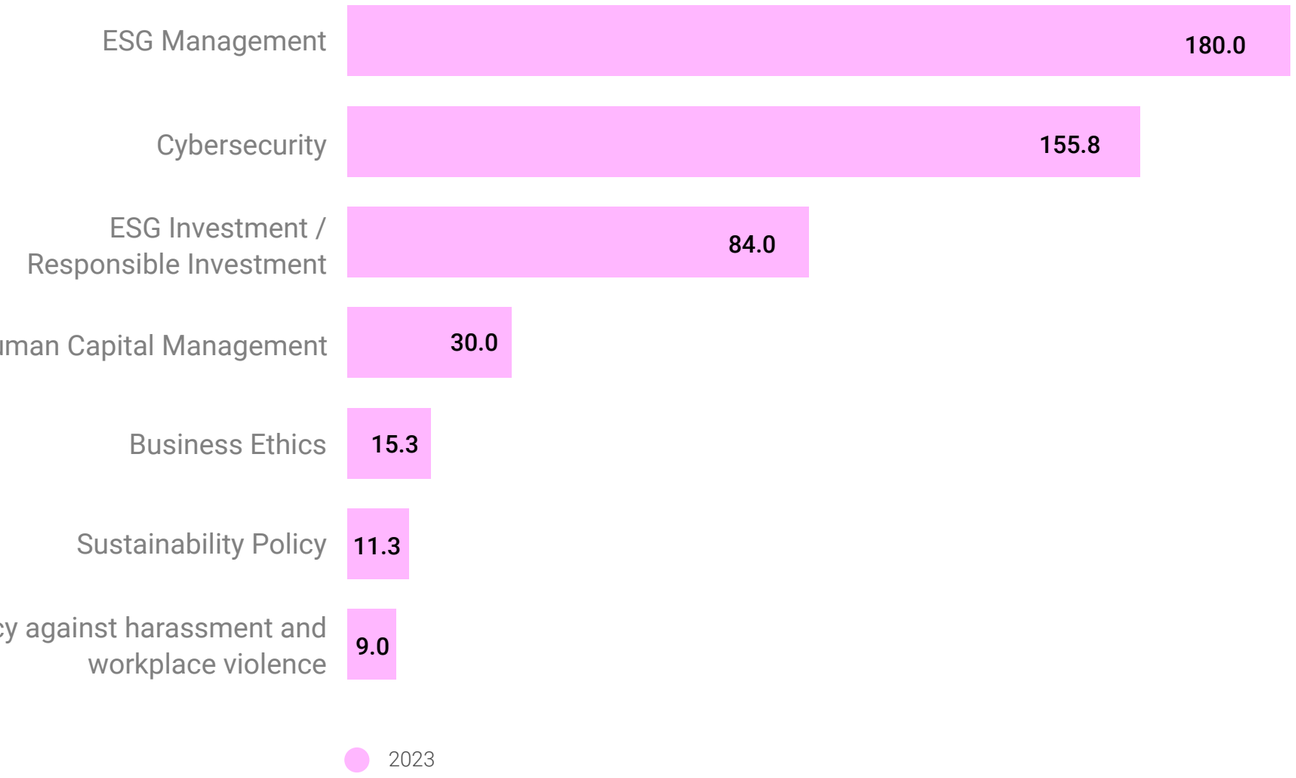
SPECIALIZED SERVICE EMPLOYEES

Specialized service employees training
(average hours of training per employee per year)



TOTAL HOURS ON ESG TRAINING

Fibra Mty Employees



9.9 hours

ON ESG TRAINING/ EMPLOYEE WERE DELIVERED IN 2023.

PERFORMANCE APPRAISAL

GRI 404-3

The annual performance appraisal is a continuous, multidimensional process that assesses the degree to which employees achieve the objectives of their job and promotes the improvement of their skills, ensuring equal opportunities for all.

The Employee Evaluation Process Manual establishes the guidelines and sequence of activities to execute this procedure:

1

Performance objectives and factors alignment



2

Performance appraisal



- Employee self-assessment
- Assessment by direct line superior

3

360º evaluation



Each employee is evaluated and evaluates the perceived skills of employees, peers, internal customers and direct line superiors

4

Results



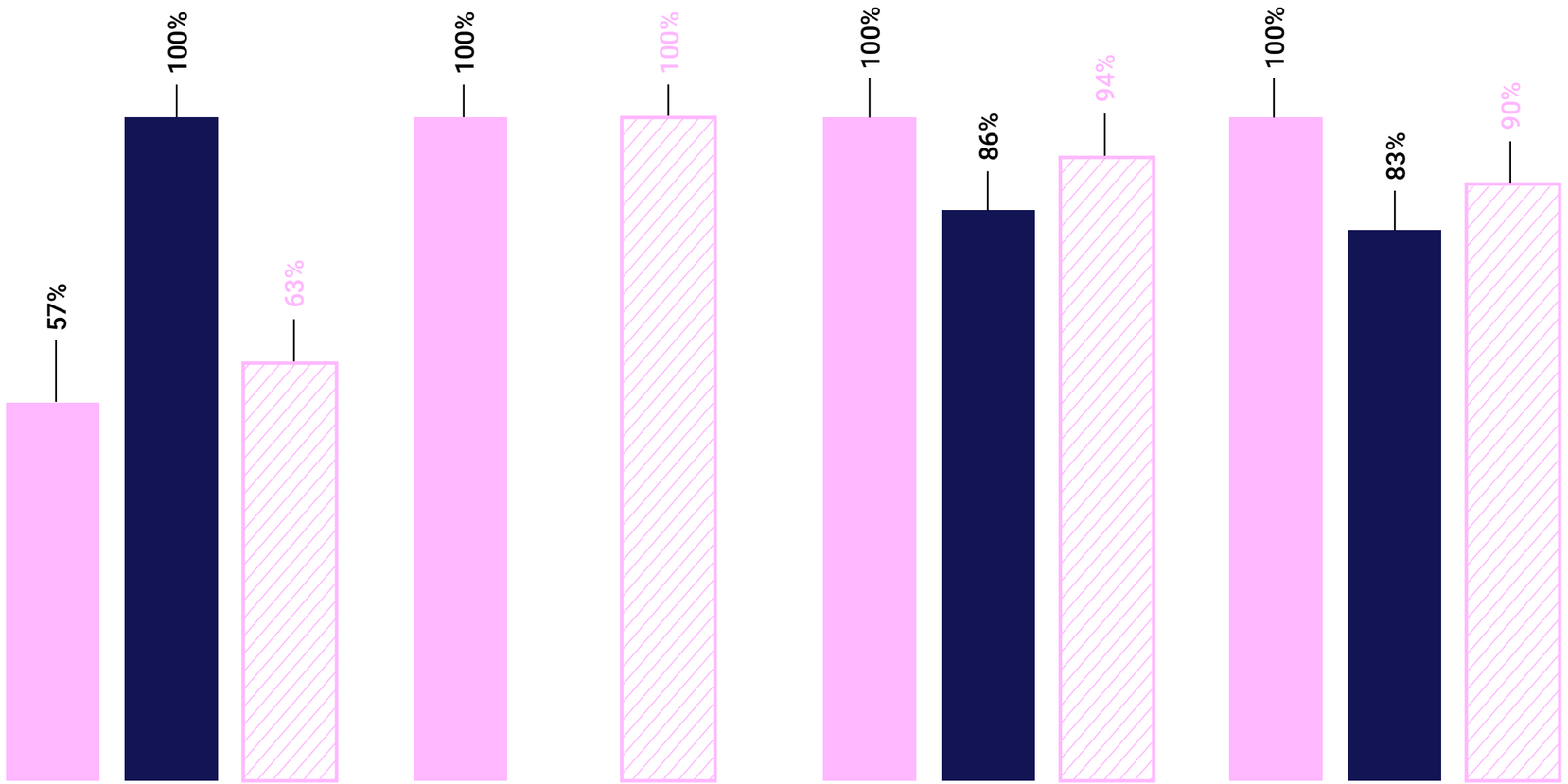
- Results compilation
- Clarifications and feedback
- Improvement plan

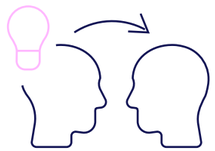
PERCENTAGE OF EMPLOYEES WHO RECEIVED REGULAR PERFORMANCE AND CAREER DEVELOPMENT APPRAISAL



2023 PERFORMANCE APPRAISAL

Percentage of employees who received regular performance and career development appraisal





In order to be evaluated, employees must have held their position for at least three months, which is considered a stabilization period.

Performance appraisals include performance to ESG objectives (environmental, social and corporate governance) of each employee, which are determined according to the scope and responsibilities of the position, as well as their contribution to the achievement of the company's ESG Objectives.

(1) No women in this category.

COMPENSATION

FIBRA MTY EMPLOYEES

Employees are remunerated for their day-to-day activities with a fixed compensation, consisting of a base salary and the benefits that Fibra Mty grants.

Given the strategic importance of our human capital, we emphasize offering competitive salaries according to the description and scope of each position. Compensation is determined according to the skills and level of responsibility of each person, promoting pay equity. The social status, age or gender of each employee do not influence nor determine their salary.

In addition to the fixed compensation, our Manual of Policies and Procedures for the Annual Bonus, establishes the guidelines to determine the variable compensation of each employee, according to their performance and the achievement of the short and long term business objectives.

Fibra Mty grants two types of annual bonuses:
- Monetary bonus
- Equity bonus paid in Real-Estate Trust Certificates (CBFIs).

The annual monetary bonus is equivalent to a maximum of four months of base salary for managers, deputy directors and senior management positions; and a maximum of one month's salary for analyst positions. It is given to each employee in proportion to the results achieved on their performance and 360º appraisals.

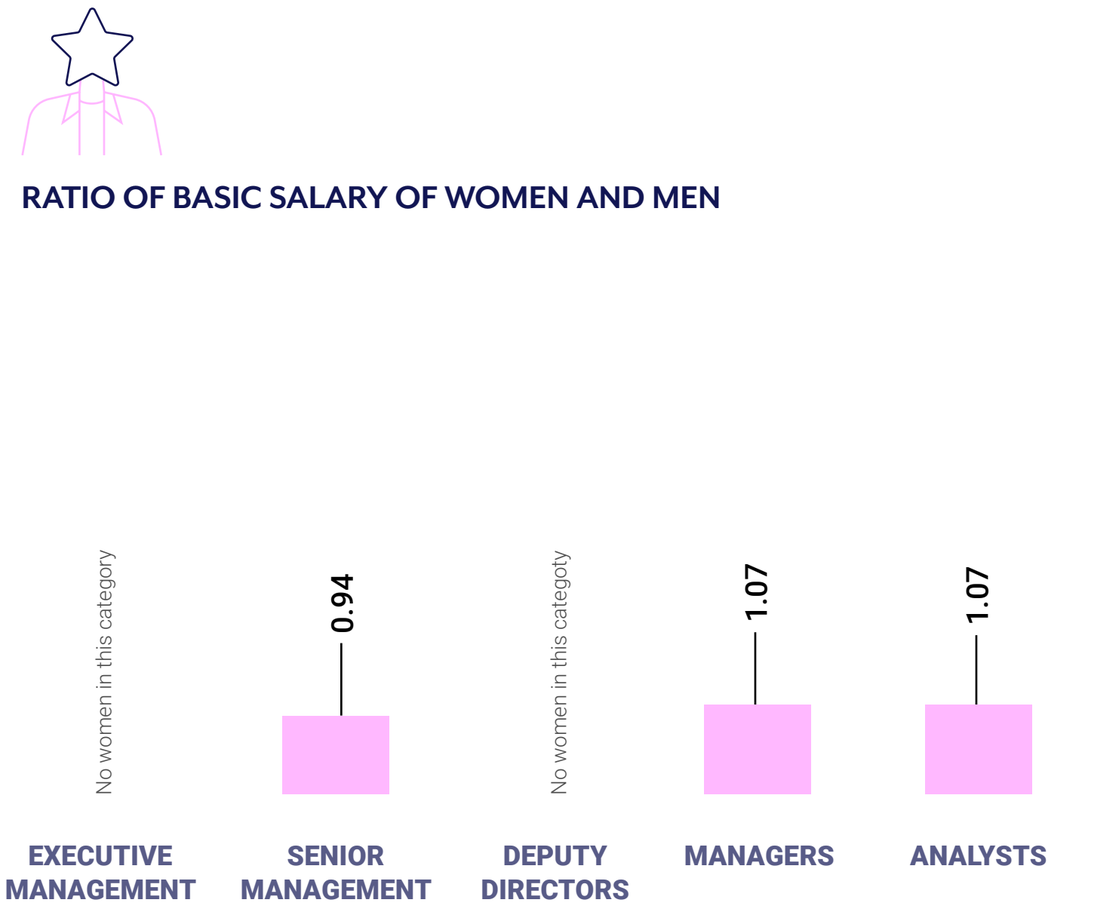


The equity bonus is payable in Fibra Mty CBFIs, according with the guidelines approved each year by the Corporate Practices Committee and the Technical Committee, and it is paid if compliance parameters are met for:

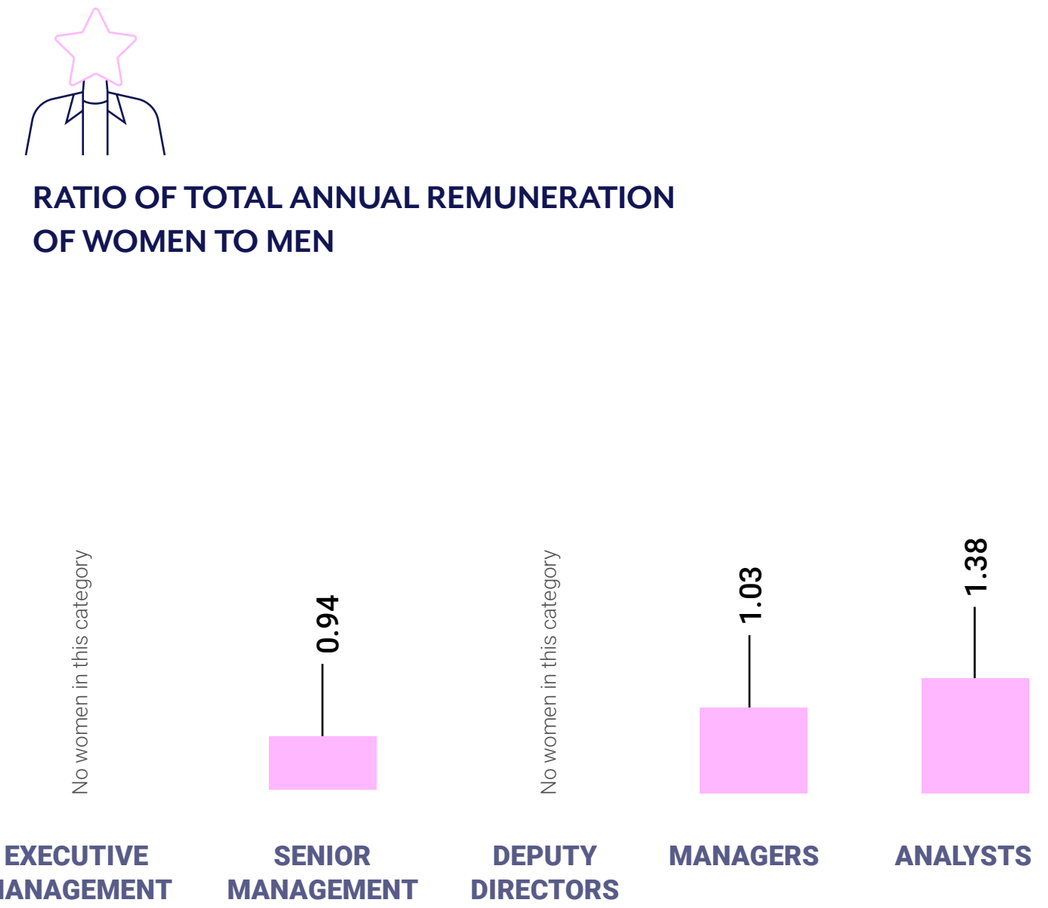
- Adjusted Funds from Operations (AFFO) per CBFI.
- Relative increase in AFFO per CBFI against Fibra Mty inflation index over a three-year period.

This bonus is available for employees in the positions of manager 1, deputy directors, senior management, CEO, Chief Finance and Administration Officer, Chief Acquisitions and Operations Officer, and for the Chairman of the Technical Committee.

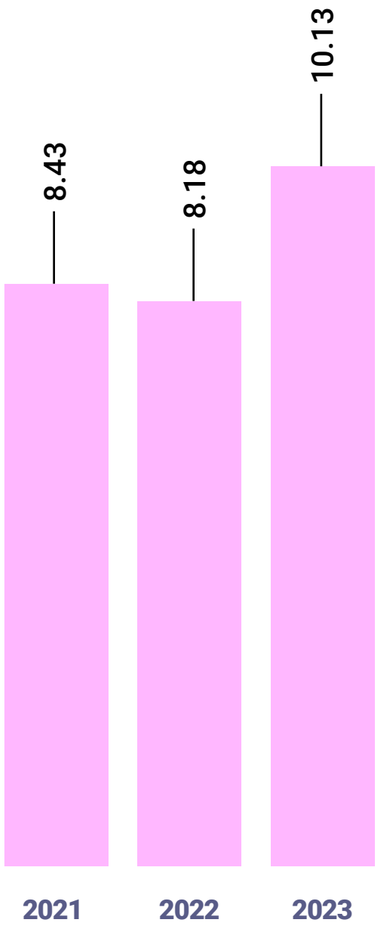
RATIO OF BASIC SALARY OF WOMEN AND MEN



RATIO OF TOTAL ANNUAL REMUNERATION OF WOMEN TO MEN

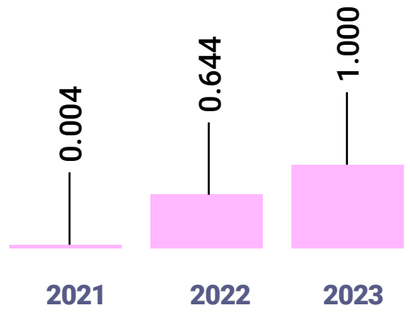


RATIO OF TOTAL ANNUAL REMUNERATION[1]



[1] Ratio of the total annual compensation for the highest-paid individual to the median of the total annual compensation for all employees (excluding the highest-paid individual). The highest paid individual in the organization is the Chief Executive Officer.

PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO[1]



[1] Ratio of the percentage increase in annual total compensation for the highest paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest paid individual). The highest paid individual in the organization is the Chief Executive Officer.



SPECIALIZED SERVICE EMPLOYEES

GRI 202-1

In Mexico, the National Minimum Wage Commission (*Comisión Nacional de Salarios Mínimos CONASAMI*), under the Ministry of Labor and Social Welfare (*Secretaría del Trabajo y Previsión Social*), is responsible for setting and reviewing the general and professional minimum wages, in an effort to balance workers' constitutional rights and the socioeconomic conditions of the country, recognizing and respecting the dignity of workers and their families.

Therefore, the minimum wage established by this commission in 2023 was MXN312.41 for the border region and MXN207.44 for the rest of the country.

For specialized services employees, Fibra Mty verifies that the wages paid by their employers comply with this rule.

EMPLOYEE BENEFITS

GRI 401-2 / 401-3



The Social Welfare Policies and Procedures Manual integrates the additional benefits to the economic remuneration provided to Fibra Mty employees, and which are intended to contribute to social welfare and to the improvement of our employees' quality of life, as well as to promote working conditions that facilitate the development of creativity, identity and participation.

Benefits for Fibra Mty employees

- Savings Fund
- Food allowance vouchers
- Life insurance
- Major Medical Expenses Insurance
- Additional days off
- Flex time
- Remote work (Home Office)
- Economic support for physical activity
- Special permissions
- Reduced working hours on Fridays and Mother's Day
- Personal loans at low interest rates
- Financial support for nursery, child stay and childcare [1]
- Maternity allowance
- Company car [2]
- Paternity leave [3]
- Christmas Bonus
- Maternity leave [3]
- Vacation days
- Vacation bonus

- The law does not require it, but the company grants it
- Granted higher than the legal requirement
- Granted in accordance with the law.

[1] For employees with children under 16 years old.

[2] For directors and deputy directors.

[3] Parental leave, in 2023:

	Men	Women
Total number of employees that were entitled to parental leave,	0	1
Total number of employees that took parental leave, by gender	0	1
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	0	1
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	As of the date of this report: 1 woman has not completed the 12-month period, but she is still employed
Return to work and retention rates of employees that took parental leave, by gender	Not applicable	100%

EMPLOYEE ENGAGEMENT

GRI 2-29

8 DECENT WORK AND ECONOMIC GROWTH

Work environment surveys are fundamental instruments to evaluate the level of commitment, satisfaction and well-being of employees; identify opportunities for improvement and thereby establish policies to attract, retain and develop the best talent.

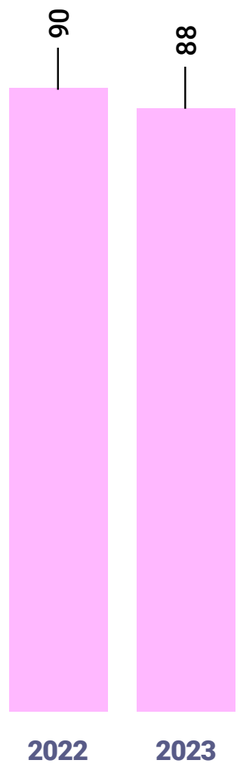
The work environment surveys at Fibra Mty are carried out by the Great Place to Work® Institute (GPTW)® Mexico, whose model evaluates five dimensions:

- Credibility
- Respect
- Pride
- Camaraderie
- Fairness

In 2023:

NET PROMOTER SCORE (eNPS) = 63%

OVERALL SATISFACTION RATE FIBRA MTY EMPLOYEES



EMPLOYEE PARTICIPATION PERCENTAGE WORK ENVIRONMENT SURVEYS



2023 WORK ENVIRONMENT SURVEY
Main Strenghts Detected



Great Place To Work.
Certificada
SEP 2023 - SEP 2024
México

In 2023, Fibra Mty obtained the Great Place To Work® Certificate for the achievements in promoting policies and practices that improve the quality of life within the organization, complying with the requirements of the GPTW® Mexico Institute.

5.d

OCCUPATIONAL HEALTH AND SAFETY

8 DECENT WORK AND ECONOMIC GROWTH

We strive to provide safe and healthy workplaces, prevent work-related injuries and diseases, and continuously improve to avoid risky situations and consistently achieve the goal of zero work-related accidents and diseases.

This responsibility entails the promotion and protection of physical and mental health, as well as the effective management of related hazards and risks.

Work-related injuries	Fibra Mty employees[1]	Specialized service employees and professional interns[2]
Number of fatalities as a result of work-related injury	0	0
Rate[3] of fatalities as a result of work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)[5]	0	0
Rate of high-consequence work-related injuries (excluding fatalities)[5]	0	0
Number of recordable work-related injuries	0	6
Rate[3] of recordable work-related injuries	0	1.53
Headcount	49	315[4]
Number of hours worked	**86,374**	**786,240**

[1] Information confirmed with the annual occupational hazards report provided by the Mexican Social Security Institute (*Instituto Mexicano del Seguro Social*).
[2] Information taken from the Mexican Social Security Institute (*IMSS*) reports:
- List of completed cases of occupational risk
- Disability report
- Occupational risk report
- Calculation of premium on Occupational Risk insurance based on Annual Claims Review

[3] Rates calculated per 200,000 hours worked.
[4] It Includes 309 specialized service employees and 6 interns. 15 Employees of three specialized service providers who ended their service provision contracts at the end of 2023 are excluded from this content.
[5] The definitions of high-consequence accident, as well as the description of the main types of work-related injury, are aligned with the definitions of permanent, partial or total disability and the qualification report, respectively, provided by the Mexican Social Security Institute (*IMSS*).

Work-related ill health[3]	Fibra Mty employees[1]	Specialized service employees[2]
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	0	0

[1] Information confirmed with the annual occupational hazards report provided by the Mexican Social Security Institute (*Instituto Mexicano del Seguro Social*).
[2] Information taken from the Mexican Social Security Institute (*IMSS*) reports:
- List of completed cases of occupational risk
- Disability report
- Occupational risk report
- Calculation of premium on Occupational Risk insurance based on Annual Claims Review

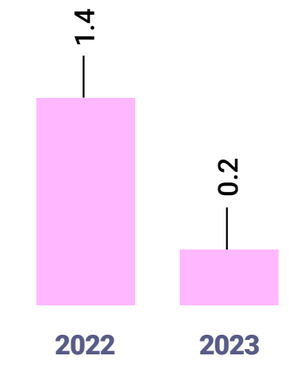
[3] It Includes 309 specialized service employees and 6 interns. 15 Employees of three specialized service providers who ended their service provision contracts at the end of 2023 are excluded from this content.

ZERO cases of work-related ill health occurred in 2023.

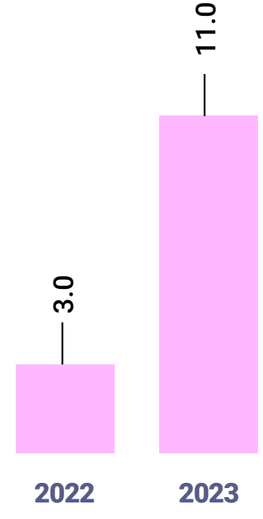
Fibra Mty has **No Employees Exposed** to work-related hazards that pose a risk of ill health.



TRAINING ON OCCUPATIONAL HEALTH AND SAFETY TOPICS 2023 (Fibra Mty employees)



TRAINING ON OCCUPATIONAL HEALTH AND SAFETY TOPICS 2023 (Specialized service employees)



Hours of training/ employee

Courses on Occupational Health and Safety topics delivered in 2023:

Fibra Mty Employees	Specialized Service Employees
• Policy against Work Harassment and Labor Violence.	• Fire system operation • Search and rescue • Emergency evacuation • Hazardous Materials • Use of Personal Protection Equipment • Civil protection • Fire detection • First aid • Accident prevention • Health & Safety System Latam • Disability sensitization • Prevention of drug addiction • Emergency plant operation • Health, Safety, Security & Environment Assurance



EMPLOYEE CONSULTATION AND PARTICIPATION

GRI 403-4 / 413-1

SAFETY AND HEALTH COMMISSION

In order to ensure a healthy and safe working environment, Fibra Mty's Safety and Hygiene Commission is made up of representatives of both management and employees, as established in the Official Mexican Standard NOM-019-STPS-2011.

Among its main functions are:

- Meet and walk through the workplace on regular basis to identify unsafe or hazardous conditions and unsafe behavior in the work area.
- Investigate the cause of actual work-related accidents and occupational diseases.
- Propose preventive actions for potential work accidents and occupational diseases.
- Follow up once the measures proposed by the commission have been implemented.

PSYCHOSOCIAL RISK SURVEY (NOM-035-STPS QUESTIONNAIRE)

In compliance with the Official Mexican Standard NOM-035-STPS-2018- Psychosocial Risk Factors at Work-Identification, Analysis and Prevention, issued by the Ministry of Labor and Social Welfare, Fibra Mty maintains its Psychosocial Risk Prevention Policy, which aims to establish the guidelines to identify, analyze and prevent psychosocial risk factors derived from or due to the employment relationship and its activities, as well as promoting a favorable organizational environment.

To this same end, the biannual survey for the identification and analysis of psychosocial risk factors was carried out in 2022, with the participation of 93% of our employees. The results obtained place Fibra Mty as a company with a medium risk degree.

The improvement actions implemented in 2023 integrate the updating and deployment, through training, of the Policy against Harassment, Mobbing, Discrimination and Workplace Violence.

WORK ENVIRONMENT SURVEY

Through the application of the work climate survey, Fibra Mty and its senior management emphasize the consultation of all employees on the physical, psychological and emotional safety of the workplace.

2023 Results:

- Fibra Mty is a physically safe place to work: **98/100**
- Fibra Mty is a psychologically and emotionally safe place to work: **84/100**

EXPRÉSATE! SUGGESTION BOX

Available to all employees 24 hours a day, 365 days a year and integrated into the **Fibra MTY Ethical Whistleblowing Hotline**, it is a channel through which employees can submit their suggestions for improvement and comments, including those related to the development, application and assessment of occupational health and safety.

MEDICAL AND HEALTH CARE SERVICES

GRI 403-6



Fibra Mty ensures employees' access to non-work-related medical and health care services by two means:

- Complying with employer obligations established under the Social Security Law, we ensure, for our employees and their dependents, access the medical-surgical, medication and hospital assistance that could be necessary, in the terms of such law.
- Granting major medical expense insurance for the employee, spouse and children under 25 years old.

5.e

CUSTOMER SATISFACTION AND WELLBEING

Fibra Mty's Operation Manuals define the quality standards of the properties and services it offers, including:

- facilities
- tenant service
- hygiene and cleaning protocols
- processes for safe work
- environmental care

underpinned by four cardinal pillars:

Sustainability



We pay attention to resource management in all our processes.

Image



We continuously invest in the modernization of our properties, taking care of their appearance, cleanliness and maintenance with the highest quality standards.

Safety



We implement strategies for the security and safety of all tenants, staff and users of our properties.

Well-being



We seek to generate spaces of comfort and a positive environment in the Fibra Mty community, within the properties and their surroundings.

We strive to offer a service of excellence so that all users and collaborators of our tenants are part of the Fibra Mty experience.

TENANT SATISFACTION



Every year, the Operations Director engage an external provider to conduct annual surveys to know the level of tenant satisfaction, as a complement to identify opportunities that consolidate Fibra Mty's commitment to continuously improve our infrastructure and services.

The aspects evaluated are:
- interior and exterior conditions of the building
- parking lot
- equipment
- security
- cleanliness
- amenities
- property management
- maintenance
- billing and collection
- communication channels
- overall satisfaction

Berumen

Since 2022, Berumen y Asociados, S.A. de C.V. has been the external body engaged by Fibra Mty to independently carry out the fieldwork, analysis and reporting of the surveys.

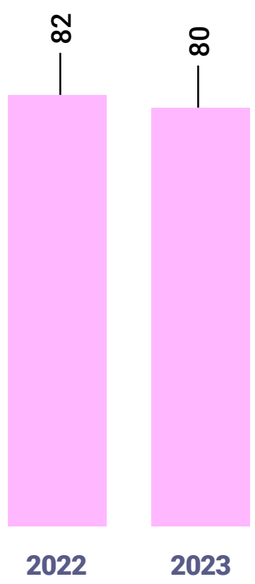
In 2023:

61% of our tenants answered the satisfaction survey.

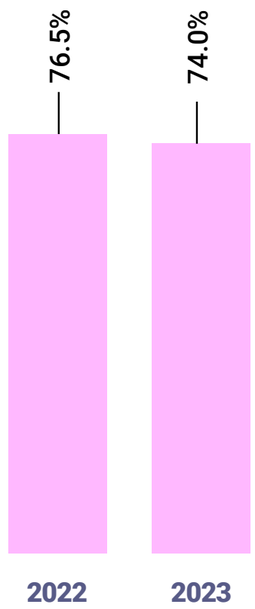
79.3% of tenants answered they are satisfied or very satisfied.



OVERALL TENANT SATISFACTION INDEX



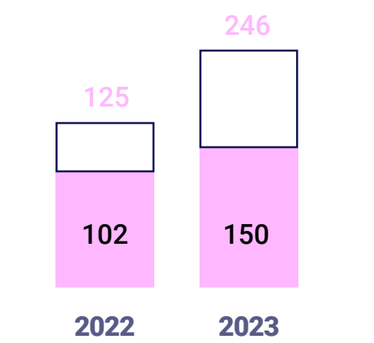
NET PROMOTER SCORE (NPS)*



*(Net Promoter Score)

TENANT ENGAGEMENT (Anual satisfaction survey)

100% of tenants
are surveyed



Tenants who responded the survey

XX Total tenants

THE RESULTS OF THE TENANT SATISFACTION SURVEY are reported to the Chief Executive Officer, the Chief Administrative and Financial Officer, and the Chief Operations and Acquisitions Officer, who submits them to the Technical Committee.

TENANT HEALTH AND WELLBEING

i. Accessibility.

In 2023, Fibra Mty engaged Libre Acceso, A.C., a non-governmental organization with the priority interest of eliminating inequality gaps for people with disabilities, to carry out an assessment of architectural accessibility based on current regulations and recommendations.

The scope of the evaluation included the corporate headquarters and common areas of the office buildings under the direct operation of Fibra Mty, representing 178,411 m^2 floor area.

Building	Location	Common area surface (m^2)
Cuadrante	Ciudad Juárez, Chih.	7,593
Patria	Zapopan, Jal.	15,672
Plaza central	Monterrey, N.L.	27,271
Prometeo	San Pedro Garza García, N.L.	11,494
Redwood	Zapopan, Jal.	16,214
Torre Morada 1	Monterrey, N.L.	22,140
Torre Morada 2	Monterrey, N.L.	22,240
La Perla	Zapopan, Jal.	40,244
Fortaleza	Huixquilucan, Edomex	13,896
Huasteco Alfa	San Luis Potosí, S.L.P.	1,646



The assessment criteria are based on the Manual of Technical Standards for Accessibility and on the manual "*Accesibilidad: Personas con discapacidad y diseño arquitectónico*" (Gutiérrez Brezmes, 2019).

Overall, nine spaces in each building were assessed: Access to the building, Parking lots, Outdoor area, Lobby, Horizontal movement paths, Restrooms, Elevators, Stairs, General characteristics.

To categorize the assessment findings, coding criteria were set according to priority and access privileges of each space:

PRIORITY CODE	**INDISPENSABLE**	**NECESSARY**	**ADVISABLE**
	Essential to access, move or perform any action autonomously.	Favorable to offer same service to people with disabilities as well as to the public at large.	Convenient to dignify diversity and guarantee safety of everyone in the building.
	1 2 3	1 2 3	1 2 3
USER CODE	**SEMI-PRIVATE**	**PRIVATE**	**RESTRICTED**
	Space for visitors, workers and administrative staff.	Only for workers and staff of the building.	Exclusively for administrative or authorized personnel.

In 2024, we will seek to develop an action plan to ensure universal accessibility to our properties, focused on addressing the priority findings, which are those related to:

- Furniture
- Signaling
- Doors and corridors
- Parking spaces
- Elevators and stairs
- Floors, sidewalks and pavements
- Ramps
- Toilet stalls, restroom furniture and accessories

To contribute to the health and wellbeing of tenants, Fibra Mty endeavors to mitigate risks related to the use of the buildings under its direct operation, establishing in its operation manuals provisions on:

ii. Indoor air quality

To prevent indoor environmental pollution, the use of:
- cleaning products certified as Green Seal or UL Ecologo, characterized by limiting the use of potentially harmful chemicals in their composition such as: volatile organic compounds (VOCs content less than 100 mg/l), ammonium compounds, phthalates, ethoxylated alkyphenols, among others.
- VOC-free paints.

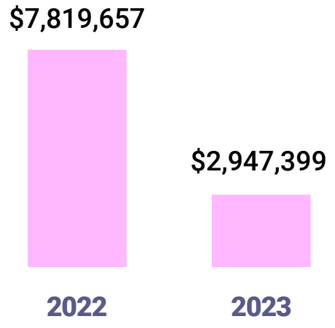
In addition to the provisions established in the operations manual, we have installed equipment to improve indoor air quality:

Devices	Gross Leasable Area covered
Ultraviolet light units in air handlers to eliminate viruses and bacteria.[1]	69,028 m^2
Mechanical fresh air injectors.[2]	161,468 m^2

[1] Installed in buildings: Fortaleza, Plaza Central, Prometeo, Torre Morada 1, Torre Morada 2.

[2] Installed in buildings: Cuadrante, Fortaleza, Huasteco Alfa, La Perla, Neoris, Patria, Plaza Central, Prometeo, Redwood, Torre Morada 1, Torre Morada 2.

INVESTMENT IN INDOOR AIR QUALITY IMPROVEMENTS (MXN)



iii. Thermal comfort

- The heating, ventilation and air conditioning (HVAC) system provides an indoor environment with a comfortable temperature, comfortable relative humidity rate and air filtration, during business hours in the amenity areas: dining room, event rooms, coworking areas, multipurpose rooms, meeting rooms.
- As an air conditioning system, it acts as heating in winter and cooling in summer.
- The air conditioning supply is controlled by trying to keep the temperature inside the building between 22 °C and 24 °C.
- The application of coatings with a solar reflectance value greater than or equal to 39 on the roofs of buildings allows better control of the internal temperature and contributes to efficient energy consumption.

iv. Lighting and visual comfort

- Installing daylight sensors helps control artificial lighting when there is sufficient daylight.

- The installation of luminaires that provide the level of illumination, of the same color and with the appropriate intensity in each space, minimizes the effects of direct and reflected glare, optimizing energy use:
  - minimum of 300 lux in elevators.
  - minimum of 100 lux in amenities (dining room, event rooms, coworking areas, multipurpose rooms, meeting rooms) and service areas (warehouses, ducts or facilities cabinets).
  - minimum of 20 lux in the parking lot and outdoor areas

v. Acoustical comfort

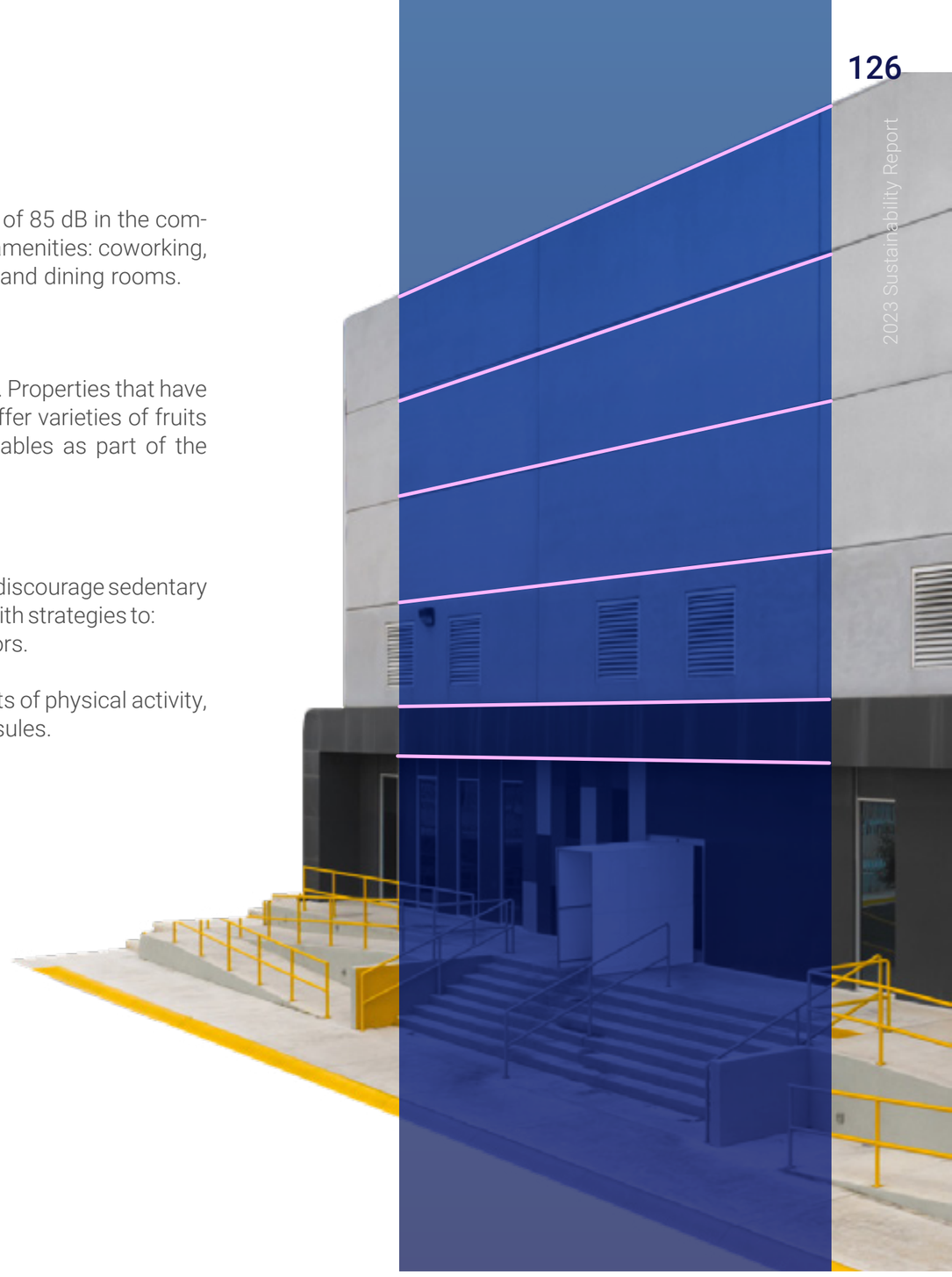
- Ambient music with a maximum volume of 85 dB in the common areas of the lobby, bathrooms and amenities: coworking, terraces for events, multipurpose rooms and dining rooms.

vi. Nourishment or healthy food

Fibra Mty supports healthy eating patterns. Properties that have a cafeteria, kitchens or restaurant, must offer varieties of fruits without added sugar and non-fried vegetables as part of the menu or food bar.

vii. Physical activity

Procure to encourage physical activity and discourage sedentary lifestyles among tenants and employees, with strategies to:
- Incentives to use stairs instead of elevators.
- special fees for gym memberships.
- communication campaigns on the benefits of physical activity, internal newsletters and information capsules.
- among others.



5.f

CORPORATE CITIZENSHIP

17 PARTNERSHIPS FOR THE GOALS

Interacting with the environment and society in a balanced relationship in the economic, social and environmental dimensions, is a relevant component that guides Fibra Mty to face diverse challenges.

In order to optimize the return on social investment, an objective formalized in the 2023-2025 Strategic Sustainability Plan, during this year the trust's social interest fundamentals were updated to implement a strategic social investment model that favors the wellbeing and satisfaction of stakeholders, while contributing to the achievement of business objectives.

COMUNIDAR

With the advice and support of **Fundación Comunidar**, a non-governmental organization created to foster the culture and value of philanthropy in Nuevo León by promoting social investment, Fibra Mty's social programs were aligned with the business strategy to facilitate alliances that contribute to mitigate social risks that could affect the company.

