

WE ARE

FUNO

UNITED, WE ARE MEXICO

2023 INTEGRATED ANNUAL REPORT



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FUNO[®] 2023

+119

MILLION sqft OF GLA¹

586

PROPERTIES

with 613 operations
in Mexico

95%

TOTAL OCCUPANCY RATE

MXN 26.06

BILLION IN REVENUES

100%

OF THE NEW DEBT WE
INCUR IS SUSTAINABLE OR
SUSTAINABILITY-LINKED

955

ASSOCIATES

MXN 157

MN IN SOCIAL
INVESTMENT

20.4

MILLION sqft
CERTIFIED UNDER
LEED AND EDGE

¹ Gross Leasable Area.

MESSAGE FROM OUR LEADERS



MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

GRI 2-22

To our investors and associates,

I am happy to present to you this report of FUNO®’s solid financial and operating results in 2023. It was a dynamic year, in which a growing number of companies decided to relocate their operations and supply chains to our country, repositioning us as the main trading partner of the United States.

The industrial portfolio benefited the most from this trend, as we have acquired and developed more than 53.8 million sqft of industrial property during the year, while maintaining record-level occupancy rates, which, in turn, have led to an increase in rents. Our industrial portfolio closed the year in excellent condition, with a GLA of more than 64.5 million sqft, an occupancy rate of 98.5%, increases of more than 16% in rent in lease renewals, and continuous requests for expansion by our customers.

The office and retail portfolios have also contributed to the recovery of total occupancy in our portfolio, rising 4.9% and 1.8%, respectively, over 2022, while the “others” portfolio remained stable at an occupancy rate of over 99%.

Consolidated occupancy was 95.0%, reaching record stabilized levels for our portfolio.

In our financial results, revenues totaled MXN26.06 billion, 9% higher than in 2022. Net Operating Income (NOI) rose by 7.1%; Funds from Operations (FFO) decreased by 4.6% from the previous year, and we delivered an annual distribution of MXN2.2455 per CBFÍ.

Our top line grew by about 380 bps more than our weighted average inflation during 2023, an increase that we expect to continue, due mainly to improved occupancy levels in the retail and office portfolios and robust rent hikes in contract renewals within the industrial and retail portfolios, along with contributions from new projects and expansions.

It was a particularly challenging year for operating expenses, which were affected by inflation, and we

are taking the necessary steps to bring margins back to normal. Our FFO has been particularly affected by the higher-for-longer interest rate environment, but this will benefit us in the coming months as rates begin to decline. We are mindful of potential volatility from the socio-political environment in Mexico and the United States, and we are acting in advance to mitigate some of the risks.

I am deeply grateful to the talented and diverse team that makes up FUNO®, because it is thanks to them that we achieved great things and became the leading real estate company we are today. I would also like to thank all of our stakeholders for their trust and I reiterate the commitment of our entire company to continue growing with Mexico.



Sincerely yours,

André El Mann
CHIEF EXECUTIVE OFFICER OF FUNO®

MESSAGE FROM OUR DEPUTY CEO

GRI 2-22

To our stakeholders,

I am very pleased to share with you the very satisfying results of FUNO® in 2023, a year of great achievements in various areas, particularly in sustainability.

Over the years, we have proven our deep commitment to sustainability, and the determination of our management team to apply best environmental, social and governance (ESG) practices. Most recently, our top executives submitted a request to the Corporate Practices Committee to consider an internalization of real-estate services currently supplied by the Advisor and Representation Services Firm. We have made some progress in this process, and are working to complete negotiations very soon.

Diversity within our company is our primary social purpose and our greatest strength. We are convinced that a diverse team with broad experience and great ideas is what keeps us strong and growing. It is also why we have always guaranteed equal opportunity in our hiring process and empowered target groups.

**We were once again
rated one of the top
ESG companies in our
region by Sustainalytics
and included in the S&P
Sustainability Yearbook
for the 8th year in a row.**

In line with our environmental priority of decarbonizing the portfolio, we made great progress last year. For example, our greenhouse gas (GHG) emission reduction targets were validated by the Science-Based Targets initiative (SBTi), meaning they are in line with the Paris Agreement.

We obtained LEED Platinum certification for Corporativo Samara, and EDGE certification for our industrial parks in San Martín Obispo I and Lago II, the Miti-kah complex and the Galerías Guadalajara corporate building, with savings of 35% in energy, 27% in water and 44% in energy embedded in material. This brings us past our 2023 goal of certifying 12.7% of our GLA, at 17.8%.

**We were recognized as
Green Lease Leaders
for the first time.**

In October, we faced a challenge that underscored the need for collective action and the urgency of mitigating climate change, when we responded to the devastation caused by hurricane Otis in Guerrero by extending our help to those affected. We began the process of rebuilding and modernizing our properties in Guerrero, equipping the Patio Acapulco parking areas as a helipad for the Federal Electricity Commission (CFE) in its emergency response operations, set up a module for the Federal Electoral Institute (INE) to serve the community, and a distribution center for the Secretary of the Marines from which to distribute 150,000 packages of basic supplies and 30,000 household appliances. We also delivered 32 metric tons of humanitarian aid—food, cleaning products, medications and basic supplies—and made donations to a variety of causes.

We will continue to work to fortify our corporate governance and team to keep the commitments we have made to each of our stakeholder groups, and invite all of you to join in this evolution we are leading and together create economic, and social value to continue building a stronger Mexico.



Gonzalo Robina
DEPUTY CHIEF EXECUTIVE
OFFICER OF FUNO®

2023 PERFORMANCE

OPERATING AND FINANCIAL INDICATORS	
Revenues (MXNmn)	\$26,057.3
Gross Leasable Area (GLA) (millions of sqft)	119.5
Properties	586
Occupancy	95.0%
NOI (MXNmn)	\$20,165.1
ENVIRONMENTAL INDICATORS	
Energy	
Overall electrical energy consumption (kWh)	153,915,387.5
Overall electrical energy intensity (kWh/occupied sqft)	2.5
Electrical energy consumption credit (kWh)	32,987,711
Electrical energy intensity credit (kWh/occupied sqft)	3.9
Water	
Water intensity (m³/occupied sqft)	0.11
Treated water (m³)	232,105.9
Waste	
Waste generated (metric tons)	15,897.2
Waste recycled (metric tons)	1,423.7
Emissions	
Total emissions (metric tons of CO ₂ e), Scope 1	484.3
Total emissions (metric tons of CO ₂ e), Scopes 1 and 2	67,899.2
Emission intensity (metric tons of CO ₂ e/occupied sqft)	0.00108
Total emissions (metric tons of CO ₂ e), Scope 3	30,820.5
Biodiversity	
No. of reforestation events (days)	4
No. trees planted	2,755
No. volunteers	126

Certifications	
LEED certified surface area (sqft)	11,580,016.7
EDGE certified surface area (sqft)	9,576,764.5
Total certified area (sqft)	21,156,780.2
Total percentage certified	17.8%
SOCIAL INDICATORS	
Human capital	
Talent attraction	
No. new hires	398
Vacancies filled internally (%)	26%
Diversity and inclusion	
Associates trained in diversity and inclusion*	406
Work-hours training in diversity and inclusion*	4.8
Associates participating in survey to identify target groups	249
No. properties recognized accessible	1
Workforce	
No. associates*	955
Direct associates identifying as female*	31%
Direct associates identifying as male*	69%
Women in leadership positions (%)	39.5%
Women in management positions (%)	42.4%
Women in executive positions (%)	29.2%
Women in revenue generating positions (%)	48.5%
Women in STEM positions (%)	9.1%
Talent retention	
Overall turnover (%)	17.1%
Voluntary turnover (%)	12.4%
Involuntary turnover (%)	4.7%

Human capital development	
Associate training participations*	4,036
Work-hours of training*	9,280.5
Average hours of training per associate*	28.3
Average hours of associate training by job category	Executive: 12.4 Managers: 23.7 Operating: 35.6
Amount invested in training (MXNmn)	\$686,553.3
Associates evaluated (%)	100%
Pay ratio women vs. men in executive positions	74%
Pay ratio women vs. men in managerial positions	84%
Pay ratio women vs. men in operating positions	99%
Job satisfaction*	
Participating associates	738
Participation ratio	83.5%
Confidence index	79%
Community	
Social responsibility	
No. of SR activities	155
No. organizations and foundations supported	199
No. of in-kind donations	4,466
Equivalent value of in-kind donations (MXN)	\$23,474,086.8
Total beneficiaries	13,637,200
Direct SR activity beneficiaries	2,727,440
Indirect SR activity beneficiaries	10,909,760
FUNO® Foundation	
Total financial support	\$134,440,375.1
Engagement with authorities	
No. government institutions	51

Health and wellness	
Associates trained in health and safety	598
Work-hours health and safety training	955
No. associates participating in wellness survey	327 at headquarters and 494 in properties
No. cases received through Wellness channel	11
No. accidents	0 in FUNO® associates and 6 in supplier associates
No. fatalities	0
Disabling accident rate	0 for FUNO® associates and 258.07 for supplier associates
No. occupational illnesses	0
Absence rate	0 for FUNO® associates and 0.0166201 for supplier associates
Supply chain	
No. suppliers	430
Amount paid out to suppliers (MXNmn)	\$1,000
GOVERNANCE INDICATORS	
Ethics and integrity	
No. cases received through whistleblowers’ hotline	63
Cases received that were closed during the year	87%
Anti-corruption	
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	1,004
Work-hours of training in human rights	2,381
ESG topics in supplier contracts	
GLA covered by tenants participating in engagement strategy	5.3%
New contracts containing cost-recovery clauses for resource efficiency related to capex improvements (%)	100%

* Includes participation of supplier associates.

WE ARE
GREAT FUNO®

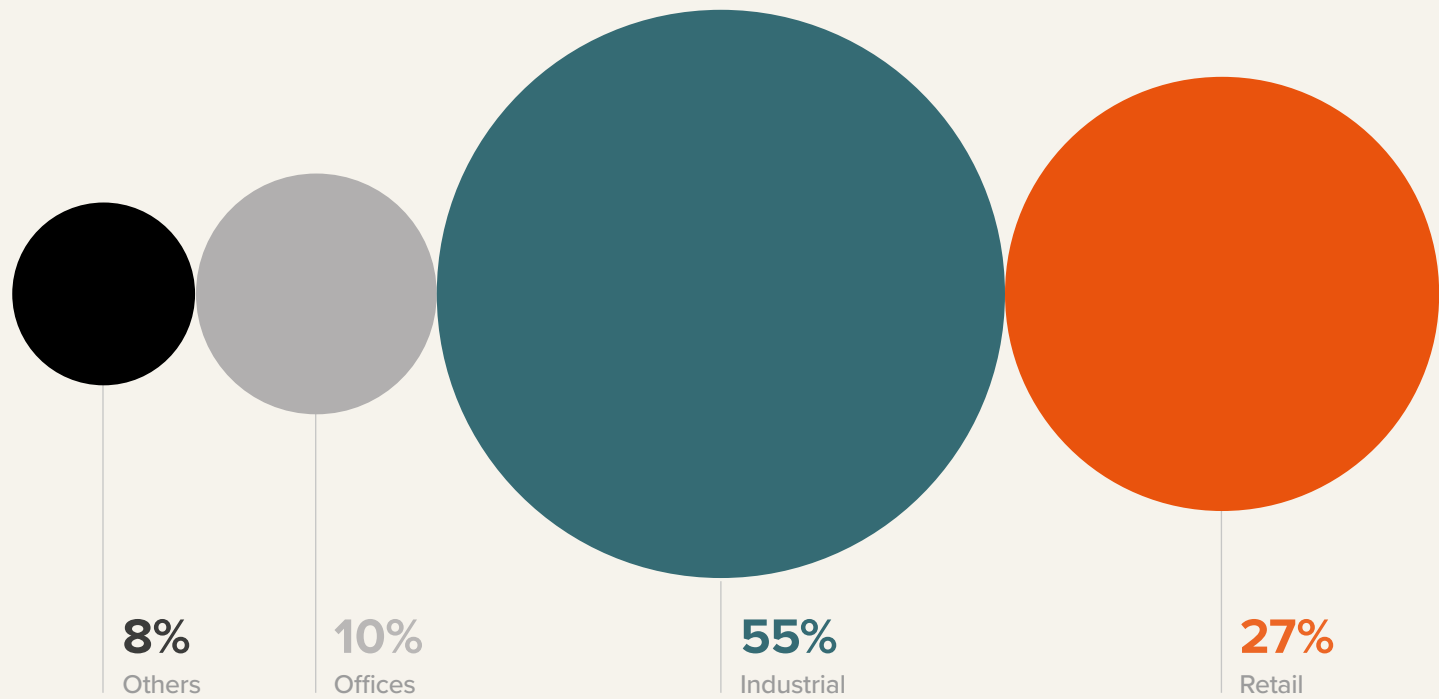


OPERATIONS

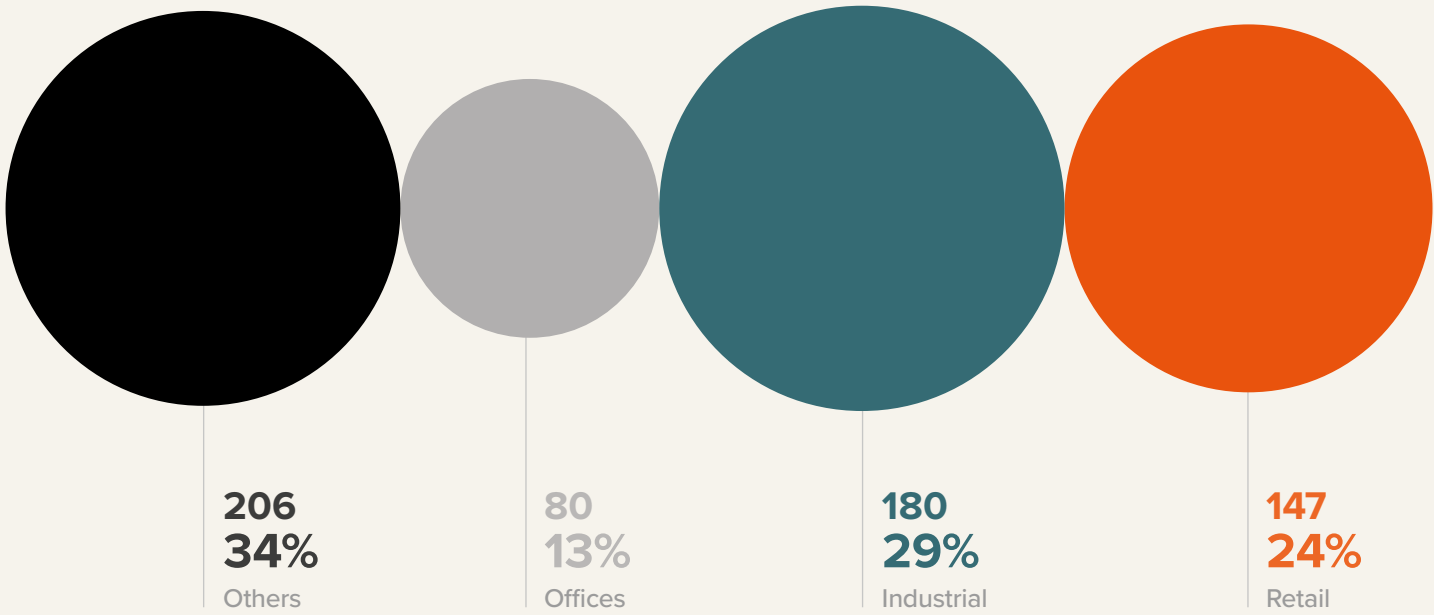
GRI 2-1, 2-6
IF-RE-000.A, IF-RE-000.D



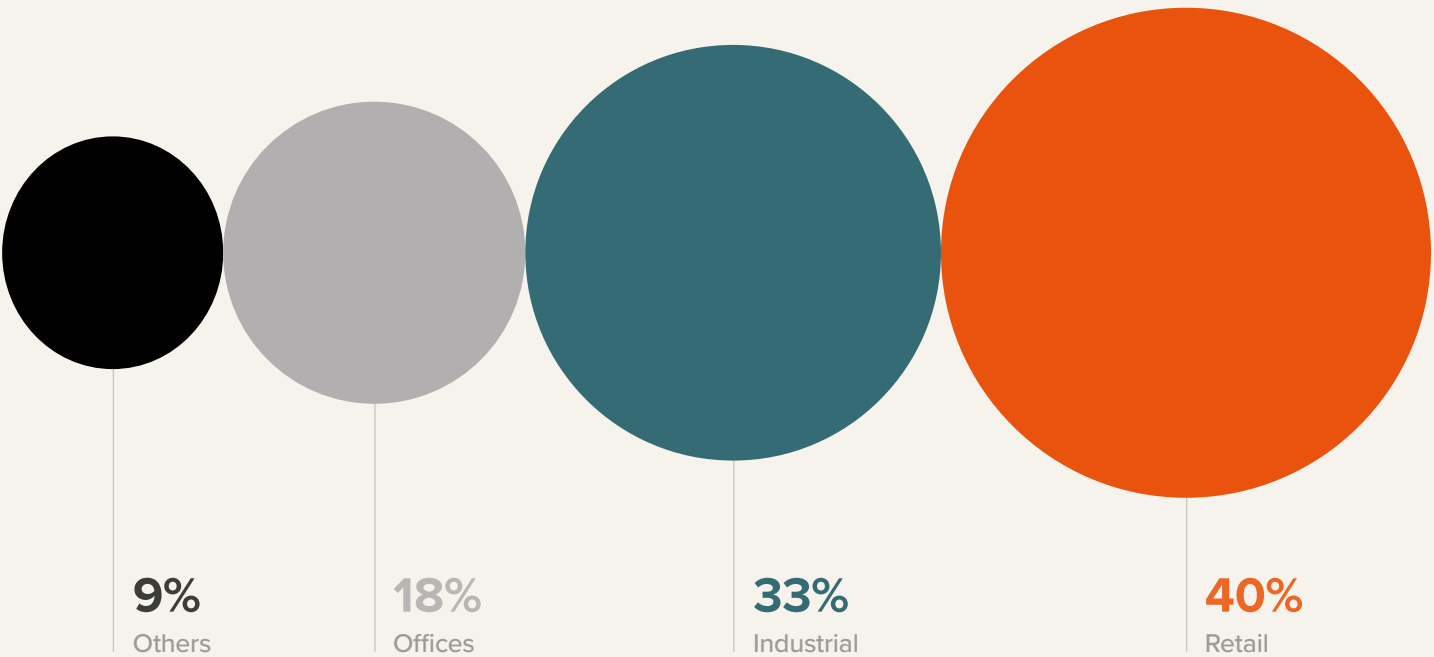
GROSS LEASABLE AREA BY PORTFOLIO



OPERATIONS BY PORTFOLIO



REVENUES BY PORTFOLIO





OCCUPANCY
BY PORTFOLIO

92.8%
Retail

98.5%
Industrial

81.7%
Offices

99.2%
Others

PRESENCE

GRI 2-1



586
PROPERTIES



STRATEGIC FRAMEWORK



2020-2030 SUSTAINABILITY STRATEGY

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



ENERGY 20% renewable energy in our properties	EQUALITY Increase % of women in Technical Committee		CONSERVATION 50km of land reforested
SBTI Reduce absolute scope 1 and 2 emissions by 54.6% Reduce scope 3 emissions by 32.5%	WASTE Zero trash by 2030	SAFETY Zero accidents	
DIVERSITY 20% of associates belong to priority groups	CERTIFICATION Certify 47.4 million sqft under LEED, BOMA or EDGE = 37.7%	DEBT 100% of new debt must be sustainable or sustainability-linked	SOCIAL MXN160mn in social impact projects, benefiting at least 300 communities where we operate
TRAINING Provide ongoing training in ESG topics to members of the Technical Committee		INDEPENDENCE Increase % of independent members in the Technical Committee	WATER Treat and reuse 30% of our wastewater

MATERIALITY

GRI 3-1, 3-2

We continue to reinforce our management of the material topics identified in our last study, which was conducted in 2021.



MATERIAL TOPICS

RISK MANAGEMENT	ENERGY MANAGEMENT	CLIMATE CHANGE	BUSINESS ETHICS	NATURAL CAPITAL
TRANSPARENCY	COMMUNITY ENGAGEMENT	TALENT MANAGEMENT	BUSINESS MODEL RESILIENCE	HUMAN RIGHTS

- New material issues since the 2018 study.
- Material topics the scope of which has been expanded since the 2018 study and now include more subtopics.

To learn more about our 2021 materiality study, visit: <https://funo.mx/ESG-sustainability/management/materiality>

HOW DO WE CREATE VALUE?

At FUNO[®], our core purpose is to create sustainable value over time for our stakeholders, contributing to their well-being and development.

It is essential to consider the context and trends that affect the real estate industry and influence the operation of our FIBRA, the resources we have on hand, and our interaction with each group, in order to decide on the necessary measures to manage the associated risks and take advantage of opportunities.



VALUE CREATION MODEL



OUR STAKEHOLDERS

GRI 2-29

Our synergies with stakeholders allow us to create shared long-term value.



CBFI HOLDERS	TENANTS	ASSOCIATES	SUPPLIERS AND SERVICE PROVIDERS
DESCRIPTION			
<ul style="list-style-type: none">Institutional investorsPrivate investment market	<ul style="list-style-type: none">National, regional and local Offices and industrial:<ul style="list-style-type: none">MultinationalsSMEsGovernmentRetail<ul style="list-style-type: none">MultinationalDomestic franchisesSMEs	<ul style="list-style-type: none">DirectIndirect	<ul style="list-style-type: none">Building operatorsServices<ul style="list-style-type: none">CleaningSecurityOthersMunicipal services<ul style="list-style-type: none">WaterElectricityGasWaste collectionProducts
LEVEL	Organizational	Organizational Portfolio Local	Organizational Local
MEANS OF COMMUNICATION			
<ul style="list-style-type: none">Investor relations officeFUNO® DayParticipation in conferencesMeetings with analysts, banks, rating agencies and othersQuarterly surveysAnnual reportPress releases	<ul style="list-style-type: none">Through Sole Project RepresentativesSite managersCollections officeTenant coordination officeSocial mediaOne-on-one meetings	<ul style="list-style-type: none">Open door policySurveysTeambuilding DayHuman Resource OfficeBuilding Managers' meetingWhistleblowing mechanismEmail	<ul style="list-style-type: none">Purchasing officeArea acquiring or engaging the serviceContractsSupplier websiteOne-on-one meetingsWhistleblowing mechanism
TOPICS OF INTEREST			
<ul style="list-style-type: none">Financial resultsStability and business continuityTransparency	<ul style="list-style-type: none">Quality and speed of serviceQuality of the commercial relationshipFacility of processes and paperwork	<ul style="list-style-type: none">Company reciprocityMotivation and sense of belongingCooperation between and within areas	<ul style="list-style-type: none">On-time paymentsCommercial relationshipQuality and distribution of products and services acquired
AREA RESPONSIBLE FOR INTERACTION			
Investor relations	Regional manager, Operations Directors and Project Coordinators	Human resources	Purchasing
FREQUENCY			
	Recurring		Monthly

FINANCIAL ENTITIES	GOVERNMENT	VISITORS	NGOS AND COMMUNITIES
DESCRIPTION			
<ul style="list-style-type: none"> • Lenders • Investors 	<ul style="list-style-type: none"> • Central bank • Tax authorities • National banking and securities commission • Federal antitrust authority • Others 	<ul style="list-style-type: none"> • Client employees and visitors that come to our office and industrial buildings • Visitors to our shopping centers 	<ul style="list-style-type: none"> • Neighbors • Civil society organizations that we support
LEVEL			
Organizational Portfolio	Organizational Local	Organizational Portfolio Local	Organizational Local
MEANS OF COMMUNICATION			
<ul style="list-style-type: none"> • One-on-one meetings • Investor relations office • Vice Presidents of Treasury and Finance 	<ul style="list-style-type: none"> • Senior management • Office of the chief counsel • Site managers 	<ul style="list-style-type: none"> • Social media • Regional manager • Onsite suggestion box • Onsite marketing • Whistleblowing mechanism 	<ul style="list-style-type: none"> • Social media • Website • Regional manager • Sustainability area • FUNO® Foundation
TOPICS OF INTEREST			
<ul style="list-style-type: none"> • Performance and financial stability • Growth • Leverage 	<ul style="list-style-type: none"> • Our contribution to social development • Corporate governance • Initiatives for social integration, cultural promotion and health 	<ul style="list-style-type: none"> • Security • Visitors' experience • Innovative services 	<ul style="list-style-type: none"> • Social commitment • Shopping centers as spaces for communication and integration • Contribute to positive impact generation in the communities where we operate
AREA RESPONSIBLE FOR INTERACTION			
Treasury	Site managers, Operations Directors, official FUNO® spokespersons	Site managers and Project Directors	Site managers and Project Directors FUNO® Foundation
FREQUENCY			
Recurring			



GOVERNANCE



THE GREATNESS OF FUNO® IS SUSTAINED BY OUR CORPORATE GOVERNANCE STRUCTURE, WHICH LEADS THE ORGANIZATION EFFICIENTLY TOWARD EXECUTION OF ITS STRATEGY AND FULFILLMENT OF ITS GOALS.

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 guide-lines. 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.

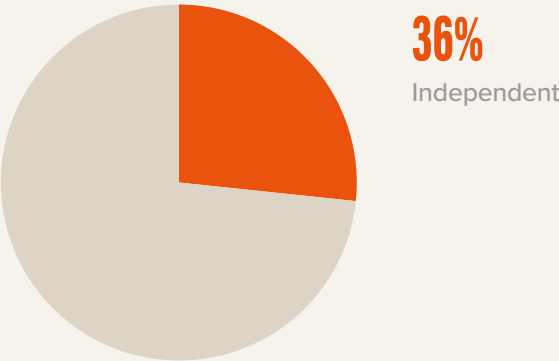
The control trust establishes the competencies and faculties of the CBFI holders’ meeting, the Technical Committee, the Audit Committee and the Corporate Practices Committee, with regard to economic, environmental and social issues.

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

TECHNICAL COMMITTEE

11 MEMBERS

4 INDEPENDENT MEMBERS



Our Technical Committee is equivalent to the board of directors of an incorporated company, and the duties of Chairman and CEO are separate.



Based on the recommendations of the FTSE Women Leaders Review and Parker Review on gender, ethnic and racial diversity, we pledged to increase the percentage of gender diversity and independent members on the Technical Committee by 2030.

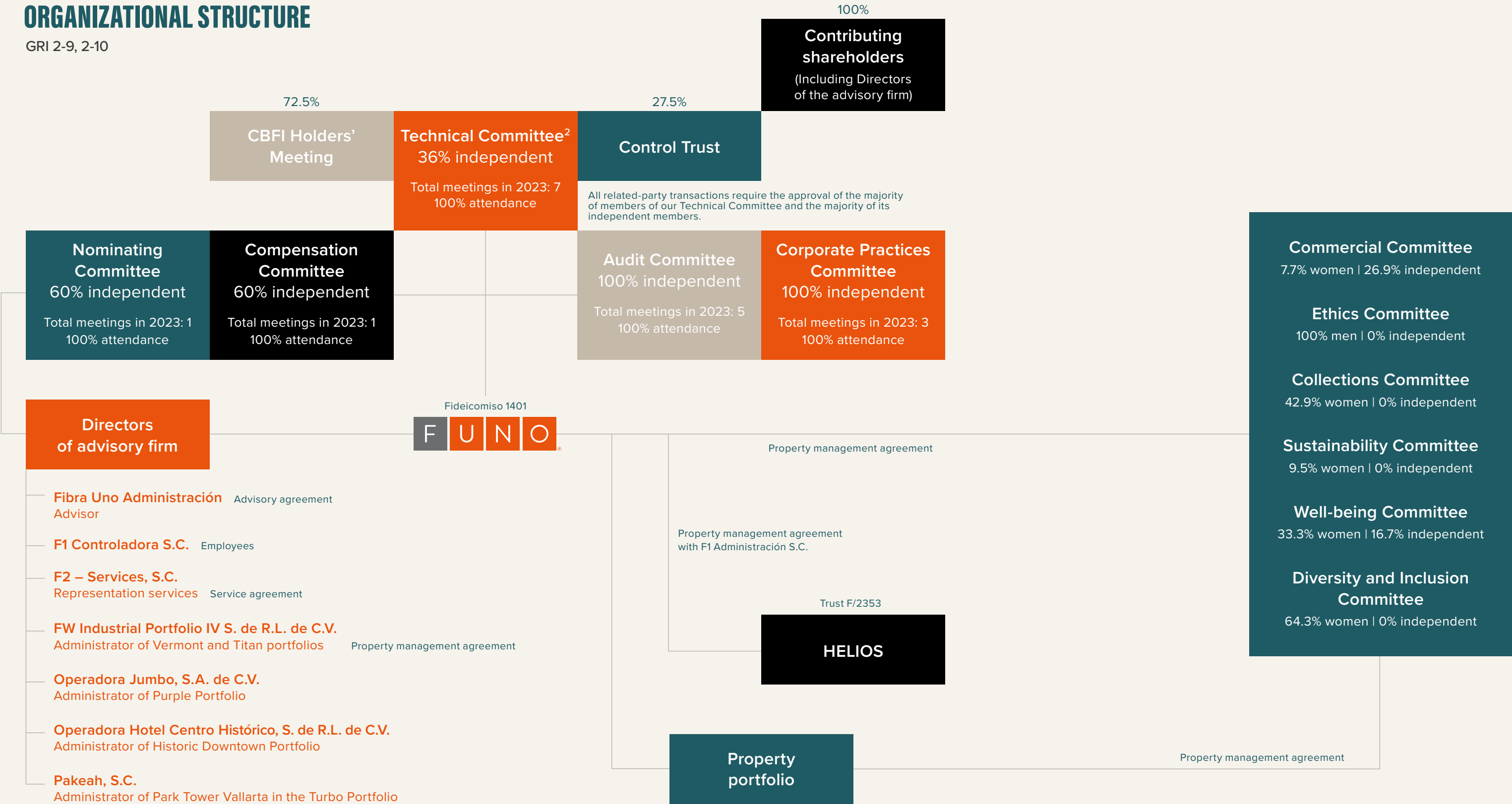
In 2023, we engaged an independent firm to evaluate our corporate governance practices. The main findings were:

- Internalization
- Increased diversity on the Technical Committee
- Increased independence
- Renewal of the Technical Committee

Our chairman is not an executive in the organization, in other words, he is not an employee on FUNO®’s payroll.

