FUNO

2025 Integrated Annual Report



Content

FUNO® in numbers 03

Message from our leaders 04

2025 performance 09

We are FUNO® 12

Strategic framework 16

Governance 23

Financial capital 46

Human capital 50

Social capital 66

Natural capital 96

Annexes 121

About this report 122

Report on independent review 123

GRI content index 127

SASB index 143

TCFD recommendations 149

TNFD recommendations 150

Contact 154

Approximately

135.18

million sqft (12.6 million m^2) of GLA[1]

630

properties

95.5%

occupancy rate



Centro Lago de Guadalupe

MXN$30,508.8

million in revenues

MXN$22,889.4

million in NOI[2]

969

full-time employees

40.9 million sqft (3.8 million m^2) of LEED®/EDGE-certified space = 30.3% of total GLA

1. GLA = Gross Leasable Area.
2. NOI = Net Operating Income.

Messages from our leaders



Parques Polanco

Message from our Chief Executive Officer

GRI 2-22

"Our results last year attest to the strength of our model and the clarity of our strategy. We build value through discipline and a long-term vision, driven by the conviction that Mexico is a key player in the new global economic landscape.

In this spirit, we are strengthening our portfolio, fortifying our structure, and remaining financially resilient so that we can act in advance of future challenges. Every one of our decisions is made with the aim of contributing to our industry's transformation and making a sustainable impact for all people and the environment."

André El Mann
Chief Executive Officer of FUNO®

MXN$22,889.4 million
in NOI in 2025

Dear employees and investors:

It is with tremendous satisfaction and enthusiasm that I present to you FUNO®'s 2025 Integrated Annual Report, featuring solid operating and financial results, backed by disciplined execution and a long-term vision.

Alaïa Guanajuato

The global environment continues to reshape supply chains, and Mexico is establishing itself as a strategic destination due to its location, specialized talent, and mature industrial ecosystem. The automotive, aerospace, electronics, medical-pharmaceutical, and agro-industrial sectors, along with their networks of critical suppliers and innovation capabilities, are driving growing investment in research and development, as well as structural demand that strengthens our portfolio.

Our growth has been fueled by the vigor of these industries, which is why we are increasingly committed to offering competitive, scalable real estate solutions. In this context, I am very pleased to share with you that we continued to work on the strategic projects that will help us strengthen the operations of our organization: the internalization of advisory services, effective as of January 2026, and the spin-off of our industrial assets through a joint venture with Fibra NEXT, so that we can more precisely express the value of our portfolio and enhance its expansion in logistics and light manufacturing. These actions will allow us to continue shaping what is already the best and largest portfolio of industrial properties in Mexico and Latin America.

In financial terms, we increased revenues by 7.7% despite the peso's appreciation, reduced interest expenses by 9.9%, and achieved 5.7% growth in Adjusted Funds from Operations (AFFO) compared to 2024. These results were backed by the financial discipline we are known for, as we reshaped our debt profile by paying off 10 billion pesos in short-term debt in advance and securing a syndicated loan with a longer maturity. This extended the average maturity to 8.5 years, significantly reduced short-term obligations, and increased our available liquidity, strengthening FUNO®'s financial resilience.

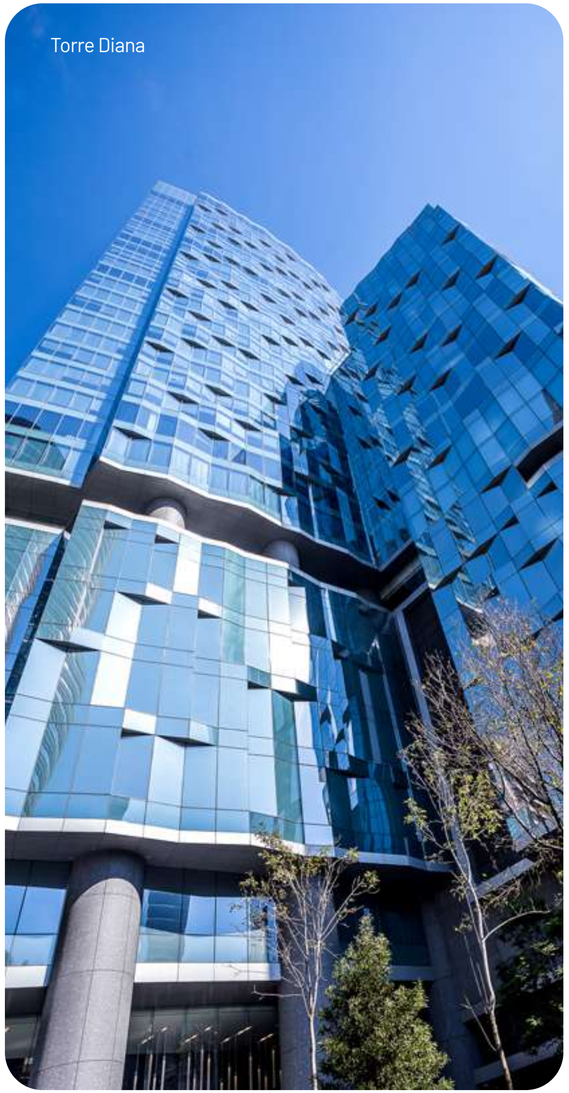
Regarding operating results, we continue to see double-digit growth in lease renewals in the industrial segment, solid progress in the retail segment, and a gradual recovery in the office segment, where occupancy continues to improve. Based on this, we achieved a total occupancy rate of 95.5%, which points to a progressive market recovery.

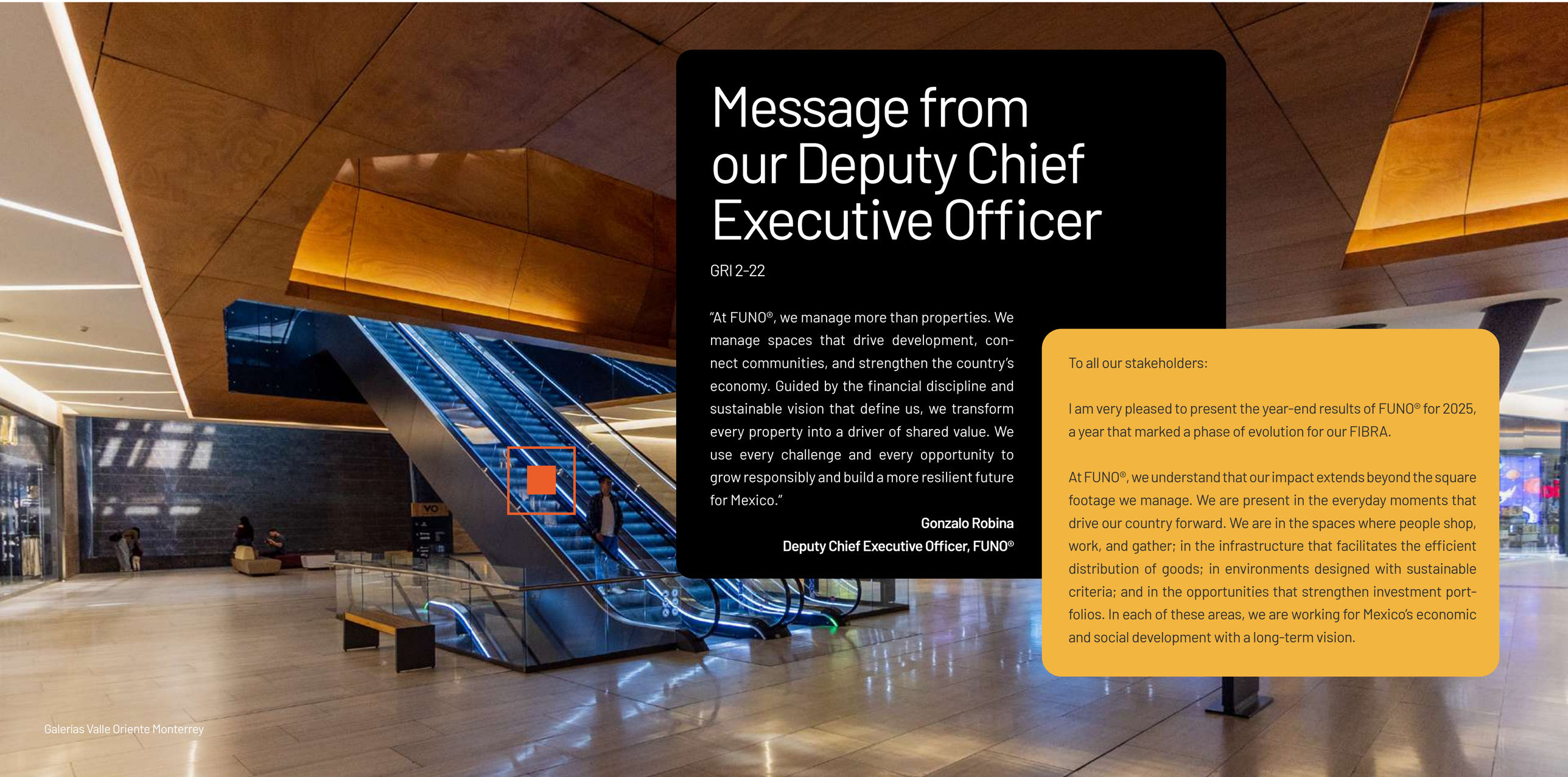
Sustainability guides every decision we make. We were recognized by *Expansión* magazine as Responsible Company of the Year, chosen from among 157 national and multinational organizations, which reaffirms our commitment to Mexico and its people. At the same time, we are advancing toward certification of our properties under LEED® and EDGE standards in partnership with our tenants. While these achievements may seem natural in our operations, each one requires rigorous planning, cross-functional partnership, the strategic allocation of resources, and a constant effort to create more efficient, resilient, and sustainable spaces for the benefit of everyone who uses them.

We are deeply grateful to our team for making these results a reality, proof of our organization's strength and leadership in the Mexican and Latin American real estate industry. Their commitment confirms that, in the face of every challenge and every opportunity, we are ready to act, improve, and move forward.

We also thank those who invest in and trust our strategy. Your support drives us to continue evolving with discipline and a long-term vision. We remain committed to building a solid portfolio with a positive impact and the determination to transform our industry to create a better future for everyone.

Sincerely,
André El Mann
Chief Executive Officer, FUNO®


Torre Diana



Message from our Deputy Chief Executive Officer

GRI 2-22

"At FUNO®, we manage more than properties. We manage spaces that drive development, connect communities, and strengthen the country's economy. Guided by the financial discipline and sustainable vision that define us, we transform every property into a driver of shared value. We use every challenge and every opportunity to grow responsibly and build a more resilient future for Mexico."

Gonzalo Robina
Deputy Chief Executive Officer, FUNO®

To all our stakeholders:

I am very pleased to present the year-end results of FUNO® for 2025, a year that marked a phase of evolution for our FIBRA.

At FUNO®, we understand that our impact extends beyond the square footage we manage. We are present in the everyday moments that drive our country forward. We are in the spaces where people shop, work, and gather; in the infrastructure that facilitates the efficient distribution of goods; in environments designed with sustainable criteria; and in the opportunities that strengthen investment portfolios. In each of these areas, we are working for Mexico's economic and social development with a long-term vision.

Galerías Valle Oriente Monterrey

Every property we develop or transform contributes to the quality of its surroundings, as it promotes efficiency in resource use and the adoption of best environmental practices, while also bringing vitality to the communities where we operate. That is why we place sustainability at the center of our strategy, with clear targets for 2030 and a Net Zero roadmap to 2050 that guides our investment and operational decisions.

In 2025, we developed a more robust governance structure aligned with our stakeholders. We advanced our internalization efforts, strengthened the Technical Committee, increased diversity in decision-making bodies, and linked executive compensation to ESG criteria. These measures reinforce responsible, transparent management focused on sustainable results.

On the environmental front, we accelerated the certification of our properties under international standards such as LEED® and EDGE, incorporating energy efficiency, responsible water management, and the progressive reduction of emissions. In this way, we seek to raise the standard of the real estate industry in the region and actively contribute to the transition toward a low-carbon economy.

In 2025, we activated immediate humanitarian support and made our spaces available to the community, amplifying our support for them in emergencies such as natural disasters.

In the social sphere, we took a decisive step toward strengthening the way we engage with communities, allied organizations, tenants, and all those who participate in the daily life of our properties. Our properties established themselves as gathering places that foster dialogue, identity, and opportunities, demonstrating that social value is built through daily presence and partnership.

We also strengthened our sustainable finance mechanisms, aligning our capital structure with long-term environmental and social goals. The awards we have received and our inclusion in specialized international indices reflect a cross-cutting effort. However, our greatest motivation remains the responsibility we assume toward the environment and those who trust us.

We were recognized by S&P as one of the top companies in ESG practices, ranking among the top 15 globally, and we are featured in the Sustainability Yearbook.

MSCI awarded us a BBB rating, indicating optimal management of ESG risks, above the industry average.

We intend to continue moving forward with discipline and strategic vision. Our purpose is clear: to operate a resilient portfolio that generates financial and social value and that makes a tangible contribution to the sustainable development of Mexico and Latin America.

Sincerely,
Gonzalo Robina
Deputy CEO, FUNO®



Parques Polanco

2025 Performance



Plaza Misterios

Operating and financial indicators	Result
Revenues (MXNmn)	$30,508.8
Gross Leasable Area (GLA)	135.18 million sqft (12.6 million m^2)
Properties	630
Occupancy	95.5%
NOI (MXNmn)	$22,889.4
Environmental indicators	
Energy	
Overall electrical energy consumption (kWh)	179,813,038.60
Overall electrical energy intensity	1.33 kWh/sqft (14.32 kWh/m^2)
Overall electrical energy intensity	2.35 kWh/sqft occupied (25.33 kWh/m^2 occupied)
Electrical consumption related to syndicated revolving sustainability-linked loan (kWh)	110,177,596.25
Electrical energy intensity elated to syndicated revolving sustainability-linked loan	3.90 kWh/sqft occupied (42.0 kWh/m^2 occupied)
Water	
Water intensity	0.065 m^3/sqft occupied (0.7 m^3/m^2 occupied)
Treated water (m^3)	580,570.12
Waste	
Waste generated (metric tons)	22,729.86
Waste recycled (metric tons)	1,642.70
Emissions	
Total emissions (metric tons of CO_2e), Scope 1	1,129.49
Total emissions (metric tons of CO_2e), Scopes 1 and 2	79,493.63
Emission intensity	0.00106 metric tons of CO_2e/sqft occupied (0.0114 metric tons of CO_2e/m^2 ocuppied)
Total emissions (metric tons of CO_2e), Scope 3*	94,338.10
Biodiversity	
No. of regenerated ecosystems (ha)	3 (approximate area: 2.5 ha)
No. of individuals seeded / planted	2,500 approximately
No. volunteers	120

Certifications	
Total certified surface area	40,977,735.78 sqft (3,806,959.91 m^2)
Total percentage certified	30.3%
Social indicators	
Human capital	
Talent attraction	
No. new hires	339
Vacancies filled internally (%)	26% in FUNO® 9% en suppliers
Diversity and inclusion	
Associates trained in diversity and inclusion (D&I)**	314
Work-hours training in diversity and inclusion (D&I)**	732
Workforce	
No. associates**	969
Direct associates identifying as female	33.44%
Direct associates identifying as male	66.56%
Women in leadership positions (%)	42.68%
Women in management positions (%)	47.15%
Women in executive positions (%)	25%
Women in revenue generating positions (%)	48.34%
Women in STEM positions (%)	33.33%
Talent retention	
Overall turnover (%)	14.11%
Voluntary turnover (%)	8.23%
Involuntary turnover (%)	5.88%

Human capital development	
Associate training participations**	5,405
Work-hours of training**	10,536
Average hours of training per associate**	30.10
Average hours of training per associate by job category	Executive: 18.82 Managers: 32.50 Operating: 30.87
Amount invested in training (MXNmn)	$454,111.44
Associates evaluated (%)	100%
Compensation ratio female vs. male employees in executive positions (basic salary)	0.64
Compensation ratio female vs. male employees in managerial positions (basic salary)	0.84
Compensation ratio female vs. male employees in operating positions (basic salary)	1.02
Job satisfaction**	
Participating associates	898
Participation ratio	94%
Confidence index	81%
Community	
Social responsibility	
No. of SR activities	260
No. organizations and foundations supported	224
No. of in-kind donations	4,372
Equivalent value of in-kind donations (MXN)	$69,518,824.21
Direct SR activity beneficiaries	3,597,232
Indirect SR activity beneficiaries	10,791,696
FUNO® Foundation	
Total financial support	$153,517,309.71
Engagement with authorities	
No. government institutions	42

Health and safety	
Associates trained in health and safety	449
Work-hours health and safety training	461
No cases received through Wellness channel	20
No. accidents	0 in FUNO® associates and 39 in supplier associates
No. fatalities	0 for FUNO® associates and 0 for supplier associates
Disabling accident rate	0 for FUNO® associates and 4.55 for supplier associates
No. occupational illnesses	0 for FUNO® associates and 0 for supplier associates
Absence rate	5.03 for FUNO® associates and 2.33 for supplier associates
Supply chain	
No. suppliers	666
No. of new suppliers	80
Governance indicators	
Ethics and integrity	
No. cases received through whistleblowers' mechanism	56
Cases received that were closed during the year	85.7%
Anticorruption	
Transactions and contracts assessed for anti-corruption (%)	100%
Supplier contracts that include anti-corruption clauses	100%
Suppliers who signed FUNO® ethical guidelines	100%
Associates trained in anti-corruption	100%
Human rights	
Associates trained in human rights	361
Work-hours of training in human rights	432
ESG risk assessment and management	
New contracts containing cost-recovery clauses for resource efficiency related to capex improvements (%)	100%
ESG topics in tenants relationship	
GLA covered by tenants participating in engagement strategy (%)	12.44%
Green clauses in lease agreements (%)	59.2%

* The categories included under Scope 3 are: Leased assets, purchased goods and services, energy-related, waste disposal, employee commuting, business travel, and assets operated by a third party.
** The data presented includes the participation of suppliers' employees.

We are FUNO®

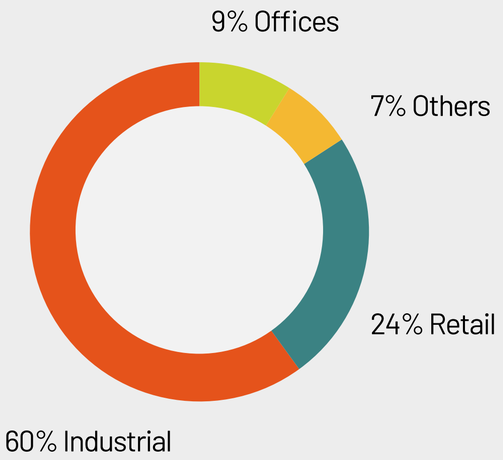


Centro Lago de Guadalupe

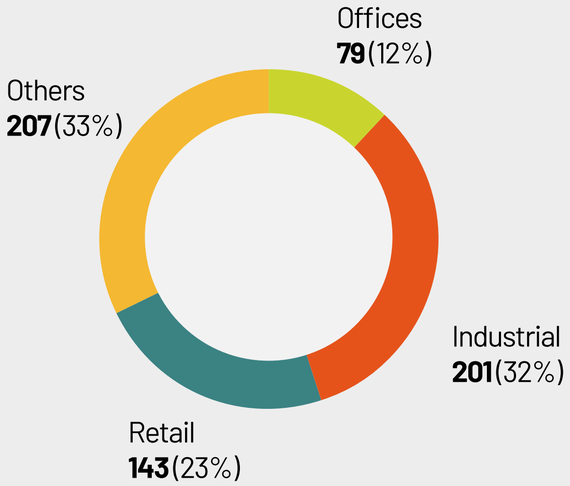
Operations

GRI 2-1, 2-6
SASB IF-RE-000.A, IF-RE-000.D

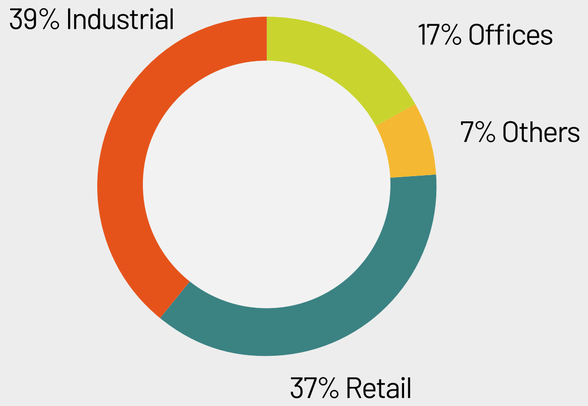
Gross leasable area by portfolio



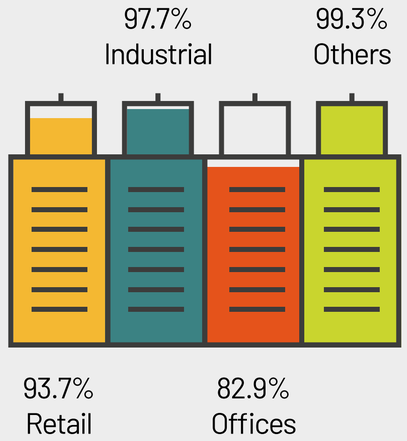
Operations by portfolio



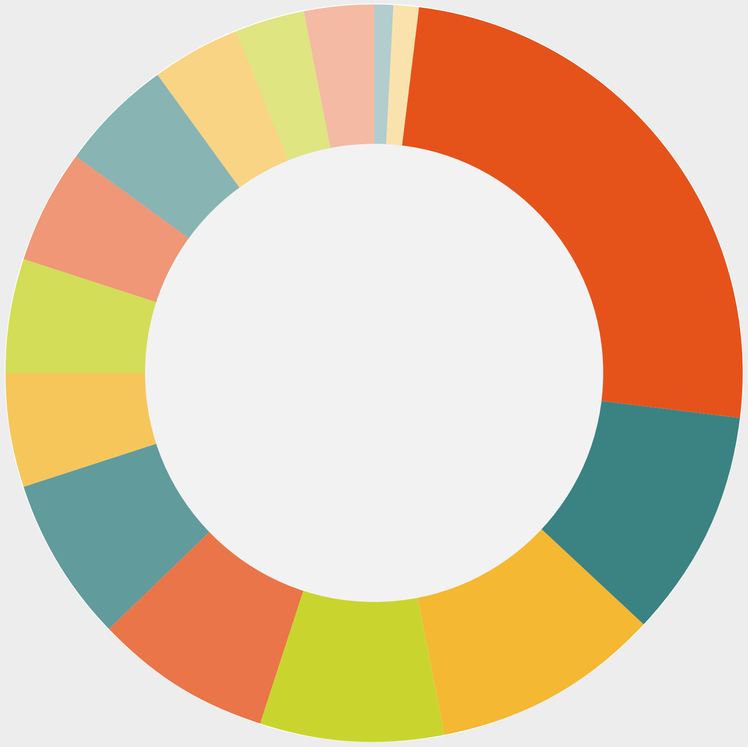
Revenues by portfolio



Occupancy by portfolio



Portfolio diversification by industry



- Distribution logistics: 25%
- Supermarkets: 10%
- Aerospace and automotive: 10%
- Financial services: 8%
- Consumer goods: 8%
- Food and beverage: 7%
- Education: 5%
- Fashion (clothing, footwear, and accessories): 5%
- Healthcare and pharmaceuticals: 5%
- Retail services: 5%
- Department stores: 4%
- Entertainment: 3%
- Technology, electronics, and communications: 3%
- Co-working: 1%
- Government: 1%

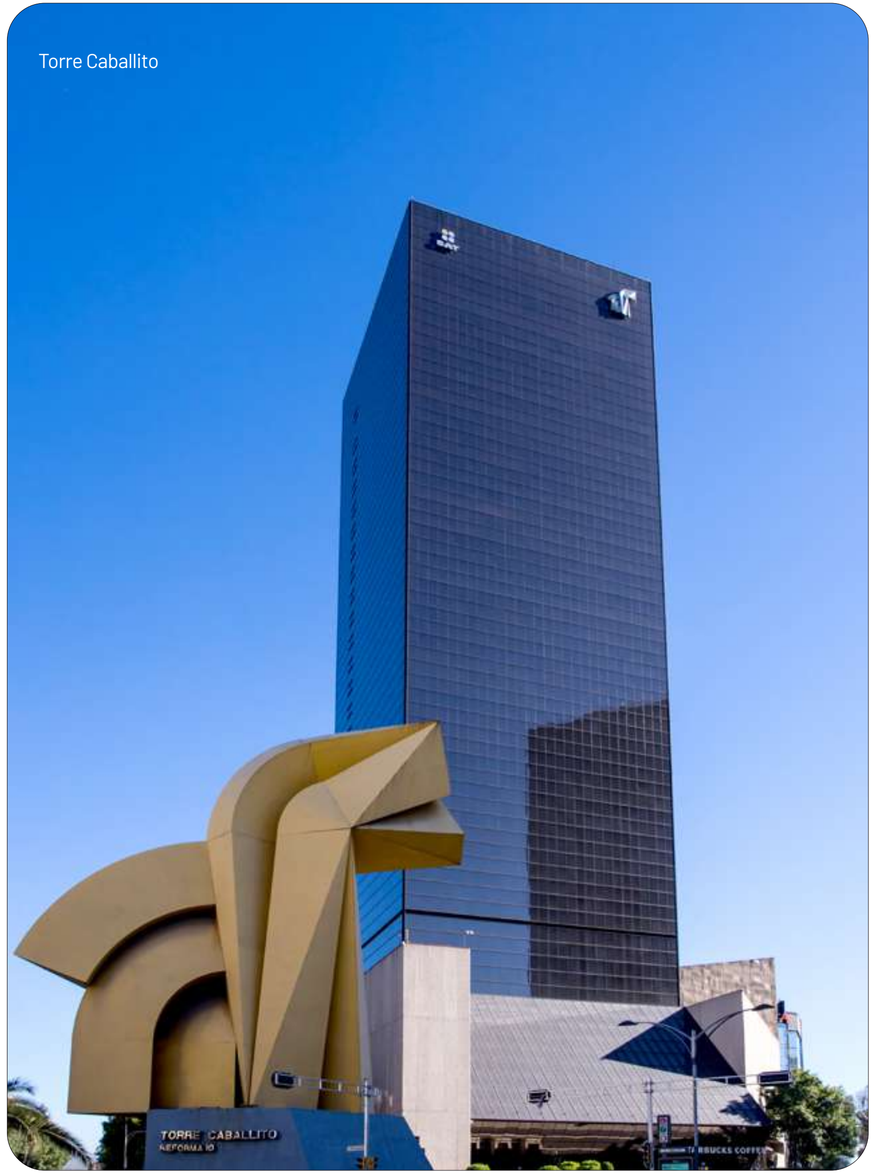


Galerías Valle Oriente Monterrey

Presence

GRI 2-1





Torre Caballito

Strategic Framework



Gran Patio Ecatepec

2030 Sustainability Strategy

GRI 2-22, 2-23, 2-24

ENERGY

20%

renewable energy in our properties

WASTE

Zero trash by 2030

SOCIAL

Invest MXN$160 mn in social impact projects, benefiting at least 300 communities where we operate

SAFETY

Zero accidents

EQUALITY

Increase the percentage of women in Technical Committee

SBTi

Reduce scope 1 and 2 emissions by 54.6%

Reduce scope 3 emissions by 32.5%

CERTIFICATION

Certify 47.36 million sqft (4.4 million m^2) under LEED®, BOMA or EDGE = 37.7%

DIVERSITY AND INCLUSION (D&I)

20% of employees belong to priority groups

DEBT

100% of new debt must be sustainable or sustainability-linked

INDEPENDENCE

Increase the percentage of independent members in the Technical Committee

WATER

Treat and reuse 30% of our wastewater

BIODIVERSITY

Restore/reforest/maintain 50 km of green areas

TRAINING

Provide ongoing training in ESG topics to members of the Technical Committee

CORPORATE GOVERNANCE CONTINUITY

Update succession plan for all FUNO® governance bodies

Materiality

GRI 3-1, 3-2

In 2025, we focused our management efforts on the priority issues we had identified the previous year, when we last updated our double materiality analysis. This exercise allowed us to identify both the environmental impact of our operations and the financial significance of each issue for our stakeholders and for FUNO®. This enabled us to align decisions, resources, and targets to continue making progress on the issues that truly affect our performance and our ability to create value.

Critical Issues

- Energy management
- Climate change
- Water management
- Waste management

Significant Issues

- Transparency and accountability
- Tenant satisfaction
- Human rights
- Social investment
- Ecosystem management

- Material issues added since the 2021 analysis.
- Material issues identified in 2021 that continue to be relevant in the 2024 double materiality study.
- Material issues whose scope was expanded since the 2021 analysis.

To view the results of our double materiality study, visit our page:
https://funo.mx/ESG-sustainability/management/materiality



Uptown Juriquilla

How do we create value?

GRI 2-22, 2-23, 2-24

At FUNO®, we strive to create sustainable value in the short, medium, and long term for our stakeholders. To do so, we continuously monitor the economic, social, and environmental landscape, identifying risks and opportunities—including those related to climate change—that may affect our business model, financial performance, and competitiveness.

We incorporate this analysis into our strategy and resource allocation, taking into account our operational capabilities and our relationship with each stakeholder. This approach allows us to anticipate impacts, strengthen our resilience, and capitalize on growth opportunities aligned with responsible management and the creation of long-term value.



Patio Santa Fe

Value creation model

Trends

- Climate change
- Geopolitical concerns
- Waste data gathering
- Artificial intelligence and smart buildings
- New ESG regulations and transparency requirements

Inputs

Financial capital
Capital
- Debt
- Equity

Human capital
- Employees
- Suppliers

Social capital
- FUNO® Foundation
- Communities

Natural capital
- Efficiency
- Natural resource stewardship
- Water

Industrial capital
- Know-how of the control group (key families)
- Real estate properties

Target: create sustainable value over time

Business model



- Acquire, develop, operate, remodel, manage, maintain, administer, sell
- Capital investment in stabilized properties and properties under development
- Training
- Volunteer work
- Properties that create economic value for investors and shareholders, that reduce environmental impacts, and are efficient and friendly in their use of resources

Management of material topics

Outputs

Financial capital
- Value creation
- Dividends
- Corporate Sustainable Issuer of the Year award

Human capital
- Great Place to Work
- Bronze Certification in the NMX-R-025-SCFI-2015 Standard for Workplace Equality and Non-Discrimination
- Recognized as a Top LGBTQ+ Workplace by the Human Rights Campaign
- 2025 "*Éntrale*" Seal of Recognition for Workplace Inclusion of People with Disabilities
- Better quality of life from well-paid work, benefits exceeding the regulatory minimum
- Health and well- being
- Commitment

Social capital
- Positive impact
- We create community
- Maintenance of the social fabric, cohesion
- Merco recognition as most sustainability-responsible company in the industry
- ESR® distinction
- Recognition as most responsible company of the year by *Expansión* magazine

Natural capital
- Carbon footprint (reduced impact)
- Regeneration of ecosystems
- Circular economy

Industrial capital
- LEED® and EDGE Certifications, starting from the construction process
- Employment
- Social cohesion

Stakeholders affected

- CBFI holders
- Tenants
- Financial entities

- Employees
- Suppliers and specialized service providers

- NGOs
- Communities
- Tenants
- Visitors
- Suppliers and specialized service providers

- Tenants
- Government
- Communities

- CBFI holders
- Tenants
- Visitors

Our stakeholders

GRI 2-29

At FUNO®, we actively involve our stakeholders in our decision-making, convinced that partnership strengthens our performance and broadens the scope of our environmental and social initiatives in every community where we operate.

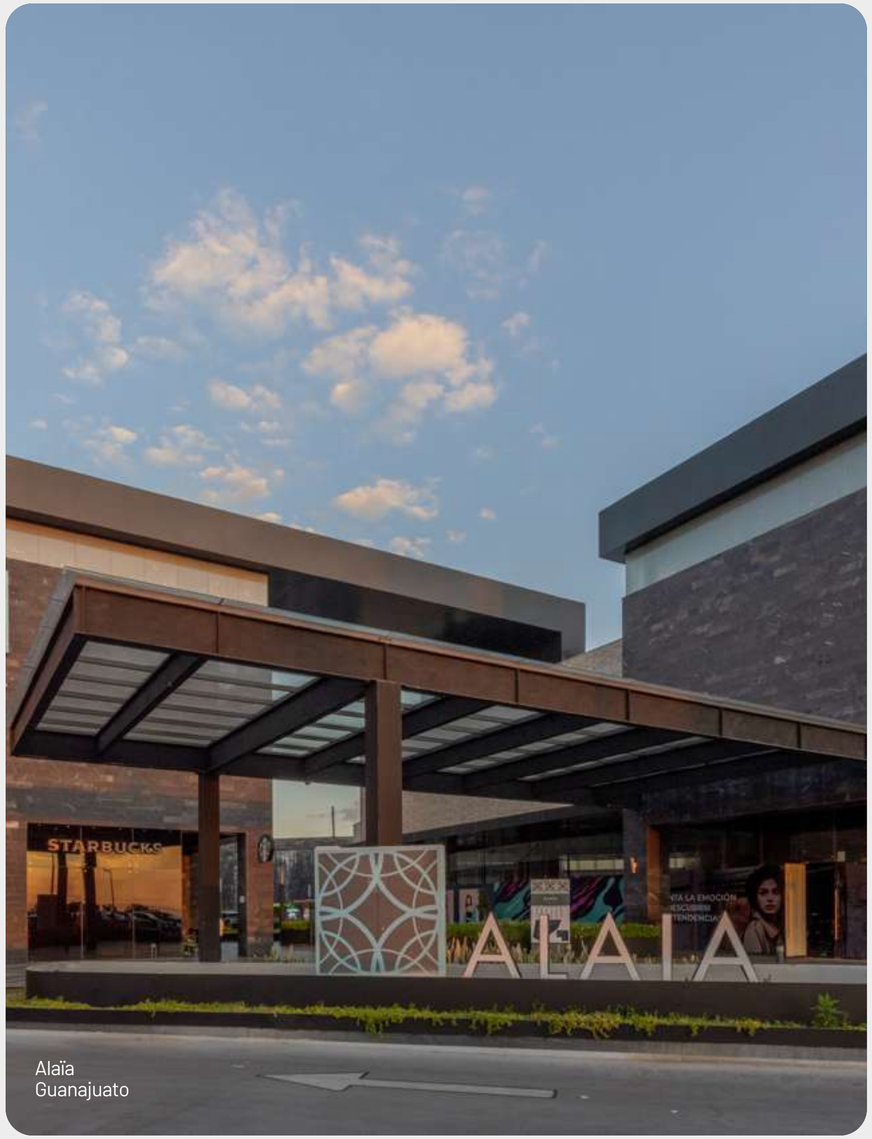
Listening to, analyzing, and acting on their perspectives allows us to anticipate risks, identify opportunities, and align our strategy with their expectations. This ongoing exchange drives better financial results and reinforces responsible management, consistent with the needs of the community and our long-term vision.



Patio Churubusco

Stakeholder	Description	Level	Means of communication	Topics of interest	Area responsible for interaction	Frequency
CBFI holders	• Institutional investors • Private investment market		• Investor relations office • FUNO® Day • Conferences • Meetings with analysts, banks, rating agencies and others • Quarterly surveys • Annual report • Press releases	• Financial results • Stability and business continuity • Transparency	Investor relations	Recurring
Tenants	• National, regional and local • Offices and industrial: • Multinationals • SMEs • Government • Retail • Multinational • Domestic franchises • SMEs		• Through Sole Project Representatives • Site managers • Collections office • Tenant coordination office • Social media • One-on-one meetings	• Quality and speed of service • Quality of the commercial relationship • Facility of processes and paperwork	Site Managers, Operations Directors and Project Coordinators	Recurring
Employees	• Direct • Indirect		• Open door policy • Surveys • Teambuilding Day • Human Resource Office • FUNO® Ambassadors • Property Managers' meeting • Whistleblowing mechanism • Email	• Company reciprocity • Motivation and sense of belonging • Cooperation between and within areas	Human resources	Recurring
Suppliers and specialized service providers	• Building operators • Services: • Cleaning • Security • Others • Municipal services: • Water • Electricity • Gas • Waste collection • Products		• Purchasing office • Area acquiring or engaging the service • Contracts • Supplier website • One-on-one meetings • Whistleblowing mechanism	• On-time payments • Commercial relationship • Quality and distribution of products and services acquired	Purchasing	Monthly
Financial entities	• Lenders • Investors		• One-on-one meetings • Investor relations office • Vice Presidents of Treasury and Finance	• Performance and financial stability • Growth • Leverage	Treasury	Recurring

Organizational Portfolio Local



Alaïa
Guanajuato

Stakeholder	Description	Level	Means of communication	Topics of interest	Area responsible for interaction	Frequency
Government	• Ministry of Finance • Tax authorities • National Banking and Securities Commission • Federal antitrust authority • Others		• Senior management • Office of the Chief Legal Officer • Site managers	• Our contribution to social development • Corporate governance • Initiatives for community building, cultural promotion and health	Site managers, Operations Directors, official FUNO® spokespersons	Recurring
Guests	• Client employees and visitors that come to our office and industrial buildings • Visitors to our shopping centers		• Social media • Site managers • Onsite suggestion box • Onsite marketing • Whistleblowing mechanism	• Security • Visitors' experience • Innovative services	Site managers and Project Directors	Recurring
NGOs and communities	• Neighbors • Civil society organizations that we support		• Social media • Website • Site manager • Sustainability area • FUNO® Foundation • Webinars • One-on-on meetings	• Social commitment • Shopping centers as spaces for communication and integration • Contribute to positive impact generation in the communities where we operate	Site managers and Project Directors FUNO® Foundation	Recurring

Organizational Portfolio Local



Governance



Pabellón Cuemanco

Corporate governance

GRI 2-9, 2-11, 2-12, 2-13, 2-14

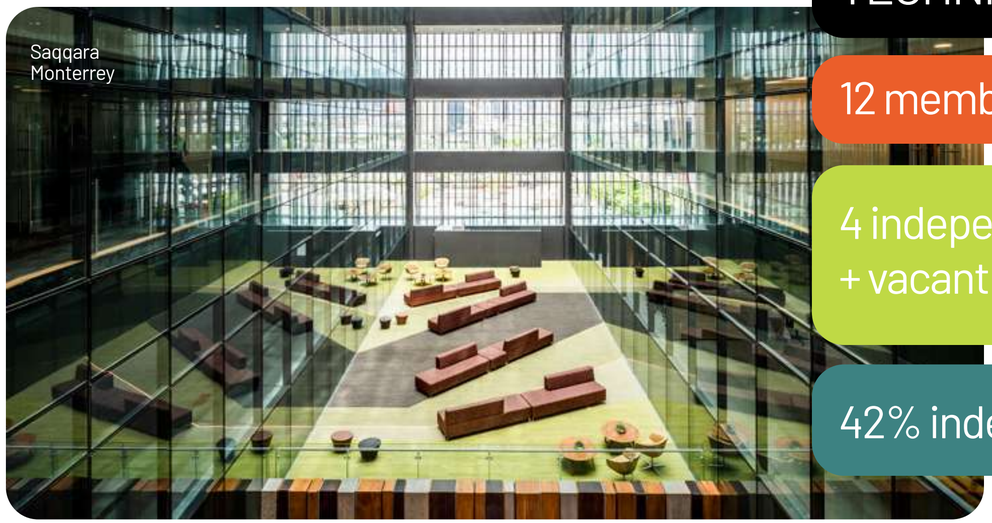
The CBFI holders' meeting is FUNO®'s highest body of governance. Through its resolutions on matters that concern it, this body establishes all company guidelines. Its attributes are:

- **Plural.** It is made up of all parties who acquire CBFIs on the open market or by any other means.
- **Independent.** The general investing public holds most of the CBFIs and is represented by a sole independent trustee which acts as common representative. This independence is guaranteed by the legal provisions and our trust indenture.

