



# **CBFI Compensation Plan 2024-2033**

February 2024

# Characteristics of the 2024-2033 Plan

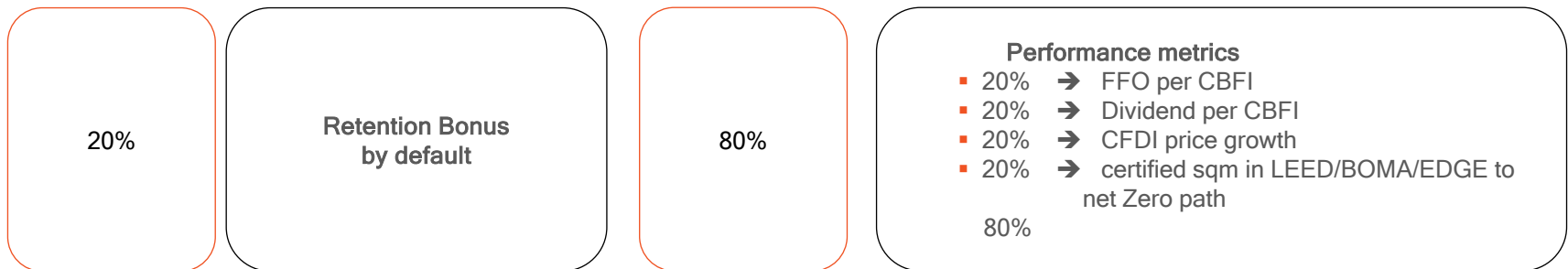
## Basic Features

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- The issuance is equivalent to 5% of the CBFIs in circulation.
- Annual issuance: 10% of the plan.
- Duration: 10 years.
- If in any given year, the CBFIs available for distribution are not issued, they will be kept in a recovery bag and may be issued in the following years, achieving the respective metrics, with an annual limit of no more than 20% of the CBFIs of the plan.
- The plan will be governed by the independent members of the Nominations and Compensation Committee and approved by the Technical Committee for the annual allocation.
- Assigned CBFIs are released for three years from the year following the assignment.

## Composition of the Plan

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# Definitions

1. **FD FFO/CBFI** - The term FD FFO/CBFI shall be defined as the funds from the Operations divided by the number of CBFIs outstanding, plus CBFIs issued under the plan, excluding CBFIs that were authorized by the plan but have not been issued.
2. **FD D/CBFI** - The term FD D/CBFI refers to dividends and distributions paid (from taxable gain and capital returns) divided by the number of CBFIs outstanding, plus CBFIs issued under the plan, excluding CBFIs that were authorized by the plan but have not been issued.
3. **Growth in the Price of the CBFI** - understood as the increase in percentage of the price of the CBFI, against the close of the price as of December 31 of the previous year.
4. **ESG Objective** - understood as the increase in percentage of ABR certified under LEED, BOMA or EDGE schemes, on its way to being a net zero carbon portfolio. The ultimate goal is to reach LEED zero and EDGE Zero levels by 2050.

# CBFI emission targets and percentages for each metric

FFO por CBFI	
$\Delta$ Pbs sobre Inflación	Cobertura de Plan
100	20%
200	40%
300	60%
400	80%
500	100%

Dividendo por CBFI	
$\Delta$ Pbs sobre Inflación	Cobertura de Plan
0	20%
50	40%
100	60%
150	80%
200	100%

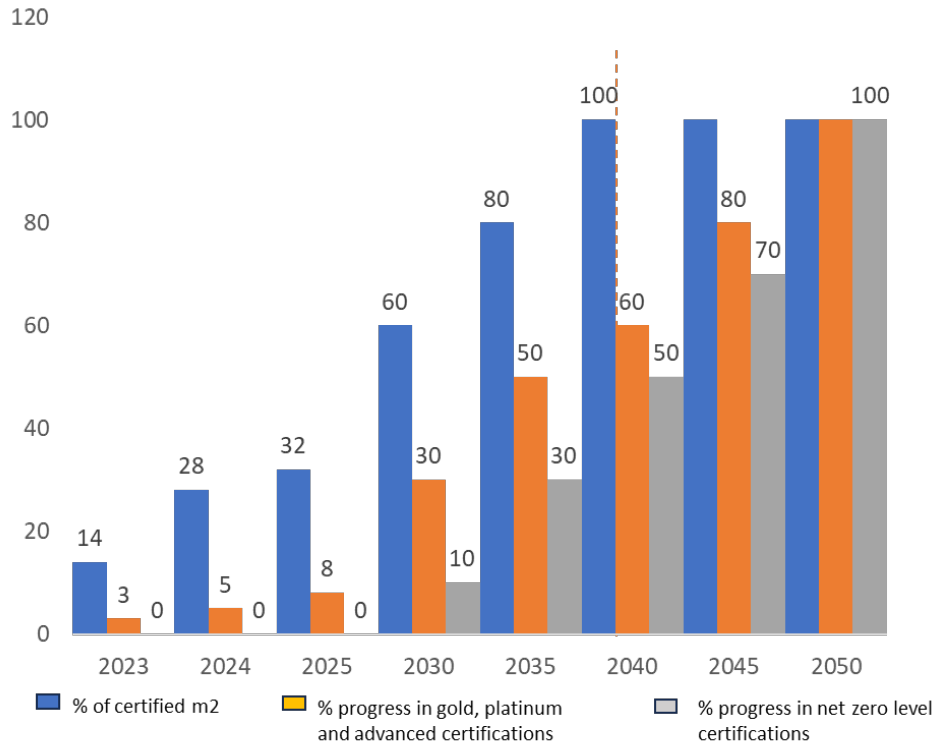
Crecimiento precio CBFI	
$\Delta$ vs cierre anterior	Cobertura de Plan
1%	10%
5%	50%
10%	100%
15%	150%
20%	200%

Métrica ASG	
% cumplimiento anual	Cobertura de Plan
80%	20%
90%	40%
100%	60%
110%	80%
120%	100%

# NET ZERO STRATEGY 2050



## Property certifications



By 2040 the entire portfolio must be certified EDGE or LEED



By 2050 the entire portfolio Will be certified LEED ZERO or EDGE ZERO.



Requires retrofittings, energy and water efficiency investments, acquisition of renewable energies and ecosystem conservation strategies.

The EDGE certification, includes embeded carbon