ORGANIZATIONAL STRUCTURE

GRI 2-9, 2-10



² For information about of our Technical Committee members, visit:
<https://funo.mx/ESG-sustainability/corporate-governance/committees/TC>

For information about the qualifications of our Technical Committee members, visit:
<https://funo.mx/ESG-sustainability/corporate-governance/committees/TC/technical-committee-experience>

OUR PHILOSOPHY

BUSINESS ETHICS

GRI 2-16, 3-3

REPORTING LINE

Steering Committee

Ethics Committee

CEO

Deputy CEO

VP, Administration

VP, Legal

VP, Operations

Human Resources department (secretary)

Every one of us who is part of FUNO® has an obligation to conduct ourselves faithfully, diligently and honestly, ensuring that all of our actions on behalf of FUNO® comply with laws, policies, standards and procedures.

CODE OF ETHICS

GRI 2-16, 3-3

In 2023, we worked on updating our Code of Ethics, incorporating the issues of sexual harassment and bullying while strengthening aspects such as the ethical decision-making process, risk management, information security, intellectual property, social impact and environmental impact, among others. As of year-end, this update was under review and will be approved in 2024.

100% OF ASSOCIATES TRAINED
IN ETHICS, ANTI-CORRUPTION AND
MONEY LAUNDERING PREVENTION

TRAINING ON GOVERNANCE
ISSUES IN 2023

694 PARTICIPATIONS

2,338 WORK-HOURS
OF TRAINING

7.1 HOURS ON AVERAGE
PER ASSOCIATE





WHISTLEBLOWING MECHANISM

GRI 2-16, 2-26

Our whistleblowing mechanism is managed by an outside firm that is independent of FUNO® and is available 24 hours a day, 365 days a year through the following channels:

- Telephone: 01 800 9100 311
- Email: funo@tipsanonimos.com
- Web: www.tipsanonimos.com/funo

Reports received through our whistleblowing mechanism are sent to our Ethics Committee, where they are reviewed and addressed by the Committee itself or by the area responsible for the issue addressed, in order to establish corrective measures, sanctions or response.

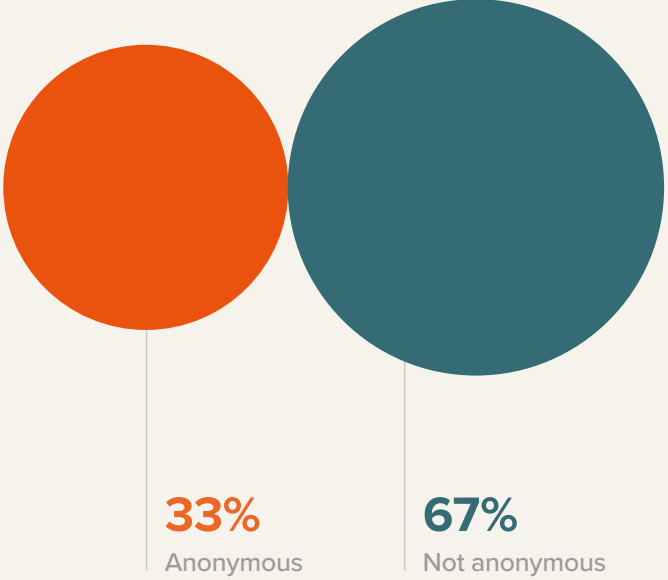
During 2023, FUNO® terminated the employment contracts of 3 associates for non-compliance with the Code of Ethics.

63 CASES RECEIVED THROUGH THE ETHICS LINE

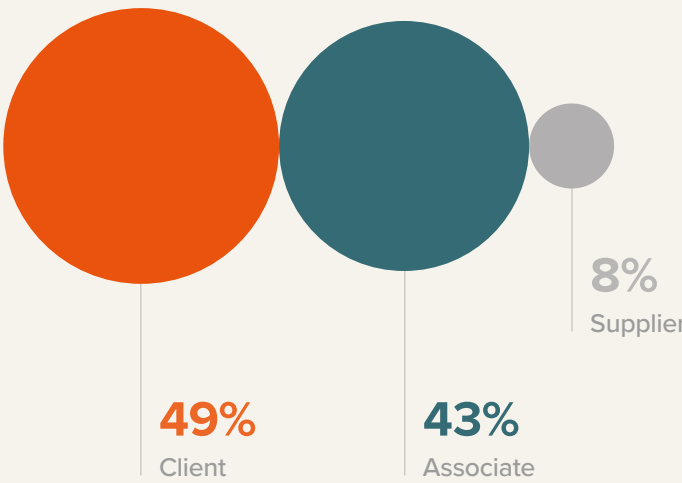
100% OF THE COMPLAINTS RECEIVED IN 2023 WERE ADDRESSED

87% OF THE CASES RECEIVED WERE CLOSED AS OF DECEMBER 31, 2023

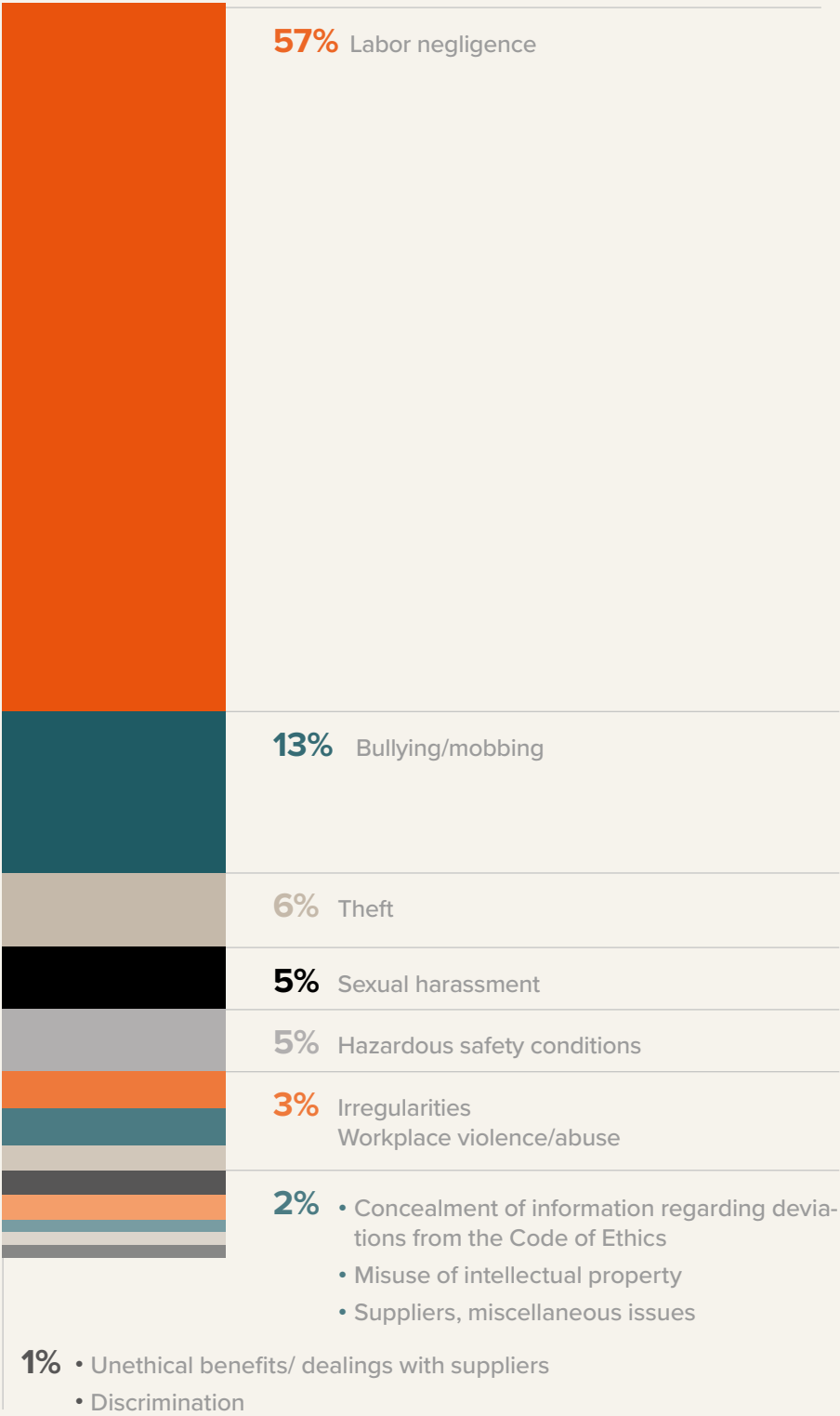
TYPE OF REPORT



PARTY FILING THE REPORT



CATEGORIES OF REPORTS



ANTI-CORRUPTION

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

We abide by all laws and regulations and encourage fair and above-board business practices, prohibiting all forms of bribery and extortion.

In all dealings with tenants, suppliers, specialized service providers, financial institutions, authorities and any other counterparty, we absolutely reject the possibility of offering or receiving improper advantages or benefits of any kind. We neither give nor 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 2023 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 OUR SUPPLIERS SIGN
OUR ETHICAL GUIDELINES

MONEY-LAUNDERING PREVENTION

GRI 3-3

To ensure that we apply the highest standards of ethics and integrity in generating value for our stakeholders, one of the pillars of FUNO®’s financial strategy is money-laundering prevention.

We have a policy that provides the guidelines on compliance with the provisions of the federal anti-money-laundering law, and the steps to follow for analyzing information and issuing the notices as required by that law, and for storing information regarding the personal data of tenants and the cash flow from collections.

In addition, together with an external auditor, we have an accounting platform that can be accessed by associates 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.



HUMAN RIGHTS

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

Respect for Human Rights is the highest principle for FUNO®. We uphold and advertise this principle to ensure an environment of inclusion and tolerance, as well as the integrity of all our stakeholders, both internal and external: associates, CBFI holders, suppliers, service providers, tenants, academe, communities, guests, civil society organizations (CSOs), governments, intergovernmental organizations, media, experts and the financial community.

We publicize our commitment to human rights to all those within and outside of FUNO® through our intranet, website, social networks, and videos that stream on our in-office screens, and to strengthen our associates’ knowledge of human rights, we provided several training sessions, including a mandatory course on “zero tolerance for bullying and sexual harassment” in alliance with the National Institute of Women (Inmujeres).

2,381 HOURS OF TRAINING
IN HUMAN RIGHTS; 2.4 HOURS
ON AVERAGE PER ASSOCIATE

1,004 ASSOCIATES TRAINED
IN HUMAN RIGHTS; 47% MEN
AND 53% WOMEN



Since 2016, we have been signing members of the United Nations Global Compact. Each year, we ratify our commitment to this initiative, through the signing of the Declaration of Continued Support for the 10 Principles, three of which address respect for Human Rights.

The Human Rights covered by our commitment are: social security, health, inclusion, tolerance, non-discrimination, equal opportunities between men and women, and the rights of indigenous communities. We promote respect for the Human Rights of all, both inside³ and outside FUNO®, although our priority groups of interest are people with disabilities, women, the LGBTQ+ community, and multiculturalism.

In 2023, we conducted a Human Rights risk vulnerability analysis in each of our portfolios to identify the areas in which Human Rights could be violated and the impacts derived from FUNO®’s operations and business relationships. Based on the findings, we are reinforcing our strategy to prevent any breach of our policies.

³ The commitments assumed and approved by FUNO® regarding human rights apply at every level of the organization: interns, assistants, coordinators, managers, executives, up to senior management such as Vice Presidents.

PRIORITY TOPICS

RP Retail portfolio
IP Industrial portfolio
OP Office portfolio
C Corporate headquarters

IDENTIFIED RISK	PORTFOLIO WHERE IT WAS IDENTIFIED	MEASURE ADOPTED BY FUNO®
 Personal safety (physical and psychological)- Health	RP	<ul style="list-style-type: none">• Training to prevent sexual harassment, aimed at associates and security and cleaning suppliers.• Coordination with the authorities to address security situations inside shopping centers.• Investment in lighting on the periphery of the buildings.• Training to provide inclusive attention in commercial properties.
 Environment	RP IP OP	
 Fair and favorable working conditions	IP OP	<ul style="list-style-type: none">• Promotion of respect for human rights through the Code of Ethics and internal policies.• Optimal supply of materials and adequate equipment for associates to perform their work.• Whistleblowers' mechanism.• Communication campaigns.
 Effective abolition of child labor	OP	Dissemination of our commitment to the principles of the Global Compact.
 Child protection	OP	Support to Civil Society Organizations that promote the protection of children's rights.
 Decent life (decent living)	IP	<ul style="list-style-type: none">• Promotion of respect for working hours and labor rights.• Investment in high-impact social projects aimed at improving the lives of our priority groups.• Promotion of family unity through participation in volunteer programs.• Encouraging associate participation in sports and artistic activities.• Bringing together cultural, artistic and recreational activities to strengthen the social fabric of the communities through our shopping centers.• Equality and Non-Discrimination Policy.• Training.• Promotion of sports and recreational activities through FUNO® Center.
 Equality and non-discrimination	IP	Promotion of the recognition of the value of people through internal communication campaigns.

IDENTIFIED RISK	PORTFOLIO WHERE IT WAS IDENTIFIED	MEASURE ADOPTED BY FUNO®
 Labor	RP	Encouraging the hiring of people close to the industrial parks to trigger development in neighboring communities.
 Free circulation	IP OP	<ul style="list-style-type: none">• Internal transportation to facilitate mobility in some of the industrial parks.• Location in areas with accessibility to public and private transportation, facilitating the movement of associates and tenants.
 Decent housing	RP	<ul style="list-style-type: none">• Long-term impact of infrastructure and real estate on the economy for local and community benefit.• Due diligence to comply with the required environmental standards so as not to affect the natural environment or access to vital resources such as water and air.• FUNO® does not carry out activities that require the displacement or relocation of communities; to date, we have not acquired properties occupied by indigenous groups.
 Property	RP IP	<ul style="list-style-type: none">• Training.• Investment in infrastructure related to the interior and exterior of our properties to promote an environment of trust for guests.• Coordination with local authorities to facilitate spaces inside shopping centers so that citizens are aware of security measures that can be implemented on a daily basis, as well as official public safety agencies.
 Unions and right to strike	RP	Suppliers' commitment to respect the human and labor rights of their collaborators, by being aware of FUNO®'s Code of Ethics and the guidelines for suppliers.
 Discrimination against indigenous or tribal peoples	OP	<ul style="list-style-type: none">• Code of Ethics.• Human Rights Policy.• Non-Discrimination Policy.
 Family protection	OP	<ul style="list-style-type: none">• Maternity and paternity leaves for our associates.• Promotion of work-life balance.• Respect for the rights of all families.

CYBERSECURITY AND DATA PROTECTION

GRI 3-3

REPORTING LINE

Chief Executive Office
VP of Administration and IT
IT Department

The Technical Committee receives regular reports from the Audit Committee on the organization’s cybersecurity. The office of the CEO has the Vice President of Administration and IT review and approve the cybersecurity strategy proposed by the IT Department, which is experienced in security tools and is responsible for implementing security policies, contingency plans and the disaster recovery plan.

At FUNO®, we are firmly committed to preserving the integrity, confidentiality, availability and security of information, and we are constantly evolving. To this end, we design processes and strategies to minimize vulnerabilities, based on policies, procedures and best practices in risk management, incident control, infrastructure modifications and security strengthening. All of this is supported by international standards such as NIST, CERT and ISO 27001.

Thanks to our agility and proactive approach to protecting digital assets and identifying and analyzing threats, along with continuous staff training, prevention technologies and response to attacks, we were able to detect and block several phishing campaigns in 2023.

These were some of the actions we took in this area last year:

- Independent assessment of external perimeter and web application security, as required by our vulnerability analysis policy.
- Review of the architecture of our Disaster Recovery Plan (DRP) in the cloud to ensure the robustness of our infrastructure and data integrity.
- Implementation of an awareness platform and social engineering exercises.

- Consolidation of FUNO® domains into a single hosting to centralize resources, simplify management and implement standardized security measures, thus consistently protecting all websites.
- Monitoring of accounts and privileged access to critical applications and resources.
- Configuration of secure connections and creation of access control lists for corporate ERP migration.
- Encryption of hard disks and use of technologies for the detection of cyber threats in the equipment assigned to the personnel working in our buildings.
- Guaranteeing the security of additional domains over which e-mails are sent.



In 2023, no incidents were recorded that put the integrity of information at risk. This is the direct result of constant work on cybersecurity measures and the ongoing commitment of the entire organization to the protection of our digital assets.

+ MXN 6.7
MILLION PESOS INVESTED
IN CYBERSECURITY

730 WORK-HOURS
OF CYBERSECURITY
TRAINING

RISK MANAGEMENT AND COMPLIANCE

ESG RISK ASSESSMENT

GRI 2-13, 2-17, 2-22, 2-23, 2-24, 2-25

At FUNO®, the risk management process permeates the entire organization and we have various mechanisms for identifying risks and ensuring sustainable value creation, as well as specific protocols to address mapped risks:

- Biannual audit of political, social, environmental, debt, financial, social risks, among others, conducted by an independent firm engaged by our Technical Committee. The results are presented to the Steering Committee, the Audit Committee and the Technical Committee, and we follow up on the identified risks in the quarterly Audit Committees.
- Business Continuity Plan (BCP). During 2023, we worked on updating this document, considering all the risks we had previously identified.

- Disaster Recovery Plan (DRP), which is tested quarterly and updated daily.

In addition, in order to anticipate, establish the pertinent measures and ensure compliance with new regulations, we constantly monitor official guidelines.

Given the nature of our business, ESG aspects influence our investment decisions, as well as the development and optimization of property efficiency.

The Sustainability Committee is responsible for applying our Sustainability Strategy and for setting annual ESG goals, reviewing our performance against targets, and identifying current and future ESG risks.



TRENDS



INVESTOR INTEREST IN ESG BEST PRACTICES

- **Associated risks:**
 - Regulatory changes
 - Not having sufficient or optimal information to meet expectations and affect access to capital.
- **Measures implemented by FUNO®.** ▶



NEARSHORING, CHANGE IN THE STRUCTURE OF THE GLOBAL SUPPLY CHAIN

- **Associated risks:** scarcity of land with access to water, electricity and road services.
- **Measures implemented by FUNO®.** ▶



FINANCIAL CRISIS

- **Associated risks:** lack of liquidity, loss of investor confidence, impact on foreign investment, increase in unemployment, and impact on the consumer confidence index.
- **Measures implemented by FUNO®.** ▶



CLIMATE CRISIS

- **Associated risks:** approximate cost of \$19.5 billion pesos from the materialization of climate risks.
- **Measures implemented by FUNO®.** ▶



CYBERCRIME AND CYBER INSECURITY

- **Associated risks:** impact on the availability, confidentiality and integrity of information, reputational damage, loss of stakeholder confidence, and fines or sanctions.
- **Measures implemented by FUNO®.** ▶



SECURITY

- **Associated risks:** inability to attract private investment.
- **Measures implemented by FUNO®.** ▶

EMERGING RISKS

GRI 2-27

Every year, we identify risks that may significantly affect our organization which become increasingly important in the short term. The two risks we are mapping from here to 2024 are:



SUSTAINABLE VALUE CHAIN

Making sure our ESG goals are embedded across our entire value chain.

- **Associated impacts:** reputational damage, lack of environmental and social information from tenants and suppliers.
- **Measures implemented.** ▶
- **Measures to be implemented:** value chain development and training.



EQUALITY AND NON-DISCRIMINATION

We promote equal opportunities, diversity and inclusion, both within and beyond FUNO®.

- **Associated impacts:** reputational damage and inability to position ourselves as an employer brand.
- **Measures implemented.** ▶
- **Measure to be implemented.**
 - Strengthening training on equality and inclusion issues, as well as non-discrimination.
 - Closing the gender pay gap.
 - Formalization of the adoption of WEPS.

To learn more about the actions taken to address emerging risks, see pages 84-93 and 134-139 of this Report.



CLIMATE CHANGE RISK VULNERABILITY ANALYSIS

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

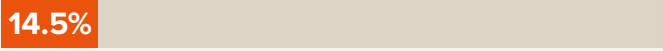
We have evaluated the physical risks and vulnerabilities of our properties to the effects and risks of climate change, an analysis we are constantly reviewing to anticipate this type of events and adapt to different climate scenarios.

Estimated financial impacts consider the value of the exposed properties based on the worst-case scenario; the impacts related to the materialization of the identified physical risks are:

PERCENTAGE OF THE PORTFOLIO THAT HAS BEEN EVALUATED BASED ON ESG CRITERIA.



Climate-related risks



Biodiversity risks



Water stress risks



Human Rights risks

PHYSICAL RISK	ESTIMATED FINANCIAL IMPACTS (MXN)
Heat waves	\$1,361,433,313
Tropical cyclones	\$1,431,276,128
Floods	\$709,011,788
Droughts	\$4,365,930,723
Rising sea levels	\$11,677,509,871

For a detailed analysis of our vulnerability to climate-related risks, please visit:
<https://funo.mx/ESG-sustainability/eco-efficient-operations/climate-change/vulnerability-assessment>

RESPONSIBLE INVESTMENT

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

Our investment process considers the following aspects:

ACQUISITION OF NEW PROPERTIES	MANAGEMENT AND OPERATION
Environmental	
<ul style="list-style-type: none">• Road impact studies.• Land use certificates.• Environmental impact authorization.• Hazardous waste generation and registration.• Manifest of delivery-reception of hazardous waste issued by a company authorized for its transportation and final disposal or by the municipal waste collection system.• Water supply services.• Means for water discharges.• Single environmental license for atmospheric emissions.• The existence or absence of polychlorinated biphenyls and asbestos.• The existence or absence of environmental fines.• The existence or absence of soil contamination.• Vulnerability of properties due to climate change risks.	<ul style="list-style-type: none">• Indicators of water and energy consumption, as well as emissions and waste generation in logbooks.• Variable compensation linked to NOI including energy and water performance.• Internal audit.• Annual external audit of financial, environmental, social, and political risks, the results of which are presented to the Management Committee and the Technical Committee.• Permits and licenses for environmental compliance.• Biodiversity conservation projects, in collaboration with authorities and organizations.

In 2023, we were named Silver-level Green Lease Leader, in recognition of our commitment to incorporating clauses and agreements related to environmental management, energy efficiency and sustainability in leasing contracts.

ACQUISITION OF NEW PROPERTIES	MANAGEMENT AND OPERATION
	Social
<p>We ensure that property owners and users have been adequately consulted and compensated. We conduct at least three independent inspections and site visits, which serve as controls to validate the information and status of the properties.</p> <p>We carry out internal and legal processes, so that compensation and payments for the use or purchase of real estate are made fairly and in a timely manner.</p> <p>Our processes do not discriminate whether the owners or users of the property are individuals, collectives, indigenous groups, women, etc., and the rights of the counterparty are respected at all times.</p> <p>To date, we have not acquired properties in indigenous territories, however, we are aware that in Mexico there are cases in which certain indigenous groups or women may not hold legal title to properties they legitimately own in accordance with local traditions and customs that validate it.</p> <p>We reaffirm our commitment and duty to consult, inform and collaborate with those principally affected in the event that this occurs.</p>	<ul style="list-style-type: none">• Training• Approval process for social projects.• Financial donations approved by the FUNO® Foundation Committee only to institutions that comply with SAT legal regulations (compliance approval) and are legally incorporated.• Donations in kind, in which we must have the legal possession of goods and carry out the annual planning of physical and multimedia spaces to be donated.



4,208,119.7 sqft OF ENERGY EFFICIENCY IMPROVEMENTS AS A RESULT OF OUR INVESTMENTS

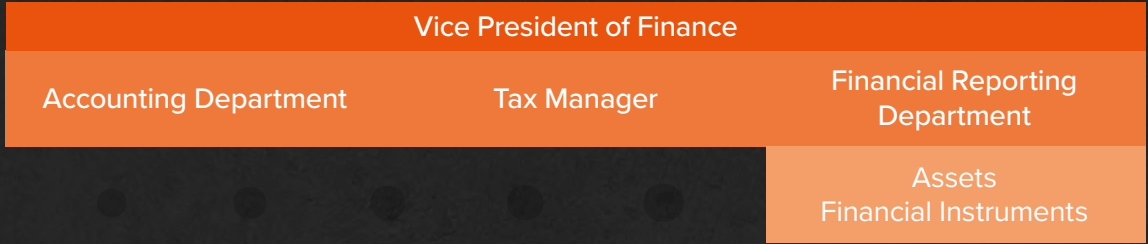
14,586,569.9 sqft OF IMPROVED PROPERTIES AS A RESULT OF SUSTAINABLE INVESTMENTS

FINANCIAL CAPITAL



THE ROCK-SOLID FOUNDATION OF OUR MODEL

REPORTING LINE



GOALS

SPHERE	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



**At the close of 2023, we were
in compliance with all of our
sustainable finance commitments.**

In keeping with our commitment to restrict new financing to sustainable, green or sustainability-linked schemes and to strengthen liability management, in 2023, we made several placements and debt repayments:

- MXN6.7 billion pesos debt placement. Proceeds used to repay existing debt. Of this amount, MXN4.97 billion pesos correspond to a fixed-rate FUNO® 23L bond, with a 10-year maturity at 195bp over the 10-year MBono, and MXN1.73 billion pesos correspond to the 4-year floating-rate FUNO® 23-2L bond, with a 4-year maturity and rate of 95bp over the TIIE.
- Issuance of a FUNO® 23-3L sustainability-linked bond in the amount of MXN1.50 billion pesos, at 3 years and a floating rate of TIIE + 95 bps.
- Prepayment of the entire FUNO®-18 issue for MXN5.40 billion, while the remainder was used to pay off short-term credit lines.
- Extension of the committed sustainability-linked revolving credit line for 2 more years, with July 23, 2026 as the new maturity date. The credit line is dual currency and the amounts remain unchanged at MXN13.5 billion and USD410 million.
- Payment in full of the FUNO® 13-2 issue totaling MXN3.12 billion.

FINANCIAL INDICACTORS	2023	2022	Δ 2023 VS 2022
Total income	\$26,057.3	\$23,900.7	9.0%
Rental income	\$23.266.5	\$21,474.7	8.3%
Net Operating Income (NOI)	\$20,165.1	\$18,819.8	7.1%
NOI margin	77.4%	78.7%	-1.6%
Funds from operations (FFO)	\$8,918.2	\$9,348.6	-4.6%
FFO margin	37.9%	39.1%	-3.1%
Distribution per CBFI	\$2.2455	\$2.7012	-16.9%

OPERATING INDICATORS	2023	2022	Δ 2023 VS 2022
CBFIs outstanding (millions)	3,807	3,779	0.7%
Number of properties	586	585	0.2%
Number of operations	613	612	0.2%
Gross leasable area (millions of sqft)	119.5	118.4	0.9%
Gross leasable area under development (sqft)	0	347,114.2	-100%
Gross leasable area under development in joint ventures (thousands of sqft)	716.9	716.9	0%
Total occupancy	95.0%	93.7%	1.4%

Note: monetary figures in millions of pesos.

ECONOMIC VALUE GENERATED,
DISTRIBUTED AND RETAINED

Note: By the nature of our business, and as required by law, we distribute 100% of our revenues to operating expenses and dividend payments.