The CBFI holders' meeting has the following responsibilities:

- Appoint, confirm, or remove members of the Technical Committee, rule on the independence of its independent members and approve their compensation.
- Confirm the Common Representative.
- Authorize transactions and acquisitions of properties representing 20% or more of the Trust's assets.
- Approve the Trust's financial statements and cash distributions.

The Control Trust establishes the competencies and faculties of the CBFI holders' meeting, the Technical Committee, the Audit Committee and the Corporate Practices Committee, with regard to economic, environmental and social issues.


Saqqara
Monterrey

TECHNICAL COMMITTEE[3]

12 members

4 independent members
+ vacant independent seat

42% independent

The Technical Committee is responsible for establishing, reviewing and approving the mission, values, strategy, policies and goals of the organization, and for overseeing that these are properly fulfilled.

The Chairman is not an executive of the organization, meaning he is not on the FUNO® payroll.

Among the matters addressed by our Technical Committee in 2025 were the following:

- Confirmation of five independent members of the Technical Committee, following an assessment of their independence.
- Approval of the reports of the Audit Committee, the Corporate Governance Committee, and the Nominating and Compensation Committee, in accordance with the Securities Market Act.
- Approval of the replacement of the Common Representative of the Holders.
- Ratification of the quarterly cash distributions declared in the fiscal year.

3. The Technical Committee plays a role similar to that of a Board of Directors. The duties of the Chairman and of the CEO are separate. For information about the qualifications of our Technical Committee members, visit: https://funo.mx/ESG-sustainability/corporate-governance/committees/TC.

Organizational structure

GRI 2-9, 2-10

CBFI holders' meeting
72.5%

Fideicomiso 1401
FUNO

Technical Committee: **36% independent***

Total meetings in 2025: 7 100% attendance

Control Trust
27.5%

All related-party transactions require the approval of a majority of the members of our Technical Committee and a majority of its independent members.

Audit Committee:
100% independent

Total meetings in 2025: 5
100% attendance

Nominating and Compensation Committee
60% independent

Total meetings in 2025: 3
100% attendance

Corporate Practices Committee
100% independent

Total meetings in 2025: 2
100% attendance

Commercial Committee
7.7% women / 26.9% independent

Ethics Committee
100% men / 0% independent

Collections Committee
42.9% women / 0% independent

Sustainability Committee
9.5% women / 0% independent

Well-being Committee
33.3% women / 16.7% independent

Diversity and Inclusion (D&I) Committee
64.3% women / 0% independent

Property portfolio

* Independence percentage calculated based on 11 members because there was a vacant seat in 2025, which was filled in 2026.


Patio
Centrika

Compensation

GRI 2-9, 2-10, 2-20

Our executive compensation reflects our clear focus on aligning remuneration with performance, including ESG factors.

Only the base salary is fixed. Equity and cash incentives are subject to corporate and individual performance, as evaluated by the Compensation Committee.

Long-term incentives are granted after a three-year performance and vesting period, and depend upon achieving a minimum FFO, dividend and price per CBFI, as well as ESG metrics, as follows:

FFO per CBFI	
Δ bp over inflation	Plan coverage
100	20%
200	40%
300	60%
400	80%
500	100%

Dividends per CBFI	
Δ bp over inflation	Plan coverage
1%	10%
5%	50%
10%	100%
15%	150%
20%	200%

CBFI price growth	
Δ vs. prior close	Plan coverage
0	20%
50	40%
100	60%
150	80%
200	100%

ESG metric	
% of target reached	Plan coverage
80%	20%
90%	40%
100%	60%
110%	80%
120%	100%

Definitions:
1. FD FFO/CBFI: Funds From Operations divided by the number of CBFIs outstanding, plus CBFIs issued under the plan, excluding CBFIs authorized under the plan but not yet issued.
2. FD D/CBFI: Dividends and distributions paid (from taxable income and return of capital) divided by the number of CBFIs outstanding, plus CBFIs issued under the plan, excluding CBFIs authorized under the plan but not yet issued.
3. Growth in the price of the CBFI. Percentage increase in the CBFI price compared to the closing price as of December 31 of the previous year.
4. ESG Goal. Percentage increase in GLA certified under the LEED®, BOMA, or EDGE schemes, on the path to carbon neutrality. The ultimate goal is to achieve LEED® Zero and EDGE Zero levels by 2050.

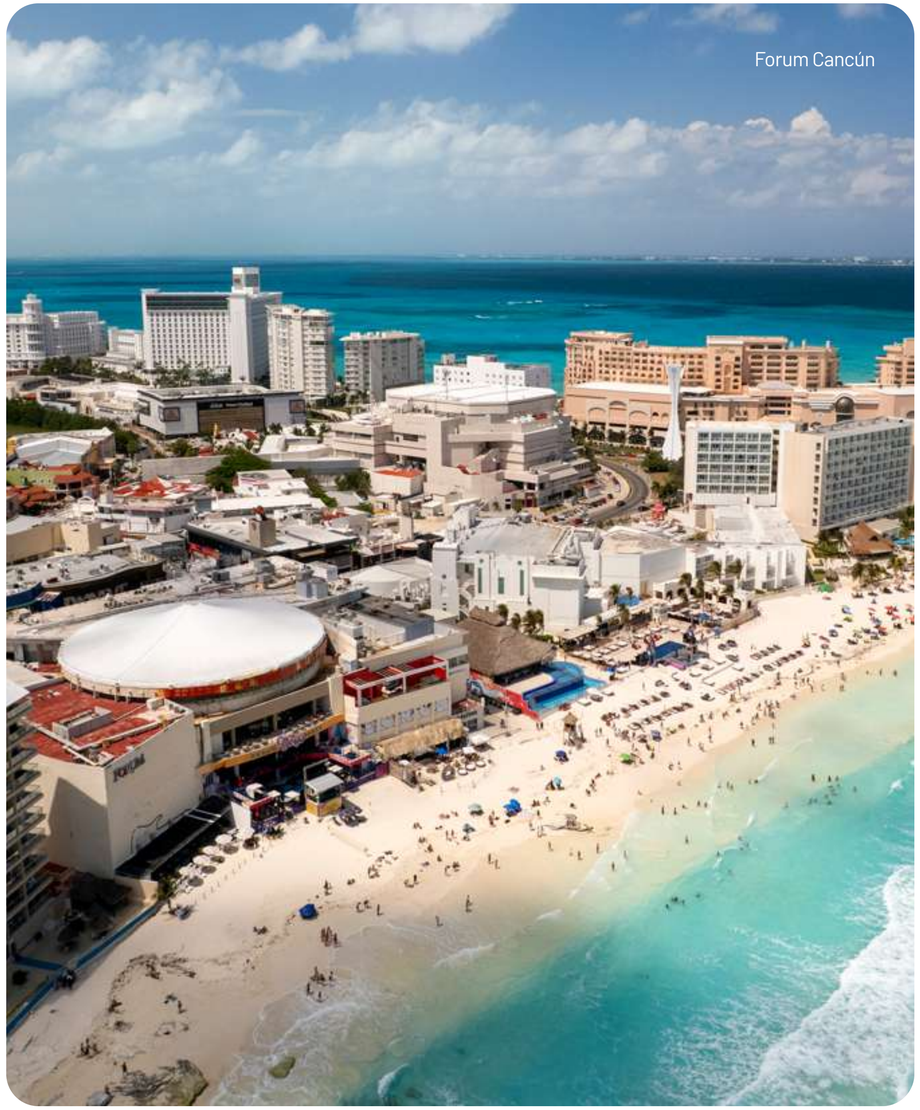
The following graphs show the breakdown of fixed compensation (base salary) in 2025 and the dependent salary incentives (variable cash compensation), along with the reasonable value of stock incentives on the grant date, which are related to target performance levels for our CEO and C-Suite.

Compensation of highest-paid employee

- Base salary **43.7%**
- Annual incentive **21.0%**
- Long-term incentives (LTI) **35.3%**

C-Suite compensation

- Base salary **44.5%**
- Annual incentive for mergers and acquisitions (M&A) or short-term incentives (STI) **21.4%**
- LTI **34.2%**



Forum Cancún

FUNO performance metrics for 2025

Growth in FFO per CBFI vs. inflación	20%
Dividends per CBFI vs. inflation	20%
Growth in CBFI price vs. previous year	20%

Non-financial performance metrics

sqft (m^2) certified under LEED®/BOMA/ EDGE on the path to net zero	20%

Financial performance metrics

Retention bonus	20%



Pabellón Cuauhtémoc

Opportunity

	Financial metrics	Non-financial metrics	Retention bonus
CEO	60%	20%	20%
Company	60%	20%	20%
	For 2025, the opportunity target was 11,421,865 CBFIs	For 2025, the opportunity target was 3,807,288 CBFIs	For 2025, the opportunity target was 3,807,288 CBFIs
1st tranche (33.33%)	January 1-December 31, 2025		Start of April 2026
2nd tranche (33.33%)	January 1-December 31, 2025		Start of April 2027
3rd tranche (33.33%)	January 1-December 31, 2025		Start of April 2028

MALUS AND CLAWBACK CLAUSES

The Technical Committee may review and, where appropriate, amend any decision taken in relation to CBFI payments, should inconsistencies be detected in the calculations used to determine the amount of the LTI.

Furthermore, in the case of fraud, dishonest conduct, serious breaches of employment obligations or any action that affects the reputation of FUNO®, the contractual relationship with the participant may be terminated, and the participant will lose the rights associated with unvested CBFIs, in addition to being subject to the applicable clawback mechanisms.

MANAGEMENT SHAREHOLDING

- The value of the company's shares held by the highest-paid individual represents at least 15 times their annual base salary.
- No other executive of the company holds more than 6 times their average annual base salary.
- The relevant family linked to the Chief Executive Officer holds a stake of at least 28% of the outstanding shares.

The Nominating and Compensation Committee has the following responsibilities, among others:

- Review and recommend the compensation proposal submitted by management, and oversee its application in accordance with the approved plan.
- Conduct an objective and regular review of the Compensation Plan.
- Supervise and approve the Compensation Plan, the validation and approval of which is the exclusive responsibility of the independent members of the Committee, including:
  - Review and approve the targets and goals applicable to executive compensation.
  - Evaluate the performance of C-Suite employees against such targets and goals, and approve their compensation.
  - Analyze and approve new compensation and bonus schemes.



Galerías Valle Oriente Monterrey

In three consecutive years, more than 90% of shareholders have approved the proposed executive compensation.

The Technical Committee has the right to modify any resolution adopted, including the review or adjustment of CBFI payments, in the event that inaccuracies are detected in the calculations used to determine the amount of the LTI.

If a participant engages in fraud, dishonest practices, serious misconduct, breach of duties or obligations to FUNO®, or any action that discredits the company, this will result in the termination of the contractual relationship and the forfeiture or loss of all deferred CBFIs.

Our philosophy

Business ethics

GRI 2-16, 3-3



Our leadership is grounded in professionalism and a firm commitment to ethics and integrity. From the moment an employee joins FUNO®, they receive comprehensive onboarding and ongoing training that familiarizes them with the principles that guide our conduct. We also have processes in place that reinforce responsible behavior aligned with current regulations, our internal policies, and the integrity commitments that guide our day-to-day operations.

To maintain sound and transparent management, we use performance dashboards with quarterly, semi-annual, and annual targets, which foster a culture of compliance and continuous improvement.

Code of Ethics

GRI 2-16, 3-3

Our Code of Ethics contains the core principles that guide our actions. It embodies our belief that everyone, without exception, should conduct themselves with respect, integrity, and responsibility, and with a commitment to creating social value in the communities where we operate.

Those who join FUNO® must promise to promote respect, diversity and inclusion, equal opportunity, and non-discrimination, to prevent money laundering, and to protect personal and confidential information, always in full alignment with human rights. Furthermore, to ensure optimal implementation of the Code of Ethics and to ensure our employees are fully informed, we provide regular training.

5,576
work-hours of governance training

15.9
hours of training on average per person

50
people participated in training on the Code of Ethics



Whistleblowing mechanism

GRI 2-16, 2-26, 3-3

FUNO®'s whistleblower's mechanism is managed by an independent firm and is available 24 hours a day, 365 days a year, through various channels. Each case received is evaluated by the Ethics Committee and channeled to the corresponding area to decide on the appropriate response, corrective measure or sanction.

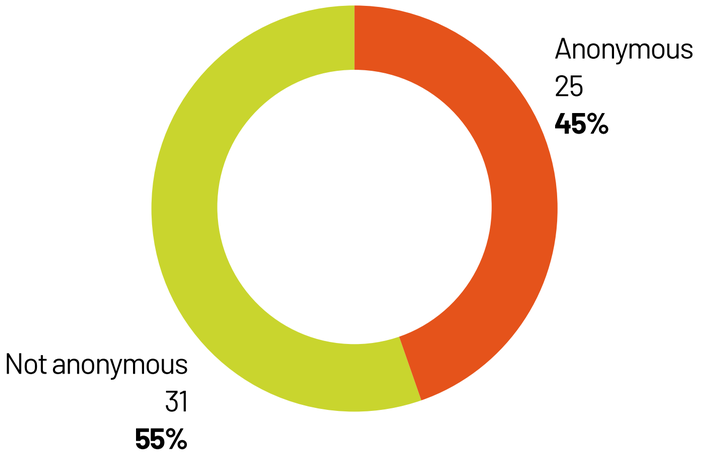
56
cases received through the whistleblowing mechanism.

100%
of the complaints received in 2025 were addressed.

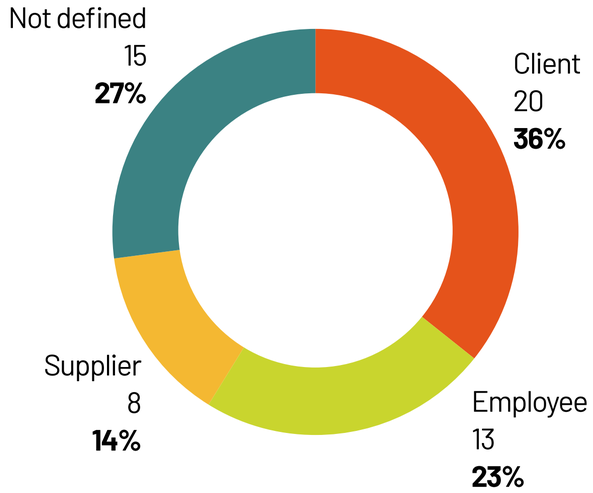
85.7%
of the cases received were closed as of December 31, 2025.

In 2025, FUNO® terminated the labor relationship with 4 employees and 11 service suppliers in connection with breaches of the Code of Ethics.

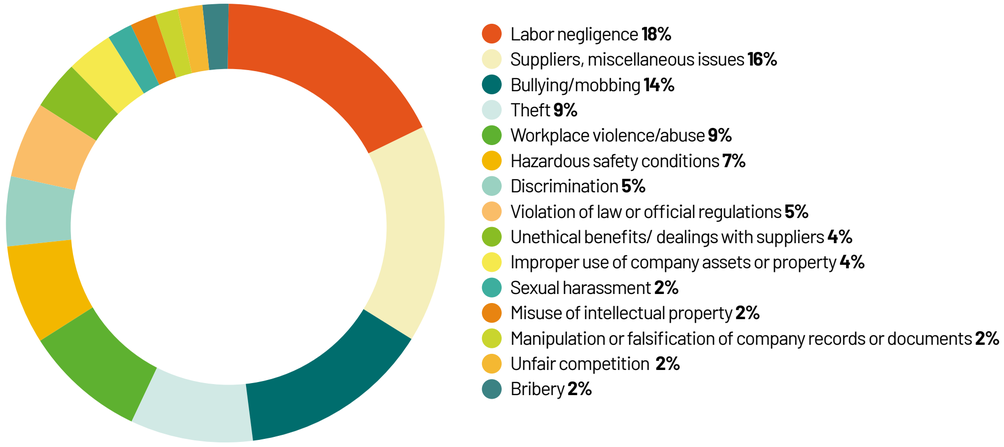
Type of report



Party filing the report



Categories of reports



Anticorruption

GRI 2-27, 3-3, 205-1, 205-2, 415-1

We promote fair, responsible, and transparent business practices in all our operations, including those involving tenants, suppliers, government authorities, financial institutions, and other stakeholders associated with the lifecycle of our properties.

We reject any form of bribery, extortion, or undue advantage. No FUNO® employee or officer may give or receive gifts, preferential conditions, pay, travel, kickbacks or any other form of compensation to influence a business decision.

FUNO® strictly prohibits any contribution to political parties. In 2025 we made no contributions of this type.

100%

- of our operations and contracts are evaluated by anti-corruption criteria
- of our associates are informed of our anti-corruption guidelines at the time they are hired
- of our supplier agreements contain an anti-corruption clause
- of suppliers sign our ethical guidelines

Money-laundering prevention

GRI 3-3

At FUNO®, we focus on building long-term relationships according to the highest standards of ethics and integrity. We have incorporated various mechanisms into our financial management to prevent money laundering, recognizing that our industry demands transparency and traceability, as well as ongoing controls and oversight at every stage of the asset lifecycle.

We have a policy that conforms to Mexico's federal anti-money-laundering laws, which defines the guidelines on identifying, evaluating and reporting transactions with potential risks. We also have rigorous processes for protecting the personal data of tenants and the cash flow from collections.

In addition, we have an accounting platform for employees working in the office of the Vice President of Finance, to reinforce their knowledge of money-laundering prevention, anti-corruption practices and changes in tax laws.

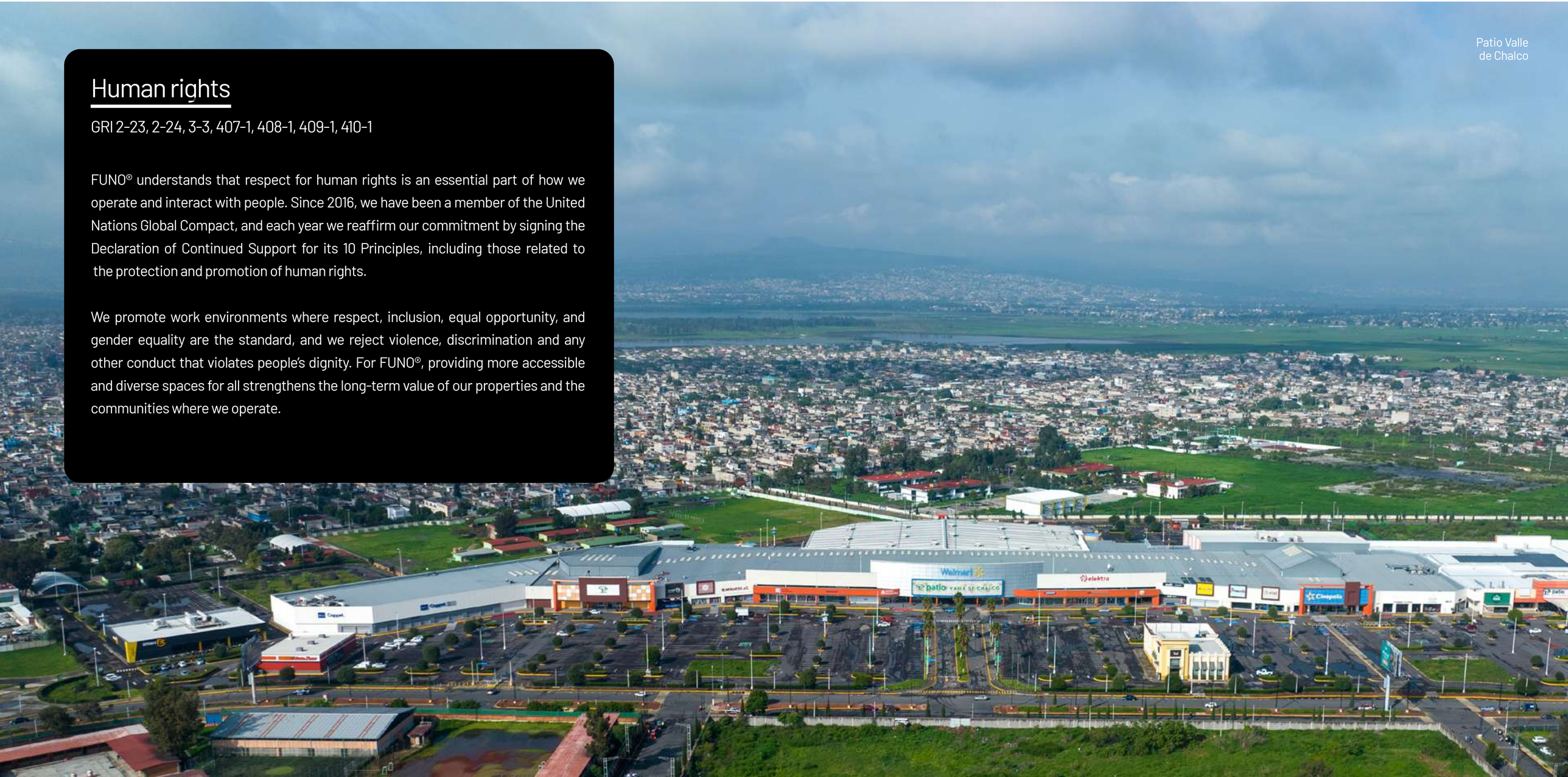

Patio Ayotla

Human rights

GRI 2-23, 2-24, 3-3, 407-1, 408-1, 409-1, 410-1

FUNO® understands that respect for human rights is an essential part of how we operate and interact with people. Since 2016, we have been a member of the United Nations Global Compact, and each year we reaffirm our commitment by signing the Declaration of Continued Support for its 10 Principles, including those related to the protection and promotion of human rights.

We promote work environments where respect, inclusion, equal opportunity, and gender equality are the standard, and we reject violence, discrimination and any other conduct that violates people's dignity. For FUNO®, providing more accessible and diverse spaces for all strengthens the long-term value of our properties and the communities where we operate.



Patio Valle de Chalco

We have policies, procedures, and due diligence mechanisms aligned with international frameworks, such as the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We also work with independent consultants to identify risks and assess potential impacts on our operations.

Our strategy addresses issues such as inclusion, non-discrimination, equal opportunity, health, and respect for diversity, with a special focus on priority groups such as people with disabilities, women, the LGBTQ+ community, migrants, and multicultural groups.

In 2025, we strengthened the identification and management of human rights-related risks across FUNO®'s various portfolios by developing specific indicators and enhancing training for operational staff and suppliers who have direct contact with visitors and tenants.

In this context, we expanded the scope of the "FUNO® Opening Doors to Accessibility and Inclusion" program, enrolling more staff from the security and cleaning departments, as well as employees in the marketing and operations departments. Through this initiative, we strengthened our people's capacity to respond to diverse needs and thereby reduce the risk of human rights violations in the day-to-day operation of our properties. Our actions over the course of the year laid the groundwork for updating the risk assessment in 2026 to broaden its scope and adopt measures for continuous improvement.

537 people trained in the "FUNO® Opening Doors to Accessibility and Inclusion" program

We also conducted training sessions and webinars focused on each stakeholder group, in which we discussed topics such as sexual diversity, inclusion of people with disabilities, protection of children's rights, and prevention of discriminatory behavior.

982
participants in the webinars held in 2025; 631 of them were employees, and 351 were suppliers and family members of the FUNO® community

Likewise, in partnership with the Talent Recruitment Department, we conducted resume-writing and interview preparation workshops focused on boosting the employability of women re-entering the workforce, people in transition, intergenerational groups, and the LGBTQ+ community.

We intend to continue strengthening our capabilities in the area of Human Rights, expanding the scope of our training programs, and forging partnerships with public institutions and civil society organizations to continue building spaces that are more accessible, secure, and inclusive for everyone.



Pabellón Cuemanco

432 hours of human rights training

361 employees trained; 61% women and 43% men

100% of our properties have undergone a social, community, or human rights impact assessment

ECONOMY AND SOCIAL IMPACT

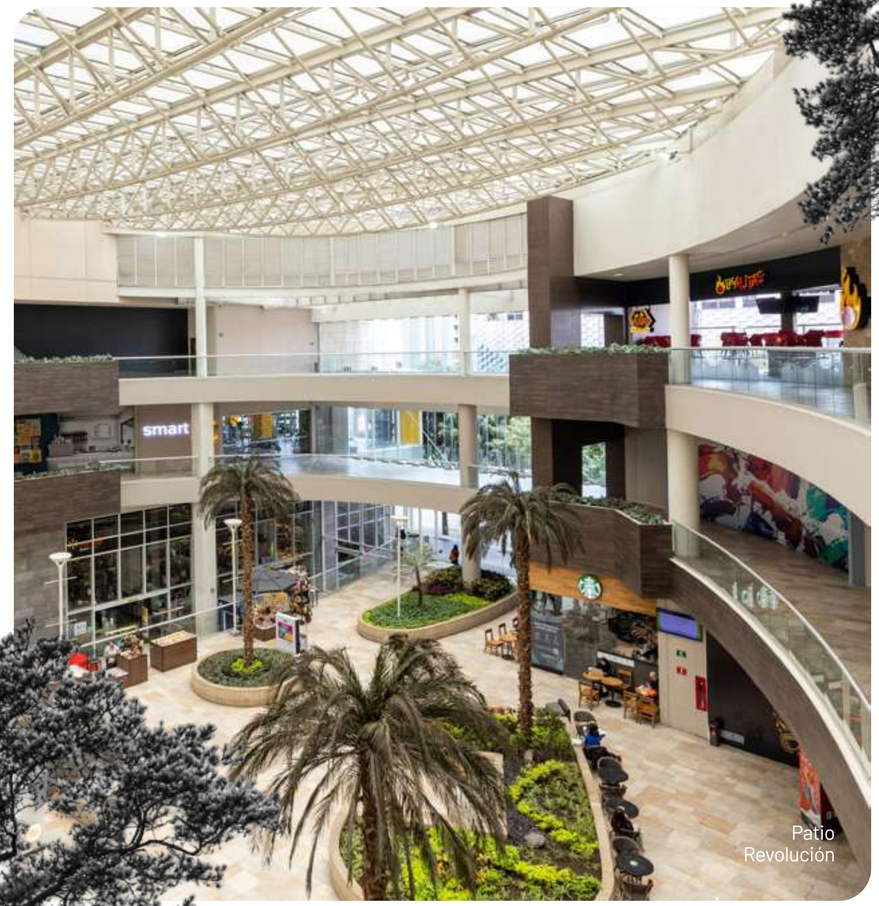
Sustainability at FUNO® is complemented by a social economy model that drives both the development of civil society organizations and the well-being of our human capital. We thus promote the creation of shared value, expand access to opportunities, and contribute to economic and social development both within and beyond the organization.

Externally, we support social organizations by providing access to infrastructure, financing, outreach, and revenue-generating mechanisms. Through "social rent" schemes and the temporary loan of offices and corporate spaces, we facilitate workshops, training sessions, awareness campaigns, and institutional events, reducing operational costs and expanding their capacity to serve. Our properties also serve as spaces for raising awareness of social causes and community projects.

In 2025, the "FUNO® Helps You Help" program added an economic entrepreneurship category for the first time, receiving 63 project proposals focused on generating revenues and achieving self-sustainability. In addition, we promote cause-related sales within the organization, allowing associations and beneficiaries to sell products directly to FUNO® staff, thereby strengthening local economies and encouraging conscious consumption.

The model also includes the active participation of our employees through corporate volunteer initiatives and programs supporting vulnerable populations, such as the Duendes (elves) program, developed in partnership with social organizations. Furthermore, we strengthen the visibility of CSOs through physical spaces and internal channels that amplify their causes and facilitate new opportunities for engagement.

Similarly, we promote actions focused on the well-being and development of human capital, recognizing that sustainability is also built from within the organization. These initiatives include access to education, transportation support, food benefits, and other benefits that enhance quality of life and ensure equitable access to opportunities.



Patio Revolución



Portal Lomas Estrella

Social

Action	Description	Impact
Social rents	Grants to facilitate access to office space for CSOs and MSMEs	Labor and economic rights
Loan of office space for events	Free corporate spaces for institutional events	Social and economic rights
FUNO® Helps you Help	Support for economic entrepreneurship with 63 registered projects	Fundamental, social, economic, and labor rights
Cause-driven sales	Direct sale of products by beneficiaries of civil associations	Economic and social empowerment
Volunteer work	Employee participation in social causes	Community development
Duendes Program	Distribution of gifts to vulnerable children	Fundamental rights
SCO promotion	Promotion of social causes in food courts at shopping malls	Engagement and social visibility

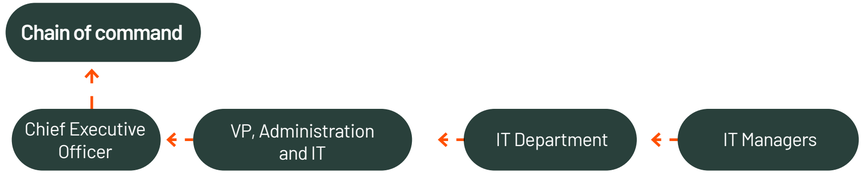
Human development

Category	Action	Description	Impact
Education	100% scholarships	High school, bachelor's, and master's degrees for employees, their families, and vendors	Social mobility
Mobility	Employee Transportation	Support for both remote and in-person work	Equal access to employment
Mobility	Commuter Transportation	Transportation for off-site meetings	Social mobility
Food and nutrition	Grocery Vouchers	Financial assistance for food	Economic well-being
Food and nutrition	Meal Vouchers	Daily meal support	Well-being and food security
Working conditions	Statutory Benefits	Respect for workers' rights	Decent work
Wellness	Additional Benefits	Benefits exceeding those required by law	Quality of life


City Center Mérida

Cybersecurity and data protection

GRI 3-3



Our cybersecurity governance structure is supported by an Information Security Committee, composed of the CEO, the Vice President of Administration and IT, and the IT Department. Its responsibility is to protect our information assets from internal and external risks, ensuring that technology management remains aligned with the business strategy and the highest standards of control.

The Vice President of Administration and IT serves as the Chief Information Officer (CIO), leads the cybersecurity strategy, and coordinates its implementation together with the IT Department. The Technical Committee reviews and approves strategic guidelines, as well as regular reports issued by the Audit Committee regarding risks, incidents, and action plans. This process ensures oversight, traceability, and informed decision-making within our governance framework.

Our management is consistent with international best practices such as NIST, CERT, and ISO 27001, under a continuous improvement approach aimed at preserving the integrity, confidentiality, and availability of information. We conduct regular vulnerability assessments of perimeters and web applications, strengthen our Disaster Recovery Plan, monitor privileged access, implement encryption and threat detection technologies, and ensure robust configurations in critical processes such as our ERP migration. Additionally, we consolidate domains, strengthen access controls, and protect corporate communication environments.

We operate using a preventive and structured response model; whenever an alert is triggered, we activate protocols aligned with the NIST framework, assess the scope of the incident, mitigate impacts, and document lessons learned to strengthen controls. In 2025, we conducted independent assessments by specialized firms, ran phishing and ransomware simulations, and reinforced staff training through ongoing programs, internal campaigns, and mandatory training for new hires. In the year, we recorded two incidents that were contained and resolved in a timely manner, without affecting customers or employees, confirming the effectiveness of our protection mechanisms.



116 end users and 14 IT staff members trained in cybersecurity

652 total hours of cybersecurity training and education

MXN$19,145,325.86 invested in cybersecurity

Sustainability and risk management

GRI 2-13, 2-17, 2-22, 2-23, 2-24, 2-25, 2-27
SASB IF-RE-410a.3, IF-RE-450a.2

FUNO® makes sustainability an integral part of its risk management, to strengthen our resilience and ensure short, medium and long-term value creation. We are continually surveying the environment and trends that affect the real-estate industry, as well as their impact on operations, considering the capacities we possess within the FIBRA and our relationship with stakeholders. This allows us to anticipate risks, define mitigation actions and seize strategic opportunities.

Sustainability governance

To ensure optimum ESG oversight and decision-making, we have a governance structure that involves various levels of the organization:

Shareholders' Meeting
- Addresses relevant issues when they are escalated by the Technical Committee.

Technical Committee
- Oversees the strategy and its implementation.
- Composed of 12 members, 5 of whom are independent.
- Escalates critical issues and monitors relevant risks.

Audit Committee
- Leads the ongoing assessment of risks and mitigation measures.
- Coordinates risk identification exercises with independent third parties.

Executive Committee
- Approves sustainability initiatives and the annual budget.
- Assigns responsibilities among the various Vice Presidencies.

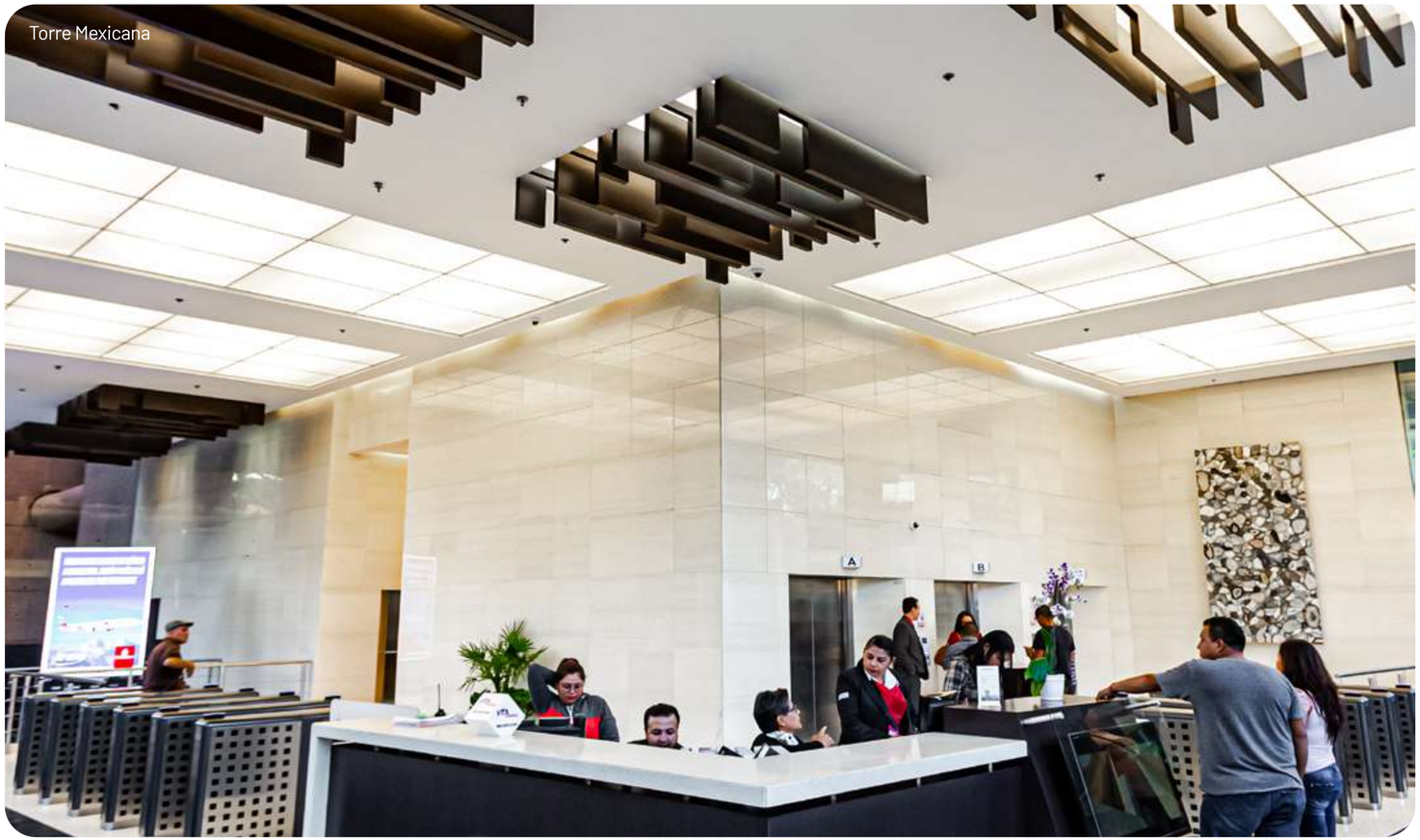


Gran Patio
Ecatepec

Sustainability Committee
- Reports at least twice a year on progress, risks, and initiatives.
- In the event of significant incidents, activates immediate reporting mechanisms.

The Sustainability Committee is chaired by the Vice Presidency of Administration and IT, and includes the Vice Presidents of Investor Relations and Legal, as well as the Departments of Sustainability, Human Resources, and Legal, the property managers, and key areas such as Purchasing, Marketing, and Talent. Among its main responsibilities are:

- Defining and driving FUNO®'s Sustainability Strategy.
- Proposing initiatives and best practices for properties.
- Identifying, assessing, and managing ESG risks.
- Promoting innovation and continuous improvement in operational performance.


Torre Mexicana

Additionally, in 2025, the Sustainability Committee monitored the following areas to ensure optimal ESG performance:

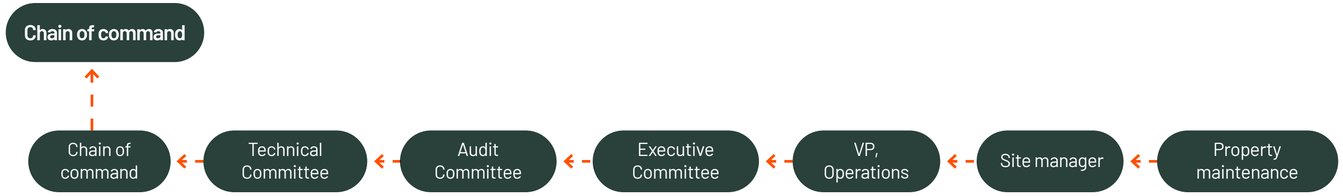
- Portfolio-wide strategies for energy, water, waste, D&I and wellness.
- Waste management and compliance.
- Monitoring of environmental and regulatory indicators.
- Application of international standards and frameworks (IFRS S1 and S2, ISO 14001).
- Social responsibility programs and human rights risk mitigation.
- Contingency response protocols and strengthening of community support.

Furthermore, to ensure that members of our governing bodies are knowledgeable about sustainability issues, as well as to develop their capabilities and strengthen decision-making, we offer ongoing training in this area. Thus, each year we provide at least two courses on sustainability topics for board members and executives.

FOUR NON-EXECUTIVE MEMBERS OF THE TECHNICAL COMMITTEE HAVE EXPERIENCE IN RISK MANAGEMENT.

In 2025, the Technical Committee received training on climate-related risks, FUNO®'s Net Zero Strategy, cybersecurity risks, our mitigation strategy, human rights, health and security, as well as D&I.

ESG Risk assessment



FUNO® incorporates risk management and sustainability under a cross-cutting approach by which we can identify, assess and manage the ESG factors that could influence our performance and value creation. We continually conduct a variety of risk analyses, which are overseen by the Audit Committee. This Committee is supported by the Technical Committee in considering mitigation measures and their effectiveness, ensuring that they are aligned with corporate strategy. At the operating level, the Vice President of Administration and IT supervises and coordinates the execution and tracking of these processes.

Among the main aspects it considers are:

- Risk and compliance culture.
- Identification and handling of material incidents and remediation plans.
- Crisis management, business continuity, and disaster recovery.
- Compliance and internal control systems.
- Technology risks, including cybersecurity.
- Monitoring of sustainability performance.