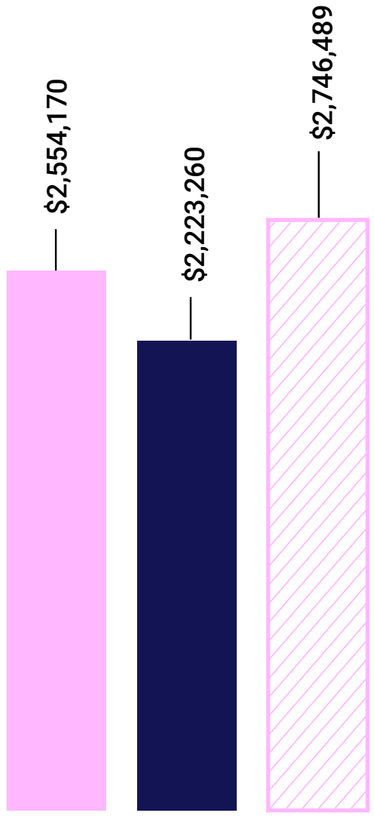
Considering the material issues in the environmental, social and corporate governance fields, three strategic lines for social investment projects are confirmed:

- Welfare, social development, and health.
- Sustainable Development and the environment
- Prevention of environmental contingencies and attention to emerging situations.

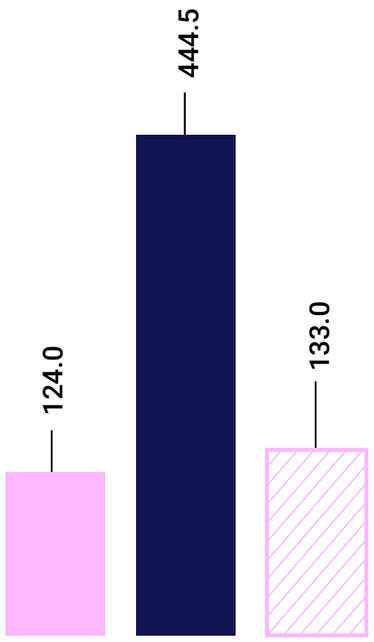
The corporate programs that embody this vision are:

- Community Support: Partnerships for sustainability.
- Education Support: Scholarships for specialized service employees.
- Adopt a School: Improvement of infrastructure and equipment in public schools.
- Fibra Mty Excellence Scholarships: scholarships from junior high to bachelor's degree for young graduates from adopted schools with the highest grades.
- Volunteering.

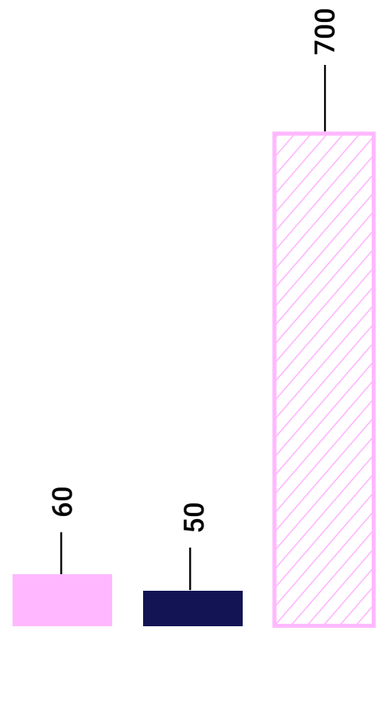
SOCIAL INVESTMENT (MXN)



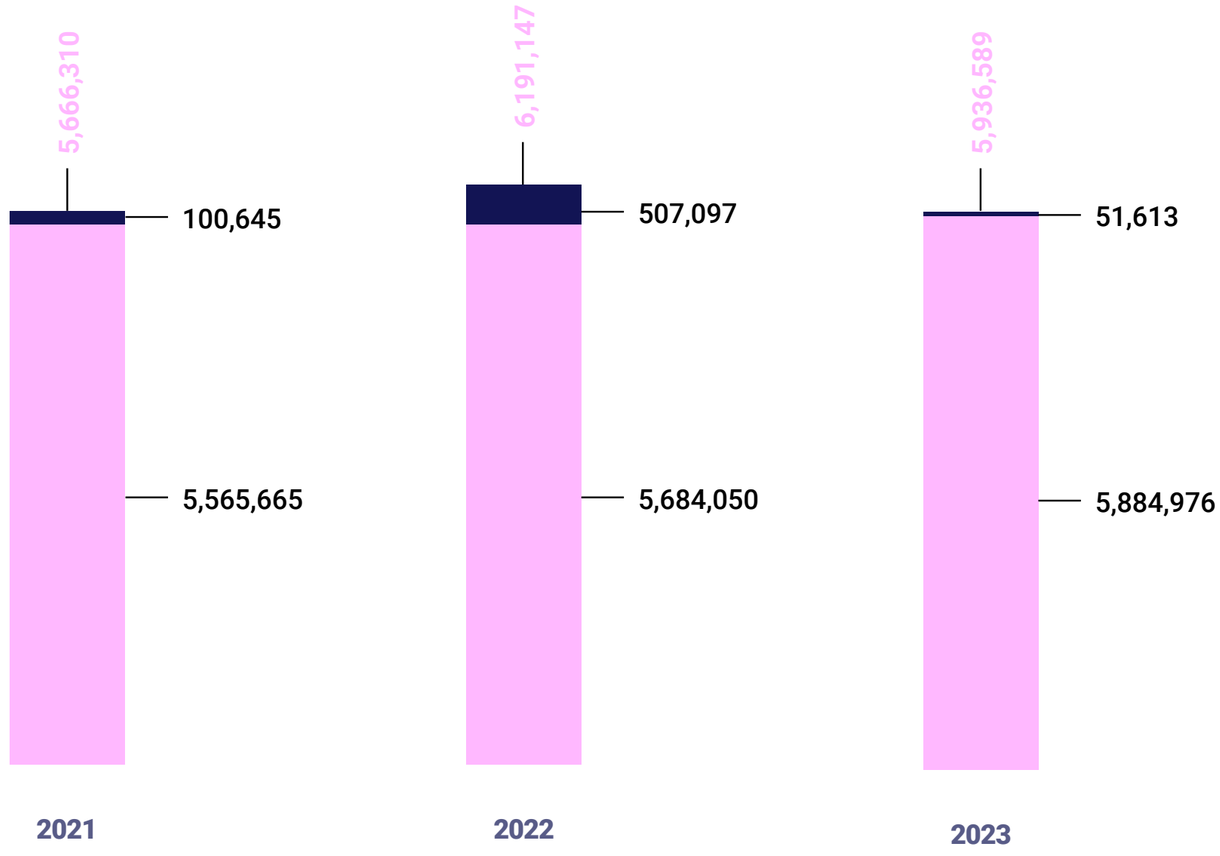
TOTAL HOURS OF VOLUNTEERING



REFORESTATION (# of seedlings/trees planted)



RETURN ON SOCIAL INVESTMENT



COMMUNITY SUPPORT: PARTNERSHIPS FOR SUSTAINABILITY



The ESG Committee ensures that the management of community support initiatives favors the creation of alliances to help mitigate social risks that could have a negative impact on the trust's operation, while strengthening the relationship with the surrounding community, the value chain and the social sector.

The Corporate Philanthropy and Community Support Policy establishes the framework for aligning social investment with the business strategy, channeling resources and linking support actions to various causes in favor of the surrounding community.

The Corporate Philanthropy and Community Support Policy is available at:

https://www.fibramty.com/en/sustentabilidad#politicas-lineamientos

In 2023, **Fibra Mty entered into** partnership for sustainability **with eight** non-governmental organizations.



Non-Governmental Organizations supported in 2023						
Institution supported	Ally since	Social investment (MXN)	Project	Direct Beneficiaries	Indirect Beneficiaries	Total
Cruz Roja Mexicana I.A.P. Delegación Nuevo León	2018	$100,454	• Offer high-quality pre-hospital and ambulance transport services free of charge to the people of Nuevo León.	8,757	30,650	39,407
Pro-Superación Familiar Neolonesa	2020	$632,900	• Hospitals: Increase the installed capacity of the Hospital Unit of the municipality of García, with additional equipment and infrastructure, acquiring an ultrasound and a light source. • Water: Join efforts with the Secretary of Equality and Inclusion (*Secretaría de Igualdad e Inclusión*) to set up hydration points campaign, at community care stations in the Monterrey metropolitan area. • Collection center, monetary and in-kind collection for the victims of Hurricane Otis.	21,044	66,911	87,955
Mundo Sustentable	2020	$150,000	• Construction of an "Environmental Classroom" at the Museum of Living Memory located in the Municipality of Bustamante, Nuevo León, to deliver environmental education work aimed at preschool and basic education students.	338	1,149	1,487
Centro de Estudios Eugenio Garza Sada	2021	$800,000	• School visits to generate an approach to the legacy of Eugenio Garza Sada and other humanist leaders in order to arouse interest in museums, culture and history. • Communicate through the physical space of the House of Humanist Leadership, the principles, values and lines of thought of the Legacy of Eugenio Garza Sada, as well as examples of humanist leaders of Monterrey society to inspire new generations.	3,924	0	3,924
OCCAMM Observatorio Ciudadano de la Calidad del Aire	2021	$200,000	• Estimation of the exposure of the population of the Monterrey metropolitan area to critical air pollutants and dissemination of the assessment with the objective of having an informed society and directing efforts to improve air quality and protect their health.	17,019	5,784,442	5,801,461

Institution supported	Ally since	Social investment (MXN)	Project	Direct Beneficiaries	Indirect Beneficiaries	Total
Patronato Amigos de la Sierra de Arteaga Coahuila	2021	$120,000	• Environmental education for 220 primary and secondary school children and young people from 9 rural communities in Arteaga, Coahuila, as well as teachers and parents, with the participation of the Mobile Planetarium of the Autonomous University of Nuevo León (UANL), the National Commission of Natural Protected Areas (CONANP), the Autonomous University of Coahuila (UadeC) and Bosques de Monterreal.	280	980	1,260
Fundación Comunidar	2023	$430,595	• Design of the social intervention model aimed at and focused on primary schools in Nuevo León located in vulnerable areas. • Scholarships for adults in vulnerable economic situation, providing the opportunity to access junior high and high school studies. • Execution of the investment plan for school infrastructure, development of public schools for the transformation of the school community. • Corporate volunteering.	Described in subsequent segments of this section: - Education Support Program. - Adopt a School. - Fibra Mty Excellence Scholarships. - Volunteering Program.		
CADENA	2023	$200,000	• AMEFIBRA members, including Fibra Mty, joined the housing rehabilitation project that aims to benefit a thousand families affected by Hurricane Otis.	5	0	5

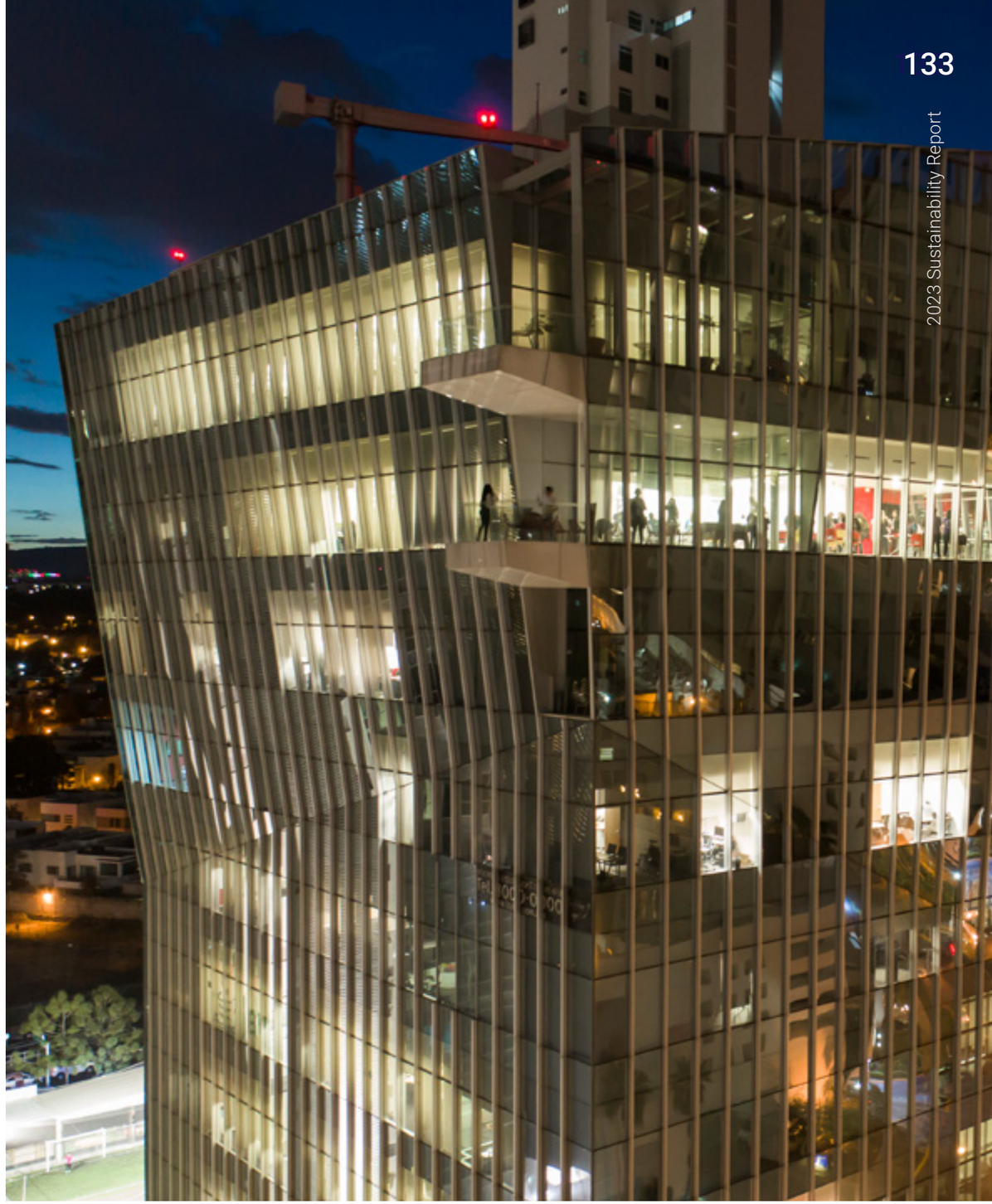
EDUCATION SUPPORT PROGRAM

Fibra Mty supports its specialized service providers in the development of its employees' skills by awarding scholarships to employees and their direct relatives to complete junior high and high school studies, which has a direct impact on increasing labor retention and the development of the workforce.

Under our partnership with Fundación Comunidar and Vinco, scholarship holders have access to educational institutions that allow them, once they have successfully completed the corresponding study plan, to obtain their officially valid study certificate.

In 2023:

Program	Social investment (MXN)	Beneficiaries			
		Direct	Indirect	Total	Graduates
High School Scholarships	$68,651	11	39	50	4



ADOPT A SCHOOL PROGRAM

With the purpose of strengthening engagement with the community surrounding its properties, this program is focused on promoting local academic talent and improving the basic infrastructure and equipment of active public schools in vulnerable situations, in addition to favoring the creation of participatory school communities that are jointly responsible for their development and wellbeing (students, parents, teachers and administrative personnel).

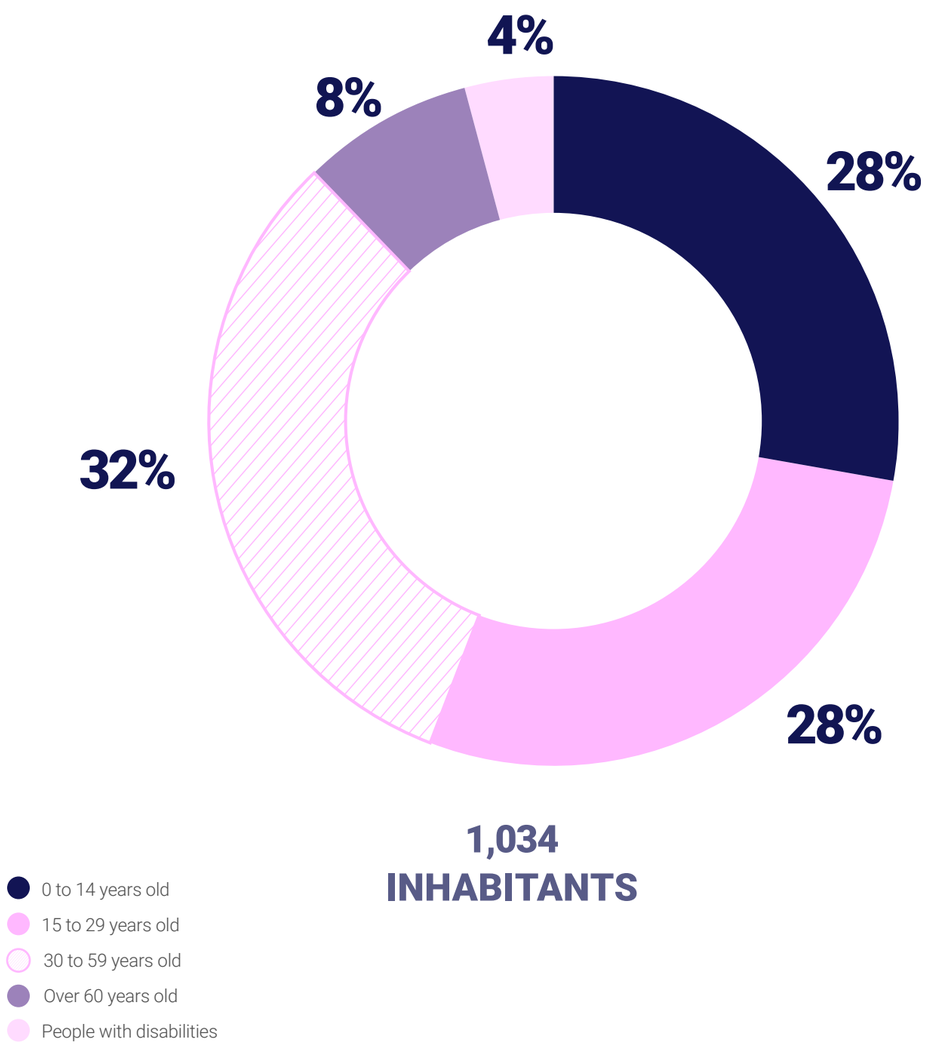
In 2023, this program began with the adoption of the Francisco González Bocanegra Elementary School, located in Los Pinos neighborhood in the municipality of San Pedro Garza García, N.L., 1.7 km from our corporate headquarters.





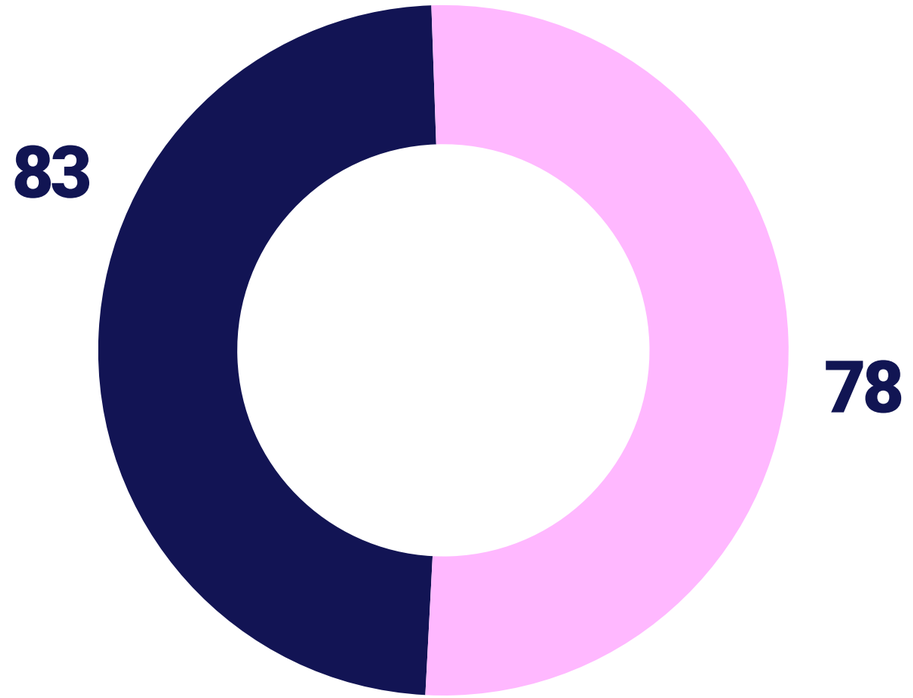
Activities	Social investment (MXN)	Beneficiaries			Total Hours of volunteering
		Direct	Indirect	Total	
• Project kick-off event, get-together and in-kind donation to students. • Donation of desks, teaching materials and office supplies.	$125,596.96	176	598	774	38

COL. LOS PINOS 1ER SECTOR, SAN PEDRO GARZA GARCÍA N.L.



1,034
INHABITANTS

ELEMENTARY SCHOOL FRANCISCO GONZÁLEZ BOCANEGRA



161
STUDENTS

FIBRA MTY EXCELLENCE SCHOLARSHIPS

Aware that education is the basis for improving our lives and sustainable development, Fibra Mty institutes in 2023 the granting of academic scholarships for performance to economically vulnerable young people graduating from adopted schools, allowing educational continuity from junior high to university, preventing school dropout and reducing the gap in the levels from junior high to high school.

The intention is to have an impact on local communities in order to promote the training of future professionals who, once they have completed their higher education, can apply to join our team of collaborators.

Dividendo de Generosidad, a private charitable association focused on meeting the basic educational needs of those who lack the means to subsist with dignity, is the organization selected with the support of Fundación Comunidar to manage this program and disperse the financial support to the scholarship recipients, which covers:

- Registration Fee
- Uniforms
- Shoes
- School supplies
- Monthly financial aid

In 2023:

Program	Social investment (MXN)	Beneficiaries		
		Direct	Indirect	Total
Scholarships for Academic Excellence	$55,050	6	21	27

VOLUNTEERING PROGRAM



Fibra Mty foster the participation of its associates in volunteer activities in support of social and environmental development of the communities where we operate.

In 2023:

Activities carried out	Social investment (MXN)	Beneficiaries: Direct	Beneficiaries: Indirect	Beneficiaries: Total	Hours of volunteering	Seedlings planted
• Installation of a collection center for in-kind donations in support of the victims of Hurricane Otis.						
• Delivery of gifts with cause for children in situations of economic vulnerability.						
• Reforestation (event organized by the Mexican Association of FIBRAs (Mexican REIT's Association): planting of 700 agave seedlings in the El Pajonal area of the municipality of Santa Catarina, N.L. located within the Cumbres de Monterrey National Park.	$87,000	53	186	239	95	700



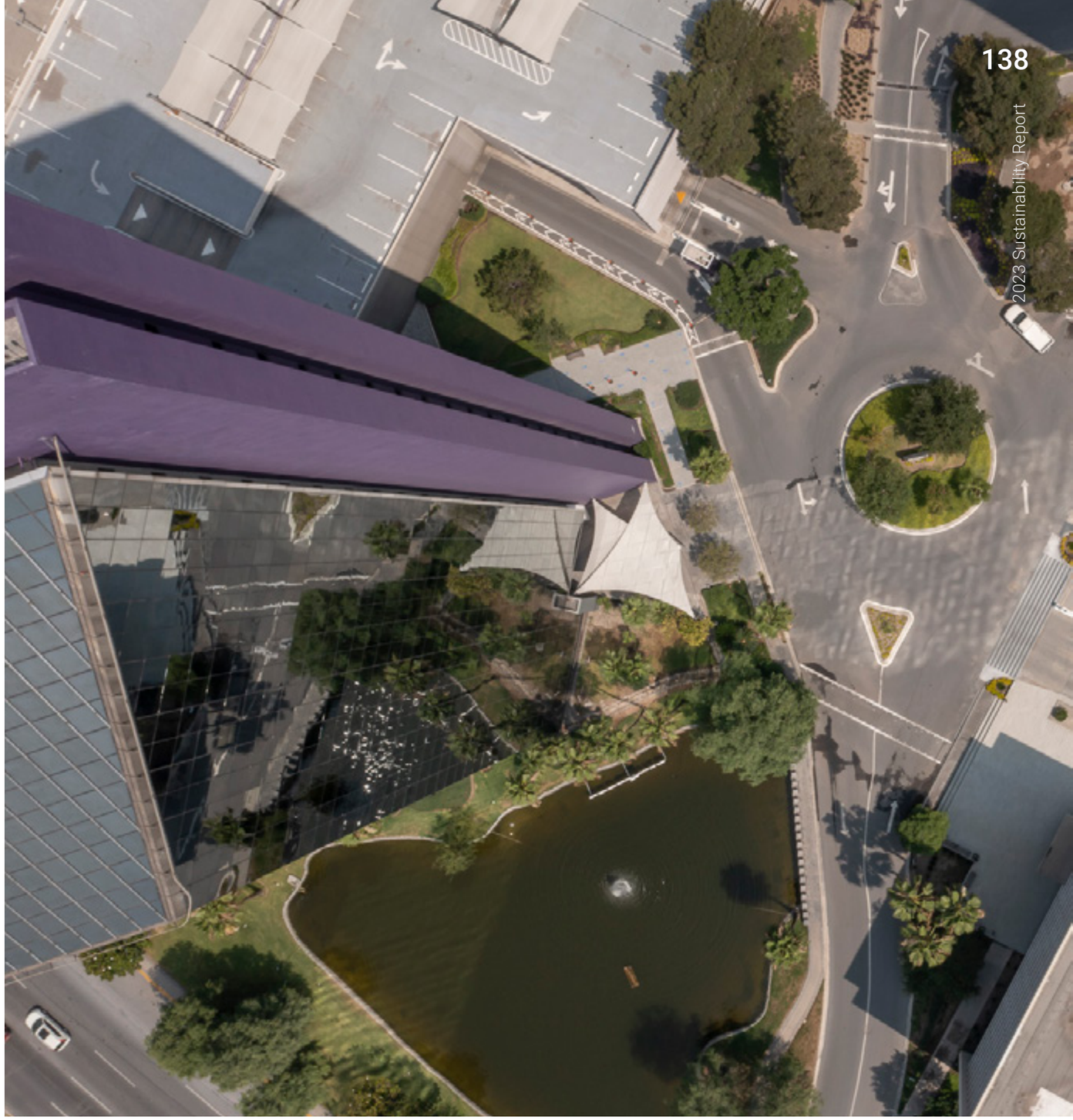


SOCIALLY RESPONSIBLE COMPANY BADGE

On October 24, 2023, Fibra Mty was awarded the Socially Responsible Company (ESR) Distinction granted by the Mexican Center for Philanthropy (Cemefi) and the Alliance for Corporate Social Responsibility for Mexico (Aliarse).

To be accredited as an icon of value that stands out and differentiates it from other companies operating in Mexico and Latin America, Fibra Mty completed a process to demonstrate the level of development in its corporate social responsibility practices in four criteria and nine areas aligned with the Sustainable Development Goals of the United Nations:

- Environmental
- Human rights
- Consumer topics
- Active participation
- Value chain development
- Social Responsibility Management
- Governance and fair practices
- Global variables



06

ENVIRONMENTAL DIMENSION



The expectations of Fibra Mty's stakeholders drive the need to improve environmental management through greater efficiency, transparency and accountability.

Fibra Mty's Environment and Biodiversity Policy establishes our commitment to procure and respect the environment, natural resources, and biodiversity in the areas where we operate. This policy includes corporate guidelines for an eco-efficient operation in accordance with best global sustainability best practices.

Fibra Mty Environment and Biodiversity Policy is available at:

https://www.fibramty.com/sustentabilidad#politica-sustentabilidad

In order to give certainty to the commitment to limit the environmental impacts derived from its activities, Fibra Mty has initiated the process to adopt the ISO 14001:2015 standard as a framework to protect the environment and respond to changing environmental conditions, in balance with socioeconomic needs.

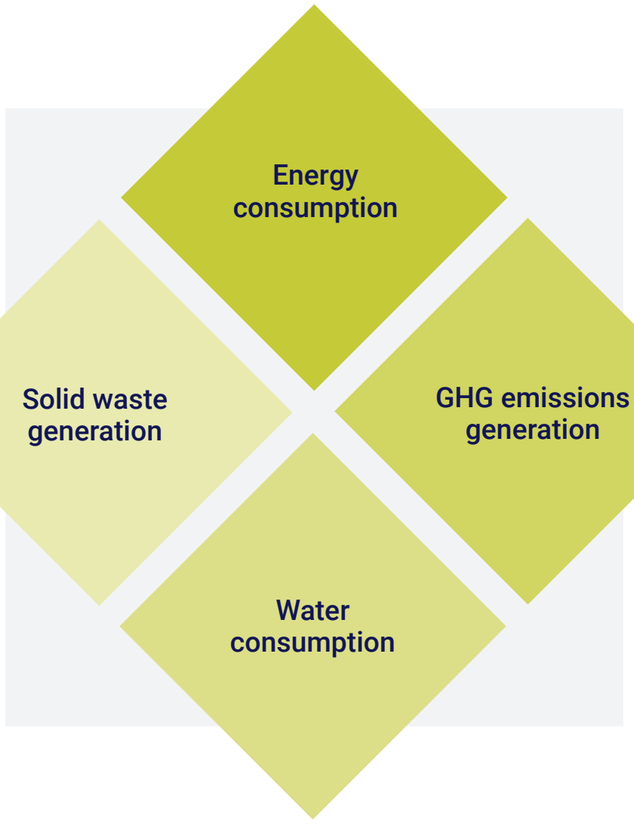
By the end of 2023, this project had made 58% progress in the documentation stage. The plan for 2024 is to complete the documentation and implementation of the management system procedures, as well as the training of personnel involved in the deployment of it.



ENVIRONMENTAL IMPACTS

Our environmental strategy focuses on assessing trends in natural resource consumption and waste generation to prevent or mitigate adverse environmental impacts and increase beneficial environmental impacts.

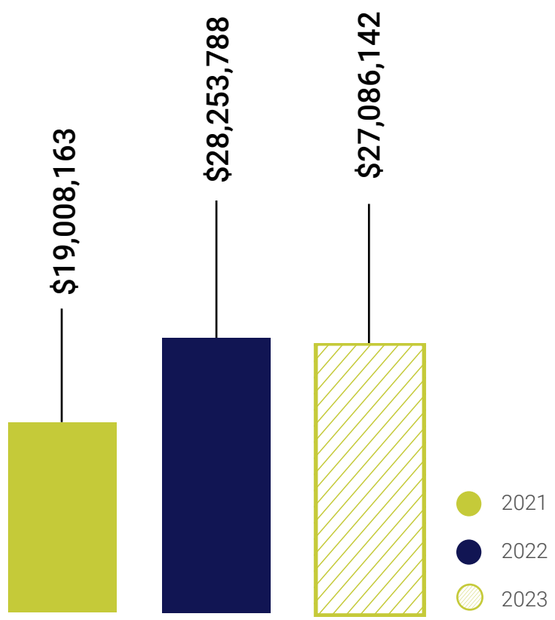
Significant environmental impacts of Fibra Mty



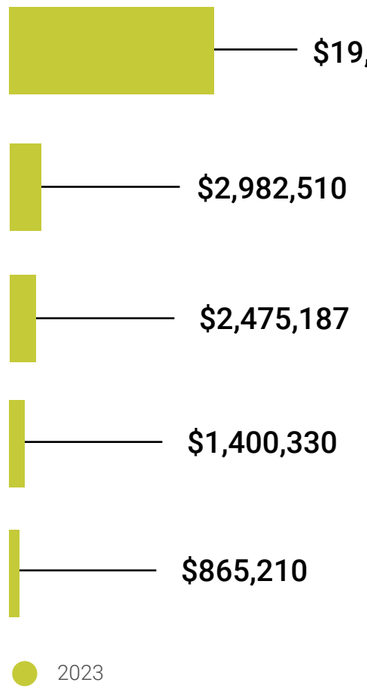
INVESTMENT FOR ENVIRONMENTAL IMPROVEMENT IN ASSETS

To improve our environmental performance and meet our stakeholders' expectations in this matter, a portion of our annual budget is allocated to investments for environment care and preservation.

Environmental investment (MXN)



Environmental investment by category - 2023



	Purpose
Energy	• Improve HVAC equipment efficiency. • Install LED lighting. • Install equipment to improve energy management. • Install domes to utilize daylight.
Air	• Improve indoor air quality: Mechanical fresh air injectors and carbon monoxide detectors.
Emissions	• Install solar panels.
Biodiversity	• Environmental impact assessment and mitigation • Management and rescue of tree specimens, • Wildlife relocation and rescue.
Water	• Installation of consumption meters and pumping equipment.

6.a

ENERGY

7 AFFORDABLE AND CLEAN ENERGY

The most important environmental issue for Fibra Mty and its stakeholders is comprehensive energy management, including monitoring consumption, being more energy efficient, and analyzing the related social and environmental impacts. It also entails the replacement of fossil fuel-based energy for renewable options with less impact on the environment.

ENERGY CONSUMPTION

Energy consumption within Fibra Mty

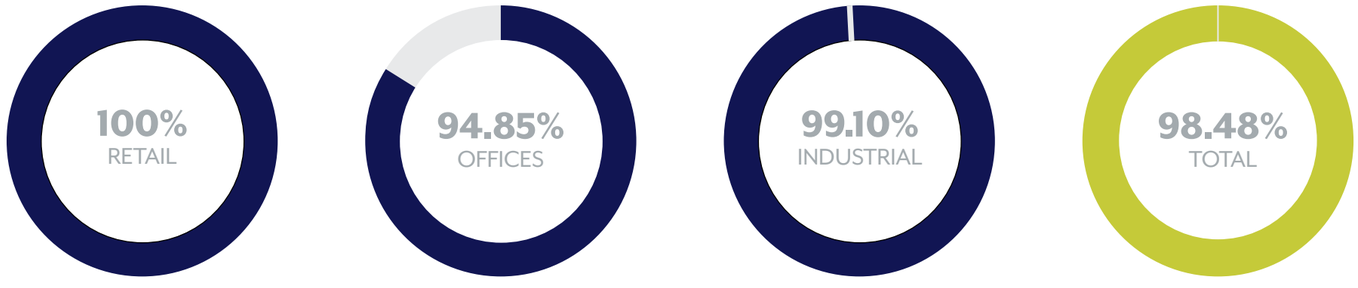
		Total fuel consumption within the organization from non-renewable sources[1]				Electricity consumption within Fibra Mty[2]			Total		
		2021	2022	2023		2021	2022	2023	2021	2022	2023
GJ	Diesel[4]	43.33	152.59	471.43	Electricity	31,553.75	26,884.59	24,415.80	31,597.08	27,037.18	25,131.38
kWh		12,035.38	41,862.18	130,952.58		8,764,931.00	7,467,940.44	6,782,165.77	8,776,966.38	7,509,802.62	6,980,938.21
GJ	Natural gas[4]	-	-	244.15		-	-	-			
kWh		-	-	67,819.86		-	-	-			
GJ	Total	43.33	152.59	715.58		31,553.75	26,884.59	24,415.80			
kWh		12,035.38	41,862.18	198,772.44		8,764,931.00	7,467,940.44	6,782,165.77			
Coverage[5]		19.93%	70.50%	100%		88.83%	100%	100%			

[1] Total fuel consumption within the organization from non-renewable sources: Fuel consumption in common areas of assets directly managed by Fibra Mty. Data provided by Property Managers according to the volumes indicated in the purchase invoices.
[2] Electricity consumption within Fibra Mty: includes purchased electricity consumption in common areas of assets directly managed by Fibra Mty, as well as the photovoltaic energy generated internally at Fibra Mty's corporate headquarters. Data gathered from consumption invoices issued by the Federal Electricity Commission and from the internal record of photovoltaic energy production.
[4] Conversion factors used are those established by the National Commission for Energy Use Efficiency (CONUEE) of the Ministry of Energy (SENER):
- Diesel: 6,065 MJ/ bl.
- Natural Gas: 39,083.00 kJ/m^3

Conversion factors are available at:
https://www.gob.mx/cms/uploads/attachment/file/895624/Lista_de_combustibles_2024.pdf
[5] Coverage: percentage of total area with energy data.

Energy consumption outside of Fibra Mty[3]				
		2021	2022	2023
GJ	Electricity	569,635.84	588,663.46	1,013,409.03
kWh		158,232,176.38	163,517,627.19	281,502,507.83
GJ	Diesel	-	-	143.51
kWh		-	-	39,863.05
GJ	Natural Gas	-	-	134,481.56
kWh		-	-	37,355,987.69
GJ	Total	569,635.84	588,663.46	1,148,034.10
kWhz		158,232,176.38	163,517,627.19	318,898,358.57
Coverage[5]		85%	91.31%	63.85%

Percentage of tenants with separate electricity meters[6]

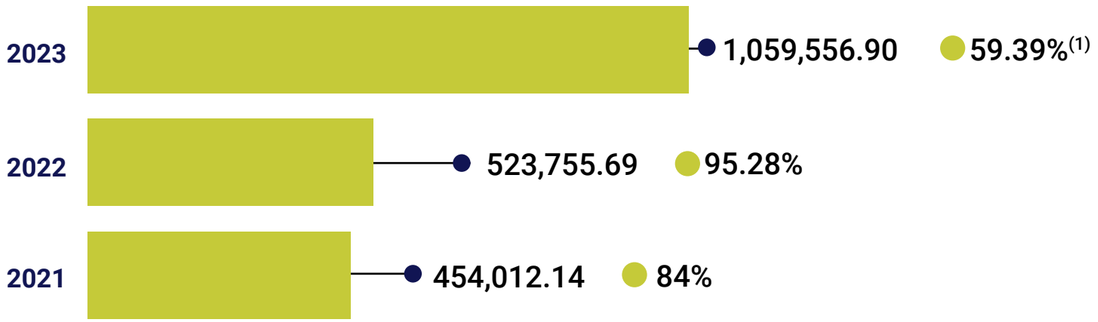


[3] Energy consumption outside of Fibra Mty: includes consumption of purchased electricity and energy from fossil fuels by tenants in leased areas of all assets owned by Fibra Mty. Data gathered from consumption invoices issued by the Federal Electricity Commission (CFE) as well as from reports provided by Tenants and Property Managers according to their consumption records.
[5] Coverage: percentage of total area with energy data.
[6] Percentage of tenants calculated in terms of percentage of the leased area.



ELECTRICITY CONSUMPTION (GJ) AND COVERAGE BY SEGMENT INDUSTRIAL

Segment Industrial

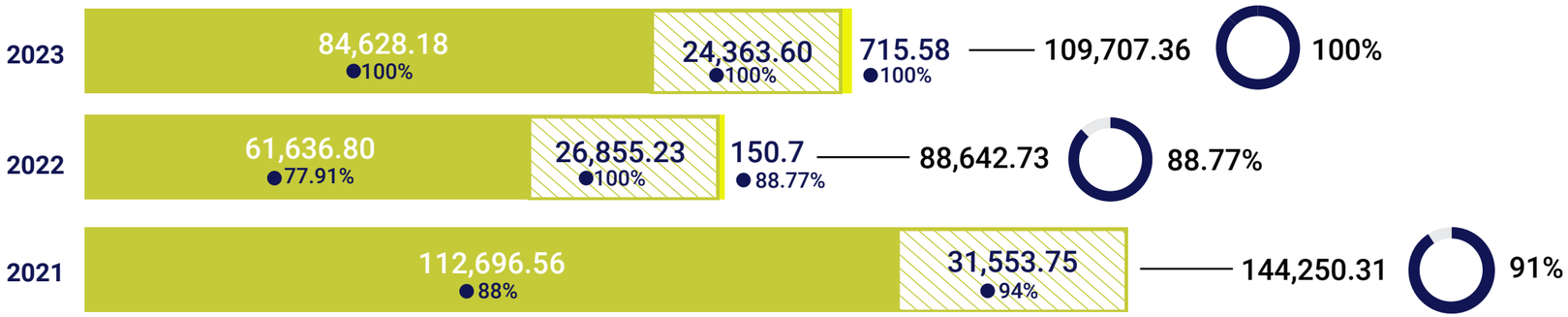


(1) Note: the decrease in the data coverage percentage in 2023 compared to 2022 is mainly due to the incorporation of the Zeus industrial portfolio with a low energy data coverage percentage of scope 3.