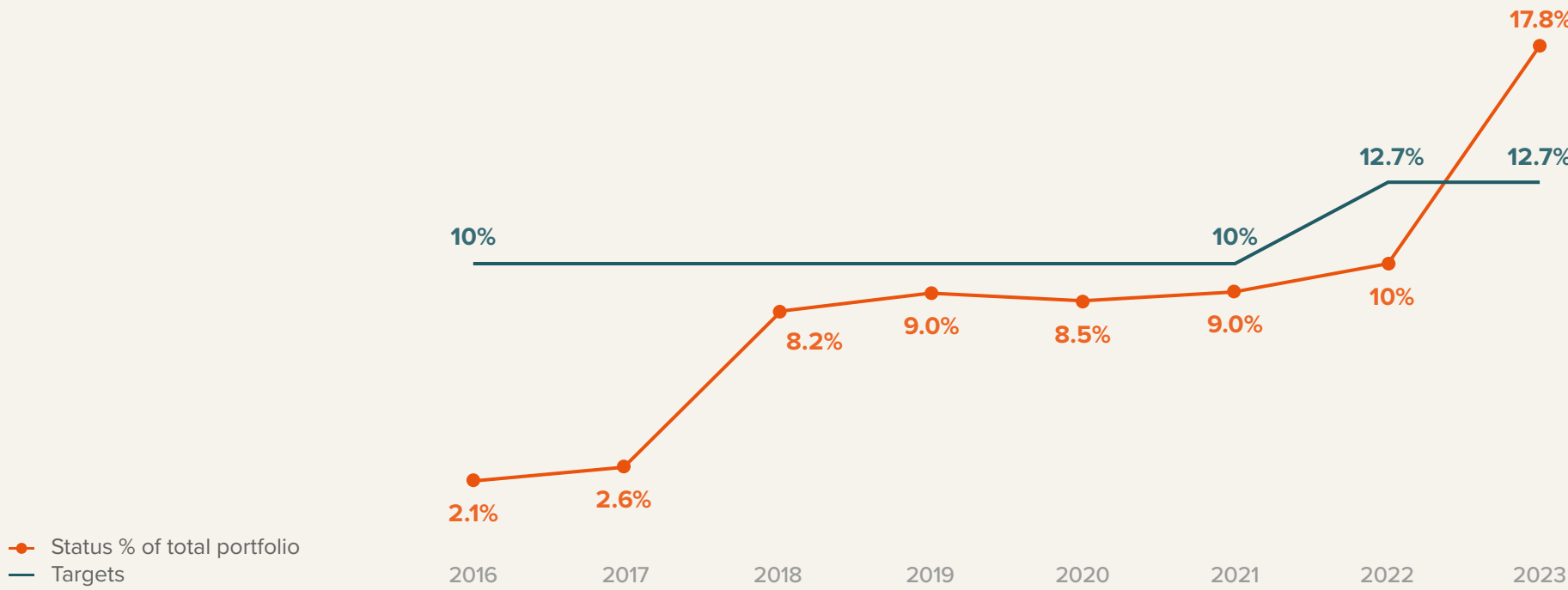
\$3,109,700,000
Maintenance expense

\$10,287,950,000
Total distributed

\$18,334,065,000
Net income

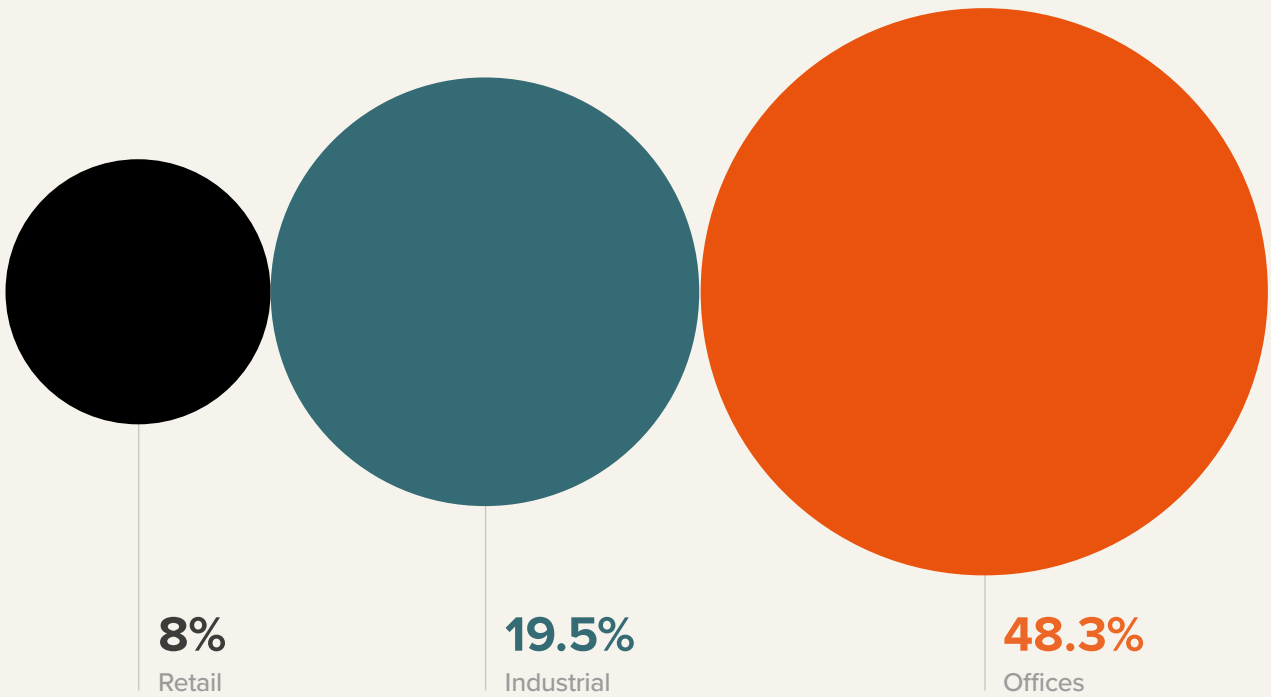
SUSTAINABLE FINANCE

RECORD OF SURFACE AREA CERTIFIED BY YEAR
STATUS REPORT ON 23L AND 23L-2 BONDS AND SUSTAINABILITY-LINKED LOAN



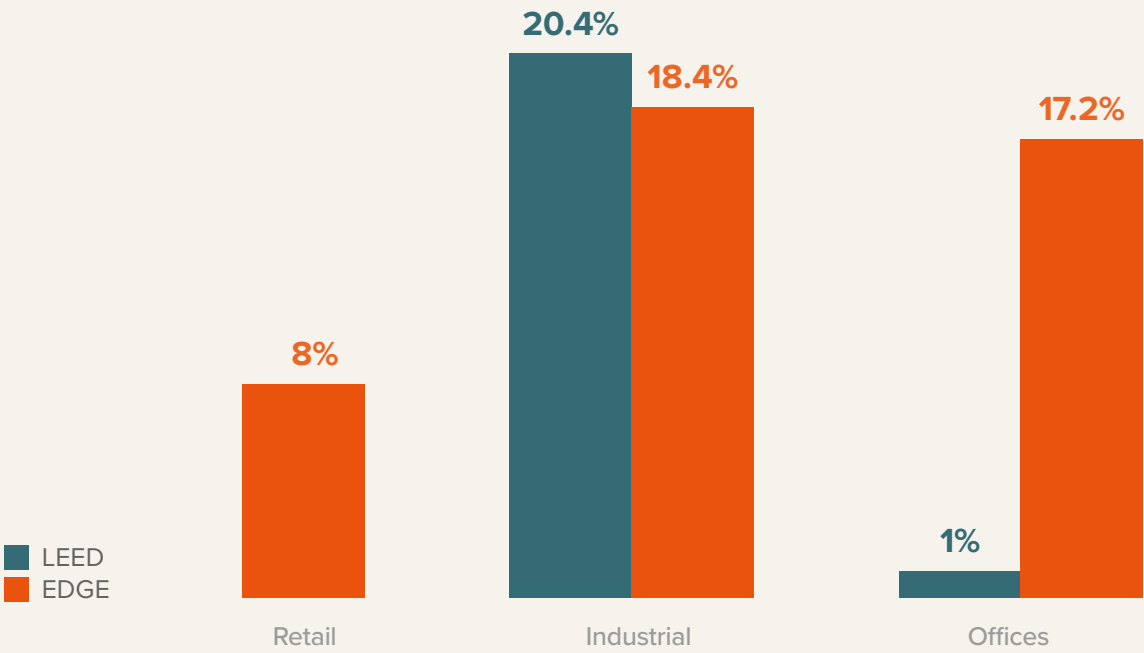
For 2023, the target was 12.7% of sqft certified, and we reported 17.8% of the total portfolio.

PERCENTAGE SURFACE AREA
CERTIFIED BY PORTFOLIO

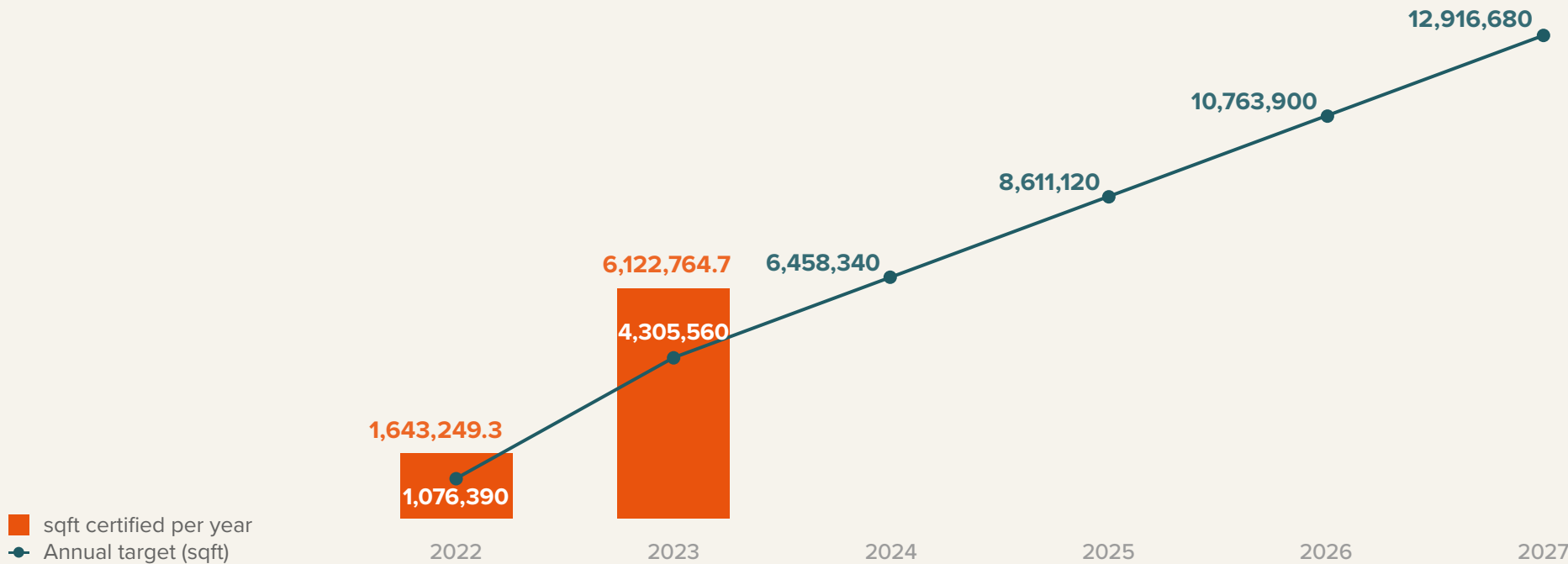


PERCENTAGE SURFACE AREA CERTIFIED
BY TYPE OF CERTIFICATION

CERTIFIED PORTFOLIO
9.7% LEED
8% EDGE



TARGET FOR CERTIFIED SURFACE AREA,
TITAN LOAN



HUMAN CAPITAL



THE COMMITMENT OF OUR PEOPLE

CHAIN OF COMMAND



GOALS

AREA	GOAL	STRATEGY	TARGET YEAR
DIVERSITY AND INCLUSION	Continue internal talent mapping	Continue strengthening talent inventory.	2024
	20% of FUNO® employees belong to a priority group	<ul style="list-style-type: none">Expand alliances for talent attraction.Constant training of employees on inclusion topics.Introduce measures to identify and eradicate any act of discrimination or violence.Formalize FUNO®'s incorporation into the UN Women's Empowerment Principles (WEP).	Ongoing
	At least 2% of FUNO® employees are people with disabilities	<ul style="list-style-type: none">Talent mapping and its identification with target groups.Promote the Exchange Group.	2024

AREA	GOAL	STRATEGY	TARGET YEAR
DIVERSITY AND INCLUSION	90% of employees trained in diversity and inclusion	<ul style="list-style-type: none">Ongoing training of corporate and property employees on inclusion topics.Introduce a protocol for action in the event of bullying or sexual harassment.Extend culture of bullying and sexual harassment prevention to all our properties.Provide training to a priority group.	2024
EQUALITY	Increase % gender equity in the Technical Committee	Proposed roster of 2 women to serve on the Technical Committee, by the initiative of the Nominations Committee, for approval at the CBFH Holders' meeting.	2030
HUMAN CAPITAL DEVELOPMENT	Introduction of talent model, succession plan and training and development plan for identified talent	<ul style="list-style-type: none">Apply 180° and 360° evaluations to employees identified in talent mapping.Prepare and introduce succession plans and replacement tables.Submit results for approval by the Steering Committee.Execute Phase II of the evaluation of successors to each Vice President.	2024
	Corporate governance continuity	Update succession plan for FUNO® bodies of government.	2024
	Introduce Individual Development Plan (IDP) for the talent model	<ul style="list-style-type: none">Identify, define and propose IDPs for the talent model endorsed by the Steering Committee.Publish Talent Management and Mapping Policy.	2024

AREA	GOAL	STRATEGY	TARGET YEAR
HUMAN CAPITAL DEVELOPMENT	Graduation of the fourth class from the “FUNO® Way” specialization course	<ul style="list-style-type: none"> • Continue alliance with ITESM for this program. • Open application process and increase number of applicants. 	2024
	Graduation of second class from the “Conscious Leadership for Women Executives” specialization course	<ul style="list-style-type: none"> • Continue alliance with ITESM for this program. • Encourage leadership among women executives. • Encourage more women executives to participate in forthcoming courses. 	2024
	Ensure mandatory and key business training for 100% of employees	<ul style="list-style-type: none"> • Strengthen course offering at FUNO® Campus. • Professionalize and personalize training and onboarding of new employees according to FUNO®’s needs and the skills to develop for each position. 	2024
		Continuous training in ESG topics to Technical Committee members.	Ongoing
COMPENSATION	Ensure competitive compensation to employees	Publish Payroll and Compensation Policy.	2024
JOB SATISFACTION	Increase confidence index in the GPTW survey	<ul style="list-style-type: none"> • Take actions toward positive leadership, employee respect and personnel development. • Prepare training plan for leaders evaluated in work environment survey. • Continue strengthening health and wellness management. 	2024



HUMAN CAPITAL MANAGEMENT

GRI 3-3

We are confident that we are the foremost and largest FIBRA in Mexico and Latin America thanks to our people, because they are the ones who execute our strategy every day and apply their skills and experience to achieving our goals. That is why we value the diversity of our team, and why we work to develop and retain talent, enhance their skills, and guarantee their well-being and satisfaction. With this we can continue positioning ourselves as a great company with solid results.

In 2023, we pursued **three human capital management priorities:**

BOOST FUNO® AS AN EMPLOYER BRAND TO ATTRACT THE BEST TALENT.

STRENGTHEN FUNO® 'S INCLUSIVE CULTURE BY IMPLEMENTING NEW AND BETTER DIVERSITY AND INCLUSION PRACTICES.

IDENTIFY THE COMPETENCIES AND AREAS OF OPPORTUNITY OF OUR EMPLOYEES, IN ORDER TO CREATE A TALENT INVENTORY.



DIVERSITY AND INCLUSION

GRI 3-3



2018

- Obtained the Éntrale Distinction for the first time

2019

- Included in the book “Éntrale Best Practices” for the first time
- Allied with DIF to give a PwD awareness workshop
- Introduced inclusive recruitment
- Incorporated an inclusive supplier (Mosaico Down) to the corporate cafeteria service

2020

- Joined the Great Agreement for Equal Treatment (GATI-COPRED)
- Created the reasonable accommodation policy
- Introduced virtual workshops on diversity and inclusion (D&I) by Éntrale and DIF
- Joined the WEP

2021

- Renewed membership in GATI
- Included in the book “Éntrale Best Practices” for the third time
- Creation of Workplace Diversity and Inclusion Policy
- First stakeholder survey
- Éntrale training days and DIF workshop

2022

- Éntrale Award
- Creation of Non-Discrimination Policy
- Renewal of GATI membership
- Éntrale training days and DIF workshop
- 1st place in COPRED’s contest for best practices in labor inclusion
- Creation and implementation of PwD exchange group
- Implementation of Inclusion Thursdays: every Thursday we publish only inclusive vacancies in social networks
- “Learn how to prepare your resumé” workshop for PwD, in alliance with Éntrale

2023

- Renewal of GATI membership
- Creation of a Policy on Labor Equality and Non-Discrimination
- “Learn how to prepare your resumé” workshop for PwD, in alliance with Movimiento Congruencia and LSM Intérprete
- Earned the Éntrale Distinctive Award for the 6th time
- Éntrale training days and DIF workshop
- Creation of the Labor Equality and Non-Discrimination Committee
- Certification as “Best Places to Work for LGBTQ+”

At FUNO®, the diversity of talent in our properties is our greatest strength.

We promote and guarantee a culture of equality and non-discrimination, incorporating a gender and human rights perspective, in addition to offering equal opportunities for all employees.

The Human Resources Department is ultimately responsible for diversity management at FUNO®, and we also have a variety of tools and initiatives to promote diversity and inclusion, such as strategic partnerships with institutions, such as:



We also continued to promote the **Alliance for Diversity**, under which we:

- Trained more than 90% of our employees in diversity and inclusion issues.
- Added seven participating companies to the portfolio exchange group focused on PwD.
- Achieved a score of 100/100, earning the Best Place to Work for LGBTQ+ 2024 for the first time.
- Achieved a score of 100/100, earning the Éntrale distinction for commitment to labor inclusion for the fifth time.
- Creates the Labor Equality and Non-Discrimination Committee, made up of employees from various job categories and areas, and chaired by the Vice President of Administration and Information Technology.
- Applied the Reasonable Accommodation Policy for the first time.

1,580 MAN-HOURS OF D&I TRAINING; 4.8 HOURS ON AVERAGE PER EMPLOYEE

406 EMPLOYEES TRAINED IN D&I; 54% WOMEN AND 46% MEN

WE OBTAINED THE ÉNTRALE 2023 DISTINCTION

WE RECEIVED THE BEST PLACE TO WORK FOR LGBTQ+ CERTIFICATE FROM THE HUMAN RIGHTS CAMPAIGN





**6 NEW EMPLOYEES
WITH DISABILITIES
ON STAFF**

We have also created and strengthened our partnership with various organizations to avoid unconscious bias and prejudice. Two examples are Éntrale and DIF, organizations that have taught a course on Unconscious Bias to our employees and gave workshops on Awareness of the Rights of People with Disabilities, respectively.

In 2023, three of our corporate employees were certified in Tools for Workplace Inclusion of PwD through APAC, investing 80 hours of training per person.

In our recruitment efforts, we shortlisted inclusive candidates for a number of vacancies and hired six people with disabilities: one at the Management level, two at the Analyst level, two in Maintenance and one in Reception.

We continued adopting the Women’s Empowerment Principles (WEPs), a United Nations initiative, including at least one woman on the shortlists of final candidates for vacancies, and were able to achieve a balanced percentage of female vs. male hires. By the end of 2023, we had five women in senior management.

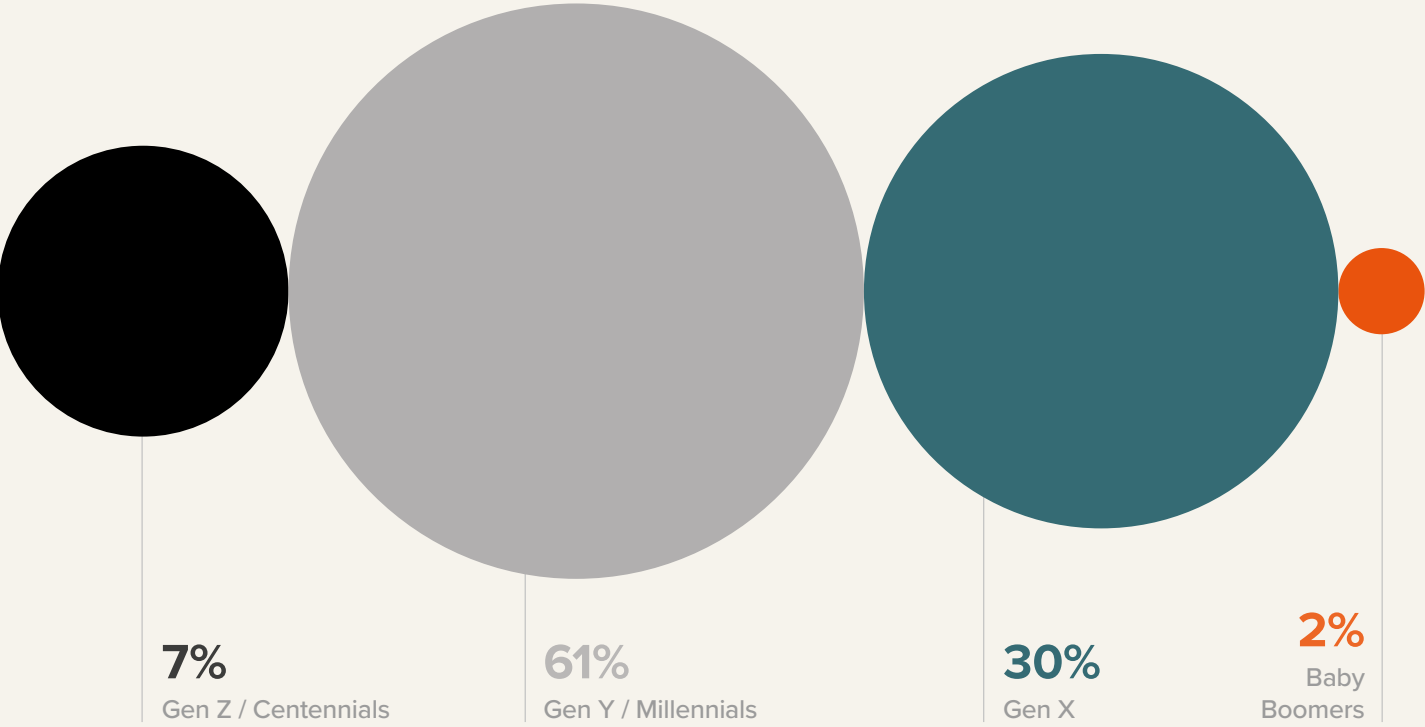
The Labor Equality and Non-Discrimination Committee is focused on implementing and following up on good practices to identify and eliminate discrimination against different stakeholders, including for gender reasons, developing strategies to attract, recruit and develop female talent.

OUR TEAM

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

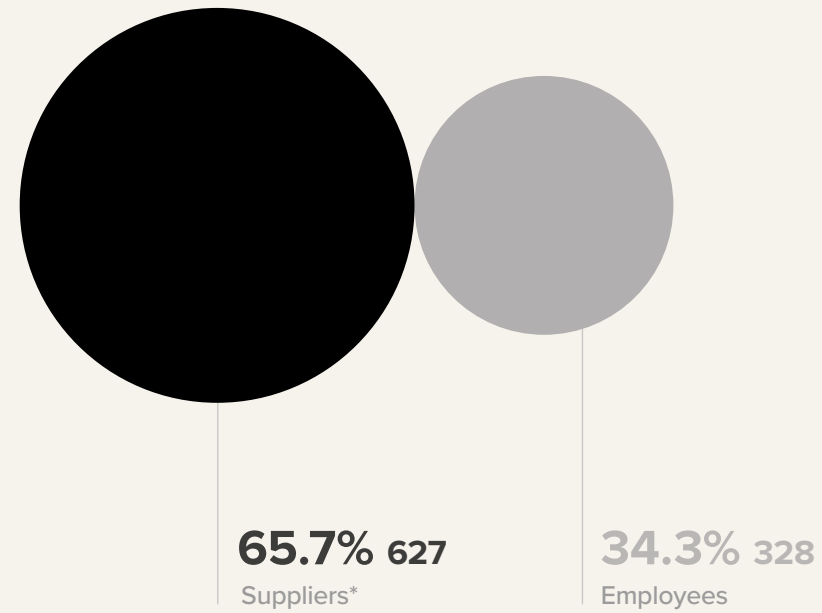
955
**EMPLOYEES
ON STAFF⁴**

**HEADCOUNT
BY GENERATION**

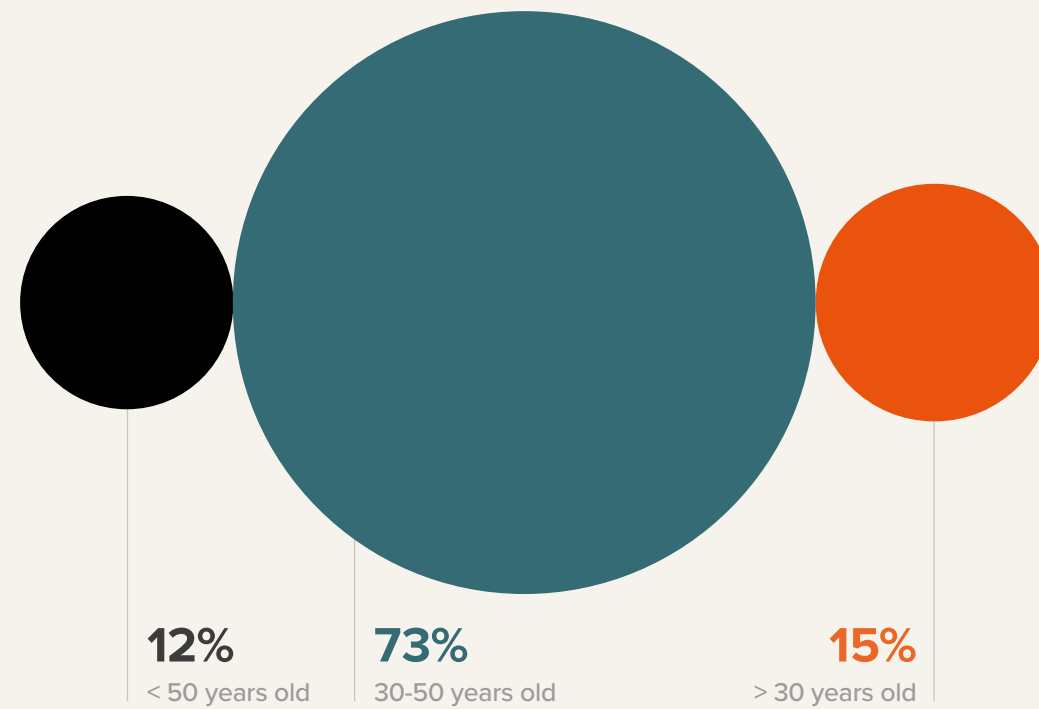


⁴ Workforce data include FUNO® employees and specialized service providers.
* Suppliers = maintenance, marketing and accounting in properties.

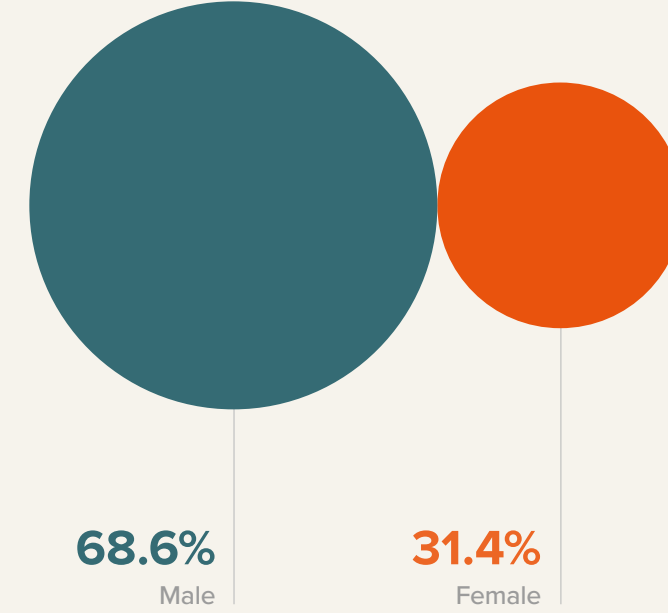
STAFF



STAFF BY AGE GROUP



GENDER



REPRESENTATION OF WOMEN AT FUNO®

GRI 405-1



39.5% OF LEADERSHIP POSITIONS⁵

29.2% OF EXECUTIVE POSITIONS

42.4% OF MANAGERIAL POSITIONS

55.9% OF NON-MANAGERIAL POSITIONS⁶

48.5% OF REVENUE GENERATING POSITIONS

9.1% OF STEM* POSITIONS

Note. Percentage of positions held by women.

⁵ Leadership includes junior, middle and senior management.

⁶ Includes all positions except managerial and management positions.

* STEM = Science, Technology, Engineering and Mathematics.

TARGET GROUP IDENTIFICATION
SURVEY RESULTS

GRI 405-1

We conducted our third survey to identify target groups,⁷ with a 95% confidence level.



76% OF THE VIABLE UNIVERSE
OF EMPLOYEES RESPONDED

22% OF OUR WORKFORCE
BELONGS TO ONE OF THE
TARGET GROUPS

AGE GROUP



9% HAVE A DIRECT LINE TO
AN INDIGENOUS COMMUNITY

3% ARE SINGLE PARENTS

1% ARE FOREIGNERS

1% ARE PEOPLE WITH
DISABILITIES

9% ARE MEMBERS OF
THE LGBTQ+ COMMUNITY

3% ARE ELDERLY ADULTS

⁷ Target groups: people with disabilities, LGBTQ+, indigenous people, migrants, and single parents.

TALENT ATTRACTION

GRI 3-3, 401-1

In 2023 we had 398 new hires, 22% for new positions at FUNO® and 78% for suppliers, with an average investment of MXN5,987 per new employee; women accounted for 49% of new hires at FUNO® and 9% at suppliers.

In order to convey the areas of opportunity we identified in the selection process and motivate them to take advantage of them, we provided feedback to 576 candidates and 42 employees once the process was completed.