To detect gaps and emerging risks, we rely on the support of an outside consultant that advises on and validates these processes. In addition to this independent audit, in 2025, the Audit Committee strengthened risk assessment and oversight through:


Torre Mayor

- Continuous monitoring of strategic, operational, and technological risks.
- Review of IT and cybersecurity risks, strengthening data governance.
- Assessment of climate-related risks and their disclosure.
- Oversight of environmental management systems and data quality.
- Verification of compliance with internal controls and policies.
- Review of business continuity and disaster recovery plans.
- Investigation of potential non-compliance and follow-up on corrective actions.
- Verification of the delivery of assets to our investment portfolio.

Additionally, we have specific mechanisms and protocols to identify, assess, and mitigate key risks in our operations; among the main actions are:

- A biannual audit of political, social, environmental, debt, financial, and social risks, among others, conducted by our Technical Committee and involving both executive and non-executive members, the results of which are presented to the Steering Committee, the Audit Committee and the Technical Committee. The risks identified are followed up on in quarterly Audit Committee meetings.
- Business Continuity Plan (BCP). We update this document on a regular basis, considering all the risks we had previously identified.
- Disaster Recovery Plan (DRP), which is tested quarterly and updated on an ongoing basis.

Our risk assessment process is as follows:

Analysis of industry trends and current FUNO® information to prepare a preliminary risk profile.

Interviews with senior management to define the risk profile, identify additional risks and consider business priorities.

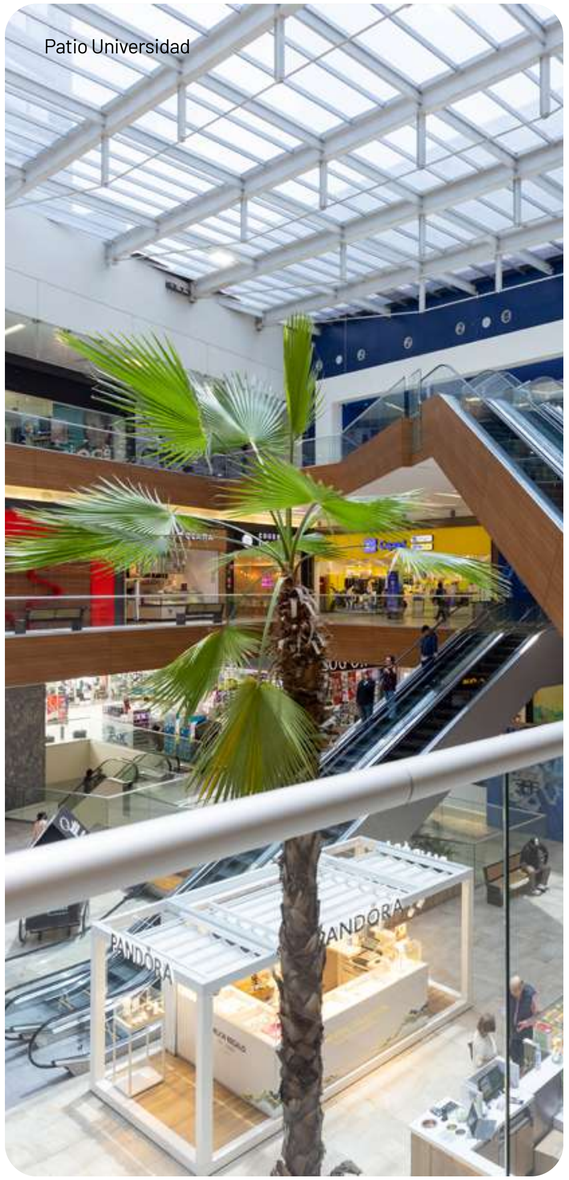
Prioritization and risk calibration workshops.

Construction of a risk heat map.

This process results in the following:

- A matrix and heat map of key risks.
- Profile and prioritization of risks approved by senior management.
- Tracking of action plans through the annual internal audit.

We also continually monitor regulatory changes to anticipate and ensure we remain in compliance with them, and we regularly communicate the main risks facing our properties, our organization and our industry, through public reports and investor-facing documents.



Patio Universidad

Emerging risks

GRI 2-27

Talent recruitment and retention

The ability to attract, develop, and retain specialized talent is key to sustaining operations and executing strategy. A competitive work environment requires offering attractive conditions that meet today's talent expectations.

Potential impact on the business

- Loss of key expertise and operational continuity.
- Increased recruitment and training costs.
- Reduced capacity for innovation and execution.

Mitigation actions

- Progress in implementing the talent model, succession plan, and development and training plan for identified talent.
- Development programs, ongoing training, and career plans.
- Strategies for talent recruitment and strengthening the employer brand.
- Equality and D&I policies.
- Performance-based compensation schemes, including ESG criteria.

Water resources

Water availability and efficient water management are critical factors for property operations, especially in the face of water stress and increasing regulation.

Potential impact on the business

- Operational disruptions at properties.
- Increased operating and compliance costs.
- Reputational and regulatory risks.

Mitigation actions

- Monitoring and management of water consumption across the portfolio.
- Implementation of water efficiency and reuse technologies.
- Compliance with environmental permits and regulations.
- Assessment of physical risks associated with climate change.

Technology and cybersecurity

The increasing digitalization of operations heightens exposure to cyber threats, which can compromise information, business continuity, and stakeholder trust.

Potential impact on the business

- Disruption of critical operations.
- Loss or leakage of sensitive information.
- Financial and reputational impacts.

Mitigation actions

- Cybersecurity strategy led by the VP of Administration and IT.
- Regular vulnerability assessments and access monitoring.
- Business Continuity Plans (BCP) and Disaster Recovery Plans (DRP).
- Ongoing staff training and cyberattack simulations.

Succession plans

Leadership continuity is essential for maintaining organizational stability and ensuring the long-term execution of the strategy.

Potential impact on the business

- Disruptions in decision-making.
- Loss of strategic alignment.
- Reputational and operational continuity risks.

Mitigation actions

- Succession plans and leadership development.
- Involvement of the Nominating and Compensation Committee.
- Ongoing evaluation of executive performance.
- Strengthening of corporate governance structures and executive training.

Climate change risk vulnerability analysis

GRI 2-25, 201-2
SASB IF-RE-130a.5, IF-RE-140a.1, IF-RE-450a.1, IF-RE-450a.2

To strengthen our resilience, we regularly identify and assess ESG risks that could impact our operations and the performance of our portfolio. In this analysis, we pay particular attention to climate-related risks, including exposure to physical events and the ability of our properties to adapt to various climate scenarios.

100% of the portfolios have been assessed based on the following risks:

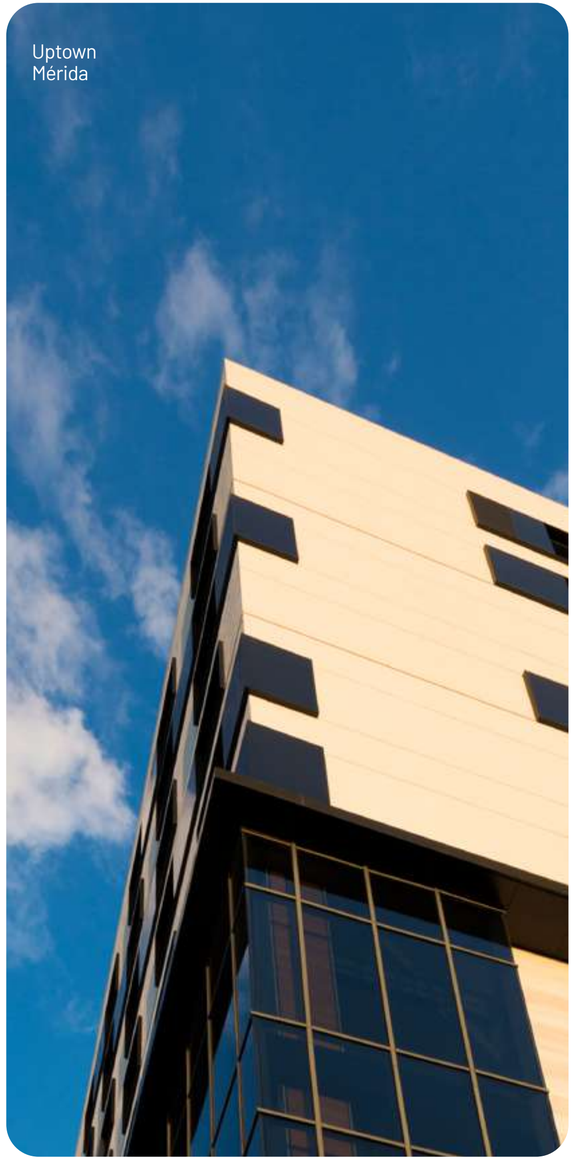
- Strategic growth
- Geopolitical environment
- Economic environment
- Criminal activities
- Environmental risks
- Property management and tenant relations
- Energy
- Financial resources
- Compliance with Laws and Regulations of the Rule of Law
- Business Ethics
- Climate-Related Risks
- Risks Related to Human Rights

Regarding risks arising from climate change, estimates of financial impacts consider the value of exposed properties based on a "worst-case scenario"; the impacts related to the materialization of identified physical risks are:

Physical risk	Estimated financial impacts (MXN)
Heat waves	$110,320,000
Tropical cyclones	$40,305,000
Flooding	$29,775,000
Drought	$194,425,000
Sea level rise	$43,290,000

For more information on this topic, visit our website at: https://funo.mx/ESG-sustainability/eco-efficient-operations/climate-change/vulnerability-assessment.


Patio Churubusco


Uptown
Mérida

Responsible Investment

GRI 2-12, 2-13, 2-25, 3-3, 413-2, 416-1
SASB IF-RE-130a.5, IF-RE-410a.1

We consider environmental, social, and governance criteria into every stage of the investment cycle, from acquisition to property management, so that we can make informed decisions, mitigate risks, and ensure that each of our properties contributes to the organization's sustainable performance. This approach reflects our adoption of responsible investment principles that strengthen ESG risk management with a direct impact on property value, such as energy efficiency, climate resilience, regulatory compliance, and social impact.

By incorporating these criteria, we improve the quality and comparability of information for our investors, facilitate access to financing on competitive terms, and align our decisions with international standards. This leads to a more transparent and efficient portfolio, capable of adapting to an increasingly demanding regulatory and market environment, while generating sustainable long-term value.

PROPERTY ACQUISITION CONSIDERATIONS

ENVIRONMENTAL CRITERIA

- Compliance with land-use regulations and environmental permits.
- Assessment of road impact and availability of utilities (water and sewage).
- Management and disposal of hazardous waste in accordance with regulations.
- Monitoring of air emissions and applicable environmental permits.
- Identification of environmental risks: soil contamination, presence of hazardous materials (asbestos, polychlorinated biphenyls), and potential penalties.
- Vulnerability analysis regarding climate-related risks.

SOCIAL CRITERIA

- Verification of consultation and compensation processes for landowners and users.
- Technical inspections and site visits conducted by independent third parties.
- Formal processes to ensure fair and timely payments.
- Respect for the rights of all parties involved, regardless of gender, status, or community affiliation.
- Commitment to consultation and partnership in cases where rights are not formally recognized, including contexts involving indigenous communities.



PROPERTY OPERATION MANAGEMENT

ENVIRONMENTAL

- Monitoring of water and energy consumption, emissions, and waste.
- Variable compensation linked to NOI, including energy and water efficiency.
- Compliance with environmental permits and licenses.
- Development of biodiversity conservation projects in partnership with authorities and organizations.

SOCIAL

- Continuing education programs.
- Structured evaluation and approval of social projects.
- Financial donations approved by the FUNO® Foundation Committee, channeled to legally established institutions in good fiscal standing.
- In-kind donations, including the use of physical spaces and multimedia.

GOVERNANCE

- Regular internal and external audits.
- Comprehensive assessment of financial, environmental, social, and political risks.
- Reporting of risk analysis results to the Management Committee and the Technical Committee.



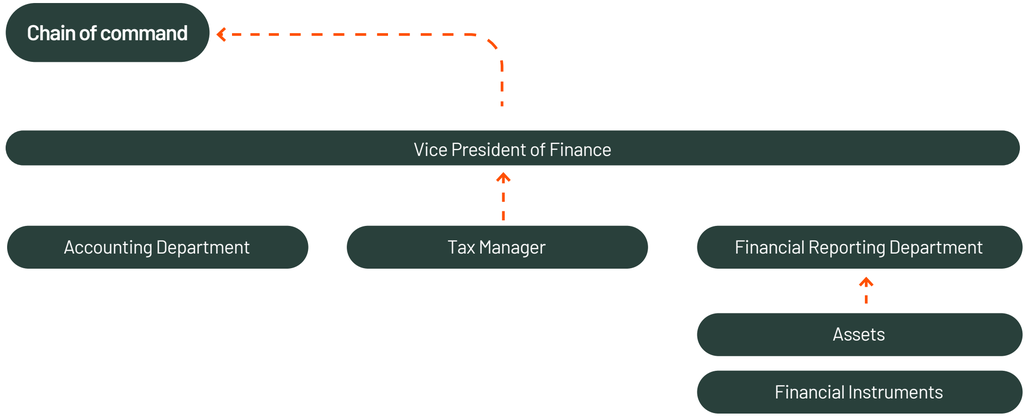


Financial Capital:

A solid business model

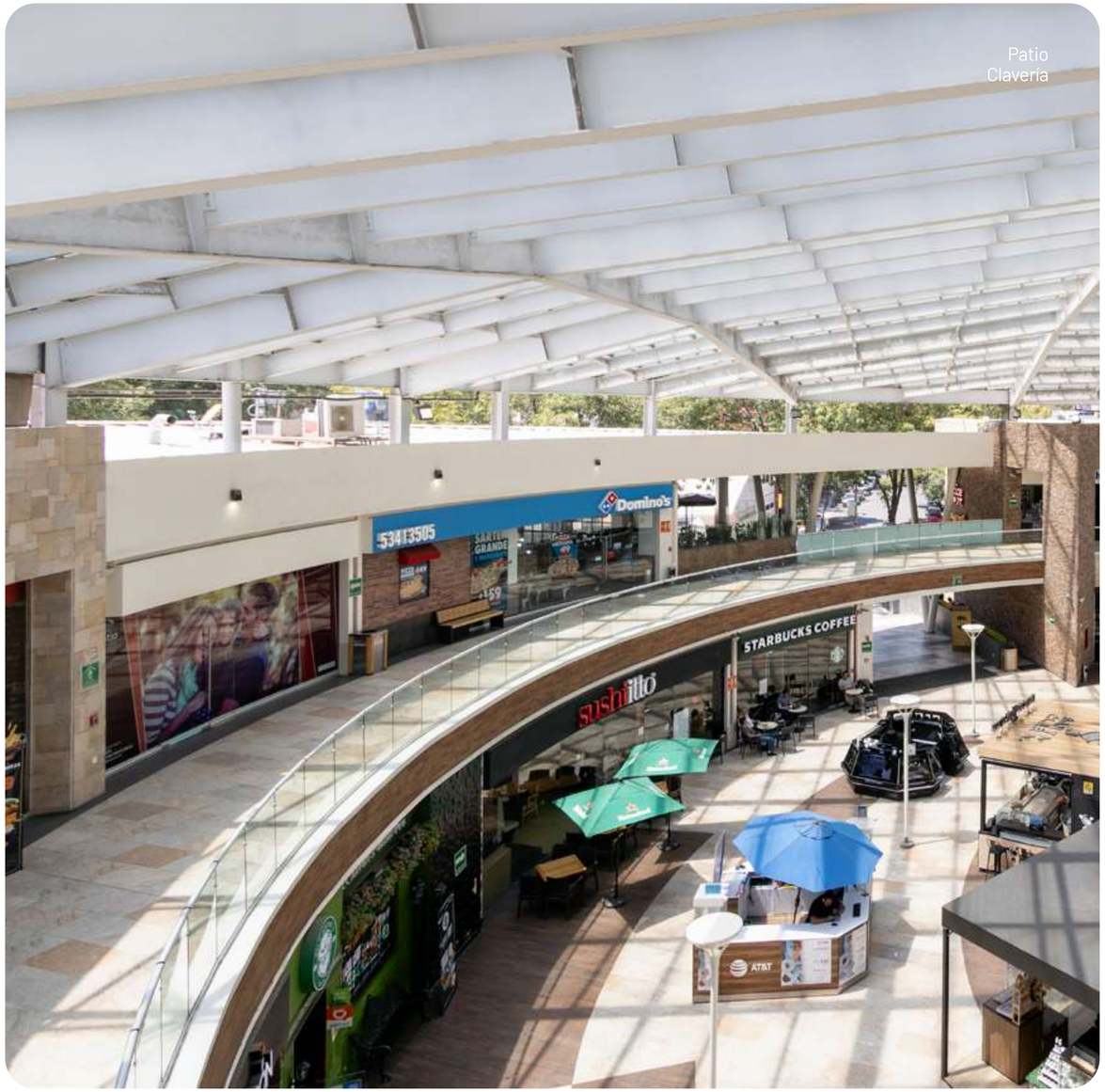


Cortijo
Ixtapaluca



Goals

Aspect	Goal	Strategy	Target year
Debt	**100% new debt acquired is either sustainable or sustainability linked**	This is a metric on the scorecard for Vice Presidents of Finance and Treasury	2030



Financial and operating performance

GRI 3-3, 201-1

Financial indicators	2025	2024	Δ 2025 vs 2024
Total income	$30,508.8	$28,324.7	7.7%
Rental income	$27,337.2	$25,361.9	7.8%
Net Operating Income (NOI)	$22,889.4	$21,296.1	7.5%
NOI margin	82.9%	83.2%	-0.3%
Funds from operations (FFO)	$9,669.9	$9,204.9	5.1%
FFO margin	35.0%	36.0%	-1.0%
Distribution per CBFI	$2.4000	$1.9983	20.1%

Operating indicators	2025	2024	Δ 2025 vs 2024
CBFIs outstanding (millions)	3,809.7	3,814.5	-0.1%
Number of properties	605	585	3.4%
Number of operations	630	613	2.8%
Gross leasable area	135,179.13 thousand sqft (12,558.6 thousand m^2)	119,872.17 thousand sqft (11,136.5 thousand m^2)	12.8%
Gross leasable area under development in sqft (m^2)	0	0	0%
Total occupancy	95.5%	95.6%	-0.1%

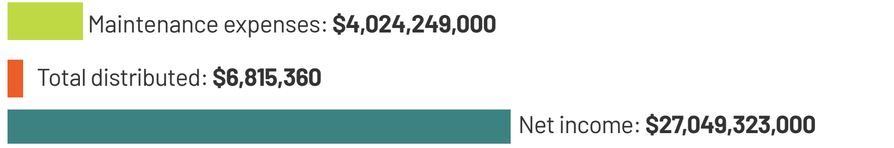
Note: monetary figures in millions of pesos.

In 2025, we maintained our commitment to issuing all debt under sustainability criteria, by incorporating ESG considerations into our financial strategy. Following the close of the third quarter, we refinanced 10 billion pesos of short-term debt through a 5-year syndicated loan, with an option to extend it to 7 years. This transaction extended the average maturity term to 8.5 years, reduced short-term obligations to less than 3.5% of total debt, and strengthened our liquidity, which means a more resilient structure.

This attests to our incorporation of sustainability as a cross-cutting pillar of our strategy, where environmental impact, social value, and best governance practices are part of every operational and financial decision. We were recognized for this effort at the LatinFinance Deals of the Year Awards 2025, where we were named "Corporate Sustainable Issuer of the Year," underscoring our ability to access capital markets under international standards and continue raising the bar for sustainable finance in Mexico.

We were recognized as "Corporate Sustainable Issuer of the Year" by LatinFinance, a testament to our leadership in sustainable finance, ESG strategy, and long-term value creation.

Economic value generated, distributed, and retained



Note: Due to the nature of our business and in accordance with applicable legislation, 100% of revenues go to cover operating expenses and make dividend payments.

Sustainable finance

Sustainability is an integral part of our financial and long-term strategy at FUNO®. In 2025, we strengthened our leadership in sustainable finance through issues linked to ESG goals, consolidating a debt structure aligned with the transition toward a more efficient, low-carbon portfolio. These transactions reflect the market's confidence in the company's financial strength and our ability to incorporate sustainability into business decisions.

In January 2025, we placed two unsecured sustainability-linked bonds on the international market for USD800 million. The proceeds were used to roll over debt maturing in 2026, allowing us to extend the maturity profile without dollar-denominated debt coming due until 2030. The issue included:

- USD300 million over 12 years, with a coupon of 8.25%.
- USD500 million over 7 years, with a coupon of 7.70%.

The issue received a bid-to-cover ratio of 2.5 times, and earned Baa3 and BBB- ratings from Moody's and Fitch, respectively.

Subsequently, in May 2025, we completed a new sustainability-linked issuance in the local market for MXN12.7 billion, one of the largest placements in Mexico's real estate industry. Demand exceeded 2.55 times the originally planned amount, allowing us to expand the issue and strengthen the trust's financial structure. The proceeds were used for the early refinancing of the FUNO 15 and FUNO 21-2X bonds, helping to extend the debt maturity profile under a debt-neutral strategy.

Both issues are linked to the fulfillment of sustainability goals, particularly the commitment to certify at least 26.6% of our portfolio under international standards such as LEED®, EDGE, and BOMA by 2027, as well as reaching 37.7% by 2030.

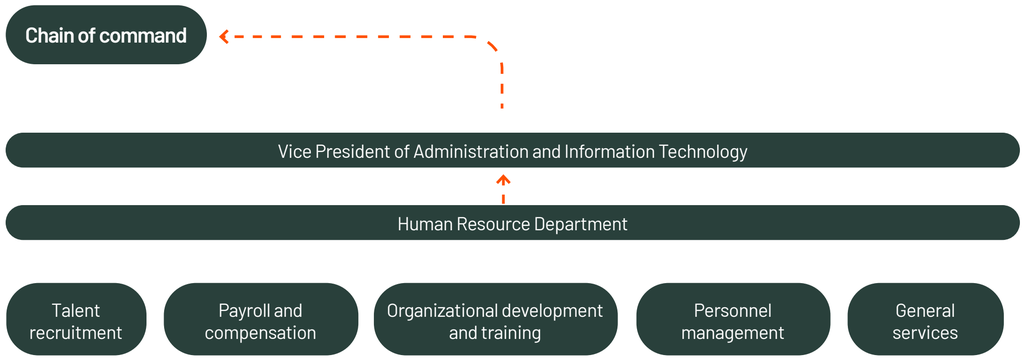
In this way, at FUNO® we continue to move toward the goal of ensuring that 100% of newly issued debt is green, social, or sustainable, strengthening our strategy and consolidating our position as one of the top 15 global leaders in ESG practices within the real estate industry, as ranked by S&P Global.



Cortijo
Ixtapaluca

Human Capital:
The key to our business


ZAPATERIA
Sanborns
cinepolis
Sorteos
Sorteos
Sorteos





Patio Santa Fe

Goals

Area	Goal	Strategy	Target Year
Talent recruitment	**Hire more employees from priority groups at all levels**	• Strengthen partnerships with organizations and recruitment sources focused on workplace inclusion. • Participate in job fairs and networking events targeting diverse talent. • Promote employability training programs for priority groups. • Develop internal awareness-raising initiatives to promote inclusive work environments. • Foster the exchange of best practices with other companies to expand inclusion opportunities. • Provide ongoing training on diversity and inclusion with specialized institutions.	Ongoing
Diversity and inclusion	**20% of FUNO® employees belong to a priority group**	• Expand strategic partnerships for attracting diverse talent, in collaboration with specialized organizations and inclusive recruitment events. • Promote ongoing training on diversity and inclusion to raise awareness and prepare our teams. • Implement mechanisms and policies to prevent, identify, and address acts of discrimination and violence. • Develop internal structures to foster workplace equality and inclusive environments. • Formalize FUNO®'s incorporation into the United Nations Women's Empowerment Principles (WEPs) initiative.	Ongoing
	Continue meeting 100% of the requirements of NMX-025 standard and raise certification level	• Strengthen coordination between the Human Resources, Sustainability, and Process Transformation departments to ensure compliance with the standard. • Prepare for and conduct internal and surveillance audits to maintain and elevate the certification level. • Implement additional measures that strengthen compliance and enable improvement of the rating obtained. • Promote a balanced composition of the workforce and leadership positions. • Promote actions and activities that foster workplace equality and non-discrimination among employees and their families.	2026
Equality	**Increase % gender equity in the Technical Committee**	• Propose roster of two women to serve on the Technical Committee, by the initiative of the Nominations Committee, for approval at the CBFI Holders' meeting.	2030


Patio Ayotla

Area	Goal	Strategy	Target Year
Human capital development	**Mandatory key business training for 100% of employees**	• Provide e-learning onboarding to all employees. • Strengthen onboarding for property managers.	Ongoing
		• Provide ongoing training on ESG topics to members of the Technical Committee.	Ongoing
	Introduction of talent model, succession plan and training and development plan for identified talent	• Approve Talent Management Policy. • Approve Special Compensation Policy.	2026
	Support change management in connection with platform migration	• Work together with strategic business areas to implement ORACLE. • Strengthen training and awareness in change management. • Reinforce best practices in cybersecurity to minimize cyber risks.	2026

Human capital management

GRI 3-3

FUNO® knows that human capital is key to its operating continuity and strategic execution. In 2025, we focused on strengthening organizational development, promoting healthy work environments, and building capabilities that drive our organization's sustainable performance. Across the board, we foster a culture of diversity and inclusion (D&I), aimed at expanding opportunities, attracting diverse talent, and ensuring respectful, discrimination-free workplaces.

Our main lines of action included:

- Strengthening talent recruitment strategies through partnerships and networking opportunities.
- Identifying, assessing, and monitoring psychosocial risk factors and workplace climate.
- Measuring trust levels and identifying training needs.
- Assessing competencies using psychometric tools and structured feedback processes.
- Introducing development and talent models, such as the 9Box methodology, to identify potential and high performance.
- Approving the proposal and design of the High-Impact Leadership program with ITESM, as well as the 2026 Organizational Well-being and Development Program.
- Group interventions aimed at building consensus and plans for continuous improvement.

In addition to this, one of the 2025 priorities was the development of the Talent Management Policy, which covers areas such as differentiated remuneration, role-specific training and succession planning, as well as action plans based on the methodology's quadrant framework. We expect to launch it in the first quarter of 2026.

MXN827,228,170.15 invested in human capital

Diversity and inclusion (D&I)

GRI 3-3

We are convinced that our greatest value lies in the people who make up FUNO®. That is why we foster an environment where every employee can grow with security, respect, and trust, regardless of their origin, identity, or status. Throughout our institution, we inculcate a philosophy of equality, inclusion, and integrity, elements that strengthen partnership, innovation, and decision-making.

In 2025, we advanced our D&I strategy through actions aimed at expanding access to job opportunities, strengthening internal capabilities, and building partnerships that amplify the impact of our initiatives.

Key actions include:

- Seven strategic partnerships with organizations focused on workplace inclusion, covering LGBTQ+ communities, people with disabilities (PwD), the intergenerational population, and cultural diversity.
- Participation in two inclusive job fairs, expanding access to diverse talent.
- Four employability workshops titled "Learn to Write Your Resume and Conduct an Effective Interview," aimed at women re-entering the workforce, older adults, youth, migrants and refugees, and people with disabilities, with an average of 30 participants per workshop.
- Training on workplace inclusion for PwD, reaching 213 people—71 from corporate and 142 from properties—in partnership with the DIF.
- Hosting of six inter-company meetings to exchange best practices in D&I, strengthening collaboration networks and talent connections.
- Ongoing training on D&I topics with various specialized institutions.
- Awareness-raising in properties reaching 142 people, through workshops and infographics on inclusion and gender equality.
- New inclusive recruitment platforms that expand access to diverse talent.
- Internal awareness campaigns, including the dissemination of content during Pride Month.

We have strategic partnerships in which we promote D&I both within and outside of FUNO®, including:

Through these actions, we are working to build a more inclusive and representative work environment, where D&I is an essential factor supporting our organizational culture and generating sustainable value over time.

We provided D&I training to 89% of our staff

732 work-hours of D&I training; an average of 2.33 hours per employee

314 employees trained in D&I; 54% women and 46% men

We maintained NMX-R-025-SCFI-2015 Certification, Bronze Level, in Workplace Equality and Non-Discrimination

We obtained the 2026 Best Places to Work for LGBTQ+ certification

We were recognized with the 2025 “Éntrale” Distinction for Workplace Inclusion of People with Disabilities

In 2025, we continued to strengthen our D&I Ambassadors Program, in which a total of 27 members and 75 new FUNO® employees benefited from the initiative.



Portal D10
Cuernavaca

Our team

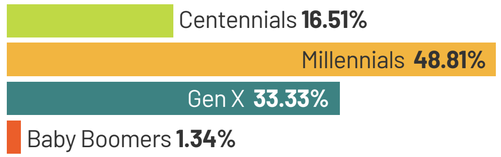
GRI 2-7, 2-8, 405-1

969 employees on staff

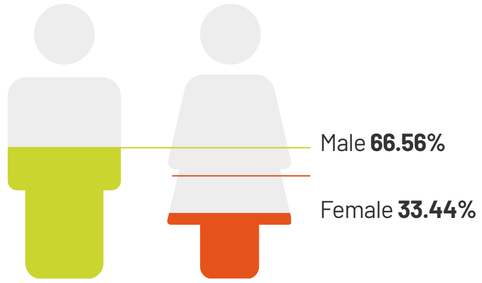
Workforce



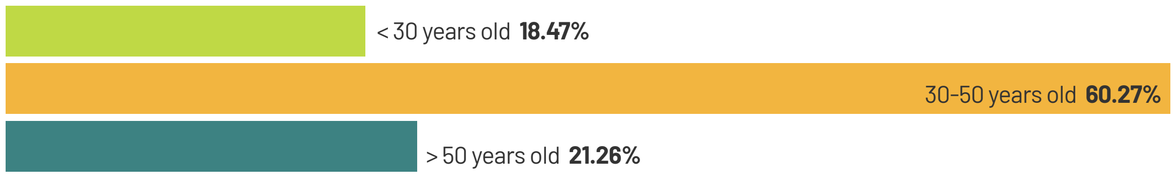
Headcount by generation



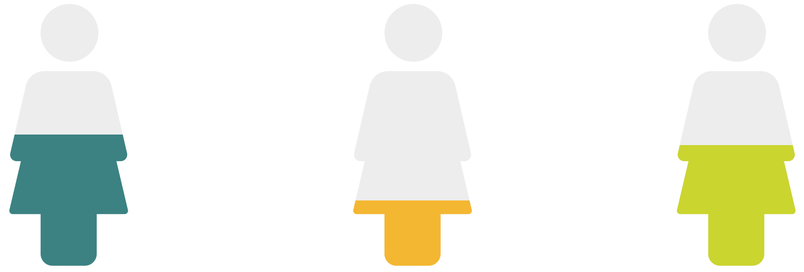
Workforce by gender



Workforce by age group



Representation of women at FUNO®



42.68% of leadership positions[4]

25% of executive positions

47.15% of managerial positions



56.68% of non-managerial positions[5]

48.34% of revenue generating positions

33.33% of STEM positions[6]

* Suppliers = maintenance, marketing and accounting in properties.
Note: percentage of positions held by women
4. Leadership includes junior, middle and senior management.
5. Includes all positions except managerial and management positions.
6. STEM = Science, Technology, Engineering and Mathematics.


Torre Reforma Latino

Talent recruitment

GRI 3-3, 401-1

As part of our strategy for recruiting top talent, we fortified our employee brand to attract diverse and highly qualified employees. We expanded our presence across multiple recruitment channels, including specialized platforms, job boards at public and private universities, social media, and resume-sharing programs among companies in different industries. We also actively participated in job fairs, both virtual and in-person, and build direct relationships with high-performing students. All of this enabled us to identify and attract key candidates, strengthening our organizational capabilities and ensuring that we can hire talent aligned with our culture and long-term goals.

In 2025, there were 339 new hires, 23% for new FUNO® positions and 77% among suppliers, with an average investment of MXN6,600 per new employee. Women accounted for 57% of new hires at FUNO® and 17% at our suppliers.

Of the total new hires[7] at FUNO®, 92% were for permanent positions, 8% for temporary positions, 94% for full-time positions, and 6% for part-time positions.

Upon completion of the selection process, we provided feedback to 395 candidates and 79 employees.

Of the filled vacancies, 26% were through internal promotions at FUNO® and 9% at suppliers. Of these internal promotions, 12% were women at FUNO® and 2% at suppliers.

We had 32 new hires to fill newly created positions; 22 of them at FUNO® and 10 at suppliers. There were 66 qualified positions that remained unfilled; 26 at FUNO® and 40 at suppliers.

34% of our internal promotions
were filled by women, and we maintained the percentage of female hires at 56%.

We added **4 new employees**
with disabilities to our workforce, maintaining a 3% representation of employees with disabilities.

7. Data correspond only to corporate vacancies.

Talent retention

GRI 3-3, 401-1, 404-2

At FUNO®, we understand that retaining talent is every bit as strategic as recruitment, so we continually strengthen our development, evaluation, and feedback processes to foster professional growth, recognize performance, and build high-potential teams aligned with our long-term vision.

In 2025, we strengthened our talent management model using tools that allow us to identify capabilities, anticipate development needs, and make informed decisions, including:

- Updating our talent map by recalibrating the 9-Box matrix, incorporating performance and potential evaluations.
- Assessing and updating the psychometric profiles of 100 individuals, focusing on emotional intelligence and behavior, with individual feedback.
- Adding 44 individuals to the talent model after they completed one year with the organization, incorporating interviews, performance evaluations, and psychometric updates.
- Creating a database of over 300 employees evaluated within the talent matrix with up-to-date performance information.

We also improved our evaluation and feedback processes:

- We administered 180° and 360° evaluations to 47 individuals, generating a total of 447 evaluations.
- We incorporated new evaluation phases into the model, expanding the coverage and depth of talent analysis.
- We ensured 100% feedback in the evaluation processes, promoting individual development and continuous improvement.
- We introduced technological tools for talent management, bringing together key information on performance, potential, and organizational structure.

Turnover

Indicator	FUNO®	Suppliers
General turnover	14.11%	49.20%
Voluntary turnover	8.23%	39.50%
Involuntary turnover	5.88%	9.70%

Notes:
- In 2025, FUNO® rescinded the contracts of 20 employees, 40% of them women and 60% of them men. 100% of the dismissals were from permanent positions (none temporary) and 100% were full-time jobs (none part-time).
- Suppliers rescinded the contracts of 57 employees, 15.79% of them women and 84.21% of them men.
- No employees were reassigned during the year.


Cortijo ixtapaluca

FUNO® Way

In 2025, we redesigned our management skill-building program, evolving toward a high-impact leadership initiative in partnership with ITESM. The program's expanded scope now includes building managers, senior management, vice presidents and coordinators with staff reporting to them, with an emphasis on soft skills and effective leadership.

Implementation of the program will begin in March 2026, with a first class of 25 participants, which will support our strategy of building leadership and developing talent within our organization.



Centro Maya


Outlet Monterrey

Conscious Leadership for Women Executives

This certificate program, developed in partnership with ITESM, is focused on strengthening women's leadership at FUNO®. Its goal is to advance their development toward positions of greater responsibility through self-awareness, the strengthening of key competencies, and support via coaching sessions.

One employee began this program in October 2025, and should complete it by March 2026, receiving a total of 45 hours of training.

Talent development

GRI 3-3, 404-2

In 2025, we worked toward building a stronger talent development model that will involve a comprehensive training and change management program. By year-end, we had completed the design phase, supported the structuring of content, timelines, and communications, and trained change agents and key leaders.

In coordination with specialized partners, we conducted corporate training sessions and property-specific training focused on retail functions. These actions lay the groundwork for the program's launch in March 2026, strengthening our internal capabilities and preparing our teams.


Patio Clavería

CHANGE MANAGEMENT

85 corporate sessions: 1,117 employee participants and 2,795 work-hours of training

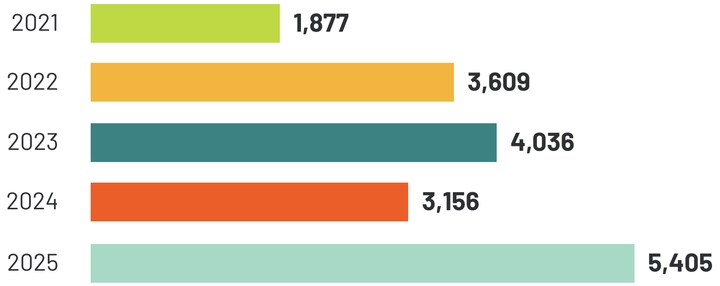
9 sessions at properties: 173 employee participants and 265 work-hours of training

We provided 743 full scholarships to employees, family members, and non-relatives to pursue high school, undergraduate, graduate, and English language studies

Training

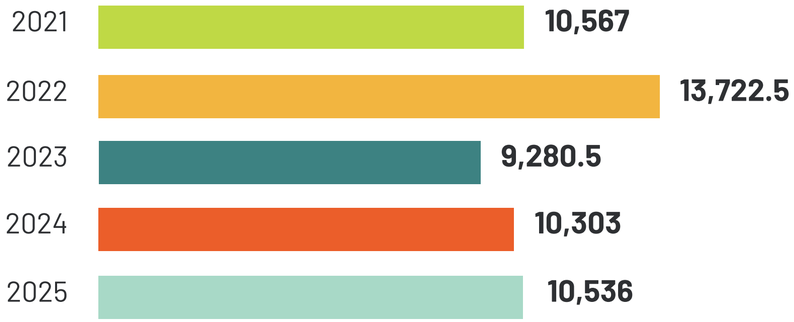
GRI 403-5, 404-1, 404-2

Employees trained



10,536 hours of training in 2025

Work-hours of training

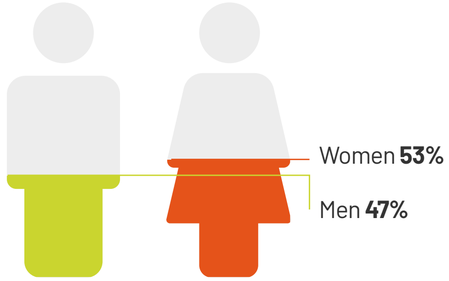


30.10 work-hours of average training per employee[8]

Training by job category



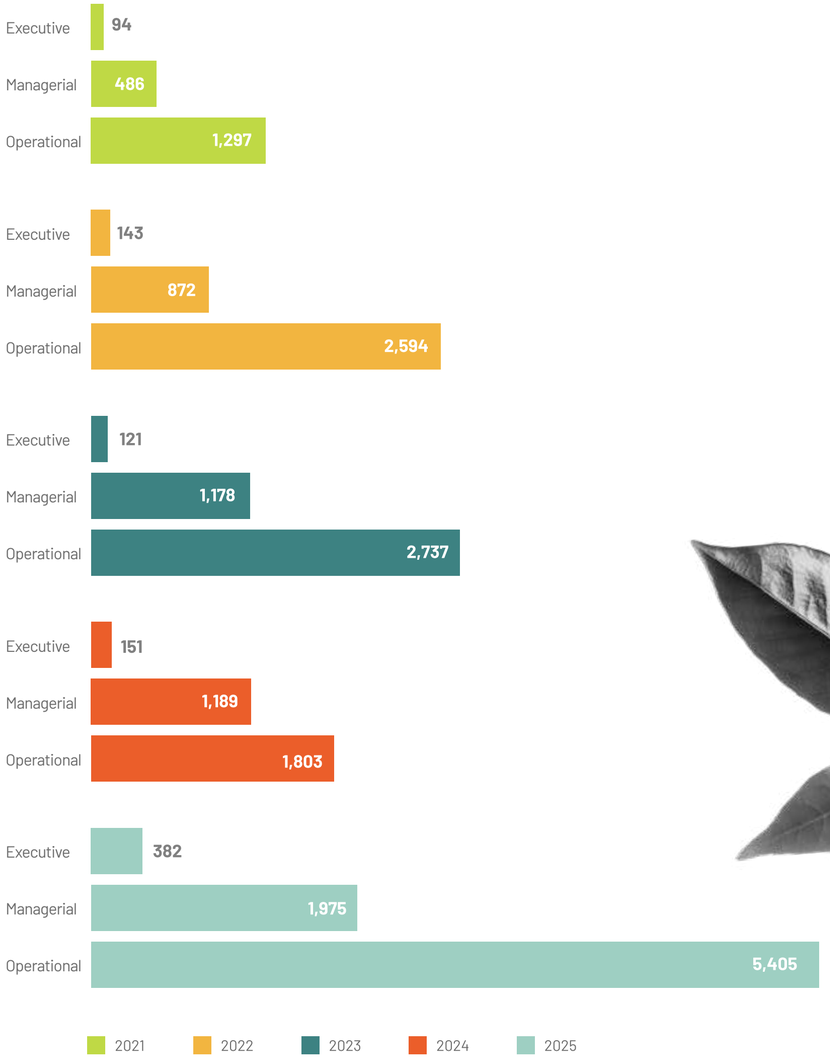
Training participants by gender



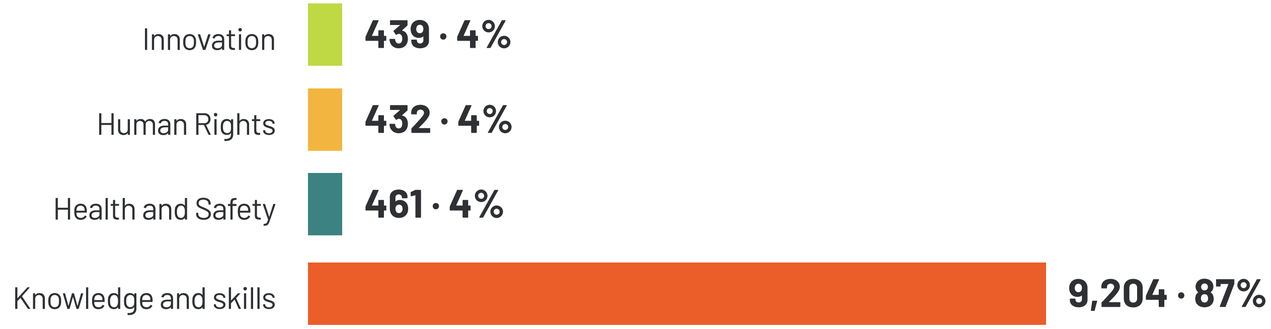


8. Includes training for employees and suppliers; average hours of training was 30.10 per employee, 28.41 hours per man and 31.83 hours per woman, 18.82 hours per executive, 32.50 hours per manager and 30.87 per operative.