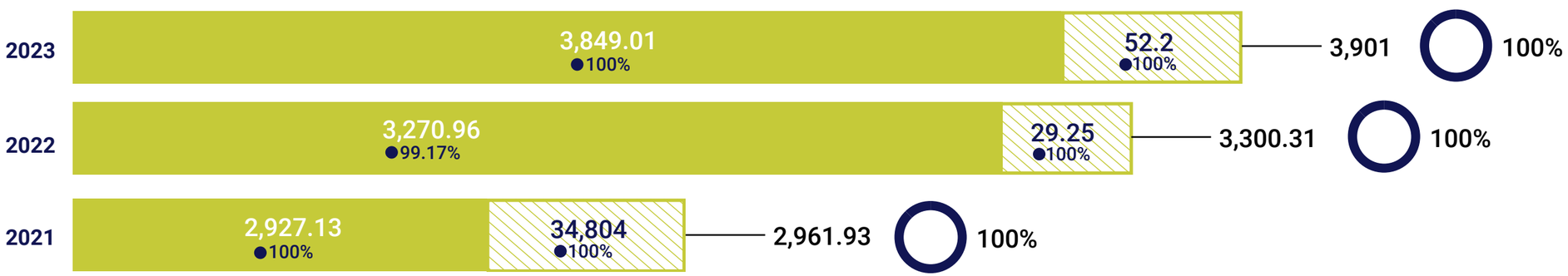
Industrial portfolio	2022			2023		
	GLA leased (m^2)	GLA with data coverage (m^2)	Coverage (%)	GLA leased (m^2)	GLA with data coverage (m^2)	Coverage (%)
Portfolio Zeus	---	---	---	1,474,988	876,021	59.39%
Same properties 2022	584,600.71	557,026.53	95.28%	609,419	517,983	85.00%



Segment Offices



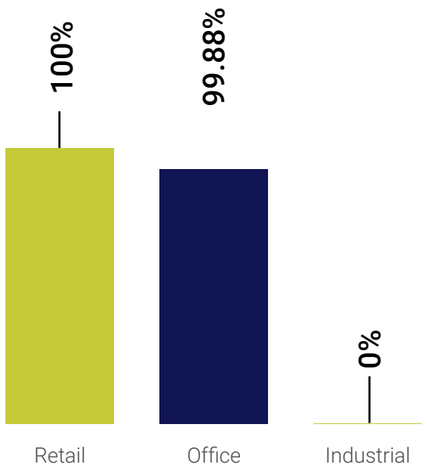
Segment Retail



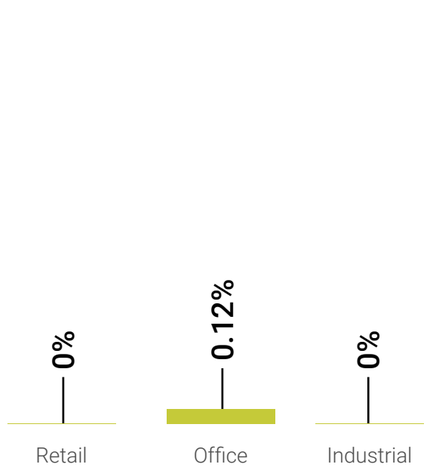
- Total energy consumption outside of Fibra Mty
- Total electricity consumption within Fibra Mty
- Total fuel consumption within the organization from non-renewable sources
- Coverage

Total consumption

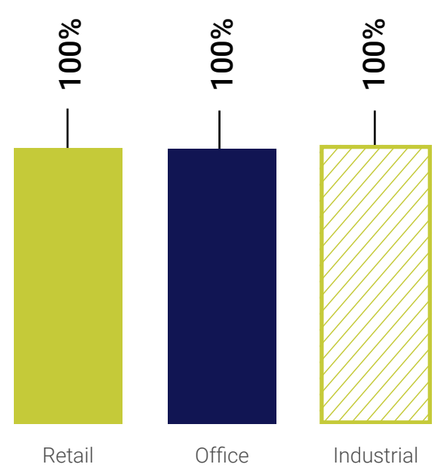
Grid electricity within Fibra Mty[1]



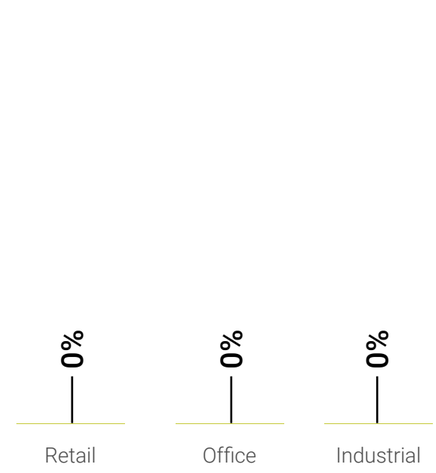
Renewable energy consumed within Fibra Mty[2]



Grid Electricity outside Fibra Mty



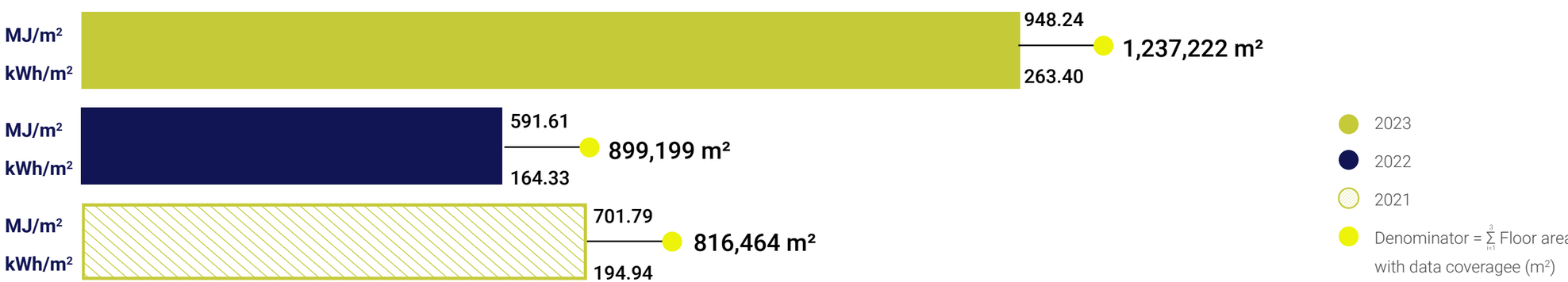
Renewable energy consumed outside Fibra Mty[2]



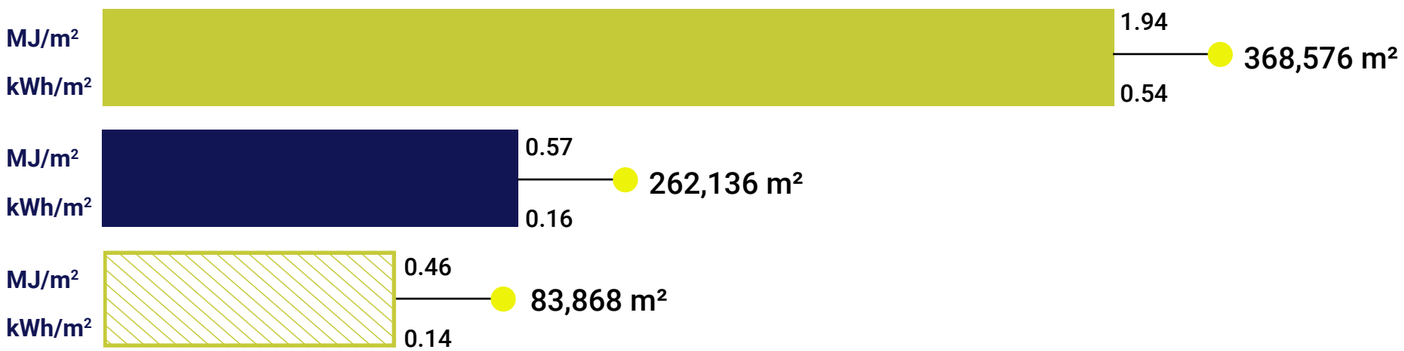
[1] Percentage = (grid electricity from the Federal Electricity Commission) / (total energy consumed from all sources).
[2] Percentage = (renewable energy consumed) / (total energy consumed from all sources).

ENERGY INTENSITY

Total Energy Intensity

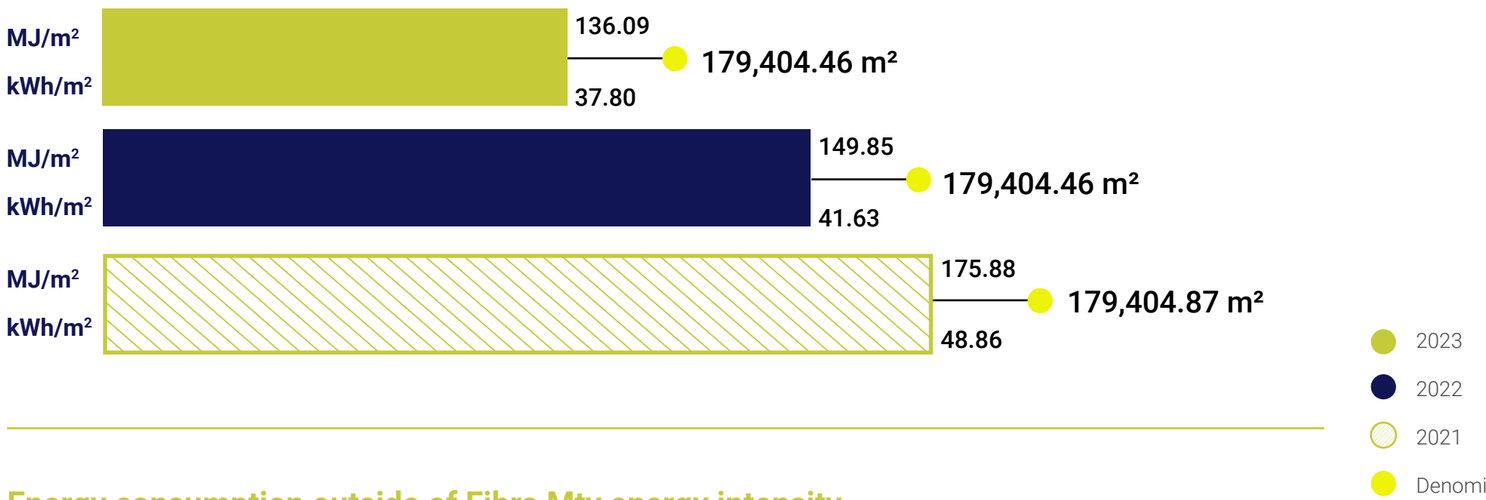


Energy intensity from total fuel consumption within Fibra Mty from non-renewable sources[1]

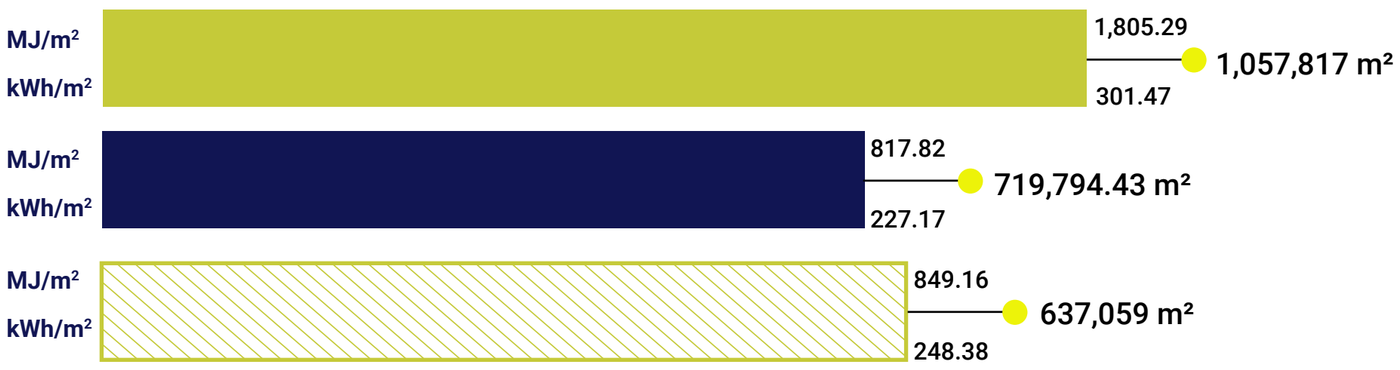


[1] Note: In our 2022 Sustainability Report, the calculation of Total fuel consumption within the organization from non-renewable sources energy intensity was calculated with a denominator defined as the floor area of the COMMON AREAS with data coverage, this indicator being outside the scope of the independent limited assurance. During the independent limited assurance work carried out in 2023, it was found that the appropriate denominator should be TOTAL BUILT area with data coverage, resulting in the figures presented in this report. These modifications had no effect on management or decision-making related to energy management during 2023.

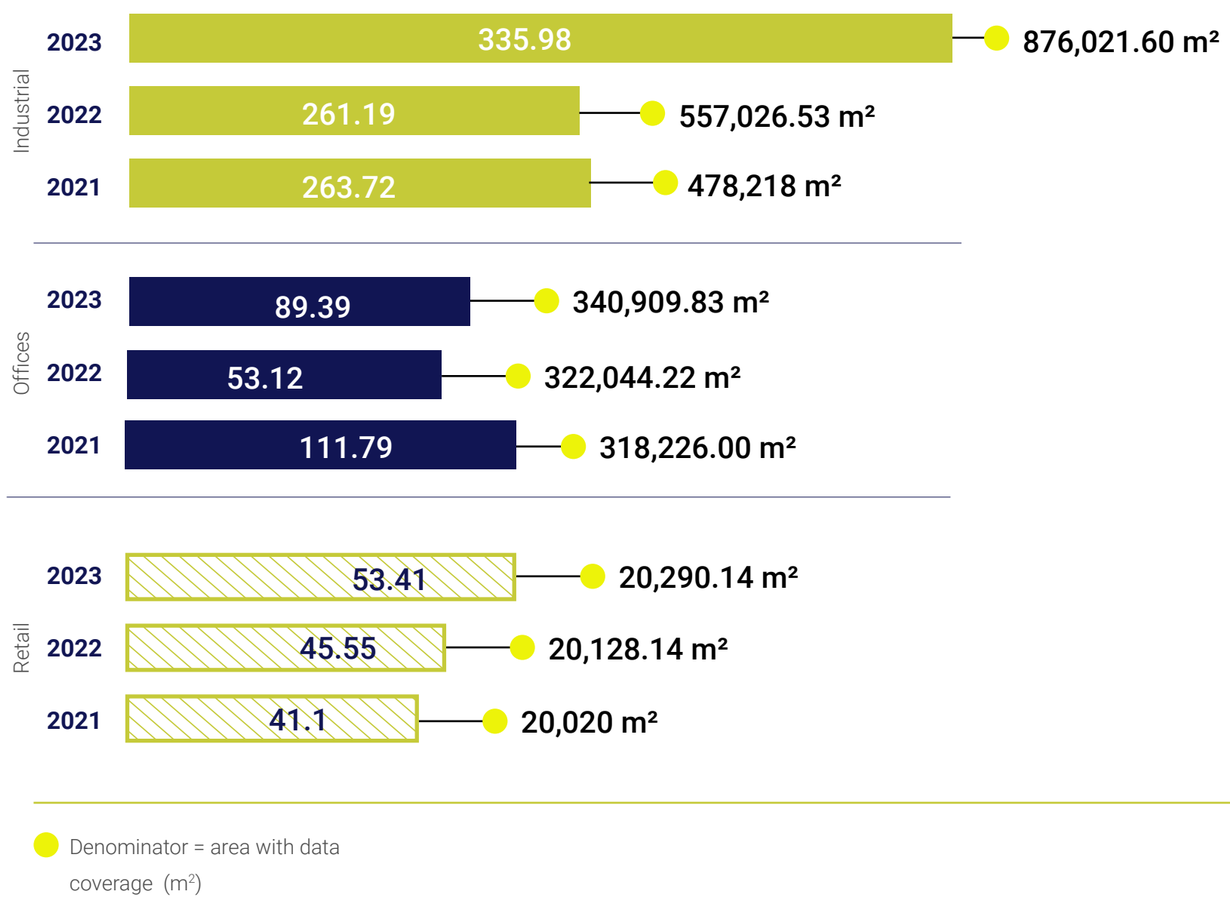
Electricity consumption within Fibra Mty energy intensity



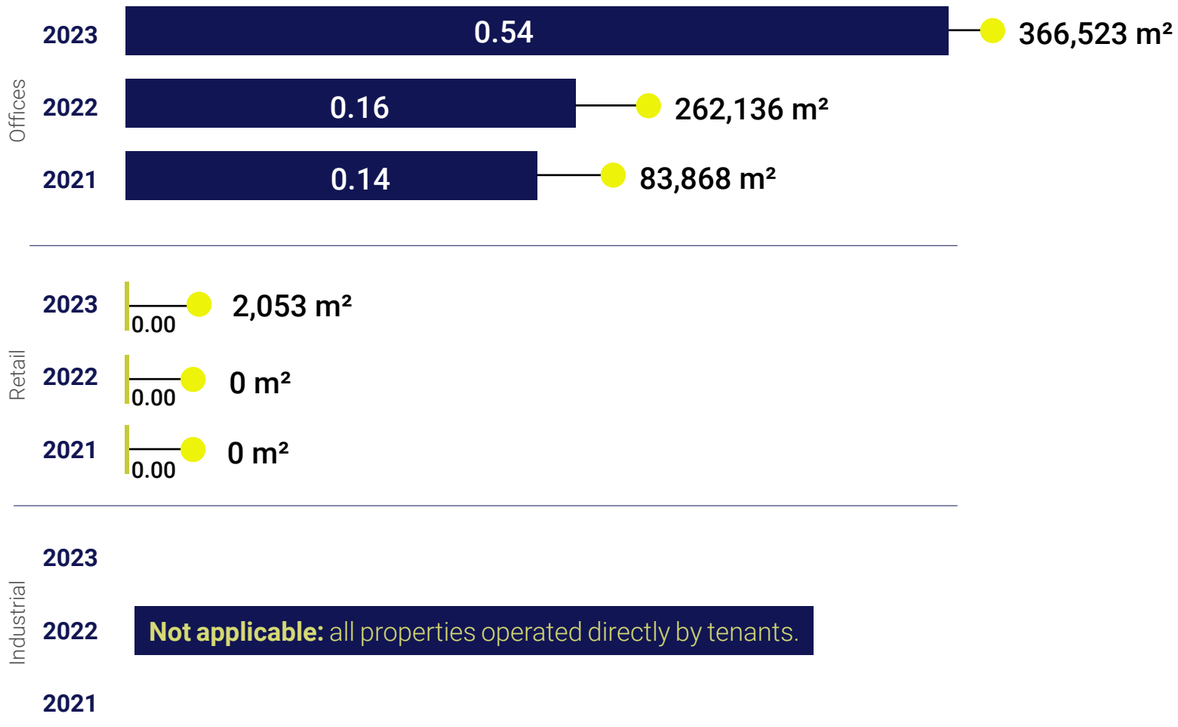
Energy consumption outside of Fibra Mty energy intensity



Energy intensity of buildings in use (kWh/m² /year)

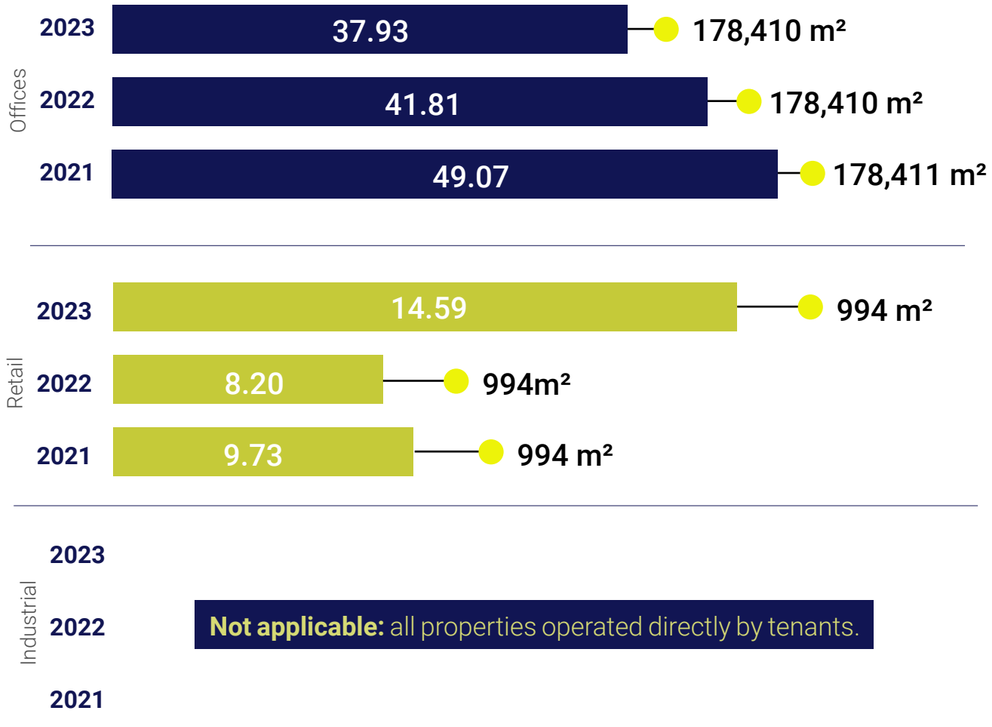


Total fuel consumption within Fibra Mty from non-renewable sources energy intensity of buildings in use[1] (kWh/m² /year)



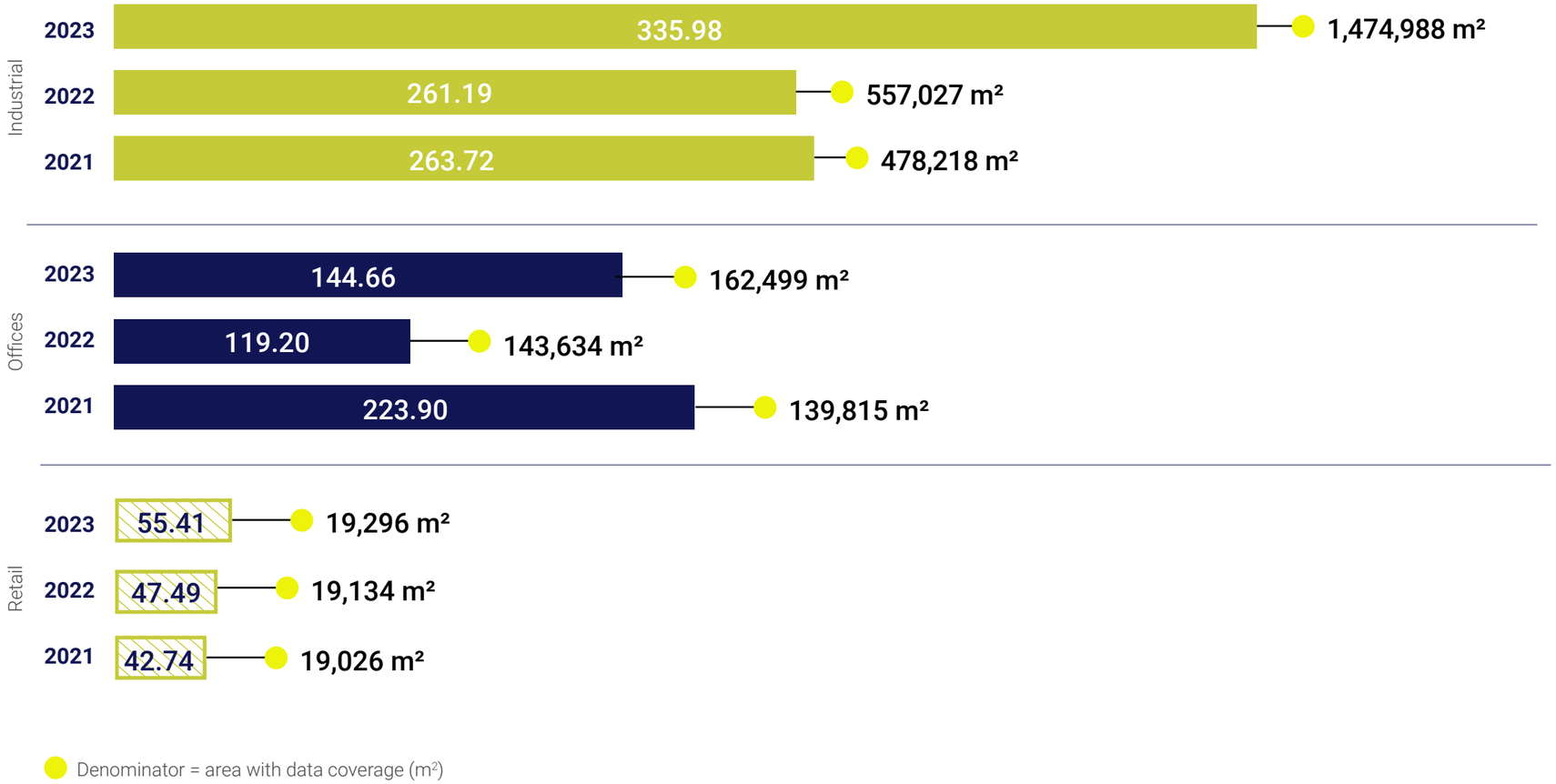
Denominator = area with data coverage (m²)

Electricity consumption within Fibra Mty energy intensity of buildings in use (kWh/m² /year)



[1] Note: In our 2022 Sustainability Report, the calculation of the Total fuel consumption within the organization from non-renewable sources energy intensity of buildings in use was calculated with a denominator defined as the floor area of the COMMON AREAS with data coverage, this indicator being outside the scope of the independent limited assurance. During the independent limited assurance work carried out in 2023, it was found that the appropriate denominator should be defined as TOTAL BUILT floor area with data coverage, resulting in the figures presented in this report. These modifications had no effect on management or decision-making related to energy management during 2023.

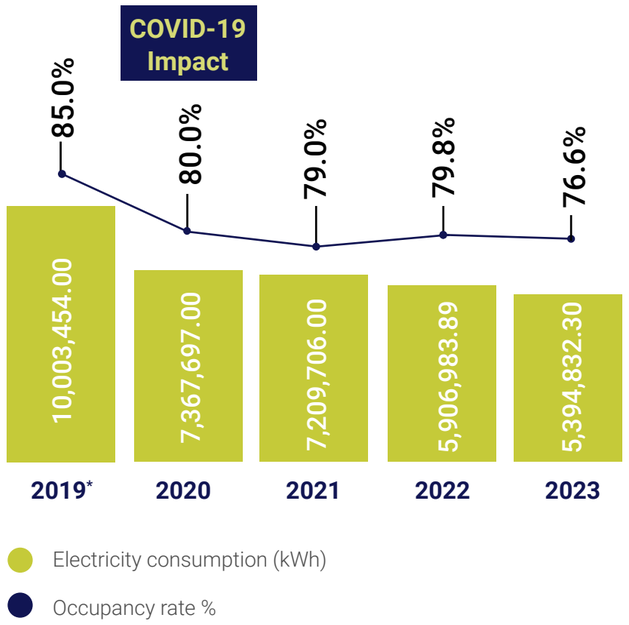
Energy consumption outside of Fibra Mty energy intensity of buildings in use (kWh/m² /year)



ELECTRICITY SAVING INITIATIVES

Electricity consumption within Fibra Mty[1]

Assets directly managed by Fibra Mty



(*) 2019 is the base year according to our 2030 GHG emissions reduction target.

(1) Electricity consumption in common areas of office buildings directly managed by Fibra Mty (like-for-like 2019).

ELECTRICITY CONSUMPTION WITHIN FIBRA MTY

-46.1% compared to base year (2019)

-8.7% compared to 2022

INITIATIVES IMPLEMENTED IN 2023:

- Improve HVAC equipment efficiency
- Installation of LED lighting
- Installation of equipment to improve energy management
- Installation of domes to utilize natural light.

In 2022, 3,219 m^2 of solar panels on the office buildings of Prometeo and Plaza Central in Nuevo León, and La Perla in Jalisco were installed, with an estimated production of 985 MWh, which began operations on January 16, 2024.



6.b

WATER



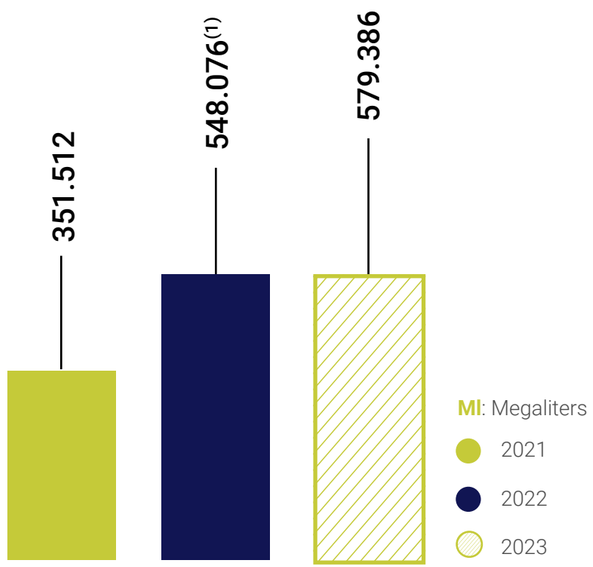
Water resources management and conservation are fundamental to meet Fibra Mty's and its tenants' business needs. This includes water consumption and effluents, efforts to reduce them, as well as wastewater treatment and pollution from operations that could affect quality and availability.

Fibra Mty promotes rational and responsible water use to reduce its consumption, while continuously analyzing processes to identify opportunities for improvement in water efficiency, taking actions such as:

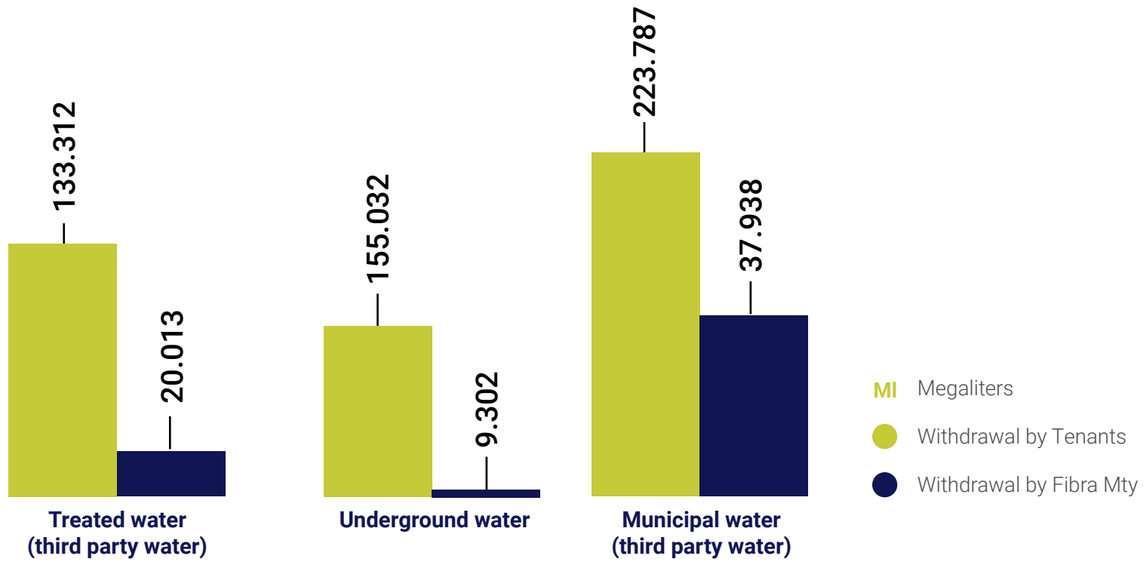
- **Replacement of conventional equipment with eco-efficient devices**
- **Installation of water-saving valves**
- **Leak repairs**
- **Wastewater treatment**
- **Reuse of treated wastewater for garden irrigation**

WATER WITHDRAWAL

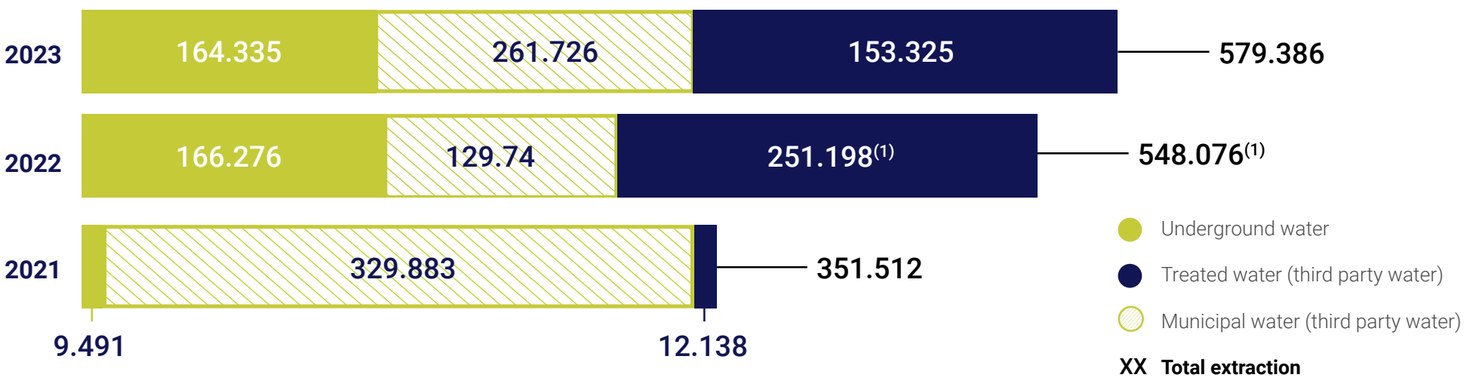
Total Fibra Mty water withdrawal (Ml)



Water withdrawal by source (Ml) - 2023 -



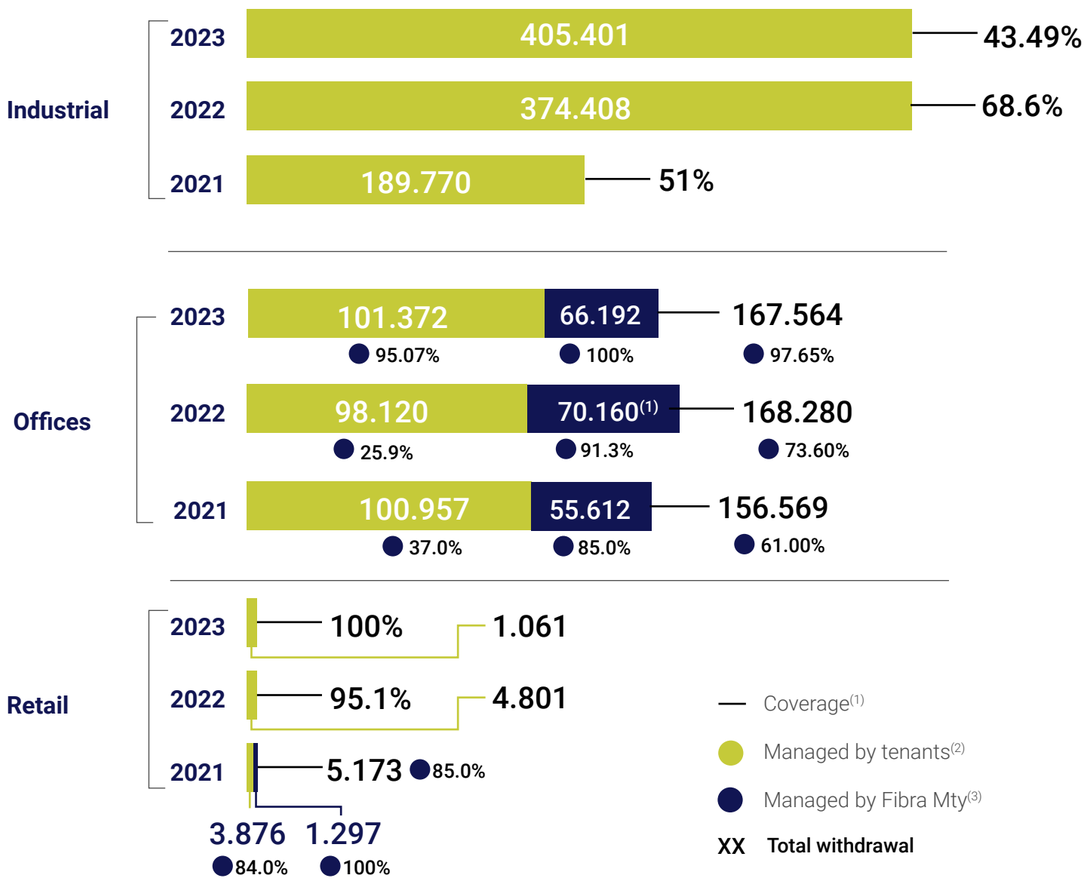
Water withdrawal by source (Ml)



45% of water withdrawn in Fibra Mty's properties is directly supplied by the municipalities. In no case does water withdrawal affect protected water sources.

(1) In the 2022 sustainability report, 531.70 Ml were reported as total water withdrawal. After the publication of the report, it was detected that 16.376 Ml of treated water from La Perla property were omitted. The figures shown in this report solve that shortage.

Water withdrawal (Ml) and coverage[1] by property subsector



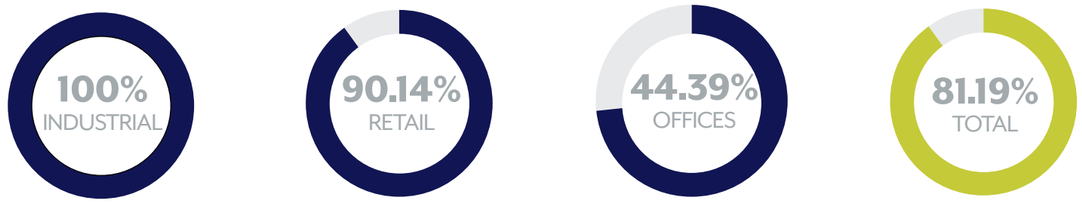
(1) Coverage: percentage of floor area with water withdrawal data.

(2) Managed by Tenants: water withdrawal for leased areas of all assets owned by Fibra Mty. Data provided by Property Managers based on their consumption records.

(3) Managed by Fibra Mty: water withdrawal for common areas of the properties directly managed by Fibra Mty. Data provided by Property Managers based on their consumption records.

(4) In the 2022 sustainability report, 53.740 Ml were reported as water extraction by Fibra Mty. After the publication of the report, it was detected that 16.376 Ml of treated water were omitted on the La Perla property. The figures shown in this report solve that shortage.

Percentage of tenants that are separately metered for water withdrawal[1]



(1) Percentage of tenants that are separately metered for water withdrawal = (leased area with water withdrawal data coverage by tenants with separate meters)/ (total floor area with water withdrawal data coverage by tenants)

According to the most recent update of the water stress map of hydrological-administrative regions in Mexico, published by the National Water Commission (*Comisión Nacional del Agua*) in 2022, 100% of our properties are located and withdraw water in areas with high levels of water stress:

Hydrological-administrative region	Fibra Mty Presence	Degree of water stress
Lerma-Santiago-Pacífico (VIII)	25	45.91%
Balsas (IV)	4	48.40%
Río Bravo (VI)	59	75.02%
Cuencas Centrales del Norte (VII)	7	83.03%
Noroeste (II)	2	83.20%
Península de Baja California (I)	8	89.94%
Aguas del Valle de México (XIII)	1	128.58%

Water stress occurs when the demand for potable water in a given area is higher than the usable volume, this may be due to the availability, quality, or accessibility of water. Water stress refers to the fact that the water demand grows and approaches, or sometimes exceeds, the levels of natural availability of the resource.



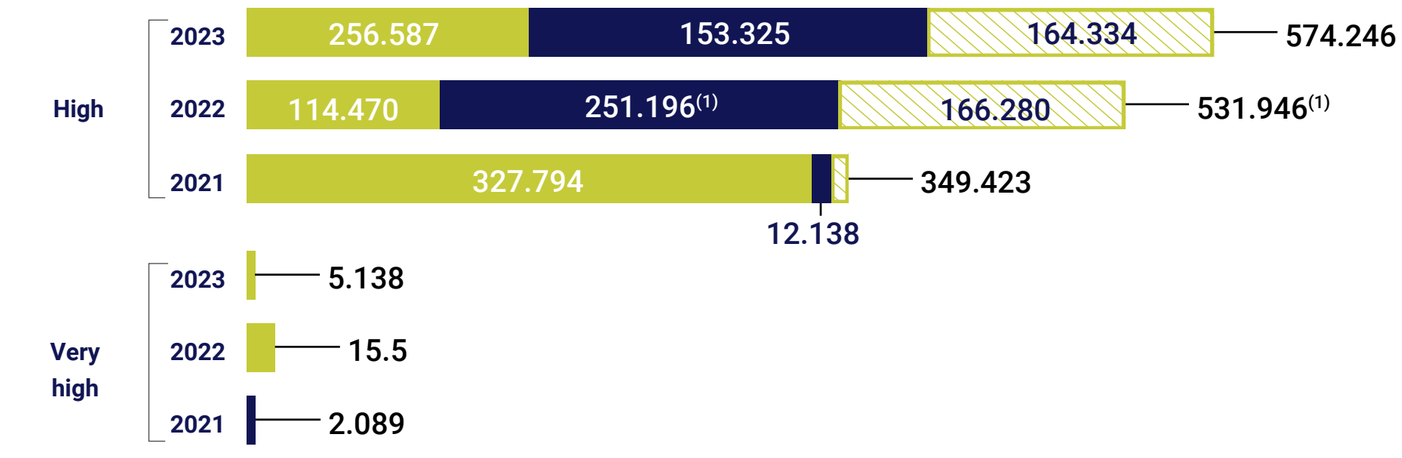
To determine the level of water stress, the General Sub Directorate of Water Administration establishes the following metrics:

- Extremely high (> 100%)
- High (40-100%)
- Medium (20-40%)
- Low (10-20%)
- Not stressed (<10%)

Source: *Sistema Nacional de Información del Agua de la Comisión Nacional del Agua (CONAGUA)*

https://sinav30.conagua.gob.mx:8080/SINA/?opcion=gpresion

Water withdrawal in regions with water stress (Ml)



Municipal water (third-party water)

Treated water (third-party water)

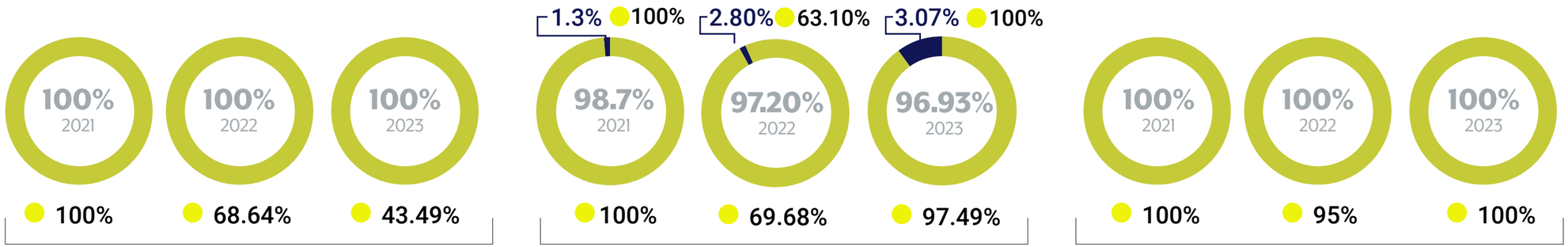
Underground water

Ml: Megaliters

XX Total extraction

(1) In the 2022 sustainability report, 234.820 Ml were reported as treated water extraction. After the publication of the report, it was detected that 16.376 Ml of treated water were omitted on the La Perla property. The figure shown in this report solves that shortage.