We continued to apply various strategies to attract the best talent. One of them was the partnering with universities throughout the country, both public and private. Under our “Making a Mark” initiative, we invite students in their last semesters of various educational institutions to get to know FUNO®, that is, who we are and what we do, our philosophy and what we offer our employees, as well as the development areas we have

open. In a two-hour session, two of our employees shared their experience at FUNO® and we concluded with a tour of our facilities. With this program we hope to increase talent attraction, especially to cover key positions, such as project coordination or finance.

We continued our FUNO® Ambassadors program, which aims to enhance the experience of new employees when joining the organization. The initiative helps new employees’ get to know the facilities, the current directory, dress code and schedules; speed their integration into the organization, the work team and the position and make the learning curve more efficient; encourage an optimal relationship with people from other areas; and strengthen their commitment to the organization, through a deeper familiarity with our corporate culture. At the end of the year, we had 21 FUNO® Ambassadors and 80 new employees benefiting from the program.

**26% of vacancies
were filled internally;
37% of promotions
went to women.**

We had 33 new hires to fill newly created positions, while at year-end we had 58 unfilled qualified positions, 28% at FUNO® and 72% at our suppliers.



TALENT RETENTION

In 2023, we focused on strengthening a culture of evaluation and continuing with the talent mapping process.

The goal set at the beginning of the year was to update evaluations for 80% of our employees in order to create a talent inventory, and we surpassed this goal, reaching 93%.

The talent inventory that we were able to build gave us psychometric information regarding behaviors and skills. With this we were able to weight the potential of each employee in the talent mapping process based on the 9box method, which groups and plots personnel according to nine key data points. We also applied a

structured interview to the evaluated employees, in order to give them feedback on strengths and areas of opportunity, and keep them informed about the process we are following and where we are going.

In the first quarter of 2024, we plan to conduct 180° and 360° evaluations of the identified employees. With this, we will obtain the inputs for preparing Individual Development Plans (IDPs) for the talent model, succession plans and replacement templates.

143 employees have been evaluated as high potential, high performance, key talent and Corporate Top Talent in the mapping process, 105 of them in 2023.



TURNOVER

INDICATOR	FUNO*	SUPPLIERS
General turnover	17.1%	55.9%
Voluntary turnover	12.4%	44.3%
Involuntary turnover	4.7%	11.6%



TALENT DEVELOPMENT

GRI 3-3

We have a solid, resilient team committed to FUNO®’s results, which is why one of our priorities is to develop talent.



We aim to enhance the skills, knowledge and competencies of our employees so that they can perform their functions optimally and adhere successfully to our corporate culture, ensuring their growth together with our organization.

We continue to strengthen our Campus FUNO® platform with both hard and soft skills and competency courses for our employees.

TRAINING

GRI 2-4, 404-1, 404-2, 403-5

EMPLOYEES TRAINED⁹



9,280.5 HOURS
OF TRAINING⁸ IN 2023

WORK-HOURS OF TRAINING



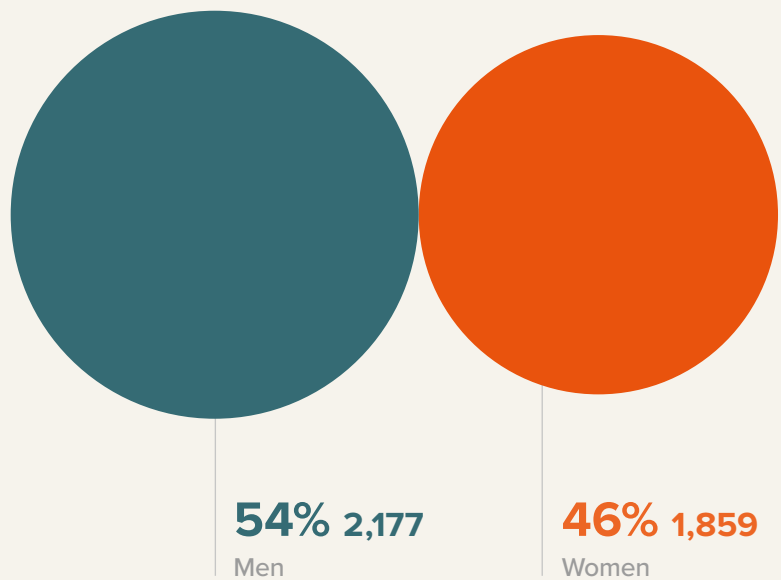
28.3 WORK-HOURS OF TRAINING¹⁰

⁸ Data include 2,833 employee participations. As established in section 2-4, regarding our quantification of training hours per year per employee, in 2023 we divided total work-hours of training by headcount at corporate headquarters; while in 2022 we divided it by the number of employees trained during the year.

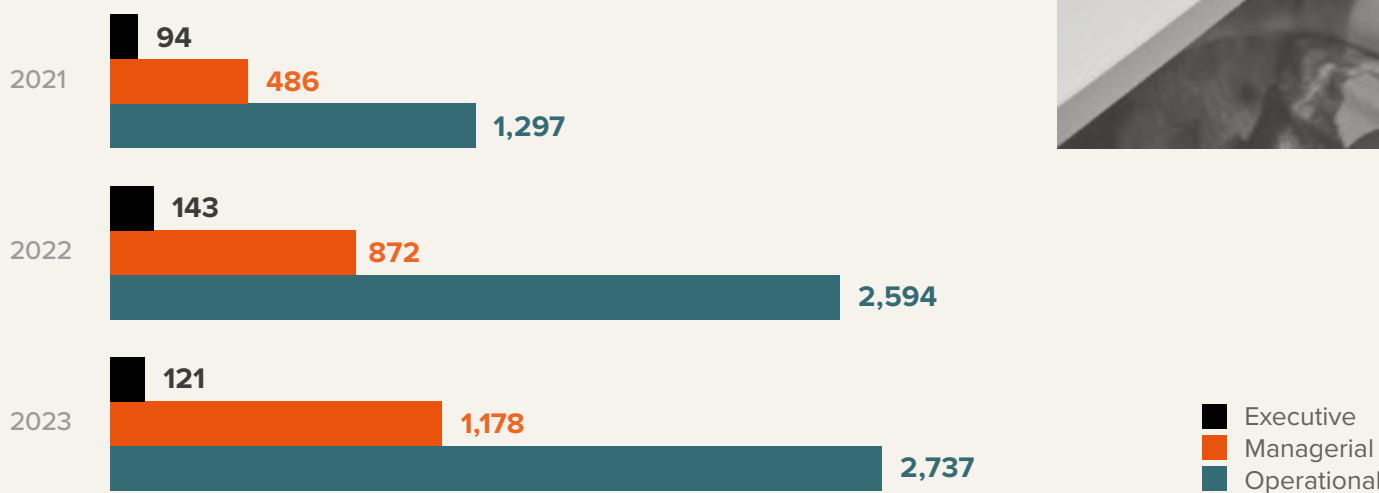
⁹ Number of participations in training sessions.

¹⁰ Includes training for employees and suppliers; average training hours was 30.7 for women and 26.1 for men.

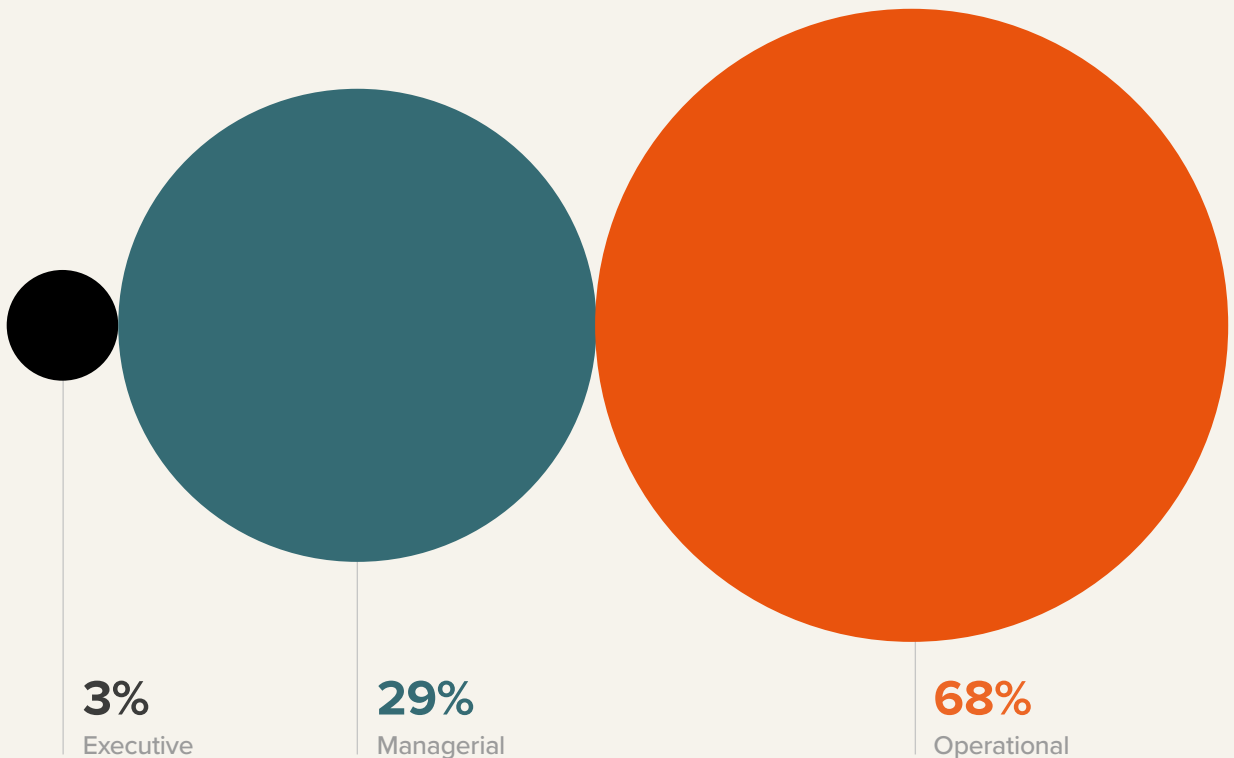
TRAINING PARTICIPANTS
BY GENDER



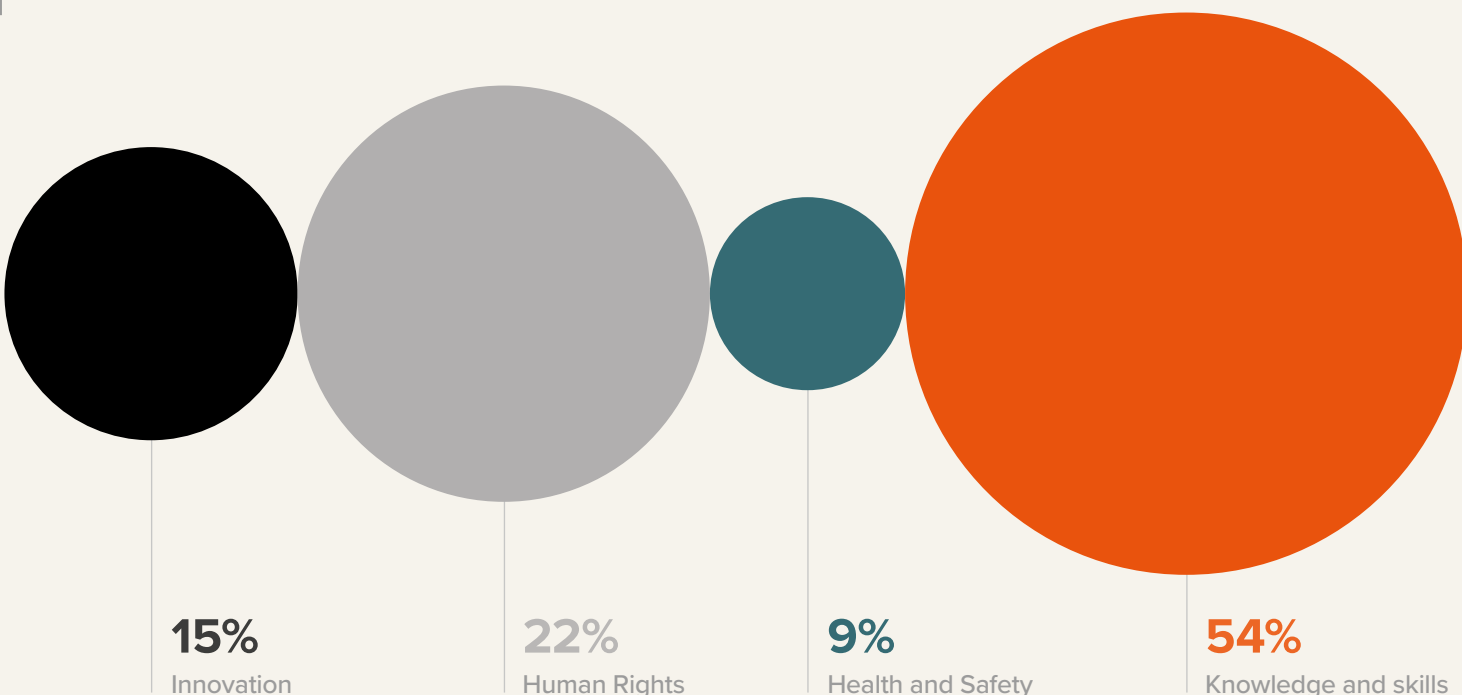
EMPLOYEES TRAINED
BY LABOR CATEGORY



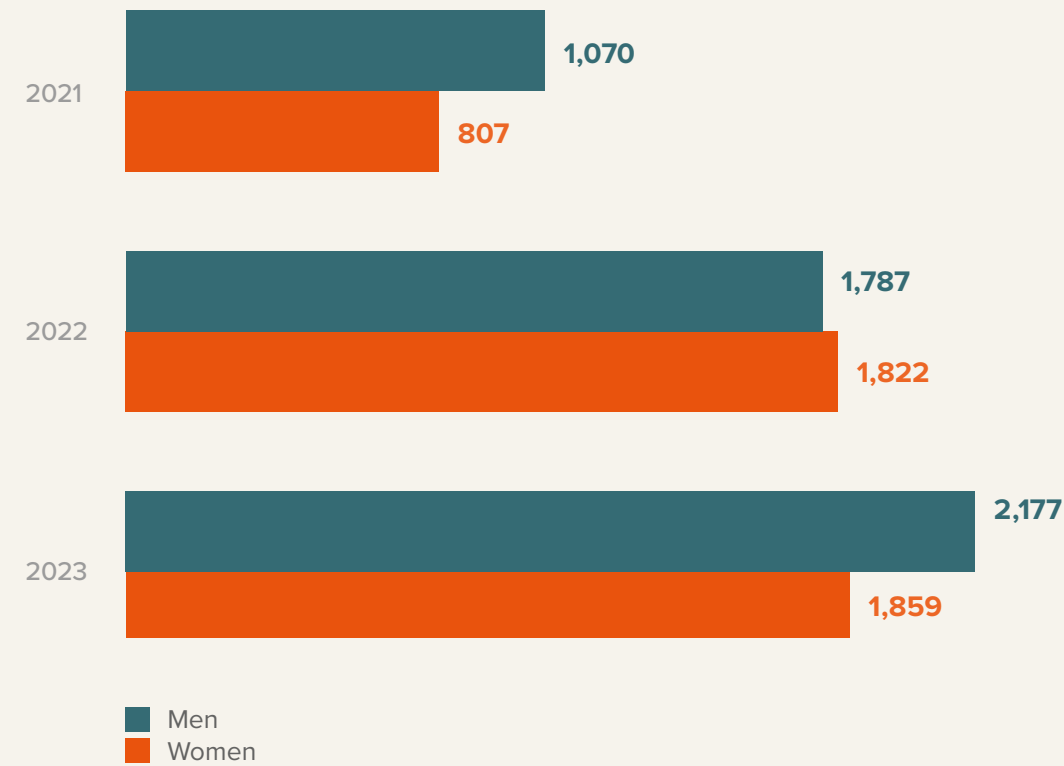
TRAINING
BY LABOR CATEGORY



HOURS OF TRAINING
BY SUBJECT



EMPLOYEES TRAINED BY GENDER



MXN 686,553.26
INVESTED IN EMPLOYEE
DEVELOPMENT¹¹

¹¹ The amount invested is equivalent to 0.01% of the total 2023 payroll.



PERFORMANCE EVALUATIONS

GRI 3-3, 404-3

Based on our Performance Evaluation Policy and the SMART method, we have an institutional process for evaluating the performance of our employees. Each employee's results are reviewed against a scorecard of goals from the previous year, and annual goals are set; for them their performance-based bonus percentage is established based on the results of this process.

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

COMPENSATION

GRI 2-4, 3-3, 201-3, 401-2, 405-2

We owe our greatness to our people, which is why we are committed to providing conditions that ensure their well-being, quality of life and growth.



We offer competitive salaries and benefits, and all of our salaries are above the regulatory minimum wage. We pay on time and we help employees work to improve their standard of living.



GENDER WAGE RATIO



- Notes:
- As a percentage of base income.
 - Wage ratio indicators consider role, location and seniority.

100% of FUNO® employees enjoy benefits above the regulatory minimum.

At the close of 2023, the gross wage ratio¹² was 56.1%. As part of our commitment to diversity and inclusion, as well as the development and retention of women’s talent, we are working to reduce this gap, and in 2024 we will be conducting an analysis so that a plan with set milestones can be created.

¹² The gross wage ratio is defined as the difference between total compensation of men and women, without adjusting for factors such as job, level, education, performance and location, among others.

JOB SATISFACTION



In 2023, we once again surveyed employees to learn about how satisfied they were in the organization. The results show us that there is an overall perception of fair treatment, respect for diversity, support for equality and pride in belonging to FUNO® and of our contribution to society, which is reflected in growing motivation, productivity and commitment on the part of our people.

EMPLOYEES WHO RESPONDED TO THE SURVEY SAY
PEOPLE ARE TREATED FAIRLY REGARDLESS OF THEIR:

83% OVERALL PARTICIPATION¹³

+3% IN CONFIDENCE
AS A COMPANY, TO 79%

**SEXUAL PREFERENCE
OR ORIENTATION: 94%**
GENDER: 93%
ETHNIC GROUP/RACE: 92%
AGE: 90%

¹³ The sample was made up of 884 employees at corporate headquarters and properties, 738 of which responded.



90% FEEL PROUD WHEN THEY
SEE WHAT WE HAVE ACHIEVED

90% CONSIDER FUNO® TO BE A
PHYSICALLY SAFE SPACE TO WORK

89% SAY LEADERS DO THEIR JOBS
HONESTLY AND ETHICALLY

89% ARE PROUD TO TELL OTHERS
THAT THEY WORK FOR FUNO®

88% SAY THEY ARE TREATED WELL
REGARDLESS OF THEIR POSITION
IN THE COMPANY

88% FEEL GOOD ABOUT THE WAY
WE CONTRIBUTE TO SOCIETY

SOCIAL CAPITAL



THE GREATNESS OF OUR COMMUNITY

CHAIN OF COMMAND

Chief Executive Officer
Deputy Chief Executive Officer
Sustainability Department
Social Responsibility Department
Property Marketing

GOALS

AREA	GOAL	STRATEGY	TARGET YEAR
COMMUNITY Social responsibility	Increase and develop new social responsibility activities in our buildings 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®	Design action plans to address human rights risks identified through the study.	2024
	Invest MXN160 million in social projects to generate positive impacts in at least 300 communities where we operate	<ul style="list-style-type: none">• Put out annual “FUNO® Helps You to Help” call for project submissions to receive financing.• Open the doors to our properties for civil society organizations to promote their causes (presence in shopping centers, art galleries).• In-kind donations.	2030
COMMUNITY FUNO® Foundation	Launch at least one initiative in each strategic line in 100% of the properties where we control operations	<p>All properties must carry out a community improvement activity in:</p> <ul style="list-style-type: none">• Education• Health• Environment• Social infrastructure	Ongoing

AREA	GOAL	STRATEGY	TARGET YEAR
HEALTH AND WELLNESS		<ul style="list-style-type: none"> Encourage the adoption of healthy lifestyles by holding tournaments and sporting events and giving functional classes at FUNO® Center. Hold campaigns and webinars and provide consultancy and advice on the use of major medical expense insurance. Resume the health circuit. 	Ongoing
		Provide mandatory training to corporate and property leaders about psycho-social wellness.	Ongoing
	Promote health	<ul style="list-style-type: none"> Create an action plan for the 39 properties identified as having medium or high risk. Check improvement in employee perceptions in buildings that require improvements in healthy work environment. 	2024
		<ul style="list-style-type: none"> Comply fully with official measures to prevent the spread of COVID-19. Continue applying the COVID-19 action manual and health protocols. Guarantee social security in the value chain. 	Ongoing
	Zero accidents	<ul style="list-style-type: none"> 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

AREA	GOAL	STRATEGY	TARGET YEAR
HEALTH AND WELLNESS	Comprehensive well-being	Publish Parental Well-Being Policy.	2024
SAFETY	Guarantee building safety	<ul style="list-style-type: none"> Continue automating building access. Reinforce safety controls inside and outside of buildings. 	2024
INNOVATION	Improve tenants' and visitors' experience	Make retail portfolio pet friendly.	2024
SUPPLY CHAIN	Trim supplier portfolio by 20%	<ul style="list-style-type: none"> Analyze market to attract suppliers who are not only specialists in their field but are willing to work with FUNO® and fulfill its purchasing needs. Check that suppliers meet progress goals established in their contracts. Prioritize current purchasing categories. 	2024
	Optimizing purchasing area productivity	Partner with suppliers who offer competitive prices, extended guarantees and medium or long-term agreements.	2024
	Supplier certification	<ul style="list-style-type: none"> Make companies who want to be FUNO® suppliers aware of the importance of setting their own certification goals. Assist suppliers in this process. 	2024

OUR COMMUNITIES

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

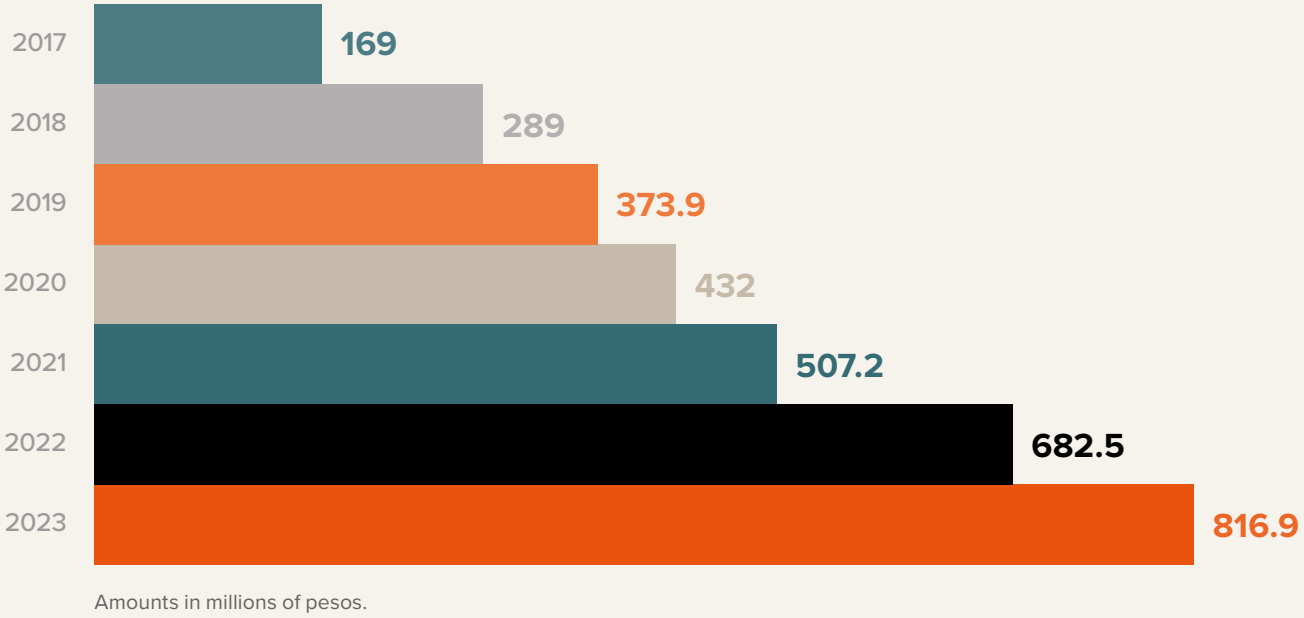


To fulfill our purpose of building community, one of the priorities of our Sustainability Strategy is to maintain a good relationship with the groups neighboring our properties. The economic impact of infrastructure and real estate spans years and generations, and can have significant direct benefits for local communities.

FUNO® does not engage in activities that require the displacement or relocation of communities, nor have we acquired properties occupied by indigenous groups to date.

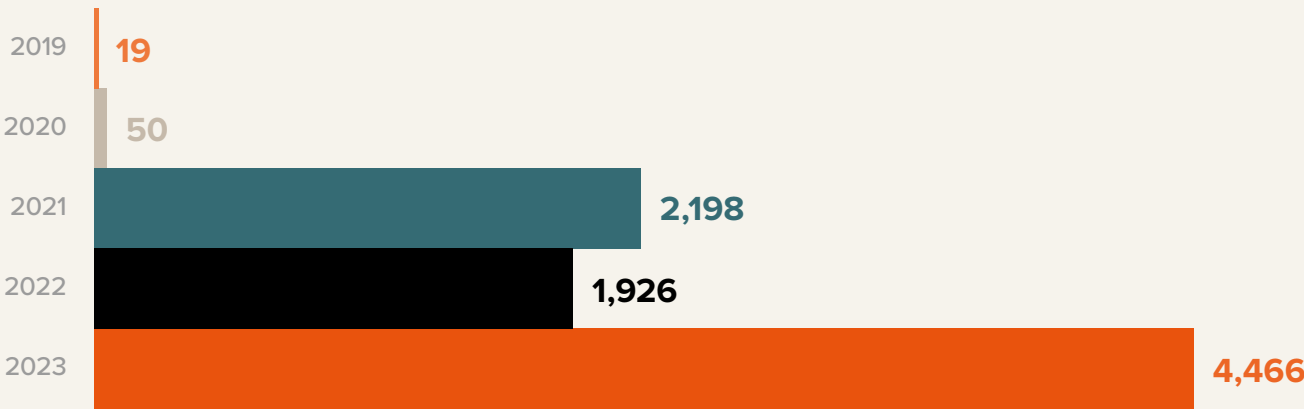
SOCIAL INDICATORS

ACCUMULATED FINANCIAL DONATIONS



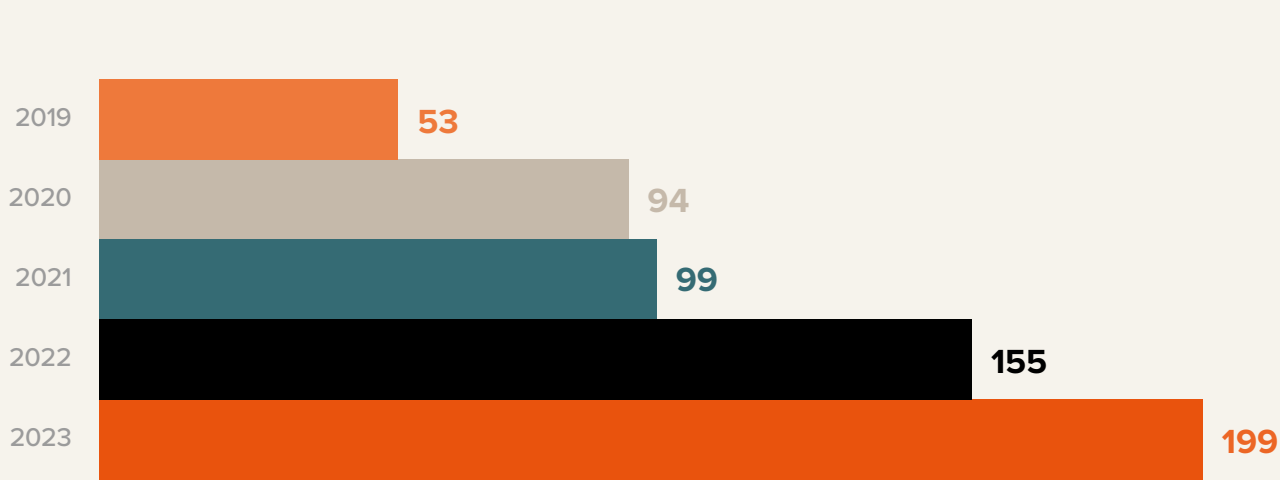
MXN 157 IN SOCIAL INVESTMENTS

IN-KIND DONATIONS



4,466 IN-KIND DONATIONS; +132% VS. 2022

ORGANIZATIONS SUPPORTED



199 ORGANIZATIONS
SUPPORTED; +28% VS. 2022

97 MEETINGS WITH NGOs, CSOs
AND OTHER ORGANIZATIONS
RECEIVING OUR SUPPORT



WE SUPPORTED THE FOLLOWING ORGANIZATIONS IN 2023:

- Red de Bancos de Alimentos de México “Red BAMX” - Consejo de la Comunicación
- City Council of Acapulco
- Aldeas Infantiles, S.O.S.
- AMANC (Asociación Mexicana de Ayuda a Niños con Cáncer)
- Aquí Nadie Se Rinde
- Centro de avivamiento Emmanuel
- Academia de fútbol JUDECON
- Ardogan
- Apapache Autismo
- Circo Atayde
- Colegio de Arquitectos de la Riviera Maya
- Casa de Cultura de Papantla
- Cherry Matsuri
- Ballet Xico
- Ar Tsant’i
- Cimaco Saltillo
- Fraternidad Cultural de las Américas
- Bissu Saltillo
- Casa de Cultura de Acapulco
- National Medical Arbitration Council (CONAMED)
- National Population Council (CONAPO)
- Ballet folclórico Xocoyotzin
- Club Rotario Playa del Carmen
- Art Soul Dance Studio
- Ballet Infantil “Ballet Dance Studio”
- Colegio de Bachilleres del Estado de Querétaro (COBAQ 3 Corregidora)
- CLUB NET ACAPULCO
- Academias de la Ciudad de Mérida
- Consejo de la Comunicación
- Coordinación Estatal de Proyectos Estratégicos de Guerrero (SEG) y la revista digital “Tome Nota”
- Tlapacoya Municipal Health Departent – Mexico State Health Institute
- CRIT Chihuahua
- CRIT de Veracruz
- Cruz Roja Mexicana Estado de México
- Cruz Roja Mexicana Nuevo León
- Cruz Roja Mexicana Querétaro
- Cruz Roja Mexicana Quintana Roo
- Danza Folclórica Quetzally
- Federal Family Services Agency (DIF), Nayarit
- DIF Ixtapaluca
- DIF Solidaridad
- DIF Yucatán
- Querétaro Municipal Department of Animal Protection, Care and Control
- Ejército de Salvación A.C. Chihuahua
- Ejército de Salvación A.C. Yucatán
- El Consejo Coordinador Empresarial Riviera Maya
- Elite Púrpura compañía de danza
- Embassy of Turkey
- Enlace Distrofia Muscular Duchenne Becker A.C
- Esc. Sec. Téc. No. 46 “Vicente Riva Palacio Guerrero”
- Escuela de Bellas Artes de Amecameca (EBAA)
- Escuela Marluz Danza Folklórica
- Escuela Mexicana Del Valle
- Facultad de artes Visuales de la Universidad Autónoma de Nuevo León
- Fundación DIME
- Fundación Teletón
- Fundación Vinte
- GHOSTS Dance Academy
- Municipality of Querétaro
- Municipal Government of Chihuahua
- Greenpeace

- GRUPO ACIR
- Grupo Salinas
- H. Cuerpo de Bomberos de Nuevo León
- Headlesscross
- IMJUVE
- IMSS BCS
- IMSS Chihuahua
- IMSS Estado de México
- IMSS IXTAPALUCA
- IMSS Nuevo León
- INMUJER de Guadalajara
- Nuevo León State Vehicular Control Department
- National Electoral Institute, Guerrero
- Instituto Nacional para la Educación de los Adultos
- INTEGRA NOTICIAS
- ISSSTE Regional Norte “Juárez”
- LAPI (Mérida)
- Manitas Pintando Arcoíris
- Mariachi Xico
- Meherio no miti
- México Azul
- México sin Sordera
- Movimiento contagiemos arte
- Municipality of Tepeji del Río, Hidalgo
- Municipality of Tlajomulco de Zúñiga, Jalisco
- Neo Duet Strings
- Neuróticos Anónimos
- Ninjato MKT
- Orquesta Sinfónica SeWa
- Patitas Felices
- Perros en Adopción Cancún
- Pirma Saltillo
- Plantel Militar del Estado de Nuevo León
- Pro Empleo
- Federal Consumer Protection Agency (PROFECO)
- Proyecto Azul
- Radio Mundo
- Random Dance Kpop
- Refugio de animales El Álamo de Zazú
- Renatta Saltillo

- Rotary Club Texcoco
- Save the Children
- Querétaro State Secretary of Finance
- Secretary of the Marines
- Mexico City Ministry of Public Health
- Chihuahua State Secretary of Public Safety
- Ministry of Welfare
- Secretary of Social and Economic Development of Cancún, Quintana Roo
- SEDECO
- Mexico City Secretary of Public Safety
- Servicio Nacional de Empleo (SNE).
- Solar Butterfly
- Taller Artístico Sadrach
- Tocando Vidas con Talina Salinas A.C
- Unidad de Protección Animal Valle de Chalco
- Universidad Riviera
- Universidad Vizcaya
- City Council of Ixtapaluca
- Fer Mancilla (Lenguajes Paralelos)
- Renovación
- OXFAM
- Médicos Sin Fronteras
- INPAVI
- Fundación Figueroa
- International Fundraising
- World Vision México
- CORENADR
- México sin sordera
- El Pinar
- Asociación “Enseña por México”
- Fundación UNAM
- Alex Rodante Artistas
- One Voice
- CONFE
- Un Kilo de Ayuda
- Casa de la Amistad
- Fundación Marillac
- JUCONI
- FREEDOM

- Asociación Mexicana de Lucha Contra el Cáncer
- Surfeando Sonrisas
- Lazos IAP
- Cruz Roja Mexicana Ciudad de México
- Fondo para la Paz
- Proeducación
- ACNUR
- Valentina por siempre
- ACASOXITL
- Angelitos de Cristal IAP
- ASAC Ayúdame a Sonreír Ante el Cáncer
- Centro de Atención Múltiple
- CERSOCIAL
- Consejo Iberoamericano de Fomento a la Educación y la Igualdad
- Drogadictos Anónimos
- Entrelazadas No estamos Solas IAP
- Escuela Primaria José Clemente Orozco
- Fortalecimiento de la Niñez Lolita
- Fundación CMR
- Fundación JMA
- Fundación Luis Enrique Rodríguez Orozco
- Fundación NIDE
- Fundación Origen
- Fundación para la Asistencia Educativa I.A.P
- Fundación Ser Humano
- Fundación Una Oportunidad Para Todos
- FUNDECI
- Comunidades aledañas a Galerías Diana
- Imagina Radio
- Jardín de Niños República Mexicana
- Kardias
- Montaña Alta de Guerrero (CONAFE Niños Héroes)
- Observatorio de Inclusión Indígena A.C.
- Comunidades aledañas a Patio Acapulco
- Ministry of Public Education
- YouthBuild
- Dulce María Cortéz
- Centro de Bachillerato Tecnológico Agropecuario No. 296

- Fomento Educativo Santa Fe
- AMEFIBRA
- APAC IAP
- Huellas de Pan AC
- Un Techo para mi País México AC
- Centro de Documentación e Investigación Judío de México
- Cruz Roja Mexicana Delegación Lázaro Cárdenas
- Reinserta a un mexicano
- Proyecto Concentrarte AC
- Sociedad de Beneficencia Alianza Monte Sinaí IAP
- Alberto Einstein AC
- Centro Mexicano para la Filantropía (CEMEFI)
- Fundación ABC
- Fundación FUNO®
- Fundación Vuela
- Comité de Ayuda a Desastres y Emergencias Nacionales (CADENA)
- Colegio Hebreo Monte Sinaí AC
- UNICEF México
- Red Pacto Mundial México
- Ectagono SAPI de CV
- AMPIP

155 SOCIAL INITIATIVES
IN OUR PROPERTIES,
+4% VS. 2022

MXN 591,260 DONATED
TO TRADE ASSOCIATIONS

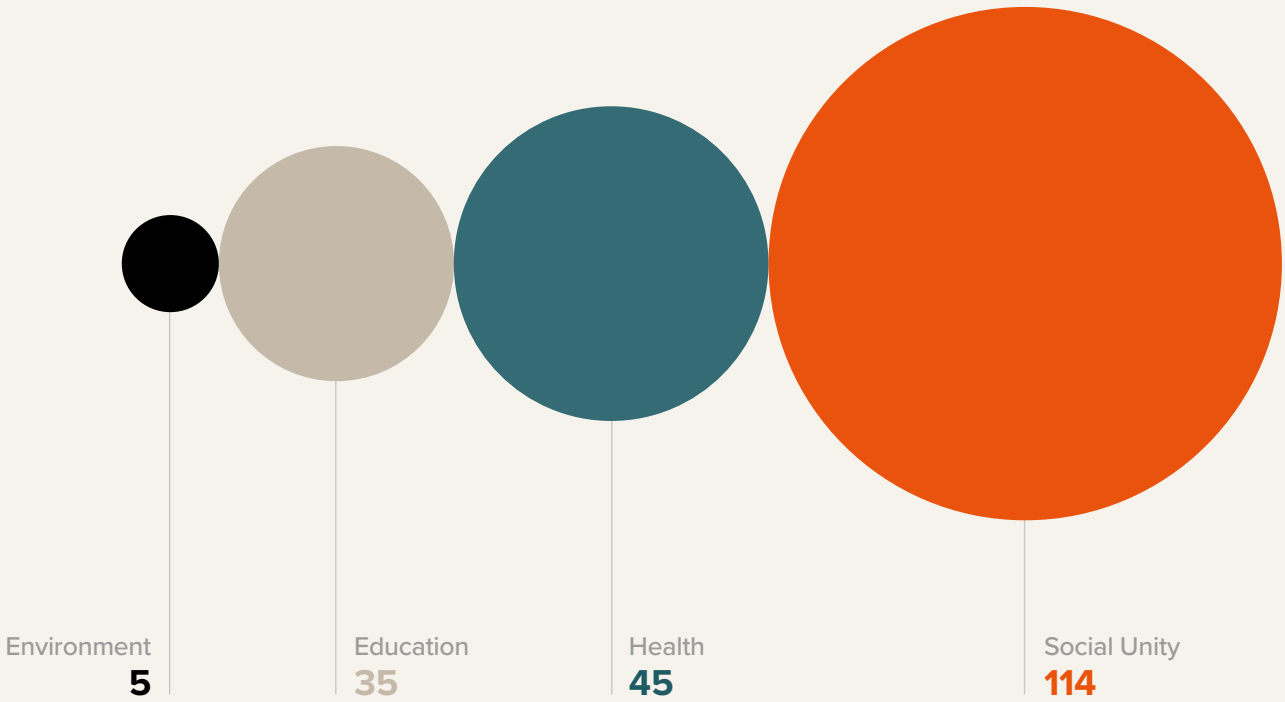
SOCIAL INVESTMENT BY STRATEGIC LINE

GRI 413-1

INVESTMENT IN DIRECT FINANCING AND IN-KIND DONATIONS

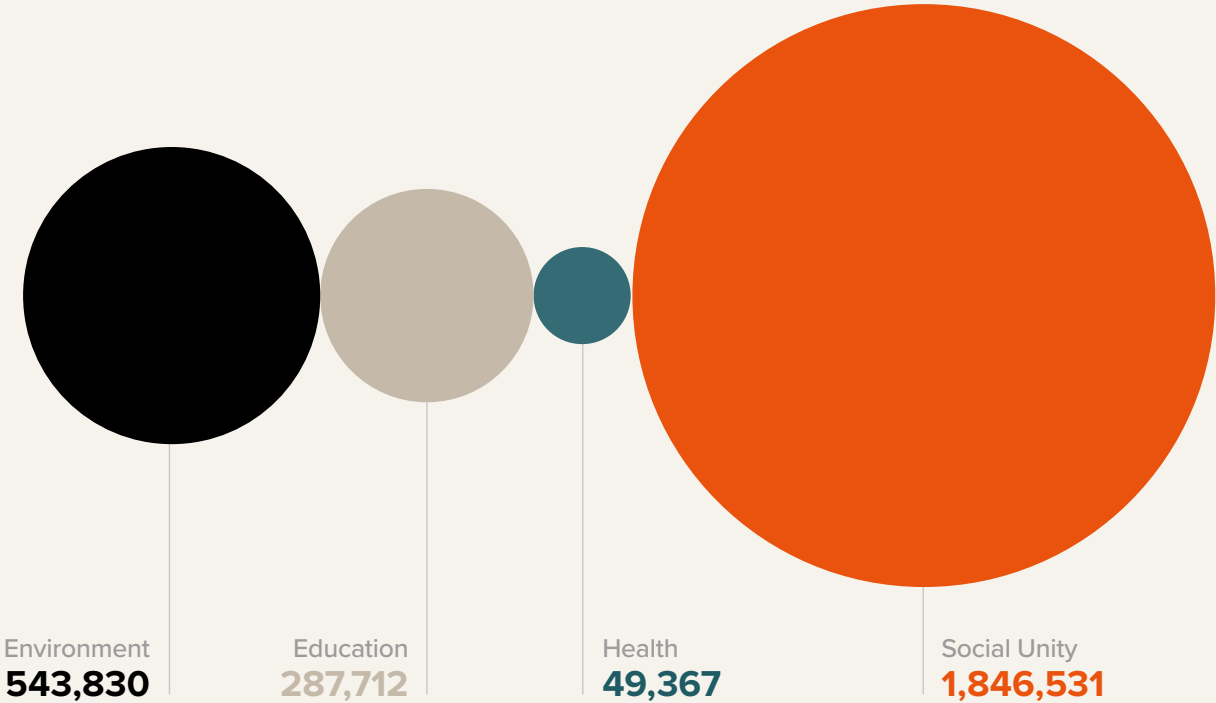


BENEFICIARY
ORGANIZATIONS

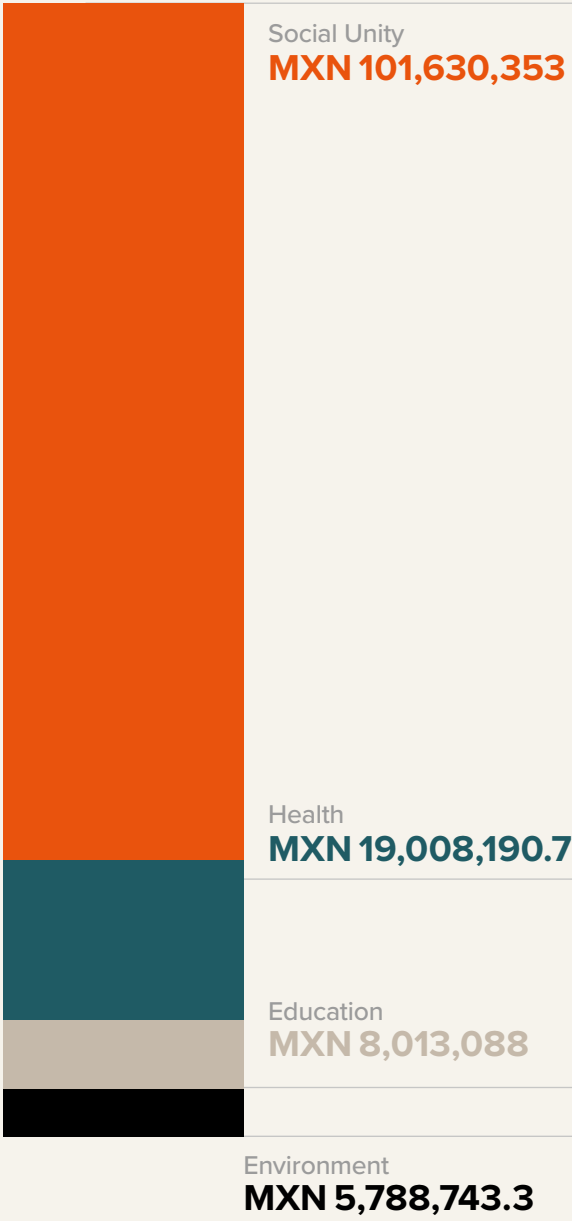


BENEFICIARIES

2,727,440 TOTAL
BENEFICIARIES; +222% VS. 2022



DIRECT FUNDING



100% of FUNO® operations have programs for the participation of local communities. Due to the nature of the properties in some portfolios, as in the case of the commercial portfolio, this linkage is more evident through the donation of spaces for the dissemination and/or interaction of guests with public or third sector organizations that provide information and services free of charge inside our properties. Likewise, the industrial, office and other portfolios actively participate in volunteering or making in-kind donations.

All FUNO® properties are involved in a committed manner in the dissemination and participation in the annual call “FUNO® helps you to help”, through the application and selection of projects that benefit priority groups in their geographical area of influence, these initiatives are the result of the diagnosis of needs carried out by civil society organizations in their areas of action.

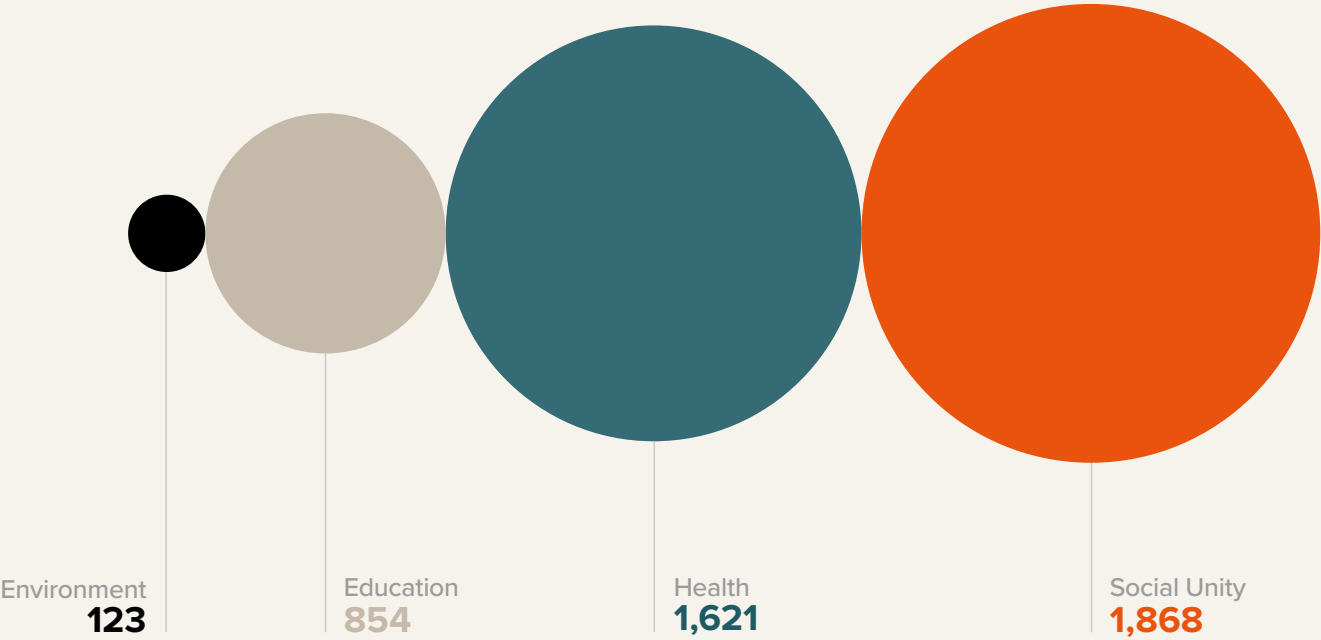
14 VOLUNTEER WORKDAYS IN 2023

1,183 BENEFICIARIES

1,047 VOLUNTEER HOURS AND 255 EMPLOYEES PARTICIPATING, EQUIVALENT TO MXN 94,733 PESOS¹⁴



IN-KIND DONATIONS








¹⁴ Based on average national wage published by the Ministry of the Economy:
<https://www.economia.gob.mx/datamexico/en/profile/occupation/profesionistas-y-tecnicos>

HEALTH AND WELLNESS

WITHIN FUNO®

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

In 2023, we continued to promote the health and well-being of our employees, focusing our attention on mental health and strengthening the benefits offered to employees and their families. Among the **initiatives we will develop** in 2023 are:

-  Webinars on physical and mental health, with topics such as breast cancer, dental health, anxiety, depression and grief.
-  Quarterly health and safety training.
-  Incorporation of the funeral services benefit.
-  Implementation of a suggestion box.
-  Promotion of breastfeeding through the Nursing Room Policy and awareness of its importance.



598 EMPLOYEES TRAINED IN HEALTH AND SAFETY; **55%** OF THEM WOMEN AND **45%** MEN

955 HOURS OF TRAINING; **1.6 HOURS ON AVERAGE PER EMPLOYEE**



We earned ELSSA distinction, granted by the Mexican Social Security Institute (IMSS), for having a safe and healthy work environment at our Corporate Headquarters.

HEALTH AND SAFETY INDICATORS

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

INDICATOR	FUNO® EMPLOYEES	SUPPLIERS
Number of accidents	0	6
Number of fatalities	0	0
Disabling injury rate	0	258.07
Work-related fatality rate	0	0
Number of work-related illnesses	0	0
Absence rate	0	0.0166201
Number of total work-hours	815,240	Not available

Notes:

- Main types of work-related injury for FUNO® employees and specialized service providers: falls and accidents.
- Rates calculated based on one million work hours.
- The number of hours worked published on p. 77 of the 2022 Integrated Annual Report was 2,354,445, based on the sum of hours worked by FUNO® employees (totaling 1,635,736 hours) and suppliers (totaling 718,709 hours).
- FUNO® considers as “disability” what the national authority (Mexican Social Security Institute) considers as such. We are working diligently to include this information in the next report, because we will be making updates to our internal policies in 2024 to strengthen this information.
- We report only data over which we have control and certainty; we do not include data from suppliers that do not allow us access to their information. Therefore, the calculation of the occupational injury rate was made considering FUNO® employees, not including suppliers.
- The indicators related to suppliers are not part of the assurance performed by the independent third party.

We have a management system applicable to FUNO® employees and suppliers.

Occupational incidents in 2023 had an impact of MXN88,329 in direct costs for employees and the organization, including actions taken by the authorities, property damage, health costs, and employee compensation, among other factors. 100% of this amount corresponds to accidents that befell supplier employees.



WELL-BEING PROGRAM

GRI 2-27

Our Policy on Prevention of Psycho-Social Risks and Promotion of Well-Being aims at establishing, developing and putting in place the necessary protocols for generating and maintaining positive working conditions so that we can foster a culture of holistic health and well-being for employees throughout the organization.

One way we do this is by following regulations established by the Ministry of Labor and Social Planning (STPS) that guide us in identifying, analyzing and preventing psycho-social risk in every workplace.

Based on these regulations, in 2023 we conducted a bi-yearly survey to identify psycho-social risks in corporate headquarters and properties. The results indicate that our headquarters are considered low-risk for psycho-social factors and 39 properties¹⁵ were identified as medium or high risk.

**90% EMPLOYEE RESPONSE
IN CORPORATE AND 83%
IN PROPERTIES¹⁶**

**60% OF THE PROPERTIES
WITH LOW OR ZERO RISK**

**479 EMPLOYEES TRAINED
IN PSYCHOSOCIAL WELLNESS;
150 IN THE CORPORATE AREA
AND 329 IN PROPERTIES**

Additionally, through our Well-Being Committee, we identified 63 cases that required follow-up and/or specialized attention:

- **11 reports through the communication channel bienestar@fibrauno.mx, for psycho-social risk:** 10 complaints from properties and 1 from corporate quarters, on issues of negative leadership, workloads, labor violence and in 2 cases possible sexual harassment, in which protocol recommended by the STPS was applied. 100% of the cases were appropriately directed and resolved.
- **52 protocols of attention to severe stress in public places and corporate offices:** 41 at properties and 11 at corporate headquarters, in which primary psychological attention and psychological first aid protocols were applied, when necessary; 5 cases were channeled for specialized psychological attention.



Based on the results of the survey, we decided on actions to create a healthier work environment in our properties, including teambuilding, effective feedback, anonymous complaint mailboxes, training and awareness of the seven psycho-social risk factors (conditions in the work environment, lack of control over work, workloads, excessive work hours, interference in the work-family relationship, negative leadership and negative relationships, and workplace violence), training plans on effective leadership and workplace violence prevention (mobbing) and the publication of the survey results to all employees.

**1.5 WORK-HOURS
OF TRAINING IN PSYCHO-
SOCIAL WELLBEING**

¹⁵ By property site.

¹⁶ The survey sample was made up of 364 employees at headquarters and 595 in properties; 327 and 494 employees responded, respectively.



OUTSIDE FUNO®

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

In October 2023, hurricane Otis struck the coast of Guerrero. It was a meteorological phenomenon that began as a tropical depression and went from a category 4 to a category 5 hurricane in a matter of hours, making it one of the most intense hurricanes to ever hit the Mexican Pacific.

FUNO® activated all internal security protocols and operating procedures, working closely with authorities before, during and after the emergency, to safeguard the integrity of our employees, strategic partners and visitors to our properties.

32 METRIC TONS OF HUMANITARIAN AID DELIVERED

Once communication was restored, we carried out an evaluation of the impact on our employees and their families in order to support them in their needs. Likewise, we have emergency response and attention protocols, as well as teams focused on sizing up the problem and developing action plans, so we were able to restore our facilities and reestablish service to the community as soon as possible.

All our properties are insured against this type of event, which is factored in to the operating cost and in accordance with our analysis of vulnerability to climate change risks. Although our facilities may be affected, they are still equipped to serve as shelters against this type of natural disaster.

- Set up 6 collection centers in different shopping malls in Mexico City
- Uninterrupted continuity of 100% of employees' jobs, salaries and wages (including security and cleaning services)
- Lodging area for 14 employees who, for various reasons, were unable or unwilling to return home
- Adaptation of the Patio Acapulco parking lot as an operations center for the CFE helicopter during the emergency response work
- Set up a community dining room for 100 people per day with supplies provided by FUNO®
- Free internet access for the residents of Patio Acapulco

- Donation of kibble to the rehabilitation center for dogs and catss
- Set up an INE module to provide service to the community in Patio Acapulco since they lost their offices after the passage of Otis
- Patio Acapulco became a distribution center for the Secretary of the Navy for the delivery of 150,000 food pantries and 30,000 household appliances
- Economic donation to CADENA for temporary shelters in conjunction with real estate fibers

STRATEGIC PARTNERS:



¹⁷ Food, cleaning products, medicine and basic supplies.

Our goal is to continue serving as an engine of positive transformation of the environment and the quality of life of hundreds of families.

We want to contribute to the progress of the communities in which we are present through sustainable and quality infrastructure, providing basic conditions for them to develop to their fullest capacities.

CHAIN OF COMMAND

- FUNO[®] Foundation Committee
- Sustainability Department
- Legal TeamTax Team
- Corporate Marketing



STRATEGY



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



To learn more about FUNO[®] Foundation's actions, visit: <https://funo.mx/ESG-sustainability/foundation>.

OUR TENANTS

TENANT ENGAGEMENT STRATEGY

IF-RE-410a.3

A close relationship with our tenants is crucial for understanding their expectations and needs and for evaluating the viability of their adopting and replicating best ESG practices.

In 2023 we continued our strategy of tenant engagement, touching on the following topics:

- Lighting
- Cleaning
- Painting
- Signage
- General image
- Inputs
- Personnel response
- Security
- Service attitude
- Sanitation

We achieved a participation rate of 66% of tenants, occupying 5.3% of our GLA.

OVERALL SATISFACTION RATING OF **77.6%** IN THE ANNUAL TENANT SURVEY

Additionally, we conducted a pilot test of a satisfaction survey in two of our properties, in which tenants and guests evaluated their experience in the properties through the assessment of different variables, such as:

- Security
- Cleanliness
- Ambience (music and aroma)
- Reception service
- Elevators

The results are useful for identifying milestones and areas of opportunity that need to be addressed. The most highly rated aspects were safety and cleanliness, while opportunities for improvement were found in the ambience, reception service and elevators.

1,017 RESPONSES RECEIVED THROUGH THE PILOT TEST OF THE HAPPY-OR-NOT SATISFACTION SURVEY

1,306 FEMALE CLIENTS OF OUR ORGANIZATION

Another part of efforts to strengthen long-term relationships with our tenants was a customer service satisfaction survey in the industrial portfolio. The topics evaluated were:

- Overall satisfaction
- Response time
- Resolution of reports, requirements or requests
- Treatment of customers
- Communication with the customer
- Understanding of problems, requests, reports or requirements

The topics most frequently addressed were security, maintenance, special requests, special projects, consulting and documentation.

53% of the tenants participated, who occupy 11.1% of the GLA.

81.7% OVERALL SATISFACTION RATE IN THE INDUSTRIAL PORTFOLIO SURVEY



OUR SUPPLY CHAIN

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

430 ACTIVE
SUPPLIERS

FUNO® has a purchasing model whose purpose is to guarantee management of our supplier network through a uniform strategic process, regionally and nationally, and thus ensure the operating continuity and competitiveness of our organization.

Our supplier management process has four **main goals**:

- 1 To guarantee that we are supplied with high-quality goods and services.
- 2 To create and update policies, procedures and tools for planning supplies, negotiations and purchases.
- 3 To maintain long-term relations with our suppliers to improve the cost-benefit ratio of negotiations for the products and services acquired.
- 4 To build a system of communication grounded in the highest ethical standards and in the principles of fair competition and equality, which reflects FUNO®'s goals and provides mutual benefit.

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

LEVEL 1 SUPPLIERS ESSENTIAL FOR BUILDING OPERATION: SECURITY, CLEANING, MAINTENANCE, AND UTILITIES

LEVEL 2 SUPPLIERS THAT PROVIDE PROFESSIONAL SERVICES AND OTHER NON-CRITICAL GOODS

The regions where most of our suppliers and contractors are located are Mexico City and the surrounding metropolitan area, Bajío, North, and South of Mexico.



We have a supplier development program whose **goals** are:

- Creating mutual benefits with a “win-win” approach.
- Improving companies’ competitiveness along with the quality of their products and/or services.
- Boost the competitive capacities of strategic industries by strengthening our productive chain.

The benefits of this program translate into effective supplier communications, cost reduction and competitive prices.