Employees trained by labor category



Hours of training by subject



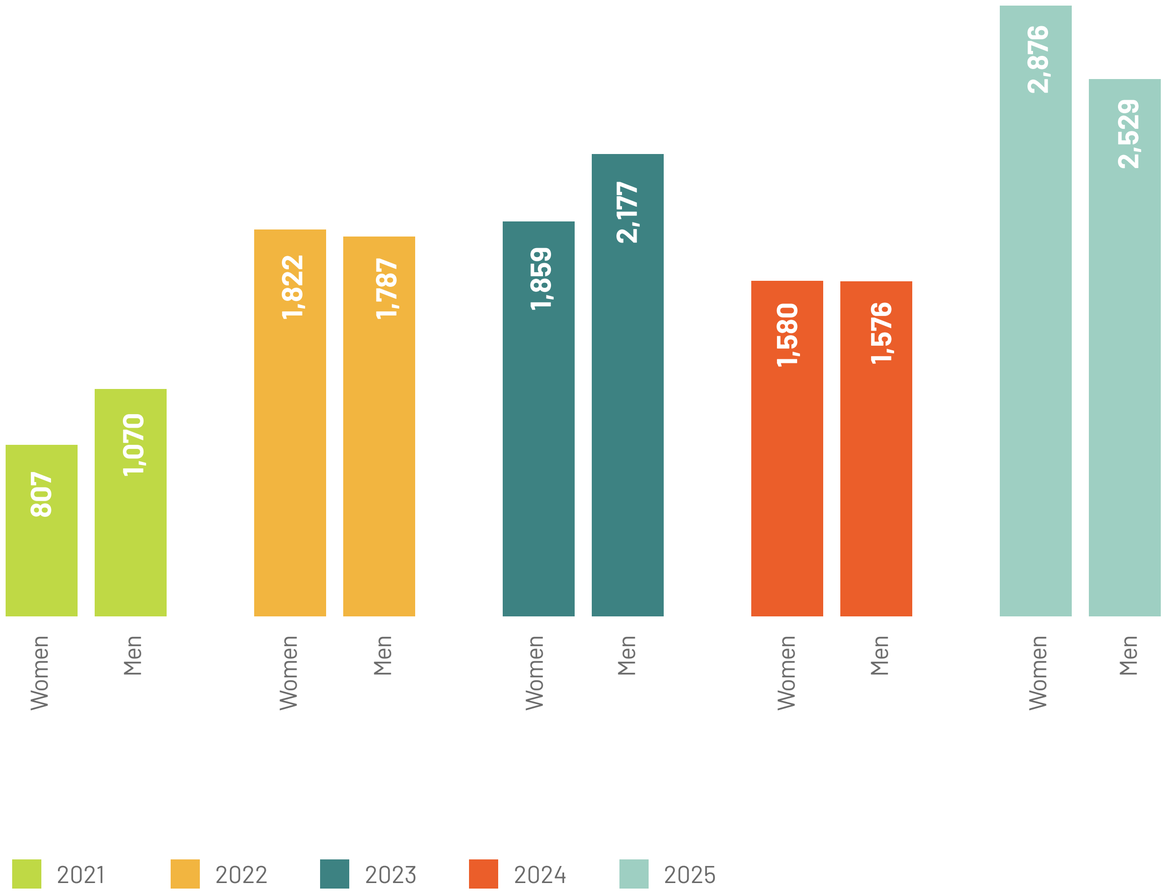
The four training subjects include environmental and sustainability training equivalent to 366 hours total

MXN454,111.44 invested in employee development

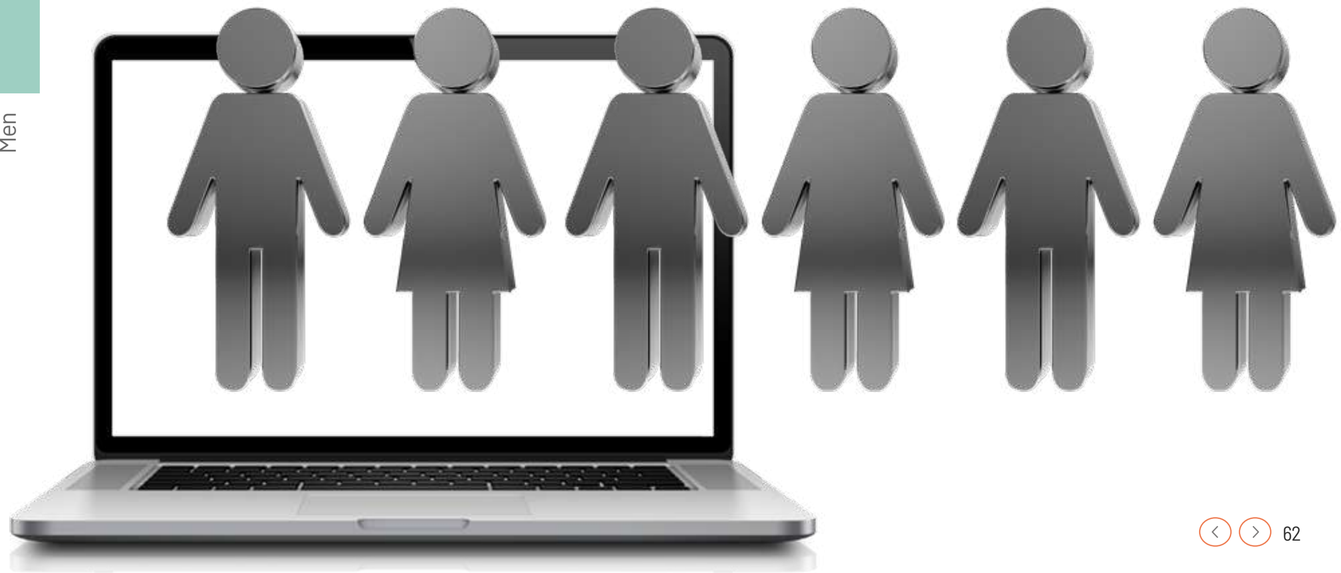




Employees trained by gender




Punta Langosta
Cozumel





Torre Santa Fe

Performance evaluations

GRI 404-3

Based on our Performance Evaluation Policy and the SMART method, we have a performance evaluation process that determines deadlines, responsibilities and criteria for target-setting. This process must by definition include at least one ESG[9] goal, aligning individual performance with the organization's strategic priorities.

Each employee's results are reviewed against the targets set at the start of the year, and new goals are set; their variable compensation is established based on the results of this process.

We evaluated the performance of 100% of our employees at corporate headquarters (351 people): 49% of them were women and 51% men.

9. The ESG aspects included in the annual goals are:
   - Finance: NOI, scorecard, collections, assessment of financial, operating, environmental and social risks, and information technology.
   - Operations: environmental topics, water consumption, energy, sustainable technology, reforestation and efficient property operations
   - Social: human rights, diversity and inclusion, social responsibility activities and community engagement.
   - Safety, development and wellness: human capital topics such as organizational climate, physical and mental health, and workplace environment and conditions.
   - Governance: internal control, anticorruption, ethics, cybersecurity and transparency.

Compensation

GRI 3-3, 401-2, 405-2

We have a competitive compensation structure that guarantees wages above the regulatory minimum. It is complemented by benefits that enhance the wellness and quality of life of all of our employees.

100% of our workforce receives benefits that exceed those required by current legislation.

We prioritize pay equality and inclusion in our workplace. As of the end of 2025, our gross gender pay gap stood at 49.52%, a reduction of 6.55% compared to 2024. This improvement was made possible by changes in workforce composition, employee mobility across levels, differentiated salary adjustments, and variations in bonuses or total compensation.

In 2025, we worked on developing the Special Compensation Policy, which, at year-end, was in the process of evaluation and approval, with its launch scheduled for 2026.

Gender wage ratio (women vs. men)

Job category	Base salary	Base salary + benefits
Executives	0.64	0.47
Managers	0.84	0.85
Operational staff	1.02	1.03

Our job evaluation methodology is based on the International Position Evaluation (IPE) system developed by an international firm, which also certifies professionals responsible for payroll and compensation processes. This methodology allows us to evaluate each position using specific matrices and criteria that assign grades and points based on the responsibilities, impact, and complexity of each role.

This evaluation serves as a basis for a salary scale aligned with FUNO®'s size and characteristics, taking into account variables such as revenues, organizational structure, and labor market benchmarks in Mexico, obtained through compensation studies. This allows us to maintain a balance between internal equality and external competitiveness.

For staff in specialized property maintenance and commercial promotion services, we use the same corporate pay scale, defining—in collaboration with the operational departments—the applicable reference levels to ensure consistent compensation criteria.

Likewise, the pay scale is updated annually, taking into account factors such as inflation and labor market trends, using information provided by an international consulting firm. Additionally, the institutional process for salary increases allows us to review each case to reduce gaps relative to the pay scale, recognize performance, and consider adjustments related to merit and seniority.



Terraza Pedregal

10. The gross gender pay gap is defined as the difference between total compensation of men and women, without adjusting for factors such as job role, level, education, performance and location, among others.

Employee Satisfaction

In 2025, we once again conducted our workplace climate survey, which confirmed favorable perceptions across key dimensions of the employee experience. The results highlight an environment based on respect, equality, D&I, security, communication, partnership, and leadership with integrity.

Furthermore, we identified a strong sense of belonging and pride in FUNO® and in the impact we generate in society. All of the above strengthens commitment, drives performance, and fosters an organizational culture focused on achieving organizational goals and sustainable results.

For the 6th year in a row, we obtained GPTW certification, an achievement that reflects our ongoing commitment to the well-being and satisfaction of our teams

84% of employees surveyed say that FUNO® is a Great Place to Work

- 94% overall participation[11], +2.4% more than in 2024
- +2% increase in confidence as a company, to 81%
- 82% for credibility
- 78% for respect
- 81% for communication
- 78% for collaboration
- 79% for fairness
- 90% for justice
- 85% for pride
- 81% for camaraderie
- 85% for corporate image
- 82% for community



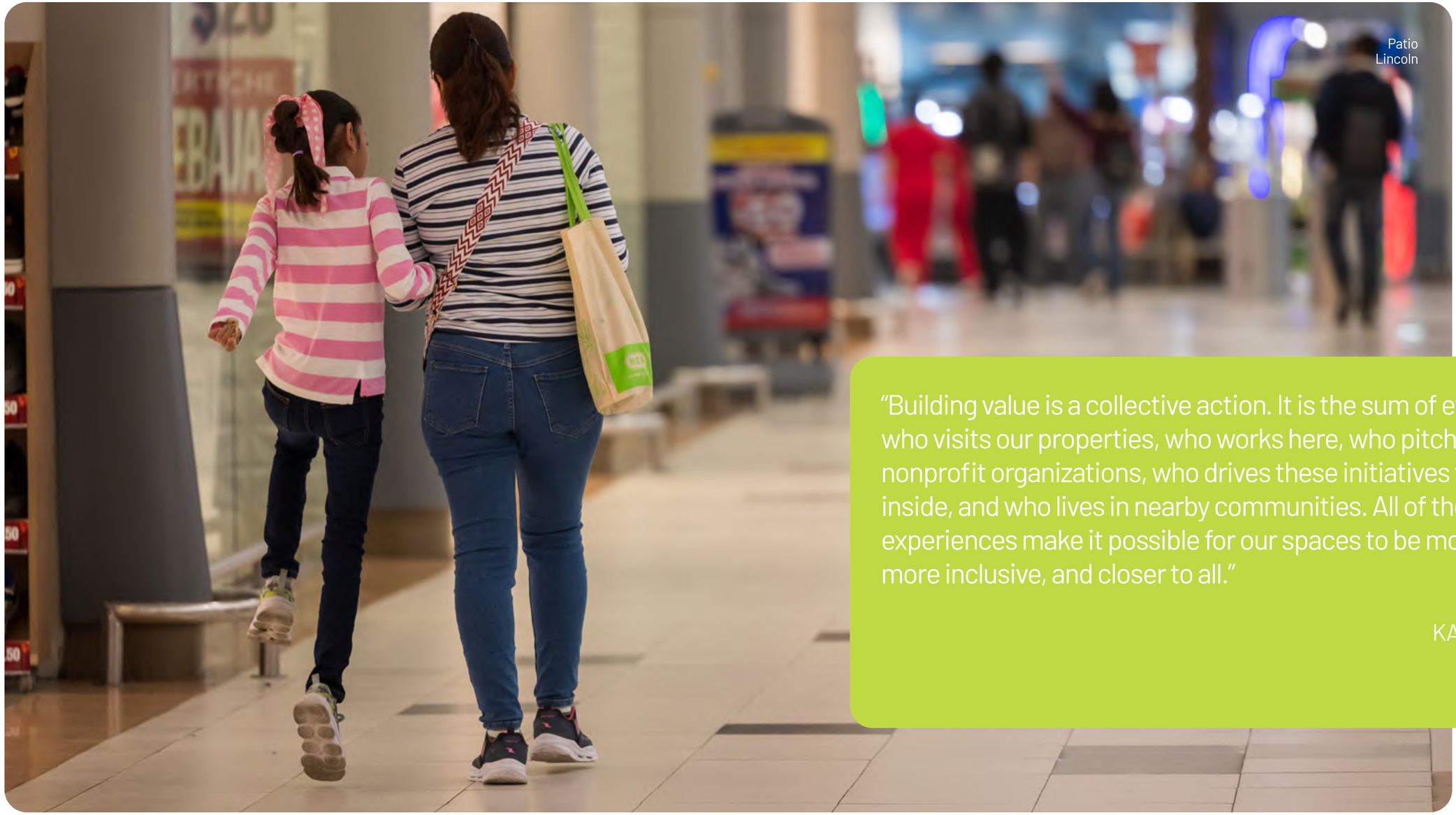
Galerías Valle Oriente Monterrey

11. The sample was made up of 898 employees at corporate headquarters and properties, 844 of which responded, or 94% of the total (95% of total women—287 out of 301) and 92% of total men (552 out of 597). Five employees selected the "other gender not mentioned" category.

Social Capital:
Committed to development



Torre Diana



Patio Lincoln

"Building value is a collective action. It is the sum of everyone who visits our properties, who works here, who pitches in from nonprofit organizations, who drives these initiatives from the inside, and who lives in nearby communities. All of these voices and experiences make it possible for our spaces to be more human, more inclusive, and closer to all."

KARINA SANTILLÁN
SUSTAINABILITY



Goals

Area	Goal	Strategy	Target year
Community Social responsibility	**Increase and develop new social responsibility activities in our properties and in corporate offices.**	• Create a monthly program of support and donations to vulnerable groups.	Ongoing
	Guarantee respect for human rights within and beyond FUNO®.	• Continue to provide training on accessibility and inclusion to prevent discrimination and promote respect for human rights in the operation of our properties. • Hold bimonthly webinars focused on each priority group.	2026
	Invest MXN160 million in social projects to generate positive impacts in at least 300 communities where we operate.	• Put out annual "FUNO® Helps You to Help" call for project submissions to receive funding. • Open the doors to our properties for civil society organizations to promote their causes (presence in shopping centers, art galleries). • In-kind donations. • Strengthen the program of "social rents" and lending of temporary office space for nonprofit organizations.	2030
Community FUNO® Foundation	**Launch at least one initiative in each strategic line in 100% of the properties where we control operations.**	All properties must carry out a community improvement activity in: • Education • Health • Environment • Social infrastructure	Ongoing
Health and wellness	**Promote health**	• Promote sports and incorporation activities to strengthen the sense of community in spaces such as the FUNO® Center. • Hold campaigns and webinars and provide consultancy and advice on the use of major medical expense insurance. • Organize vaccination campaigns against the flu, COVID-19, and other conditions requiring containment and epidemiological prevention. • Carry out the Health circuit.	Ongoing

Area	Goal	Strategy	Target year
Health and wellness	**Promote health**	• Provide mandatory training to corporate and property leaders on psychosocial well-being. • Deliver the course "Safe Space for the Prevention of Violence, Harassment, and Sexual Harassment" to all staff. • Provide training on NOM-035 action plans. • Develop training programs on mental health, crisis management, and leadership. • Support the network of wellness ambassadors in fostering participation and organizational culture. • Form partnerships and agreements to expand the range of physical health and wellness benefits. • Incorporate specialized content for conflict management and workplace harmony.	Ongoing
		• Conduct the survey to identify psychosocial risks at properties. • Verify improvements in employee perception at properties requiring improvements to a healthy work environment.	2026
	Zero accidents	• Train 100% of personnel. • Hold emergency drills in 100% of the properties. • Introduce safety protocols in 100% of our properties. • Provide personal protection equipment to 100% of employees.	Ongoing
Supply chain	**ESG mapping of critical clients and suppliers**	• Administer a self-assessment questionnaire to all our suppliers and key clients to understand the current status of their ESG strategy. • Provide ongoing training for the implementation of ESG strategies. • Conduct annual follow-up on proposed and implemented activities.	2026
	Strengthen circular economy approach	• Strengthen partnership between the Procurement and Sustainability departments. • Seek options for material recovery and waste reduction to optimize raw material costs, create new revenues from services, and improve margins. • Maintain full visibility into contracts. • Streamline negotiations for more agile operations, with lower risk of missing deadlines and greater confidence for the Legal and Procurement teams.	2030

Our communities

GRI 2-28, 3-3, 203-1, 203-2

In 2025, we redefined how we engage with our surroundings, placing people at the center of our strategy. We strengthened our relationships with communities, partner organizations, and tenants through a more hands-on and participatory approach, opening up new spaces for coexistence, dialogue, and shared responsibility.

Through active listening and a constant presence, we continued to make our properties available for community-led initiatives: classes, workshops, fundraisers, pet adoption fairs, and cultural activities. Totaling 260 initiatives, these reaffirm our commitment to building more secure, supportive, and inclusive environments where children, youth, adults, families, and organizations can come together.

Our work with 224 allies—including civil society organizations, public institutions, and neighboring communities—took on new impetus over the year, through collaborative frameworks that generated shared value. We promoted volunteer opportunities, training sessions, campaigns, and spaces for exchange that facilitated connections between organizations and fostered joint learning. Likewise, we encouraged our employees to lead social initiatives, identifying causes and coordinating efforts with other stakeholders, particularly with tenants, whose participation is key to amplifying our impact through our annual "FUNO® Helps You Help" campaign or through activities at our properties.

One example of this was Portal Vallejo, a property that turned meaningful dates into opportunities to share experiences and expand FUNO®'s social impact network with CSOs, neighboring communities, tenants, and special guests representing each of FUNO®'s stakeholder groups.

To facilitate access to enriching experiences that foster social awareness and a connection to art, we created five art galleries and five social embassies. The art galleries present temporary art exhibitions by renowned artists or emerging collectives, while the "social embassies" build a narrative around the social causes of civil society organizations in order to inspire the public to take action through financial donations, in-kind contributions, or volunteering.

Education and productivity are driving elements in this country's development; in this spirit, in 2025 we established three "Work Labs" (at Portal Centro, Patio Mérida, and Portal D10)—retail spaces we have equipped with office furniture and internet access that our guests can use at no cost. This adds value to our retail properties by transforming them into environments that strengthen the social fabric and facilitate access to educational or professional resources for those who need them, supporting digital inclusion, academic achievement, and opportunities for a stronger family economy.

Our office properties are also part of our community engagement strategy and, in line with our business model, contribute to social impact through the temporary loan of office space at no cost. In 2025, we provided 12 spaces to 10 civil society organizations, totaling 75,347.3 sqft (7,000 m^2). These spaces were used for meetings, presentation of annual reports, workshops, and support for various priority groups. To promote economic inclusion and support both civil society organizations and economic ventures classified as micro or small businesses, we created what we call the "social rent" model, through which the FUNO® Foundation subsidizes a portion of the rental cost. Under this model, we signed an agreement with Centro SUMA (3,013.89 sqft, equivalent to 280 m^2), an institution that assists children with cleft lip and palate.





Portal Vallejo

Finally, our corporate office supports social initiatives that build bridges with civil society organizations. In 2025, on a bimonthly basis, we organized "sales for a cause" events, inviting 19 civil associations that focus on women's economic empowerment, child protection and care, migrants, the LGBTQ+ community, single parents, and intergenerational groups. This resulted in over 500 transactions that generated revenues for the supported causes.



"At Portal Vallejo, we learned that social impact starts with people making decisions because they believe in them, not because they're required to. Support from FUNO® Foundation helped us look beyond the day-to-day demands of managing a property and focus more intentionally on the people and communities around us. It reminded us that every property can be more than a physical space—it can be a place where people connect, support one another, and work together to make a positive difference.

That support gave us the confidence to put forward new ideas, bring people together, and turn good intentions into meaningful action. We did it alongside our team, our tenants, and members of the community.

We want local organizations to know that we're here and that they can count on us. We work closely with our tenants to find ways to support the communities we share, offering more than just a place to operate. Every project we carried out reaffirmed our belief that organizations can use their resources, knowledge, and networks to help others, solve problems, and create opportunities. When FUNO® Foundation's support is guided by that kind of purpose, it becomes a catalyst for lasting relationships and meaningful change."

GISELA PÉREZ
PORTAL VALLEJO MANAGEMENT

Industry participation

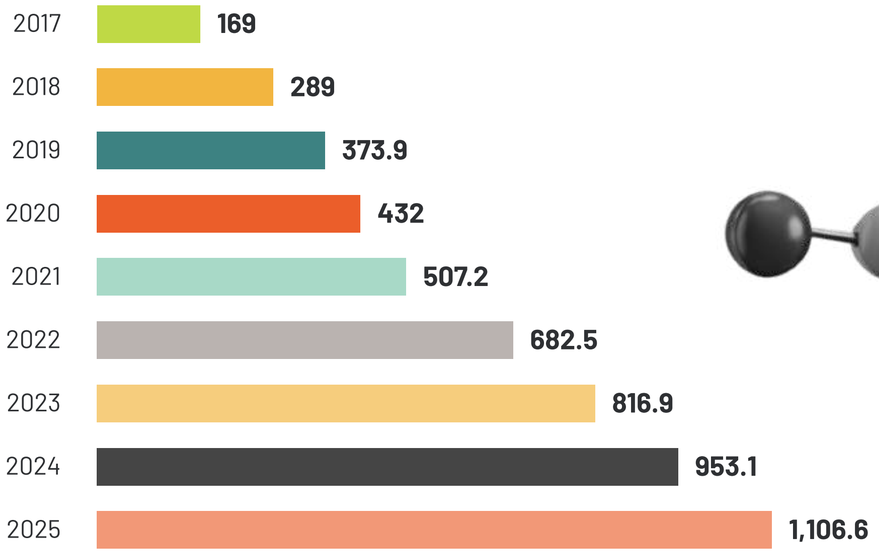
Association	Contributions	Topic or issue
Lobbying, industry representation		
Mexican Stock Exchange (BMV) – Sustainability Board	0.00	• Financial reporting • Sustainability transparency • New regulations or practices for public companies
Global Real Estate Advisory Board	S/D	• Real estate • Urban development
Trade associations		
Asociación Mexicana de Parques Industriales (AMPIP) – Advisory Board	MXN$185,000.00	• Nearshoring • Water • Energy • Safety and security in industrial parks
Asociación Mexicana de Fideicomisos de Inversión en Bienes Raíces (AMEFIBRA) – Advisory Board	MXN$600,000.50	• Financial reporting • Nearshoring • Foreign investment
American Chamber of Commerce (AMCHAM)	MXN$95,000.00	• Nearshoring • Gender equality
Consejo Coordinador Empresarial (CCE)	0	Business group leading dialogues among civil society, government, academe, and other entities to promote better conditions for Mexico
Cámara Mexicana de la Industria de la Construcción (CMIC) – ESG Committee	0	• Construction • New technologies • Economic research for the development of public policies and strategies to strengthen the industry
Others		
United Nations Global Compact	MXN$200,000.00	Reaffirming our commitment to global goals in sustainability, ESG, and the SDGs
International WELL Building Institute Advisory Board	0	Health and safety standards for the real estate industry in North America

MXN$985,000.60 donated to trade associations



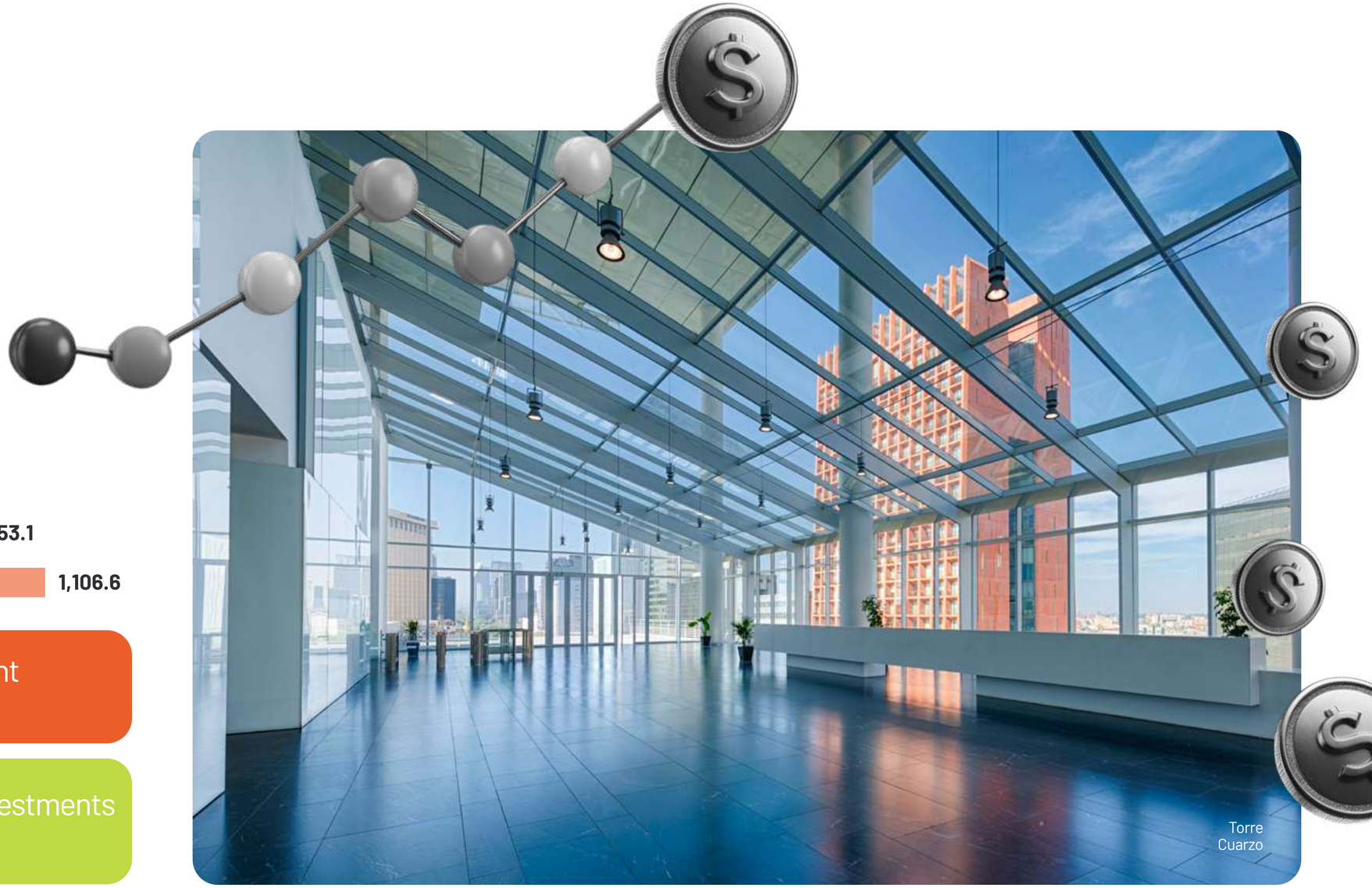
Social indicators

Cumulative financial donations

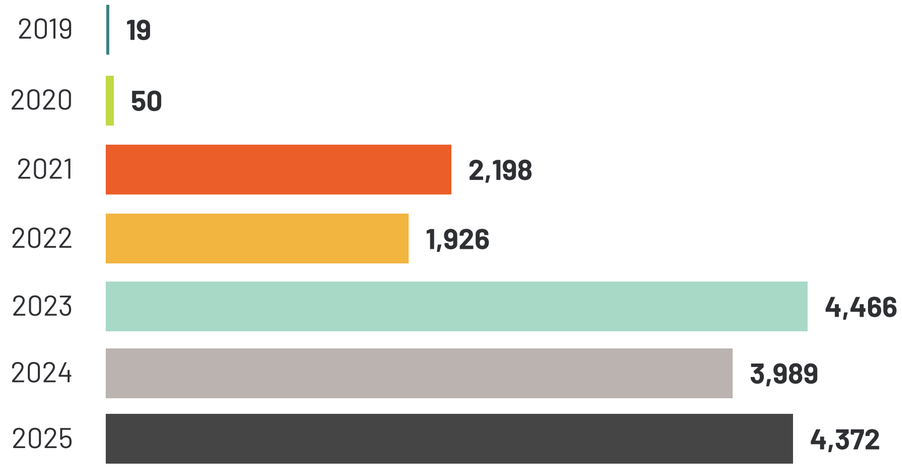


MXN$153.5 million, total financial investment in the community in 2025

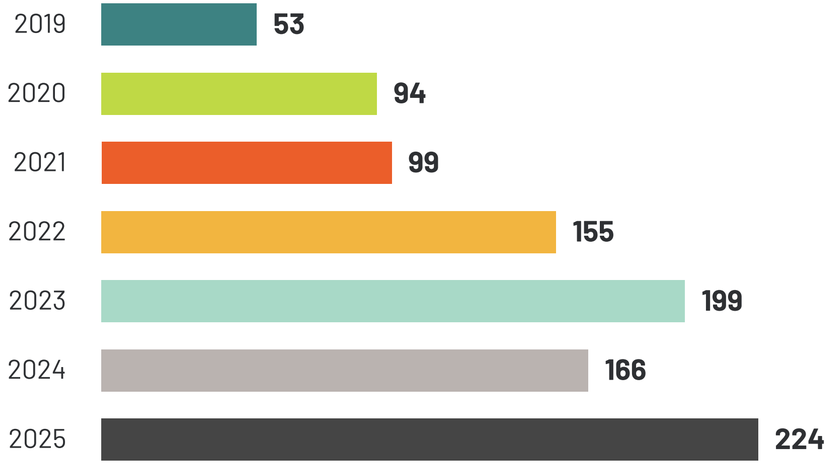
630 properties participating in financial investments in the community


Torre Cuarzo

In-kind donations



Organizations supported



4,372 in-kind donations; +10% vs. 2024

100% of properties participating in non-financial community investments

82,619.28 sqft (7,675.59 m^2) designated for community use[12]

155 meetings with NGOs, CSOs, and community associations receiving our support



12. The total area of designated indoor and outdoor spaces across all properties in the portfolio that are used for activities and services benefiting the public and/or the community. These areas include, but are not limited to, auditoriums, gyms, cafeterias, multipurpose rooms, play areas, gardens, parks, planters, and shared parking lots.

Support for organizations

FUNO® Foundation supported the following organizations in 2025:

- ACNUR México
- Alan Salgado Calleja
- Alas, A.C.
- Aldeas Infantiles México
- Alimento para Todos I.A.P.
- AMANC Ciudad de México
- Ambulancia de los Deseos
- Amigos de Filantrofilia A.C.
- Andino Folk
- Antenas por los Niños
- APAC I.A.P. Asociación Pro-Personas Con Parálisis
- Apapache Autismo
- Aquí Nadie Se Rinde I.A.P.
- Asociación "La Casa del Gato Gazzu"
- Asociación de Payasos Cristianos
- Asociación Mexicana de Ayuda a Niños con Cáncer
- Asociación Mexicana de Fibras Inmobiliarias
- Asociación Mexicana de Inversionistas
- Asociación Mexicana de Parques Industriales Privados A.C.
- Ayuda en Acción
- Ayúdame a Sonreír Ante el Cáncer (ASAC)
- Ayuntamiento de Hermosillo
- Banco de Tapitas A.C.
- Banda de Rock Fly Dragon
- Banda musical "Los Migrantes"
- Bred Diocesano de Guadalajara, A.C.
- Cambiando Modelos
- Campeones de la Vida NR, A.C.
- Campeones de Trompos
- Cáritas de Chihuahua, I.B.P.
- Casa de la Amistad
- Casa Hogar "Niños Siempre Victoriosos"
- Casino "Viva México"
- Centro de Atención Múltiple No. 9 de Coahuila
- Centro de Documentación e Investigación Judío Mex
- Centro de Información y Comunicación Ambiental de Norteamérica A.C.
- Centro Metropolitano para Prevención de la Contaminación y Gestión Integral
- Centro Suma
- Chihuahua Feliz A.C.
- Colaboradores Allux
- Colaboradores e-Group
- Colaboradores FUNO®
- Colegio Hebreo Monte Sinaí A.C.
- Colegio Northridge, a través de Elevadores Schindler, S.A. de C.V.
- Colegio Salesiano
- Colegio Summer Hill
- Comedor infantil Casita de Milagros
- Comisión de Recursos Naturales y Desarrollo Rural (CORENADR)
- Comité de Ayuda a Desastres y Emergencias Nacionales, A.C.
- Comunidad local de Poza Rica, Veracruz
- Con Diabetes Sí Se Puede
- Concert Live Entertainment
- CONFE
- Consejo Americano de Fomento a la Educación (CAFOE)
- Consejo de la Comunicación
- Cruz Roja Mexicana
- Cuatro Ciénegas
- Darenka para niños con cáncer
- Defensores públicos
- Desarrollo Juvenil del Norte
- Desarrollo Integral de la Familia (DIF)
- Dirección de Cultura del Gobierno de Matamoros
- Drogadictos Anónimos
- Ecolana
- Ednica I.A.P.
- Ejército de Salvación
- Enlace Distrofia
- Escuela de Cruz Roja Mexicana Nuevo León
- Escuela Primaria "Isidro Fabela"
- Escuela Tecnológico del Valle
- Fondo para la Paz
- Formadores Mexicanos A.C.
- Fundación ABC
- Fundación Amparo Serrano
- Fundación Cause Ciudadano
- Fundación Daya
- Fundación Escala
- Fundación Figueroa
- Fundación Freedom
- Fundación FUNO®
- Fundación Impulso Talento
- Fundación John Langdon Down A.C.
- Fundación María Ana Mier de Escandón I.A.P.
- Fundación Marillac
- Fundación Mi Angelito
- Fundación Nutriendo para el Futuro
- Fundación para la Asistencia Educativa FAE I.A.P.
- Fundación Teletón
- Fundación Vive un Mejor Azul para México
- FUNED
- Gari Cd.Juárez A.C.
- Gestratégico Kova A.C.
- Greenpeace México

- Mexican National Guard, Guerrero
- Hogar Dulce Hogar
- Huellas de Pan
- The Church of Jesus Christ of Latter-day Saints
- Instituto Mexicano del Seguro Social (IMSS)
- National Electoral Institute of Querétaro
- Instituto Leonardo Bravo, A.C. Plantel Acapulco
- Integración para la Vida (INPAVI)
- Jaco Gallery
- Jimi Cantú
- Junta Municipal de Agua y Saneamiento de Chihuahua
- Juntos por la Niñez
- Juventud, Luz y Esperanza
- La Casa de la Sal, A.C.
- La Gaviota
- La Granjita de Chopos
- Instructora local de Matamoros
- Mariachis de Matamoros
- Medias Naranjas
- Médicos sin Frontera
- Merch Robotix
- Mexicanas Poderosas
- México sin Sordera
- Mi Agency
- Movimiento Congruencia A.C.
- Museo Memoria y Tolerancia
- Mve Partners
- Niños Ramón Guillén
- NMDP México
- Organización Mexicana de Break Dance
- Orquesta Infantil Municipal
- Pablo Taborda
- Pacto por la Primera Infancia
- Patronato Cultural Vizcaya
- Policía Municipal de Playa del Carmen
- Parks Industrial
- Pro Educación I.A.P.
- Pro Empleo
- Procuraduría Federal del Consumidor (PROFECO)
- Programa Adopte Un Talento A.C.
- Programa Nacional Salas de Lectura "Luna Cuenta Cuentera"
- Re.colecto
- Red Banmx Morelos
- Red de Banco de Alimentos CDMX
- Red del Pacto Mundial México A.C.
- Reforestamos México
- Refugio Casa Frida
- Refugio de Animales "Cachorrilandia"
- Reinserta un Mexicano A.C.
- Renovación
- Rescatistas independientes de Ciudad Juárez
- Rossy Salud y Fitness
- Save The Children
- Mexico City Department of Administration and Finance
- Ministry of National Defense (SEDENA)
- Mexico City Secretariat of Economic Development
- Ministry of the Navy
- Ministry of the Navy—School of Search, Rescue, and Diving
- Ministry of Health
- Ministry of Public Health
- Hidalgo State Secretariat of Tourism
- Baja California Secretariat of Labor and Social Development
- Quintana Roo Municipal Secretariat of Public Security
- Chihuahua Municipal Public Security
- Shining México
- Sociedad de Beneficencia Alianza Monte Sinai
- Surfeando Sonrisas
- Techo México
- Tecnológico Nacional de México
- Un Kilo de Ayuda
- Un Mejor Mundo Empieza por Ti
- Unicef México
- Universidad del Atlántico
- Universidad Tecnológica de México
- Universidad Vizcaya de las Américas
- Vuela Sin Límites
- Dance, music and art academies, colleges, companies and schools
- Local and independent artists and talent
- State and municipal governments

260 social initiatives carried out at our properties; +35% compared to 2024

3,170 donations of goods through our properties, supporting 23 organizations and directly benefiting 13,584 people

Through digital spaces in our shopping centers, we helped 16 organizations by publicizing their valuable work in our communities

Social investment

At FUNO®, we are convinced that social investment is a strategic pillar for creating shared value in the communities where we operate. We align our actions with the priorities of our stakeholders and focus our resources on initiatives that promote well-being, economic development, and the strengthening of the social fabric.