Percentage of water withdrawn and coverage(1) in regions with high or extremely high water stress, by segment



High water stress

Extremely hight water stress

Coverage(1)

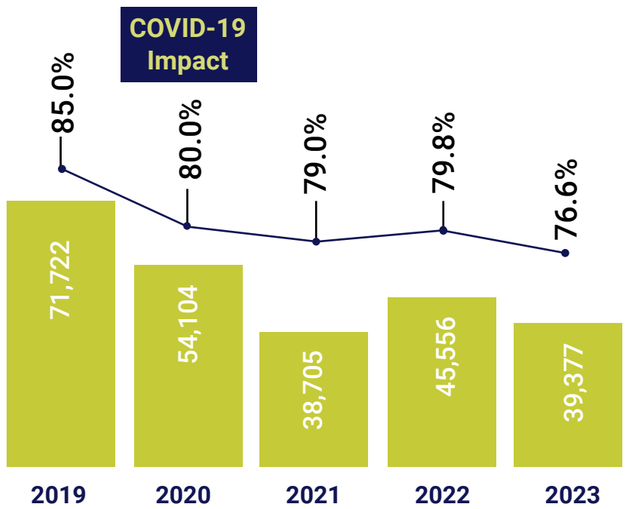
(1) Coverage: percentage of floor area with water withdrawal data, by region.

(2) In the 2022 sustainability report, 234.820 Ml were reported as treated water extraction. After the publication of the report, it was detected that 16.376 Ml of treated water were omitted on the La Perla property. The figure shown in this report solves that shortage.

INITIATIVES TO REDUCE WATER WITHDRAWAL

Water withdrawal (m^3) for use in common areas[1]

Assets directly managed by Fibra Mty



[1] Water withdrawal for use in common areas of office buildings directly managed by Fibra Mty (like-for-like 2019).



WATER WITHDRAWAL FOR USE IN COMMON AREAS

-45.10% compared to base year (2019)

-13.56% compared to 2022

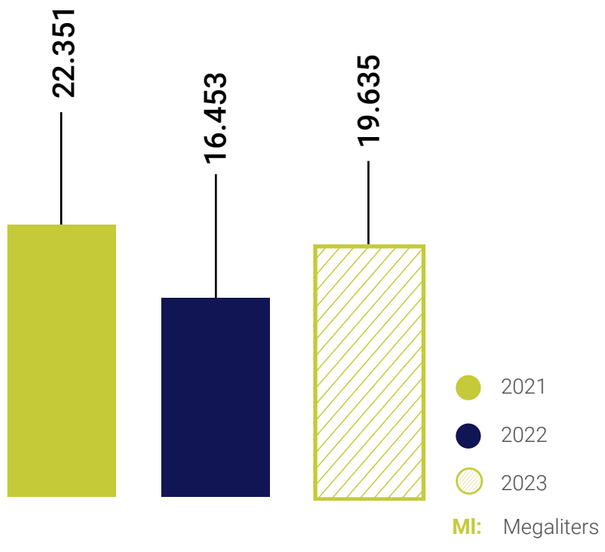
INITIATIVES IMPLEMENTED IN 2023:

- Installation of water withdrawal meters and water pumping systems.

WATER DISCHARGE

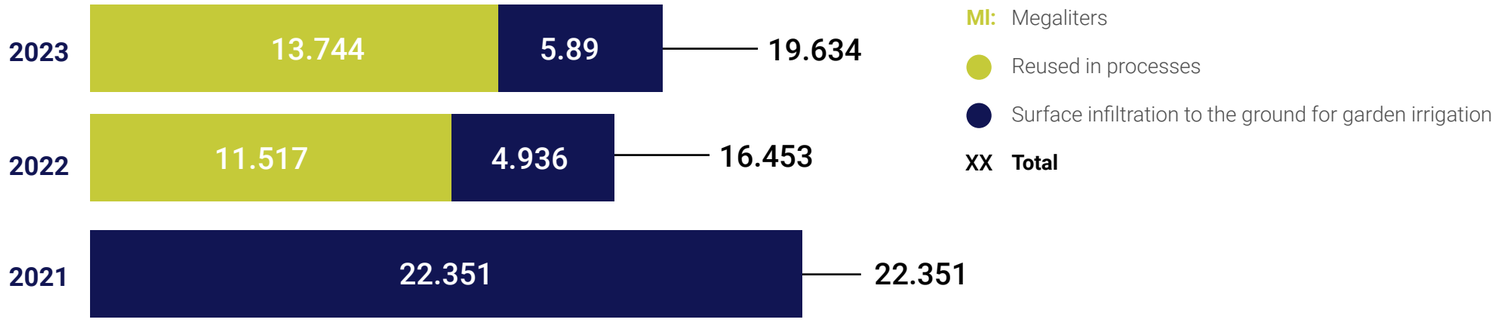
We have wastewater treatment plants by means of prolonged aeration of activated sludge. The quality of the treated wastewater is regularly determined through sampling analysis by accredited laboratories, to facilitate the mitigation of the environmental impact by reuse and discharge of treated wastewater to the ground.

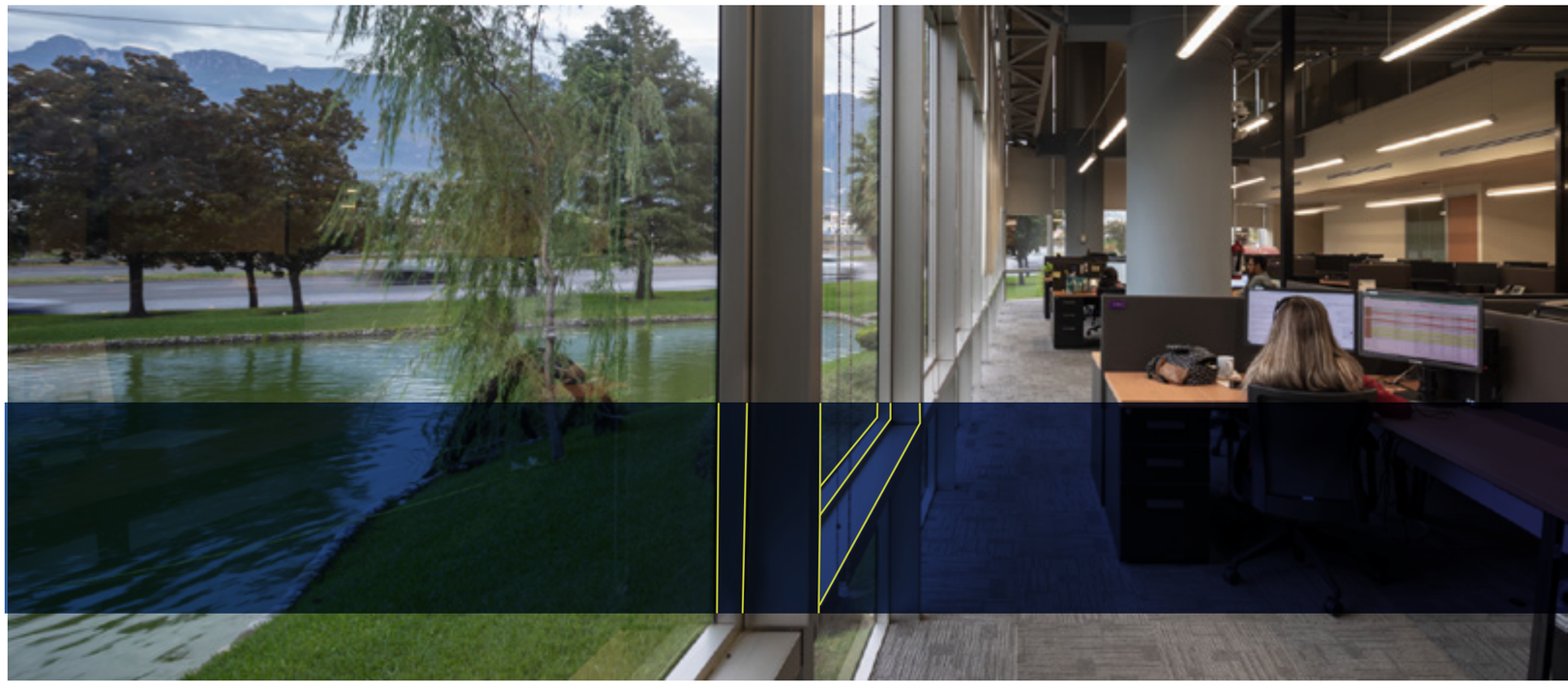
Water Discharges* (Ml)



(*) Note: Information provided by Property Managers based on their consumption records.

Treated wastewater discharge, by destination (Ml)





The specific and particular conditions of our permit to discharge treated wastewater are those established in the Concession Title granted by the National Water Commission (*Comisión Nacional del Agua*). The Title specifies the quality parameters and the maximum permissible limits that must be complied with, taking as reference the Official Mexican Standards:

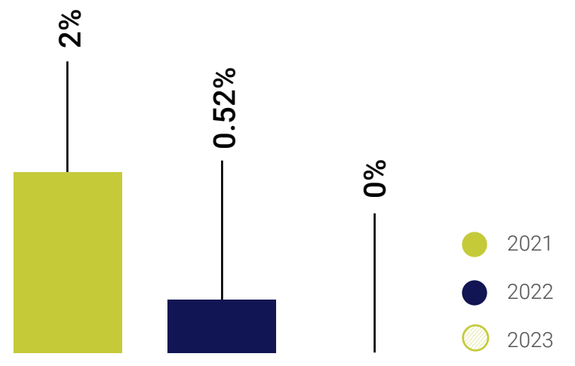
•NOM-001-SEMARNAT-2021, which establishes the permissible limits of pollutants in wastewater discharges to national receiving bodies.

•NOM-003-SEMARNAT-1997, which establishes the maximum permissible limits of contaminants for treated wastewater that is reused for public service.

According to these regulations, the priority substances of concern for which wastewater must be treated are:
• Basic contaminants: fats and oils, floating matter, sedimentable solids, suspended solids, BO5 D, N, P.
• Heavy metals and cyanides: As, Cd, CN- , Cu, Cr, Hg, Ni, Pb, Zn.
• Pathogenic and parasitic contaminants: fecal coliforms, helminth eggs.

Furthermore, for the discharge of treated wastewater, we consider the classification of national water bodies referred to in Article 87 of the National Water Law and its Regulations, the corresponding Official Mexican Standards, and the particular conditions that discharges are required to comply with.

Treated water quality incidents[1]

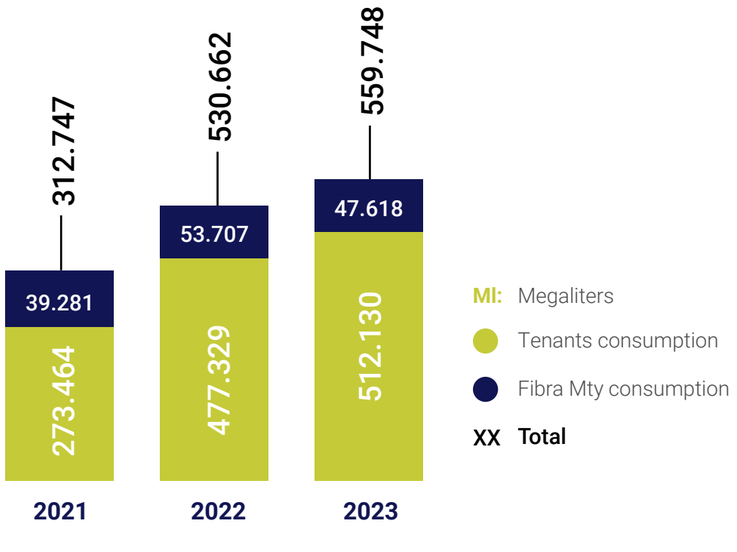


[1] Percentage of incidents of non-compliance with the maximum permissible limits on treated water quality.



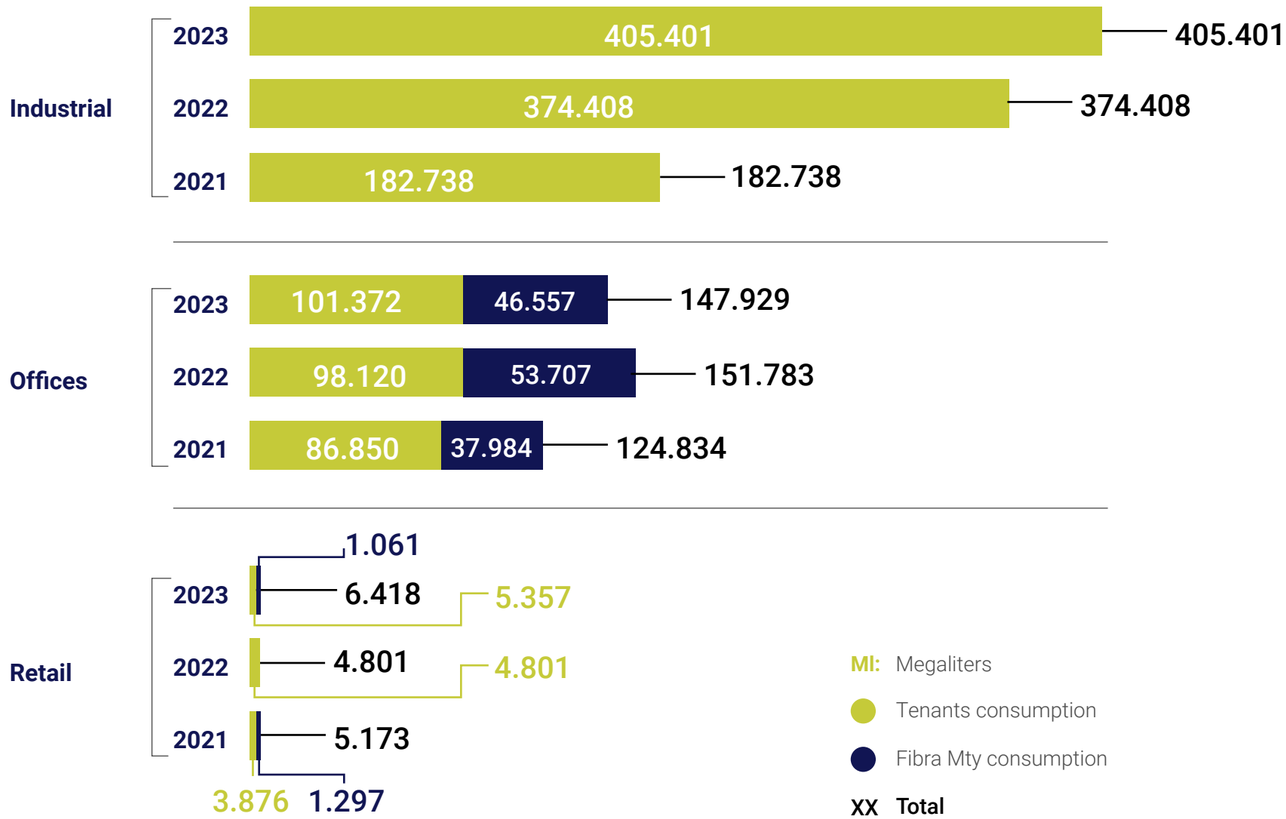
WATER CONSUMPTION

Water consumption[1] (Ml)

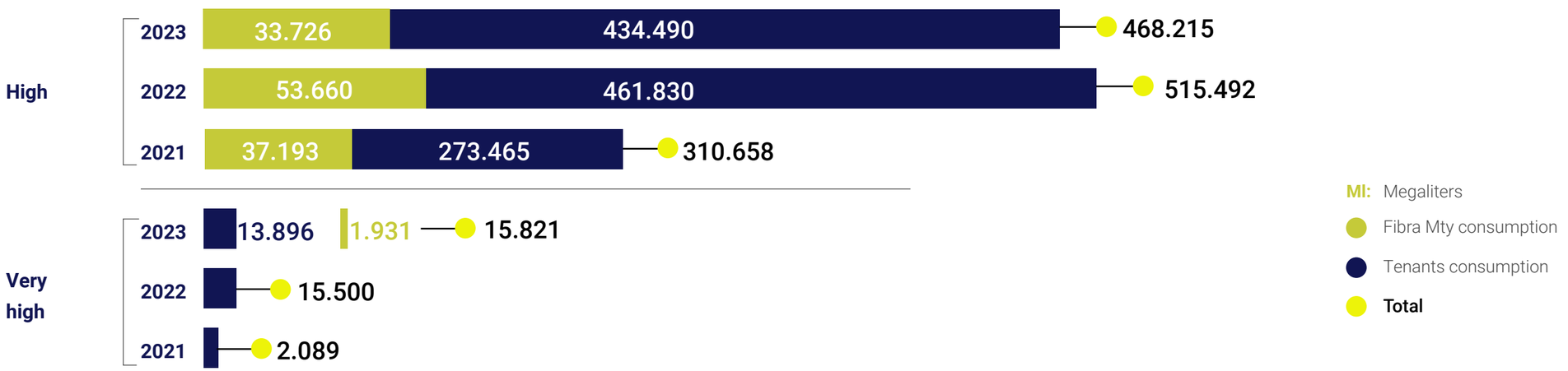


[1] Consumption = withdrawal – discharge

Water consumption, by property subsector (Ml)

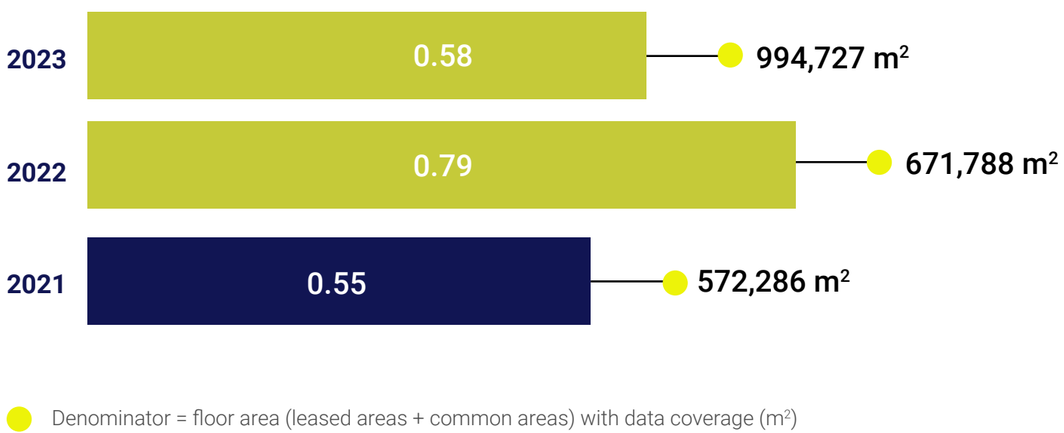


Water consumption from all regions with water-stress (Ml)



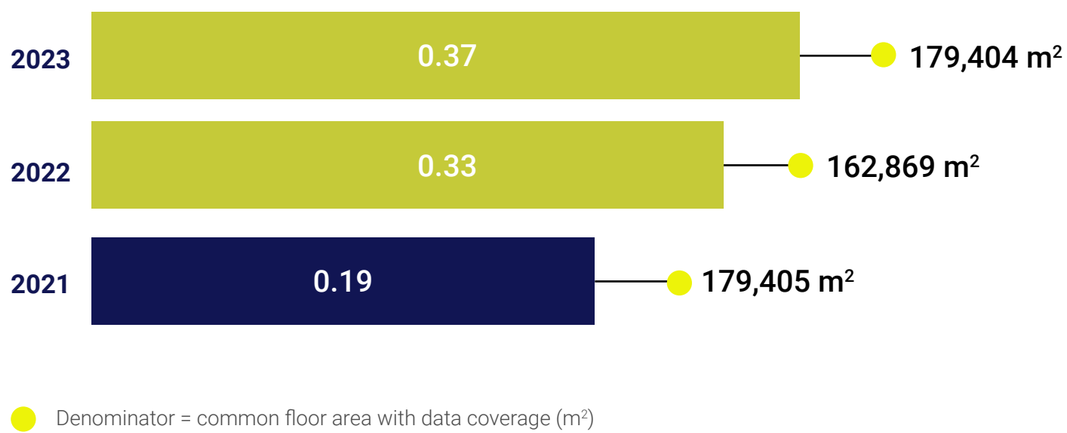
WATER INTENSITY

Total water intensity (m^3/m^2/year)



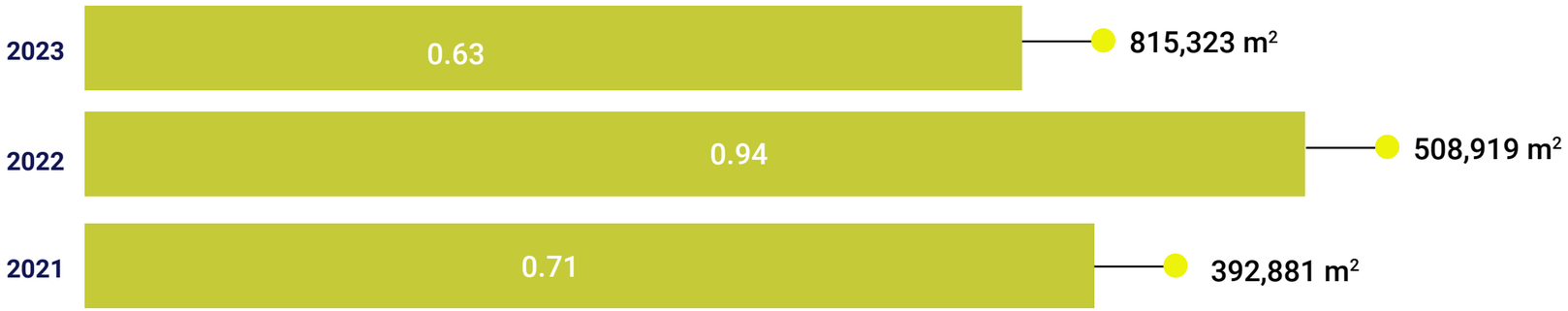
Denominator = floor area (leased areas + common areas) with data coverage (m^2)

Water intensity of common areas - managed by Fibra Mty- (m^3/m^2/year)



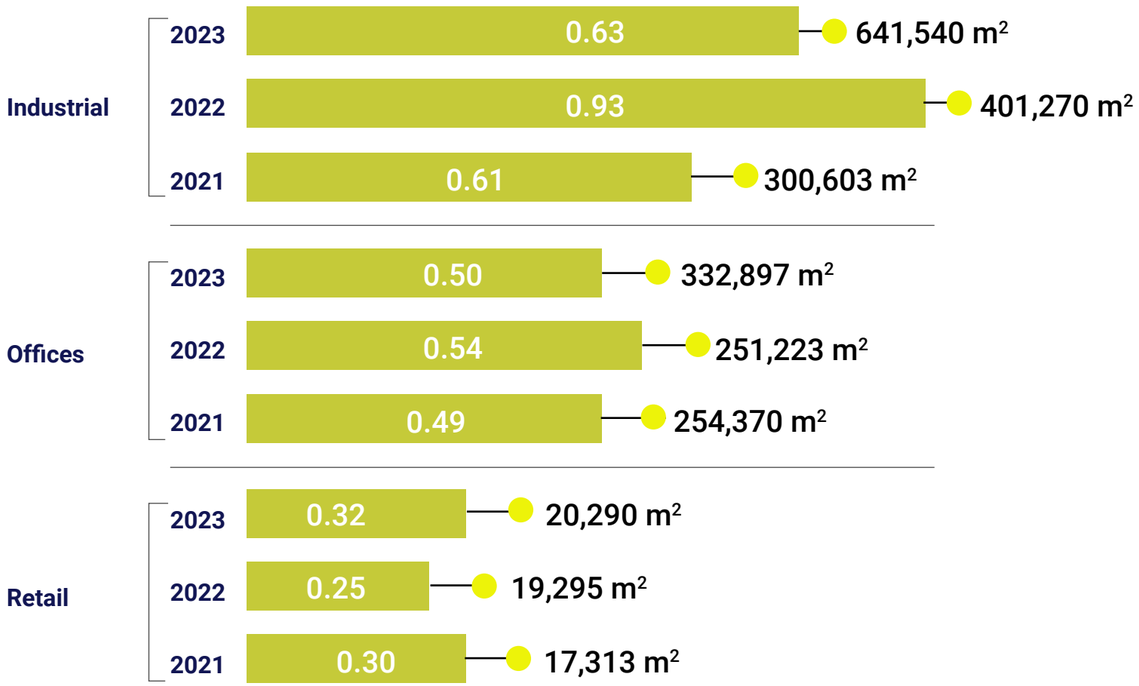
Denominator = common floor area with data coverage (m^2)

Water intensity of leased areas - managed by tenants- (m^3/m^2/year)



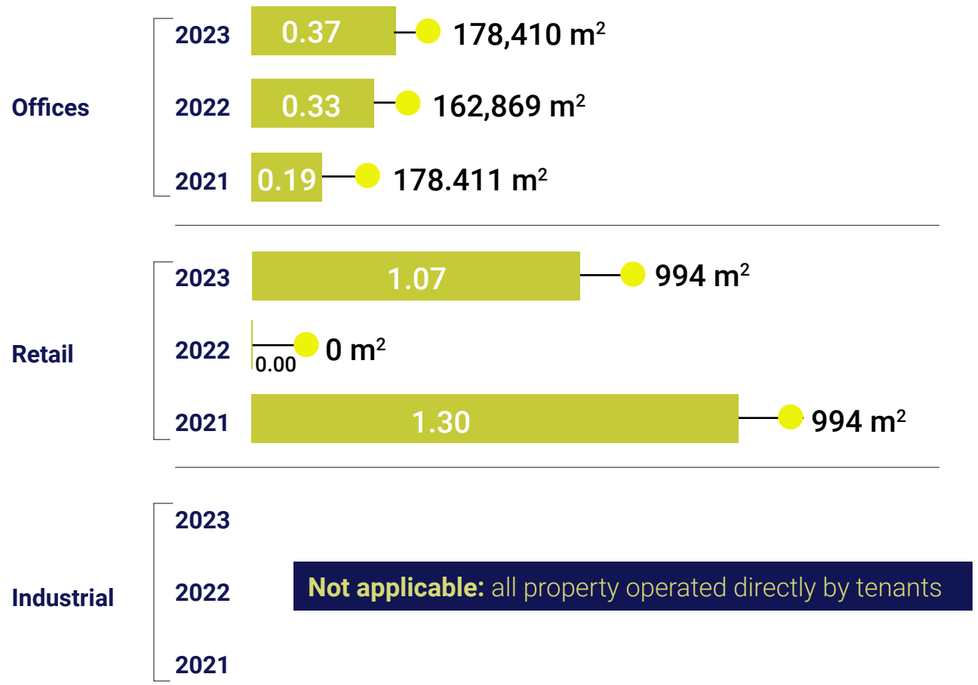
Denominator = leased floor area with data coverage (m^2)

Water intensity of buildings in use (m^3/m^2/year)



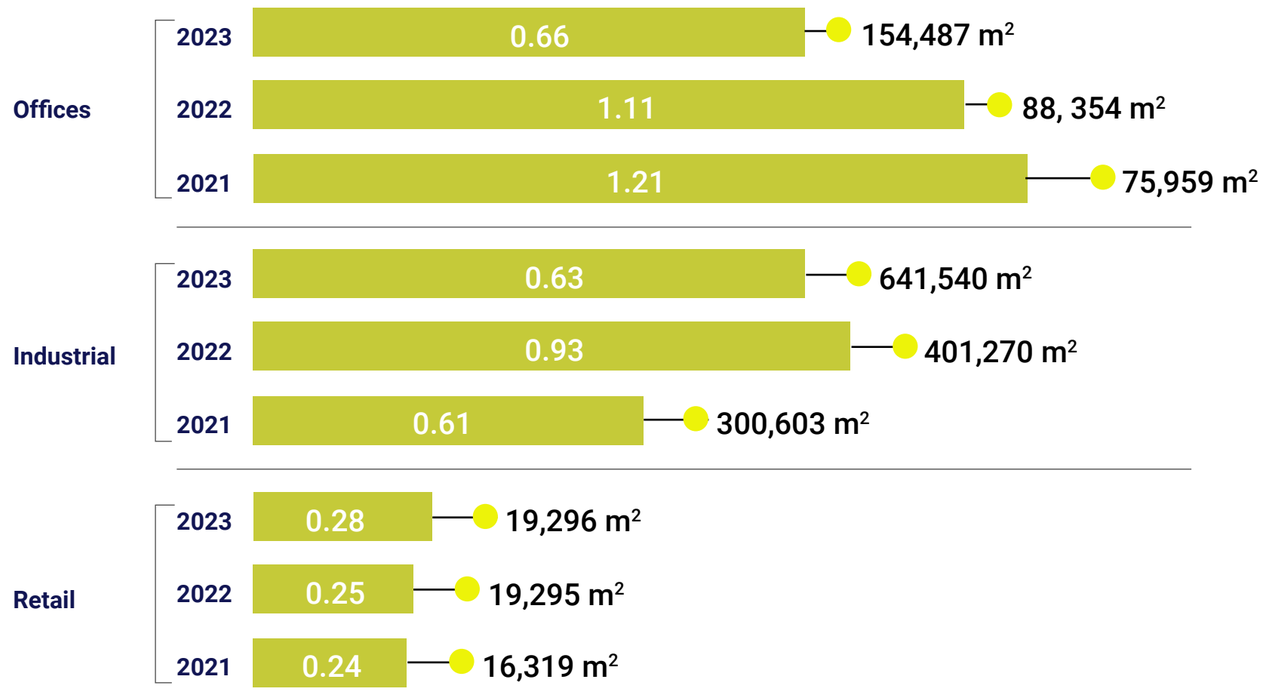
Denominator = surface area (leased areas + common areas) with data coverage (m^2)

Water intensity of buildings in use - common areas operated by Fibra Mty - (m^3/m^2/year)



Denominator = surface of common areas with data coverage(m^2)

Water intensity of buildings in use - leased areas operated by tenants - (m^3/m^2 /year)



Denominator = leased floor area with data coverage (m^2)

6.c

WASTE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

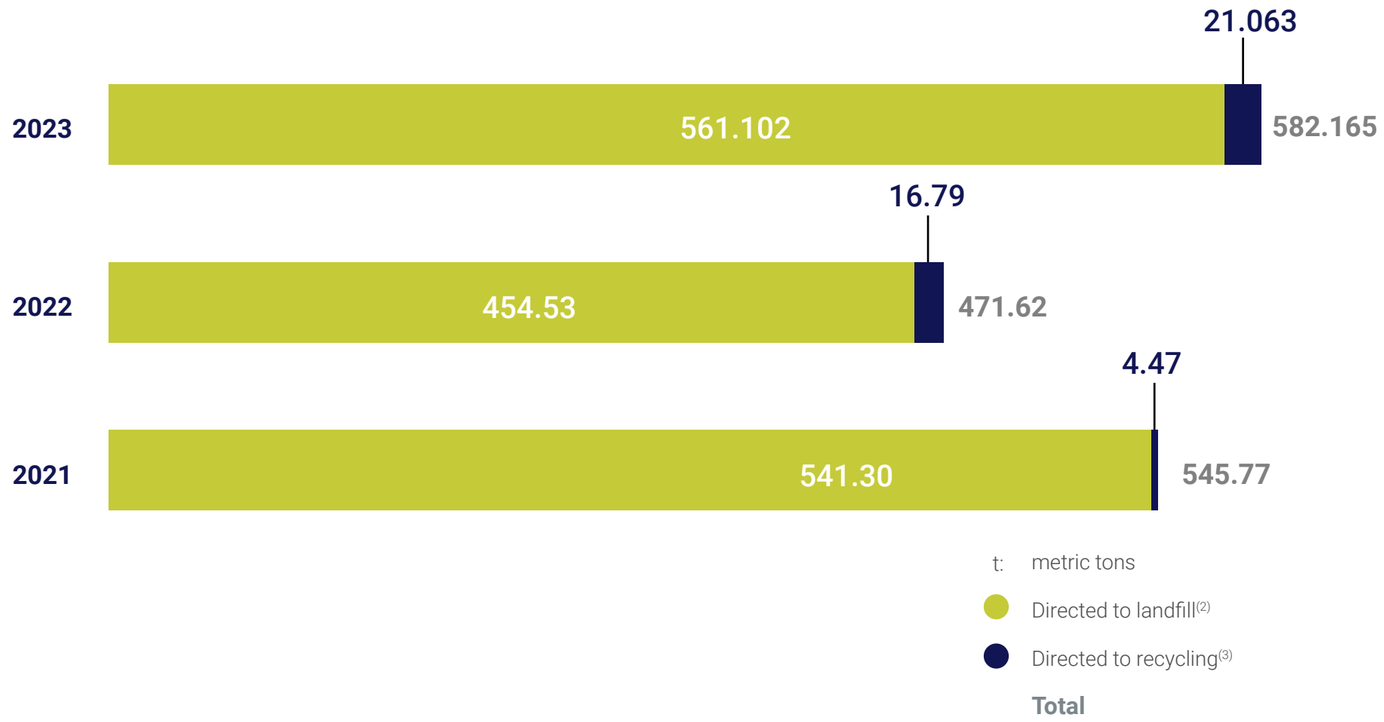
Waste management incorporates processes and initiatives related to the reduction of waste generation by Fibra Mty, aimed at the implementation of circular economy strategies.

The waste Fibra Mty generates comes mostly from maintenance and cleaning activities in the properties, as well as from the traffic of visitors and tenants through the common areas.

For waste that cannot be reused, Fibra Mty considers safe disposal practices. For the rest, it includes the implementation of actions that limit the amount of waste generated and those that reach final disposal, through the development of recovery strategies such as reuse, recovery, and recycling.

In accordance with environmental guidelines, we are responsible for managing and ensuring the proper confinement of this waste, hence we favor the reuse, recovery, and recycling of materials. It is up to the tenants to manage the waste generated in the leased areas.

NON-HAZARDOUS WASTE GENERATED[1] (t)



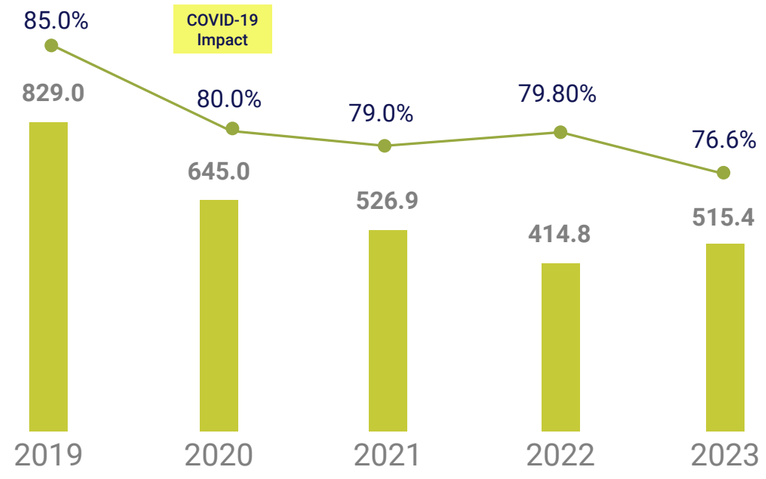
(1) Non-hazardous waste generated in the common areas of properties directly managed by Fibra Mty. Information provided by Property Managers based on their records.

(2) Non-hazardous waste directed to offsite landfill.

(3) Non-hazardous waste directed to offsite recycling includes PET, cardboard, and paper.

INITIATIVES TO REDUCE GENERATION OF NON-HAZARDOUS WASTE

Non-hazardous waste generated in common areas[1] -Properties directly managed by Fibra Mty-



[1] Non-hazardous waste generated in common areas of office buildings directly managed by Fibra Mty (like-for-like 2019).

t: metric tons



NON-HAZARDOUS WASTE GENERATED IN COMMON AREAS

-37.8%
compared to base year (2019)

+24.2%
compared to 2022

6.d

BIODIVERSITY

Although Fibra Mty's business model is not based on the development or construction of new buildings, and therefore we do not generate significant direct or indirect impacts on ecosystems, habitats, or species, preserving biodiversity is an issue that commits us to act, with emphasis.

Fibra Mty's Biodiversity Action Plan establishes the operation and management of activities and projects that ensure the fulfillment of the commitments defined in the Sustainability Policy:

- Prevent biodiversity impacts derived from our operations.
- Inform our employees about the importance and benefits of protecting and conserving biodiversity in our properties and areas of influence.
- Collaborate with external organizations and government agencies to conserve, restore and sustainably use areas of ecological importance.
- Incorporate the value of ecosystems and biodiversity in the planning of our portfolio.

NONE OF FIBRA MTY'S PROPERTIES
are in, or adjacent to, protected areas
or areas of high biodiversity value.

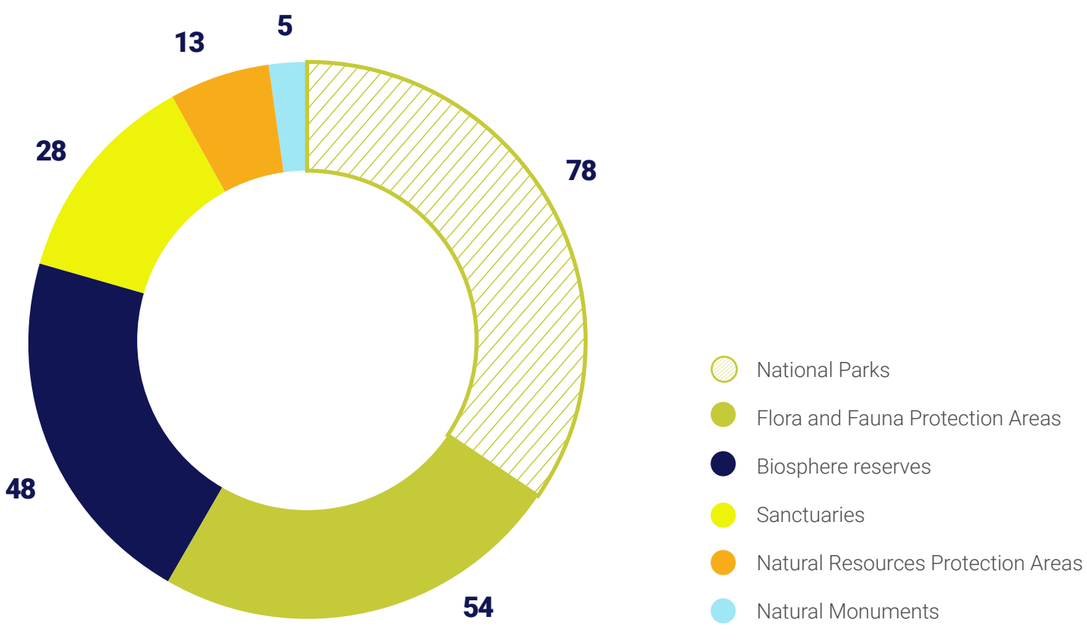
PREVENTION OF BIODIVERSITY IMPACTS

Our assets are located in areas intended for urban and industrial development and comply with legal provisions regarding land use and environmental impact requirements. Also, in compliance with municipal, state and federal environmental regulations, such as:

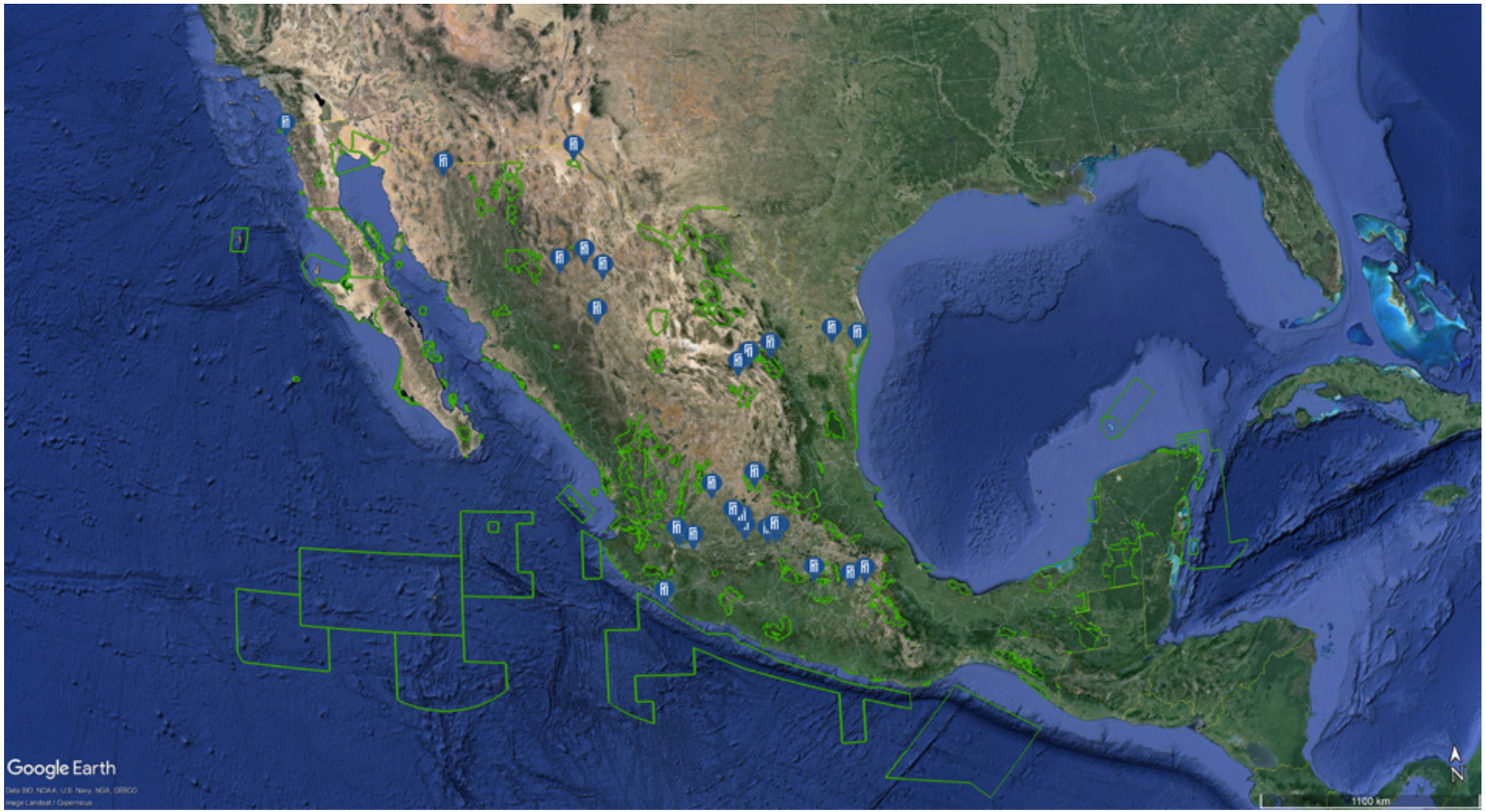
- The evaluation and mitigation of the environmental impact from expansion or renovation projects.
- The handling and relocation of tree specimens.
- The relocation and rescue of wildlife.