SUPPLIER SELECTION

GRI 3-3, 407-1

When selecting our suppliers, we consider various factors:

- Area of business
- Experience
- Product and service quality guarantee
- Delivery times
- Cost efficiency
- Value proposition innovation

To determine the level of contractual performance and quality offered by potential suppliers, we survey the clients who have acquired their services or products.

As part of the selection process, all suppliers must meet a series of ESG requirements, among them:



ENVIRONMENTAL

- Environmental management plan
- Environmental certification.
- Waste management policy.
- Program for recycling or reuse of products or packaging.
- Monitoring carbon footprint according to national or international guidelines.



SOCIAL

- Labor responsibility.
- Social security for employees.
- Ban on hiring minors.
- Employee training in human rights and ethics.
- Analysis of psycho-social risks.
- Policies on diversity and inclusion.



GOVERNANCE

- Signing of supplier guidelines:
 - Anticorruption clause
 - Respect for and alignment with the Universal Declaration of Human Rights
 - Alignment with our 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.

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

- 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 2023.

- Control of supplier registration process.
- Independent audits.
- Downsizing supplier portfolio.
- Control of requisitions.
- Setting of SMART targets¹⁸.

¹⁸ Specific, Measurable, Achievable, Relevant and Timely.



NATURAL CAPITAL

30

HOURS OF TRAINING IN
ENVIRONMENTAL CULTURE,
ENVIRONMENTAL CRISIS AND
SUSTAINABLE DEVELOPMENT



THE RESILIENCE OF OUR BUSINESS

CHAIN OF COMMAND



GOALS

AREA	GOAL	STRATEGY	TARGET YEAR
ENERGY	Optimize energy consumption	<ul style="list-style-type: none">• Install high-efficiency technology.• Upgrade equipment for more efficient energy consumption.• Automate and control energy in properties.• Adjust property meters.	2024
	20% renewable energy in our properties	<ul style="list-style-type: none">• Projects to generate and/or acquire renewable energy.• Seek out renewable energy suppliers with low-risk contracts.• Install equipment and technology compatible with biofuels.• Install solar panels.	2030
WATER	Treat and reuse 30% of our wastewater	<ul style="list-style-type: none">• Continue reviewing facilities to avoid leaks.• Introduce high-efficiency technologies to reduce and optimize consumption.	2030
WASTE	Zero trash	<ul style="list-style-type: none">• 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.	2030

AREA	GOAL	STRATEGY	TARGET YEAR
WASTE	Zero trash	<ul style="list-style-type: none">• Recycle paper and cardboard in industrial parks.• Replace pine used in benches with recycled material.• Continue providing training on waste separation stations at corporate headquarters.	2030
SBTI EMISSIONS	<div>Reduce absolute scope 1 and 2 emissions by 54.6%</div> <div>Reduce scope 3 emissions by 32.5%</div>	<ul style="list-style-type: none">• Reduce electrical energy consumption.• Install technologies with high energy efficiency.• Onsite renewable energy generation.• Zero trash strategy.• Reforestation and maintenance of green areas.	2030
CONSERVATION	Reforest 50 km of green areas	<ul style="list-style-type: none">• Continue monitoring Barranca de Tarango reservoir in Mexico City.• Regenerate traditional floating-island farms and clean canals in Xochimilco, Mexico City.	2030
CERTIFICATIONS	Certify 47.4 million sqft by LEED BOMA or EDGE = 37.7% of GLA	<ul style="list-style-type: none">• 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.• Implement operating practices.	2030

ENERGY MANAGEMENT AND EFFICIENCY

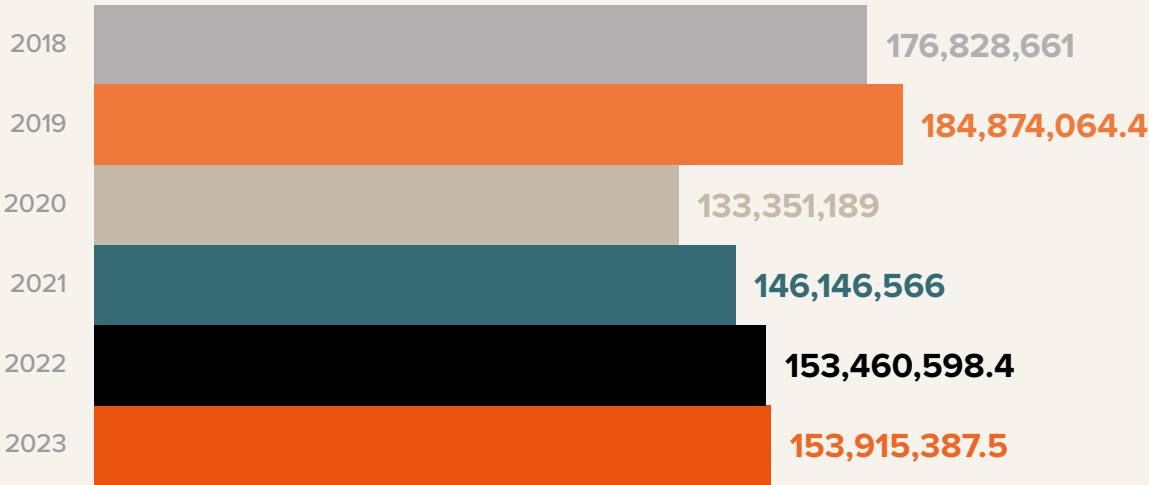
GRI 3-3, 302-1, 302-2, 302-3, 302-4, 302-5, CRE1
IF-RE-130a.2, IF-RE-130a.5, IF-RE-410a.2, IF-RE-410a.3



2023 INITIATIVES

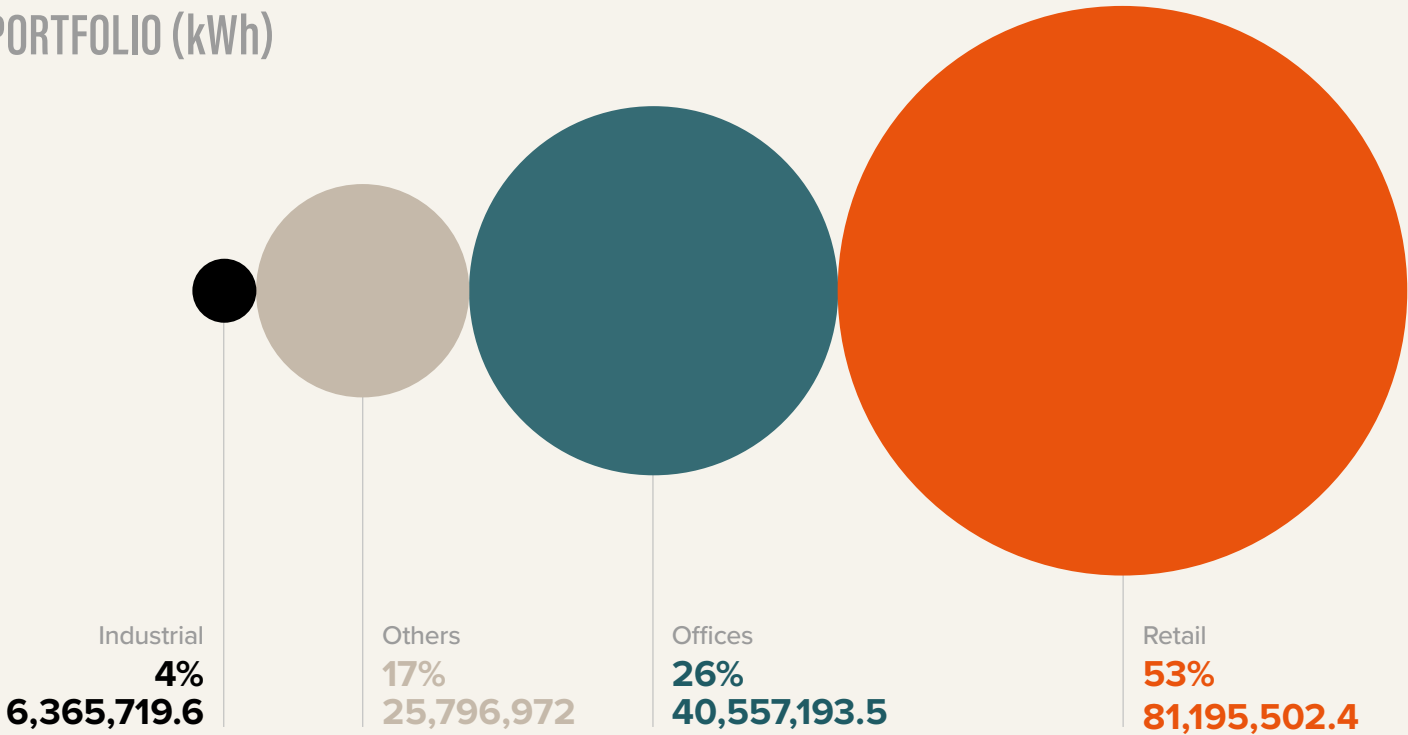
- Install high efficiency technologies.
- Upgrade equipment to make energy consumption more efficient.
- Automate and control energy in properties.
- Adjust of meters in properties.
- Internal energy saving campaigns for employees.
- Install solar panels.

ELECTRICAL ENERGY CONSUMPTION (kWh)



-16.7% LESS ELECTRICITY
CONSUMED VS. 2018, AS A
RESULT OF ACTIONS TAKEN
BY FUNO®

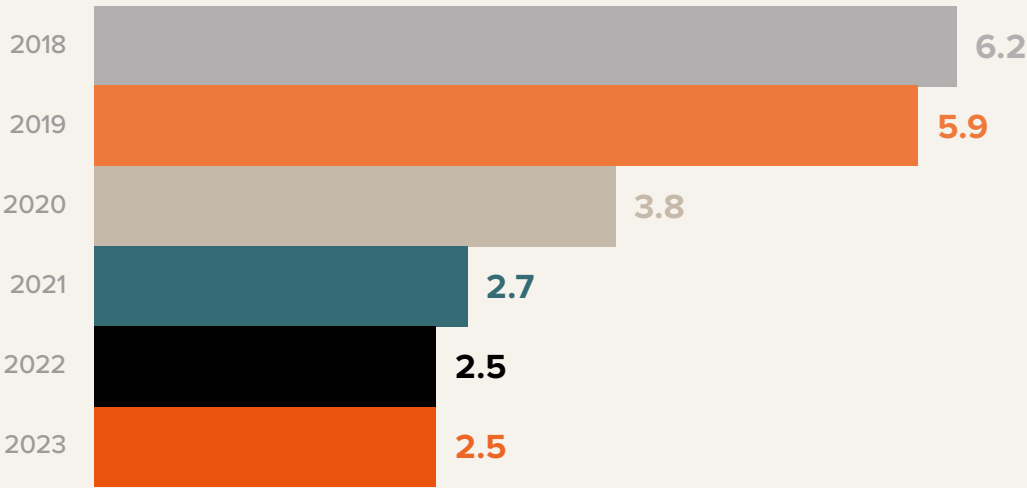
ENERGY CONSUMPTION BY PORTFOLIO (kWh)



Notes:

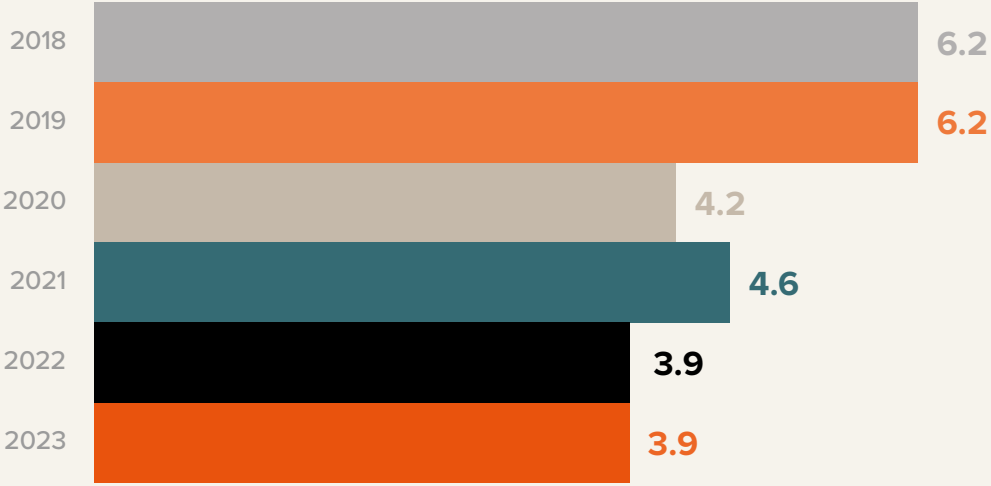
- In 2023, we consumed 153,915,387.5 kWh of electricity, an amount that corresponds to the properties over which FUNO® has operational control (52.5% of total GLA). Additionally, 4,055,544 kWh were consumed in properties managed by outside parties.
- 99.87% of the electricity consumed in 2023 came from the grid, while 0.13% was generated through solar panels at Mitikah.

GLOBAL ENERGY INTENSITY (kWh/OCCUPIED sqft)



-59.8% IN GLOBAL ENERGY INTENSITY VS. 2018

ENERGY INTENSITY RELATED TO SYNDICATED REVOLVING SUSTAINABILITY-LINKED LOAN (kWh/OCCUPIED sqft)



-37.8% IN ENERGY INTENSITY RELATED TO SUSTAINABILITY-LINKED CREDIT VS. 2018

ABOUT **MXN 2.3 MN** INVESTED IN ENERGY ECO-EFFICIENCY STRATEGIES



FOSSIL FUEL CONSUMPTION 2023

FUEL	PROPERTIES OPERATED BY FUNO*	PROPERTIES OPERATED BY OTHERS
Diesel	230.4	-
LP Gas	626.3	-
Natural Gas	5,894	-
Gasoline	12.6	5,343.3
Total	6,763.3	5,343.3

-64.7% LESS ENERGY CONSUMED FROM FUEL VS. 2019 AS A RESULT OF FUNO® ACTIONS

WATER STEWARDSHIP

GRI 3-3, 303-5, CRE2

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



In 2023, FUNO® consumed 5,090,531.8 m³ of water, 41% of which was consumed in zones of high or very high water stress, equivalent to 2,067,447.9 m³, over a surface area of 44,423,735.8 sqft, equivalent to 37% of the total portfolio.

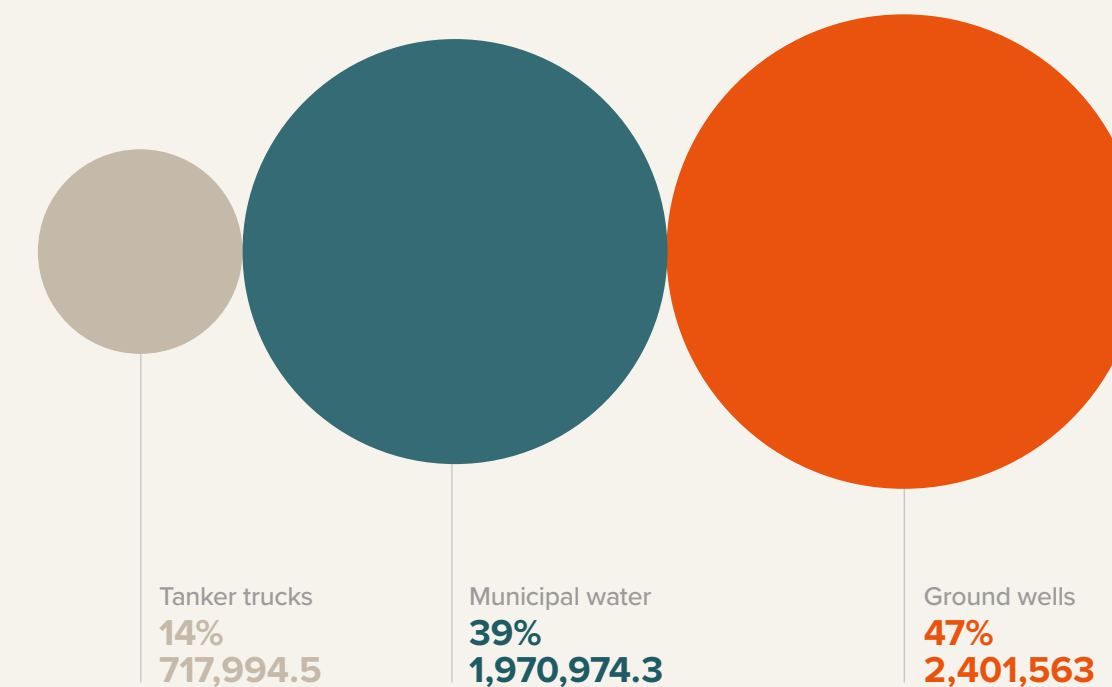


2023 INITIATIVES

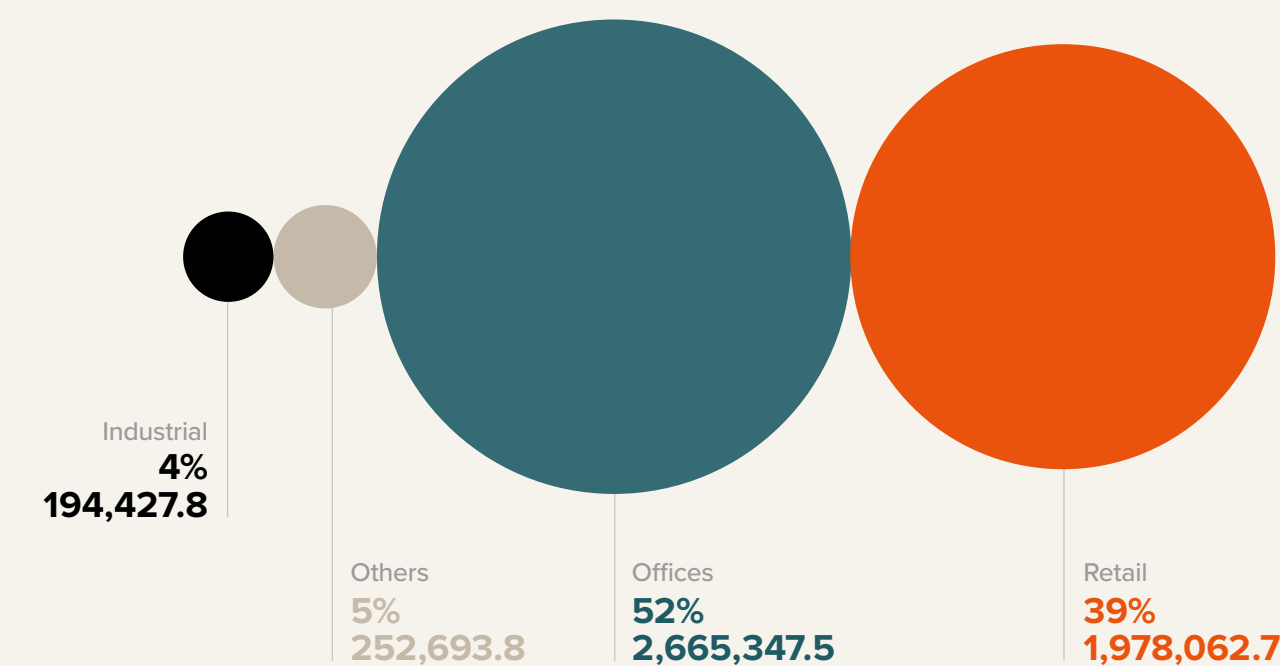
- Review of facilities to prevent leaks.
- Installation of high-efficiency technologies. Wastewater treatment plants and rehabilitation of WWTPs in two properties and three more in process.
- Rainwater capture systems.
- Storm tanks in 85% of our properties.
- Absorption wells and reinjection of water to the subsoil.
- Low-consumption bathroom fixtures.

WATER CONSUMPTION BY SOURCE (m³)

-11% REDUCTION IN WATER CONSUMPTION FROM 2018



TOTAL m³ CONSUMED BY PORTFOLIO

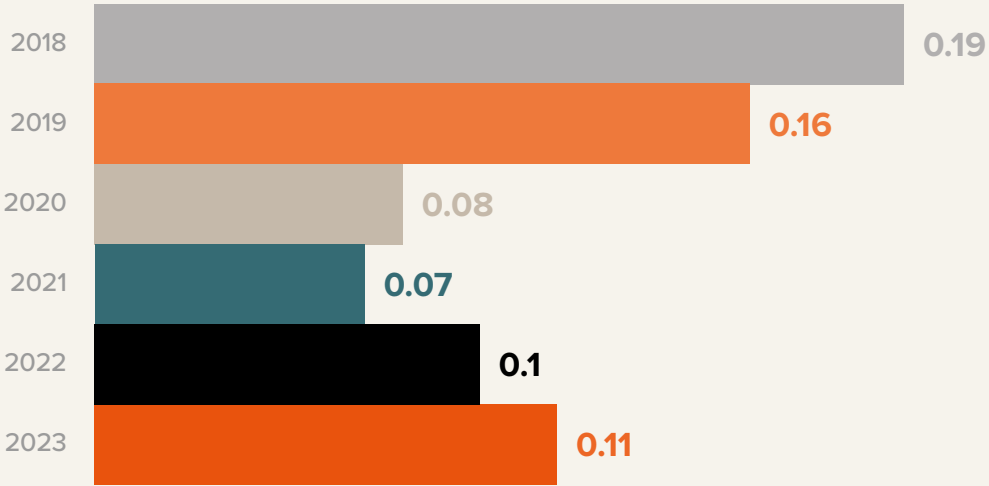


Notes:

- This data corresponds to 140 properties under our operational control, equivalent to a GLA of 51,740,599.1 sqft (43% of the total).
- In properties operated by others, we recorded an additional consumption of 14,246 m³ of water, 1,116 m³ of it municipal water and 13,130 m³ from ground wells.



WATER INTENSITY (m³/OCCUPIED sqft)



Note. This data corresponds to 140 properties under our operational control, equivalent to a GLA of 51,740,599.1 sqft (43% of the total).

-43% REDUCTION IN WATER INTENSITY FROM 2018

42 WWTPs OPERATING

232,105.9 m³ OF TREATED WATER*

* Another 7,304.2 m³ of water was treated in properties operated by others, equivalent to 50% of the water consumed in these properties. To learn more about water management at UNO®, visit: <https://funo.mx/ESG-sustainability/eco-efficient-operations/water>



WASTE MANAGEMENT

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

At FUNO® we **contribute to the circular economy** by optimizing resources and reducing waste in a variety of ways:

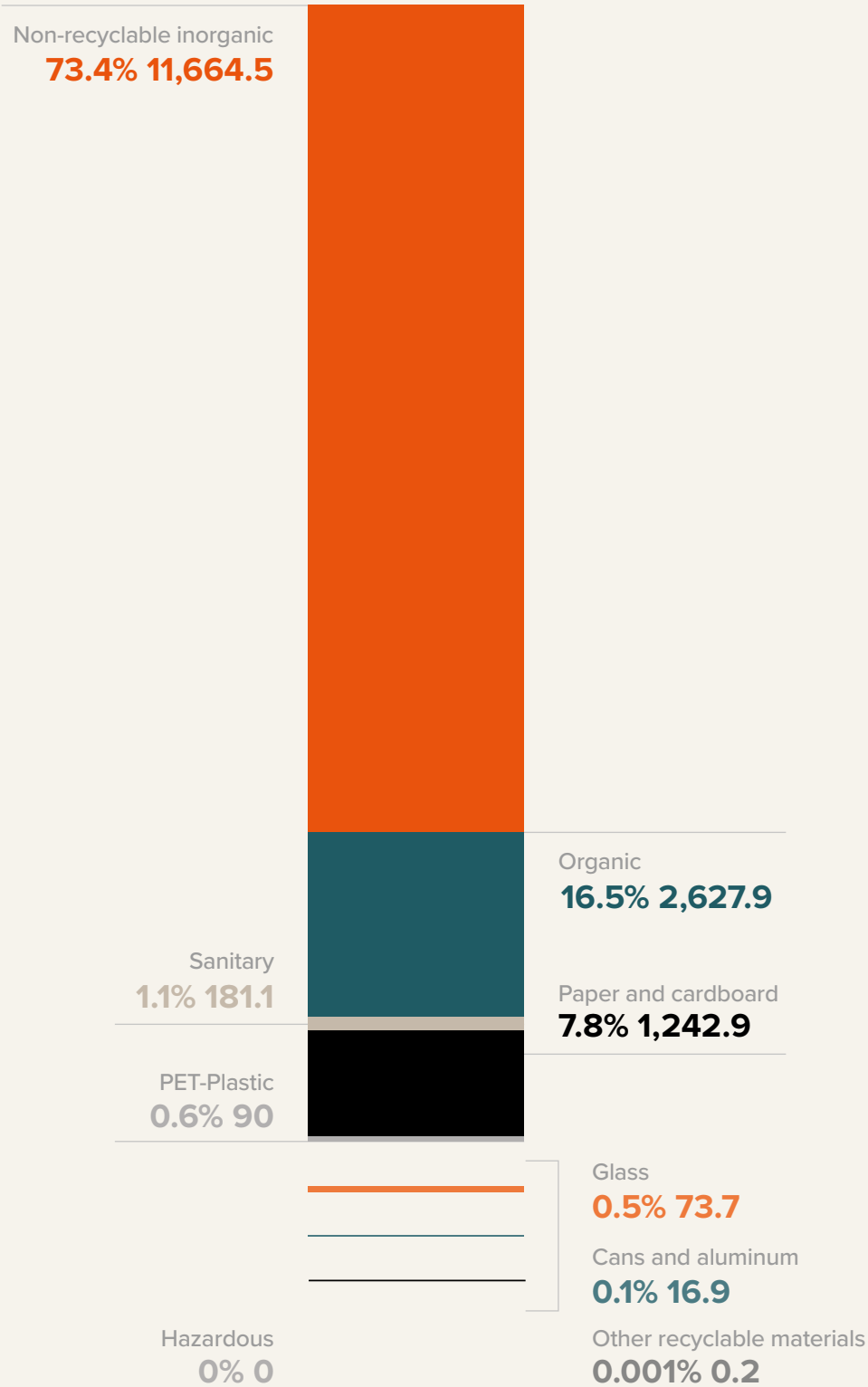
- We have due diligence processes and policies on the use of environmentally friendly materials and procedures in our properties.
- Maintenance and operation programs that extend the useful life of materials and components in our properties.
- In some properties, we transform waste into resources by composting organic waste for landscaping.
- By using less resources we also generate less waste, which in turn reduces our carbon footprint.

2023 INITIATIVES

- Publication of Waste Management Policy.
- Designate areas of our properties for waste management.
- Installation of containers for waste separation.
- Providing training in properties for waste management and disposal.
- Record waste in logbooks.
- Seek partners to conduct recycling campaigns at our properties.

These measures have been introduced at 61 of our properties, equivalent to 18% of our portfolio.

WASTE GENERATED (metric tons)



- Notes:
- 100% of the waste reported is non-hazardous.
 - 100% of the waste generated was disposed of.
 - The data refer only to waste generated in FUNO®-operated office and retail properties.

In our value chain, waste generation has various **implications:**

- Improper waste management can increase economic costs, especially operating costs.
- Companies' reputation may be affected if waste is not managed properly.
- Waste generation can contribute to soil, water and air pollution, affecting local ecosystems and biodiversity.
- Companies must comply with environmental regulations related to waste management.
- Companies can find opportunities to monetize waste, through recycling, reuse or transformation into new raw materials, to maximize the value of materials and minimize waste.

Proper waste management in our value chain is essential for ensuring sustainability and regulatory compliance, and for producing environmental and economic benefits.

1,423.7 METRIC TONS OF WASTE WERE REUSED, RECYCLED OR SOLD, 8.9% OF THE TOTAL

CLIMATE CHANGE STRATEGY

GRI 3-3



2018

Submitted first climate change report to CDP.

2020

Completed our first climate change risk vulnerability analysis.

2022

Defined strategy to decarbonize the portfolio.

2023

Began installing solar panels in our properties.

Our strategy for managing our carbon footprint and dealing with climate change is organized into three areas:

EMISSION REDUCTION

EMISSION MONITORING

PREVENTION OF CLIMATE-RELATED RISK

In order to guarantee our properties' resilience, we continually review and reinforce the action protocols we have for each property so that we can react to and mitigate the effects of any meteorological phenomena.

One part of our strategy is transitioning to a less polluting vehicle fleet, which is why we have partnered with various automotive companies to continue installing EV charging stations at our properties.



102 ELECTRIC-VEHICLE CHARGING STATIONS AT **16** PROPERTIES

For more information about our climate change strategy, visit: <https://funo.mx/ESG-sustainability/eco-efficient-operations/climate-change/strategy>.

TCFD RECOMMENDATIONS

Our most recent advances in adopting TCFD Recommendations have been:

- Identification of risks and opportunities, which means recognizing potential climate events or conditions that could have a positive or negative impact on our properties: factors such as infrastructure vulnerability, natural resource sensitivity and environmental regulatory trends.
- Assessing the likelihood and potential impact of identified risks and opportunities, through qualitative and quantitative analysis to determine their severity.
- Prioritizing or ranking risks and opportunities by importance, so that we can allocate resources and efforts efficiently, focusing first on the most critical of them.
- Ongoing monitoring of risks and opportunities, as they may evolve over time. Reviewing and updating response plans and mitigation strategies to ensure they remain effective.
- Enterprise Risk Management: Incorporating climate-related risk management processes into the overall ERM system for follow-up by senior management.