We seek to make an impact in health, education, employment, the environment, and sustainable infrastructure, prioritizing groups such as women, children, the LGBTQ+ community, migrants and refugees, as well as single parents.

In 2025, we furthered our social impact strategy based on five pillars:

SOCIAL EMBASSIES (PREVIOUSLY ART GALLERIES)

Temporary loan of a space to promote their cause through art.

SOCIAL INITIATIVES IN PUBLIC SPACES

Management of social and environmental activities directly by the Marketing Manager.

"FUNO® HELPS YOU HELP" CALL FOR PROPOSALS

Annual call for proposals through which organized civil society projects are funded.

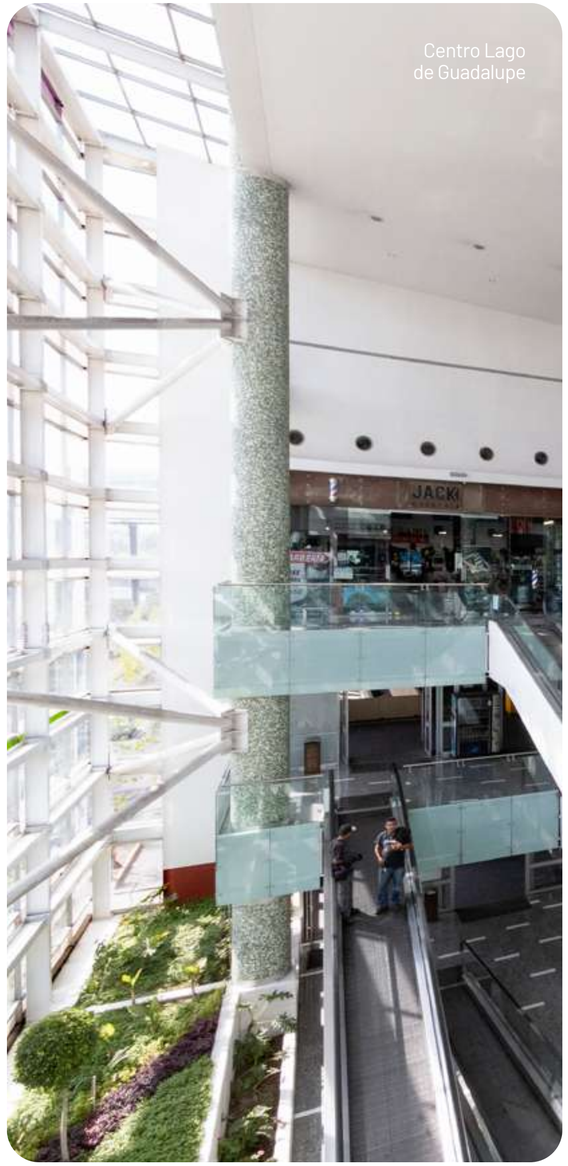
TEMPORARY LOANS OF OFFICES AND SOCIAL RENTALS

Daily rental of properties for events that support the work of CSOs through:

- Workshops
- Awareness campaigns
- Auctions
- Press conferences
- Annual report presentations

IN-KIND DONATIONS AND OUTREACH

Support for organizations with physical and digital space, articles in public spaces, as well as promotion through the social media channels of each property.



Centro Lago de Guadalupe

In these areas, our achievements in 2025 were as follows:

- Awarded 744 educational scholarships at various levels, promoting social mobility.
- Made donations totaling MXN51 million, which helped create 298 jobs nationwide.
- Introduced innovative programs such as social rent, which make decent spaces available to social organizations.
- Strengthened healthcare services by opening a shelter for pediatric cancer patients with Nariz Roja in Chihuahua and donating ambulances and rescue equipment to the Red Cross in Mexico City.
- Promoted environmental initiatives, including reforestation and the development of forest nurseries.
- Promoted well-being and community incorporation through:
  - Sports activities in partnership with PRK to launch the 1st FUNO®–PRK Cup.
  - 11 volunteer events, in which 297 volunteers participated, impacting 19,069 people.
- Activated emergency response mechanisms, set up collection centers in shopping malls, and formed partnerships with specialized organizations such as CADENA and the Red Cross to support affected communities.
- Developed human rights awareness initiatives, with an emphasis on child protection to prevent trafficking, exploitation, and child abuse, such as the temporary exhibition "Infancias en silencio," organized jointly by the Museum of Memory and Tolerance and the Freedom Foundation. Supported by a donation from the FUNO® Foundation, the exhibit welcomed 10,349 children, helping to minimize the risk of abuse.



Portal Lomas Estrella

We finalized our first "social lease" with a CSO, facilitating access to workspaces in highly safe environments, well-connected areas, and all the necessary services

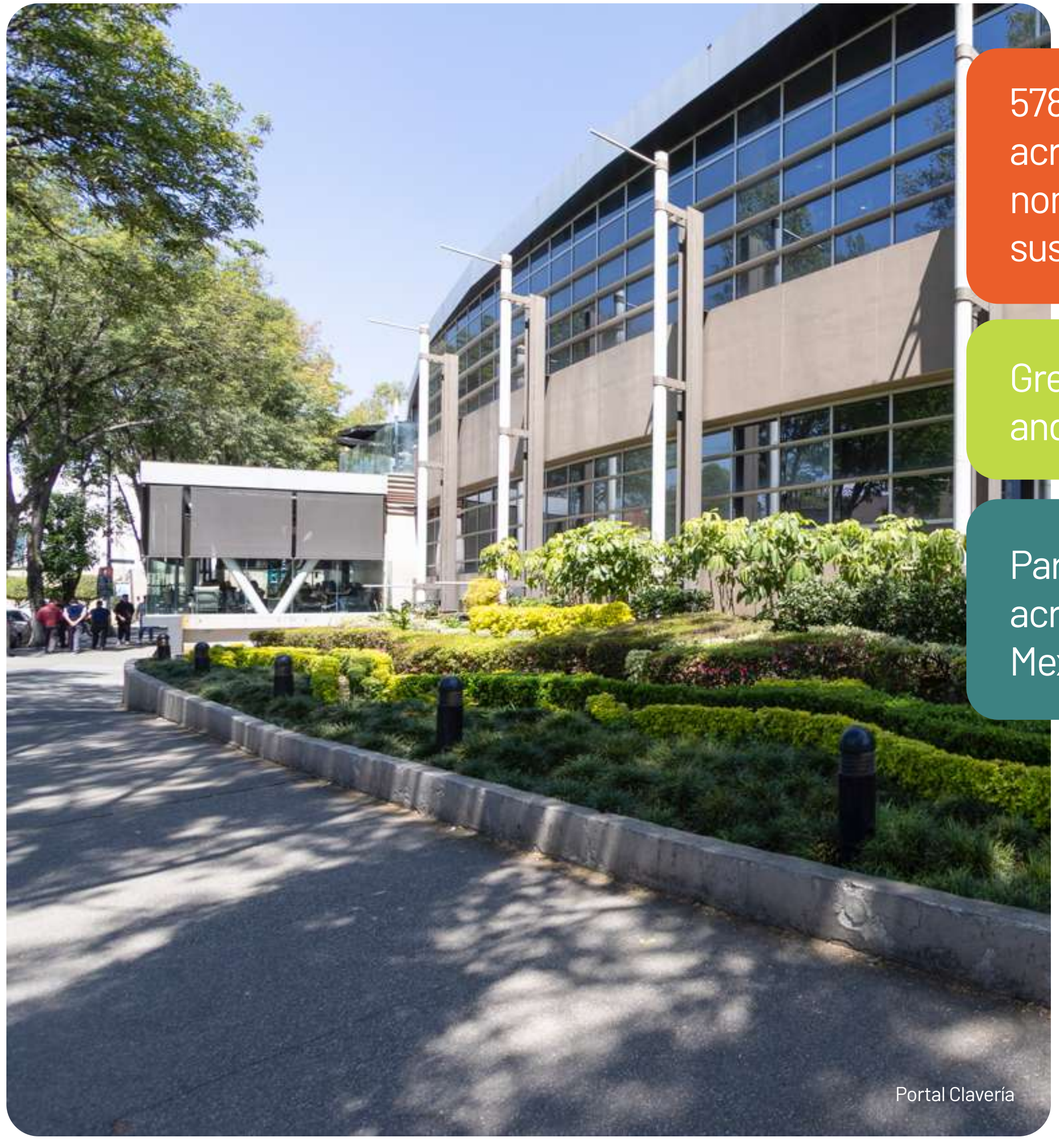
"FUNO® Helps You Help"

The annual "FUNO® Helps You Help" call for proposals is of the main mechanisms for channeling our social investment. We invite civil society organizations to submit their proposals and award grants based on criteria such as impact, sustainability, job creation, and ties to our properties.

We also invite our employees to participate in the project selection, strengthening an organizational culture grounded in social commitment.

The 2025 results were outstanding: a record number of grant proposals were submitted, reflecting the trust of the social sector and our platform's capacity to drive initiatives with significant impact.





Portal Clavería

578 projects received in the call for proposals across five categories: health, education, economic entrepreneurship, environment, and sustainable infrastructure

Greater concentration of initiatives in health and education

Participating organizations from many states across the country, notably Mexico City, Mexico State, and Nuevo León

One of the year's most significant developments was the transition of the art gallery model to "social embassies," turning our properties into venues for cultural, educational, and recreational experiences with a social purpose.

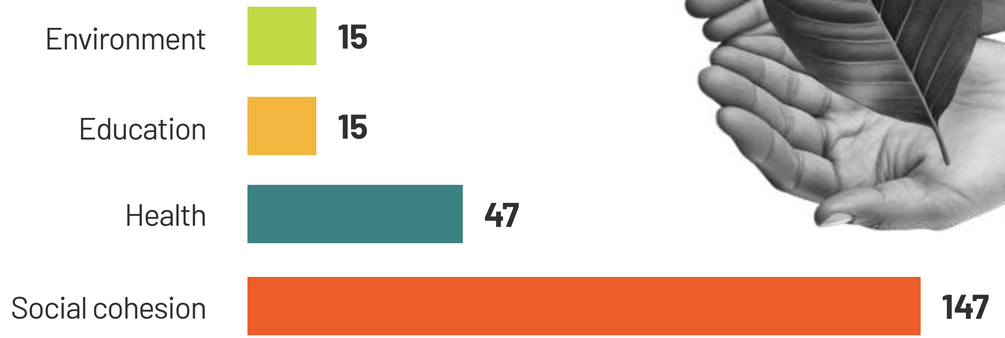
On example is Chido Teka, a free space where young people can learn, express themselves artistically, and develop skills through activities such as reading, sports, and artistic creation, in partnership with *Consejo de la Comunicación*.

In this way, our properties become spaces where stakeholders can enjoy enriching experiences, such as education, social interaction, and community development.

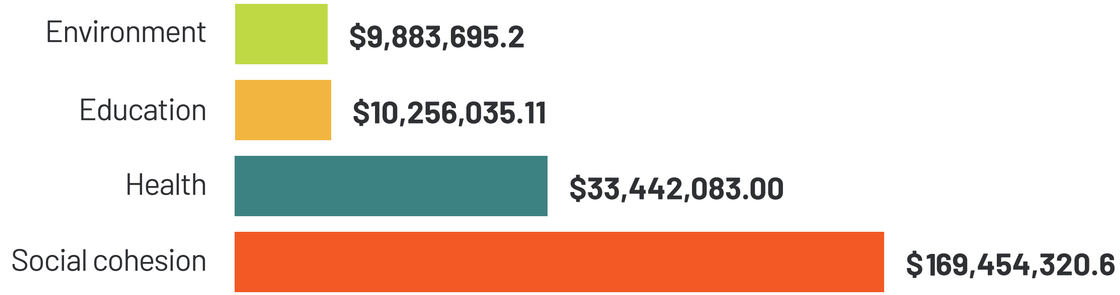
"We're here, listening to our stakeholders to create shared value and transform lives by helping others".
KEYLA CLARA
SUSTAINABILITY



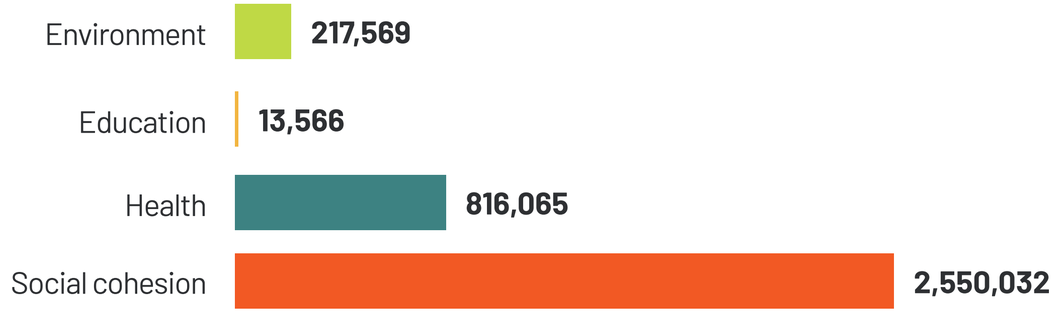
Beneficiary organizations



Investments in direct funding and in-kind donations (MXN)

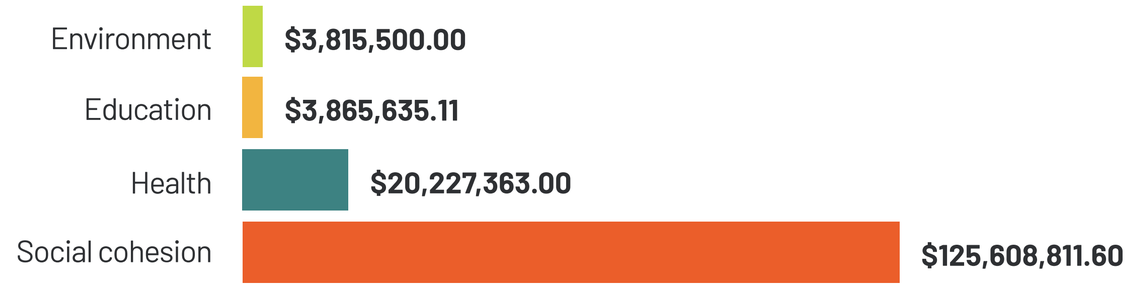


Beneficiaries

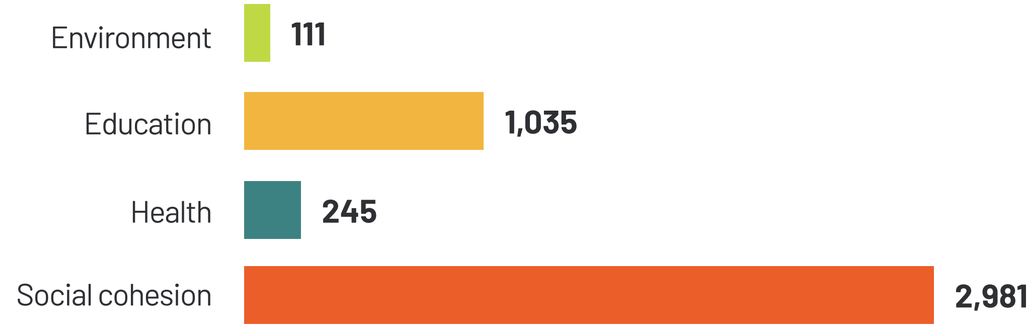


3,597,232 total beneficiaries; +25% vs. 2024

Direct funding (MXN)



In-kind donations





Punta Langosta Cozumel

Charitable donations

Reinserta un Mexicano, A.C.
Creation of a specialized care model for children and adolescents who are survivors of severe violence, providing comprehensive support for their recovery and development.
- Donation: MXN9mn
- Beneficiaries: 91 children and adolescents

Aquí Nadie se Rinde, I.A.P.
Biopsychosocial care for children and adolescents with cancer, including transplants, emotional support, and skills development for their families.
- Grant: MXN3.12mn
- Beneficiaries: 95 people

Fundación John Langdon Down, A.C.
Support for a comprehensive program that strengthens the educational, physical, and social development of people with Down syndrome.
- Donation: MXN3.03mn
- Beneficiaries: 200 people

Amigos de Filantrofilia, A.C. (Women In)
Promoting women's training in sustainability, strengthening capacities in environmental management and resource efficiency.
- Donation: MXN1mn
- Beneficiaries: 200 women

Fundación ABC, I.A.P. / Kardias
Contribution to the sustainability of pediatric cardiovascular surgeries, particularly through catheterization procedures at the ABC Kardias center.
- Donation: MXN5mn
- Beneficiaries: 72 children

Cruz Roja Mexicana, I.A.P. (Naucalpan)
Strengthening disaster response capacity through the expansion and modernization of its collection center.
- Donation: MXN1.39mn
- Beneficiaries: 20,000 people

Programa Adopte un Talento, A.C.
Promotion of the development of scientific skills and critical thinking in children and adolescents from various states.
- Donation: MXN2mn
- Beneficiaries: 4,500 people

Gestratégico Kova, A.C.
Implementation of sanitation solutions using constructed wetlands in rural communities, improving access to clean water.
- Donation: MXN2mn
- Beneficiaries: 3,489 direct

Hábitat para la Humanidad México Mexico, A.C.
Improvement of living conditions at an indigenous shelter in the Sierra Tarahumara, through participatory processes and quality standards.
- Donation: MXN2.12mn
- Beneficiaries: 24 people

Antenas por los Niños, A.C.
Providing psychological therapy for children with complex illnesses, as well as support for their families.
- Donation: MXN2.29mn
- Beneficiaries: 21 people

APAC, I.A.P.
Strengthening comprehensive rehabilitation programs for people with cerebral palsy, promoting their autonomy and inclusion.
- Donation: MXN3.26mn
- Beneficiaries: 700 people

Banco de Tapitas, A.C.
Development of recycling and entrepreneurship workshops that promote the circular economy and revenues among vulnerable populations.
- Donation: MXN285,000
- Beneficiaries: 250 people

Reforestamos México, A.C.
Contribution to the conservation of the monarch butterfly corridor through reforestation, training, and plant production.

- Donation: MXN1.65mn
- Impact: 10,500 trees, 800 people trained, 100,000 plants

Campeones de la Vida NR, A.C.
Construction of a shelter for pediatric cancer patients, facilitating access to treatment and support for their families.

- Donation: MXN4mn
- Beneficiaries: 6,720 people per year

Fundación para la Asistencia Educativa (FAE), I.A.P.
Improvement of the nutritional status of children through food and supplementation programs.

- Donation: MXN450,000
- Beneficiaries: 214 children

Vuela Sin Límites, A.C.
Provision of medications, tests, and medical supplies for pediatric cancer patients.

- Donation: MXN500,000
- Beneficiaries: 50 children and adolescents

AMANC
Support for the continuity of cancer treatment in children and adolescents, providing comprehensive support to their families.

- Donation: MXN2.66mn
- Beneficiaries: 261 people



FUNO® Foundation

Chain of command

FUNO® Foundation Committee

Sustainability Department

Legal Team and Tax Team

Corporate Marketing



STRATEGY

We promote the integral development of the people and communities in which we operate by funding projects that address our priority areas.

Society

We forge alliances with other organizations to support education and contribute to the development of Mexican communities.

Education

Our goal is to advance learning in all trades, from building and operation through spaces for talent development.

Infrastructure

We promote communities' optimum development through sustainable, resilient infrastructure, supporting local economies.

Strategic alliances

Health and Well-being

Inside FUNO®

GRI 3-3, 403-3, 403-4, 403-5, 403-6, 403-7

At FUNO®, we promote well-being as a driving force for the development of our teams and the sustainability of our organization. Therefore, in 2025, we strengthened initiatives focused on physical and mental health, the prevention of psychosocial risks, workplace harmony, and access to benefits that contribute to the quality of life of our employees.

We conducted vaccination campaigns against COVID, influenza, and measles, and organized 65 corporate health fairs. To ensure high-quality healthcare services and accessibility for our staff, we seek to form partnerships with government agencies and reputable health institutions.

Furthermore, to ensure the confidentiality of our employees' health information, we signed a privacy notice and a confidentiality agreement with users, who have access to a unique, online, and private health record that is accessible only to the Human Resources department.



449 people trained in health and safety; 59% women and 41% men

461 hours of training; 1.32 hours on average per employee



Torre Mayor

Throughout the year, we promoted initiatives focused on raising awareness, training, and support, including the implementation of courses and policies for the prevention of violence, harassment, and bullying, as well as the development of specialized content on conflict management. We complemented these initiatives with webinars on key topics such as mental health, leadership, suicide prevention, and comprehensive well-being, as well as internal communication campaigns aligned with relevant dates related to health and benefits.

We strengthened incorporation and a sense of belonging through sports, cultural, and recreational activities, including tournaments, institutional events, and the launch of the 2026 annual well-being program. In addition, we expanded access to benefits through agreements with strategic partners and supported our employees through policies focused on different stages of their lives.

We implemented the Wellness Ambassadors program, which promotes our staff's participation in building a healthy, humane, and collaborative work environment. This initiative comprises six areas of participation:

- Physical health: promoting healthy habits and self-care.
- Mental health: promoting emotional and psychological well-being.
- Sports activities: encouraging physical and recreational activity.
- Agreements and benefits: developing partnerships that expand benefits for employees.
- Integration and events: organizing activities that strengthen team spirit.
- Work environment: fostering a respectful, inclusive, and collaborative atmosphere.

To implement this, we launched an open call to all staff, promoting voluntary participation and internal leadership in wellness initiatives; interested staff submitted their applications via a letter of motivation specifying the area they wish to represent.

Additionally, we held the first FUNO®-PRK Cup at the San Martín Obispo industrial park, with 122 participants in men's and women's categories across various sports disciplines, strengthening incorporation, promoting healthy lifestyles, and utilizing the sports facilities at the FUNO® Center.

SAFETY AND HEALTH INDICATORS

GRI 3-3, 403-1, 403-2, 403-8, 403-9, 403-10

We have a management system in place for the organization and its suppliers.

In 2025, recorded workplace incidents resulted in direct costs of MXN$147,621.33 for employees and the organization. This amount includes expenses arising from measures imposed by authorities, property damage, medical costs, and compensation, among others. 100% of this amount corresponds to accidents involving supplier employees.

Indicator	FUNO® employees	Specialized service providers
Number of accidents	0	39
Number of fatalities	0	0
Disabling injury rate	0	4.55
Work-related fatality rate	0	0
Number of work-related illnesses	0	0
Absence rate	5.03	2.33
Number of total work-hours	829,216	1,713,632



La Isla
Cancún

WELLNESS PROGRAM

GRI 2-16, 2-26

Our organizational culture centers around the well-being of our employees. In compliance with NOM-035-STPS-2018, we have a Psychosocial Risk Program and Policy, which together allow us to identify, analyze, and promptly address potential harm that may arise in the workplace, to ensure safe, healthy, and productive work environments across all our properties.

In 2025, we applied reference guidelines, analyzed the results, and provided feedback. As a result of this exercise, we created 31 action plans for properties found to be at medium, high, and very high levels of psychosocial risk, as well as 27 specific action plans for leaders with trust levels below 70% in the satisfaction survey. As part of this follow-up, we provided feedback to 127 leaders, encouraging them to make improvements in order to strengthen the work environment and trust among work teams.

Furthermore, we held group interventions and received and followed up on complaints related to psychosocial risks, sexual harassment, and sexual abuse. In 2025 we launched a course for all staff members entitled "Safe Space for the Prevention of Violence, Harassment, and Sexual Harassment," completed by 90% of our employees, reinforcing our capacity to address and prevent these behaviors.

Through the Wellness Committee, 8 cases were identified, requiring follow-up and/or specialized attention —4 from corporate offices and 4 from the properties. Of these reports, 20 were received through bienestar@fibrauno.mx and two via the Ethics line. The subjects addressed were negative leadership, negative relations, violence, bullying and sexual harassment, lack of control at work and workloads, along with safety issues.

In 2025, eight cases were channeled for handling through severe stress-care protocols at shopping centers and corporate offices.

We strengthened training in safety health, and well-being through regular sessions held during work hours. Training on psychosocial risks is mandatory, while training in other areas is voluntary; it is managed through our internal platforms, where we track participation and ensure the availability of content. The topics covered this year included: Attention-Deficit/Hyperactivity Disorder (ADHD) in adults; Healthy Minds, Flexible Teams; and the ELSSA IMSS talks series, among others.

61 employees trained in psychosocial well-being; 100% at corporate headquarters and 30% at properties[13]

152 work-hours of training in psychosocial well-being



Pabellón Río de los Remedios

13. This percentage corresponds to administrative positions; training for operational positions will be provided in 2026.



Patio Lincoln

Beyond FUNO®

GRI 3-3

At FUNO®, our commitment to well-being extends well beyond our properties. We provide a timely and coordinated response to situations that affect the communities where we operate through a response model based on proximity and the use of strategic partnerships and our infrastructure, helping communities to face emergencies and strengthen their resilience.

Whenever a natural disaster occurs, we activate a response plan that includes setting up collection centers in our shopping malls, encouraging the community to pitch in by contributing aid. At the same time, we coordinate efforts with specialized organizations such as CADENA and the Red Cross, making our properties fully available to them to operate as logistics and distribution centers.

In 2025, we took such actions in response to flooding in Poza Rica, Veracruz. We set up five collection centers in Mexico City and the Metropolitan Area, where supplies were collected and distributed directly to those affected, benefiting 200 people. We also set up collection points at four properties in northern Veracruz and distributed sanitation kits to the affected population.

Setup of 9 collection centers at properties:
5 in Mexico City and the Metropolitan Area
and 4 in northern Veracruz

Our partnership with expert organizations enabled a swift and efficient response. Our Patio Poza Rica property served as the operations center for the emergency response. Based on this experience, we have established an action plan that will strengthen our response capacity for future events, in line with our commitment to contributing to the community well-being and resilience.

Our tenants

GRI 3-3, 416-1

We're here, earning recognition as the company with the best reputation in the Construction and Infrastructure industry in Merco's ESG Responsibility ranking, for the second year in a row

This reflects a long-term vision of incorporating ESG criteria into every strategic decision and recognizing that the creation of value is also a responsibility.

For the FUNO® family, reputation is not just a badge of honor: it is an asset that is built every day. It means creating a positive impact in the communities where we operate and driving development through standards that strengthen the trust of investors, partners, and society.



Patio Tlaxcala

Tenant Engagement Strategy

At FUNO®, we manage our clients' experience through a centralized model that allows us to maintain consistent service and promptly address tenants' needs across the entire portfolio. Through our national Customer Service department, we coordinate operational requests, facilitate communication between departments, and use digital tools that allow us to track every request, building long-term relationships based on closeness, trust, and responsiveness.

In 2025, we focused our efforts on standardizing processes and enhancing operational efficiency, supporting portfolio growth with clear service guidelines. This allowed us to further standardize the experience across all properties and improve internal coordination to respond in a more agile and organized manner.

Among the year's key achievements are:

- Standardized customer service processes across properties.
- Centralized digital tracking of requests.
- Stronger methods for measuring satisfaction.
- Greater coordination between departments to reduce response times.

Our relationship with those who lease our spaces combines digital tools with close, personal service. Technology facilitates operational monitoring and request management, while direct contact and continuous feedback allow us to identify areas for improvement and implement adjustments in a timely manner.

Likewise, sustainability has become an increasingly important aspect of the experience for our tenants. Initiatives focused on efficient resource use, preventive maintenance, and infrastructure conservation help provide more secure, more functional, and more reliable properties. This strengthens our relationship with companies that consider it a priority to operate in spaces aligned with responsible standards.

During the year, the main issues identified through surveys and customer service channels had to do with:

- General maintenance.
- Preventive maintenance in the rainy season, leaks, and water seepage.
- Renovations and improvements to storage areas.
- Operational and administrative inquiries.
- Requests for documentation regarding industrial parks.

Based on these findings, we strengthened preventive and corrective maintenance, prioritized critical requests, improved response times, and centralized follow-up through our Customer Service department. We also reinforced preventive plans for the rainy season, technical inspections, and priority attention to operational incidents.

We intend to continue strengthening communication channels, standardizing responses, and improving document management for industrial parks, to facilitate access to information, streamline procedures, and provide clearer and faster service to our tenants.

16,812,161.99 sqft (1,561,902.47 m^2) of GLA covered by tenants participating in the survey; 12.44% of the portfolio's total GLA

+4.61% increase in GLA coverage among tenants who leased our spaces and participated in the survey in 2025 compared to 2024

71.8% tenant satisfaction rate



Our supply chain

GRI 2-6, 3-3, 204-1, 308-1, 308-2, 414-1, 414-2

FUNO® manages its supply chain through a procurement framework that prioritizes efficiency, operational continuity, and value creation in every purchase. This process is applied strategically and consistently at the regional and national levels, incorporating key information for decision-making and strengthening commercial terms, delivery times, and risk management—all of which directly contribute to our competitiveness.

Supplier management is focused on strengthening operational performance, ensuring regulatory compliance, and generating sustainable value in every business relationship. To this end, we make it a priority:

- To guarantee that we are supplied with high-quality goods and services.
- To continually update processes for supply planning, negotiations and purchases.
- To build long-term relations with our strategic suppliers that add value.
- Maintain communication based on ethical principles, transparency and equality.
- To identify and mitigate supplier-related risks, ensuring regulatory compliance and operating continuity.

666 active suppliers,
80 of them new

Our supply chain encompasses 30 categories of purchases, distributed into two types of suppliers:

Tier 1
Suppliers of services critical for building operation: security, cleaning, maintenance, and utilities.

Tier 2
Suppliers that provide specialized professional services and other non-critical goods.



Portal D10
Cuernavaca

Our operations are concentrated in Mexico City and the surrounding metropolitan area, along with the Bajío, North, and South regions of Mexico

MXN912mn in supplier payments, 10% to local suppliers

1 supplier accounted for 10% or more of purchases

60 Tier 1 suppliers; 20 of them are critical to our operations

74% of spending was concentrated among the most critical Tier 1 suppliers

546 critical suppliers outside of Tier 1

70 Tier 2 suppliers

30 strategic suppliers[14] accounting for 36% of spending


Plaza Misterios

We have a supplier development program by which we forge long-term relations with our supply chain, raise service quality and build a more competitive supply network. Through this policy, we aim at:

- Creating mutual benefits with a "win-win" approach.
- Improving suppliers' competitiveness, along with the quality of their products and/or services.
- Boost the competitive capacities of strategic industries by strengthening our productive chain.

Through this strategy, we have improved communication with our suppliers, achieved greater operational efficiency, and secured more competitive commercial terms. To ensure the strength of these relationships, we establish clear guidelines from the very beginning of the business relationship. These include checking legal, tax, and operational information to confirm the supplier's capacity and make sure they are in compliance with the law. We then formalize the terms through contracts that set out prices, service levels, and responsibilities.

Once enrolled, suppliers are incorporated into our internal systems to facilitate management and monitoring, and they receive guidance on our processes and standards. We continuously evaluate their performance in terms of quality, delivery times, and compliance, which allows us to maintain high service levels and address any deviations in a timely manner.

14. The services provided by strategic suppliers are: security, cleaning, landscaping, elevators, civil works, pest control, hygiene supplies, wastewater treatment, air conditioning, CCTV, fire protection systems, and marketing.

Supplier selection

GRI 3-3, 407-1 , 408-1, 409-1, 410-1

When selecting our suppliers, we consider various factors relating to their capacity and alignment with our operating needs. These include:

- Area of business
- Track record and experience
- Demonstrable quality of their products or services
- Delivery times
- Cost efficiency
- Innovative capacity and added value

In addition, we monitor their performance through feedback from the departments and users who receive their services.

Furthermore, all vendors must meet environmental, social, and governance (ESG) criteria as an essential part of the selection process, including the following:

ENVIRONMENTAL

Count on:

- Environmental management plan.
- Current environmental certifications.
- Waste management policies.
- Practices for recycling or reuse of products or packaging.
- Monitoring carbon footprint according to recognized standards.

SOCIAL

Comply with:

- Responsible labor practices and decent working conditions.
- Access to social security for its employees.
- Prohibition of child labor throughout their operations.
- Employee training in human rights and ethics.
- Analysis of psycho-social risks.
- Policies on diversity and inclusion.

GOVERNANCE

- Signing of supplier guidelines:
  - Anticorruption clause
  - Alignment with the Universal Declaration of Human Rights
  - Alignment with the FUNO® Code of Ethics
  - Anticorruption and money laundering prevention programs
  - Personal data protection
  - Audits
  - Whistleblower's hotline
- Certification of compliance from tax authority to guarantee correct and transparent payment of taxes.



Plaza Cumbres

We closely monitor risks in our supply chain, and have mapped a number of them, including:

- Possible non-compliance with FUNO® labor practices by security, cleaning and landscaping service suppliers
- Discriminatory acts
- Breach of environmental regulations

We took the following corrective measures in 2025:

- Improved supplier registration process
- Independent audits
- Downsizing supplier portfolio
- Control of requisitions
- Setting of clear performance targets and metrics.

Supplier certification

In recent years, we have worked to design a supplier certification process aimed at ensuring that the services and products we procure meet specific standards, taking into account technical, operational, and compliance requirements, as well as alignment with our ethical and regulatory principles.

In 2025, this process remained in the update phase, as we fine-tuned its scope and formalized its application across the entire organization, so that we can establish uniform criteria for supplier evaluation and management and ensure closer traceability of information within our supply chain.


Patio Texcoco

Supplier Development

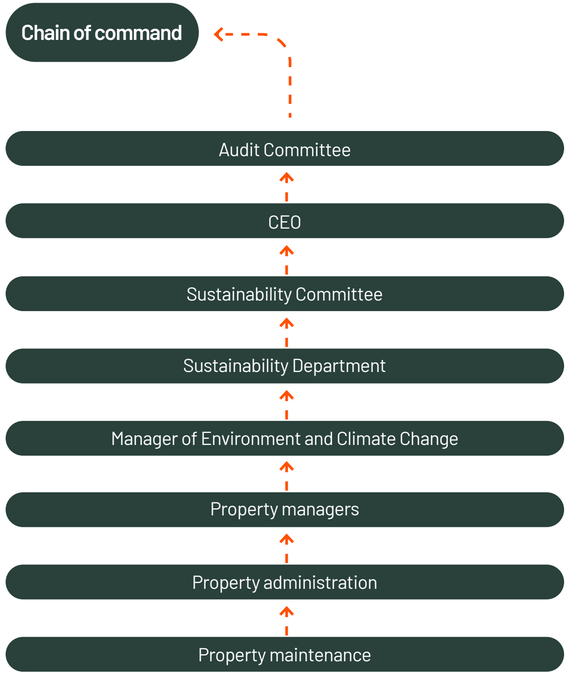
We have initiatives for encouraging the development of the companies that supply us, strengthening their competitiveness and performance, and thereby ensuring an efficient, resilient supply chain aligned with FUNO®'s standards of quality, sustainability, and compliance. Among these actions are:

- Building mutually beneficial relationships under a "win-win" approach.
- Improving the quality of the services they offer.
- Driving strategic industries by strengthening FUNO®'s production chain, promoting direct and efficient communication with suppliers.
- Optimizing costs and ensuring competitive commercial terms.
- Enhancing transparency and traceability to identify bottlenecks and comply with our organization's guidelines.
- Developing risk-based supply chain plans, incorporating scenario analysis and advanced analytics tools.
- Anticipating and managing operational risks to reduce disruptions and downtime.
- Establishing continuous feedback loops that drive improvement and innovation.
- Incorporating sustainable practices throughout the supply chain to reduce emissions, waste, and environmental impacts.

Natural Capital:
efficiency solutions

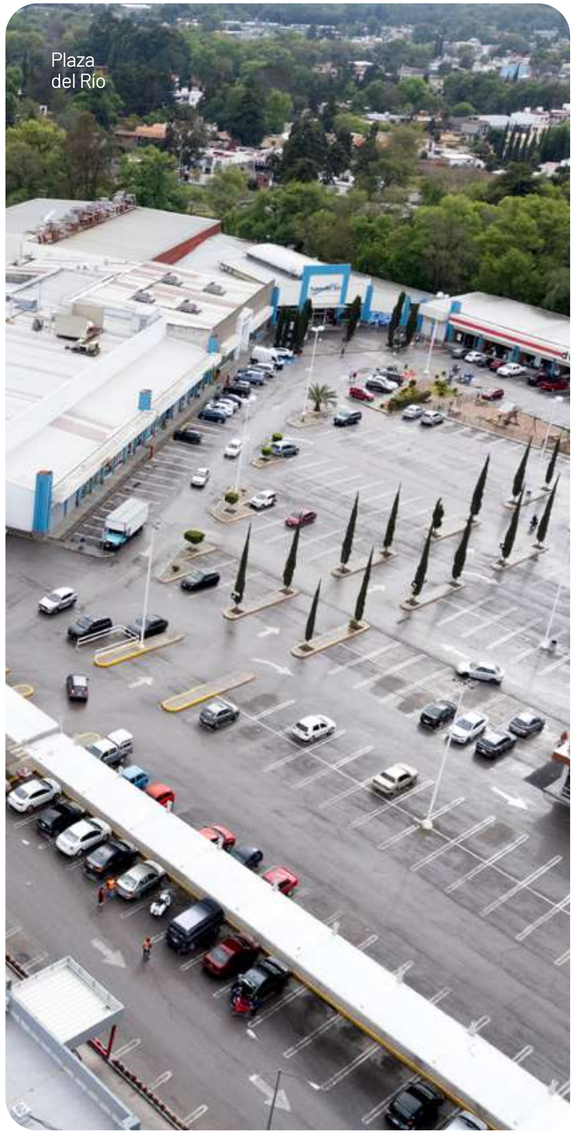


La Isla
Cancún



Goals

Area	Goal	Strategy	Target year
Energy	**Optimize energy consumption**	• Continue replacing light fixtures with LED devices. • Continue installing high-efficiency technology in all our properties. • Monitor the installation of software to measure electricity consumption in our buildings in real time. • Automate lighting systems and escalators. • Continuously monitor electricity consumption and voltage.	2026
	20% renewable energy in our properties	• Continue phasing in solar panel installation in property roofs for on-site power generation. • Seek out renewable energy suppliers with low-risk contracts. • Install equipment and technology compatible with biofuels. • Seek our environmental certification and standards such as ISO 14001, LEED® or EDGE, making renewable energy an integral component of our operations.	2030
Water	**Treat and reuse 30% of our wastewater**	• Conduct inspection and preventive maintenance of facilities to detect and repair leaks. • Install high-efficiency technologies to reduce and optimize consumption. • Install water-efficient fixtures, including toilets, urinals, and water-saving faucets. • Optimize and renovate wastewater treatment plants, ensuring compliance with regulations for wastewater discharge. • Continuously monitor water and energy consumption.	2030


Plaza del Río

Area	Goal	Strategy	Target year
Waste	**Zero trash**	• Continue tenant awareness campaign. • Apply manual and roadmap for waste management. • Classify waste and align metrics. • Optimize management of solid waste and batteries. • Install special containers for recovery and separation of solid waste. • Recycle paper and cardboard in industrial parks. • Use recycled material instead of pine in bench seating. • Continue providing training on waste separation stations at corporate headquarters.	2030
SBTi emissions	**Reduce absolute scope 1 and 2 emissions by 54.6%** **Reduce scope 3 emissions by 32.5%**	• Reduce electrical energy consumption. • Install energy-efficient technologies. • Onsite renewable energy generation. • Zero trash strategy. • Reforestation and maintenance of green areas.	2030
Conservation	**Reforest 50 km of green areas**	• Continue monitoring Barranca de Tarango reservoir in Mexico City. • Regenerate traditional floating-island farms and clean canals in Xochimilco, Mexico City. • Reforesting activities in the San Pablo Oztotepec forest in Milpa Alta, Mexico City, and the monarch butterfly biological corridor in Michoacan and State of Mexico.	2030
Certifications	**Certify 47.4 million sqft (4.4 million m²) by LEED®, BOMA or EDGE = 37.7% of GLA**	• Retrofit assets. • Remodeling and repairs. • Install more efficient lighting technology. • Optimize vertical transport. • Design spaces with natural lighting. • Adjustments to allow for natural ventilation. • Provide tenant training. • Introduce new waste collection and separation practices. • Introduce operating practices.	2030

Energy management and efficiency

GRI 3-3, 302-1, 302-2, 302-3, 302-4, 302-5, CRE1

At FUNO®, we have an energy policy that guides the efficient management of our properties and our decarbonization strategy, in line with international standards and the Paris Agreement. As part of this commitment, we have established science-based targets (SBTi) that aim to reduce absolute Scope 1 and 2 emissions by 54.6% and Scope 3 emissions by 32.5% by 2032, with the goal of achieving net-zero emissions by 2050.