According to the **National Commission of Natural Protected Areas (CONANP)**, in Mexico there are 226 protected natural areas, where the original environment has not been essentially altered and which produce ecological benefits that are increasingly recognized and valued.

Protected Natural Areas in Mexico

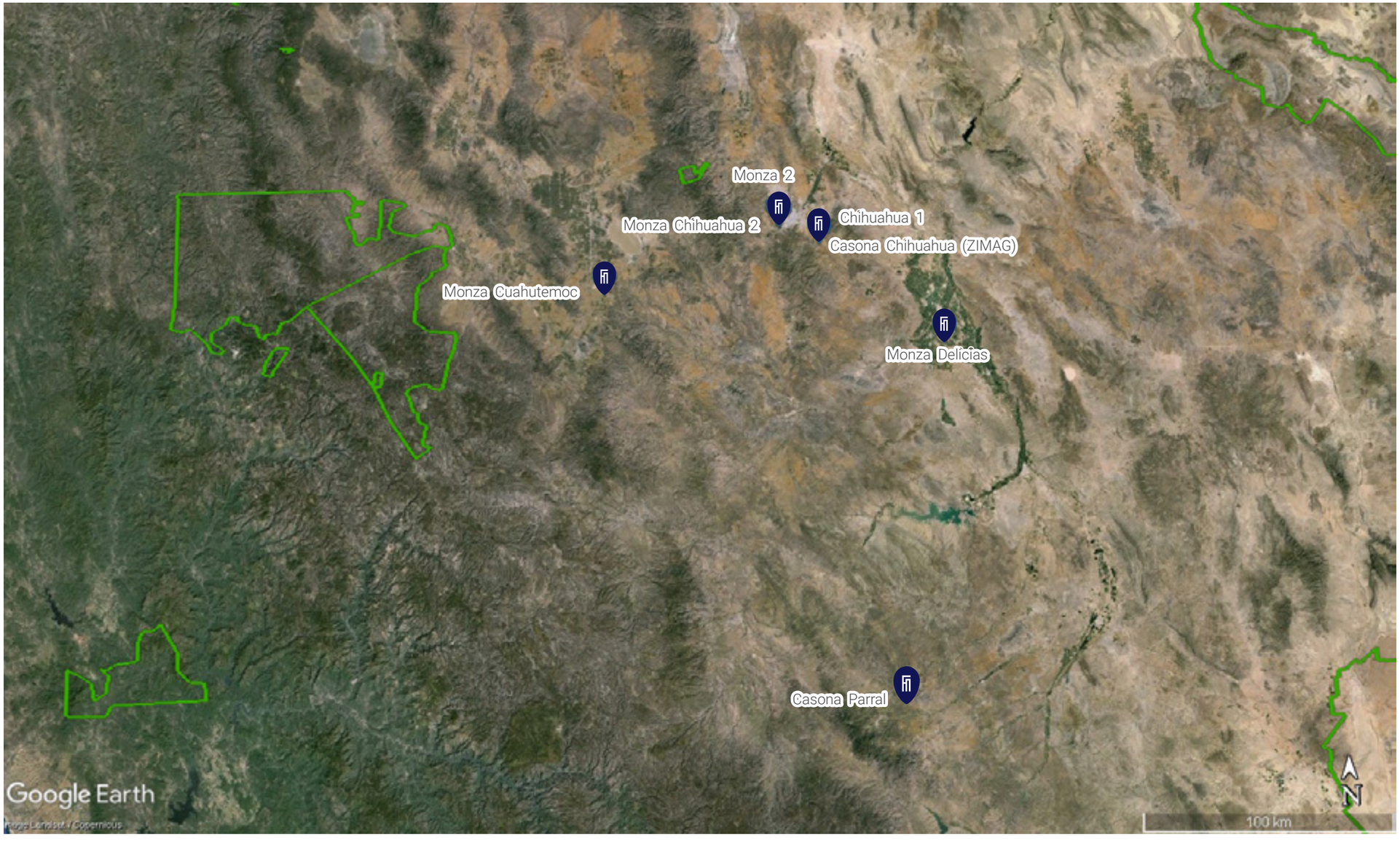


Protected natural areas in Mexico

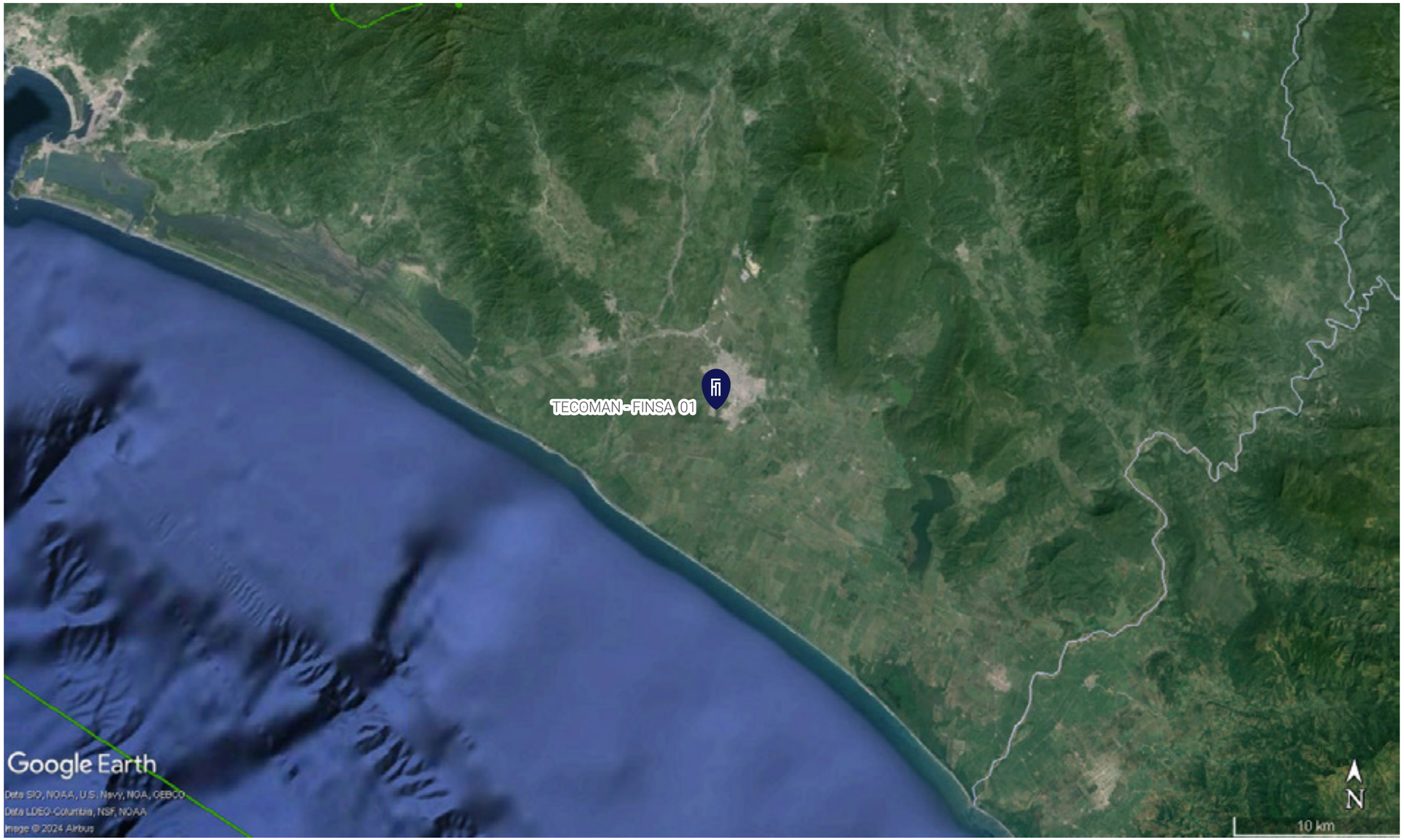


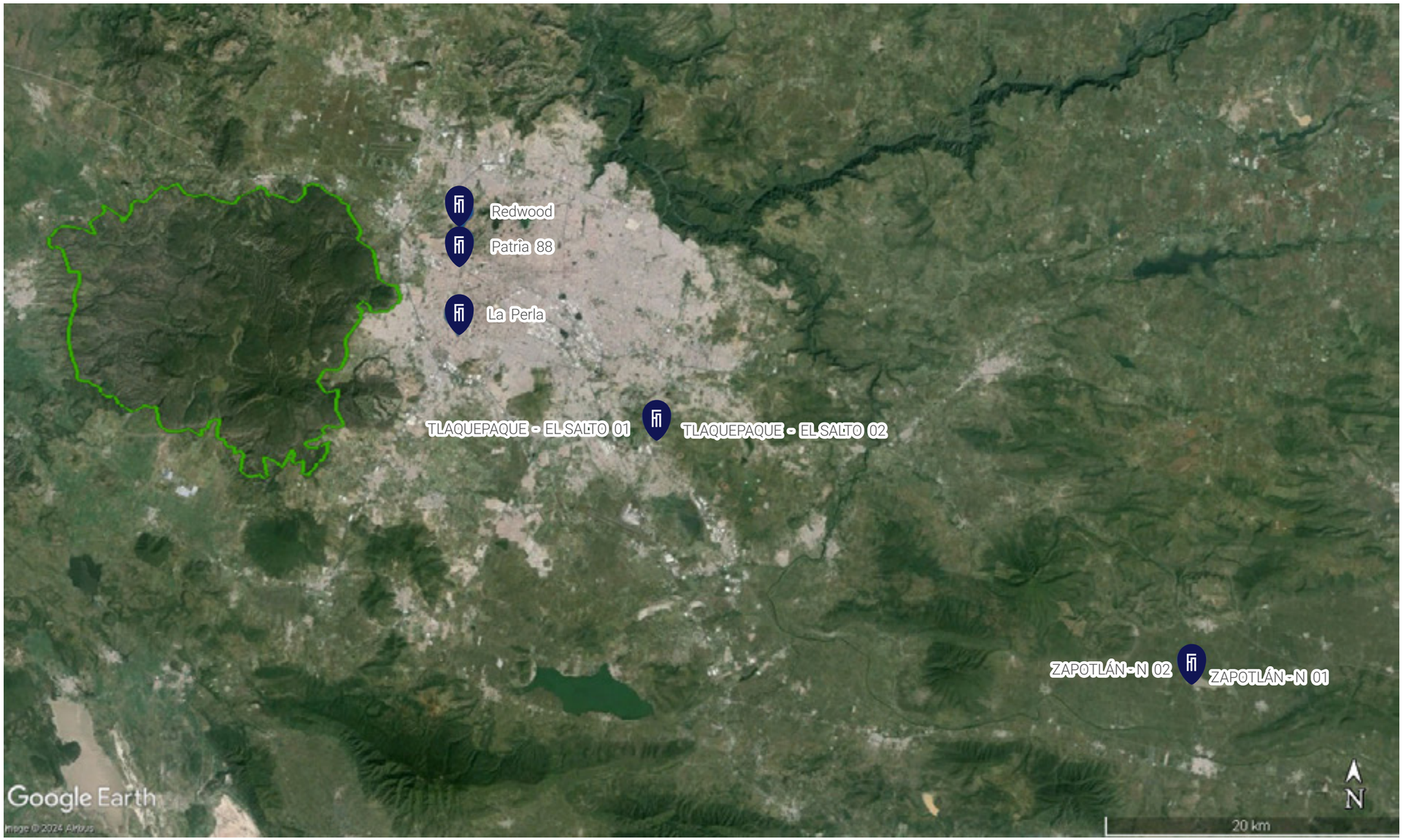
Source: Comisión Nacional de Áreas Naturales Protegidas **Mapa de las Áreas Naturales Protegidas de México | gob.mx | CONANP**


AGUASCALIENTES - FINSA 01 A 06
Google Earth
10 km
N

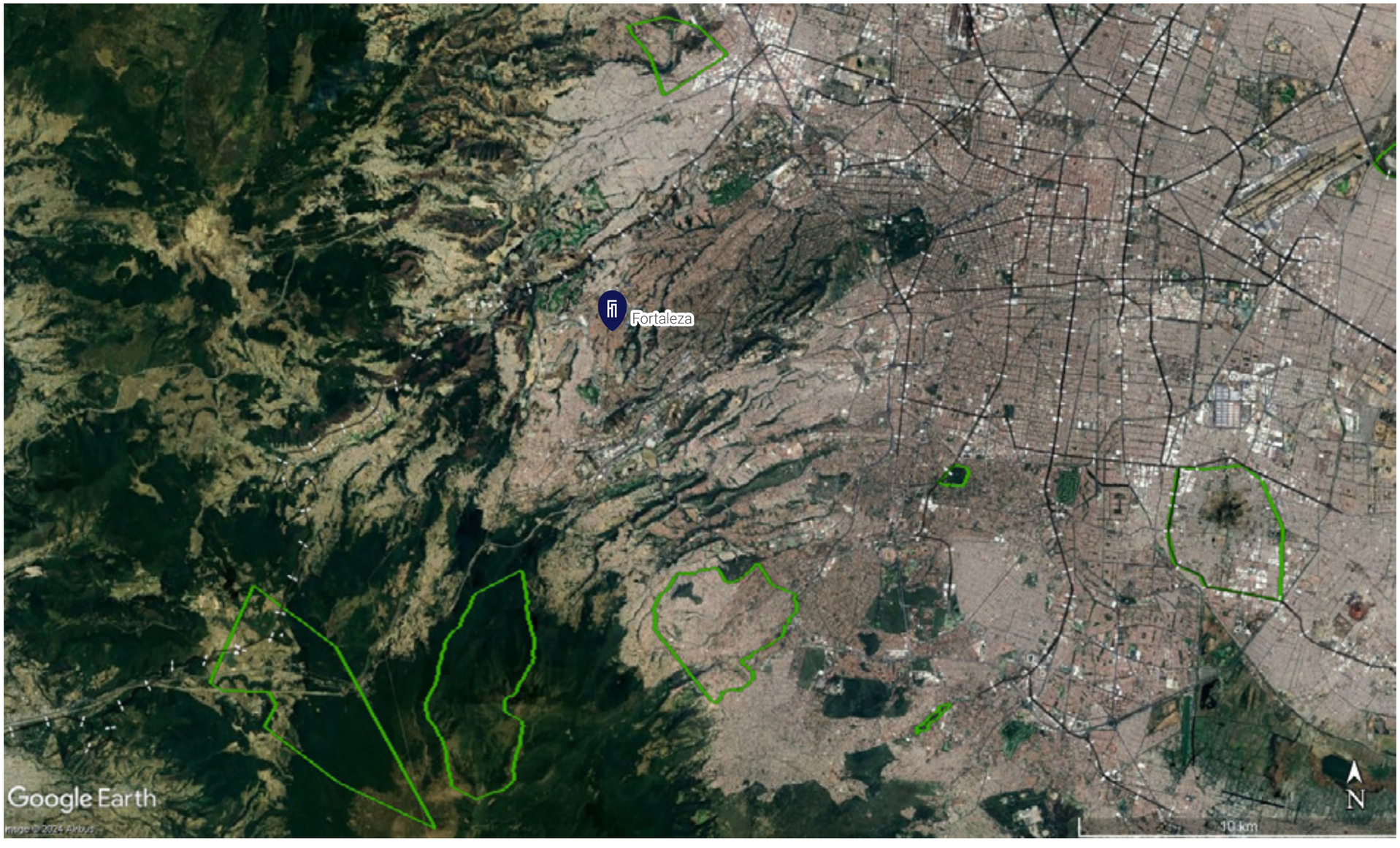

Monza 2
Monza Chihuahua 2
Chihuahua 1
Casona Chihuahua (ZIMAG)
Monza Cuahutemoc
Monza Delicias
Casona Parral
Google Earth
Image Landsat / Copernicus
100 km
N

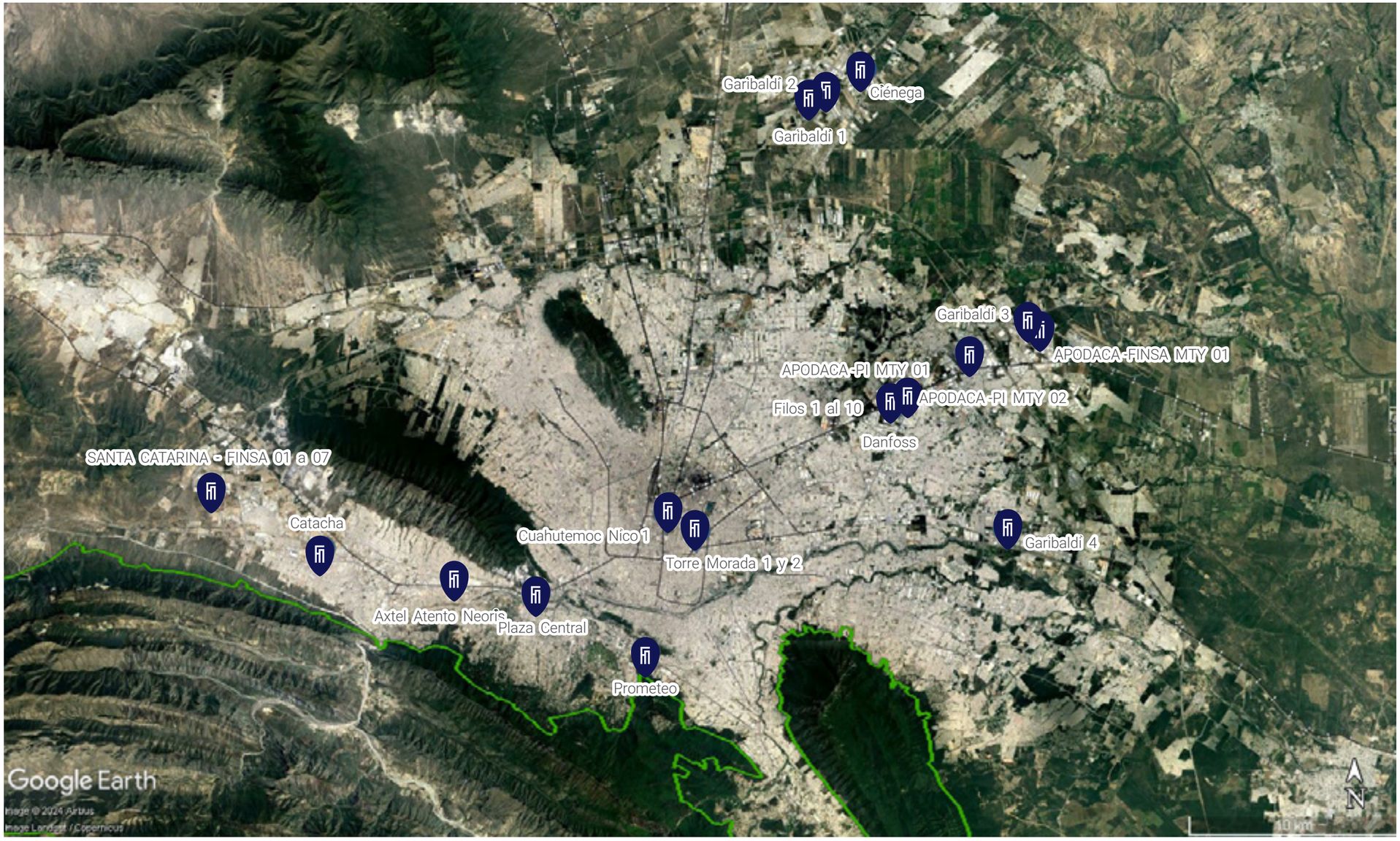

Cuadrante
Google Earth
10 km
N


TECOMAN-FINSA 01
Google Earth
Data SIO, NOAA, U.S. Navy, NGA, GEBCO
Data LDEO-Columbia, NSF, NOAA
Image © 2024 Airbus
N
10 km

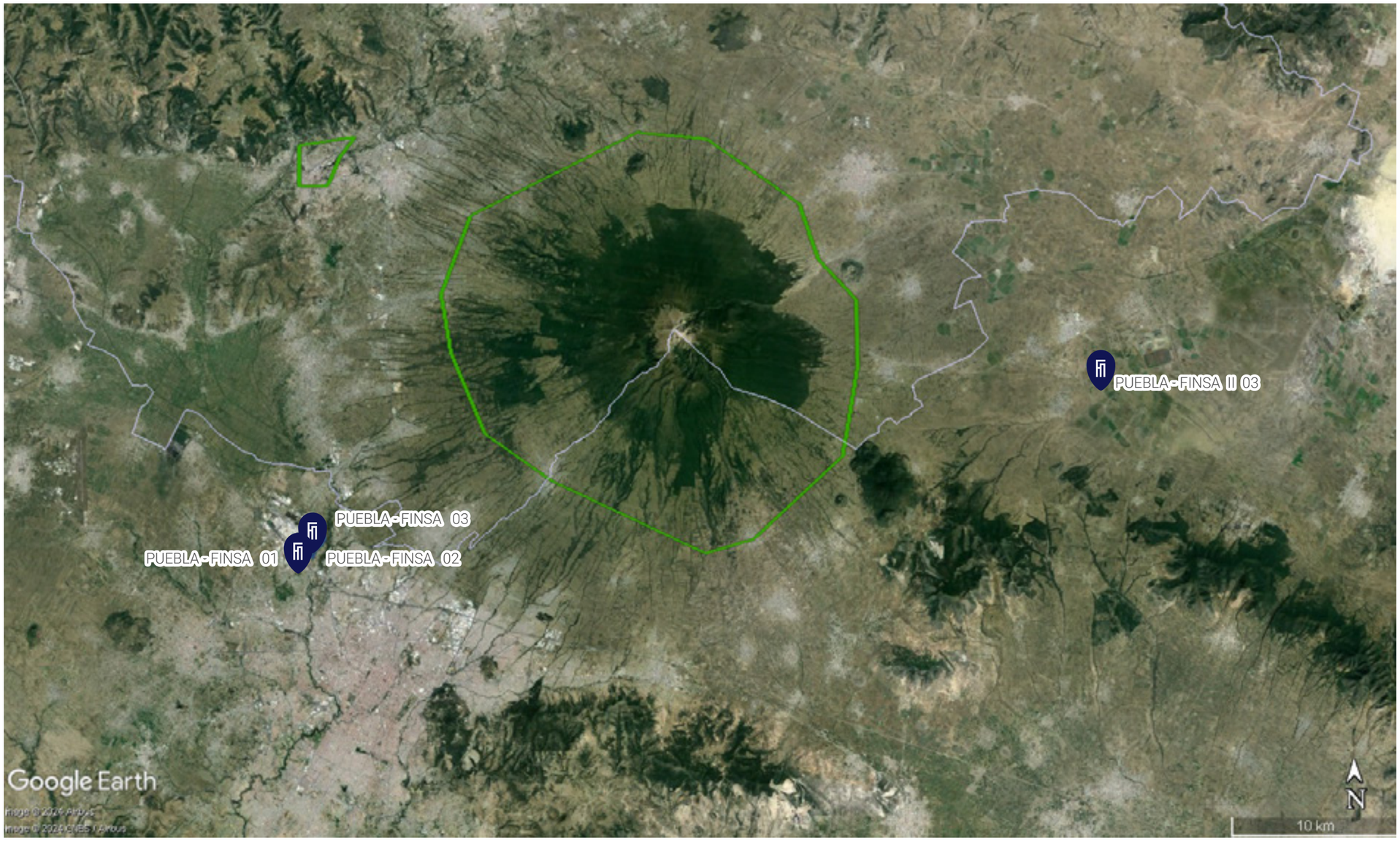

Redwood
Patria 88
La Perla
TLAQUEPAQUE - EL SALTO 01
TLAQUEPAQUE - EL SALTO 02
ZAPOTLÁN-N 02
ZAPOTLÁN-N 01
Google Earth
20 km
N


LEÓN - N01
SILAO - PUERTO INTERIOR 01
IRAPUATO CASTRO DEL RÍO 03, 04 Y 05
Casona Irapuato 1 y 2
APASEO - AMEXHE 01
Google Earth
30 km
N

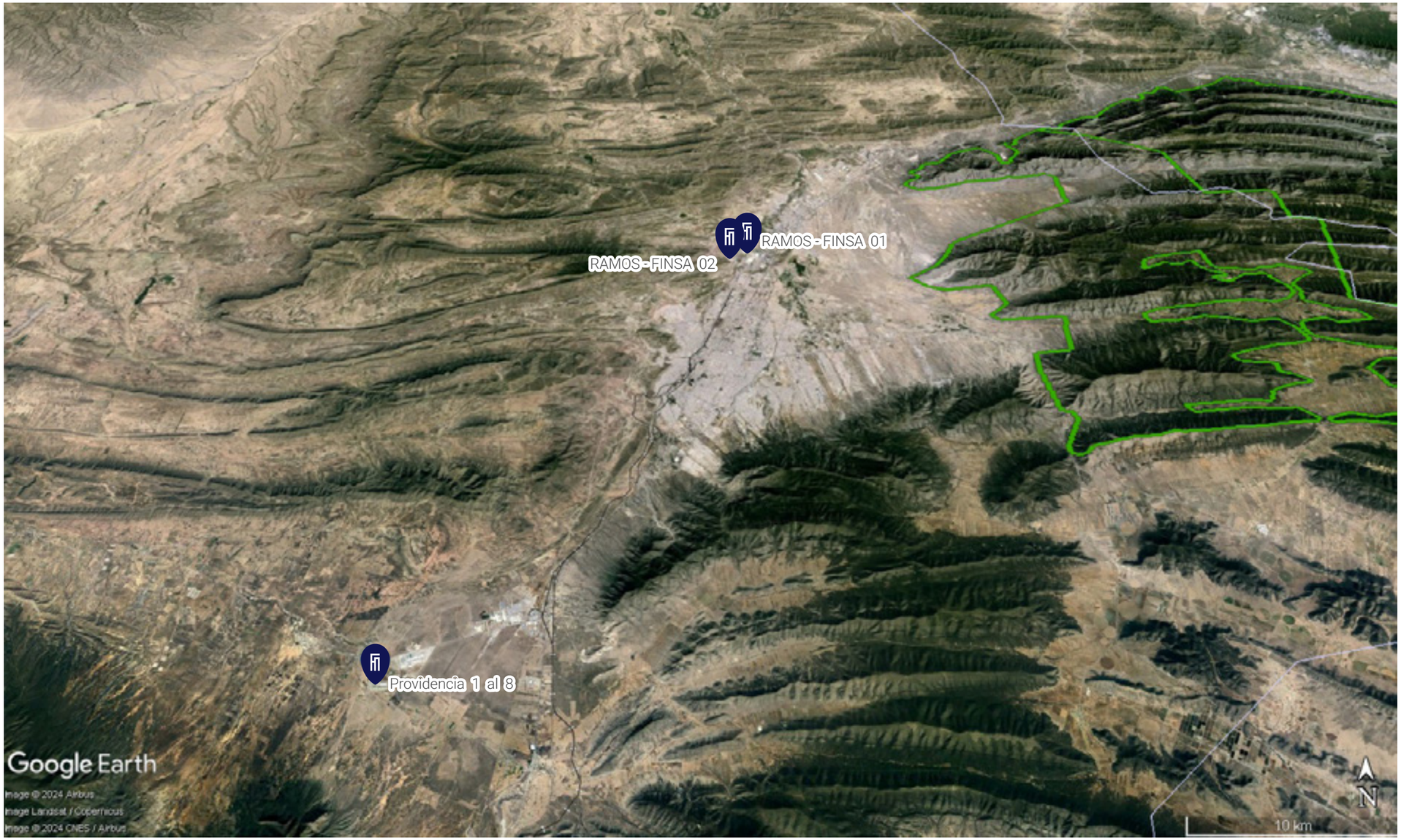

Fortaleza
Google Earth
Image © 2024 Airbus
10 km
N


Garibaldi 2
Ciénega
Garibaldi 1
Garibaldi 3
APODACA-FINSA MTY 01
APODACA-PI MTY 01
APODACA-PI MTY 02
Filos 1 al 10
Danfoss
SANTA CATARINA - FINSA 01 a 07
Catacha
Cuahutemoc Nico 1
Torre Morada 1 y 2
Garibaldi 4
Axtel Atento Neoris
Plaza Central
Prometeo
Google Earth
Image © 2024 Airbus
Image Landsat / Copernicus
N

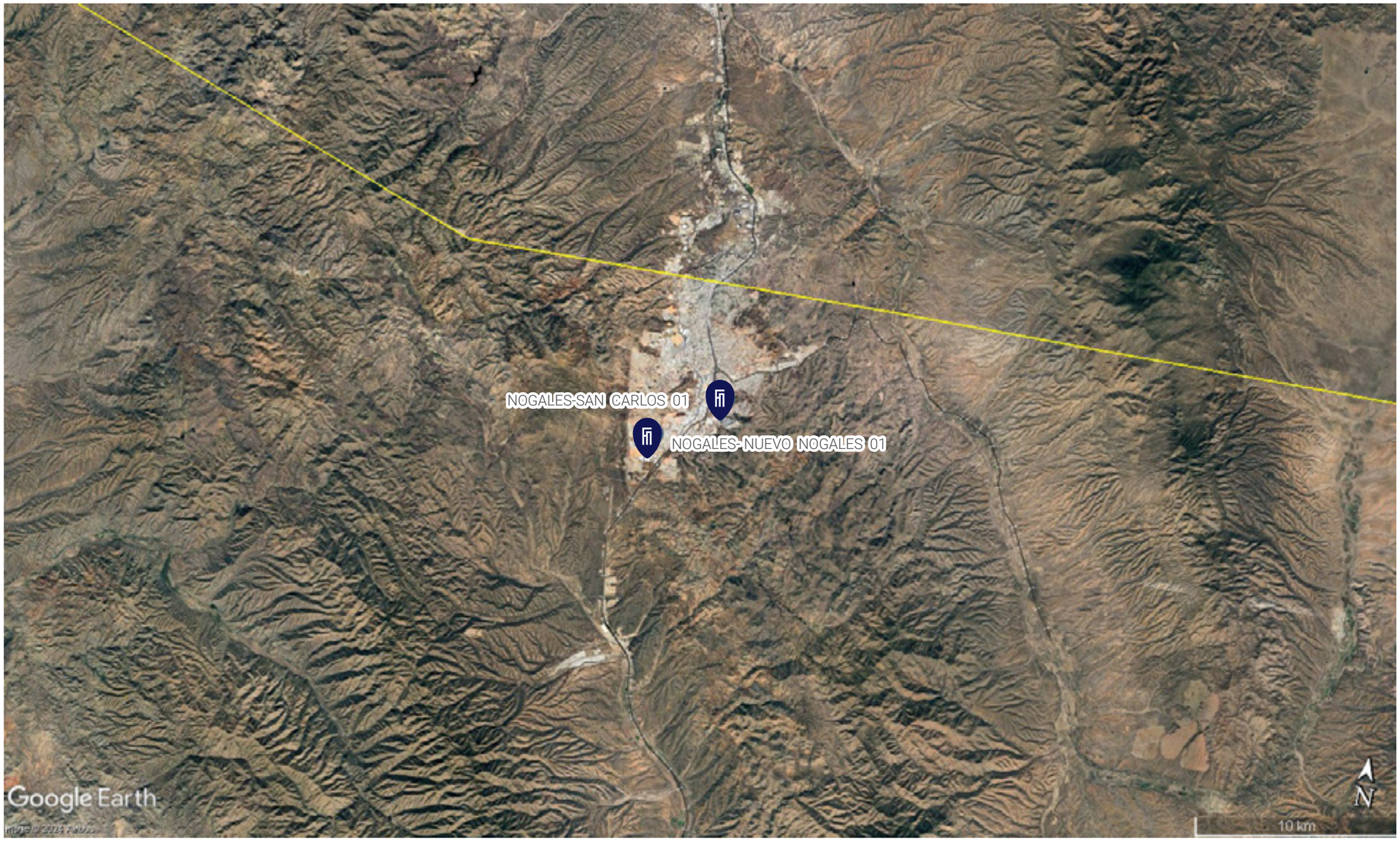

Prometeo
Cumbres de Monterrey
Google Earth
Image © 2024 Airbus
N

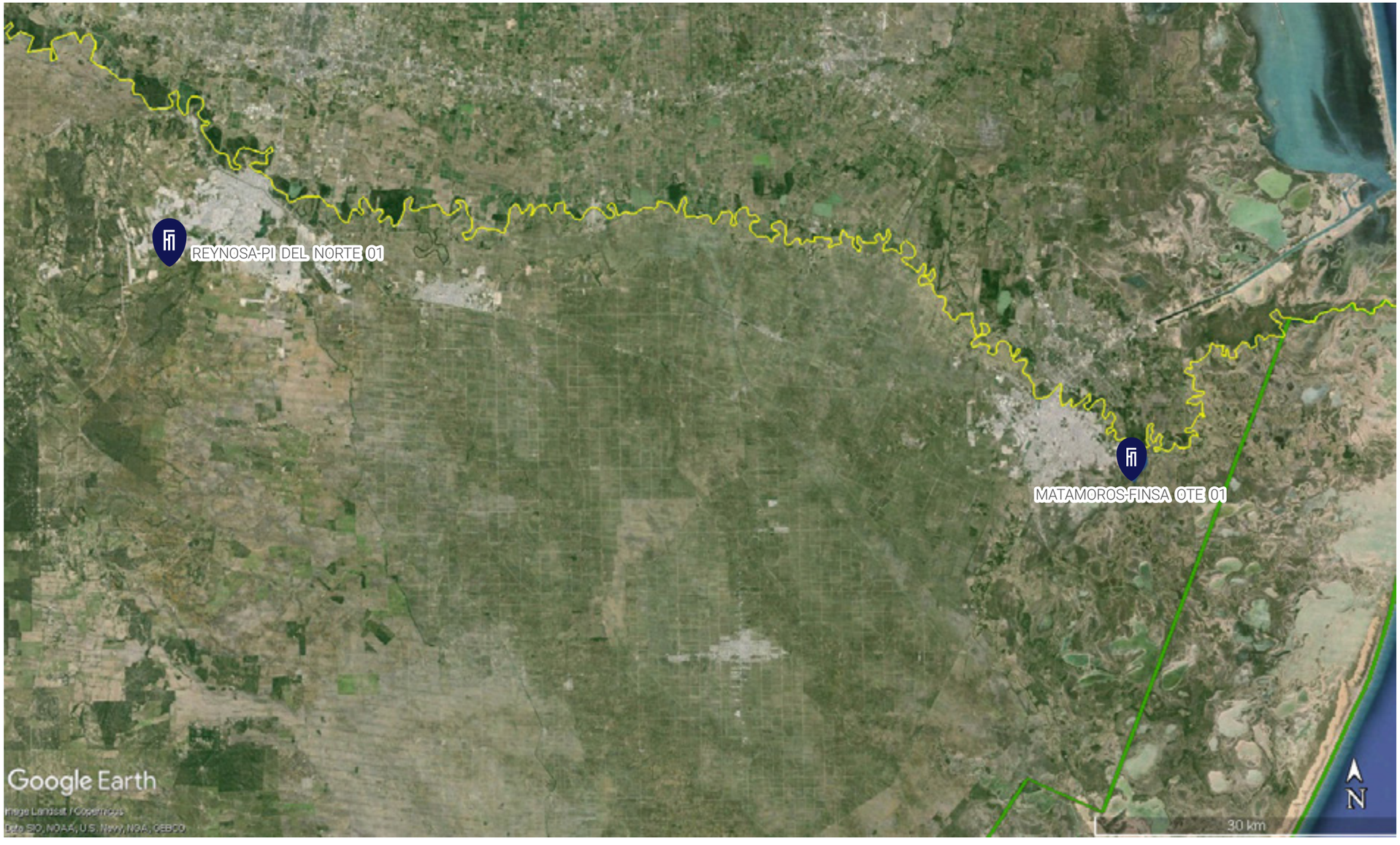

PUEBLA-FINSA II 03
PUEBLA-FINSA 03
PUEBLA-FINSA 01
PUEBLA-FINSA 02
Google Earth
10 km
N


Santiago
QUERÉTARO - FINSA 01
Catacha 2
Google Earth
Image Landsat / Copernicus
Image © 2024 Airbus
N
10 km


RAMOS - FINSA 01
RAMOS - FINSA 02
Providencia 1 al 8
Google Earth
Image © 2024 Airbus
Image Landsat / Copernicus
Image © 2024 CNES / Airbus
10 km
N


Huasteco Fagor
Huasteco Comercial
Huasteco Alfa
Huasteco CEDIS
Huasteco Multitenant
Huasteco Nippon
Huasteco Welldex
Google Earth
10 km
N


NOGALES-SAN CARLOS 01
NOGALES-NUEVO NOGALES 01
Google Earth
10 km
N


REYNOSA-PI DEL NORTE 01
MATAMOROS-FINSA OTE 01
Google Earth
Image Landsat / Copernicus
Data SIO, NOAA, U.S. Navy, NGA, GEBCO
30 km
N


TIJUANA-CD INDUSTRIAL 01
TIJUANA-CD INDUSTRIAL 02
TIJUANA-CD INDUSTRIAL 03
TIJUANA-AGUILA 02
TIJUANA-AGUILA 01
TIJUANA PACÍFICO 01
TIJUANA-FLORIDO 01
TIJUANA-FLORIDO 02
Google Earth
5 km
N

PARTNERSHIPS FOR BIODIVERSITY

17 PARTNERSHIPS FOR THE GOALS

AMIGOS DE LA SIERRA

Fibra Mty supports the *Patronato Amigos de la Sierra A.C.* to contribute to the restoration of the ecosystem affected by the wildfires in the protected natural area of the *Cumbres de Monterrey* National Park in Nuevo León.

In 2023, the *Environmental Education and Community Strengthening* project was executed to promote reflection and participation in environmental matters. In addition to promoting productive projects that strengthen the social and economic structure of communities, through activities that involve them directly, thus helping to form a new perspective that serves as a basis for contributing to the improvement of the ecosystem.

The resources donated by Fibra Mty directly benefited 220 children, elementary and junior high students from nine rural communities in the municipality of Arteaga, Coahuila. In addition, 770 inhabitants of these communities were indirectly benefited.

In addition, a cutting glass machine was acquired, to prevent soil and water contamination as well as wildfires by reusing glass waste collected in the mountains. Also, training was delivered to the machine operators.



6.e

EMISSIONS

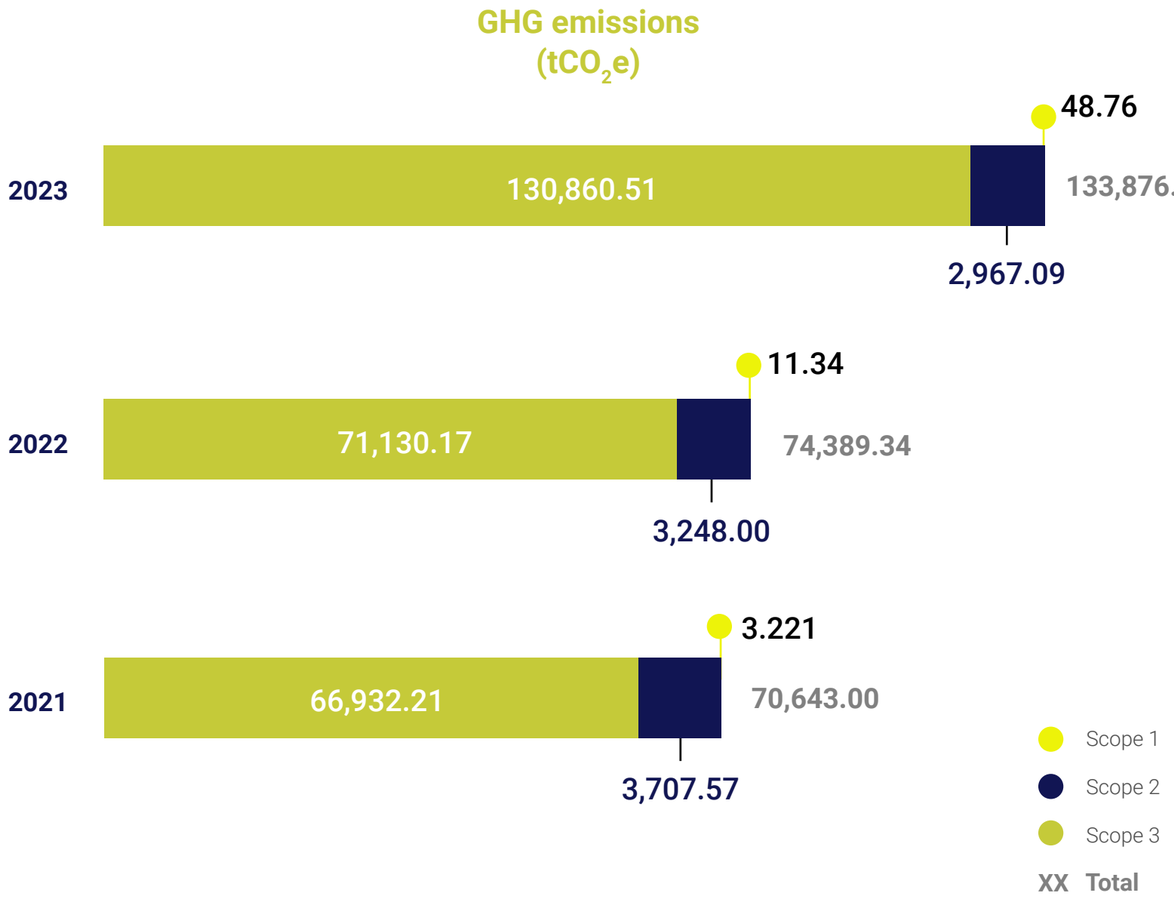
7 AFFORDABLE AND CLEAN ENERGY

The management and reduction of greenhouse gases (GHG), direct and indirect, generated by the activities carried out in our buildings allows Fibra Mty to develop strategies to mitigate their impact on climate change.