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 segments
- Sources of carbon emissions, such as:
 - Electricity consumption
 - Diesel consumption
 - Natural gas consumption
 - Refrigerants
 - Business travel
 - Commuting
 - Waste disposal
- Other factors such as:
 - Segment
 - Climate conditions
 - Building design
 - Construction materials used
 - Number of visitors
 - Tenant practices
 - Energy sources



IN 2023, WE EMITTED
67,899.2 METRIC TONS OF CO₂e¹⁹

¹⁹ Includes Scope 1 and 2.



2023 INITIATIVES

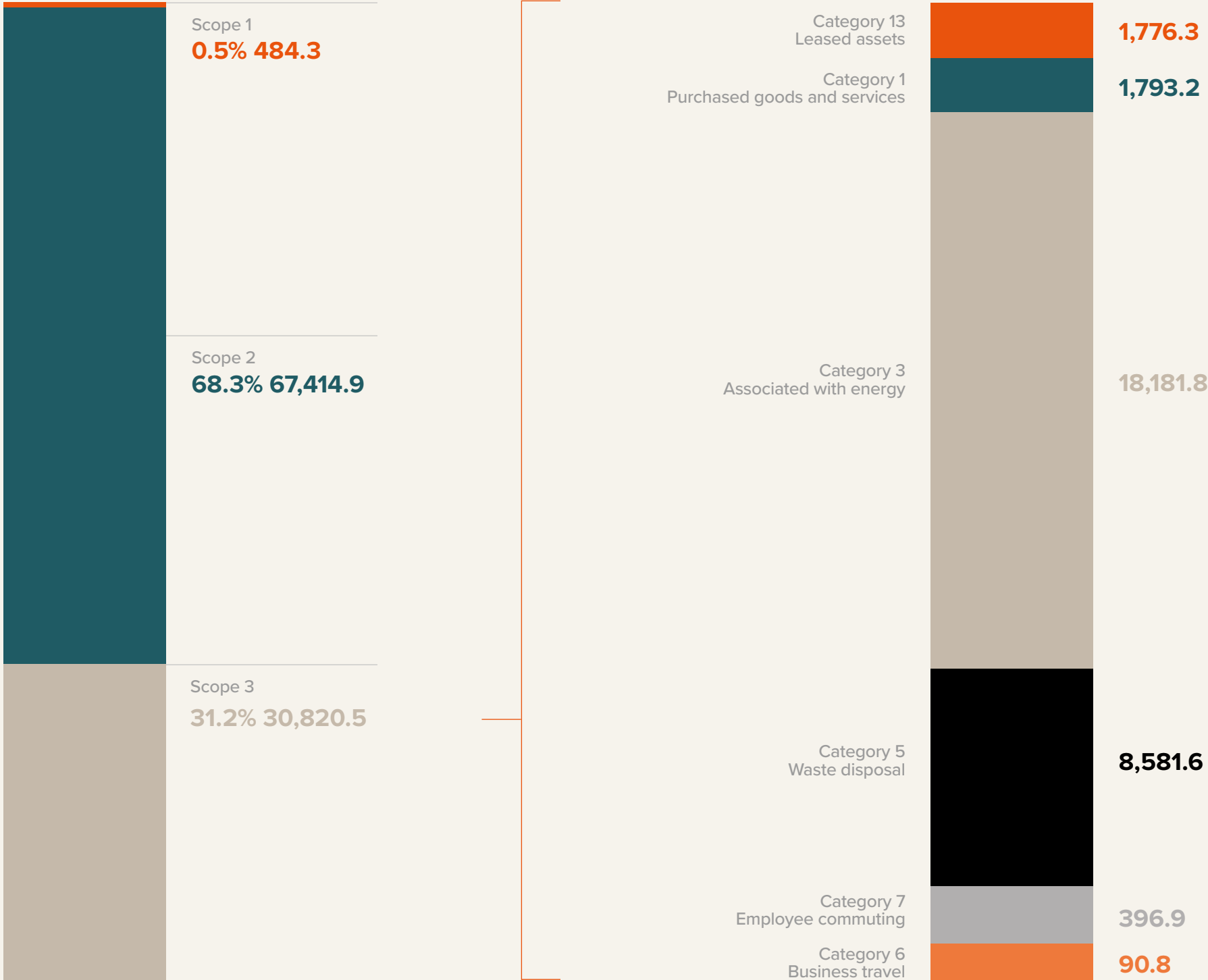
- Reduced electrical energy consumption.
- Installed high energy-efficiency technologies.
- Onsite renewable energy generation.
- Applied zero-trash strategy.
- Reforested and maintained green areas.

Notes:
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: Leased assets, goods and services acquired, associated with energy use, waste disposal, employee commuting, business travel and independently operated assets.

BREAKDOWN OF EMISSIONS BY SCOPE AND CATEGORY

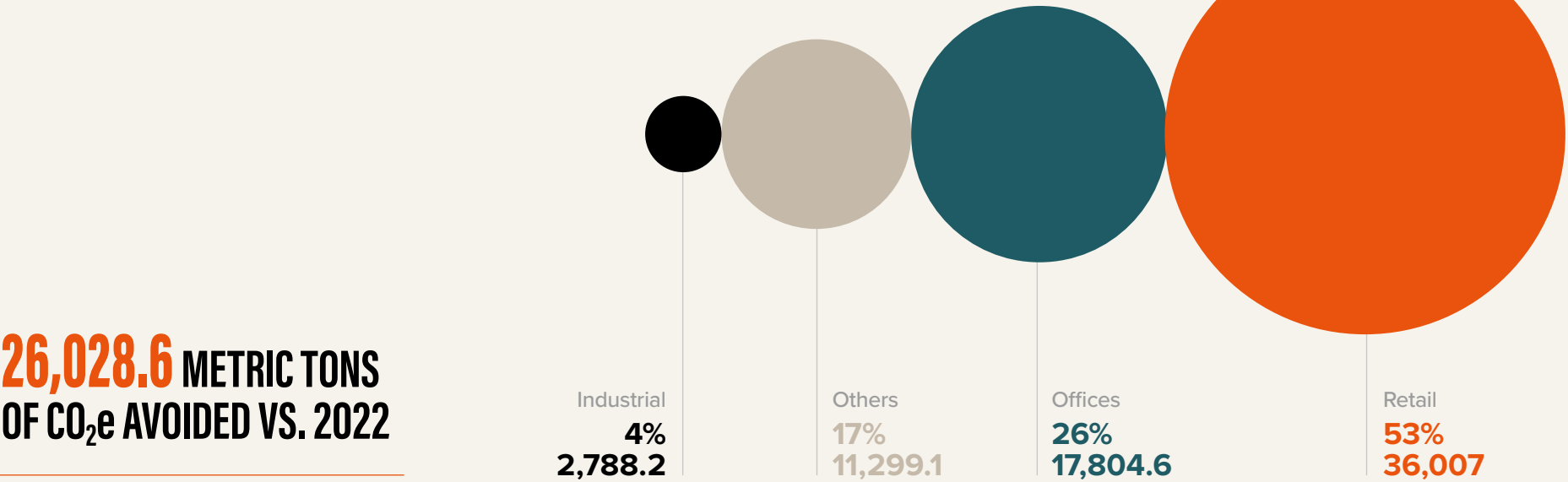
EMISSIONS (METRIC TONS OF CO₂e)



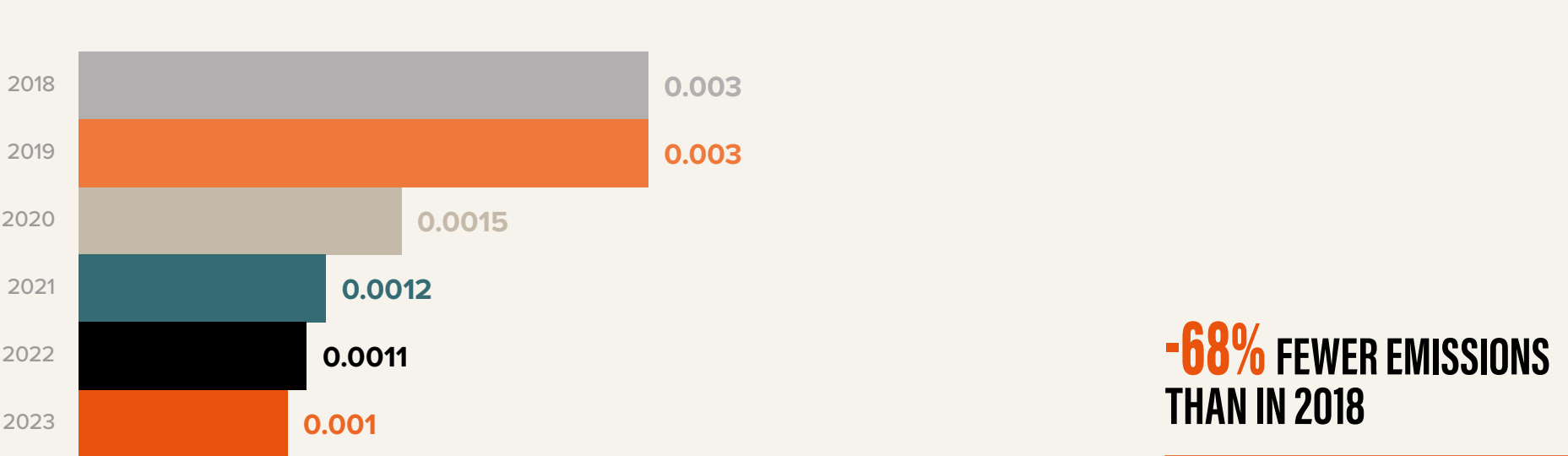
BY SOURCE AND TYPE OF GHG (SCOPE 1 AND 2)

SOURCE	CO ₂ (metric tons of CO ₂ e)	CH ₄ (metric tons of CO ₂ e)	N ₂ O (metric tons of CO ₂ e)	HFC (metric tons of CO ₂ e)	Total (metric tons of CO ₂ e)
Electricity	67,414.94		0	0	67,414.9
Diesel		17.07	0.01935	0.03663	17.1
Dry gas		330.65	0.16503	0.15619	331.0
Gasoline y NAFTAS		0.87	0.00106	0.00200	0.9
LP gas		39.52	0.01754	0.01660	39.6
Refrigerants				95.7	95.7
Total	67,414.94	388.12	3.95	95.9	67,899.2

EMISSIONS BY PORTFOLIO (METRIC TONS OF CO₂e)



EMISSIONS INTENSITY (METRIC TONS OF CO₂e/OCCUPIED sqft)



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

SBTi AND THE PATH TO NET ZERO

GRI 2-22, 2-23, 2-24, 3-3

We are the first and only FIBRA, and one of the first 10 Mexican companies, to have our short-term GHG emissions reduction goals validated by the SBTi.

As part of our commitment to climate change and the transition of our properties to a Net Zero carbon portfolio, in October 2023, we asked the Science Based Targets initiative (SBTi) to validate our greenhouse gas (GHG) emissions reduction targets. The SBTi was created to provide scientific grounding companies' climate actions with the Paris Agreement.



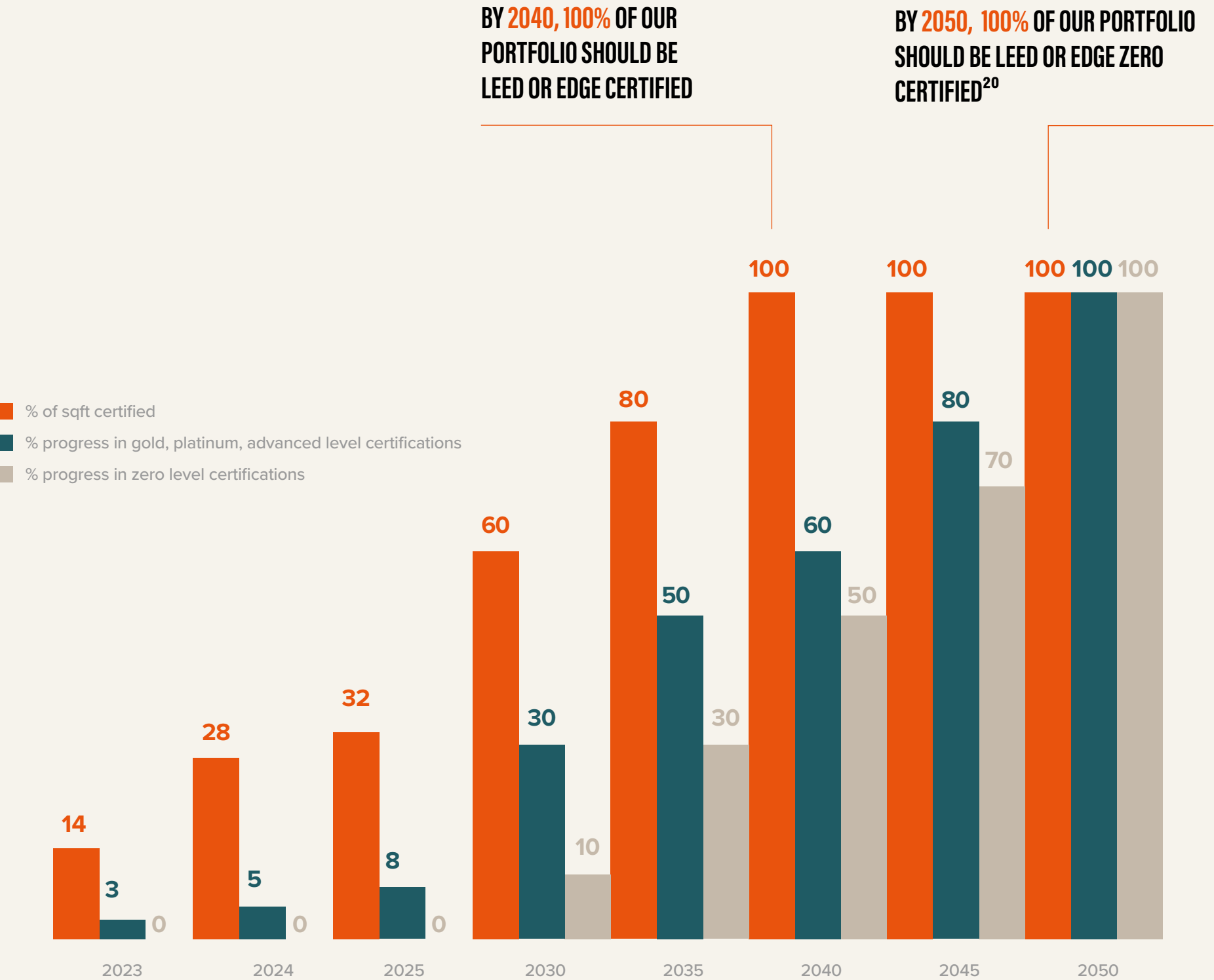
The goals accredited by the SBTi are that we intend to achieve the following by 2032, against the baseline year of 2019:

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

These ambitious goals are consistent with global warming scenarios of 1.5°C and signal the resilience of FUNO®'s environmental management model, which ranges from the use of renewable energy to the certification of our properties under international standards.

To meet our 2040 and 2050 goals, over the next few years we will make changes to our properties, such as remodeling, renewable energy purchases, and offsets.

PATH TO NET ZERO



²⁰ EDGE zero certification also includes carbon embedded in construction materials.

SBTi CRITERIA

To obtain **SBTi validation of our GHG emissions reduction targets**, we met the following requirements.

- Definition of organizational boundaries.
- 100% coverage of scope 1 and 2 emissions in the inventory.
- Coverage of at least 67% of scope 3 emissions in the inventory.
- Definition of the baseline.
- Application of SBTi methodology to set targets based on a 1.5°C temperature increase scenario.
- Approval of rigorous SBTi process for validation of methodology and goals.
- Validation of the goals and publication on the official SBTi website.



For more information, visit the SBTi website: <https://sciencebasedtargets.org/target-dashboard>.

INDUSTRIAL CAPITAL: THE GREATNESS OF OUR PORTFOLIO

CERTIFIED PORTFOLIO

GRI 3-3, 416-1, CRE8
IF-RE-130a.5

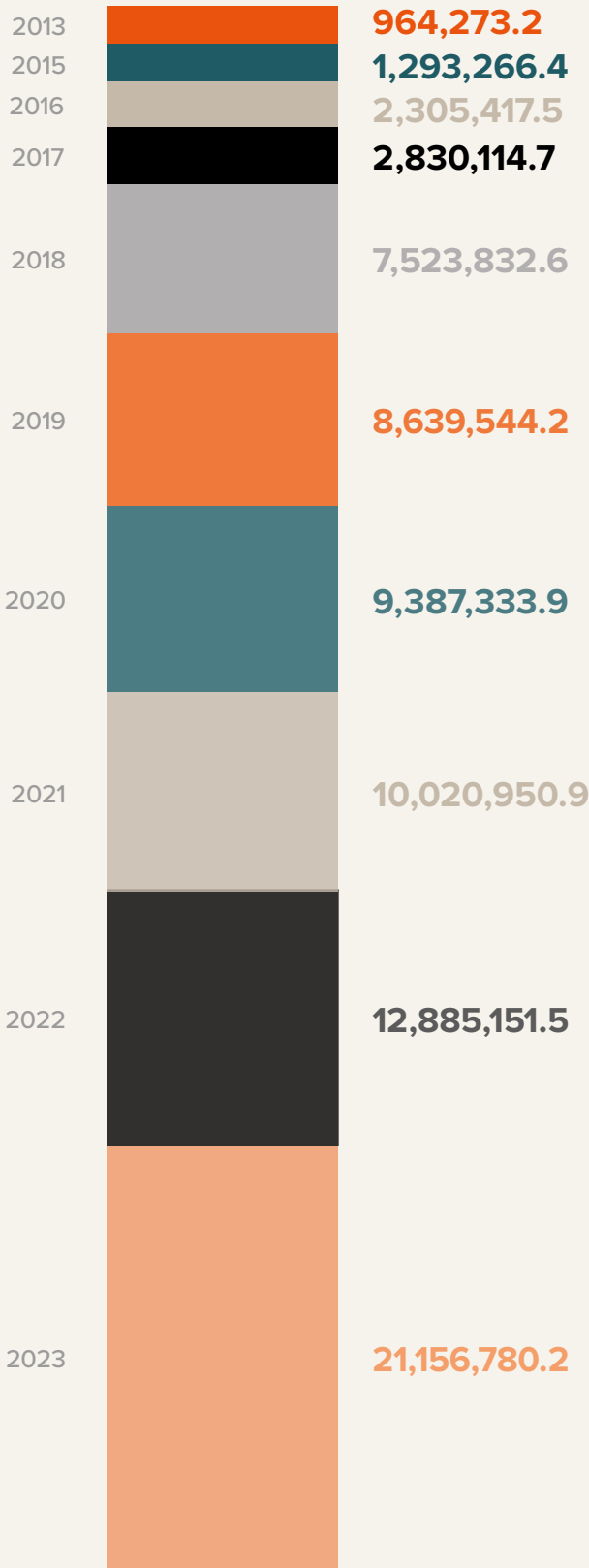
Our goal is to help build sustainable cities and generate a positive impact on the communities in which we are present, providing our tenants with the best location for their operations. Toward this end, we apply best practices in sustainability in each phase of our property lifecycle, from their development, design, construction and acquisition, to their possible sale, through their management, maintenance and operation.

These practices, together with the commitment of all our tenants, have resulted in average savings in energy, water and energy embedded in materials.

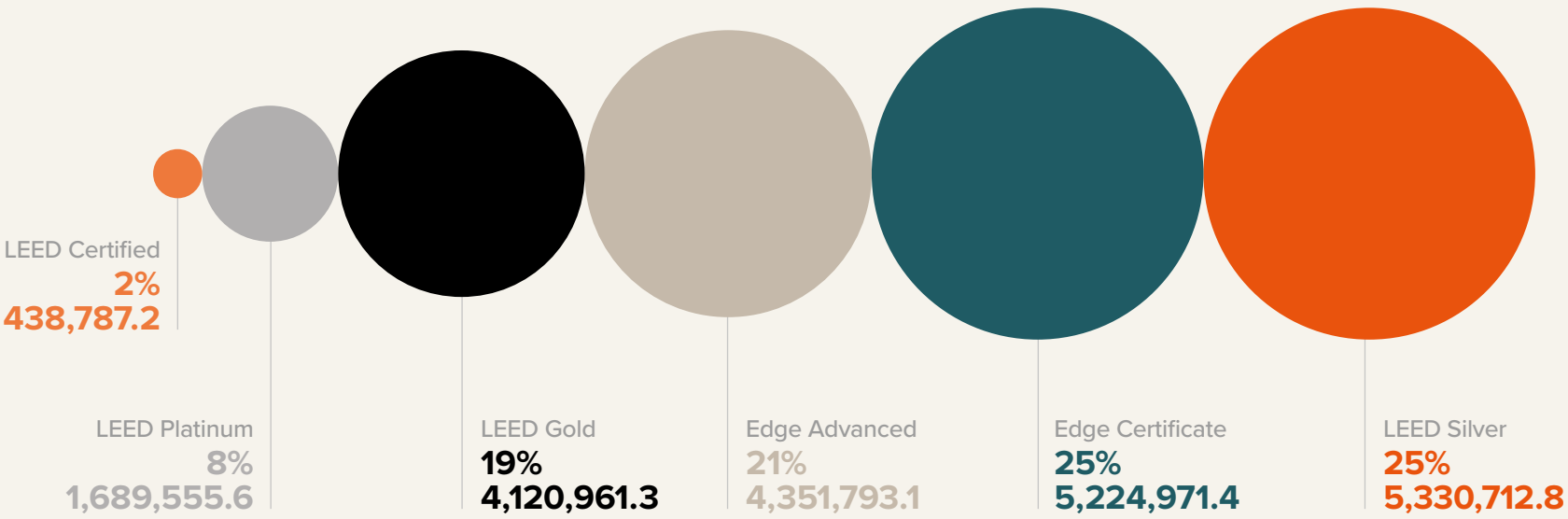
By certifying our portfolio under standards such as LEED and Edge, we are steadily advancing in our sustainability strategy, positioning ourselves as an ESG best practice benchmark in the Mexican and Latin American real-estate industry.

21,156,780.6 sqft **CERTIFIED,**
EQUIVALENT TO 17.8% OF OUR GLA

ACCUMULATED CERTIFIED AREA (sqft)



CERTIFIED AREA BY LEVEL OF CERTIFICATION (sqft)



sqft CERTIFIED BY PORTFOLIO

PORTFOLIO	sqft CERTIFIED
Retail	2,605,941.3
Industrial	12,631,454.9
Offices	5,919,383.9
Others	-
Total	21,156,780.2



BIODIVERSITY

GRI 3-3, 203-1, 203-2, 304-3, 304-4, 413-1



Our Biodiversity Policy is tangible proof of our commitment to responsible land-use practices, biodiversity conservation, and mitigation of climate change risks associated with deforestation. We strive to protect valuable forest ecosystems, support sustainable supply chains, and safeguard biodiversity for present and future generations.



2023 INITIATIVES

• **Reforestation of the Tarango Ravine.**

We carried out ecological restoration to return a degraded ecosystem to a condition as close as possible to its original state, by accelerating changes in the composition and structure of the vegetation and by reinitiating succession processes. The restoration of degraded ecosystems is a vitally important process that not only benefits the environment, but also has a social benefit through the recovery of ecosystem services.

The **planting campaign for 2023** included the following:

- Introduction of tree species native to the ravine and enrichment of the trail through 42 pollinator cores.
- Mobilization of specimens
- Weeding
- Preparation of vines for planting
- Application of solid rain and organic matter
- Support infrastructure
- Construction of planting pit
- Registration of planted specimens

668.04 metric tons of CO₂e captured through the Tarango Ravine reforestation project.

- **Project for the restoration and regeneration of traditional chinampas in Xochimilco, Mexico City.** The goal of this initiative was to regenerate and restore 79,965 sqft of soil using vegetative and earthworm compost to support ecological crop production, increase biodiversity, improve soil properties and environmental status.

The **activities** we carried out were the following:

- Cleaning of canals and construction of bridges and roads around the *apantles* to avoid contamination with agrochemicals.
- Reforestation of *ahuejotes* and introduction of plants and flowers to attract pollinators to increase vegetable production.
- Installation of infrastructure necessary to ensure the long-term maintenance of four *chinampas*.

2,700 SPECIMENS
RELOCATED AND
PROTECTED BY 2023



Regeneration and restoration of 79,965 sqft of soil in Xochimilco's lake zone.

ANNEXES

ABOUT THIS REPORT

GRI 2-1, 2-2, 2-3, 2-29, 3-1
IF-RE-130a.1, IF-RE-410a.2, IF-RE-000.C

We are pleased to present this 2023 Integrated Annual Report, which details the results of our performance in financial, economic, environmental, social and governance aspects, and covers the period from January 1 to December 31 of that year.

The report was prepared in accordance with the 2021 version of the Global Reporting Initiative (GRI) and it conforms to the foundations and principles for determining the content and quality of the report established by that organization. We also report results according to the criteria established by the GRESB Real Estate Assessment, the recommendations of the Task Force On Climate Related Financial Disclosures (TCFD), the Principles for Responsible Investment (PRI) developed by the United Nations Environment Program Finance Initiative (UNEP FI) and the United

Nations Global Compact (UNG), as well as our alignment with the 10 Principles established by the UNGC, the UN Sustainable Development Goals (SDG) and the stakeholder capitalism metrics of the World Economic Forum (WEF).

This report was prepared based on the guidelines established by the International Financial Reporting Standards Foundation (IFRS Foundation), an institution that incorporates the former Climate Disclosure Standards Board (CDSB) and Value Reporting Foundation (VRF), and we use the SASB Disclosure Standards for the infrastructure sector and the specific standards for Real Estate. In doing so, we seek to share with the investing public financially material ESG information that is transparent, comparable, precise, accurate and useful for informed, market- and industry-based decision making.

We disclose the results of our management of material issues and communicate the processes that significantly affect our ability to create long-term value and address the needs of our stakeholders. For more information regarding our materiality study, please refer to page 28 of this report, or visit our website: <https://funo.mx/ESG-sustainability/management/materiality>.

These topics have been validated by our stakeholders through the following process:

1. Definition of stakeholders to consult during the year:
 - **Permanent:** employees, authorities, investors, tenants.
 - **Revolving:** suppliers, foundations, banks, insurance companies, communities.
2. Definition of mechanisms for interaction. In 2023, these mechanisms included e-mail, one-on-one meetings, online surveys and virtual calls.
3. Identification of the most recurring topics and main concerns by the area responsible²¹ for interacting

with each stakeholder group, so that they could be presented to the sustainability committee.

4. Formation of initiatives to address each topic and group, and areas responsible for generating the execution and resolution plan.
5. Evaluation of the results of the plans executed and resumption of the cycle.

We have 613 operations, which are considered for key indicator reporting as follows:

- Social and health and safety indicators: 100%
- Environmental indicators: 52%

In 48% operations, tenants control operations, so to avoid duplication of data, they are responsible for publishing that information.

The results of corporate governance and human capital performance refer to 100% of our properties.

The environmental results are compared against the 2018 numbers, which is the baseline for calculating our environmental footprint. The percentage of GLA covered in the environmental indicators is as follows:

- **Energy:** 52.5%, a percentage that includes the total number of properties operated by FUNO®, while the remaining 47.49% is considered in Scope 3.
- **Water:** 43%
- **Waste:** 30%
- **Emissions:** 100%

The energy costs of FUNO® properties are a significant expense, which is why they are accounted for and monitored under Net Operating Income (NOI).

External assurance was supplied by the firm Ernst and Young. Assured training data corresponds only to FUNO® employees, i.e., it does not include suppliers.



²¹ For information about the parties responsible for interacting with each stakeholder group see page 34 of this report.

INDEPENDENT
ASSURANCE
LETTER

GRI 2-5



Independent Limited Assurance Report

To the Board of Directors of Fibra Uno Administración, S.C.:

Scope of our Work

We have been engaged by Fibra Uno Administración, S.C. (“Fibra Uno or the “Company”) to perform a ‘limited assurance engagement,’ as defined by International Standards on Assurance Engagements, here after referred to as the “Engagement”, to report on Fibra Uno’s selected sustainability performance indicators (“Subject Matter”) contained in the Fibra Uno’s Integrated Annual Report 2023 (the “Report”) and mentioned in the annex A; for the period from January 1 to December 31, 2023.

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

Criteria applied by Fibra Uno Administración, S.C.:

In preparing the selected sustainability performance indicators mentioned in the annex A, Fibra Uno Administración, S.C. applied the Global Reporting Initiative Standard (GRI), Sustainability Accounting Standards Board (SASB) and Global Real Estate Sustainability Benchmark (GRESB) mentioned in the annex B, henceforth “the Criteria”.

Fibra Uno Administración, S.C. responsibilities

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

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in reference to the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (‘ISAE 3000’), and the terms of reference for this engagement as agreed with Fibra Uno Administración, S.C. on February 15, 2024. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in reference to the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

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

Our Independence and Quality Control

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

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

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Description of procedures performed

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

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

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

Our procedures included:

- Interviews with the responsible persons to obtain an understanding of the data management systems and processes used to generate, disaggregate, and report information related to the Criteria.
- Analytical procedures such as validations of ratios and proportions or expected results and trends considering the correct application of calculations and formulas in the documentation submitted for the Criterion in question.
- Inquiries to responsible persons regarding each of the Criteria to explain deviations from expected results and trends and to be able to correct or document them.

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

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the selected sustainability performance indicators for the period from January 1 to December 31, 2023, in order for them to be in accordance with the Criteria.