Our efforts in this regard focus on optimizing energy consumption, incorporating more efficient technologies, and accelerating the transition to clean energy sources. This is complemented by seeking property certifications under standards such as LEED® and EDGE, which demonstrate to their energy performance and strengthen transparency in management. Likewise, we partner with our tenants to work on developing internal capabilities, recognizing that energy efficiency is a shared effort across the entire value chain.

At the same time, we incorporate actions aimed at offsetting emissions through ecosystem restoration and carbon capture projects, as part of a comprehensive strategy that combines reduction, efficiency, and mitigation. In doing so, we are moving toward a more resilient portfolio, aligned with a low-carbon economy and with positive impacts on the natural environment.

2025 Initiatives

ENERGY OPTIMIZATION AND EFFICIENCY:

- Automation and real-time monitoring of energy consumption in buildings.
- Replacement of lighting systems with LED technology across various segments of the portfolio.
- Modernization of HVAC systems to improve thermal efficiency.
- Installation of capacitor banks to optimize power factor.
- Sub-metering for more precise control by area.

TRANSITION TO RENEWABLE ENERGY:

- Installation of solar panels on strategic properties.
- Acquire 100% certified renewable electricity to reduce indirect emissions.

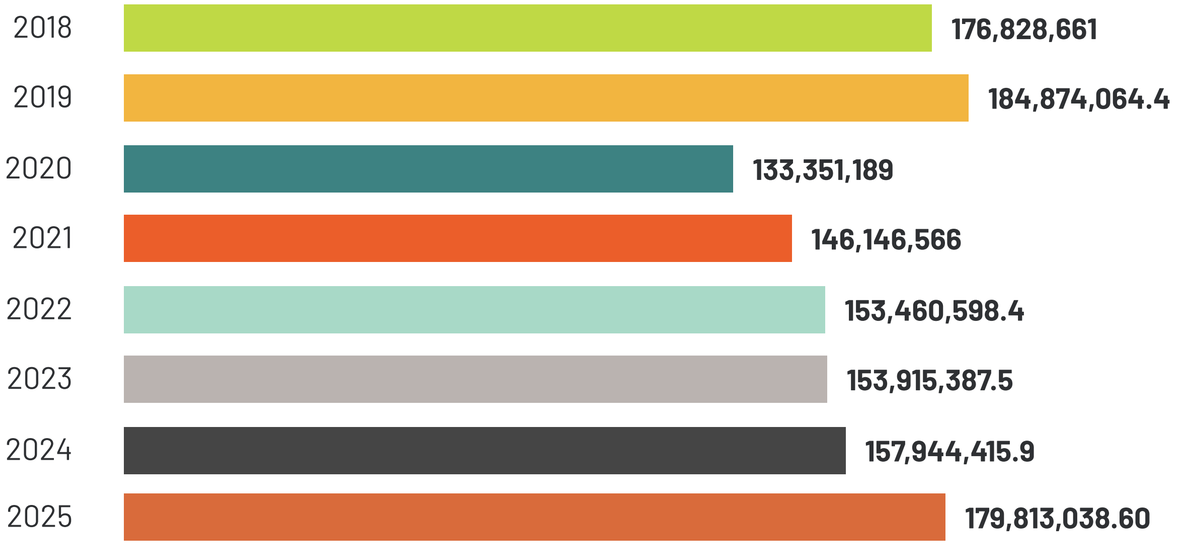
ENERGY MANAGEMENT AND GOVERNANCE

- Continuous monitoring of electricity consumption and generation of systematic reports.
- Internal training and development of operational guidelines on energy efficiency.
- Work together with tenants to promote energy-saving practices and responsible energy use.

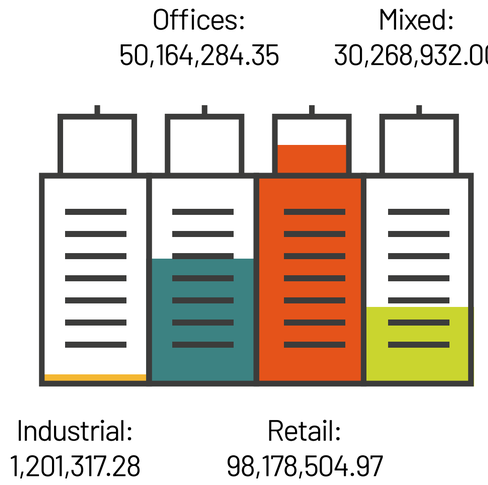
In 2025, we focused efforts on:

- Prioritizing investments in energy efficiency, building retrofits, and automation.
- Expanding the certification of our properties under LEED® and/or EDGE standards by 2027.
- Strengthen operational transparency through monitoring, reporting, and training of internal teams and tenants.
- Advance on the Net Zero path, with certified reduction targets and offset strategies.

Electricity consumption (kWh)



Energy consumption by portfolio (kWh)

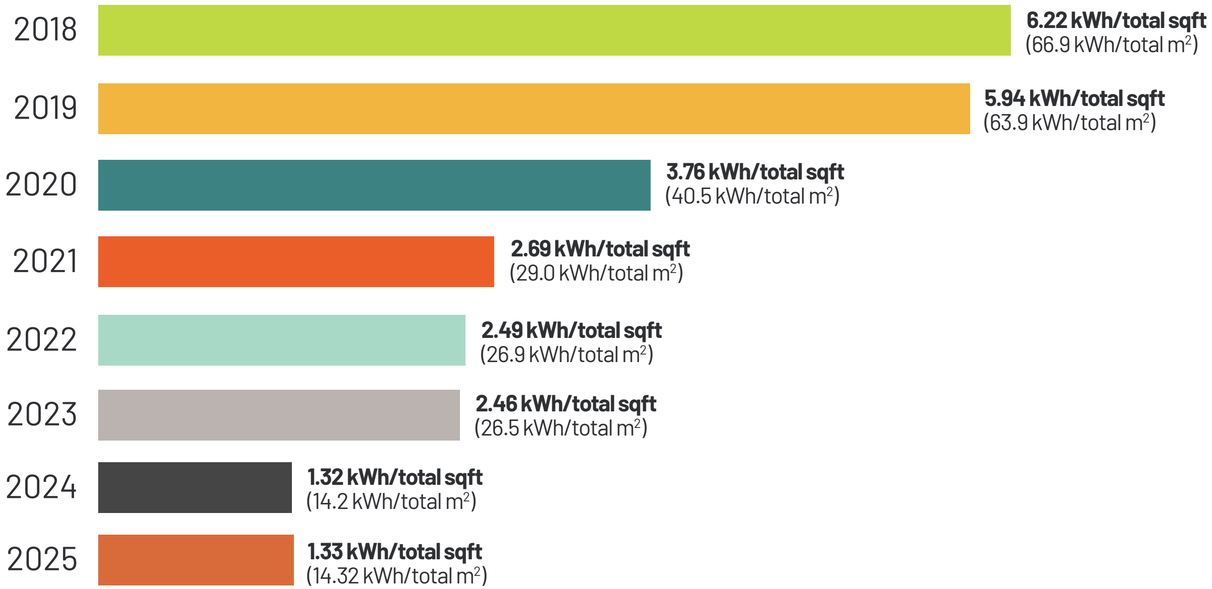


17,764,653.00 kWh of electricity consumed under the Jalisco Business Climate Alliance; energy intensity of 2.15 kWh/sqft (23.17 kWh/m^2)


Patio Valle de Chalco

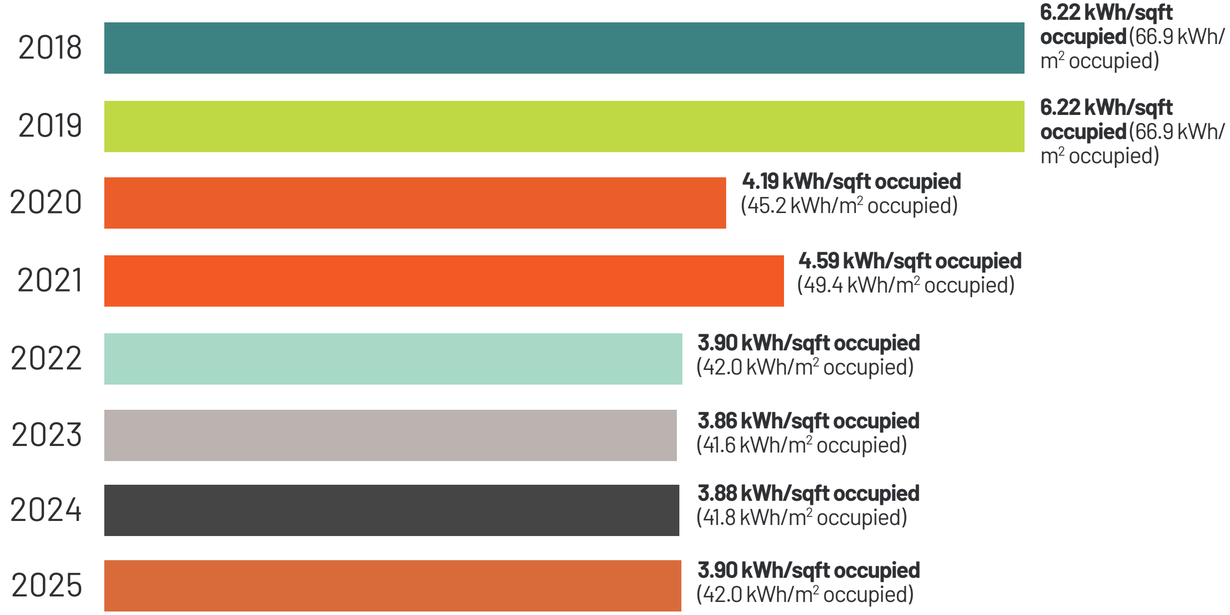
Notes:
- In 2025, we consumed 179,813,038.60 kWh of electricity, an amount that corresponds to the properties over which FUNO® has operational control (82,175,280.93 sqft of GLA, equivalent to 7,634,340.80 m^2). Additionally, 114,174,823.86 kWh were consumed in properties managed by outside parties.

Overall energy intensity



-78.6% in overall energy intensity vs. 2018

Energy intensity related to syndicated revolving sustainability-linked loan



-37.22% in energy intensity related to sustainability-linked credit vs. 2018

MXN 734.8mn invested in energy eco-efficiency strategies

Fossil fuel and electricity consumption 2025

Fuel	Properties operated by FUNO® (GJ)	Properties operated by others (GJ)
Diesel	1,948.65	373.80
LP Gas	906.94	0.52
Natural Gas	2,476.50	11,313.95
Gasoline	101.04	1,162.87
Electricity	644,537.80	411,026.08
Electricity from renewable sources	2,783.96	0
Total	**652,754.90**	**423,877.22**

Note: FUNO® generated a total of 773,329.32 kWh of renewable energy in 2025, equivalent to 2,783.96 GJ. 100% of this was used for electricity.

-44.19% less energy consumed from fossil fuels vs. 2019 as a result of FUNO® actions

Energy consumption in the value chain

Energy consumed within the organization:
652,754.90 GJ

Energy consumed outside of the organization:
423,877.22 GJ

Energy intensity:

Within the organization:
2.35 kWh/sqft occupied
(25.33 kWh/m^2 occupied)

In the downstream value chain:
3.75 kWh/sqft occupied
(40.37 kWh/m^2 occupied)



Patio Revolución

Water stewardship

GRI 3-3, 303-5, CRE2

SASB IF-RE-140a.2, IF-RE-140a.3, IF-RE-140a.4, IF-RE-410a.2

The progress we have made at FUNO® in water stewardship has resulted from a combination of infrastructure investment, the adoption of innovative technologies, and operational discipline. We have optimized drainage systems, implemented stormwater harvesting solutions, and strengthened monitoring and preventive maintenance protocols to prevent leaks.

Currently, we have wastewater treatment plants (WWTPs) at some of our properties, which allows us to reuse water and move toward more efficient water cycle management on our properties.

In 2025, FUNO® withdrew 5,113,279.19 m^3 of water, 44.93% of which was consumed in zones of high or very high water stress, equivalent to 2,297,402.61 m^3, over a surface area of 70,694,047.52 sqft (6,567,698.28 m^2).

2025 initiatives

- Continuously monitor water consumption in buildings.
- Install efficient, water-saving plumbing fixtures—toilets, urinals, and faucets.
- Conduct regular inspections and preventive maintenance of systems to detect and patch leaks.
- Install additional sub-meters to improve consumption monitoring and control.
- Bring in high-efficiency technologies that optimize water use.
- Install on-site wastewater treatment and reuse systems—for sanitation and irrigation.
- Optimize and repair wastewater treatment plants (WWTPs), ensuring compliance with regulations for wastewater discharge.

Water consumption by source (m^3)



Tanker trucks
627,518.68 · 12.3%

Municipal water
2,204,214.82 · 43.1%

Ground wells
2,281,545.69 · 44.6%

Notes:
- This data corresponds to all of the properties under our operational control, equivalent to a GLA of 79,192,340.10 sqft (7,357,216.26 m^2)
- In properties operated by others, we recorded an additional consumption of 1,083,840.87 m^3 of water, 133,218.78 m^3 of it municipal water, 855,575.33 m^3 from tanker trucks, and 95,046.76 m^3 from ground wells.

Total m^3 withdrawn by portfolio

Offices: 411,004.39

Mixed: 2,532,386.62



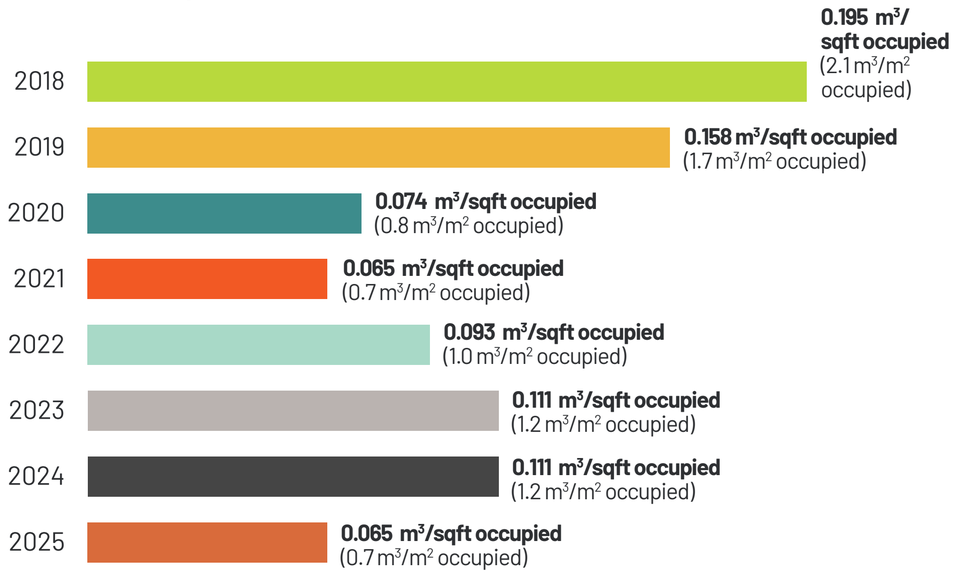
Industrial: 109,173.97

Retail: 2,060,714.21

-10% reduction in water withdrawals from 2018

We have reached 41.13% of our goal of treating 30% of our wastewater

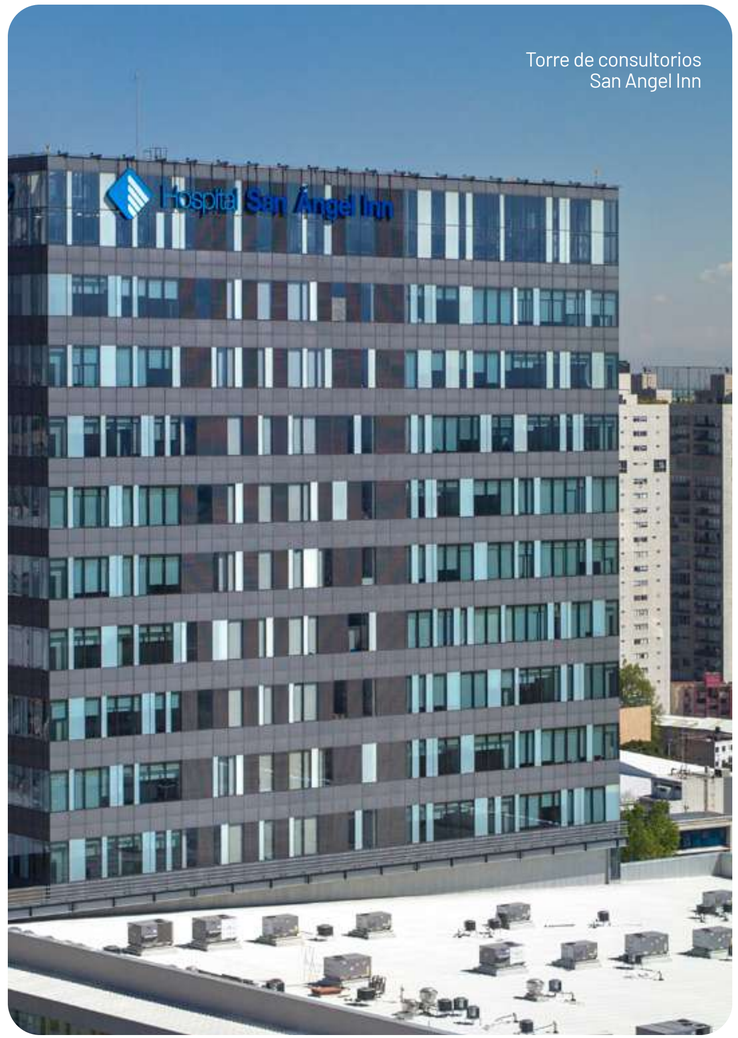
Water intensity



-63.8% reduction in water intensity from 2018

66 WWTPs in our portfolio*

580,570.12 m^3 of treated water, equivalent to 11.35% of water withdrawals**



Torre de consultorios San Angel Inn

*56 WWTPs under our operational control.
**Another 48,730.9 m^3 of wastewater was treated in properties operated by others, equivalent to 4.50% of the water withdrawals of these properties.

Waste management

GRI 3-3, 306-3, 306-4, 306-5

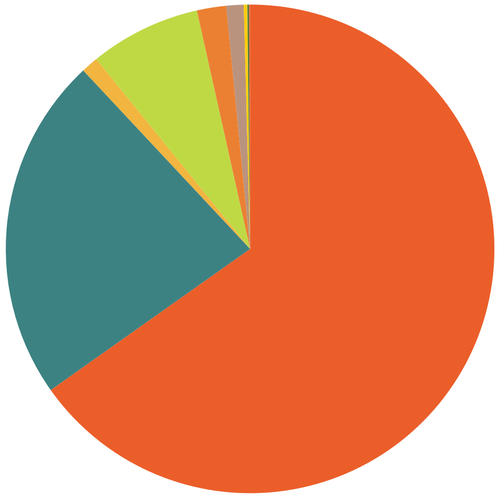
In 2025, 22,729.86 metric tons of waste were generated in FUNO®-operated properties.

1,642.70 metric tons of waste were used, recycled or sold, equivalent to 7% of the total.

2025 Initiatives

- Strengthen waste management awareness campaigns for tenants.
- Continue company-wide training on the proper use of recycling stations.
- Develop partnerships with various industries for the recycling of paper, cardboard, organic waste, and grease.
- Work together with key tenants to ensure proper separation at the point of generation.
- Ensure that waste collection providers have the necessary authorizations.
- Introduce the use of biodegradable bags in buildings.
- Promote textile recycling in properties equipped with *Recolecto* containers.
- Ensure the proper separation and disposal of medical waste.
- Promote environmental culture among employees.
- Install a weighing scale as a pilot project in a shopping center to verify feasibility.
- Strengthen specialized recycling initiatives, such as the chopstick program in partnership with Chop Value.

Waste generated (metric tons)



- **Non-recyclable inorganic:** 14,818.43
- **Organic:** 5,191.75
- **Sanitary:** 256
- **Paper and cardboard:** 1,668.88
- **PET-Plastic:** 440.44
- **Glass:** 260.73
- **Cans and aluminum:** 44.59
- **Tetrapaks:** 0.90
- **Electrical and electronic devices:** 7.75
- **Hazardous:** 24.68
- **Other recyclable materials:** 15.70

Notes:
- 93% of the waste generated was directed to disposal.
- The data refer only to waste generated in FUNO®-operated office, retail and mixed properties.



Portal Vallejo

Climate Change Strategy

GRI 3-3

At FUNO®, we are moving forward with a climate change strategy that makes decarbonization an integral component of our decision-making process. In 2025, we advanced our long-term roadmap, aligned with the Paris Agreement, toward our goal of net-zero emissions by 2050. This vision considers the climate impact of the entire portfolio, incorporating actions ranging from the design, construction, and modernization of properties to their daily operation.

This strategy is embodied in specific actions to reduce emissions from our operations. In 2025, we strengthened energy efficiency through automation and consumption monitoring, sub-metering for more precise management in collaboration with our tenants, and the replacement of lighting and air conditioning systems with high-efficiency technologies. This has enabled us to reduce emissions intensity, in line with the targets validated by the SBTi.

Likewise, we are driving the transition toward the use of energy from renewable sources, which involved installing solar energy systems in various types of properties and acquiring clean electricity from certified suppliers, with the aim of reducing the carbon footprint associated with energy consumption in our portfolio.

We recognize that some emissions, such as carbon embedded in materials, are difficult to eliminate in the short term, so we continue to develop offset initiatives aligned with international standards, prioritizing ecosystem restoration and conservation projects in Mexico that provide additional environmental and social benefits to local communities.



Punta Langosta Cozumel

Finally, FUNO®'s climate strategy is supported by governance, transparency, and sustainable financing mechanisms that ensure its viability and implementation. We have strengthened climate reporting through platforms such as CDP, are making progress in certifying our environmental management system under standards such as ISO 14001, and are linking these climate commitments to investment decisions through instruments such as green bonds. With all of this, we are steadily working toward an orderly transition to a low-carbon economy, integrating climate action as a driver of long-term value creation.

CASE STUDY: PROMOTING SUSTAINABLE MOBILITY

As part of our decarbonization strategy and in partnership with an electric vehicle charger provider, at FUNO® we are driving the transition toward cleaner mobility by installing electric vehicle chargers at our properties.

With this initiative, we aim to facilitate access to a reliable and strategically located charging network, eliminating one of the main barriers to the adoption of electromobility: the availability of charging points. By integrating this infrastructure into our assets, we help reduce emissions from the transportation sector—one of the main sources of CO_2—and position our properties as spaces that foster a more sustainable urban ecosystem, keeping pace with the growing demand for low-carbon mobility solutions from tenants and visitors.

We have set specific goals for 2025–2026 in our shopping center and office portfolios.



2025–2026 GOALS

- Install an average of 5 charging hubs per month in shopping centers and offices.
- Reach 64 installed charging points by the end of 2026 across 9 states in Mexico.

TOTAL PROJECTED INSTALLATION OF CHARGING STATIONS

64 CHARGING POINTS
Average of 6 to 8 chargers per site

321 TO 519 TOTAL
chargers installed

RETAIL PORTFOLIO
Average chargers per site 6-8:
- Semi-fast: 2
- Fast: 4-6

OFFICE PORTFOLIO
Average chargers per site 2-3

The installation of chargers in the commercial and office portfolios depends on technical criteria in accordance with the requirements of each:

SHOPPING CENTERS
- Considers the installation of semi-fast and fast chargers.
- Requires technical feasibility.
- High user traffic and turnover imply the need for fast charging.

OFFICES
- Consider semi-fast chargers.
- Assumes an average stay of 8 hours, so AC (alternating current) chargers are required.
- The number of chargers depends on demand for usage.

We have 102 electric vehicle chargers installed across 16 properties, and our goal is 519 chargers across 64 properties by 2027

TCFD Recommendations

FUNO® continues its work on incorporating the recommendations of the Taskforce on Climate-related Financial Disclosures into management and decision-making, through actions that reinforce climate governance, transparency, and the alignment of sustainability with our FIBRA's financial and operational strategy.

1. Climate Oversight and Governance

The Technical Committee and the Sustainability Committee oversee ESG issues and risks related to climate change. Senior management is actively involved in integrating sustainability criteria into corporate strategy and business decision-making.

2. Integration of climate criteria into strategy

FUNO® recognizes sustainability as a core element of our business strategy. We incorporate climate criteria, energy efficiency, and environmental performance into decisions related to investment, operations, development, and portfolio expansion.

3. Climate Policies and Management

We have internal policies focused on climate and environmental management, which are regularly reviewed to strengthen their implementation and ensure alignment with our long-term objectives and commitments.

4. Transparency and Disclosure

We publish an annual ESG report, in which we describe our progress on certifications, energy efficiency, climate targets, and environmental performance, including targets validated by the Science Based Targets initiative (SBTi). We also participate in international initiatives such as the United Nations Global Compact, which reinforces our commitment to transparency and accountability.

5. Sustainable Finance

100% of the debt issued by FUNO® is linked to sustainability criteria, which allows us to align ESG performance with financing conditions and reinforce our long-term strategy.



Portal San Ángel

Carbon footprint management

GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, CRE3

We calculate our carbon footprint on the basis of the following data:

- **Operation of properties in the various business portfolios.**
- **Sources of carbon emissions, such as:**
  - Electricity consumption
  - Diesel consumption
  - Natural and LP gas consumption
  - Gasoline consumption
  - Refrigerants
  - Business travel
  - Commuting
  - Waste disposal
- **Other factors such as**
  - Portfolio
  - Climate conditions
  - Building design
  - Construction materials used
  - Number of visitors
  - Tenant practices
  - Energy sources


Terraza Pedregal

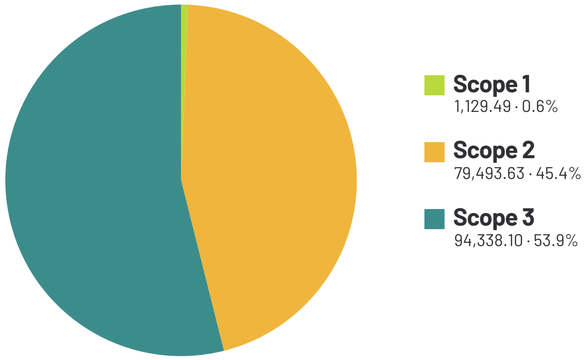
Climate footprint and Net Zero path targets

Scope	Emission sources	Net zero targets	Progress as of close of 2025	Target year or commitment
Scope 1	Fuel and refrigerant consumption by operators	Reduce absolute Scope 1 and 2 GHG emissions by 54.6% by 2032 compared to the 2019 baseline	-15.61%	2032
Scope 2	Electricity consumption			
Scope 3	Fuel and electricity consumption by tenants	Reduce absolute Scope 3 GHG emissions by 32.5% by 2032 compared to the 2019 baseline	Expanded coverage of tenant information	2032

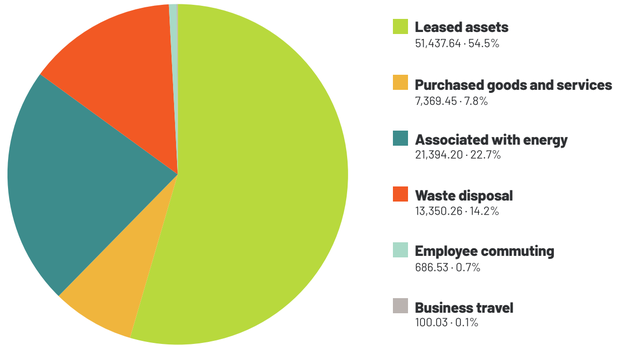
2025 Initiatives

- **Increase the energy efficiency of properties by:**
  - Replacing lighting with LED fixtures.
  - Automating equipment and lighting.
  - Purchasing energy-efficient equipment.
- **Building environmental culture among employees.**
- **Energy transition plan involving the gradual replacement of fossil fuels with renewable energy sources.**
- **Supplier management that requires ESG criteria in the supply chain.**
- **Establishing schedules for turning lights and high-energy-consumption equipment on and off according to the season.**
- **Renovation and modernization of HVAC equipment, cooling systems, and vertical transportation systems.**
- **Installation of motion sensors and natural light systems in properties.**
- **Use of Building Management Systems (BMS).**

Emissions (metric tons of CO_2e)



Breakdown of scope 3 emissions by category (metric tons of CO_2e)



Note. Our Carbon footprint is made up of the following sources of emissions:
Scope 1: Consumption of fossil fuels, refrigerant gases and emissions produced by our wastewater treatment plants.
Scope 2: Consumption of electrical energy.
Scope 3: The total corresponds only to the audited categories (Leased assets, goods and services acquired, associated with energy use, waste disposal, employee commuting, business travel and independently operated assets).

In 2025, we emitted
80,623.1
metric tons of CO_2e[15]

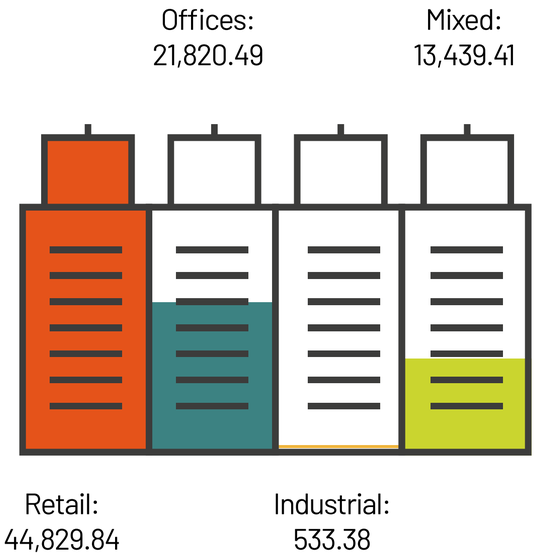
Emissions down
-15.61%
against 2019 baseline

15. Includes Scope 1 and 2 emissions.

By source and type of GHG (scope 1 and 2)

Source	CO_2 (metric tons of CO_2e)	CH_4 (metric tons of CO_2e)	N_2O (metric tons of CO_2e)	HFC (metric tons of CO_2e)	Total (metric tons of CO_2e)
Electricity	79,493.6	-	-	-	**79,493.6**
Diesel	144.40	0.16	0.31	-	**144.87**
Natural gas	138.93	0.07	0.07	-	**139.06**
Gasoline and NAFTAS	7.00	0.01	0.02	-	**7.03**
LP gas	57.23	0.03	0.02	-	**57.28**
Refrigerants	-	-	-	781.25	**781.25**
Total	**1,128.81**	**0.27**	**0.42**	**781.25**	**80,623.1**

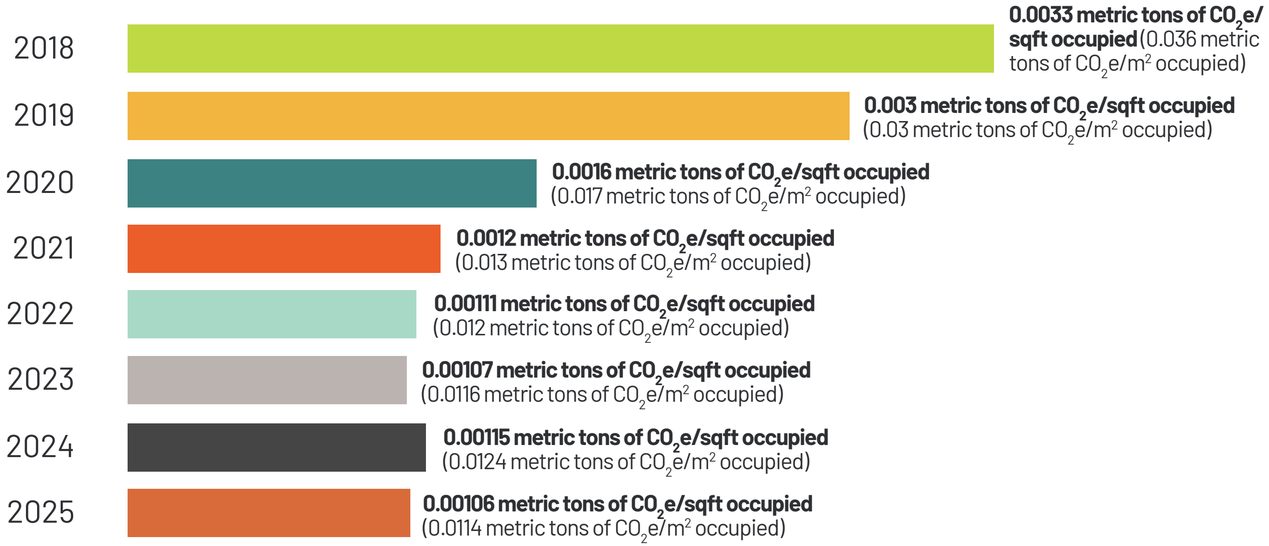
Emissions by portfolio (metric tons of CO_2e)





Centro Maya

Emissions Intensity



Note: Our emissions intensity includes only Scope 1 and 2 emissions.

Emissions intensity **0.00106 metric tons of CO_2e /sqft occupied** (0.0114 metric tons of CO_2e/m^2 occupied)

7,894.31 metric tons of CO_2e emitted under the Jalisco Business Climate Alliance; **0.00109 metric tons CO_2e/sqft** (0.0118 metric tons of CO_2e/m^2 occupied)

SBTi and the path to Net Zero

In 2023, FUNO® became the first Mexican FIBRA to have its short-term GHG emissions reduction goals validated by the Science-Based Targets Initiative (SBTi), a milestone that reaffirmed our commitment to climate action and a science-based transition.

In joining this initiative, we made technical and transparency commitments that ensure our climate targets are aligned with global mitigation scenarios compatible with the 1.5°C limit. This ranges from setting reduction goals and implementing operational strategies to regularly reporting on progress and results.

Our SBTi targets for 2032 include:

- Reducing scope 1 and 2 absolute emissions by 54.6%.
- Reducing scope 3 emissions by 32.5%.

Both targets use 2019 as the baseline year and require a gradual transformation of the portfolio's environmental management, including energy efficiency, the transition to renewable energy, property retrofits, and property certification under international standards.

Beyond strengthening our environmental performance, this commitment reinforces FUNO®'s leadership in an industry historically characterized by high energy consumption and emissions, with decarbonization incorporated as part of our long-term strategy.

Goals on our path to Net Zero

Scope	Short term	Medium term	Long term
Scope 1	Feasibility analysis for converting fuel-powered equipment to electric equipment	Gradual replacement of fuel-powered equipment with electric equipment.	100% of the equipment used is electric.
Scope 2	Installation of solar panels on properties.	Installation of solar panels on properties and purchase of renewable energy from the grid.	Installation of solar panels on properties and purchase of renewable energy through the grid.
Scope 3 (upstream)	• Promotion of corporate transportation as a measure to reduce emissions. • Reduction of air travel to strictly necessary trips	Promotion of corporate transportation as a measure to reduce emissions.	
Scope 3 (downstream)	Inclusion of a green clause in tenant contracts; increased reporting of environmental data by tenants.	Partner with tenants on initiatives to reduce environmental impacts.	Integrated management of impacts generated by FUNO® and tenants.

Industrial Capital: Our portfolio's resilience

Certified portfolio

GRI 3-3, 416-1, CRE8

SASB IF-RE-130a.5

We are firmly committed to creating environmental and social value wherever we operate, which is why we devote ourselves to building more sustainable cities. We create spaces that contribute to our tenants' growth and productivity, incorporating ESG practices throughout the entire property lifecycle—from design, development, construction, and acquisition, through to operation, maintenance, and eventual divestment.

In 2025, we continued our portfolio certification efforts, increasing the number of certified square meters by 34.9% compared to the previous year under international standards such as LEED® and EDGE. In the year, we obtained 33 new certifications and made progress on the recertification of three properties, meaning that currently 30.3% of our portfolio holds some form of certification.

This translates into optimized performance of our properties, including greater efficiency in energy and water consumption, as well as improved indoor environmental quality and operational conditions, thereby consolidating a more efficient, resilient portfolio that conforms to international best practices.



Patio
Ayotla

40,977,735.78 sqft certified
(3,806,959.91 m² certified),
equivalent to 30.3% of our total GLA

CASE STUDY: ALAÏA GUANAJUATO CERTIFICATION

In 2025, our Alaïa Guanajuato property obtained EDGE certification. The savings achieved represent the efficiency of a building with the same characteristics as Alaïa Guanajuato compared to a conventional building.