The emissions are calculated based on the guidelines specified by the ***Greenhouse Gas Protocol*** of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), which classify emissions based on the nature of the operations in which the emissions come from, determining whether such emissions can be attributed directly to the organization or other related entities.

Likewise, the methodologies for the calculation of GHG emissions consider the guidelines of the Intergovernmental Panel on Climate Change (IPCC) and the ***Agreement that establishes the technical particularities and formulas for the application of methodologies for the calculation of greenhouse gases or compounds emissions*** of the Mexican Environment and Natural Resources Ministry (SEMARNAT), published on September 3, 2015.

The GHG emissions considered in this report are those generated directly by Fibra Mty from the consumption of fossil fuels for electricity generation in backup power plants for common areas (Scope 1), and indirect emissions from the consumption of purchased electricity in common areas (Scope 2), as well as the consumption of fossil fuels and purchased electricity by our tenants (Scope 3), focusing on the degree of operational control for its consolidation.



Gases included in calculation of 2023 GHG emissions (tCO_2e)

	Source	CO_2	CH_4	N_2O	Total
Scope 1	Diesel	48.63	1.66	0.31	48.76
Scope 2	Electricity	2,967.09	-	-	2,967.09
Scope 3	Electricity / Diesel/ Natural gas	130,853.15	134.91	13.53	130,860.51
Total		**133,868.87**	**136.57**	**13.84**	**133,876.36**

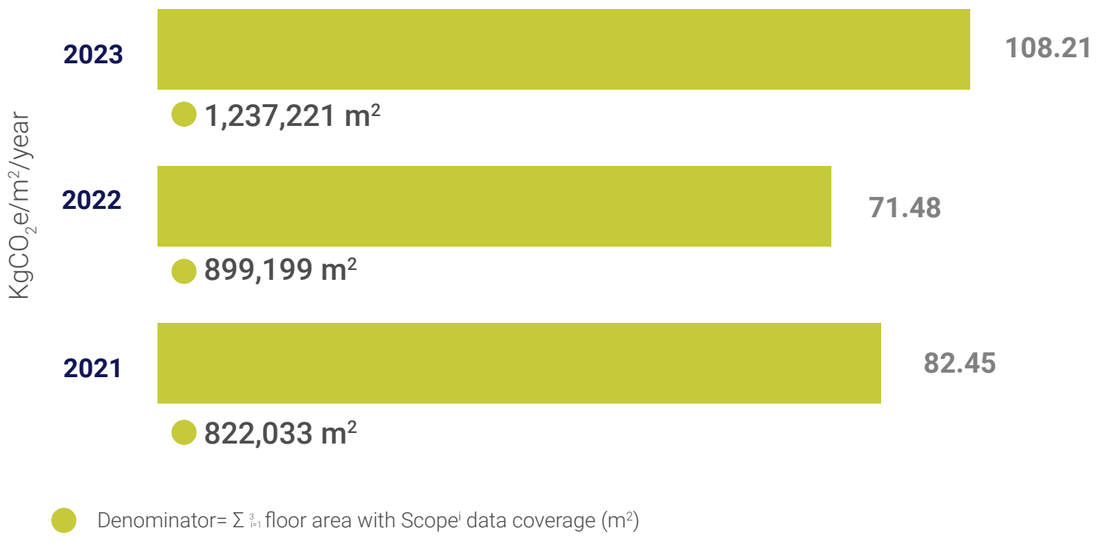
The global warming potential rates used are those established in the ***Agreement that establishes the greenhouse gases or compounds that are grouped for emission reporting purposes, as well as their warming potentials*** of SEMARNAT, published on August 14, 2015, and in the ***Listing of fuels and their warming potentials of the National Commission for Energy Use Efficiency (CONUEE)***, published on January 22, 2024.

The emission factors used are those referred to in the ***Agreement that establishes the technical particularities and formulas for the application of methodologies for the calculation of greenhouse gases or compounds emissions of the SEMARNAT***, published on September 3, 2015.

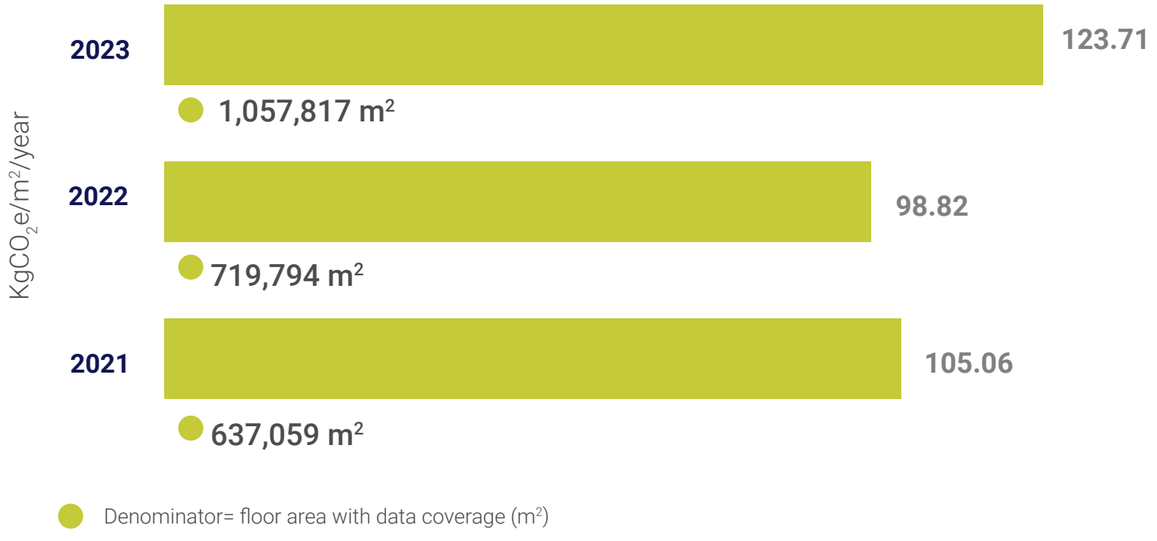
The emission factor of the national electricity system used to calculate indirect greenhouse gas emissions from electricity consumption in 2023 was 0.438 tCO_2e/MWh, as stated in the ***FESEN Notice***, published by the Mexican Environment and Natural Resources Ministry on February 28, 2024.

GHG EMISSION INTENSITY:

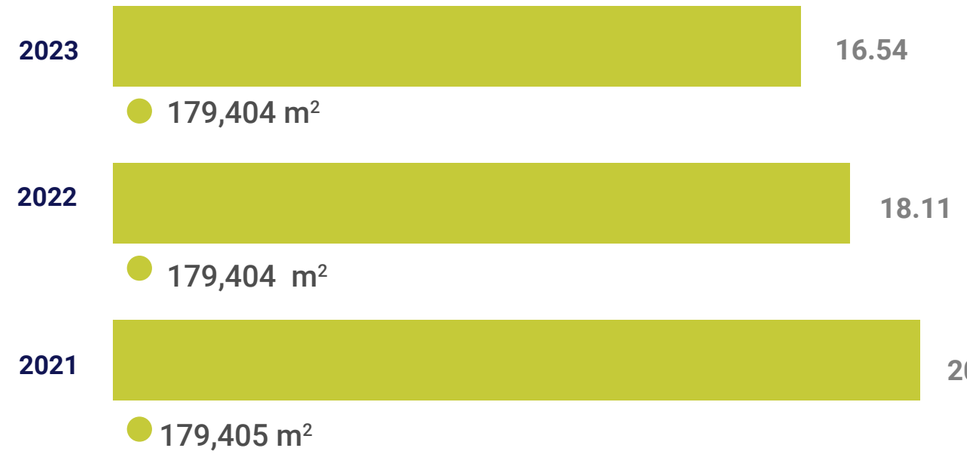
GHG emission intensity - Scope 1+2+3 - ($kgCO_2e/m^2$/year)



GHG emission intensity - Scope 3 - ($kgCO_2e/m^2$/year)

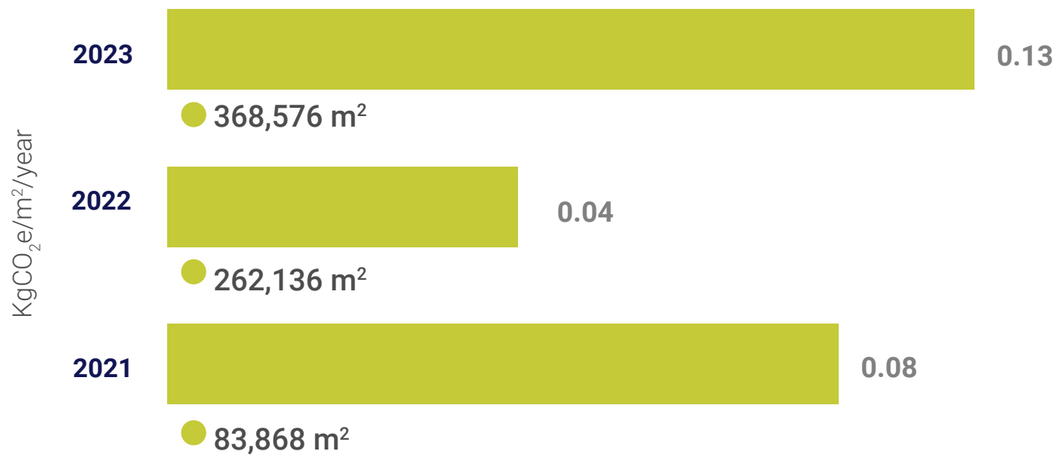


GHG emission intensity - Scope 2 - ($kgCO_2e/m^2$/year)



Denominator= floor area with data coverage (m^2)

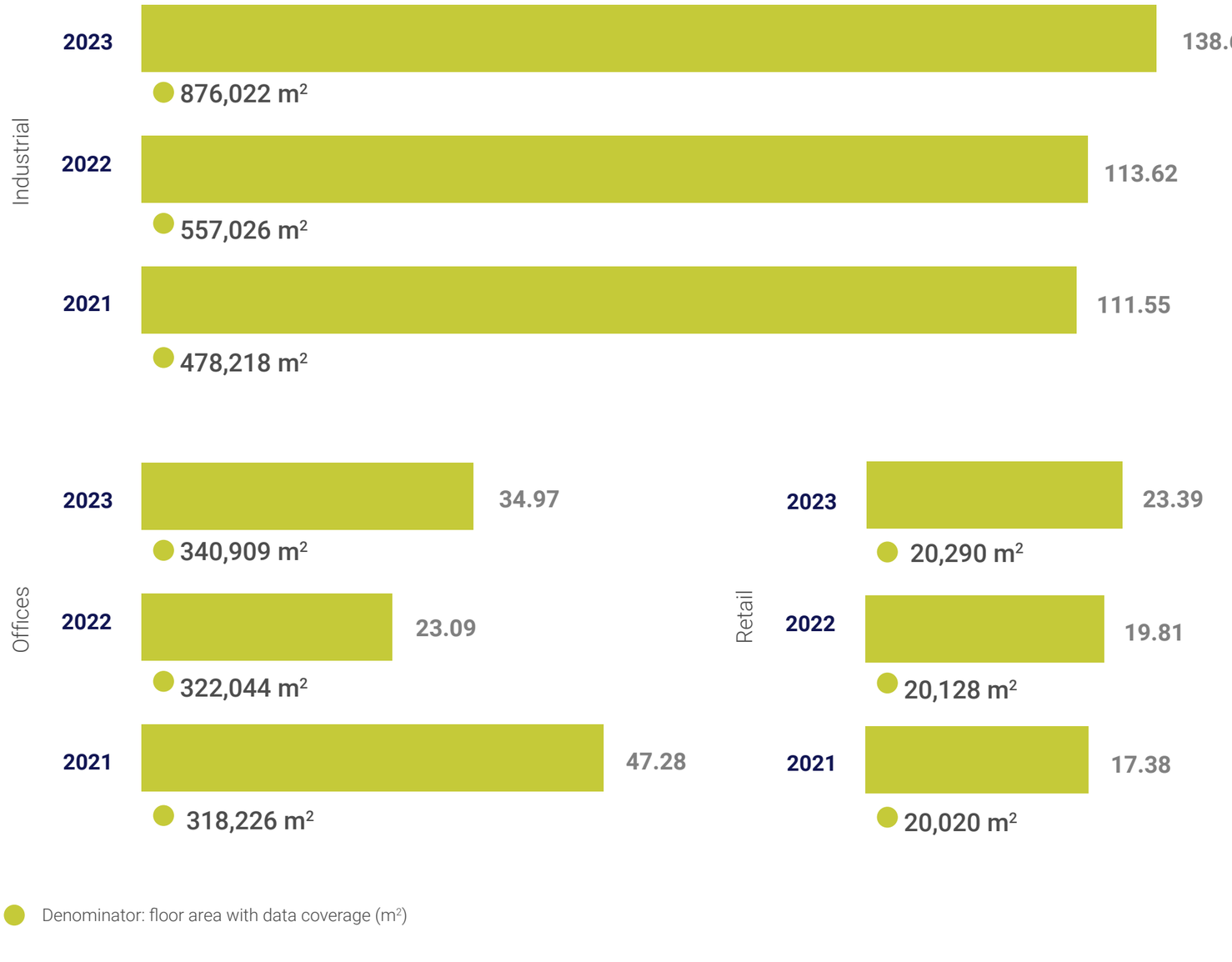
GHG emission intensity[1] - Scope 1 - ($kgCO_2e/m^2$/year)



Denominator = floor area with data coverage (m^2)

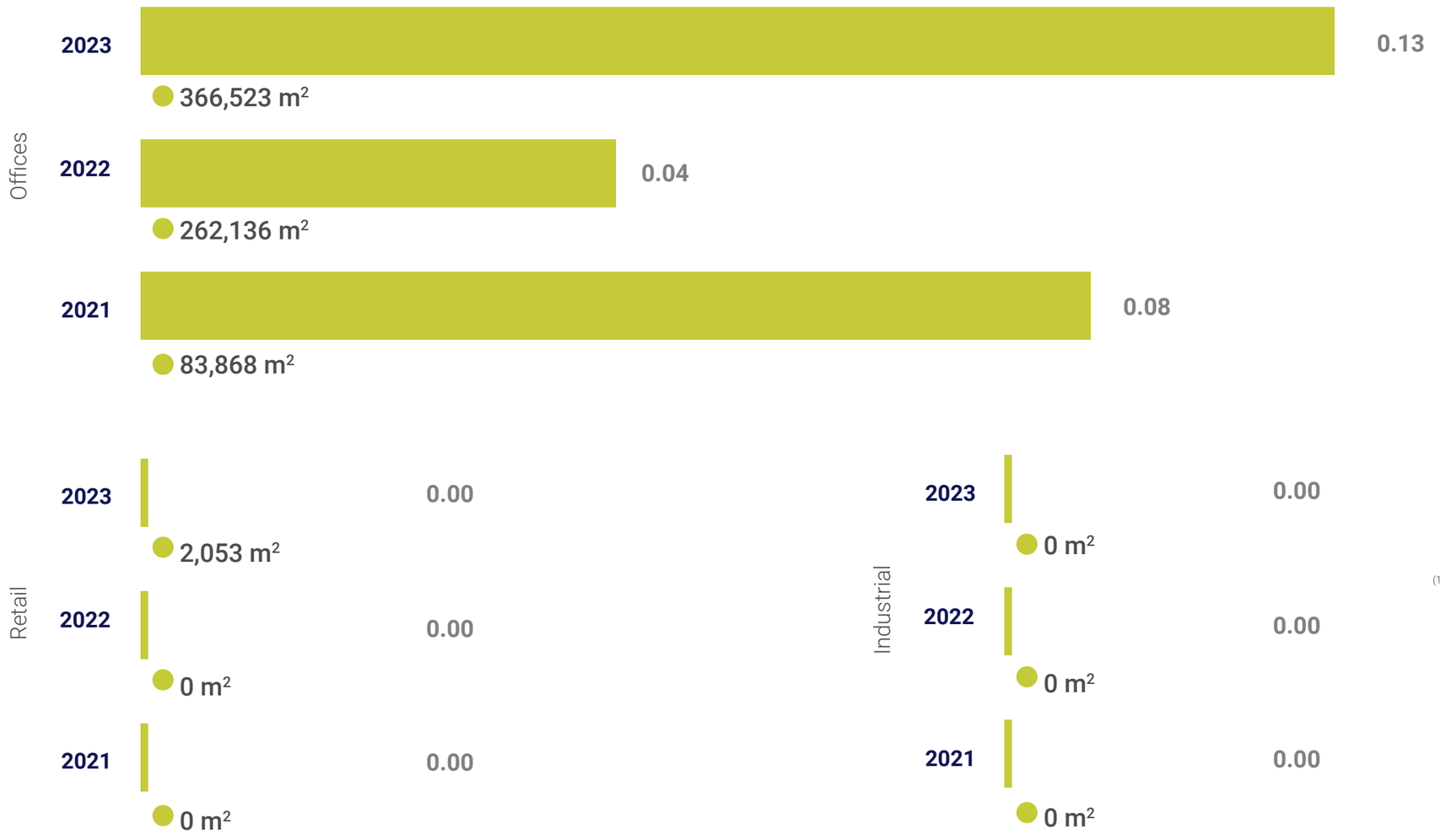
[1] Note: In our 2022 Sustainability Report, the calculation of the scope 1 emissions intensity was calculated using a denominator defined as the floor area of the COMMON AREAS with data coverage, this indicator being outside the scope of the independent limited assurance. During the independent limited assurance work carried out in 2023, it was found that the appropriate denominator should be TOTAL BUILT floor area with data coverage, resulting in the figures presented in this report. These modifications had no effect on management or decision-making related to energy management during 2023.

Total GHG emission intensity of buildings in use ($kgCO_2e/m^2/year$)





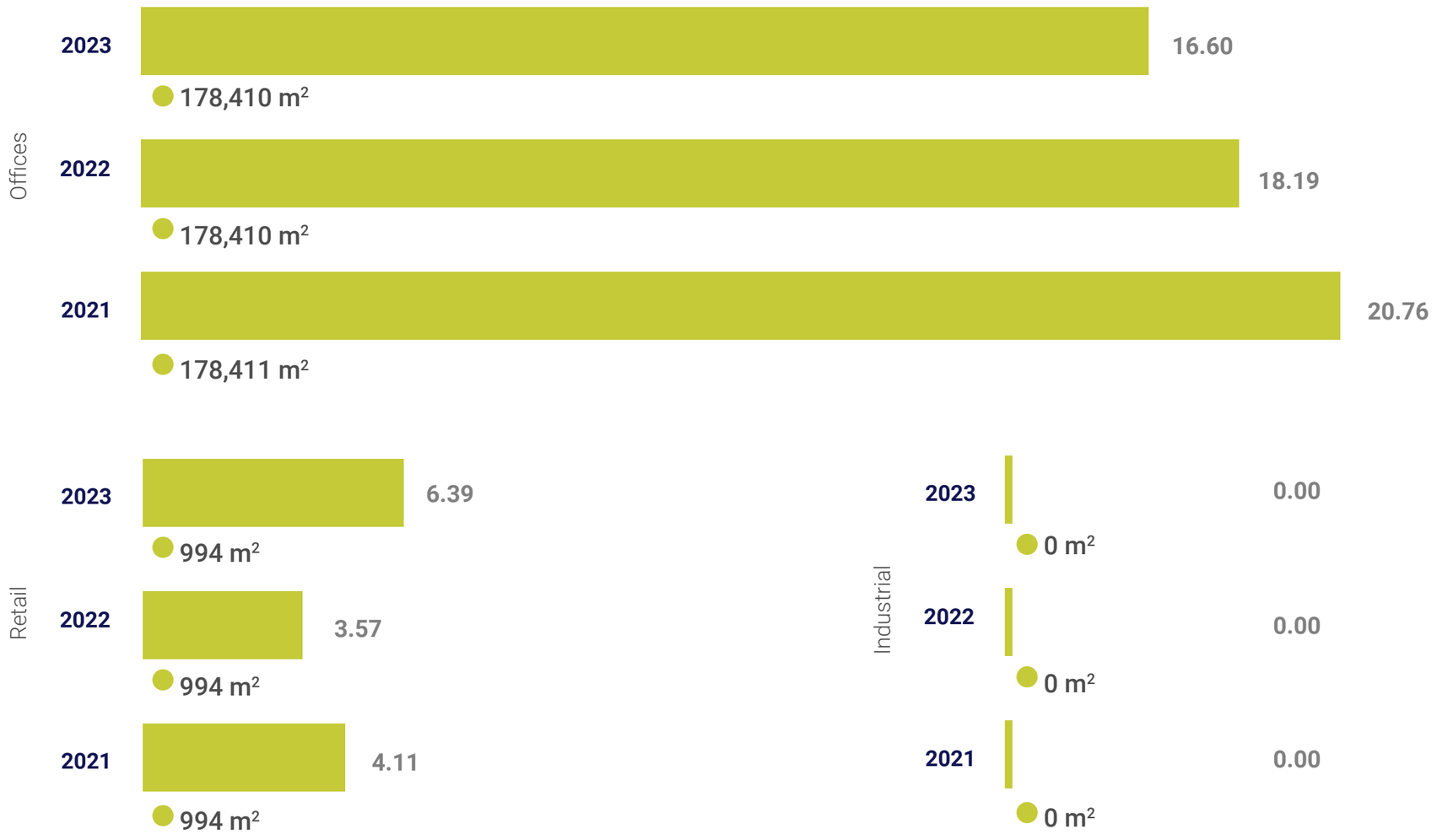
GHG emission intensity of buildings in use[1]
- Scope 1 -
($KgCO_2e/m^2$/year)



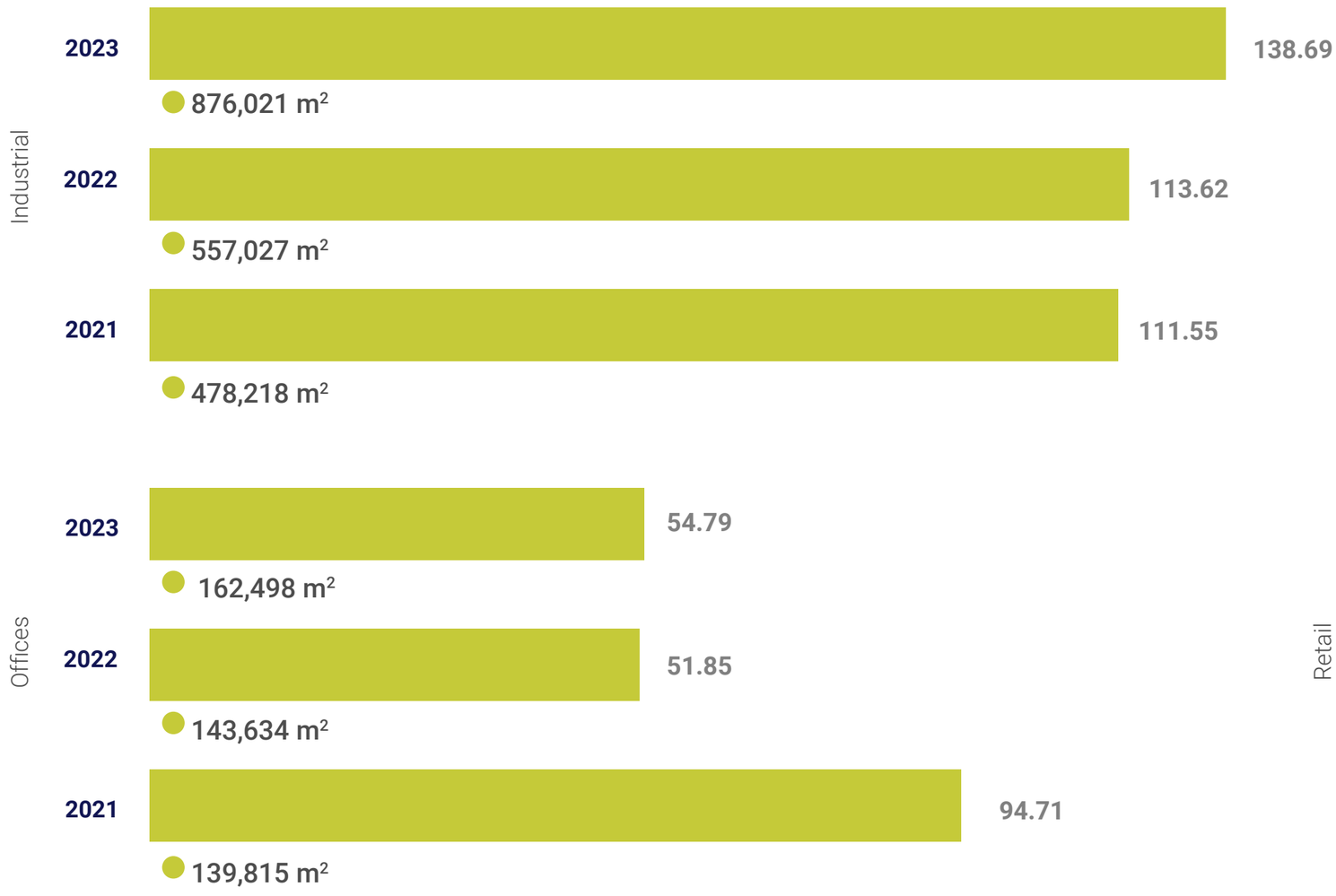
[1] Note: In our 2022 Sustainability Report, the calculation of the scope 1 emissions intensity was calculated using a denominator defined as the floor area of the COMMON AREAS with data coverage, this indicator being outside the scope of the independent limited assurance. During the independent limited assurance work carried out in 2023, it was found that the appropriate denominator should be TOTAL BUILT floor area with data coverage, resulting in the figures presented in this report. These modifications had no effect on management or decision-making related to energy management during 2023.



GHG emission intensity of buildings in use
- Scope 2 -
($KgCO_2e/m^2$/year)



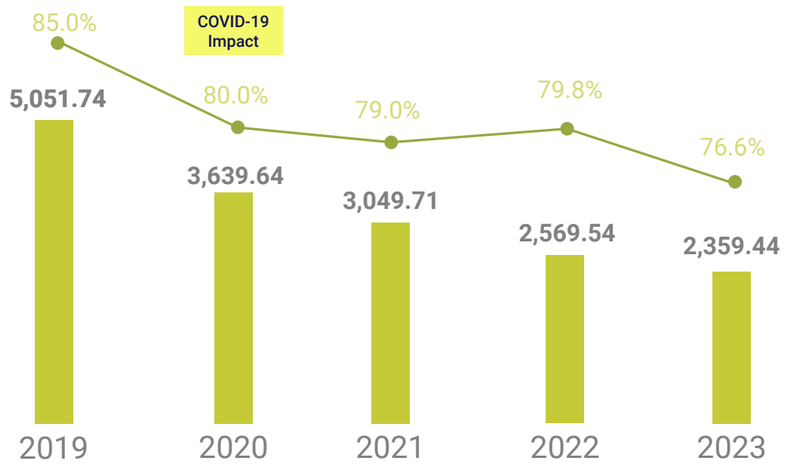
GHG emission intensity of buildings in use
- Scope 3 -
($KgCO_2e/m^2$/year)



INITIATIVES TO REDUCE GHG SCOPE 2 EMISSIONS

Following our 2030 target to reduce by at least 30% the carbon footprint from electricity consumption in central equipments and common areas of Fibra Mty's office buildings portfolio, against a baseline of like-for-like properties in year 2019, we observed a 53.3% reduction compared to the base year.

GHG Scope 2 emissions [1] (tCO_2e) -Properties directly managed by Fibra Mty-



(*) 2019 is the base year for our 2030 GHG emission reduction target.

(1) GHG emissions from the consumption of purchased electricity in common areas of office buildings directly managed by Fibra Mty (like-for-like properties 2019).

2023 implemented initiatives

- Improve HVAC equipment efficiency.
- Installation of LED lighting fixtures.
- Installation of equipment to improve energy management.
- Installation of skylights to take advantage of daylight.

In 2022, 3,219 m^2 of solar panels on the office buildings of Prometeo and Plaza Central in Nuevo León, and La Perla in Jalisco, with an estimated production of 985 MWh were installed, which began operations on January 16, 2024.



GHG SCOPE 2 EMISSIONS:

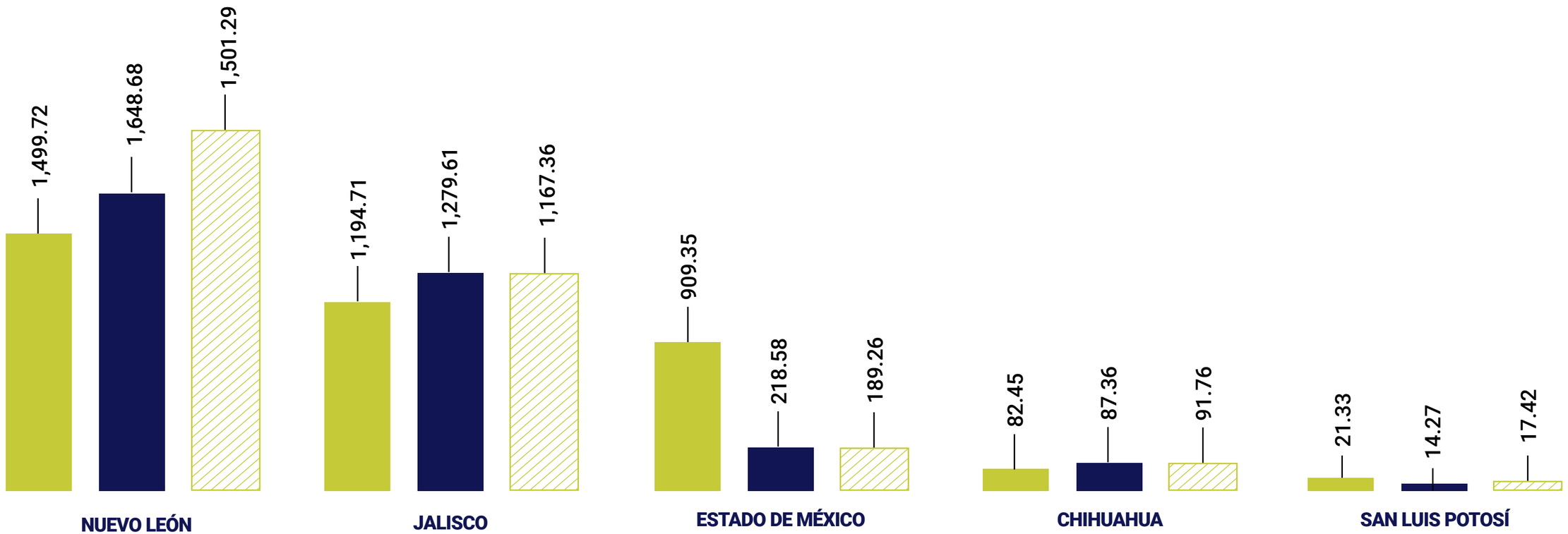
-53.3%

% compared to base year (2019)

-8.2%

compared to previous year

Indirect (Scope 2) GHG emissions by region (tCO_2e)



2,967.09

tCO_2e: Total scope 2 indirect emissions from energy generation in Mexico.

6.f

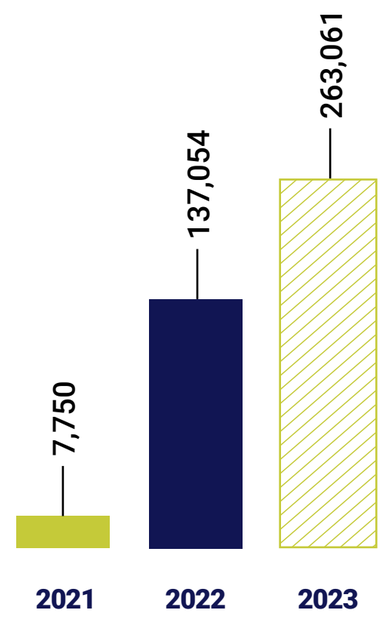
SUSTAINABLE BUILDINGS

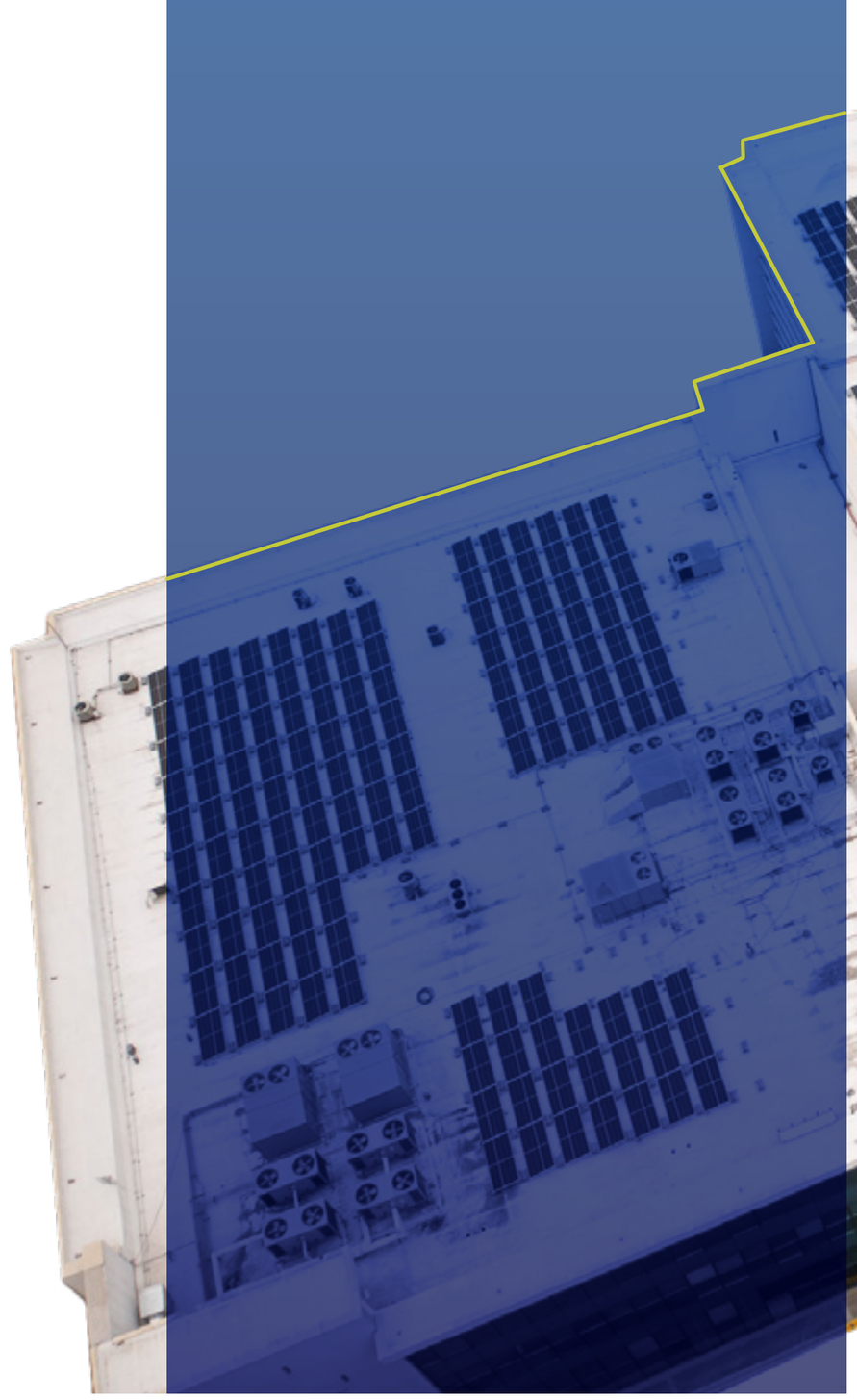
LEED CERTIFICATION

LEED *(Leadership in Energy and Environmental Design)* granted by the U.S. Green Building Council, is the world's most widely used green building rating system. LEED certification provides a framework for healthy, highly efficient, and cost-saving green buildings, which offer environmental, social and governance benefits.

As of December 31, 2023, Fibra Mty has 19 LEED certified buildings comprising 10 LEED O+M (Operations and Maintenance) certified office buildings and one commercial building, as well as 8 LEED Core & Shell certified industrial buildings.

LEED Certification
- Certified floor area (m²) -





Certified buildings

Property subsector	Property	Certification level		Certified floor area (m²)
Offices	Cuadrante	LEED O+M	LEED SILVER 2022	5,139.00
	Prometeo			8,618.00
	Redwood			12,380.00
	Fortaleza			15,857.00
	Huasteco Alfa			4,757.00
	La Perla – Bio y Esfera			42,079.00
	Patria 888 [1]			8,355.00
	Plaza Central			13,702.00
	Torre Morada 1			17,528.00
	Torre Morada 2			19,960.00
Retail	Huasteco Zona Comercial		LEED GOLD 2022	1,059.00
Industrial	Multi I FINSA Puebla II	LEED Core & Shell		12,553.89
	Multi III FINSA Aguascalientes			15,269.96
	Multi III FINSA Santa Catarina			12,553.89
	Multi I Amexhe			12,309.65
	Multi I Castro del Río			16,100.88
	Multi IV Santa Catarina			20,700.54
	Multi II FINSA Santa Catarina		LEED SILVER 2022	11,544.20
	Multi II FINSA Aguascalientes			12,593.59

[1] Patria 888 office building has both LEED O+M and LEED Core & Shell certifications.



Details on each certified building are available at
https://www.usgbc.org/projects

EDGE ADVANCED CERTIFICATION

Issued by Green Business Certification Inc. (GBCI) and promoted by the International Finance Corporation (IFC), a member of the World Bank Group, the Edge Advanced certification of the corporate headquarters of Fibra Mty was obtained by having demonstrated outstanding savings, compared to the average in the market, with savings of (i) energy, (ii) water and (iii) less energy-demanding materials by 40%, 56% and 73%, respectively.

This certificate constitutes a first step towards the final medium-term objective of achieving the maximum level of EDGE (Zero Carbon) that contemplates a 100% reduction of emissions in the operation of the corporate space.

Excellence In Design For Greater Efficiencies

Edge

The certificate is available at **Fibra MTY Oficinas - Edificios EDGE (edgebuildings.com)**



6.g

SUSTAINABLE LEASING

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

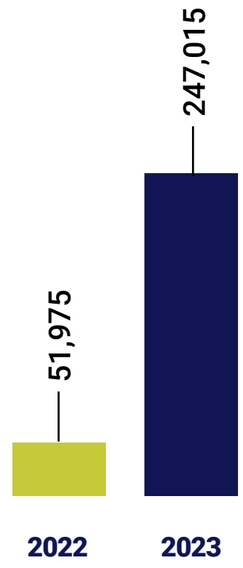
To promote energy savings practices, cost reduction and potentiating compliance with our corporate sustainability goals, as of 2022 Fibra Mty procure the inclusion of green leasing clauses in 100% of new contracts and/or lease renewals/modifications, establishing requirements for:

- Having a cost recovery clause for energy efficiency measures.
- Tracking energy and water use (in both common and leased areas).
- Ensure training in energy efficiency measures for property managers and tenants.
- Separate metering of energy and water consumption for each leased area.
- Implement best practices for energy management in the assets.
- Sharing information on energy consumption of leased areas.
- Have efficient and sustainable operation manuals.

GREEN LEASE LEADER SILVER

In recognition of the promotion of collaborative actions focused on energy efficiency, operating cost savings, air quality and buildings sustainability, the Institute for Market Transformation and the Better Buildings Alliance of the United States Department of Energy awarded Fibra Mty the Green Lease Leaders silver level distinction in 2022, as well as the gold level in its 2023 renewal, valid for three years.

Leased Area with Green Clauses (m²)



6.h

CLIMATE CHANGE

Management of the physical and transition risks related to climate change, from the identification to the development of an adaptation, mitigation, and resilience strategy, is a material issue for Fibra Mty and its stakeholders, to ensure business continuity over the long term.

To strengthen the approach to climate change risks and opportunities, properly incorporate the potential impacts of risks in our planning processes, as well as the timely development of relevant adaptation measures, Fibra Mty moves forward with its resilience and climate change strategy based on the recommendations of the Task Force on Climate related Financial Disclosures (TCFD) and the Global Real Estate Sustainability Benchmark (GRESB), to incorporate:

- Identification of physical, social, and transition risks.
- Assessment of the vulnerability level of our properties to risks derived from climate change.
- Action proposal for the prevention, mitigation, and response to each of the identified risks.

Identification of climate-related physical risks

Having information on the exposure of its assets to the physical risks derived from climate change allows Fibra Mty:

- Better understand and manage climate risks.
- Develop adaptation strategies.
- Make informed investment and long-term planning decisions.
- Improve operational resilience to climate change impacts.

To this end, Fibra Mty uses the Physical Climate Risk Exposure module of the **Measurabl** platform, which combines portfolio attributes with **S&P Global Trucost's** comprehensive climate risk scenarios to understand the tangible impacts our buildings are exposed to.

Climate scenarios are representative concentration pathways (RCP) that consider carbon emissions, land use patterns, and emissions of other pollutants. The number in each scenario represents the amount of energy that will be added to the atmosphere by carbon emissions in watts per square meter.

Three climate scenarios and three time horizons are considered to identify the level of impact on assets:

a) HIGH Climate Change Scenario (RCP 8.5): Continuation of business as usual emissions growth. This scenario is expected to result in warming in excess of 4 degrees Celsius by 2100.
b) MODERATE Climate Change Scenario (RCP 4.5): Strong mitigation actions to reduce emissions to half of current levels by 2080. This scenario is more likely than not to result in warming in excess of 2 degrees Celsius by 2100.
c) LOW Climate Change Scenario (RCP 2.6): Aggressive mitigation actions to halve emissions by 2050. This scenario is likely to result in warming of less than 2 degree Celsius by 2100.