STRATEGIES APPLIED



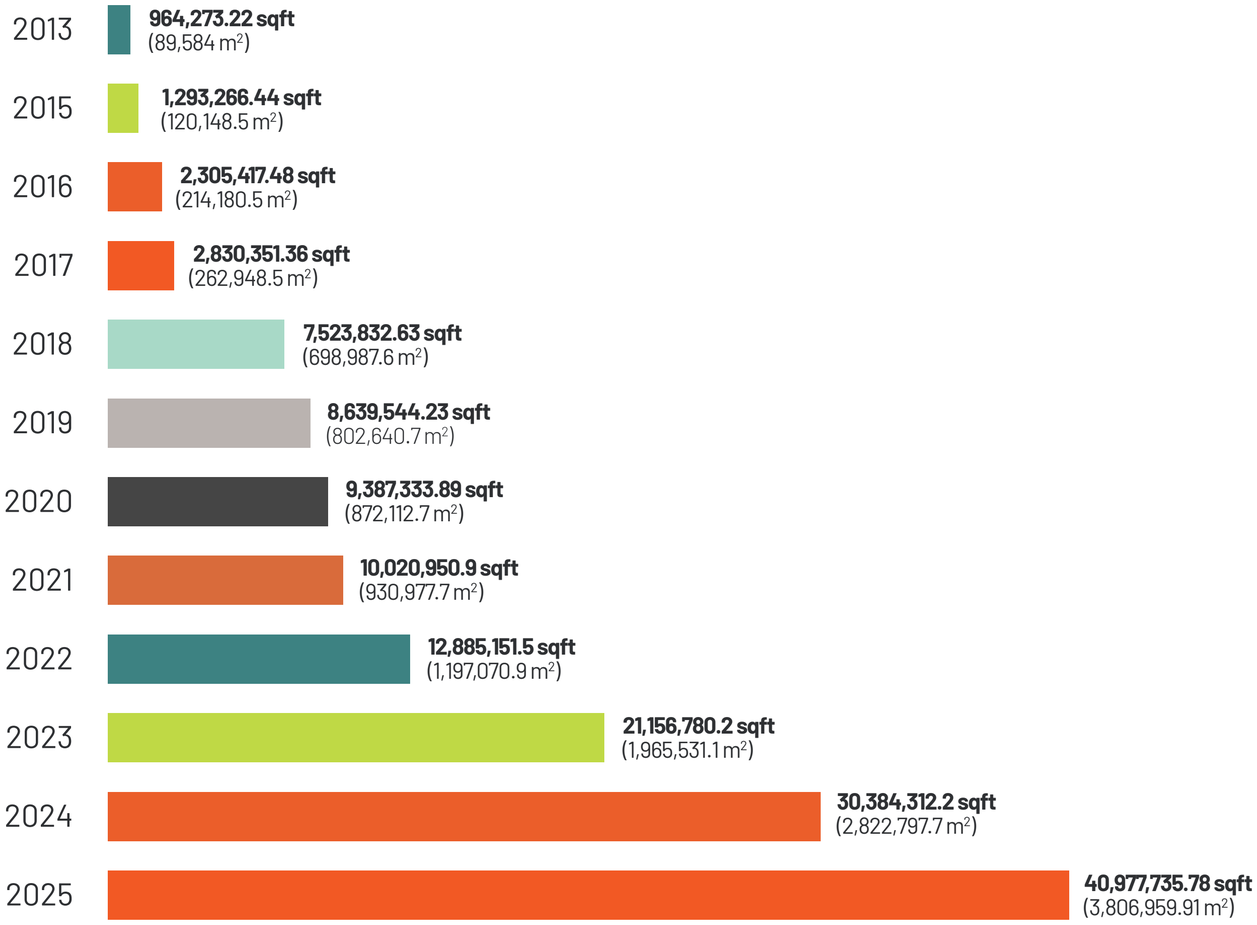
Alaïa Guanajuato

ENERGY SAVINGS: 29%
- Reflective roof
- Roof insulation
- Floor slab insulation
- Exterior wall insulation
- Energy-efficient glazing
- Efficient cooling system

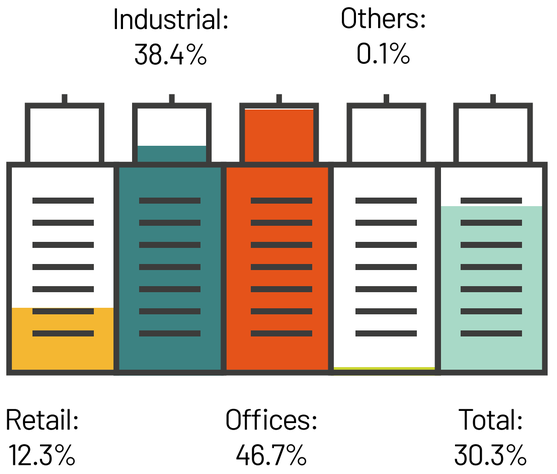
WATER SAVINGS: 22%
- Low-flow showerheads
- Low-flow bathroom faucets
- Efficient toilets
- Efficient urinals
- Low-flow kitchen faucets

EMBODIED ENERGY
- Floor slabs | Reuse of existing material
- Mezzanine construction | Reuse of existing slab
- Floor finish | Reuse of existing finish
- Roof construction | Reuse of existing roof
- Exterior walls | Reuse of existing walls
- Interior walls | Reuse of existing walls
- Window frames | Reuse of existing frames
- Window glass | Reuse of existing glazing
- Ceiling insulation | Fiberglass

Cumulative certified area



Percentage of certified sqft (m²) by portfolio

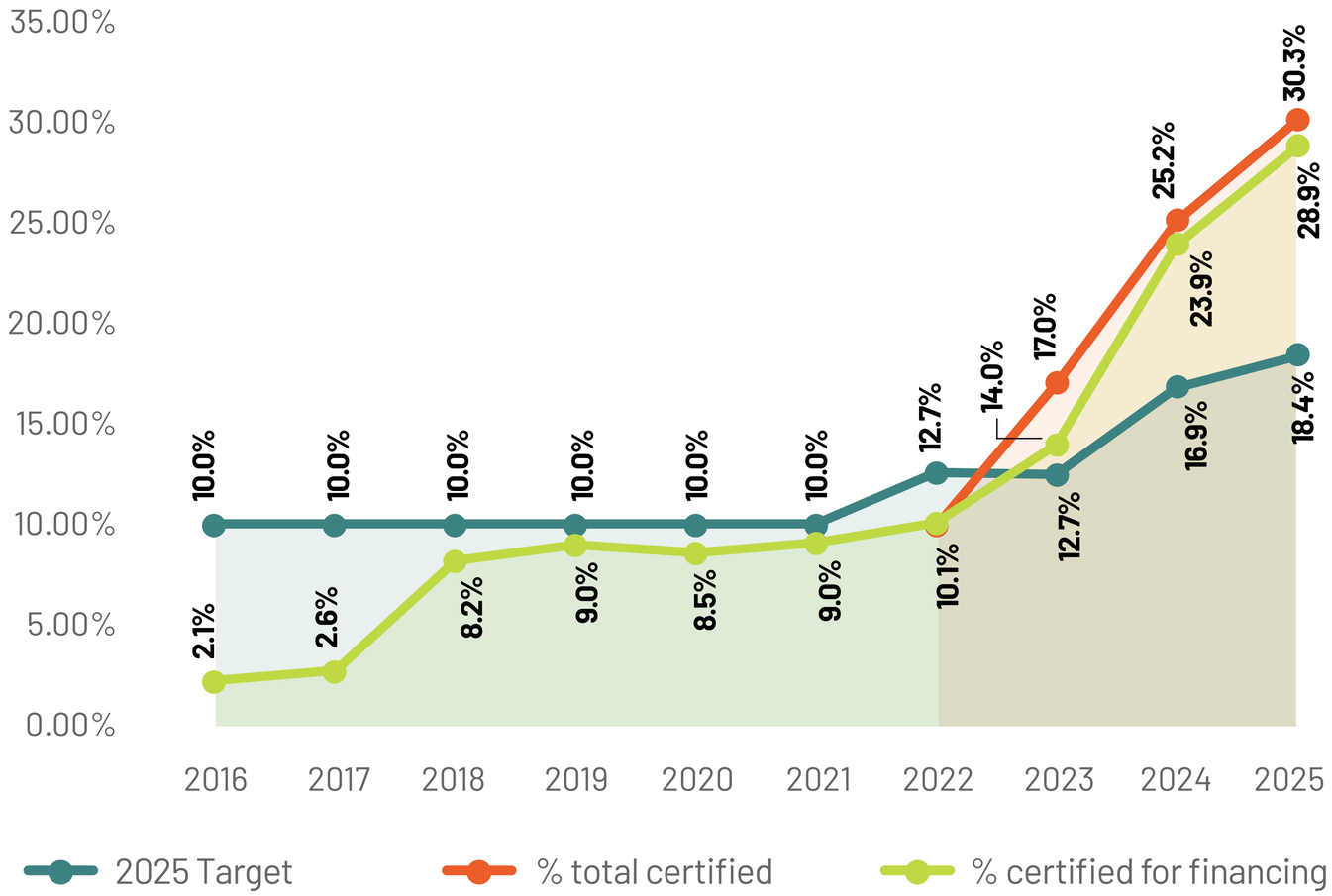


MXN$8,593,425,157.79, in revenues from energy-efficient buildings*

*FUNO® considers buildings certified under LEED® at Gold and Platinum levels, and all EDGE-certified buildings, to be energy-efficient.

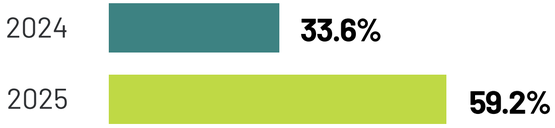
MXN$8,891,474,853, revenues from all our certified buildings

Historical percentage of square metres applicable for financing




City Center Mérida

% Green leases in lease agreements



Note: For the percentage of GLA certified for financing, only EDGE, LEED® Gold, and LEED® Platinum certifications are considered.

Biodiversity

GRI 3-3, 101-1, 101-2, 101-3, 101-4, 101-5, 101-6, 101-7, 101-8

Conserving biodiversity is a core component of FUNO®'s environmental strategy and its work of addressing the effects of climate change. We have a Biodiversity and Non-deforestation Policy that establishes our commitment to generating a net positive impact on ecosystem conservation and contributing to the prevention of deforestation by 2050.

In line with this commitment, all our developments are located on previously developed land, avoiding any transformation of natural habitats. However, some of our properties are located near or within areas of biodiversity value, such as mangroves and protected natural areas (PNAs), and this makes environmental management and conservation measures particularly important.

We also support initiatives focused on environmental care and regeneration in the areas where we operate. Through corporate reforestation campaigns and support for civil society organizations, we contribute to projects focused on ecological restoration, reforestation, and environmental preservation, while also enhancing the landscape and strengthening ecosystems around our properties.



Galerías
Valle Oriente
Monterrey

2025 Initiatives*

- In partnership with Reforestamos, we created a forest nursery in Mexico State with the capacity to produce 100,000 trees in two years.
- Similarly, in partnership with Reforestamos, we contributed to the restoration of the monarch butterfly's biological corridor by reforesting 10 hectares, planting 7,000 trees in Michoacán and the State of Mexico.
- We held our traditional grass-replanting event in Milpa Alta, in which 115 volunteers participated alongside partner companies, promoting collective action in support of the natural environment.

Analysis of exposure to highly biodiverse areas

FUNO® recognizes the importance of incorporating nature and natural capital into business management. We are signatories to the Taskforce on Nature-related Financial Disclosures (TNFD), making us the only Mexican FIBRA to join this initiative and one of the first companies in the country to make this commitment, underscoring our vision of taking nature-related risks, impacts, dependencies, and opportunities into account as part of our strategic decision-making.

* To learn more about each initiative, visit: https://funo.mx/ESG-sustainability/eco-efficient-operations/biodiversity/reforestation-projects

GOVERNANCE

The oversight of nature-related risks, impacts, and opportunities is part of FUNO®'s governance structure through the Sustainability Committee, which reports to the Technical Committee. This body monitors issues related to biodiversity, ecosystem services, environmental management, and risks associated with natural capital within our portfolio.

The Sustainability Department, in conjunction with the Operations, Acquisitions, and Finance departments, participates in the incorporation of environmental criteria into strategic and operational planning. On this basis, we identify relevant risks and dependencies related to ecosystem resources and services, such as water availability, air quality, and climate regulation, defining mitigation and adaptation actions when necessary.

Likewise, we incorporate environmental considerations into investment, procurement, and property management processes, strengthening a management approach that recognizes the relationship between business performance and the conservation of the natural environment. This is complemented by ongoing communication with our stakeholders and respect for human rights, including dialogue with local and indigenous communities when there is interaction with their territories.

Transparency and accountability are fundamental elements in this process, as they enable us to strengthen responsible and inclusive environmental management and move toward a more sustainable, resilient economy.

STRATEGY

At FUNO®, we have made significant progress in our identification and assessment of the main nature-related dependencies, impacts, risks, and opportunities, under short-, medium-, and long-term time horizons. This analysis is based on the LEAP[16] framework proposed by the TNFD, which enables us to strengthen the incorporation of natural capital into our business strategy.

As Mexico's leading real estate investment trust, we recognize that our operations depend on natural resources and resilient urban environments. We therefore incorporate environmental criteria from project planning through to property operations, prioritizing locations with lower exposure to environmental risks, the use of efficient technologies, and the incorporation of green infrastructure. We also promote sustainable practices throughout the value chain and advance plans for transitioning to a low-carbon economy that is more nature-positive.

In addition, we have begun evaluating the resilience of our strategy against various environmental risk scenarios, including biodiversity loss, water stress, extreme weather events, and regulatory changes related to ecosystem conservation. This enhances our capacity to anticipate and adapt to long-term environmental challenges.



Plaza Cañada
Huehuetoca

16. The LEAP approach recommended by the TNFD consists of a four-step assessment process: LOCATING the interface with nature, EVALUATING its dependencies and impacts, ANALYZING risks and opportunities, and PREPARING response to and reports on nature-related risks and opportunities.


Patio Tlalpan

RISK AND IMPACT MANAGEMENT

We have strengthened processes to identify, assess, and prioritize nature-related risks and opportunities, both in our direct operations and across the value chain, aligned with the TNFD's LEAP approach.

At our properties, we analyze dependencies on ecosystem resources and services, such as water availability and climate conditions, as well as impacts related to waste generation and resource consumption. We also consider the risks associated with our suppliers and tenants and encourage them to adopt best practices through ESG questionnaires, contractual clauses, and environmental training initiatives.

We track environmental performance through indicators such as water consumption, emissions, and energy efficiency. We incorporate this information into internal reports, complemented by audits and feedback processes with key stakeholders.

Furthermore, the Sustainability Committee incorporates nature-related risks into strategic assessment processes, considering their potential impacts on business operations and performance.

METRICS AND TARGETS

FUNO® tracks numerous key metrics in order to monitor its performance and strengthen management of nature- and climate-related risks. These tools contribute to better decision-making, the strengthening of operational resilience, and more efficient resource management.

Key metrics include water consumption and efficiency, energy use and the proportion of renewable sources, GHG emissions (Scopes 1, 2, and, progressively, Scope 3), as well as environmental certifications and exposure to physical risks. We also assess environmental compliance and identify properties located in areas with critical environmental conditions. The information is reviewed by the Sustainability Department and presented to the Sustainability Committee so that it can track targets and opportunities for improvement.

Additionally, we incorporate indicators related to regional water stress, carbon footprint, waste generation, and access to ecosystem services, which allows us to identify priority areas and adjust operational measures when necessary.

FUNO® has specific environmental goals and regular review mechanisms that allow us to update targets and actions as environmental risks, regulations, and available technologies evolve. Our performance is reviewed annually and communicated through the company's integrated reports, ensuring a more resilient, efficient operation focused on the conservation of natural capital.

Annexes



Alaïa Guanajuato

About this report

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-29, 3-1

SASB IF-RE-130a.1, IF-RE-410a.2, IF-RE-000.C

We are pleased to present this 2025 Integrated Annual Report, which has been prepared in accordance with the GRI standards published by the Global Reporting Initiative, and details the results of our performance in financial, economic, environmental, social and governance aspects, covering the period from January 1 to December 31, 2025.

It also incorporates information aligned with the criteria of the GRESB Real Estate Assessment, the Principles for Responsible Investment (PRI), promoted by the United Nations Environment Programme Finance Initiative (UNEP FI), and the commitments made under the United Nations Global Compact (UNGC).

Our report reflects our progress in the incorporation of ESG practices aligned with the 10 Principles of the Global Compact, the Sustainable Development Goals (SDGs), the World Economic Forum's (WEF) stakeholder capitalism metrics, as well as the recommendations of the International Sustainability Standards Board (ISSB), the Task Force on Climate-related Financial Disclosures (TCFD), the Task Force on Nature-related Financial Disclosures (TNFD), and the standards of the Sustainability Accounting Standards Board (SASB). In this way, we continue to strengthen the quality, comparability, and financial relevance of our ESG information, with the aim of providing useful and transparent information for decision-making.

We also disclose the results of our management of material issues, prioritizing those that significantly affect our ability to create long-term value and address the needs of our stakeholders. For more information regarding our materiality study visit our website: **FUNO® Materiality.**

Currently, we have 82,247,921.12 sqft (7,641,089.30 m^2) divided among 223 properties under our operational control, and the report covers the vast majority of this area, as follows:

- Governance performance: 100%
- Human capital indicators: 100%
- Social, health, and security indicators: 100%
- Environmental indicators: 98.41%

In 60.8% of operations, tenants have operational control of the properties and are therefore responsible for managing and disclosing the corresponding information.

We used 2019 as the baseline for calculating our environmental footprint. The GLA coverage of properties under our operational control considered in the environmental indicators is as follows:

- Energy: 99.91%
- Water: 96.28%
- Waste: 99.04%
- Emissions: 99.91%

Emissions intensities and water indicators are calculated based on the total occupied square feet (sqft) —total occupied square meters (m^2)— of the portfolio. Electricity intensity is calculated based on the total gross leasable area.

Due to the significance of energy costs in the operation of our properties, their performance is monitored in relation to Net Operating Income (NOI).

Unless otherwise indicated, all amounts are presented in Mexican pesos (MXN). The abbreviation "mn" corresponds to millions of pesos.

The external assurance of the information for certain non-financial indicators was performed by Deloitte Mexico (*Galaz, Yamazaki, Ruiz Urquiza, S.C.*). For a breakdown of the verified indicators, see page 123, "Independent Review Report."

The verified workforce and training indicators consider only FUNO® personnel, excluding suppliers.

Report on independent review

GRI 2-5

Fideicomiso Fibra Uno

Limited assurance report for selected sustainability information included in the 2025 Integrated Annual Report for the year ended December 31, 2025

Deloitte.

Galaz, Yamazaki,
Ruiz Urquiza, S.C.
Paseo de la Reforma 505, piso 28
Colonia Cuauhtémoc
06500 Ciudad de México
México

Tel: +52 (55) 5080 6000
www.deloitte.com/mx

Independent practitioner's Limited Assurance Report for selected sustainability information of Fideicomiso Fibra Uno

Information subject to the assurance engagement

We have been engaged by the Management of Fideicomiso Fibra Uno ("Fibra Uno" or the "Entity") to perform a limited assurance engagement on selected sustainability information included in the 2025 Integrated Annual Report for the year ended December 31, 2025.

Our work was performed by an independent and multidisciplinary team including assurance practitioners and sustainability specialists.

Our limited assurance engagement was performed solely in respect of the selected sustainability information included in Appendix A. Our assurance report does not extend to information from previous periods or other information included in the 2025 Integrated Annual Report, including other information related to such report that may contain images, audio, or videos.

Criteria used for the preparation of the information subject to the assurance engagement ("Criteria")

The selected sustainability information, included in Appendix A, has been prepared and presented in accordance with the guidelines of Global Reporting Initiative ("GRI"), Sustainability Accounting Standards Board ("SASB") and internally developed criteria by the Management of Fibra Uno.

Fibra Uno's responsibility in relation to the selected sustainability information

The Management of Fibra Uno is responsible for the preparation of the selected sustainability information in accordance with GRI, SASB and its internally developed criteria. This responsibility includes the design, implementation, and execution of internal controls over the relevant information for the preparation of the selected information that is free from material misstatement, whether due to fraud or error.

Inherent limitations to the assurance engagement

The selected sustainability information is subject to inherent uncertainty due to the use of non-financial information which is subject to greater inherent limitations than financial information, given the nature of the methods used to determine, calculate, sample or estimate such information. In preparing the selected information, the Entity makes qualitative interpretations about the relevance, materiality and accuracy of the information that are subject to assumptions and judgments.

Deloitte se refiere a Deloitte Touche Tohmatsu Limited, sociedad privada de responsabilidad limitada en el Reino Unido, y a su red de firmas miembro, cada una de ellas como una entidad legal única e independiente. Conozca en www.deloitte.com/mx/conozcanos la descripción detallada de la estructura legal de Deloitte Touche Tohmatsu Limited y sus firmas miembro.

Report on independent review

Deloitte.

Our independence and quality control

We have complied with the independence and ethical requirements of the Code of Ethics for Public Accountants issued by the International Ethics Standard Board for Accountants ("IESBA"), which is founded on principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our Firm applies the International Standard on Quality Management 1 ("ISQM 1") and maintains a comprehensive quality control system including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a limited assurance conclusion on selected sustainability information for the year ended December 31, 2025, based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), assurance engagements other than audits or reviews of historical financial information ("ISAE 3000") issued by the International Auditing and Assurance Standards Board ("IAASB"). This standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected sustainability information is free from material misstatements.

A limited assurance engagement undertaken in accordance with ISAE 3000 implies assessing the suitability in the circumstances of the use of Fibra Uno's methodology in accordance with GRI, SASB and its internally developed criteria as the basis for the preparation of the selected sustainability information, assessing the risks of material misstatement of the information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluation of the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures described above, we:

- Performed inquiries through which we obtained an understanding of Fibra Uno's internal policies related to the selected sustainability information.
- Performed inquiries through which we obtained an understanding of Fibra Uno's control environment and information systems relevant to the preparation of selected sustainability information; nevertheless, we did not evaluate the design of particular control activities, obtain evidence about their implementation, or test operating effectiveness.
- Evaluated whether Fibra Uno's methods for developing estimates are appropriate and had been consistently applied in the preparation of the selected sustainability information.
- Performed substantive tests on the information referred to in this report and corroborated that the data has been adequately measured, recorded, compiled, and reported through the following procedures:
  - Inspection;
  - Observation;
  - Recalculations;
  - Confirmation.

Deloitte.

- Comparison of the contents presented by the Management with what is established in the section of Criteria of this report.

The procedures performed in a limited assurance engagement vary in nature and opportunity, 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 we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Fibra Uno's selected sustainability information has been prepared, in all material aspects, in accordance with the guidelines provided by GRI, SASB and internally developed criteria by the Entity.

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

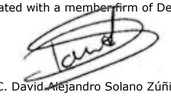
Limited assurance conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected sustainability information for the year ended December 31, 2025, has not been prepared in all material aspects, in accordance with the Criteria section of this report.

Restriction on use and distribution

Our report is intended solely for the Management of Fideicomiso Fibra Uno, in accordance with the terms of our engagement letter and should not be used for any other purpose, or distributed to any other party.

Galaz, Yamazaki, Ruiz Urquiza, S.C.
Affiliated with a member firm of Deloitte Touche Tohmatsu Limited



C.P.C. David Alejandro Solano Zúñiga
Mexico City, Mexico
June 8, 2026

Report on independent review

Appendix A

The following include the GRI, SASB and internally developed metrics in scope of the limited assurance defined by the Management of Fideicomiso Fibra Uno for the year ended December 31, 2025.

GRI Indicators	Metrics
2-26 Mechanisms for seeking advice and raising concerns	Qualitative review of the mechanisms for seeking advice and raising concerns.
302-1 Energy consumption within the organization	Total energy consumption within the organization of **652,754.90** Gigajoules, distributed as follows: • Fuel consumption from non-renewable sources of **5,433.14** Gigajoules • Electricity consumption of **647,321.76** Gigajoules
302-2 Energy consumption outside of the organization	• Total energy consumption outside of the organization of **423,877.22** Gigajoules
302-3 Energy intensity	• Energy intensity of **14.32** kWh/m2 (using as total electricity consumption within the organization 179,813,038.60 kWh / Gross Leasable Area 12,558,564.90 m2)
302-4 Reduction of energy consumption * The base year considered is 2019, which is not included within the scope of limited assurance	• Reduction in natural gas consumption of **6,625.45** Gigajoules • Reduction in electricity consumption of **18,127.67** Gigajoules
303-3 Water withdrawal	Total water withdrawal from all areas of **5,113.28** Megaliters • Third-party water: **5,113.28** Megaliters • Freshwater withdrawal (total dissolved solids ≤ 1000 mg/l): **5,113.28** Megaliters Total water withdrawal from all areas with water stress of **2,297.40** Megaliters • Third-party water: **2,297.40** Megaliters • Freshwater withdrawal (total dissolved solids ≤ 1000 mg/l): **2,297.40** Megaliters
303-4 Water discharge	Total water discharge to all areas: **4,705.33** Megaliters • Third-party water: **4,705.33** Megaliters • Freshwater discharge (total dissolved solids ≤ 1000 mg/l): **4,705.33** Megaliters Water discharge to areas with water stress: **2,042.03** Megaliters • Third-party water: **2,042.03** Megaliters • Freshwater discharge (total dissolved solids ≤ 1000 mg/l): **2,042.03** Megaliters
303-5 Water consumption	• Total water consumption from all areas of **407.95** Megaliters • Total water consumption from areas with water stress of **255.37** Megaliters
305-1 Direct (scope 1) GHG emissions *CO2, CH4 and N2O gases were included in the calculation	• Gross value of direct GHG emissions (scope 1) of **1,129.49** tCO2e

GRI Indicators	Metrics
305-2 Energy indirect (scope 2) GHG emissions	• Gross location-based value of energy indirect GHG emissions (scope 2) of **79,493.63** tCO2e
305-3 Other indirect (scope 3) GHG emissions *The total Scope 3 GHG emissions include estimates made by the Management of Fideicomiso Fibra Uno **Hazardous waste is not considered for the calculation of emissions	Total emissions of **94,338.10** tCO2e, distributed as follows: • Category 1 of **7,369.45** tCO2e • Category 3 of **21,394.20** tCO2e • Category 5 of **13,350.26** tCO2e** • Category 6 of **100.03** tCO2e • Category 7 of **686.53** tCO2e • Category 13 of **51,437.64** tCO2e
305-4 GHG emissions intensity *Only Scope 1 and Scope 2 emissions are considered	• Emissions intensity of **0.01** tCO2e/m2 (using as total emissions 80,623.12 tCO2e* / Gross Leasable Area 12,558,564.9 m2)
305-5 Reduction of GHG emissions *Only Scope 1 and Scope 2 emissions are considered **The base year considered is 2019, which is not included within the scope of limited assurance	• Reduction of GHG emissions of **14,915.08** tCO2e
306-3 Waste generated *The total waste generated reported includes estimates prepared by the Management of the Fideicomiso Fibra Uno	Total waste generated of **22,729.86** metric tons Total hazardous waste generated of **24.68** metric tons Total non-hazardous waste generated of **22,705.18** metric tons, distributed as follows: • **14,818.43** metric tons of non-recyclable inorganic waste • **5,191.75** metric tons of organic waste • **256.00** metric tons of sanitary waste • **0.90** metric tons of tetrapack waste • **1,668.88** metric tons of paper and cardboard waste • **440.44** metric tons of PET plastic waste • **260.73** metric tons of glass waste • **44.59** metric tons of aluminum cans waste • **7.75** metric tons of electric and electronic waste • **15.70** metric tons of other waste
306-4 Waste diverted from disposal *The total waste generated reported includes estimates prepared by the Management of the Fideicomiso Fibra Uno **All waste diverted from disposal was disposed off-site	Total waste diverted from disposal of **1,642.70** metric tons, distributed as follows: • **0** metric tons of hazardous waste • **1,642.70** metric tons of non-hazardous waste Of which: • **1,496.18** metric tons were diverted to recycling • **146.52** metric tons were diverted to other recovery operations
306-5 Waste directed to disposal *The total waste generated reported includes estimates prepared by the Management of the Fideicomiso Fibra Uno **All waste directed to disposal was disposed off-site	Total waste directed to disposal of **21,087.16** metric tons, distributed as follows: • **24.68** metric tons of hazardous waste Of which: • **24.16** metric tons of hazardous waste were sent to landfill • **0.52** metric tons of hazardous waste were sent to controlled landfill • **21,062.48** metric tons of non-hazardous waste Of which: • **21,062.48** metric tons of waste were sent to landfill

Report on independent review

GRI Indicators	Metrics
403-9 Work-related injuries *The total hours worked (employees and contractors) used to calculate rates include estimates made by the Management of Fideicomiso Fibra Uno	Employees: • **0** fatalities as a result of work-related injury • Rate of fatalities as a result of work-related injury of **0.0** • **0** high-consequence work-related injuries • Rate of high-consequence work-related injuries (excluding fatalities) of **0.0** • **829,216** hours worked* Contractors: • **0** fatalities as a result of work-related injury • Rate of fatalities as a result of work-related injury of **0.0** • **39** high-consequence work-related injuries • Rate of high-consequence work-related injuries (excluding fatalities) of **4.55** • **1,713,632** hours worked*
404-1 Average hours of training per year per employee	• Average hours of training per year per employee of **30.10** hours • Average hours of training per year per man of **28.41** hours • Average hours of training per year per woman of **31.83** hours • Average hours of training per year per executive of **18.82** hours • Average hours of training per year per manager of **32.50** hours • Average hours of training per year per operative of **30.87** hours
405-2 Ratio of basic salary and remuneration of women to men	• Ratio of the basic salary of women to men in executive positions **0.64** • Ratio of the basic salary of women to men in management positions **0.84** • Ratio of the basic salary of women to men in operating positions **1.02** • Ratio of remuneration of women to men in executive positions **0.47** • Ratio of remuneration of women to men in management positions of **0.85** • Ratio of the remuneration of women to men in operating positions **1.03**
413-1 Operations with local community engagement, impact assessments, and development programs *The percentage is calculated considering only the states with community participation programs	• **100%** national presence with local community engagement programs • **260** local community engagement programs implemented

SASB Indicators	Metrics
IF-RE-130a.2. (1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property sector	Total energy consumption by the portfolio area with data coverage amounted to **652,754.90** Gigajoules, by property sector: • Percentage of grid electricity of **99.57%** • Percentage of renewable electricity of **0.43%** Commercial sector: **357,596.65** Gigajoules • Percentage of grid electricity: **99.64%** • Percentage of renewable electricity: **0.36%** Industrial sector: **4,324.71** Gigajoules • Percentage of grid electricity: **100.00%** • Percentage of renewable electricity: **0.00%** Mixed sector: **108,967.28** Gigajoules • Percentage of grid electricity: **100.00%** • Percentage of renewable electricity: **0.00%** Office sector: **181,866.25** Gigajoules • Percentage of grid electricity: **99.18%** • Percentage of renewable electricity: **0.82%**

SASB Indicators	Metrics
IF-RE-130a.3. Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector *The values from the previous period (2024) used to calculate the variation were not subject to this limited assurance engagement	Comparable percentage change in energy consumption for the portfolio area with data coverage of **13.74%,** disaggregated by property sector: • Commercial sector: **16.42%** • Industrial sector: **−46.51%** • Mixed sector: **5.12%** • Office sector: **17.35%**
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 sector *Only GLA under operational control is considered	Percentage of the portfolio, based on gross leasable area, with complete water withdrawal data coverage of **96.28%,** disaggregated by property sector: • Commercial sector: **32.46%** • Industrial sector: **47.41%** • Mixed sector: **5.40%** • Office sector: **11.01%** Percentage of the portfolio, based on gross leasable area, located in regions with high or extremely high baseline water stress, with complete water withdrawal data coverage of **96.10%,** disaggregated by property sector: • Commercial sector: **27.76%** • Industrial sector: **51.35%** • Mixed-use sector: **4.67%** • Office sector: **12.31%**
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 sector *Only the water withdrawn from the total floor area under operational control is considered	Total water withdrawn by the portfolio area with data coverage of **5,113.28** thousand m3, of which **44.93%** was withdrawn in regions with high or extremely high baseline water stress, disaggregated by property sector: • Commercial sector: **2,060.71** thousand m3, of which **29.17%** was withdrawn in water-stressed regions. • Industrial sector: **109.17** thousand m3, of which **2.12%** was withdrawn in water-stressed regions. • Mixed sector: **2,532.39** thousand m3, of which **5.60%** was withdrawn in water-stressed regions. • Office sector: **411.00** thousand m3, of which **8.04%** was withdrawn in water-stressed regions.
IF-RE-140a.3. Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector *The values from the previous period (2024) used to calculate the variation were not subject to this limited assurance engagement	Comparable percentage variation in water withdrawn per portfolio area with data coverage of **11.17%,** disaggregated by property sector: • Commercial sector: **27.04%** • Industrial sector: **-47.35%** • Mixed sector: **-0.21%** • Office sector: **77.03%**

Internally developed criteria	Metrics
Gross Leasable Area from a certified property (m2) and percentage of Gross Leasable Area from a certified property in respect to the total Gross Leasable Area	• Gross Leasable Area from a certified property of **3,806,959.91** m2 • Percentage of Gross Leasable Area from a certified property in respect to the total of the Gross Leasable Area of **30.31%** (using as the Gross Leasable Area from a certified property 3,806,959.91 m2 / total Gross Leasable Area of 12,558,564.90 m2)

* * * * * *

GRI Content Index

Statement of use: FUNO® has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Construction and Real Estate (CRE)

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
General Disclosures							
GRI 2: General Disclosures 2021	2-1	Organizational details	13, 15, 122, 154				
	2-2	Entities included in the organization's sustainability reporting	122				
	2-3	Reporting period, frequency and contact point	122, 154				
	2-4	Restatements of information	122				
	2-5	External assurance	122, 123				
	2-6	Activities, value chain and other business relationships	13, 92				
	2-7	Employees	55				
	2-8	Workers who are not employees	55				
	2-9	Governance structure and composition	24, 25, 26 For further information about the independence of the members of the Technical Committee, please refer to the page: https://funo.mx/ESG-sustainability/corporate-governance/committees/TC/independentmembers				Quality of Governing Body
	2-10	Nomination and selection of the highest governance body	25, 26 https://funo.mx/ESG-sustainability/corporate-governance/committees/NCC In our Technical Committee there is no restriction on the terms of mandate for non-executive or independent members. Technical Committee members hold their position for an average of 12.2 years.				
	2-11	Chair of the highest governance body	24				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	24, 44				Governing Purpose Risk and Opportunity Oversight
	2-13	Delegation of responsibility for managing impacts	24, 38, 44				Governing Purpose Risk and Opportunity Oversight
	2-14	Role of the highest governance body in sustainability reporting	24 All areas that make up FUNO® provide information for the Report, while the Sustainability Department is responsible for its preparation and presentation to the Technical Committee for approval.				Governing Purpose
	2-15	Conflicts of interest	FUNO®'s Conflicts of Interest Policy is the instrument through which we ensure the integrity of our processes and mitigate the materialization of this type of risk, for the benefit of the CBFI Holders. This policy establishes that, in order to make decisions and prior to the formalization of any contract, transaction or relationship with a related person, the affirmative vote of the majority of the members of the Technical Committee is required, as well as the affirmative vote of the majority of the independent members. Together with the aforementioned, the acquisitions or co-investments with related parties, including the contributors and members of the relevant families, also require the affirmative vote of most of the independent members of our Technical Committee and the affirmative vote of most of the members. https://funo.mx/ESG-sustainability/corporate-governance/risk-mgmt/col-resolution				
	2-16	Communication of critical concerns	30, 31, 88				Stakeholder Engagement
	2-17	Collective knowledge of the highest governance body	38				
	2-18	Evaluation of the performance of the highest governance body	No performance evaluation processes of the members of the Technical Committee have been performed; however, the Holders Meeting requests information to this Committee when it deems it appropriate, in order to assess the results of the Trust.				
	2-19	Remuneration policies	The CEO and other members of the Technical Committee own 25.8% of the outstanding CBFIs and FUNO® does not have specific requirements for this. For compensation decisions, only independent members of the Committee have the right to vote. This mechanism ensures that the interests of potential members are aligned with business objectives.				Quality of Governing Body

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	26				
	2-21	Annual total compensation ratio	32.70x vs. the median of all the employees.				Dignity and equality
	2-22	Statement on sustainable development strategy	5, 7, 17, 19, 38				Risk and Opportunity Oversight
	2-23	Policy commitments	17, 19, 33, 38				
	2-24	Embedding policy commitments	17, 19, 33, 38 https://funo.mx/site_media/uploads/otros/codigo_etica-eng.pdf				
	2-25	Processes to remediate negative impacts	43, 44, 38				Risk and Opportunity Oversight
	2-26	Mechanisms for seeking advice and raising concerns	31, 88				Ethical Behaviour
	2-27	Compliance with laws and regulations	32, 38, 42 The timely management of ESG risks and the culture of compliance we are known for, allowed us to comply with current and applicable economic, social and environmental regulations in 2025.				
	2-28	Membership associations	70				
	2-29	Approach to stakeholder engagement	21, 122				Stakeholder Engagement
	2-30	Collective bargaining agreements	100% of our employees are unionized and enjoy freedom of association.				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Material topics							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	18, 122				
	3-2	List of material topics	18				Stakeholder Engagement
Economic performance							
GRI 3: Material Topics 2021	3-3	Management of material topics	44, 48				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	48				Employment and wealth generation Innovation in better products and services Community and social vitality
	201-2	Financial implications and other risks and opportunities due to climate change	43				
	201-3	Defined benefit plan obligations and other retirement plans	We have an additional benefit plan, which covers retirement plans by means of regular FUNO® resources.				
	201-4	Financial assistance received from government	FUNO® does not receive financial assistance from the government.				Employment and wealth generation
Indirect economic impacts							
GRI 3: Material Topics 2021	3-3	Management of material topics	70, 89				
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	70				Employment and wealth generation
	203-2	Significant indirect economic impacts	70				Employment and wealth generation

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Procurement practices							
GRI 3: Material Topics 2021	3-3	Management of material topics	92, 94				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	92				
Anti-corruption							
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 31, 32				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	32				Ethical Behaviour
	205-2	Communication and training about anti-corruption policies and procedures	32				Ethical Behaviour
	205-3	Confirmed incidents of corruption and actions taken	During the reporting period there were no confirmed cases of corruption.				
Anti-competitive behavior							
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 31 We promote free competition, always based on best practices, ensuring compliance with antitrust laws or regulations as well as preventing unfair competition. We offer and demand equal, equitable and integral treatment to suppliers in every negotiation and in every transaction, based on homogeneous processes, promoting competitiveness and transparency.				
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Derived from our actions in favor of fair competition, FUNO® has not been subject to any legal action for monopolistic or anti-competitive behavior, nor have we received significant fines or sanctions for noncompliance with unfair competition laws or regulations.				
Tax							
GRI 3: Material Topics 2021	3-3	Management of material topics	32, 48				
GRI 207: Tax 2019	207-1	Approach to tax	The focus of our tax strategy is to comply properly with the tax provisions of the Income Tax Law (ISR), specially, articles 187 and 188, which establish the obligations of REITs.				Community and social vitality