Time Horizons	
Short term	Current 2020
Medium term	2030
Long term	2050

Risk exposure levels	
No risk	No exposure
Low risk	Not significantly exposed to historical or projected risks.
Medium risk	Exposed to some historical and/or projected risks.
High risk	Exposed today and the level of exposure is increasing.
Red Flag	Highly exposed to historical and/or projected risks, indicating a high potential for negative impacts.

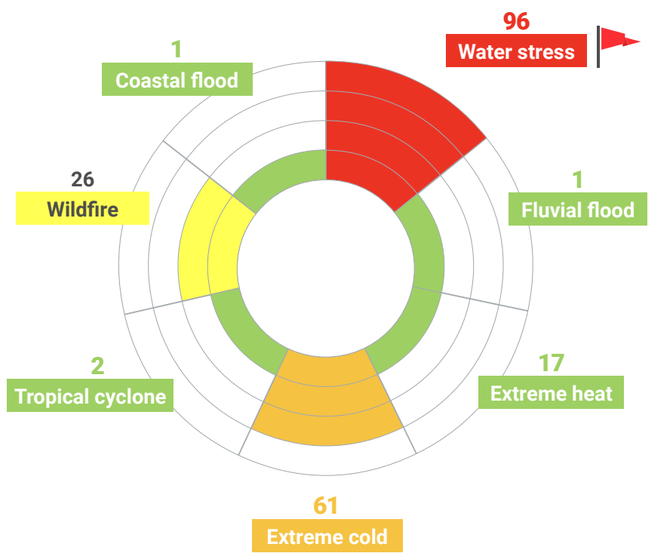


Overall Physical Risk Exposure

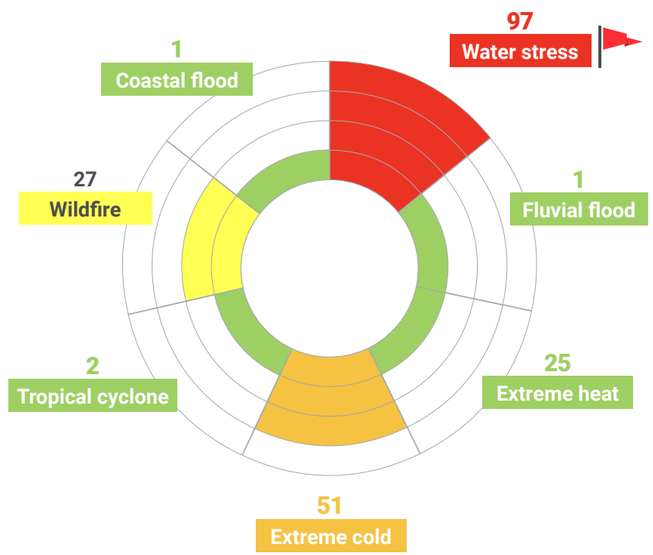
Fibra Mty Portfolio 2023 (106 buildings)

a) Low scenario (RCP 2.6)

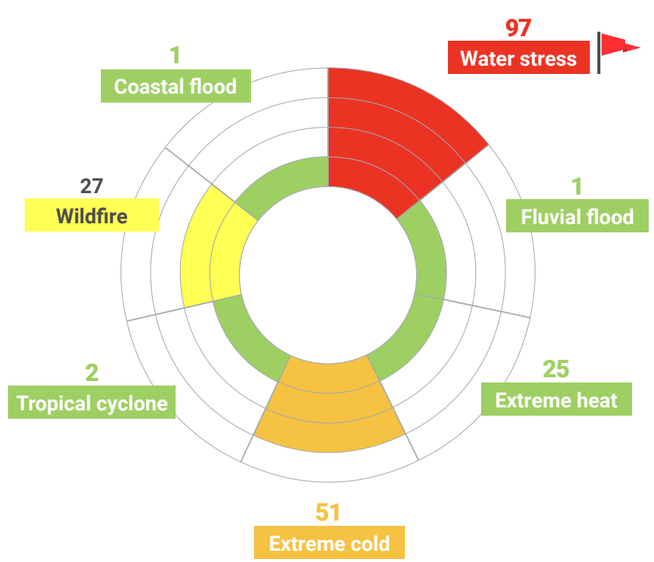
SHORT TERM 2020



MEDIUM TERM 2030

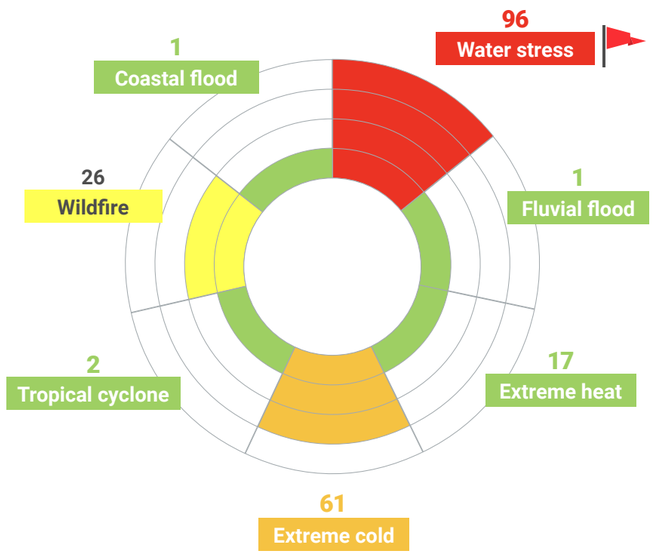


LONG TERM 2050

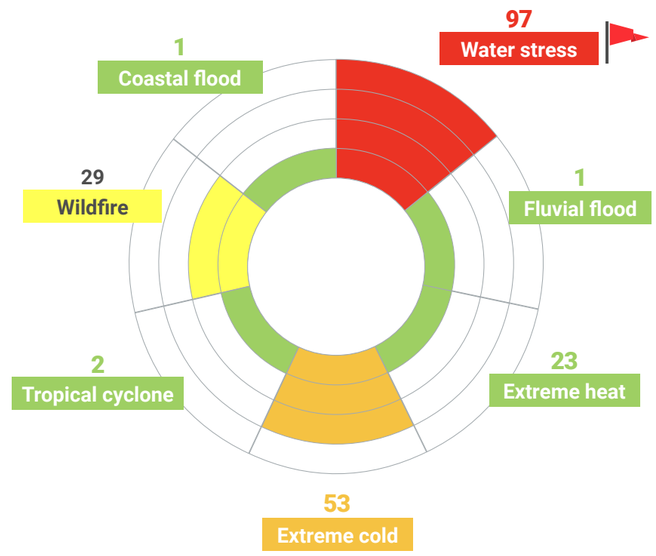


b) Medium scenario (RCP 4.5)

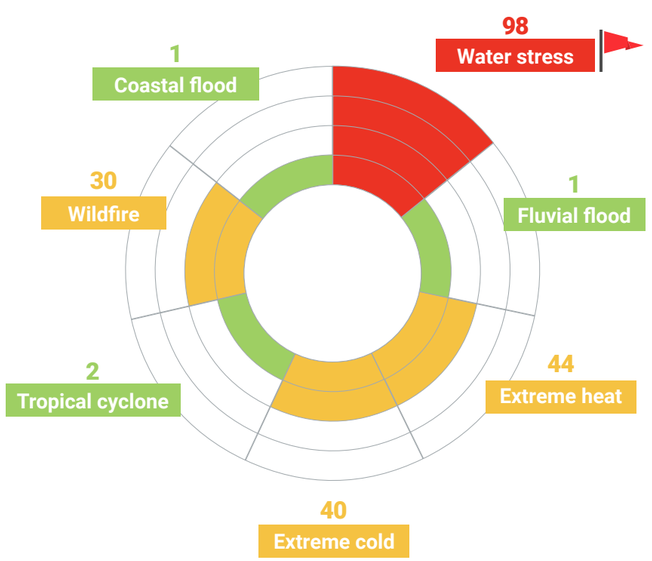
SHORT TERM 2020



MEDIUM TERM 2030

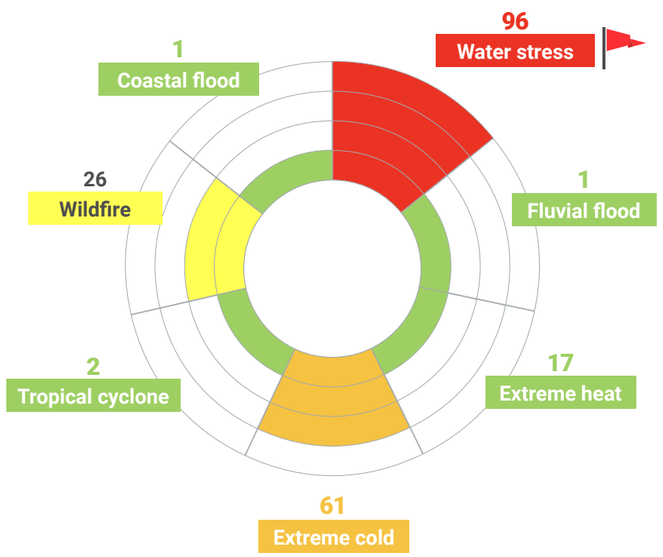


LONG TERM 2050

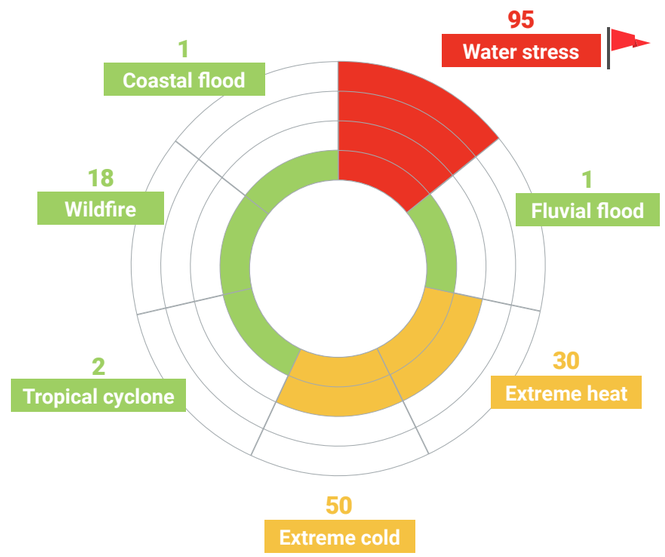


c) High scenario (RCP 8.5)

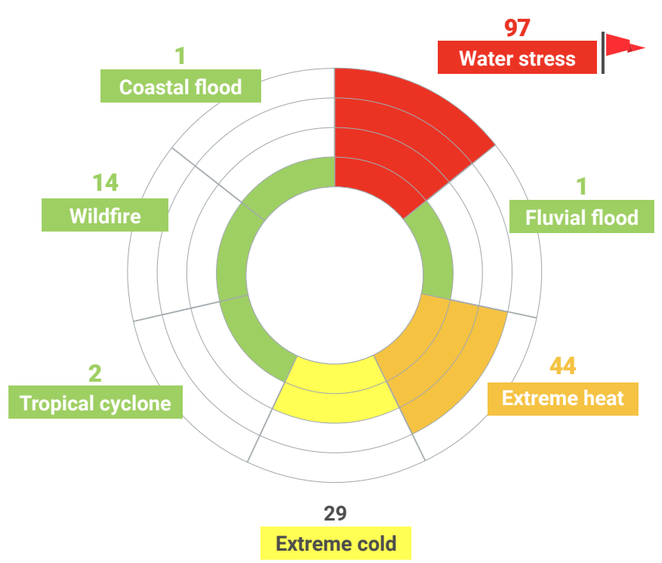
SHORT TERM 2020



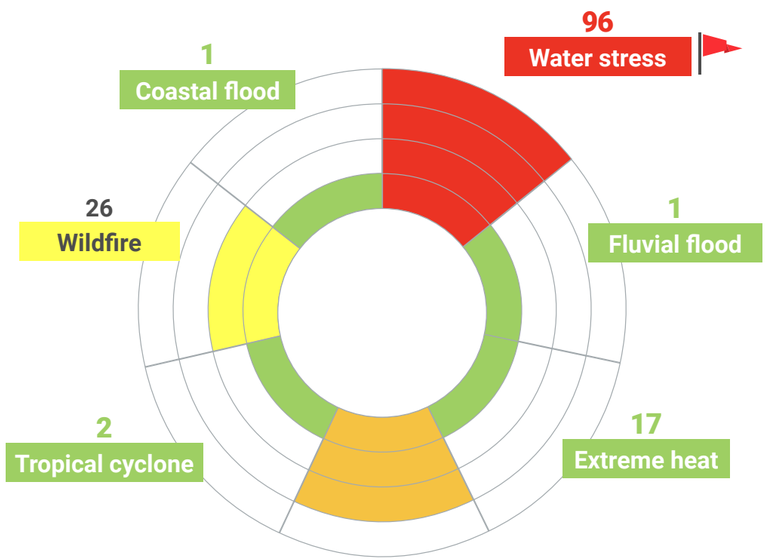
MEDIUM TERM 2030



LONG TERM 2050



ACTIONS TO MITIGATE CLIMATE CHANGE IMPACTS



Considering the short-term exposure level with a high climate change scenario (RCP 8.5), in 2023 Fibra Mty began an initial assessment of its properties to determine the degree of preparedness for the negative impacts of the identified risks:

i) Water stress
ii) Extreme cold
iii) Wildfire

In 2023, 33 properties were assessed, representing 31% of the total portfolio, covering six topics:

- Water
- Energy
- Transportation
- Waste
- Resilience
- Social integration

Number of buildings exposed				Assessment (progress 2023: 33 properties)		
Risk level	Red flag	Medium	Low	Current risk mitigation elements	Coverage	Priority areas of opportunity
Water stress	98	5	3	• Low consumption toilets and faucets, faucets with presence sensors. • Green areas with native plants or pollinating flowers. • Access to drinking water cistern. • Contingency plan in case of water outage.	94%	• Water submeters. • Availability of treated wastewater for process use and irrigation of green areas.
Extreme cold	0	106	0	• Other renewable or emergency energy sources.	42%	• Thermal insulation.
Wildfire	0	10	96	• Green areas with native plants.	18%	• Irrigation of green areas with treated wastewater. • Firebreak gaps.

TRANSITION RISK

Transition risk is broadly defined as those risks that arise as a result of the global transition toward a low-carbon economy. The Task Force on Climate-related Financial Disclosures (TCFD) delineates transition risk into four categories: policy and legal; technology; market; and reputation. Each category can be of greater or lesser importance depending on the sector.

In the case of real estate management, policy risk is generally considered to be the predominant transition risk to an asset or portfolio.

The analysis of the transition risks to which Fibra Mty's assets are exposed, has been prepared by ***Global Real Estate Benchmark (GRESB)*** using asset-level data provided by Fibra Mty in the 2023 Real Estate Assessment.

GRESB Transition Risk Report contextualizes transition risk and net-zero alignment of real estate at both the portfolio and asset level and uses Version v2 - 11.01.2023 of the ***Carbon Risk Real Estate Monitor (CRREM)*** Pathways.

ASSETS EXPOSED TO TRANSITION RISK

According to GRESB, the risk of asset exposure to transition risk is one experienced in many sectors. Even within the real estate sector, asset can become exposed to transition risk as a result of any combination of impacts described by transition risk: policy, legal, technological, market, or reputational. The most common cause is the loss of license to operate because of an asset's inability to perform in compliance with increasingly stringent regulatory requirements.

Assuming that the decarbonization pathways reflect the relative level of regulatory ambition that nations have set to align themselves with higher-level international commitments, **the point where an asset's projected performance crosses its corresponding decarbonization pathway can be interpreted as the year in which the asset becomes more exposed to transition risk.**

In addition, according to GRESB, because the decarbonization pathways are normative and are not exact reflections of regulatory requirements in each jurisdiction, the "intersection" point should not be understood as a prediction. Rather, it is a proxy for this type of (regulatory/policy) transition risk.

PORTFOLIO INSIGHTS

Disclaimer

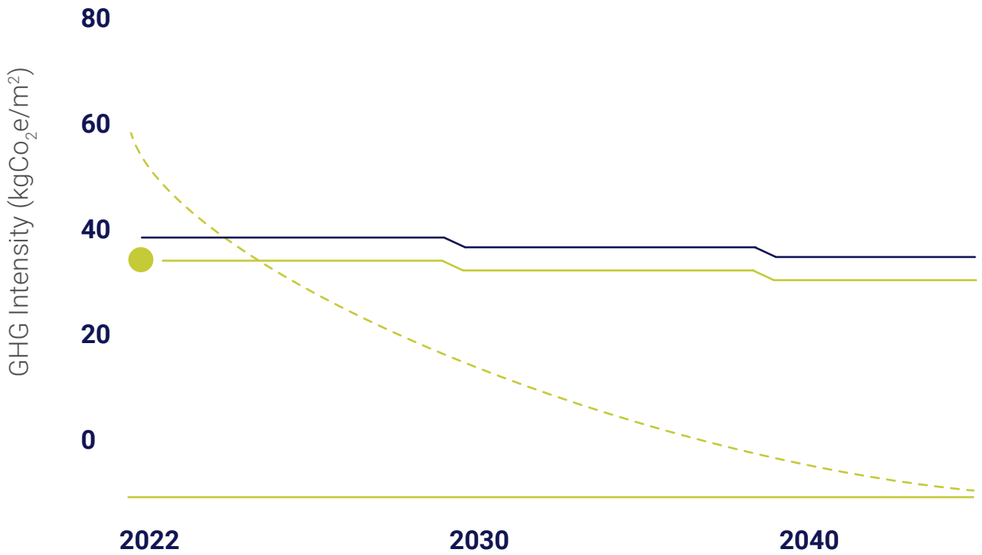
This section presents an analysis of the portfolio's current and projected GHG performance against the pathways developed by CRREM. The pathways are meant to be updated periodically and are always liable to change based on the state and pace of development in global real estate markets, modifications to the CRREM methodology, updating of datasets underlying the pathways, as well as revisions to the carbon budget based on the most recent science.

The information in this report is indicative. It is important to understand the methodological underpinnings of the CRREM pathways, the data used in the calculations of portfolios and assets, as well as how to interpret various resulting outputs before using this analysis. These insights are intended to drive conversation and analysis, not to be used as the basis of investment advice.

Fibra Mty's complete GRESB Transition Risk Report is available for consultation **here.**

Portfolio-level GHG performance compared against the decarbonization pathway built for this particular portfolio, provides a high-level indication of the portfolio's current state of alignment with climate goals or transition risk objectives. The metrics in the box below refer to the aggregated assets displayed in the graph, not necessarily the entire portfolio.

Projected Portfolio Performance Against the Decarbonization Pathway





Location-based portfolio performance projection

Decarbonization Pathway

Benchmark performance projection

Market-based GHG intensity

Note 1: The decarbonization pathway is a floor area–weighted aggregation of the top-down, property type- and region-specific decarbonization pathways derived by CRREM.
Note 2: The portfolio performance projection is a floor area–weighted aggregation of the asset-specific performance modeled by GRESB for all assets with an available corresponding decarbonization pathway.
Note 3: The current percentage of the floor area with a decarbonization pathway available is 42%.

SCIENCE BASED TARGETS

Following the 2023-2025 Strategic Sustainability Plan, and after passing a due diligence process by the Science Based Targets Initiative (SBTi), as of June 19, 2023, Fibra Mty is part of the group of leading companies that are setting emissions reduction targets in line with what the climate science says is necessary.

In this regard, we are committed to determine and submit them to the SBTi for validations within a maximum of 24 months from the date of commitment approval, our near-term science-based emissions reduction targets, as well as science-based targets to reach net-zero value chain GHG emissions by no later than 2050 in line with the **SBTi Net Zero Standard**.

Fibra Mty's commitment and progress in establishing its objectives are shown on the websites of **SBTi Target dashboard** and **We Mean Business Coalition**, which lists companies and financial institutions that have established science-based targets or are committed to set them.



TCFD ALIGNMENT

As a participating company in the **GRESB Real Estate Assessment**, Fibra Mty procured a TCFD Alignment Report prepared by this organization with data drawn from information provided by Fibra Mty in the 2023 assessment, in order to identify gaps against the recommended disclosures of the TCFD, and at the same time compare its performance against their peers.

The Alignment Report results are summarized in an alignment level, determined by the reported existence of leadership structures, risks and other climate-related processes that relate to the four TCFD pillars.

TCFD Alignment Levels	
A	MAXIMUM alignment
B	ADVANCED alignment
C	INTERMEDIATE alignment
D	BEGINNER alignment
E	MINIMAL alignment

Maximum alignment indicates the highest level of alignment that GRESB can facilitate through its assessments. While this assesses whether Fibra Mty has successfully reported against each of the 11 TCFD recommended disclosures, a maximum score does not mean that more could not be done to increase the quality of those disclosures.

The TCFD alignment level is an indication of Fibra Mty's efforts in addressing climate-related risks in line with the processes outlined by the TCFD. It can be interpreted as a high-level reference to Fibra Mty's position along its TCFD journey.

TCFD ALIGNMENT LEVEL - FIBRA MTY 2023



GRESB Average: B

Benchmark average: C

The overall TCFD Alignment Level is the aggregate of the equally weighted "scores" reflecting alignment to each of the 11 recommended disclosures of the TCFD.

TCFD CORE ELEMENT ALIGNMENT- FIBRA MTY 2023



Note 1: GRESB Average refers to the average alignment of Participants within the same Assessment universe of Real Estate in the 2023 assessment.
Note 2: The Benchmark Average is based on the same peer group as for the GRESB Benchmark Reports. In the 2023 Real Estate Assessment.

The complete Fibra Mty TCFD Alignment Report is available **here.**



07

GLOBAL COMPACT AND SUSTAINABLE DEVELOPMENT GOALS

GRI 2-28

FIBRA MTY IS A SIGNATORY OF THE UNITED NATIONS GLOBAL COMPACT

The UN Global Compact is a call to companies to align their strategies and operations with universal principles on human rights, labor, environment and anti-corruption, and to take actions that advance social goals.

To effectively respond to this call, our Sustainability Policy is aimed at complying with the Ten Principles of the UN Global Compact.



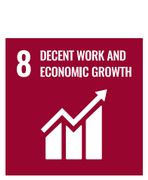
SUSTAINABLE DEVELOPMENT GOALS

The UN Global Compact strategy drives business awareness and action to support the 2030 Agenda for Sustainable Development Goals.

The Agenda establishes 17 Sustainable Development Goals with 169 integrated and indivisible targets covering economic, social and environmental dimensions.

The particular commitments to each of these goals and targets are immersed in our Sustainability Policy, aligning the direction of the Trust with the aspiration to contribute to overcoming this global challenge.

SDG	Fibra Mty Contribution 2023
1 NO POVERTY	• MXN345,595 invested in designing a social intervention model favoring nearby communities
3 GOOD HEALTH AND WELL-BEING	• MXN350,454 donated to nongovernmental organizations in support of health with 107,655 direct beneficiaries. • Employee Benefits Policy • Tenant health and wellbeing in properties directly managed by Fibra Mty: ◦ Universal accessibility assessment ◦ Installation of equipment for indoor air quality improvement ◦ Thermal comfort ◦ Lighting and visual comfort ◦ Acoustical comfort ◦ Nourishment or healthy food ◦ Physical activity
4 QUALITY EDUCATION	• MXN800,000 donated to five nongovernmental organizations in support of education benefiting 3,924 people • 26.9 training hours/employee • 14.9 training hours/specialized services employee • MXN79,635 invested in the Education Support Program with 50 direct beneficiaries • MXN213,147 and 38 man-hours of volunteering invested in the Adopt a School Program, benefiting 774 people • MXN55,050 invested in the Fibra Mty Scholarships for Academic Excellence PROGRAM, benefiting 27 people • Six young students active in the Professional Internships Program
5 GENDER EQUALITY	• 30% women in the Technical Committee • 41% of employees are women • 29% of women in management positions • Ratio of total annual remuneration of women to men:0.94 area directors; 1.07 managers; 1.07 analysts

SDG	Fibra Mty Contribution 2023
	• 100% compliance with maximum permissible water quality standards established in the Concession Title granted by the National Water Commission • 30% of treated wastewater is reused for the irrigation of green areas, 70% is reused in processes • Water intensity: 0.37 m^3/m^2 in common areas of properties under direct operation of Fibra Mty • MXN865,210 invested in water management improvements • Corporate Philanthropy and Community Support Policy
	• MXN19,362,905 invested to reduce energy consumption • 7,988 kWh generated by solar panels at our headquarters • 46.1% reduction in electrical energy intensity in common areas of properties under direct management of Fibra Mty, compared to base year (2019) • 53.3% reduction in GHG Scope 2 emissions compared to base year (2019)
	• Direct economic value distributed= MXN447.938 million • 88% of employees received regular performance and career development appraisal • Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) = 10.13 • Human Rights Policy. • Certified Great place to Work • Employee Satisfaction Index = 88% • Health and Safety Commission
	• Tenant satisfaction index = 80% • 10 innovation projects implemented
	• Human Rights Policy • 18% of employees over 50 years old; 47% between 30 and 50 years old; 35% under 30 years old • Financial education program through social networks

SDG	Fibra Mty Contribution 2023
	• MXN200,000 donated to non-governmental organization for air quality monitoring in the Monterrey metropolitan area • MXN2,982,510 invested to improve indoor air quality in office buildings • 263,061 m^2 LEED certified
	• 247,015 m^2 leased with green clauses • 21.06 t of Non-hazardous waste directed to recycling • Publication of the annual sustainability report • Responsible Investment (PRI) Report • GRESB annual report and assessment • MXN2,977,894 and 133 man-hours of volunteering donated in corporate citizenship programs, benefiting 5,936,589 people • 9.9 hours of ESG training per employee
	• Identification of physical and transition risks arising from climate change • 31% of buildings were assessed to identify elements for climate change impacts mitigation • Formalized commitment with SBTi to set short-term science-based targets and achieve Net-Zero by 2050 • Intermediate Level of Alignment to TCFD Recommendations • MXN582,900 donated to non-governmental organizations to support people affected by environmental contingencies: Hurricane Otis in Acapulco, Gro. and water scarcity in the metropolitan area of Monterrey, N.L., benefiting 19,505 people
	• None of Fibra Mty's assets are within or adjacent to protected natural areas or areas of high diversity value • MXN320,000 donated to non-governmental organizations for environmental education projects, benefiting 2,747 people. • Participation in the AMEFIBRA Reforestation volunteering event in the Cumbres de Monterrey National Park, 30 man-hours of volunteering, where 700 seedlings of native species (agaves) were planted.
	• Ethics Whistleblowing Hotline: zero complaints were received due to breaches of the code of ethics, nor for violations of customer privacy • Information security, privacy, and business continuity management systems

SDG	Fibra Mty Contribution 2023
	• Partnerships with business organizations: - Member of the Asociación Mexicana de FIBRAS. A.C. - Member of the Asociación Mexicana de Parques Industriales Privados, A.C. - Member of the National Association of Real Estate Investment Trust - Partner of the American Chamber Mexico - Member of the Invest Monterrey • Partnerships with global initiatives: - Adhered to the Mexican Network of the Global Compact. - Signatory of the Principles for Responsible Investment promoted by the United Nations - Science Based Targets Initiative - We Mean Business Coalition • Partnerships with civil society organizations for sustainability: - Cruz Roja Mexicana Delegación Nuevo León - Pro-Superación Familiar Neoleonesa - Mundo Sustentable - Centro de Estudios Eugenio Garza Sada - OCCAMM Observatorio Ciudadano de la Calidad del Aire - Patronato Amigos de la Sierra de Arteaga Coahuila - Fundación Comunidar - Comité de Ayuda a Desastres y Emergencias Nacionales (National Disaster and Emergency Relief Committee)



08

INDEXES

8.a

GRI CONTENT INDEX

Statement of use	**Fibra Mty** has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2023.
GRI 1 used:	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s):	Construction and Real Estate (CRE)

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
GRI 2: GENERAL DISCLOSURES 2021					
The organization and its reporting practices					
2-1	Organizational details	Pages 3, 8, 113			
2-2	Entities included in the organization's sustainability reporting	Page 3			
2-3	Reporting period, frequency and contact point	Page 3			
2-4	Restatements of information	Pages 142, 153, 166, 187			
2-5	External assurance	Pages 38, 248			
2. Activities and workers					
2-6	Activities, value chain and other business relationships	2-6 a. Fibra Mty has activities in the Equity Real Estate Investment Trust (REIT) sector – Code 60101010 Diversified REITs.			
		2-6 b.i Pages 8, 73, 127 2-6 b.ii Pages 8, 73, 127 2-6 b.iii Pages 8, 73, 127 2-6 c. Pages 8, 73, 127			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
2-6	Activities, value chain and other business relationships	2-6 d. • No significant changes in the organization's activities. • The acquisition of the Zeus portfolio added 46 properties with an GLA of 822,052 m^2 to the portfolio, and a bank land of 882,723 m^2. The acquisition allowed Fibra Mty to increase its presence to 15 markets in 14 states of the Mexican Republic. • Related to the acquisition of the Zeus portfolio and the expansion in five properties (Filios SUPSA, Huasteco Fagor, Danfoss, Aguascalientes FINSA 03, and Santiago), the number of suppliers with whom commercial activity was carried out increased from 204 in 2022, to 268 suppliers in 2023; increasing the number of purchases from MXN383,909,849 in 2022 to MXN768,412,561 in 2023, of which 46% was paid to construction contractors. • The acquisition of the Zeus portfolio incorporated a total of 46 tenants from the industrial sector (as of December 31, 2023), Tenants mostly correspond to the "Automobile and components" sector followed by "Materials" and "Transportation" sectors. • Funds donated increased due to the contingency caused by Hurricane Otis in Acapulco; the Chief Executive Officer authorized an additional amount of MXN332,900 for projects to support the victims; the amount of non-governmental organizations supported was reduced as we sought to improve the philanthropic approach of Fibra Mty.			
2-7	Employees	2-7 a, b, e Pages 18, 95			
		2-7 c. d. Information on Fibra Mty employees was obtained from the Fortia system, which is used to keep employment records. i. In head count. ii. As of December 31, 2023.			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
2-8	Workers who are not employees	2-8 a. Total workers who are not employees = 330 Pages 18, 98, 100			
		2-8 b. b) Data provided by Property Managers, as of December 31, 2023. i. In head count. ii. At the end of the reporting period. 2-8 c. 137 additional specialized services employees, compared to the end of 2022, due to the acquisition of the Zeus portfolio.			
3. Governance					
2-9	Governance structure and composition	Pages 41, 42, 45, 51			
2-10	Nomination and selection of the highest governance body	Pages 45, 54			
2-11	Chair of the highest governance body	Page 45			
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 16, 27, 28, 36			
2-13	Delegation of responsibility for managing impacts	Pages 27, 36			
2-14	Role of the highest governance body in sustainability reporting	Pages 27, 36, 38			
2-15	Conflicts of interest	Pages 45, 57			
2-16	Communication of critical concerns		2-16 a, b	Information unavailable	Procedure not defined. It is included in the sustainability strategic plan.
2-17	Collective knowledge of the highest governance body		2-17 a	Information unavailable	Procedure not defined. It is included in the sustainability strategic plan.

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
2-18	Evaluation of the performance of the highest governance body		2-18 a. b. c.	Information unavailable	Procedure not defined. It is included in the sustainability strategic plan.
2-19	Remuneration policies	Page 57			
2-20	Process to determine remuneration	Page 58			
2-21	Annual total compensation ratio	Page 110			
	4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Pages 4, 5			
2-23	Policy commitments	Pages 70, 75			
2-24	Embedding policy commitments	Pages 70, 73			
2-25	Processes to remediate negative impacts		2-25 a. – e.	Information unavailable	Procedure not defined. It is included in the sustainability strategic plan.
2-26	Mechanisms for seeking advice and raising concerns	Page 71			
2-27	Compliance with laws and regulations	In 2023 we received zero fines or sanctions for non-compliance with laws and regulations.			
2-28	Membership associations	Pages 20, 81, 210			
	5. Stakeholder engagement				
2-29	Approach to stakeholder engagement	Pages 89, 115, 121			
2-30	Collective bargaining agreements	Of the total number of specialized service employees, 4.5% are unionized.			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
		MATERIAL TOPICS			
		GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Page 59			
3-2	List of material topics	Page 59			
		Energy			
		GRI 3: Material Topics 2021			
3-3	Management of material topics	Pages 22, 140, 142	41, 42, 68, 70, 73, 77, 94, 101, 127, 140, 142, 151, 164, 185, 197, 198		
		GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Page 142 302-1 d. • Fibra Mty does not sell electricity. • Fibra Mty does not consume or sell energy from heating, cooling or steam. 302-1 f. In addition to what is mentioned on page 142, Fibra Mty uses the Measurabl® platform for the consolidation and analysis of energy consumption data.			
302-2	Energy consumption outside of the organization	Page 142 302-2 b. In addition to what is mentioned on page 142, Fibra Mty uses the Measurabl® platform for the consolidation and analysis of energy consumption data.			
302-3	Energy intensity	Pages 18, 142			
302-4	Reduction of energy consumption	Page 142			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
		GRI G4 Sector Disclosures. Construction and Real Estate			
CRE1	Building energy intensity	Page 142 CRE1 2.5: The formula used to calculate the energy intensity of buildings in use is: Energy intensity of buildings = (sum of annual energy consumption in kWh) / (sum of surface area with energy consumption data coverage in m^2)			
		Water			
		GRI 3: Material Topics 2021			
3-3	Management of material topics	Pages 22, 140, 153			
		GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Page 153			
303-2	Management of water discharge-related impacts	Page 153			
303-3	Water withdrawal	Page 153 303-3 c. 100% of the water withdrawn by Fibra Mty and its tenants is fresh water. 303-3 d. In addition to what is mentioned on page 153, Fibra Mty uses the Measurabl® platform for consolidation and analysis of water withdrawal data.			
303-4	Water discharge	Page 153			
303-5	Water consumption	Page 153			
		GRI G4 Sector Disclosures. Construction and Real Estate			
CRE2	Building water intensity	Page 153 CRE2 2.5: The formula used for the calculation of water intensity is: Water intensity of buildings = (sum of annual water consumption in m^3) / (sum of surface area with water consumption data coverage in m^2)			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
Business Ethics					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 41, 42, 70			
GRI 2: General Disclosures 2021					
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 16, 27, 28, 36			
2-15	Conflicts of interest	Pages 45, 57			
2-23	Policy commitments	Pages 70, 75			
2-24	Embedding policy commitments	Pages 70, 73			
2-26	Mechanisms for seeking advice and raising concerns	Page 71			
GRI 205: Anti-corruption 2016					
205-2	Communication and training about anti-corruption policies and procedures	Page 73			
205-3	Confirmed incidents of corruption and actions taken	Page 72			
GRI 206: Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	Zero legal actions were received during the period covered by this report with respect to unfair competition or infringements of applicable laws on monopolistic practices and anti-competition.			
GRI 415: Public Policy 2016					
415-1	Political contributions	Fibra Mty does not make contributions to political parties or representatives, whether financial or in kind, directly or indirectly.			
Corporate Governance					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 41, 42			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
		GRI 2: General Disclosures 2021			
2-9	Governance structure and composition	Pages 41, 42, 45, 51			
2-10	Nomination and selection of the highest governance body	Pages 45, 54			
2-11	Chair of the highest governance body	Page 45			
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 16, 27, 28, 36			
2-15	Conflicts of interest	Pages 45, 57			
2-26	Mechanisms for seeking advice and raising concerns	Page 71			
		GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Pages 45, 95 405-1 a.iii y 405-1 b.iii Fibra Mty has no other relevant diversity indicators.			
		Talent management			
		GRI 3: Material Topics 2021			
3-3	Management of material topics	Pages 22, 94, 101			
		GRI 2: General Disclosures 2021			
2-7	Employees	2-7 a, b, e Pages 18, 95 2-7 c. d. Information on Fibra Mty employees was obtained from the Fortia system, which is used to keep employment records. i. In head count. ii. As of December 31, 2023.			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
2-8	Workers who are not employees	2-8 a. Pages 18, 98, 100 2-8 b. b) Data provided by Property Managers, as of December 31, 2023. i. In head count ii. At the end of the reporting period. 2-8 c. 137 additional specialized services employees, compared to the end of 2022, due to the acquisition of the Zeus portfolio.			
	GRI 202: Market Presence 2016				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	No Fibra MTY employee is paid by minimum wage rules			
	GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	Page 101			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2 a. Page 114 401-2 b. Significant locations of operation are Fibra Mty's corporate offices.			
401-3	Parental leave	Page 114			
	GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	Page 103			
404-2	Programs for upgrading employee skills and transition assistance programs	Page 103			
404-3	Percentage of employees receiving regular performance and career development reviews	Page 107			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
Climate Change					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 200			
GRI 201: Economic Performance 2016					
201-2	Financial implications and other risks and opportunities due to climate change	Page 200			
Diversity and inclusion					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 94			
GRI 2: General Disclosures 2021					
2-7	Employees	2-7 a, b, e Pages 18, 95 2-7 c. d. Information on Fibra Mty employees was obtained from the Fortia system, which is used to keep employment records. i. In head count. ii. As of December 31, 2023.			
GRI 405: Diversity and Equal Opportunity 2016					
405-1	Diversity of governance bodies and employees	Pages 45, 95			
405-2	Ratio of basic salary and remuneration of women to men	405-2 a. Page 110 405-2 b. Significant locations of operation are Fibra Mty's corporate offices.			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
		GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Page 88 406-1 b. Given that zero incidents of discrimination were registered in 2023: i. Zero cases were reviewed. ii. Zero remediation plans were implemented. iii. Zero remediation plans were evaluated. iv. Zero cases were not subject to action.			
		Transparency and accountability			
		GRI 3: Material Topics 2021			
3-3	Management of material topics	Pages 22, 38			
		GRI 2: General Disclosures 2021			
2-1	Organizational details	Pages 3, 8, 113			
2-2	Entities included in the organization's sustainability reporting	Page 3, 8, 113			
2-3	Reporting period, frequency and contact point	Page 3			
2-4	Restatements of information	Pages 142, 153, 166, 187			
2-5	External assurance	Pages 38, 248			
2-14	Role of the highest governance body in sustainability reporting	Pages 27, 36, 38			
2-20	Process to determine remuneration	Page 58			
2-22	Statement on sustainable development strategy	Pages 4, 5			
2-26	Mechanisms for seeking advice and raising concerns	Page 71			
2-29	Approach to stakeholder engagement	Pages 89, 115, 121			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
GHG Emissions					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 140, 187			
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	Page 187			
305-2	Energy indirect (Scope 2) GHG emissions	Page 187 305-2 g. In addition to what is mentioned on page 187, Fibra Mty uses the Measurabl® platform for consolidation and analysis of GHG emissions data.			
305-3	Other indirect (Scope 3) GHG emissions	Page 187 305-3 c. Biogenic CO_2 emissions= 0 tCO_2e (zero) 305-3 g. In addition to what is mentioned on page 187, Fibra Mty uses the Measurabl® platform for consolidation and analysis of GHG emissions data.			
305-4	GHG emissions intensity	Page 187			
305-5	Reduction of GHG emissions	Page 187			
GRI G4 Sector Disclosures. Construction and Real Estate					
CRE3	Greenhouse gas emissions intensity from buildings	Page 187 CRE3 2.5 The formula used to calculate the greenhouse gas emission intensity of buildings in use is: Greenhouse gas emissions intensity of buildings = (annual sum of greenhouse gas emissions in $kgCO_2e$) / (sum of surface area with greenhouse gas emissions data coverage in m^2)			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
Community engagement					
GRI 3: Material Topics 2021					
3-3	GRI 3: Material Topics 2021	Pages 22, 127			
GRI 2: General Disclosures 2021					
2-28	Membership associations	Pages 20, 81, 210			
2-29	Approach to stakeholder engagement	Pages 89, 115, 121			
GRI 202: Market Presence 2016					
202-2	Proportion of senior management hired from the local community	202-2 a. Page 95 202-2 b. – d. Fibra Mty's senior management consists of three chief officers and five area directors. By local community we mean the states where we are present. By significant locations of operation, we mean all Fibra Mty properties.			
GRI 204: Procurement Practices 2016					
204-1	Proportion of spending on local suppliers	Page 73			
GRI 411: Rights of Indigenous Peoples 2016					
411-1	Incidents of violations involving rights of indigenous peoples	Page 88			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
		GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Percentage of operations with local community engagement, impact assessments, and development programs = 100% Pages 18, 71, 120, 127 413-1 a.iii. This report publicly communicates the results of environmental and social impact assessments. 413-1 a.v. None 413-1 a.vi. None			
		GRI G4 Sector Disclosures. Construction and Real Estate			
CRE7	Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project	Zero persons were displaced by property acquisitions in 2022: tenants remain the same.			
		Resilient Business Model			
		GRI 3: Material Topics 2021			
3-3	Management of material topics	Page 22			
		GRI 2: General Disclosures 2021			
2-22	Statement on sustainable development strategy	Pages 4, 5			
		GRI 201: Economic performance 2016			
201-1	Direct economic value generated and distributed	Page 78			
201-4	Financial assistance received from government	Fibra Mty does not receive financial assistance from any government. No government is present in Fibra Mty's capital structure.			
		Emergency preparedness and response			
		GRI 3: Material Topics 2021			
3-3	Management of material topics	Pages 22, 68			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
		GRI 2: General Disclosures 2021			
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 16, 27, 28, 36			
2-13	Delegation of responsibility for managing impacts	Pages 27, 36			
		GRI 201: Economic Performance 2016			
201-2	Financial implications and other risks and opportunities due to climate change	Page 200			
		GRI 403: Occupational Health and Safety 2018			
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 120			
403-5	Worker training on occupational health and safety	Page 117			
403-9	Work-related injuries	Page 117 403-9 c. Among the main functions of Fibra Mty's Health and Safety Commission is to conduct regular tours of the workplace to identify unsafe or dangerous conditions, as well as unsafe acts in the work area. To date, no occupational hazards have been identified that present a risk of high- consequences injury. 403-9 d. The recommendations established by the Health and Safety Commission to prevent, eliminate, or reduce detected unsafe conditions or acts are: - Change of signage to meet the regulations. - Correct placement of fire extinguishers according to regulations. - Installation of evacuation route signage in meeting rooms. - Identify all cleaning material with the corresponding labels.			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
403-10	Work-related ill health	Page 117 403-10 c. Among the main functions of Fibra Mty's Health and Safety Commission is to conduct regular tours of the workplace to identify unsafe or dangerous conditions, as well as unsafe acts in the work area. To date, no occupational hazards have been identified that present a risk of ill health.			
GRI G4 Sector Disclosures. Construction and Real Estate					
CRE5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal designations	Total area of land decontaminated and remediated to intended use: 41.25 m^2. Total area of land assessed for remediation but not yet remediated: 0 m^2. Total area of land that is potentially contaminated, but the level of contamination is not known or assessed: 0 m^2.			
Waste					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 140, 166			
GRI 306: Waste, 2020					
306-3	Waste generated	Page 166			
306-4	Waste diverted from disposal	Page 166			
306-5	Waste directed to disposal	Page 166			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
Supply chain					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 73			
GRI 2: General Disclosures 2021					
2-6	Activities, value chain and other business relationships	Page 73			
2-23	Policy commitments	Pages 70, 75			
2-24	Embedding policy commitments	Pages 70, 73			
GRI 204: Procurement Practices 2016					
204-1	Proportion of spending on local suppliers	204-1 a. Page 73 204-1 b. and c. Local suppliers are those that have their headquarters in one of the states where we have a presence. By significant locations of operation, we refer to all properties owned by Fibra Mty, including its corporate headquarters.			
GRI 205: Anti-corruption 2016					
205-2	Communication and training about anti-corruption policies and procedures	Page 73			
Sustainable Leasing					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pages 22, 199			

GRI Standard / Content	Title	Page / Direct response /URL	Omission		
			Requirement	Reason	Explanation
GRI 304: Biodiversity 2016					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 168			
304-2	Significant impacts of activities, products and services on biodiversity	Page 168			
304-3	Habitats protected or restored	Page 168			
GRI 416: Customer Health and Safety 2016					
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During 2023, no non-compliance was identified by Fibra Mty to voluntary regulations or codes relating to the impacts of products and services on the health and safety of customers.			
GRI 418: Customer Privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	During 2023, no complaints concerning breaches of customer privacy either from the clients themselves or from regulatory bodies were received. Also, zero leaks, thefts, or losses of customer data were recorded in 2023.			
GRI G4 Sector Disclosures. Construction and Real Estate					
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment.	Pages 196, 199			

8.b

SASB DISCLOSURES

Sustainability accounting standard - Real Estate

Topic/Code	Accounting Metric	Unit of measurement	Page/direct response
SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS			
Energy Management			
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Percentage (%) by floor area	Page 142
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Gigajoules (GJ), Percentage (%)	Page 142
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%)	Page 142
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Percentage (%) by floor area	There are no energy ratings recognized by SASB in Mexico. ENERGY STAR is not a certification applicable to real estate in Mexico.
Water management			
IF-RE-140a.1	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	Page 153
IF-RE-140a.2	(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^3),	Page 153

Topic/Code	Accounting Metric	Unit of measurement	Page/direct response
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector.	Percentage (%)	Page 153
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks.	n/a	Page 153
	Management of tenant sustainability impacts		
IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector.	Percentage (%) by floor area, square meters (m^2)	Page 199
IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector.	Percentage (%) by floor area	Pages 142, 153
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants.	Argumentation and analysis	Page 199
	Climate change adaptation		
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	n/a	Page 200
	ACTIVITY PARAMETERS		
IF-RE-000.A	Number of assets, by property subsector.	Number	Page 8
IF-RE-000.B	Leasable floor area, by property subsector.	m^2	Page 8
IF-RE-000.C	Percentage of indirectly managed assets, by property subsector.	Percentage (%) by floor area	Page 8
IF-RE-000.D	Average occupancy rate, by property subsector.	Percentage (%)	Page 8

8.c

TCFD RECOMMENDATIONS

Climate Related Financial Disclosures

Recommended Disclosure	Section/Subsection	Page
Governance		
a) Board's oversight of climate-related risks and opportunities.	Letter from the Chairman of the Technical Committee **2.b** ESG Commission	4 27
b) Management's role in assessing and managing climate-related risks and opportunities.	Letter from the Chief Executive Officer **2.d** Operating Sustainability Committee	5 36
Strategy		
a) Climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**6.h** Climate change / Identification of physical risks arising from climate change **6.h** Climate change / Transition risks	200 206
b) The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	**6.h** Climate change	200
c) The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	**6.h** Climate change / Actions to mitigate the impacts of climate change	205
Risk management		
a) The organization's processes for identifying and assessing climate-related risks.	**6.h** Climate change	200
b) The organization's processes for managing climate-related risks.		
c) How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	**3.h** Risk and Opportunity Management	68

Recommended Disclosure		Section/Subsection	Page
Metrics and targets			
a)	The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	**6.a** Energy **6.b** Water **6.e** Emissions	142 153 187
b)	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	**6.e** Emissions	187
c)	The targets used by the organization to manage climate-related risks and opportunities and performance against targets.	**2.c** Strategic Sustainability Plan	28

8.d

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**1.a** Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, to provide adequate and predictable means for developing countries, in particular least developed of them, to implement programs and policies to end poverty in all its dimensions.	Contribute to the socioeconomic development of the communities surrounding our operations. Support initiatives that have a positive impact on the communities where we have presence.	**5.f** Corporate Citizenship / Volunteer Program.	137
	**3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment, and promote mental health and well-being.	Support initiatives that have a positive impact on the communities where we have presence.	**5.f** Corporate Citizenship / Community Support: Partnerships for Sustainability.	130
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	Continuously contribute to the satisfaction and well-being of our employees and their families.	**5.c** Labor practices / Employee benefits. **5.d** Occupational Health and Safety/ Medical and health care services.	114 120
	3.9 By 2030, reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	Continuously contribute to the well-being and satisfaction of our tenants.	**5.e** Customer Satisfaction and Well-being / Tenant health and well-being.	124

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**4.3** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.	Support initiatives that have a positive impact on the communities where we have presence. Contribute to the socioeconomic development of the communities surrounding our operations.	**5.f** Corporate citizenship / Community support: partnerships for sustainability. **5.f** Corporate citizenship / Adopt a School Program. **5.f** Corporate citizenship / Fibra Mty Scholarships for Academic Excellence.	130 134 136
	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	Develop employee competencies to promote individual and group effectiveness.	**5.c** Labor practices / Internship program. **5.c** Labor practices / Training. **5.f** Corporate citizenship / Education Support Program **5.f** Corporate citizenship/ Volunteering program	100 103 133 137
	**5.1** End all forms of discrimination against all women and girls everywhere.	Promote equal opportunities.	**5.c** Labor practices.	94
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	The adoption of best corporate governance practices.	**3.b** Technical committee.	45

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	Mitigate environmental impacts from our assets on water.	**6.b** Water / Water discharge.	153
	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.		**6.** Environmental Dimension / Investment for environmental improvement in assets. **6.b** Water / Water intensity.	141 153
	6.6 Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.	Support initiatives that have a positive impact on the communities where we have presence.	**5.f** Corporate citizenship / Community support: partnerships for sustainability.	130
	**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.	Mitigate environmental impacts from our assets on energy, and emissions.	**6.** Environmental Dimension / Investment for environmental improvement in assets. **6.a** Energy / Percentage of renewable energy. **6.e** Emissions.	141 142 187
	7.3 By 2030, double the global rate of improvement in energy efficiency.	Improve energy performance, including energy efficiency, use and consumption.	**6.a** Energy / Percentage of renewable energy.	142

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.	Continuously contribute to the well-being and satisfaction of our employees and their families, tenants, investors, economic partners and communities in the regions where we have a presence. Foster employment integration of people with disabilities.	**4.a** Economic Performance. **5.c** Labor practices.	78 94
	8.5 By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.			
	8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.	Support the elimination of all forms of forced labor and the abolition of child labor.	**5.a** Human Rights **5.c** Labor practices.	88 94
		Promote a working environment that contributes to improving our associates' quality of life.	**5.c** Labor practices / Employee engagement.	115
	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Establish objectives to prevent occupational risks, enabling us to achieve our target of zero work accidents and zero occupational diseases.	**5.d** Occupational Health and Safety / Safety and Health Commission.	117

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**9.1** Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	Continuously contribute to the satisfaction and wellbeing of our employees and their families, tenants, investors, business partners and communities in the regions where we are present, through the leasing of reliable, sustainable, resilient and high-quality real estate.	**5.e** Customer Satisfaction and Well-being / Tenant health and well-being.	122 124
	9.b Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.	Generate value with new services and processes, through change, innovation and knowledge management.	**4.d** Innovation.	86
	**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Respect diversity and promote equal opportunities.	**5.a** Human rights. **5.c** Labor practices.	88 94
		Continuously contribute to the well-being and satisfaction of the communities in the regions where we have a presence.	**4.c** Financial Inclusion.	84
	**11.1** By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.	Implement the pertinent measures to ensure Access to our properties and services for people with disabilities on an equal basis with others.	**5.e** Customer Satisfaction and Well-being / Tenant health and well-being / i. Accessibility	124
	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	Support initiatives that have a positive impact on the communities where we have presence.	**5.f** Corporate Citizenship / Community support: partnerships for sustainability.	130
		Mitigate the environmental impact of our assets.	**6.** Environmental Dimension / Investment for environmental improvement in assets. **6.f** Sustainable Buildings.	141 196

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**12.2** By 2030, achieve the sustainable management and efficient use of natural resources.	Mitigate environmental impacts from our assets on water, air, soil, biodiversity, and waste.	**6.g** Sustainable Leasing.	199
	12.4 Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	Mitigate environmental impacts from our assets on waste generation.	**2.** Sustainability Strategy. **6.c** Waste.	22 166
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Foster materials reuse, recovery, and recycling.		
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	Be accountable to stakeholders on a regular and transparent basis. Procure appropriate disclosure of ESG matters in our investments.	About this report **4.b** Responsible Investment / Principles for Responsible Investment. **4.b** Responsible Investment / Global Real Estate Sustainability Benchmark.	6 81 81
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.	Support initiatives that have a positive impact on the communities where we have presence.	**5.f** Corporate citizenship / Community support: partnerships for sustainability.	130
		Train our employees in the principles of quality, occupational health and safety, cybersecurity, environment care, climate change and social responsibility.	**5.c** Labor practices / Training.	103

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**13.1** Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries.	Strengthen the resilience and adaptability of our assets to risks related to climate change and natural disasters.	**5.f** Corporate citizenship / Community support: partnerships for sustainability. **5.f** Corporate citizenship / Volunteering program. **6.h** Climate Change / Actions to mitigate the impacts of climate change	130 137 205
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	Train our employees in the principles of climate change to encourage our sustainable development.	**5.c** Labor practices / Training.	103
	**15.1** Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.	Conservation, restoration and sustainable use of areas of ecological importance.	**5.f** Corporate citizenship / Community support: partnerships for sustainability. **5.f** Corporate citizenship / Volunteering program. **6.** Environmental dimension / Investment for environmental improvement in assets.	130 137 141
	15.4 By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, to enhance their capacity to provide benefits that are essential for sustainable development.	Support initiatives that have a positive impact on the communities where we have presence.	**6.d** Biodiversity / Partnerships for biodiversity.	186

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.	Prevent biodiversity impacts derived from our operations.	**6.d** Biodiversity.	168
	15.9 Integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts.	Incorporate the value of ecosystems and biodiversity into the planning of our portfolio.	**4.b** Responsible Investment / Principles for Responsible Investment.	81
	15.a Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems.	Collaborate with external organizations and government agencies to conserve, restore and sustainably use areas of ecological importance.	**5.f** Corporate citizenship / Community support: partnerships for sustainability.	130
	**16.1** Significantly reduce all forms of violence and related death rates everywhere	Support initiatives that have a positive impact on the communities where we have presence.	**5.c** Labor practices.	94
	16.5 Substantially reduce corruption and bribery in all their Forms.	Promote a culture against corruption in all its forms, including extorsion, bribery, and money-laundering.	**3.i** Business Ethics.	70
	16.6 Develop effective, accountable, and transparent institutions at all levels.	Be accountable to stakeholders on a regular and transparent basis.	**5.b** Stakeholder engagement.	89
	16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.	Protect privacy in handling personal data.	**3.k** Cybersecurity, Information Privacy and Business Continuity.	76

SDG	SDG Target	Commitments in the Sustainability Policy of Fibra Mty	Chapter / Section / Subsection	Page
	**17.17** Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	Collaborate with external organizations and government agencies to conserve, restore and sustainably use areas of ecological importance.	**1.d** Memberships.	20
		Support initiatives that have a positive impact on the communities where we have presence.	**5.f** Corporate citizenship / Community support: partnerships for sustainability.	127
		Contribute to the socioeconomic development of the communities surrounding our operations.	**6.d** Biodiversity / Partnerships for biodiversity.	186

8.e

INDEPENDENT LIMITED ASSURANCE REPORT

GRI 2-5

EY
Building a better working world

Independent Limited Assurance Report

To the Technical Committee of Banco Invex, S.A., Institución de Banca Múltiple, Invex Grupo Financiero, Fiduciario, exclusively in its capacity as trustee of the irrevocable trust number F/2157.

1. Scope of our Work

We have been engaged by Banco Invex, S.A., Institución de Banca Múltiple, Invex Grupo Financiero, Fiduciario, exclusively in its capacity as trustee of the irrevocable trust number F/2157 ("Fibra Mty or the "Company") to perform a "limited assurance engagement," as defined by International Standards on Assurance Engagements, here after referred to as the "Engagement", to report on Fibra Mty's selected sustainability performance indicators ("Subject Matter") contained in the Fibra Mty's Sustainability Report 2023 (the "Report") and mentioned in the Appendix 1; for the period from January 1 to December 31, 2023.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

2. Criteria applied by Fibra Mty:
In preparing the selected sustainability performance indicators mentioned in the Appendix 1, Fibra Mty applied the Global Reporting Initiative Standard (GRI) and the Sustainability Accounting Standards Board (SASB) mentioned in the Appendix 2, henceforth "the Criteria".

3. Fibra Mty responsibilities
Fibra Mty management is responsible for selecting the Criteria, and for presenting the selected sustainability performance indicators in accordance with the Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

4. EY's responsibilities
Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with Fibra Mty on November 21, 2023. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

5. Our Independence and Quality Management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

Mancera, S.C.
San Pedro Garza García, N.L., México

EY
Building a better working world

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services which requires that we design, implement, and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

6. Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the selected sustainability performance indicators and related information and applying analytical and other appropriate procedures.

Our procedures included:

1. Interviews with responsible persons to obtain an understanding of the data management systems and processes used to generate, disaggregate, and report information related to each Criteria.
2. Verify that the calculation Criteria have been correctly applied in accordance with the methodologies described in the Criteria.
3. Analytical procedures such as validations of reasons and ratios or expected results and trends considering the correct application of calculations and formulas in the documentation submitted for the Criterion in question.
4. Identify and verify the assumptions supporting the calculations.
5. Inquiries to responsible persons regarding each of the Criteria to explain deviations from expected results and trends and to correct or document them.

We also performed such other procedures as we considered necessary in the circumstances.

Limitations of Our Assurance Engagement

Our assurance engagement was limited to the Subject Matter included in Appendix 1, contained in the Report, for the period between January 1 to December 31, 2023. It does not cover information from previous years included in the Report, nor related to projections or future goals.

It also did not intend to determine whether the technological tools used for the development of the Report are the most appropriate and/or efficient.

Mancera, S.C.
San Pedro Garza García, N.L., México

7. Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the selected performance indicators detailed in the Appendix 1 attached to this assurance report for the period from January 1 to December 31, 2023, are not prepared, in all material respects, in accordance with the Criteria.

8. Use of the Present Assurance Report

This report is intended exclusively for the information and use of Fibra Mty and is not intended to be used, nor should it be, by anyone other than those specified parties.

Our responsibility, when carrying out assurance activities, is solely with the Company's Management; therefore, we do not accept or assume any responsibility for any other purpose or to any other person or organization.

Other Information

The notification to the Global Reporting Initiative (GRI) about the publication of the Report, following the guidelines of the GRI standard 1: Foundation, Reporting in accordance with the GRI Standards, Notify GRI (the organization shall notify GRI of the use of the GRI Standards and the statement of use by sending an email to reportregistration@globalreporting.org), is the responsibility of the Company and we have been informed that it will be done within 5 business days following the issuance of this conclusion.

C.P.C. Aitor Egaña González
Audit Partner
Mancera, S.C.
A Member Practice of Ernst & Young Global Limited
San Pedro Garza García, N.L., México

July 3, 2024

Mancera, S.C.
San Pedro Garza García, N.L., México

Appendix 1

Subject Matter

The sustainability information identified in the indicators included in the printed Report and included by Fibra Mty on its website[1] is presented in the following table:

Material Issue	Criterion		Indicator	Assured Value	Unit
Employees	GRI 2-7	a.	Total Employees	49	Employees
			Total male employees	29	Employees
			Total female employees	20	Employees
			Total employees under the age of 30	17	Employees
			Total employees between 30 and 50 years old	23	Employees
			Total employees over 50 years of age	9	Employees
			Total Local Employees	34	Employees
			Total national employees	13	Employees
			Total foreign employees	2	Employees
		b. i.	Total permanent employees	49	Employees
			Total number of permanent male employees	29	Employees
			Total number of permanent female employees	20	Employees
			Total local permanent employees	34	Employees
			Total national permanent employees	13	Employees
			Total foreign permanent employees	2	Employees

1

The maintenance and integrity of The Company's (www.fibramty.com) website repository of the Report, is the responsibility of the Management of Fibra Mty. The work carried out by EY does not include consideration of these activities and, therefore, EY accepts no responsibility for any difference between the information presented on such website and the Subject Matter contained in the Report on which the Commitment was made and the conclusion was issued.

Other than as described in the table, which sets out the scope of our work, we do not apply assurance procedures on the remaining information included in the Report and, accordingly, we do not express a conclusion on that information.

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
		b. ii.	Total temporary employees	0	Employees
		b. iii.	Total Employees by Non-Guaranteed Hours	0	Employees
		b. iv.	Total Full-Time Employees	49	Employees
			Total full-time male employees	29	Employees
			Total full-time female employees	20	Employees
			Total local full-time employees	34	Employees
			Total full-time national employees	13	Employees
			Total full-time foreign employees	2	Employees
		b. v.	Total part-time employees	0	Employees
		c.	Methods and assumptions	Narrative Description	
		d.	Background information	Narrative Description	
		e.	Description of Significant Fluctuations	Narrative Description	
Workers who are not employees	GRI 2-8	a.	Non-Employee Workers	330	Workers
		a. i.	Describe the most common types of workers	Narrative Description	
		a. ii.	Type of jobs they do	Narrative Description	
		b. i.	Methods and assumptions for compiling data: staffing equivalents	Narrative Description	
		b. ii.	Methods and assumptions for compiling data: at the end of the reporting period	Narrative Description	
		c.	Description of Significant Fluctuations	Narrative Description	
Confirmed incidents of corruption and actions taken	GRI 205-3	a.	Total confirmed corruption incidents	0	Incidents
		b.	Total confirmed corruption incidents resulting in dismissal or disciplinary action against employees.	0	Incidents
		c.	Total confirmed cases where contracts with business partners have been terminated or not renewed for corruption-related violations.	0	Cases
		d.	Public legal cases related to corruption brought against the organization or its employees	0	Cases
Energy consumption within the organization	GRI 302-1	a.	Total fuel consumption from non-renewable sources within the organization	715.58	GJ
		b.	Total consumption of fuels from renewable sources within the organization	0.00	GJ
		c. i.	Electricity consumption	24,415.80	GJ
		c. ii.	Heating consumption	Narrative Description	

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
		c. iii.	Cooling consumption	Narrative Description	
		c. iv.	Steam consumption	Narrative Description	
		d. i.	Electricity sold	Narrative Description	
		d. II	Heating sold	Narrative Description	
		d. iii.	Refrigeration sold	Narrative Description	
		d. iv.	The Steam Sold	Narrative Description	
		e.	Total energy consumption within the organization	25,131.38	GJ
		f.	The standards, methodologies, assumptions and calculation tools used.	Narrative Description	
		g.	The source of the conversion factors used.	Narrative Description	
Energy consumption data coverage as a percentage of total floor area, by property sector	IF-RE-130a.1		Fuel consumption data coverage within the organization - Retail	0.00	%
			Fuel consumption data coverage within the organization - Industrial	0.00	%
			Fuel consumption data coverage within the organization - Offices	100	%
			Electricity consumption data coverage within the organization - Retail	100	%
			Electricity consumption data coverage within the organization - Industrial	0.00	%
			Electricity consumption data coverage within the organization - Offices	100	%
			Energy consumption data coverage outside the organization - Retail	100	%
			Energy consumption data coverage outside the organization - Industrial	59.39	%
			Energy consumption data coverage outside the organization - Offices	100	%
			Energy consumption data coverage - Retail	100	%
			Energy consumption data coverage - Industrial	59.39	%
			Energy consumption data coverage - Offices	100	%
Energy consumption outside the organization	GRI 302-2	a.	Energy consumption	1,148,034.10	GJ
		b.	The standards, methodologies, assumptions and calculation tools used.	Narrative Description	
		c.	The source of the conversion factors used.	Narrative Description	
	IF-RE-130a.2.	(1)	Fuel consumption within the organization - Retail	0.00	GJ

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector			Fuel consumption within the organization - Industrial	0.00	GJ
			Fuel consumption within the organization - Offices	715.58	GJ
			Electricity consumption within the organization - Retail	52.20	GJ
			Electrical energy consumption within the organization - Industrial	0.00	GJ
			Electrical energy consumption within the organization - Offices	24,363.60	GJ
			Energy consumption outside the organization - Retail	3,849.01	GJ
			Energy consumption outside the organization - Industrial	1,059,556.90	GJ
			Energy consumption outside the organization - Offices	84,628.18	GJ
			Total consumption of the organization - Retail	3,901.21	GJ
			Total consumption of the organization - Industrial	1,059,556.90	GJ
			Total Organizational Consumption - Offices	109,707.37	GJ
		(2)	Grid Electricity, Electrical Energy Consumption Within the Organization - Retail	100	%
			Grid Electricity, Electrical Energy Consumption Within the Organization - Industrial	0.00	%
			Mains Electricity, Electrical Power Consumption Within the Organization - Offices	99.88	%
			Electricity from the grid, Electricity consumption outside the organization - Retail	100	%
			Electricity from the grid, Electricity consumption outside the organization - Industrial	100	%
			Mains electricity, Electricity consumption outside the organization - Offices	100	%
		(3)	Renewable Energy by Segment, Electrical Energy Consumption Within the Organization - Retail	0.00	%
			Renewable Energy by Segment, Electrical Energy Consumption Within the Organization - Industrial	0.00	%
			Renewable Energy by Segment, Electrical Energy Consumption Within the Organization - Offices	0.12	%
			Renewable Energy by Segment, Off-Shore Electrical Energy Consumption - Retail	0.00	%
			Renewable Energy by Segment, Off-Premises Electrical Energy Consumption - Industrial	0.00	%
			Renewable Energy by Segment, Off-Premises Electrical Energy Consumption - Offices	0.00	%

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
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 sector	IF-RE-140a.1	(1)	Coverage of water withdrawal data as a percentage of total office floor space common areas	100	%
			Coverage of water withdrawal data as a percentage of total area for industrial common areas	0.00	%
			Coverage of water withdrawal data as a percentage of total surface area for retail common areas	100	%
			Coverage of water withdrawal data as a percentage of total office floor space for rented areas	95.07	%
			Coverage of water abstraction data as a percentage of total area for industrial rented areas	43.49	%
			Coverage of water abstraction data as a percentage of total acreage for retail rented areas	100	%
		(2)	Coverage of water abstraction data as a percentage of surface area in regions with high water stress, offices	97.49	%
			Coverage of water abstraction data as a percentage of surface area in regions with high water stress, industrial	43.49	%
			Coverage of water abstraction data as a percentage of surface area in regions with high water stress, retail	100	%
			Coverage of water abstraction data as a percentage of surface area in regions with extremely high water stress, offices	100	%
			Coverage of water abstraction data as a percentage of surface area in regions with extremely high water stress, industrial	0.00	%
			Coverage of water abstraction data as a percentage of surface area in regions with extremely high water stress, retail	0.00	%
(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 sector	IF-RE-140a.2	(1)	Total water extracted managed by Fibra Mty - industrial	0.00	Thousand m^3
			Total water extracted managed by Fibra Mty - retail	1.061	Thousand m^3
			Total water extracted managed by Fibra Mty - offices	66.192	Thousand m^3
			Total Withdrawn Water Managed by Tenants - Industrial	405.401	Thousand m^3
			Total Withdrawn Water Managed by Tenants - Retail	5.357	Thousand m^3
			Total water extracted managed by tenants - offices	101.370	Thousand m^3
		(2)	Percentage of water withdrawn by offices in regions with high water stress	96.93	%
			Percentage of water withdrawn per retail in regions with high water stress	100	%
			Percentage of water withdrawn by industrial in regions with high water stress	100	%

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
			Percentage of water withdrawn by offices in regions with extremely high stress	3.07	%
			Percentage of water withdrawn by industrial in regions with extremely high stress	0.00	%
			Percentage of water withdrawn per retail in regions with extremely high stress	0.00	%
Water withdrawal	GRI 303-3	a.v, b.v, c.i	Total extracted from the municipal network (water from third parties)	261.726	Mi
		a.v, b.v, c.i	Total extracted from treated water (third-party water)	153.325	Mi
		a.ii, b.ii., c.i	Total Groundwater Abstracted	164.335	Mi
		a.v, b.v, c.i	Total extracted from the municipal network (water from third parties), under operation by Fibra Mty	37.938	Mi
		a.v, b.v, c.i	Total extracted from treated water (third-party water), under operation by Fibra Mty	20.013	Mi
		a.ii, b.ii., c.i	Total extracted from groundwater, under operation by Fibra Mty	9.302	Mi
		a.v, b.v, c.i	Total extracted from the municipal network (water from third parties), under the operation of Tenant	223.787	Mi
		a.v, b.v, c.i	Total extracted from treated water (third-party water), under Tenant operation	133.312	Mi
		a.ii, b.ii., c.i	Total Groundwater Extracted, Under Tenant Operation	155.032	Mi
		c.	Water types	Narrative Description	
		d.	Context Information	Narrative Description	
Energy indirect (Scope 2) GHG emissions	GRI 305-2	a.	Indirect emissions when generating energy in Mexico	2,967.09	tCO_2eq
			Indirect emissions when generating energy in San Luis Potosí	17.42	tCO_2eq
			Indirect emissions when generating energy in Chihuahua	91.76	tCO_2eq
			Indirect emissions when generating energy in the State of Mexico	189.26	tCO_2eq
			Indirect emissions when generating energy in Jalisco	1,167.36	tCO_2eq
			Indirect emissions when generating energy in Nuevo León	1,501.29	tCO_2eq
		b.	The gross value of indirect GHG emissions associated with energy (scope 2) based on the market	2,967.09	tCO_2eq

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
		c.	If available, the gases included in the calculation: CO2, CH4, N2O, HFC, PFC, SF6, NF3 or all.	Narrative Description	
		d. i.	Justification of the year of selection	Narrative Description	
		d. ii.	Baseline emissions	5,051.74	tCO_2eq
		e.	The source of the emission factors and global warming potential (GWP) rates used or a reference to the source of the GWP.	Narrative Description	
		f.	f. The consolidation approach to issuances: shareholding, financial control or operational control.	Narrative Description	
		g.	g. The standards, methodologies, assumptions and calculation tools used.	Narrative Description	
Other indirect (Scope 3) GHG emissions)	GRI 305-3	a.	The gross value of other indirect GHG emissions (scope 3)	130,860.51	tCO_2eq
		b.	If available, the gases included in the calculation: CO_2, CH_4, N_2O, HFC, PFC, SF_6, NF_3 or all.	Narrative Description	
		c.	Biogenic CO2 emission	0.00	tCO_2eq
		d.	Categories and activities relating to other indirect GHG emissions (scope 3) included in the calculation.	Narrative Description	
		e. i.	Base year for calculation, if applicable, including:	Narrative Description	
		e. ii.	The Rationale for the Selection	Narrative Description	
		e. iii.	Emissions in the base year	Narrative Description	
		f.	The context of any significant changes in emissions that have led to recalculations of emissions in the base year.	Narrative Description	
		g.	The source of the emission factors and global warming potential (GWP) rates used or a reference to the source of the GWP.	Narrative Description	
		h.	The standards, methodologies, assumptions and calculation tools used.	Narrative Description	
New employee hires and employee turnover	GRI 401-1	a.	Total number of new employee hires during the reporting period	12	Employees
			New men hired	6	Employees
			New women hired	6	Employees
			New hires of employees under 30	10	Employees
			New hires of employees between 30 and 50 years old	1	Employees
			New hires of employees over 50 years of age	1	Employees
			New hires of local employees	10	Employees
			New hires of national employees	2	Employees

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
			New hires of foreign employees	0	Employees
			New hire rate	27.0	%
			Rate of new hires of men	22.2	%
			Rate of new hires of women	34.3	%
			New hire rate of employees under 30 years of age	74.1	%
			New hire rate for employees between 30 and 50 years old	4.4	%
			New hire rate of employees over 50 years of age	11.8	%
			New hire rate of local employees	33.3	%
			New hire rate of national employees	16.0	%
			Rate of new hires of foreign employees	0	%
		b.	Total voluntary withdrawals	3	Employees
			Voluntary resignations of men	2	Employees
			Voluntary resignations of women	1	Employees
			Voluntary resignations of employees under 30 years of age	2	Employees
			Voluntary resignations of employees between 30 and 50 years of age	1	Employees
			Voluntary resignations of employees over 50 years of age	0	Employees
			Voluntary resignations of local employees	2	Employees
			Voluntary resignations of national employees	1	Employees
			Voluntary resignations of foreign employees	0	Employees
			% of Total Turnover	6.7	%
			% of Men's Turnover	7.4	%
			% of Turnover of women	5.7	%
			% of Turnover of employees under 30 years of age	14.8	%
			% of Turnover of employees between 30 and 50 years old	4.4	%
			% of Turnover of employees over 50 years of age	0.0	%
			% of Local Employee Turnover	6.7	%
			% of Turnover of National Employees	8.0	%
			% of Foreign Employee Turnover	0.0	%

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
Parental leave	GRI 401-3	a.	Total employees who have been entitled to parental leave	1	Employees
			Men who have been entitled to parental leave	0	Employees
			Women who have been entitled to parental leave	1	Employees
		b.	Total employees who have taken parental leave	1	Employees
			Men who have taken parental leave	0	Employees
			Women who have taken parental leave	1	Employees
		c.	Total number of employees who have returned to work after the end of parental leave	1	Employees
			Men who have returned to work after the end of parental leave	0	Employees
			Women who have returned to work after the end of parental leave	1	Employees
		d.	Total employees who have returned to work after the end of parental leave and remain employed 12 months after returning to work	1	Employees
			Men who have returned to work after the end of parental leave and are still employed 12 months after returning to work	0	Employees
			Women who have returned to work after ending parental leave and are still employed 12 months after returning to work	1	Employees
		e.	Return-to-work and retention rate of employees who took parental leave	100	%
			Return to work and retention rate of men on parental leave	Not applicable	%
			Return to work and retention rate of women who took parental leave	100	%
			Retention rate of employees who took parental leave	100	%
			Retention rate of men who took parental leave	Not applicable	%
			Retention rate of women who took parental leave	100	%
Work-related injuries	GRI 403-9	a. i.	Number of fatalities	0	Deaths
			Fatality rate	0	Deaths
		a. ii.	Number of work-related injuries with Major Consequences	0	Injuries
			Rate of work-related injuries with Major Consequences	0	Injuries
		a. iii.	The number of recordable work-related injuries	0	Injuries

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
		a. iv.	Rate of Recordable Work-Related Injuries	0	%
		a. v.	Hours worked	86,374	Hours
		b. i.	The number of fatalities as a result of work-related injury:	0	Number
			The rate of fatalities as a result of work-related injury:	0	Index
		b. ii.	Number of Work-related Injuries with Major Consequences	0	Injuries
		b. iii.	Rate of Work-related Injuries with Major Consequences	0	Injuries
		b. iv.	The number of recordable work-related injuries	6	Injuries
		b. v.	Hours worked	786,240	Hours
		c.	Work-related hazards	Narrative Description	
		d.	Actions taken	Narrative Description	
		e.	Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000	
		f.	Workers excluded from this disclosure	Narrative Description	
		g.	Contextual Information	Narrative Description	
Work-related ill health	GRI 403-10	a. i.	The number of fatalities as a result of work-related ill health:	0	Fatalities
		a. ii.	The number of cases of recordable work-related ill health:	0	Ailments or illnesses
		a. iii.	The main types of work-related ill health.	Narrative Description	
		b. i.	The number of fatalities as a result of work-related ill health	0	Fatalities
		b. ii.	The number of cases of recordable work-related ill health	0	Ailments or illnesses
		b. iii.	The main types of work-related ill health.	Narrative Description	
		c.	Work-related hazards	Narrative Description	
		d.	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	Narrative Description	
		e.	Contextual Information	Narrative Description	
Average hours of training per year per employee	GRI 404-1	a. i.	Average training hours per year per employee	26.9	Hours
			Average hours of training per year per man	31.0	Hours
			Average number of training hours per year per woman	20.8	Hours
		a. ii.	Average Senior management Hours	19.4	Hours

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
			Average Senior management Hours - Men	12.3	Hours
			Average Senior management Hours - Women	69.2	Hours
			Average Deputy director Hours	100.3	Hours
			Average Deputy director Hours - Men	100.3	Hours
			Average Deputy director Hours - Women	Not applicable	Hours
			Average Managers Hours	34.2	Hours
			Average Hours of Managers - Men	33.0	Hours
			Average Manager Hours - Women	35.9	Hours
			Average Analyst Hours	11.3	Hours
			Average Analyst Hours - Men	14.4	Hours
			Average Analyst Hours - Women	8.9	Hours
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	a.	% of total employees evaluated by gender - male	90	%
			% of total employees evaluated by gender - female	85	%
			% of total employees evaluated Senior management-male	57	%
			% of total employees evaluated Senior management - Female	100	%
			% of total employees evaluated as Deputy directors-male	100	%
			% of total employees evaluated Deputy directors - Female	Not applicable	%
			% of total employees evaluated Manager - Male	100	%
			% of total employees evaluated Manager - Female	86	%
			% of total employees evaluated analyst - male	100	%
			% of total employees evaluated Analyst-Woman	83	%
Diversity of governance bodies and employees	GRI 405-1	a.	% Man on the Technical Committee	70	%
			% Women in the Technical Committee	30	%
			% Under 30 years of age on the Technical Committee	0	%
			% Between 30 and 50 years on the Technical Committee	10	%
			% Over 50 years of age on the Technical Committee	90	%
		a. iii.	Other diversity categories	Narrative Description	
		b.	% Male Senior managements	87.5	%

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
			% Female Senior managements	12.5	%
			% Senior managements under 30 years of age	0	%
			% Senior managements aged 30-50	37.5	%
			% Senior managements over 50 years of age	62.5	%
			% Male Deputy directors	100	%
			% Female Deputy Directors	0	%
			% Deputy directors under 30 years of age	25.0	%
			% Deputy directors aged 30-50	50.0	%
			% Deputy directors over 50 years old	25.0	%
			% Male managers	56.3	%
			% Female managers	43.8	%
			% Managers under 30 years of age	12.5	%
			% Managers aged 30-50	81.3	%
			% Managers over 50 years old	6.3	%
			% Male Analysts	42.9	%
			% Women Analysts	57.1	%
			% Analysts under 30 years old	66.7	%
			% Analysts aged 30-50	23.8	%
			% Analysts over 50 years old	9.5	%
		b. iii.	Other diversity categories	Narrative Description	
Incidents of discrimination and corrective actions taken	GRI 406-1	a.	Total confirmed cases of discrimination	0	Cases
		b.	Status of cases and actions taken	Narrative Description	
Operations with local community engagement, impact assessments, and development programs	GRI 413-1	a.	Percentage of operations with implemented local community engagement programs	100	%
		a.i	Direct beneficiaries of social programs	51,613	Beneficiaries
		a.i	Indirect beneficiaries of social programs	5,884,976	Beneficiaries
		a.i	Total beneficiaries of social programs	5,936,589	Beneficiaries
		a.ii.	Planted Trees	700	Seedlings
		a.iii, iv, v.	Programs' context information	Narrative Description	

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
		v.ii, v.iii,v.iii			
Building energy intensity	CRE1	2.4	Energy intensity for fuel consumption within the organization - Retail	0.00	kWh/m²/year
			Energy intensity for fuel consumption within the organization - Industrial	0.00	kWh/m²/year
			Energy intensity for fuel consumption Within the organization - Offices	0.54	kWh/m²/year
			Energy intensity for electricity consumption within the organization - Retail	14.59	kWh/m²/year
			Energy intensity for electricity consumption within the organization - Industrial	0.00	kWh/m²/year
			Energy intensity for electricity consumption within the organization - Offices	37.93	kWh/m²/year
			Energy intensity for energy consumption outside the organization - Retail	55.41	kWh/m²/year
			Energy intensity for energy consumption outside the organization - Industrial	335.98	kWh/m²/year
			Energy intensity for energy consumption outside the organization - Offices	144.66	kWh/m²/year
			Total energy intensity - Retail	53.41	kWh/m²/year
			Total energy intensity - Industrial	335.98	kWh/m²/year
			Total energy intensity - Offices	89.39	kWh/m²/year
			Energy intensity for fuel consumption within the organization	0.54	kWh/m²/year
			Energy intensity for electricity consumption within the organization	37.38	kWh/m²/year
			Energy intensity for energy consumption outside the organization	301.47	kWh/m²/year
			Total energy intensity	263.40	kWh/m²/year
		2.5	Report the methodology used to calculate the intensity of buildings in use and any adjustments.	Narrative Description	
Building water intensity	CRE2	2.4	Water intensity in industrial properties under tenant operation	0.63	m³/m²/year
			Water intensity in offices of properties under tenant operation	0.66	m³/m²/year
			Water intensity in retail properties under tenant operation	0.28	m³/m²/year
			Water intensity in industrial properties under operation Fibra Mty	0.00	m³/m²/year

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
			Water intensity in offices of properties under Fibra Mty operation	0.37	m^3/m^2/year
			Water intensity in retail properties under operation Fibra Mty	1.07	m^3/m^2/year
		2.5	Context Information	Narrative Description	
Greenhouse gas emissions intensity from buildings	CRE3	2.4	GHG Emissions Intensity of buildings Scope 1 - Retail	0.00	$kgCO_2eq/m^2$/year
			GHG emissions intensity of buildings Scope 1 - Industrial	0.00	$kgCO_2eq/m^2$/year
			GHG Emissions Intensity of buildings Scope 1 - Offices	0.13	$kgCO_2eq/m^2$/year
			GHG emissions intensity of buildings Scope 2 - Retail	6.39	$kgCO_2eq/m^2$/year
			GHG Emissions Intensity of buildings Scope 2 - Industrial	0.00	$kgCO_2eq/m^2$/year
			GHG Emissions Intensity of buildings Scope 2 - Offices	16.60	$kgCO_2eq/m^2$/year
			GHG emissions intensity of buildings Scope 3 - Retail	24.27	$kgCO_2eq/m^2$/year
			GHG emissions intensity of buildings Scope 3 - Industrial	138.68	$kgCO_2eq/m^2$/year
			GHG Emissions Intensity of buildings Scope 3 - Offices	54.79	$kgCO_2eq/m^2$/year
			GHG emissions intensity of buildings Scope 1+2+3 - Retail	23.39	$kgCO_2eq/m^2$/year
			GHG emissions intensity of buildings Scope 1+2+3- Industrial	138.68	$kgCO_2eq/m^2$/year
			GHG emissions intensity of buildings Scope 1+2+3 - Offices	39.94	$kgCO_2eq/m^2$/year
			GHG emissions intensity of building Scope 1	0.13	$kgCO_2eq/m^2$/year
			GHG emissions intensity of building Scope 2	16.54	$kgCO_2eq/m^2$/year
			GHG emissions intensity of building Scope 3	123.71	$kgCO_2eq/m^2$/year
			GHG emissions intensity of building Scope 1+2+3	108.21	$kgCO_2eq/m^2$/year
		2.5	Report the methodology used to calculate the intensity of GHG emissions from buildings.	Narrative Description	
Number of assets, by property sector	IF-RE-000.	A.	Number of office buildings	19	Properties
			Number of industrial properties	81	Properties
			Number of retail properties	6	Properties
Leasable floor area, by property sector		B.	Cost-effective office space	207,530	m^2
			Cost-effective surface area for the industrial sector	1,425,796	m^2
			Cost-effective surface area for the retail sector	19,350	m^2
		C.	% indirectly managed real estate, offices	9.7	%

Mancera, S.C.
San Pedro Garza García, N.L., México

Material Issue	Criterion		Indicator	Assured Value	Unit
Percentage of indirectly managed assets, by property sector	IF-RE-410a.2.		% indirectly managed real estate, industrial	98.5	%
			% indirectly managed real estate, retail	89.9	%
Average occupancy rate, by real estate subsector		D.	% average occupancy, offices	73.1	%
			% of average occupancy, industrial	99.7	%
			% average occupancy, retail	99.7	%
Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption		(1)	% of electricity meters, offices	94.85	%
			% of electricity meters, Industrial	99.10	%
			% of electricity meters, Retail	100	%
Percentage of tenants that are separately metered or submetered for (2) water withdrawals, by property sector		(2)	% of water meters, offices	44.39	%
			% of water meters, Industrial	100	%
			% of water meters, Retail	90.14	%

Mancera, S.C.
San Pedro Garza García, N.L., México

Appendix 2

GRI and SASB Content Criteria

The assurance criteria that are applicable to the Subject Matter and the declaration of presentation of conformity, are defined based on the provisions of the document:

GRI 1 Foundation 2021, its thematic contents on the page:
https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-english-language/

For SASB contents, see page:
https://sasb.ifrs.org/standards/download/

Mancera, S.C.
San Pedro Garza García, N.L., México

FIBRAMTY

SUSTAINABILITY REPORT

Redefines Real Estate Profitability in Mexico in a Sustainable Way.