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 207: Tax 2019	207-2	Tax governance, control, and risk management	In order to guarantee compliance, we have a Tax Sub-Directorate, which reports to the Financial Information Department and is in charge of timely and properly following up on the tax matters that concern FUNO® in order to generate sustainable value for our Holders.				
	207-3	Stakeholder engagement and management of concerns related to tax	The management of tax matters is always carried out in compliance with current tax laws and regulations; the priority stakeholders in this process are the holders, who receive their results and distributions in accordance with the provisions of articles 187 and 188 of the valid Income Tax Law.				Stakeholder Engagement
	207-4	Country-by-country reporting	For having the status of REIT, FUNO® does not generate ISR. In this case, the CBFIs' Holders are the ones generating ISR; therefore for FUNO® there is no differential between the estimated tax rate and the tax rate payable. The only direct tax paid by FUNO® corresponds to property tax, which in 2025 amounted to MXN$830 million.				Community and social vitality
Energy							
GRI 3: Material Topics 2021	3-3	Management of material topics	99				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	99 Fossil fuel consumption in 2025 at properties under FUNO®'s operational control was as follows: 51,081.76 liters of diesel, 34,720 liters of LP gas, 63,366 m^3 of dry natural gas, and 2,861.95 liters of gasoline. The conversion factors used are those established by the National Commission for the Efficient Use of Energy (CONUEE), of the Ministry of Energy (SENER), in the document: lista_de_combustibles_2025.pdf Total energy consumption derived from fossil fuels was 5,433.13 GJ. Total energy consumption derived from electricity consumption was 647,321.76 GJ.				
	302-2	Energy consumption outside of the organization	99				
	302-3	Energy intensity	99 Energy intensity of 1.33 kWh/sqft (14.32 kWh/m^2) (using as total energy consumed within the organization 179,813,038.60 kWh / Gross Leasable Area 135,179,136.62 sqft, equivalent to 12,558,564.89 m^2).				
	302-4	Reduction of energy consumption	99 Reduction in natural gas consumption of **6,625.45** Gigajoules Reduction in electricity consumption of **18,127.67** Gigajoules The base year considered is 2019, which is not included within the scope of limited assurance.				
	302-5	Reductions in energy requirements of products and services	99 To know FUNO®'s performance with respect to this indicator, since 2018 (base year) we consider the reduction in energy intensity from electricity consumption.				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Water and effluents							
GRI 3: Material Topics 2021	3-3	Management of material topics	103				
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	https://funo.mx/ESGsustainability/eco-efficient-operations/water				Fresh water availability
	303-2	Management of water discharge-related impacts	https://funo.mx/ESGsustainability/eco-efficient-operations/water				Fresh water availability
	303-3	Water withdrawal	92 Total water withdrawal from all areas: 5,113.28 megaliters (5,113,279.19 m^3). • **Third-party water: 5,113.28 Megaliters** • **Fresh water (Dissolved solids ≤1,000 mg/l): 5,113.28 Megaliters** • **Total water withdrawal from all areas with water stress: 2,297.40 Megaliters** • **Third-party water: 2,297.40 Megaliters** • **Fresh water (Dissolved solids ≤1,000 mg/l): 2,297.40 Megaliters** For details of water withdrawal by portfolio and surface area, see page 103 of this report.				
	303-4	Water discharge	Total water discharge to all areas 4,705.33 Megaliters: • **Third-party water: 4,705.33 Megaliters** • **Freshwater discharge (Dissolved solids ≤1,000 mg/l): 4,705.33 Megaliters** • **Total water withdrawal from all areas with water stress: 2,042.03 Megaliters** • **Third-party water: 2,042.03 Megaliters** • **Freshwater discharge (Dissolved solids ≤1,000 mg/l): 2,042.03 Megaliters** FUNO® water discharges comply with NOM-002 and NOM-003 and its destination is the municipal drainage system.				Water pollution
	303-5	Water consumption	103 Total water consumption in all areas: 407.95 Megaliters Total water consumption in all water-stressed areas: 255.37 Megaliters				
Biodiversity							
GRI 3: Material Topics 2021	3-3	Management of material topics	118				
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	118				Nature loss
	101-2	Management of biodiversity impacts	118				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 101: Biodiversity 2024	101-3	Access and benefit-sharing	118				
	101-4	Identification of biodiversity impacts	118 https://funo.mx/site_media/uploads/documentos/documento-fBv61-1656604226.pdf, p. 152.				
	101-5	Locations with biodiversity impacts	118 https://funo.mx/site_media/uploads/documentos/documento-fBv61-1656604226.pdf, p. 152.				Nature loss
	101-6	Direct drivers of biodiversity loss	118				
	101-7	Changes to the state of biodiversity	118				Nature loss
	101-8	Ecosystem services	118				
Emissions							
GRI 3: Material Topics 2021	3-3	Management of material topics	106, 109				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	109 1,129.49 metric tons of CO_2e CO_2, CH_4 and N_2O gases were included in the calculation.				Climate change
	305-2	Energy indirect (Scope 2) GHG emissions	109 79,493.6 metric tons of CO_2e. Based on the emission factor provided by the 2025 National Electric System.				Climate change
	305-3	Other indirect (Scope 3) GHG emissions	109 94,338.10 metric tons of CO_2e. • Category 1: 7,369.45 metric tons of CO_2e • Category 3: 21,394.20 metric tons of CO_2e • Category 5: 13,350.26 metric tons of CO_2e • Category 6: 100.03 metric tons of CO_2e • Category 7: 686.53 metric tons of CO_2e • Category 13: 51,437.64 metric tons of CO_2e * Total Scope 3 GHG emissions include certain estimations made by the Fibra Uno Trust Administration for the GHG Protocol categories. **Hazardous waste is not taken into account when calculating Scope-3 Category-5 emissions under the GHG Protocol.				Climate change
	305-4	GHG emissions intensity	109 The intensity value is: 0.00106 metric tons of CO_2e/sqft occupied (0.0114 metric tons of CO_2e/m^2 occupied). Only Scope 1 and Scope 2 emissions are considered.				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 305: Emisiones 2016	305-5	Reduction of GHG emissions	109 GHG emissions reduction of 14,915.08 metric tons of CO_2e. * Only Scope 1 and Scope 2 emissions are considered. ** The base year considered is 2019, which is not included within the scope of this limited assurance.				
	305-6	Emissions of ozone-depleting substances (ODS)	109				
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	109				Air pollution
Waste							
GRI 3: Material Topics 2021	3-3	Management of material topics	105				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	https://funo.mx/ESG-sustainability/eco-efficient-operations/waste				
	306-2	Management of significant waste-related impacts	https://funo.mx/ESG-sustainability/eco-efficient-operations/waste				Solid waste Resource availability
	306-3	Waste generated	105 • Total waste generated of 22,729.86 metric tons • Hazardous waste generated of 24.68 metric tons • Non-hazardous waste generated of 22,705.18 metric tons, distributed as follows: - 14,818.43 metric tons of non-recyclable inorganic waste - 5,191.75 metric tons of organic waste - 256.00 metric tons of sanitary waste - 0.90 metric tons of tetrapack waste - 1,668.88 metric tons of paper and cardboard waste - 440.44 metric tons of plastic waste (PET) - 260.73 metric tons of waste glass - 44.59 metric tons of waste aluminum cans - 7.75 metric tons of electric and electronic waste - 15.70 metric tons of other waste * The total amount of waste generated reported includes certain estimates prepared by the Fibra Uno Trust Administration.				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 306: Waste 2020	306-4	Waste diverted from disposal	105 Total weight of waste not destined for disposal: 1,642.70 metric tons broken down as follows: • 0 metric tons of hazardous waste • 1,642.70 metric tons of non-hazardous waste, which include: - 1,496.18 metric tons of waste were sent for recycling - 146.52 metric tons of waste were sent for other recovery operations **All waste not destined for disposal was sent off-site.				
	306-5	Waste directed to disposal	105 Total weight of waste destined for disposal: 21,087.16 metric tons, broken down as follows: • 24.68 metric tons of hazardous waste, including: - 24.16 metric tons of hazardous waste were sent to a landfill - 0.52 metric tons of hazardous waste were sent to a controlled disposal site • 21,062.48 metric tons of non-hazardous waste, including: - 21,062.48 metric tons of non-hazardous waste were transferred to a landfill *The total reported waste generated includes certain estimates prepared by the Fibra Uno Trust Administration. **All waste not intended for disposal was disposed of off-site.				
Supplier environmental assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	92, 94				
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	92				
	308-2	Negative environmental impacts in the supply chain and actions taken	92				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Employment							
GRI 3: Material Topics 2021	3-3	Management of material topics	52, 56, 57				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	56, 57				Skills for the future Employment and wealth generation
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	64				
	401-3	Parental leave	Parental leave includes the days considered in the Federal Labor Law (LFT) and the Mexican Social Security Institute (IMSS), additionally, an extended maternity leave of up to 2 years counted from the end of the 84 days of disability of the IMSS may be granted. For parents, they may request up to 5 additional days in addition to the 5 established by the LFT. In 2025, 8 female employees were entitled to temporary maternity leave: 6 FUNO® employees and 2 of suppliers. 100% of them took their leave, returned to work at the end of the period; 75% remained in their position one year after their return. 7 employees were entitled to temporary paternity leave: 1 FUNO® employee and 6 of suppliers. 100% of them took their temporary leave, returned to work at the end of the period; 86% remained in their position one year after their return to work.				
Labor/management relations							
GRI 3: Material Topics 2021	3-3	Management of material topics	52				
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	At FUNO®, employees are given between 10 and 15 days advance notice of changes in company operations or in the areas where they work, depending on the situation in each building.				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Occupational health and safety							
GRI 3: Material Topics 2021	3-3	Management of material topics	85, 87				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	87				
	403-2	Hazard identification, risk assessment, and incident investigation	87				Health & wellbeing
	403-3	Occupational health services	85				
	403-4	Worker participation, consultation, and communication on occupational health and safety	85				
	403-5	Worker training on occupational health and safety	60, 85				
	403-6	Promotion of worker health	85				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	85				
	403-8	Workers covered by an occupational health and safety management system	87 100% of FUNO® employees and suppliers.				
	403-9	Work-related injuries	87				Health & wellbeing
	403-10	Work-related ill health	87 There is no positions relating to work-related accident or illness.				Health & wellbeing

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Training and education							
GRI 3: Material Topics 2021	3-3	Management of material topics	52, 59				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	60 Average hours of training per year per employee of **30.10** hours Average hours of training per year per man of **28.41** hours Average hours of training per year per woman of **31.83** hours Average hours of training per year per executive of **18.82** hours Average hours of training per year per manager of **32.50** hours Average hours of training per year per operative of **30.87** hours				Skills for the future
	404-2	Programs for upgrading employee skills and transition assistance programs	57, 60				
	404-3	Percentage of employees receiving regular performance and career development reviews	63				
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3-3	Management of material topics	52, 53, 64				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	55				Quality of Governing Body Dignity and equality
	405-2	Ratio of basic salary and remuneration of women to men	64 Ratio of the basic salary of women to men in executive positions **0.64** Ratio of the basic salary of women to men in management positions **0.84** Ratio of the basic salary of women to men in operating positions **1.02** Ratio of remuneration of women to men in executive positions **0.47** Ratio of remuneration of women to men in management positions of **0.85** Ratio of the remuneration of women to men in operating positions **1.03**				Dignity and equality
Non-discrimination							
GRI 3: Material Topics 2021	3-3	Management of material topics	33				
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	During the reporting period, there were no confirmed cases of discrimination.				Dignity and equality

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 94				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	33, 94				Dignity and equality
Child labor							
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 94				
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	33, 94				Dignity and equality
Forced or compulsory labor							
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 94				
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	33, 94				Dignity and equality
Security practices							
GRI 3: Material Topics 2021	3-3	Management of material topics	33, 94				
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	33, 94				
Rights of indigenous peoples							
GRI 3: Material Topics 2021	3-3	Management of material topics	33				
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	As a result of our due diligence process, we have ensured that during the reporting period there were no cases of violation of the rights of indigenous peoples.				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Local communities							
GRI 3: Material Topics 2021	3-3	Management of material topics	44, 70, 89				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	44 260 local community participation programs implemented. 100% national presence with local community participation programs. Qualitative and quantitative review of impact and development evaluations was not performed.				
	413-2	Operations with significant actual and potential negative impacts on local communities	Visit our site: https://funo.mx/ESGsustainability/sustainable-communities/impact				
Supplier social assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	92, 94				
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	92				
	414-2	Negative social impacts in the supply chain and actions taken	92				
Public policy							
GRI 3: Material Topics 2021	3-3	Management of material topics	32				Ethical Behaviour
GRI 415: Public Policy 2016	415-1	Political contributions	32 FUNO® does not make any contributions to political parties or public servants. We prohibit the use of company communication tools and channels, economic or cybernetic resources or any other type to benefit any political party, candidate or public servant.				
Customer health and safety							
GRI 3: Material Topics 2021	3-3	Management of material topics	90, 114				
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	90, 114				Innovation in better products and services
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	With timely management of ESG risks and the culture of compliance we are known for, there were no instances of non-compliance with health and safety regulations in our products and services in 2025.				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
Customer privacy							
GRI 3: Material Topics 2021	3-3	Management of material topics	37				
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, there were no complaints concerning breaches of customer privacy and losses of customer data.				

Construction and Real Estate Sector Standard		
CRE1	Building energy intensity	99
CRE2	Building water intensity	103
CRE3	Greenhouse gas emissions intensity from building	109
CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity	We reported global intensity per occupied sqft (m^2), in other words, all operating properties where we maintain operational control.
CRE5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal desgnations	100% of our developments are reorganizations, so it was not necessary to modify habitats; therefore, they required no change of zoning.
CRE6	Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system	100% of FUNO® employees and specialized services.
CRE7	Number of personas voluntarily and involuntarily displaced and/or resettled by development, broken down by project	FUNO® does not engage in any activities that require the displacement or relocation of communities; neither have we acquired any properties to date that were formerly occupied by indigenous groups.
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction management, occupation and redevelopment	114

SASB Index

Infrastructure sector: Real Estate

Sustainability disclosure topics and accountability metrics

<table>
<tr><th>Topic</th><th>Accounting metric</th><th>Unit of measure</th><th>Code</th><th>Page / location of response</th></tr>
<tr><td rowspan="2">Energy management</td><td>Energy consumption data coverage as a percentage of total floor area, by property sector</td><td>Percentage (%) by floor area</td><td>IF-RE-130a.1</td><td>Please refer to About this report, pg. 122.
<table><tr><th>Portfolio</th><th>Electricity consumption by GLA</th></tr><tr><td>Retail</td><td>100.0%</td></tr><tr><td>Industrial</td><td>100.0%</td></tr><tr><td>Offices</td><td>99.26%</td></tr><tr><td>Others</td><td>100.0%</td></tr></table></td></tr>
<tr><td>(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector</td><td>Gigajoules (GJ), percentage (%)</td><td>IF-RE-130a.2</td><td>Total energy consumed by portfolio area with data coverage: 652,754.90 GJ by property sector
- Percentage of electricity from the grid: 99.57%
- Percentage of renewable electricity: 0.43%
Retail property sector: 357,596.65 GJ
- Percentage of electricity from the grid: 99.64%
- Percentage of renewable electricity: 0.36%
Industrial property sector: 4,324.71 GJ
- Percentage of electricity from the grid: 100.00%
- Percentage of renewable electricity: 0.00%
Mixed property sector: 108,967.28 GJ
- Percentage of electricity from the grid: 100.00%
- Percentage of renewable electricity: 0.00%
Offices property sector: 181,866.25 GJ
- Percentage of electricity from the grid: 99.18%
- Percentage of renewable electricity: 0.82%
<table><tr><th>Portfolio</th><th>Percentage of renewable electricity</th></tr><tr><td>Retail</td><td>0.36%</td></tr><tr><td>Industrial</td><td>0%</td></tr><tr><td>Offices</td><td>0.82%</td></tr><tr><td>Others</td><td>0%</td></tr></table></td></tr>
</table>

<table>
<tr><th>Topic</th><th>Accounting metric</th><th>Unit of measure</th><th>Code</th><th>Page / location of response</th></tr>
<tr><td rowspan="3">Energy management</td><td>Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector</td><td>Percentage (%)</td><td>IF-RE-130a.3</td><td>
<table>
<tr><th></th><th colspan="2">Energy consumption (kWh)</th><th></th></tr>
<tr><th>Portfolio</th><th>2024 kWh consumption</th><th>2025 kWh consumption</th><th>% variation</th></tr>
<tr><td>Retail</td><td>84,127,199.94</td><td>98,178,504.97</td><td>16.70%</td></tr>
<tr><td>Offices</td><td>42,775,831.00</td><td>50,164,284.35</td><td>17.27%</td></tr>
<tr><td>Industrial</td><td>2,245,927.00</td><td>1,201,317.28</td><td>-46.51%</td></tr>
<tr><td>Mixed</td><td>28,795,457.00</td><td>30,268,932.00</td><td>5.12%</td></tr>
</table>
Comparable percentage change in energy consumption for the portfolio area with data coverage: 13.74%.
</td></tr>
<tr><td>Percentage of eligible portfolio that (1) has an energy rating and (2) has an ENERGY STAR certification, by property sector</td><td>Percentage (%) by floor area</td><td>IF-RE-130a.4</td><td>ENERGY STAR is not a valid certification in Mexico; however, we present the existing LEED® and EDGE Certification in our portfolio.</td></tr>
<tr><td>Description of how building energy management considerations are integrated into property investment analysis and operational strategy</td><td>n/a</td><td>IF-RE-130a.5</td><td>Please refer to these sections:
• Climate change risk vulnerability analysis, pg. 43.
• Responsible Investment, pg. 44.
• Energy management and efficiency, pg. 99.
• Industrial Capital: the greatness of our portfolio, pg. 114.
Please visit: https://funo.mx/ESG-sustainability/ecoefficient-operations</td></tr>
</table>

<table>
<tr><th>Topic</th><th>Accounting metric</th><th>Unit of measure</th><th>Code</th><th>Page / location of response</th></tr>
<tr><td>Water management</td><td>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</td><td>Surface percentage (%)</td><td>IF-RE-140a.1</td><td>Please refer to Climate change risk vulnerability analysis section, pg. 43.
* Only surface water extracted from floor areas under operational control is taken into account.
Percentage of the portfolio, based on gross leasable area, with 96.28% complete coverage of water extraction data, broken down by property sector:
<table><tr><td>Retail</td><td>32.46%</td></tr><tr><td>Industrial</td><td>47.41%</td></tr><tr><td>Mixed</td><td>5.40%</td></tr><tr><td>Offices</td><td>11.01%</td></tr></table>
Percentage of the portfolio, based on gross leasable area, located in regions experiencing high or extremely high initial water stress, with 96.10% complete coverage of water withdrawal data, broken down by property sector:
<table><tr><td>Retail</td><td>27.76%</td></tr><tr><td>Industrial</td><td>51.35%</td></tr><tr><td>Mixed</td><td>4.67%</td></tr><tr><td>Offices</td><td>12.31%</td></tr></table>
Water intensity by property sector:
<table><tr><td>Retail</td><td>0.084 m^3/sqft occupied (0.9 m^3/m^2 occupied)</td></tr><tr><td>Industrial</td><td>0.0 m^3/sqft occupied (0.0 m^3/m^2 occupied)</td></tr><tr><td>Mixed</td><td>0.056 m^3/sqft occupied (0.6 m^3/m^2 occupied)</td></tr><tr><td>Offices</td><td>0.632 m^3/sqft occupied (6.8 m^3/m^2 occupied)</td></tr></table></td></tr>
</table>

<table>
<tr><th>Topic</th><th>Accounting metric</th><th>Unit of measure</th><th>Code</th><th>Page / location of response</th></tr>
<tr><td>Water management</td><td>(1) Total water withdrawn by portfolio area with data coverage and (2) percentage water withdrawn in regions with High or Extremely High Baseline Water Stress, by property sector</td><td>Thousands of cubic meters (m^3), percentage (%)</td><td>IF-RE-140a.2</td><td>
Please refer to Water stewardship section, pg. 103.
Total volume of water withdrawn by the portfolio area for which data is available: 5,113.28 thousand m^3, of which 44.93% is withdrawn in regions with high or extremely high initial water stress, broken down by property sector:
<table>
<tr><td>Retail sector</td><td>2,060.71 thousand m^3, of which 29.17% is in regions with water stress.</td></tr>
<tr><td>Industrial sector</td><td>109.17 thousand m^3, of which 2.12% is in regions with water stress.</td></tr>
<tr><td>Mixed sector</td><td>2,532.39 thousand m^3, of which 5.60% is in regions with water stress.</td></tr>
<tr><td>Offices sector</td><td>411.00 thousand m^3, of which 8.04% is in regions with water stress.</td></tr>
</table>
<table>
<tr><th rowspan="2">Zones of water stress</th><th colspan="2">Extraction under water stress</th><th colspan="2">Surface area of properties with water extraction</th></tr>
<tr><th>m^3</th><th>%</th><th>sqft (m^2)</th><th>%</th></tr>
<tr><td colspan="5">Total</td></tr>
<tr><td>High</td><td>329,766.29</td><td></td><td>11,758,234.42 sqft (1,092,376.78 m^2)</td><td></td></tr>
<tr><td>Very high</td><td>1,967,636.32</td><td></td><td>58,935,813.09 sqft (5,475,321.50 m^2)</td><td></td></tr>
<tr><td>Total</td><td>2,297,402.61</td><td>44.93%</td><td>70,694,047.52 sqft (6,567,698.28 m^2)</td><td>96.10%</td></tr>
<tr><td colspan="5">Retail</td></tr>
<tr><td>High</td><td>304,818.00</td><td></td><td>4,196,432.68 sqft (389,861.73 m^2)</td><td></td></tr>
<tr><td>Very high</td><td>1,186,767.13</td><td></td><td>16,228,393.72 sqft (1,507,668.57 m^2)</td><td></td></tr>
<tr><td>Total</td><td>1,491,585.13</td><td>29.17%</td><td>20,424.826.40 sfft (1,897,530.30 m^2)</td><td>27.76%</td></tr>
<tr><td colspan="5">Office</td></tr>
<tr><td>High</td><td>7,057.50</td><td></td><td>292,731.28 sqft (27,195.65 m^2)</td><td></td></tr>
<tr><td>Very high</td><td>403,946.89</td><td></td><td>8,765,765.17 sqft (814,367.02 m^2)</td><td></td></tr>
<tr><td>Total</td><td>411,004.39</td><td>8.04%</td><td>9,058,496.42 sqft (841,562.67 m^2)</td><td>12.31%</td></tr>
<tr><td colspan="5">Industrial</td></tr>
<tr><td>High</td><td>17,890.79</td><td></td><td>7,269,070.49 sqft (675,319.40 m^2)</td><td></td></tr>
<tr><td>Very high</td><td>90,762.69</td><td></td><td>30,504,445.04 sqft (2,833,958.42 m^2)</td><td></td></tr>
<tr><td>Total</td><td>108,653.48</td><td>2.12%</td><td>37,773,515.53 sqft (3,509,277.82 m^2)</td><td>51.35%</td></tr>
<tr><td colspan="5">Mixed</td></tr>
<tr><td>High</td><td>0</td><td></td><td>0 sqft (0 m^2)</td><td></td></tr>
<tr><td>Very high</td><td>286,159.62</td><td></td><td>3,437,209.17 sqft (319,327.49 m^2)</td><td></td></tr>
<tr><td>Total</td><td>286,159.62</td><td>5.60%</td><td>3,437,209.17 sqft (319,327.49 m^2)</td><td>4.67%</td></tr>
</table>
* Only surface water extracted from floor areas under operational control is taken into account.
</td></tr>
</table>

<table>
<tr><th>Topic</th><th>Accounting metric</th><th>Unit of measure</th><th>Code</th><th>Page / location of response</th></tr>
<tr><td rowspan="2">Water management</td><td>Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector</td><td>Percentage (%)</td><td>IF-RE-140a.3</td><td>Please refer to Water stewardship section, pg. 103.
11.17%, broken down by property sector:
<table><tr><th>Portfolio</th><th>Difference % 2025 vs 2024</th></tr><tr><td>Retail</td><td>27.04%</td></tr><tr><td>Industrial</td><td>-47.35%</td></tr><tr><td>Office</td><td>77.03%</td></tr><tr><td>Mixed</td><td>-0.21%</td></tr><tr><td>Total</td><td>11.17%</td></tr></table></td></tr>
<tr><td>Description of water management risks and discussion of strategies and practices to mitigate those risks</td><td>n/a</td><td>IF-RE-140a.4</td><td>Please refer to Water stewardship section, pg. 103.</td></tr>
<tr><td rowspan="3">Management of tenant sustainability impacts</td><td>(1) Percentage of new leases that contain a cost recovery clause for capital improvements related to resource efficiency and (2) associated leased area, by property sector</td><td>Percentage (%) by floor area, square feet (ft²)</td><td>IF-RE-410a.1</td><td>Please refer to Responsible Investment section, pg. 44.</td></tr>
<tr><td>Percentage of tenants that have their own or separate meters for (1) grid electricity consumption and (2) water withdrawal, by property sector</td><td>Percentage (%) by floor area</td><td>IF-RE-410a.2</td><td>Please refer to these sections:
- Water stewardship, pg. 103.
- About this report, pg. 122.
55% of water meters are available to Tenants in the portfolio covered (under operational control).</td></tr>
<tr><td>Discussion of approach to measure, incentivize, and improve tenant sustainability impacts</td><td>n/a</td><td>IF-RE-410a.3</td><td>Please refer to these sections:
• Sustainability and risk management, pg. 38.
• Tenant engagement strategy, pg. 90.
• Energy management and efficiency, pg. 99.</td></tr>
<tr><td rowspan="2">Climate change adaptation</td><td>Area of properties located in 100-year flood zones, by property sector</td><td>Square feet (ft²)</td><td>IF-RE-450a.1</td><td>Please refer to Climate change risk vulnerability analysis section, pg. 43.
11,829,974.96 sqft (1,004,344.13 m²) of GLA (8.75% of total GLA)
<table><tr><td>Industrial</td><td>2,809,238.40 sqft (770,138.05 m²)</td></tr><tr><td>Retail</td><td>6,424,455.24 sqft (208,301.35 m²)</td></tr><tr><td>Offices</td><td>68,771.20 sqft (25,904.73 m²)</td></tr><tr><td>Mixed</td><td>0 sqft (0 m²)</td></tr></table></td></tr>
<tr><td>Description of climate change risk exposure analysis, degree of systemic portfolio exposure, and strategies for mitigating risks</td><td>n/a</td><td>IF-RE-450a.2</td><td>Please refer to these sections:
• Sustainability and risk management, pg. 38.
• Climate change risk vulnerability analysis, pg. 43.
• Climate change strategy, p. 106.</td></tr>
</table>

Activity metric

Activity metric	Unit of measure	Code	Page / location of response
Number of assets, by property sector	Number	IF-RE-000.A	Please refer to Operations section, pg. 13.
Leasable floor area, by property sector	Square feet (ft^2)	IF-RE-000.B	<table><tr><th>Property sector</th><th>GLA</th></tr><tr><td>Retail</td><td>32,122.7 thousand sqft (2,984.3 thousand m^2)</td></tr><tr><td>Industrial</td><td>81,192.1 thousand sqft (7,543.0 thousand m^2)</td></tr><tr><td>Office</td><td>12,503.3 thousand sqft (1,161.6 thousand m^2)</td></tr><tr><td>Others</td><td>9,361.4 thousand sqft (869.7 thousand m^2)</td></tr></table>
Percentage of indirectly managed assets, by property sector	Percentage (%) by floor area	IF-RE-000.C	Please refer to About this report section, pg. 122.
Average occupancy rate, by property sector	Percentage (%)	IF-RE-000.D	Please refer to Operations section, pg. 13.

TCFD Recommendations

Recommendations	Reference page
Governance. Organizational governance around climate-related risks ans opportunities	
Board oversight of climate-related risks and opportunities	Our CEO is responsible for approving all matters related to sustainability management, including the strategy for climate change-related risks and opportunities. Please refer to TCFD Recommendations section, pg. 108.
Management's role in assessing and managing climate-related risks and opportunities	
Strategy. Current and potential impacts of climate-related risks and opportunities on the organizations business, strategy, and financial planning	
Climate-related risks and opportunities the organization has identified in the short, medium, and long term	Please refer to these sections: • Climate change risk vulnerability analysis, pg. 43. • TCFD Recommendations, pg. 108.
Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario (IPCC)	
Risk management. How the organization identifies, assesses, and manages climate-related risks	
Organization's processes for identifying and assessing climate-related risks	Please refer to these sections: • Climate change risk vulnerability analysis, pg. 43. • TCFD Recommendations, pg. 108.
Organization's processes for managing climate-related risk	Through our Sustainability Committee, we define climate-related physical and transitional risk management strategies. This includes adaptation and resilience initiatives for our properties and the involvement of the Operations and Finance departments. Please refer to TCFD Recommendations section, pg. 108.
How the processes for identifying, assessing, and managing climaterelated risks are integrated into the overall risk management of the organization	Currently, the Sustainability Committee, through the Sustainability Department, integrates the processes to identify, evaluate and manage climate-related risks. We plan that in the mid-term, the management process will be developed in a transversal strategy with the Audit Committee, through the organization's comprehensive risk management. Please refer to TCFD Recommendations section, pg. 108.
Metrics and objectives. Used to assess and manage relevant climate-related risks and opportunities	
Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	• Climate change scenarios provided by the IPCC • Number of properties with high vulnerability to physical risks • Financial and operational implications of physical and transitional risks • Metric tons of CO_2e generated by the organization
Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Please refer to Climate change risk vulnerability analysis (pg. 43) and Carbon footprint management sections (pg. 109).
Targets used by the organization to manage climate and performance-related risks and opportunities compared to objectives	Please refer to Climate change risk vulnerability analysis (pg. 43), Goals (pg. 97) and Carbon footprint management sections (pg. 109).

TNFD Recommendations

Recommendations	Direct response / page
Governance. **Disclose the organisation's governance of nature-related dependencies, impacts, risks and opportunities.**	
Description of the board's oversight of nature-related dependencies, impacts, risks and opportunities	The oversight of risks, impacts, dependencies, and opportunities related to nature is integrated at the highest levels of corporate governance. The Sustainability Committee, which reports to the Technical Committee, is responsible for overseeing the FUNO® sustainability strategy, including matters related to natural capital. This Committee periodically reviews progress in identifying and managing environmental risks and impacts, as well as opportunities arising from improved biodiversity and ecosystem services management across our real estate portfolios. The Technical Committee receives regular reports on these matters, prepared by the Sustainability Department in coordination with the operational areas. This oversight enables the Committee to make informed decisions regarding investments, acquisitions, and operations, taking into account not only financial factors but also the impacts and dependencies of our activities on nature. Furthermore, an organizational culture is promoted that recognizes the importance of integrating nature into strategic decision-making, in alignment with the principles of the TNFD.
Description of management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities	FIBRA UNO management plays a central role in evaluating and managing dependencies, impacts, risks, and opportunities related to nature. The Sustainability Department, in coordination with the Operations, Procurement, and Finance areas, leads the integration of environmental considerations into decision-making processes and strategic planning. This department is responsible for implementing tools to assess nature-related risks, identifying critical dependencies on ecosystem services —such as access to water, air quality, and climate regulation— and proposing suitable ways to mitigate and adapt. This structure enables us to anticipate emerging risks, comply with environmental regulations, and capitalize on opportunities related to the transition toward a more sustainable and regenerative economy.
Description of the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities	FIBRA UNO acknowledges that the protection of human rights and the active participation of stakeholders are essential for the responsible management of impacts and dependencies related to nature. Our sustainability policy incorporates principles of respect for human rights, in line with the United Nations Guiding Principles on Business and Human Rights, and extends to our operations, supply chain, and relationships with local communities. In cases where our activities may have direct or indirect interaction with Indigenous or local communities, we are committed to conducting processes of free, prior, and informed consultation, ensuring that their voices are heard and considered in decisionmaking. This includes assessing environmental and social impacts, as well as identifying opportunities to create shared value. Furthermore, transparency and accountability are promoted through the disclosure of progress and results in our sustainability reports. FUNO® maintains continuous dialogue channels with key stakeholders —including local authorities, civil society organizations, and community representatives— to strengthen the management of nature-related risks and opportunities from an inclusive and equitable perspective.

Recommendations	Direct response / page
Strategy. **Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organisation's business model, strategy and financial planning where such information is material.**	
Description of the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term	FIBRA UNO is currently in the process of identifying and assessing our main dependencies and impacts on nature, as well as the associated risks and opportunities, considering short- (1–3 years), medium- (3–7 years), and long-term (more than 7 years) time horizons. This analysis is conducted based on the LEAP (Locate, Evaluate, Assess, Prepare) approach proposed by the TNFD.
Description of the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place	Dependencies, impacts, risks, and opportunities related to nature have begun to significantly influence the business model and strategy of FIBRA UNO. As a leading real estate trust in Mexico, FUNO® recognizes that our operations depend on key natural resources such as water, energy, and climate stability, as well as on healthy urban environments that enhance the inhabitability and value of our properties. In response to these factors, our development and operational strategy has been adjusted to incorporate environmental sustainability criteria from the project planning stage. This includes selecting locations with lower exposure to physical risks (such as flooding or water stress), implementing energy and water efficiency technologies, and integrating green infrastructure into our properties. These changes have directly influenced our value chain, promoting more sustainable practices among suppliers and contractors. Additionally, transition plans are being developed to progressively align our portfolio with a low-carbon and nature-positive economy, in line with emerging international frameworks.
Description of the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios	FIBRA UNO has undertaken the assessment of the resilience of our corporate strategy against various nature-related risk and opportunity scenarios, taking into account both physical and transition factors. This analysis is based on forward-looking scenarios that include cases of biodiversity loss, water stress, extreme weather events, and regulatory changes related to the conservation of ecosystems and environmental services.
Risk and Impact Management. **Describe the process used by the organisation to identify, assess, prioritise and monitor nature-related dependencies, impacts, risk and opportunities.**	
Description of: • The organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations • The organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s)	FUNO® has established structured processes to identify, assess, and prioritize nature-related dependencies, impacts, risks, and opportunities, both in our direct operations and throughout the value chain. These processes are aligned with the LEAP approach recommended by the TNFD and they are integrated into our corporate risk management and sustainability strategy. In our direct operations, systematic analyses are performed for real estate assets to identify key dependencies such as access to water, air quality, and climate-related events. Impacts such as resource consumption, waste generation, and disruption of urban ecosystems are evaluated. Within the value chain, environmental risks associated with suppliers, contractors, operators, tenants, and lessees have been mapped and assessed. The factors considered include the use of high-impact materials, construction practices, energy efficiency, and waste management. Through ESG questionnaires, contractual clauses, and training programs, greater awareness and environmental action across the chain are promoted. These processes enable FUNO® to prioritize mitigation and adaptation actions, identify opportunities for sustainable innovation, and strengthen the resilience of our business model in the face of emerging environmental challenges.

Recommendations	Direct response / page
Description of the organisation's processes for monitoring nature-related dependencies, impacts, risks and opportunities	Continuous monitoring mechanisms exist at FUNO® to assess nature-related dependencies, impacts, risks, and opportunities as a comprehensive part of our environmental and sustainability management system. These processes allow us to maintain an up-to-date view of our environmental performance, anticipate emerging risks, and adjust our strategy in a timely manner. Monitoring is conducted through key environmental performance indicators (KPIs), which include water consumption, waste generation, energy efficiency, greenhouse gas emissions, and ecosystem regeneration. These indicators are collected periodically at the asset level and consolidated into the Comprehensive Annual Report. Monitoring is further supported by internal and independent audits, as well as stakeholder feedback processes that include input from tenants, local communities, and regulatory authorities.
Description of how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes	The FUNO® Sustainability Committee, in coordination with the Sustainability Department, has integrated nature-related variables —such as exposure to extreme weather events, scarcity of natural resources, and the loss of ecosystem services— into the risk matrices used for strategic decision-making. These risks are assessed using both quantitative and qualitative methodologies and are prioritized based on their likelihood of occurrence and the potential impact on the organization's assets, revenue, and reputation. The outcome of these evaluations are periodically reported to senior management and the Technical Committee, and are used to define mitigation, adaptation, and response plans. Additionally, there are feedback mechanisms established to continuously update risk analyses based on new scientific, regulatory, or operational information. This integration strengthens our ability to anticipate and manage complex risks while identifying opportunities to innovate in the design, operation, and financing of resilient and sustainable real estate assets.
Metrics and Targets. **Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.**	
Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process	FUNO® has developed a set of key metrics to assess and manage material nature-related risks and opportunities, aligned with our sustainability strategy and risk management system. These metrics enable us to monitor the organization's environmental performance, identify areas for improvement, and make informed decisions that strengthen the resilience of our assets and operations. The primary metrics used: • Total water consumption (m^3/sqft leasable), separated by source (municipal, recycled, rainwater catchment). • Water efficiency index in properties with high risk of water scarcity • Total energy consumption and proportion of renewable energy used • GHG (greenhouse gas) emissions, both direct (Scope 1) and indirect (Scope 2); Scope 3 measurement is currently underway • Percentage of properties with environmental certifications (LEED®, EDGE, etc.) • Number of assets exposed to nature-related physical risks (flooding, heat waves, water scarcity) • Environmental compliance index noted in internal and independent audits These metrics are periodically reviewed by the Sustainability Department and reported to the Sustainability Committee. Additionally, they serve as the basis for setting continuous improvement targets and for evaluating progress toward environmental commitments assumed by FUNO®, including our contribution to the Sustainable Development Goals (SDGs) and alignment with international frameworks such as the TNFD and the TCFD.

Recommendations	Direct response / page
Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature	FUNO®, adopted a set of specific metrics to evaluate and manage our key dependencies and impacts on nature, with the aim of strengthening our environmental performance and reducing our ecological footprint. These metrics allow us to identify critical areas for intervention, set improvement targets, and transparently communicate progress toward a more sustainable operation. Metrics used to evaluate dependency: • Water scarcity index in regions where assets operate, based on sources such as Aqueduct (WRI). • Water consumption per sources (municipal, potable, recycled, rainwater), as an indicator of dependence on local water resources. • Access to urban ecosystemic services such as air quality and mulch in neighboring zones. To evaluate impacts, FUNO® uses metrics such as: • Total water footprint and by asset. • Direct and indirect carbon footprint. • Volume of waste generated and percentage recycled, as an indicator of pressure on ecosystems. These metrics are continuously monitored and integrated into our sustainability reports and the Sustainability Department dashboards. In addition, we are in the process of incorporating metrics aligned with the Natural Capital Protocol framework and the Global Reporting Initiative (GRI) Disclosure Standards to strengthen the traceability and comparability of our environmental performance.
Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these	There are specific environmental goals and objectives established by FUNO® to proactively manage dependencies, impacts, risks, and opportunities related to nature. These goals are aligned with our sustainability strategy and international environmental commitments, such as the SDGs and the Paris Agreement. Principal objectives established: • Reduced potable water consumption by 20% per leasable square meter by 2030, through the implementation of water-efficient technologies and catchment and reuse systems. • A 20%-increase by 20230 in the proportion of renewable energy used in common operations, as part of the decarbonization strategy. • By 2028, achieve environmental certification (LEED®, EDGE or similar) in at least 40% of the operating portfolio, prioritizing assets with greater environmental impact. • A 30%-increase in the green and permeable surface areas in new developments by 2027, thus contributing to urban biodiversity and to natural regulation of the climate. • A 54.2% reduction in GHG emissions (Scopes 1 and 2) by 2032, as compared to base-year information from 2019. • Implement climate adaptation biodiversity plans in 100% of all new developments, beginning in 2026. Performance against these goals is monitored annually and reported in FUNO® sustainability reports. In addition, periodic review mechanisms have been established to adjust our objectives based on technological progress, regulatory changes, and the evolution of environmental risks. This goal-oriented approach enables us to move toward a more resilient, efficient operation aligned with a nature-positive economy.

Contact

Information for investors

Jorge Pigeon y Sofía Peña
Investor Relations & Capital Markets
investor@fibrauno.mx

Sustainability information

GRI 2-3

Ana Karen Mora
Sustainability and FUNO® Foundation
sostenibilidad@fibrauno.mx

FUNO®

GRI 2-1

Antonio Dovalí Jaime 70,
SAMARA Torre B, piso 11
Santa Fe, México, CP. 01210,
Mexico City
+52 (55) 4170 7070

This Report may include forecasts or statements for the future which imply risks and uncertainty. Words such as “estimates”, “project”, “planning”, “believe”, “anticipate”, “intended”, “anticipate”, preview and other similar expressions must be identified exclusively as forecasts and estimations. FUNO® warns the readers that the statements or estimations in the document herein, or those performed by the management of FUNO®, are subject totally to risks and uncertainty that may cause changes in the operation of several factors that are not under the control of FUNO® . Estimations for the future reflect the judgment of FUNO® as of the date hereof, and FUNO® reserves the right to update the statements contained herein or arising therefrom from time to time. The past or current performance of FUNO® is not a guaranty of future performance.