Other Information

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

C.P.C. Luis Francisco Ortega Sinencio
Audit Partner
Mancera, S.C.
A Member Practice of Ernst & Young Global Limited
June 21, 2024; Mexico City, Mexico

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ANNEX A

Subject Matter

The sustainability information identified in the indicators included in the printed Report and included by Fibra Uno on its website¹ is presented in the following table:

Material Issue	Criterion	Indicator	Insured Value	Unit
Mechanisms for seeking advice and raising concerns	GRI 2-26	a. i.	Narrative Description	
		a. ii.	Narrative Description	
Energy consumption within the organization	GRI 302-1	to.	6,763.28	GJ
		b.	0	J
		c. i.	554,094.95	GJ
		c. ii.	N/A	J
		c. iii.	N/A	J
		c. iv.	N/A	J
		d. i.	N/A	J
		d. ii.	N/A	J
		d. iii.	N/A	J
		d. iv.	N/A	J
		and.	560,858.23	GJ
		f.	Narrative Description	
		g.	Narrative Description	
Energy consumption outside the organization	GRI 302-2	to.	14,599.95	GJ
		b.	Narrative Description	
		c.	Narrative Description	
Energy intensity	GRI 302-3	to.	26.51	kWh/m2
		b.	Narrative Description	
		c.	Narrative Description	

¹
The maintenance and integrity of **The Company's** (<https://funo.mx/>) website repository of the Report, is the responsibility of the Management of **Fibra Uno**. The work carried out by EY does not include consideration of these activities and, therefore, EY accepts no responsibility for any difference between the information presented on such website and the **Subject Matter** contained in the Report on which the Commitment was made and the conclusion was issued.

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

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Material Issue	Criterion	Indicator	Insured Value	Unit
		d.	Narrative Description	
Reduced energy consumption	GRI 302-4	to.	82,487.72	GJ
		b.	Narrative Description	
		c.	Narrative Description	
		d.	Narrative Description	
Water discharge	GRI 303-4	a	2,520.63	ML
		a.i	2.43	ML
		a. ii.	0	ML
		a. iii.	0	ML
		a. iv.	2,518.21	m3
		b. i.	0	ML
		b. ii.	2,520.63	ML
		c. i.	0	ML
		c. ii.	1,871.42	ML
		d. i.	Narrative Description	
		d. ii.	Narrative Description	
		d. iii.	0	Number of incidents
Water consumption	GRI 303-5	to.	5,090.53	ML
		b.	2,067.45	ML
Direct GHG emissions (scope 1)	GRI 305-1	to.	484.26	tCO ₂ eq
		b.	Narrative Description	
		c.	Not applicable	tCO ₂ eq
		d.	Narrative Description	
		and.	Narrative Description	

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Material Issue	Criterion		Indicator	Insured Value	Unit		
		f.	Consolidation approach to emissions	Narrative Description			
		g.	The standards, methodologies, assumptions and calculation tools used.	Narrative Description			
		to.	The gross value (depending on location) of indirect GHG emissions when generating power (scope 2)	67,414.94	tCO ₂ eq		
Indirect GHG emissions associated with energy (scope 2)	GRI 305-2	c.	The gases included in the calculation	Narrative Description			
		d.	Base year for calculation	Narrative Description			
		and.	Source of emission factors and global warming potential (GWP) rates used	Narrative Description			
		f.	The Consolidation Approach to Emissions	Narrative Description			
		g.	The standards, methodologies, assumptions and calculation tools used.	Narrative Description			
		Other indirect GHG emissions (scope 3)	GRI 305-3	to.	Gross value of other indirect GHG emissions (Scope 3)	30,820.49	tCO ₂ eq
				b.	The gases included in the calculation	Narrative Description	
c.	Biogenic CO ₂ emissions			Not applicable	tCO ₂ eq		
d.	Categories and activities relating to other indirect GHG emissions (scope 3) included in the calculation.			Narrative Description			
and.	Base year for calculation			Narrative Description			
f.	Source of emission factors and global warming potential (GWP) rates used			Narrative Description			
g.	The standards, methodologies, assumptions and calculation tools used.			Narrative Description			
Waste generated	GRI 306-3	a.	Total weight of waste generated	15,897.20	Tons		
			Total weight of hazardous waste	0	Tons		
			Total weight of non-hazardous waste	15,897.20	Tons		
			Non-recyclable inorganics	11,664.50	Tons		
			Organic	2,627.90	Tons		
			Health	181.10	Tons		
			Paper and cardboard	1,242.90	Tons		
			PET-Plastic	90.00	Tons		
			Glass	73.70	Tons		
			Cans-Aluminum	16.90	Tons		
			Other	0.20	Tons		
			b.	Background information	Narrative Description		
		a.	Total weight of waste not destined for disposal	1,423.70	Tons		
			Total weight of hazardous waste not destined for disposal	0	Tons		
			Total weight of non-hazardous waste not destined for disposal	1,423.70	Tons		
			b.	Total weight of hazardous waste not destined for disposal	0	Tons	
c.	Total weight of non-hazardous waste not destined for disposal			1,423.70	Tons		
	c. i.			Total weight of non-hazardous waste destined for preparation for reuse	0	Tons	
		c. ii.		Total weight of non-hazardous waste destined for recycling	1,423.70	Tons	

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Material Issue	Criterion		Indicator	Insured Value	Unit	
Waste destined for disposal	GRI 306-5	d. i.	Total weight of hazardous waste intended for preparation for reuse at the facility	0	Tons	
			Total weight of hazardous waste destined for recycling at the facility	0	Tons	
			Total weight of non-hazardous waste intended for preparation for reuse at the facility	0	Tons	
			Total weight of non-hazardous waste destined for recycling at the facility	0	Tons	
		d. ii.	Total weight of hazardous waste intended for preparation for off-site reuse	0	Tons	
			Total weight of hazardous waste destined for off-site recycling	0	Tons	
			Total weight of non-hazardous waste destined for preparation for off-site reuse	0	Tons	
			Total weight of non-hazardous waste destined for off-site recycling	1,423.70	Tons	
		and.	Background information	Narrative Description		
		a.	Total weight of waste destined for disposal	14,473.50	Tons	
			Total weight of hazardous waste destined for disposal	0	Tons	
			Total weight of non-hazardous waste destined for disposal	14,473.50	Tons	
		b.	Total weight of hazardous waste destined for disposal	0	Tons	
		c.	Total weight of non-hazardous waste destined for disposal	14,473.50	Tons	
		c. i.	Total weight of non-hazardous waste destined for incineration (with energy recovery)	0	Tons	
		c. ii.	Total weight of non-hazardous waste destined for incineration (without energy recovery)	0	Tons	
		c. iii.	Total weight of non-hazardous waste destined for a landfill	14,473.50	Tons	
		d. i.	Total weight of hazardous waste destined for incineration (with energy recovery) at the facility	0	Tons	
			Total weight of hazardous waste destined for incineration (without energy recovery) at the facility	0	Tons	
			Total weight of hazardous waste destined for transfer to a landfill at the facility	0	Tons	
Total weight of non-hazardous waste destined for incineration (with energy recovery) at the facility	0		Tons			
Total weight of non-hazardous waste destined for incineration (without energy recovery) at the facility	0		Tons			
Total weight of non-hazardous waste destined for a landfill at the facility	0		Tons			
d. ii.	Total weight of hazardous waste destined for incineration (with energy recovery) off-site	0	Tons			
	Total weight of hazardous waste destined for incineration (without energy recovery) off-site	0	Tons			
	Total weight of hazardous waste destined for transfer to an off-site landfill	0	Tons			

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Material Issue	Criterion		Indicator	Insured Value	Unit
			Total weight of non-hazardous waste destined for incineration (with energy recovery) off-site	0	Tons
			Total weight of non-hazardous waste destined for incineration (without energy recovery) off-site	0	Tons
			Total weight of non-hazardous waste destined for an off-site landfill	14,473.50	Tons
Workplace Accident Injuries	GRI 403-9	and.	Background information	Narrative Description	
		A. I	For FUNO employees, total deaths resulting from a workplace injury	0	Number of deaths
		A. I	For FUNO employees, fatality rate resulting from a workplace injury	0	Fatalities per 1,000,000 hours worked
		A. II	For FUNO employees, total work-related injuries with major consequences (not including fatalities).	0	Number of injuries
		A. II	For FUNO employees, rate of injuries due to occupational accidents with large consequences (not including deaths).	0	Injuries per 1,000,000 hours worked
		A. III	For FUNO employees, total recordable work-related injuries.	0	Number of injuries
		A. III	For FUNO employees, rate of recordable work-related injuries.	0	Injuries per 1,000,000 hours worked
		A. IV	For FUNO employees, main types of workplace accident injuries.	Narrative Description	
		a. v	For FUNO employees, total hours worked.	815,240.00	Hours
		b. i	For all non-employee workers, total deaths resulting from a workplace injury.	Omission	Number of deaths
		b. i	For all non-employee workers, death rate resulting from a workplace injury.	Omission	Fatalities per 1,000,000 hours worked
		B. II	For all non-employee workers, total work-related injuries with major consequences (not including fatalities).	Omission	Number of injuries
		B. II	For all non-employee workers, rate of work-related injuries with major consequences (not including fatalities).	Omission	Injuries per 1,000,000 hours worked
		b. III	For all non-employee workers, total recordable work-related injuries.	Omission	Number of injuries
		b. III	For all non-employee workers, recordable work-related injury rate.	Omission	Injuries per 1,000,000 hours worked
		b. IV	For all non-employee workers, main types of workplace accident injuries.	Omission	
		b. v	For all non-employee workers, total hours worked.	Omission	Hours
		c.	i. How such hazards are determined.	Omission	
			ii. Which of these hazards have caused or contributed to causing occupational accident injuries with major consequences during the reporting period.	Omission	
			iii. The measures taken or planned to eliminate such hazards and minimize risks through the hierarchy of control.	Omission	

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Material Issue	Criterion		Indicator	Insured Value	Unit
		d.	The measures taken or planned to eliminate other occupational hazards and minimize risks through the hierarchy of control.	Omission	
		and.	Whether the rates have been calculated for every 200,000 or for every 1,000,000 hours worked.	1,000,000.00	Hours
		f.	If any worker has been excluded from this Content, including the type of worker and the reason for the exclusion.	Only data over which Fibra Uno has control and certainty are reported. It does not include data from vendors that do not allow them access to your information.	
Average training hours per year per employee	GRI 404-1	a. i.	Average hours of training per year per employee	28.30	Hours
			Average hours of training per year per man	26.10	Hours
			Average number of training hours per year per woman	30.70	Hours
		a. ii.	Average number of training hours per year per Executive	12.40	Hours
			Average hours of training per year per Manager	23.70	Hours
Ratio of basic salary and remuneration of women to men	GRI 405-2	to.	Average hours of training per year per Operative	35.60	Hours
			Ratio of the basic salary of women to men Directors	74.00	%
			Ratio of the basic salary of women managers to men	84.00	%
			Ratio of the basic salary of Operators of women to men	99.00	%
			Ratio of remuneration of women to men Directors	78.30	%
			Ratio of remuneration of women to men managers	84.50	%
			Ratio of the remuneration of Operators of women to men	97.70	%
		b.	Definition of "significant operating locations"	Narrative Description	
Local Community Engagement Operations, Impact Evaluations and Development Programs	GRI 413-1	a.	Operations with local community engagement programs, impact assessment, and/or development programs	100	%
Power consumption	SASB IF-RE 130a.2	(1)	Total energy consumed by portfolio area with data coverage	554,094.95	GJ
		(2)	Electricity consumed from the grid	99.87	%
		(3)	Renewable electricity consumed, by commercial	0	%
			Renewable electricity consumed, by office	0	%
			Renewable electricity consumed, by industrial	0	%
			Electricity consumed renewable, by others	0.13	%
Extracted water	SASB IF-RE 140a.1		Change in energy consumption for the portfolio area with data coverage, by real estate subsector	-1.84	%
		(1)	Water extracted from the total usable area	43%	%
		(2)	Water withdrawn from the usable surface in regions where there is high or extremely high initial water stress	37.30	%

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Material Issue	Criterion		Indicator	Insured Value	Unit
			Water withdrawn from the usable area in regions where there is high or extremely high initial water stress for the commercial subsector	15.60	%
			Water withdrawn from the usable surface in regions where there is high or extremely high initial water stress for the industrial subsector	11.20	%
			Water withdrawn from the usable area in regions where there is high or extremely high initial water stress for the mixed subsector	3.60	%
			Water withdrawn from the usable area in regions where there is high or extremely high initial water stress for the office subsector	6.90	%
	SASB IF-RE 140a.2	(1)	Total water withdrawn by portfolio area with data coverage	509,0531.80	m3
		(2)	Percentage in regions with high or extremely high initial water stress	40.60	%
			Percentage in regions with high or extremely high initial water stress, for the commercial subsector	26.7	%
			Percentage in regions with high or extremely high initial water stress, for the industrial subsector	3.80	%
			Percentage in regions with high or extremely high initial water stress, for the mixed subsector	5.10	%
			Percentage in regions with high or extremely high initial water stress, for the office subsector	4.90	%
	SASB IF-RE 140a.3	(1)	Variation in water withdrawn for the portfolio area with data coverage	18	%
			Change in water withdrawn for portfolio area with data coverage for the commercial subsector	11	%
			Variation in water withdrawn for portfolio area with data coverage for the industrial subsector	2	%
			Variation in water withdrawn for portfolio area with data coverage for the mixed subsector	26	%
			Variation in water withdrawn for the portfolio area with data coverage for the office subsector	12	%
Sqft Certified	GRESB	(1)	Total certified area	21,156,780	sqft
			Certified Office area	5,919,384	sqft
			Certified Industrial area	12,631,455	sqft
			Certified Retail area	2,605,941	sqft
		(2)	Total percentage of certified area	17.80	%
			Total percentage of certified Office area	48.30	%
			Total percentage of certified Industrial area	19.50	%
			Total percentage of certified Retail area	8	%

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ANNEX B

GRI and SASB Content Criteria

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

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

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

Criteria for own indicators

The following are the assurance criteria that are applicable to the GRESB reference indicators, objects of limited assurance, which are listed in the content index of the Fibra Uno **Report** and this Report in order to make them available to stakeholders.

These evaluation criteria form an integral part of our independent accountant's limited assurance report.

Indicator	Criterion
GRESB (1) - Certified area (sqft)	The calculation of the indicator is based on the GRESB guidelines, which considers the following elements:
	Certified Area (sqft) $\sum = total\ sqft\ certified\ under\ LEED\ Certification + total\ sqft\ under\ EDGE\ Certification.$
GRESB (2) - the percentage of certified area of FUNO's total sqft.	The calculation of the indicator is based on the GRESB guidelines, which considers the following elements: % of certified floor (by property type) $Total\ LEED\ Certified\ Area\ EDGE / Total\ FUNO\ Area$

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SKECHERS

DOROTHY GAYNOR

SALLY BEAUTY

CALVIN KLEIN

STARBUCKS COFFEE

aōe

ISODA

LACOSTE

GRI

CONTENT INDEX

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

GRI Standard / 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	18, 22, 173, 210				
	2-2	Entities included in the organization's sustainability reporting	173				
	2-3	Reporting period, frequency and contact point	173, 210				
	2-4	Restatements of information	99, 104				
	2-5	External assurance	89				
	2-6	Activities, value chain and other business relationships	18, 136				
	2-7	Employees	89				
	2-8	Workers who are not employees	89				
	2-9	Governance structure and composition	40, 42. 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/independent-members				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	2-10	Nomination and selection of the highest governance body	42. 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 12.5 years.				
	2-11	Chair of the highest governance body	40				
	2-12	Role of the highest governance body in overseeing the management of impacts	40, 62				Governing Purpose Risk and Opportunity Oversight
	2-13	Delegation of responsibility for managing impacts	40, 56, 62				Governing Purpose Risk and Opportunity Oversight
	2-14	Role of the highest governance body in sustainability reporting	40. 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	<p>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.</p> <p>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.</p> <p>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.</p> <p>https://funo.mx/ESG-sustainability/corporate-governance/risk-mgmt/col-resolution</p>				

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	44, 46				Stakeholder Engagement
	2-17	Collective knowledge of the highest governance body	56				
	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	<p>The CEO's executive (variable) compensation is based on the following parameters:</p> <ul style="list-style-type: none"> • Procurement fee • Management fee • Long-term incentives aligned with the organizational compensations plan <p>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.</p> <p>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.</p>				Quality of Governing Body
	2-20	Process to determine remuneration	The compensation plan is presented by management to the Nominations and Compensations Committee, which makes changes and recommendations and then sends it to the Technical Committee for final approval.				
	2-21	Annual total compensation ratio	20.9x vs. the median of all the employees.				Dignity and equality
	2-22	Statement on sustainable development strategy	8, 10, 26, 56, 164				Risk and Opportunity Oversight
	2-23	Policy commitments	26, 50, 56, 164				
	2-24	Embedding policy commitments	26, 50, 56, 164. https://funo.mx/site_media/uploads/otros/codigo_etica-eng.pdf				
	2-25	Processes to remediate negative impacts	56, 61, 62				Risk and Opportunity Oversight

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
				Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	46				Ethical Behaviour
	2-27	Compliance with laws and regulations	48, 59, 128. 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 2022.				
	2-28	Membership associations	114				
	2-29	Approach to stakeholder engagement	34, 173				Stakeholder Engagement
	2-30	Collective bargaining agreements	100% of our employees are unionized and enjoy freedom of association.				
Material topics							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	28, 173				
	3-2	List of material topics	28				Stakeholder Engagement
Economic performance							
GRI 3: Material Topics 2021	3-3	Management of material topics	68				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	68				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	61				
	201-3	Defined benefit plan obligations and other retirement plans	104. 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

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
			Requirement(s) omitted	Reason	Explanation	
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3	Management of material topics	114, 130, 170			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	114, 130, 170			Employment and wealth generation
	203-2	Significant indirect economic impacts	114, 130, 170			Employment and wealth generation
Procurement practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	136			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	136			
Anti-corruption						
GRI 3: Material Topics 2021	3-3	Management of material topics	48			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	48			Ethical Behaviour
	205-2	Communication and training about anti-corruption policies and procedures	48			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	136. 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.			

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
			Requirement(s) omitted	Reason	Explanation	
Tax						
GRI 3: Material Topics 2021	3-3	Management of material topics	49			
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
	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	Because it is a qualified FIBRA (equivalent to a U.S. REIT), FUNO® is not subject to income tax. The CBFI Holders are responsible for paying income tax on their gains, so for FUNO® there is no difference between the estimated tax rate and the effective tax rate to be paid. The only direct tax paid by FUNO® is property tax, which in 2023 amounted to MXN730 million pesos.			Community and social vitality
Energy						
GRI 3: Material Topics 2021	3-3	Management of material topics	146			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	146. Fossil fuel consumption in 2023 at the properties whose operations are controlled directly by FUNO® was as follows: 6,114.8 liters of diesel, 23,977.0 liters of LP gas, 174,358.2 m³ of natural gas and 379.4 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: https://www.gob.mx/cms/uploads/attachment/file/809207/lista_combustibles_y_sus_poderes_calorificos_2023.pdf . Total energy consumption derived from fossil fuels was 6,763.3 GJ. Total fuel consumption derived from electricity consumption was 554,094.95 GJ. 554,094.95 + 6,763.30 = 560,858.25 GJ			

GRI Standard / other source	Disclosure		Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)	
				Requirement(s) omitted	Reason	Explanation		
GRI 302: Energy 2016	302-2	Energy consumption outside of the organization	146. 14,599.95 GJ					
	302-3	Energy intensity	146					
	302-4	Reduction of energy consumption	146. 82,487.71 GJ					
	302-5	Reductions in energy requirements of products and services	146. To know FUNO®'s performance with respect to this indicator, since 2018 (base year) we consider the reduction in energy intensity from electricity consumption.					
Water and effluents								
GRI 3: Material Topics 2021	3-3	Management of material topics	150					
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	https://funo.mx/ESG-sustainability/eco-efficient-operations/water				Fresh water availability	
	303-2	Management of water discharge-related impacts	https://funo.mx/ESG-sustainability/eco-efficient-operations/water				Fresh water availability	
	303-3	Water withdrawal	No water sources have been significantly affected by FUNO® consumption.					
	303-4	Water discharge	Breakdown of water discharges		FUNO (m³)	Properties managed by third parties (m³)		Water pollution
			Surface water		2,424.8	-	-	
			Groundwater		-	-	-	
			Marine water		-	-	-	
			Third party water (municipal drainage system)		2,518,208.1		6,201.40	
			Total		2,520,633.0		6,201.40	
			Portfolio / Water stress level		m³ in fresh water (Dissolved solids ≤1,000 mg/l)	m³ in other waters (Dissolved solids >1,000 mg/l)		
RETAIL			-	-	1,267,015.7			
High (40-80%)			-	-	256,358.7			
Very high (>80%)			-	-	1,010,656.9			
INDUSTRIAL			-	-	192,737.8			
High (40-80%)			-	-	24,154.5			
Very high (>80%)			-	-	168,583.3			
OTHERS			-	-	206,688.5			
Very high (>80%)			-	-	206,688.5			
OFFICE			-	-	204,978.2			
High (40-80%)			-	-	5,316.0			
Very high (>80%)	-	-	199,662.2					
TOTAL			1,871,420.3					
High (40-80%)			492,517.8					
Very high (>80%)			1,583,880.7					
Water discharges controlled by FUNO® (m³)		Water discharges controlled by third parties (m³)						
Fresh water (Dissolved solids ≤1,000 mg/l)		0	Fresh water (Dissolved solids ≤1,000 mg/l)		0			
Other waters (Dissolved solids >1,000 mg/l)	2,520,633		Other waters (Dissolved solids >1,000 mg/l)		6,201.4			
Total	2,520,633		Total		6,201.4			
FUNO® water discharges comply with NOM-002 and NOM-003 and its destination is the municipal drainage system.								
303-5	Water consumption	150 a. Total water consumption of all areas: 5,090,531.8 m³ b. Total water consumption in all water-stressed zones: 2,067,447.9 m³ c. Change in storage: N/A						

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
			Requirement(s) omitted	Reason	Explanation	
Biodiversity						
GRI 3: Material Topics 2021	3-3	Management of material topics	170			
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	https://funo.mx/site_media/uploads/documentos/documento-a3AO0-1656604341.pdf , p. 152.			Nature loss
	304-2	Significant impacts of activities, products and services on biodiversity	https://funo.mx/site_media/uploads/documentos/documento-fBv61-1656604226.pdf , p. 152			
	304-3	Habitats protected or restored	170			
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	170 - Huizache 69 - Torronjil 144 - Lechuguilla 70 - Agave pulquero 54 - Tropical milkweed / Hiervamaría 250 - Azoyate 22 - Tepozan 86 - Tejocote 87 - Hopbush 12 - Golden dewdrop 300 - Oreja de burro 82 - Palo azul 46 - Dragonfruit 60 - Cazahuate / Palo bobo 29 - Espinillo 67 - Garambullo 62 - Cochineal cactus 54 - Prickly pear 60 - Mesquite 58 - Donkey grass 250 - Sage 246 - Wild sage 242 - Mary's tear 81 - Cordoncillo / Chisme 77 - Sweet oregano 192			
	Emissions					
GRI 3: Material Topics 2021	3-3	Gestión de temas materiales	156, 159, 164, 167			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	159. 484.3 metric tons of CO ₂ e			Climate change
	305-2	Energy indirect (Scope 2) GHG emissions	159. 67,414.9 metric tons of CO ₂ e. The emission factor of the National Electric System 2023 is provided in the following link: https://www.gob.mx/cms/uploads/attachment/file/896217/aviso_fesen_2023.pdf			Climate change

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
			Requirement(s) omitted	Reason	Explanation	
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	159. 30,820.5 metric tons of CO ₂ e.			Climate change
	305-4	GHG emissions intensity	159			
	305-5	Reduction of GHG emissions	159			
	305-6	Emissions of ozone-depleting substances (ODS)	159			
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	159			Air pollution
Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics	154			
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
	306-3	Waste generated	154. Non-hazardous waste: 15,897.2 metric tons			Resource availability
	306-4	Waste diverted from disposal	154. Non-hazardous waste: 1,423.7 metric tons			
	306-5	Waste directed to disposal	154. Non-hazardous waste: 14,473.5 metric tons			
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3	Management of material topics	136			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	136			
	308-2	Negative environmental impacts in the supply chain and actions taken	136			

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	82, 94			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	94			Skills for the future
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	104			Employment and wealth generation
	401-3	Parental leave	In 2023, 5 female employees were entitled to temporary maternity leave: 4 FUNO® employees and 1 of suppliers. 100% of them took their leave, returned to work at the end of the period; 80% remained in their position one year after their return. 7 employees were entitled to temporary paternity leave: 2 FUNO® employee and 5 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	82			
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.			
Occupational health and safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	124			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	126			
	403-2	Hazard identification, risk assessment, and incident investigation	126			Health & wellbeing

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
			Requirement(s) omitted	Reason	Explanation	
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	124			
	403-4	Worker participation, consultation, and communication on occupational health and safety	124			
	403-5	Worker training on occupational health and safety	99, 124			
	403-6	Promotion of worker health	124			Health & wellbeing
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	124			
	403-8	Workers covered by an occupational health and safety management system	150. 100% of FUNO® employees and suppliers.			
	403-9	Work-related injuries	126. We only report data over which we have control and certainty; we do not include data from suppliers that do not allow us access to their information.			Health & wellbeing
	403-10	Work-related ill health	126. There is no positions relating to work-related accident or illness.			Health & wellbeing
Training and education						
GRI 3: Material Topics 2021	3-3	Management of material topics	98, 103			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	99			Skills for the future
	404-2	Programs for upgrading employee skills and transition assistance programs	99			
	404-3	Percentage of employees receiving regular performance and career development reviews	103			

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)	
			Requirement(s) omitted	Reason	Explanation		
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3-3	Management of material topics	84, 104				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	89, 91, 92				Quality of Governing Body
						Dignity and equality	
	405-2	Ratio of basic salary and remuneration of women to men	104				Dignity and equality
		Labor category	Basic salary	Basic salary + benefits and compensation			
Executive		73.6%	78.3%				
	Managerial	83.9%	84.5%				
	Operational	98.5%	97.7%				
Non-discrimination							
GRI 3: Material Topics 2021	3-3	Management of material topics	84				
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
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021	3-3	Management of material topics	50, 84, 138				
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	50, 138				Dignity and equality
Child labor							
GRI 3: Material Topics 2021	3-3	Management of material topics	50				
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	50				Dignity and equality
Forced or compulsory labor							
GRI 3: Material Topics 2021	3-3	Management of material topics	50				
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	50				Dignity and equality

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
			Requirement(s) omitted	Reason	Explanation	
Security practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	50			
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	50			
Rights of indigenous peoples						
GRI 3: Material Topics 2021	3-3	Management of material topics	50			
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.			
Local communities						
GRI 3: Material Topics 2021	3-3	Management of material topics	62, 114, 130, 132, 170			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	120, 170			
	413-2	Operations with significant actual and potential negative impacts on local communities	62. https://funo.mx/ESGsustainability/sustainable-communities/impact			
Supplier social assessment						
GRI 3: Material Topics 2021	3-3	Management of material topics	136			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	136			
	414-2	Negative social impacts in the supply chain and actions taken	136			
Public policy						
GRI 3: Material Topics 2021	3-3	Management of material topics	48			Ethical Behaviour
GRI 415: Public Policy 2016	415-1	Political contributions	48. 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.			

GRI Standard / other source	Disclosure	Location / Direct response	Omission			Stakeholder Capitalism Metrics (WEF)
			Requirement(s) omitted	Reason	Explanation	
Customer health and safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	62, 167			
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	62, 167			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 2023.			
Customer privacy						
GRI 3: Material Topics 2021	3-3	Management of material topics	54			
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	146
CRE2	Building water intensity	150
CRE3	Greenhouse gas emissions intensity from building	159
CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity	We reported global intensity per occupied sqft, 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 designations	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 suppliers.
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	167

SASB DISCLOSURE

INFRASTRUCTURE SECTOR: REAL ESTATE SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTABILITY METRICS

Topic	Accounting metric	Unit of measure	Code	Page / location of response																					
Energy management	Energy consumption data coverage as a percentage of floor area, by segment	Percentage (%) by floor area	IF-RE-130a.1	<p>Please refer to About this report, pg. 173.</p> <table><tr><th>Portfolio</th><th>Electric intensity (kWh/sqft)</th></tr><tr><td>Retail</td><td>2.9</td></tr><tr><td>Industrial</td><td>0.3</td></tr><tr><td>Office</td><td>2.7</td></tr><tr><td>Others</td><td>19.8</td></tr></table>	Portfolio	Electric intensity (kWh/sqft)	Retail	2.9	Industrial	0.3	Office	2.7	Others	19.8											
	Portfolio	Electric intensity (kWh/sqft)																							
	Retail	2.9																							
	Industrial	0.3																							
	Office	2.7																							
Others	19.8																								
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage of renewable energy, by segment	Gigajoules (GJ), percentage (%)	IF-RE-130a.2	<p>Please refer to Energy management and efficiency section, pg. 146.</p>																						
Percentage change in energy consumption for the portfolio area with data coverage, by segment	Percentage (%)	IF-RE-130a.3	<table><tr><th rowspan="2">Portfolio</th><th colspan="2">Intensity (kWh/occupied sqft)</th><th rowspan="2">Variation</th></tr><tr><th>2023</th><th>2022</th></tr><tr><td>Retail</td><td>3.3</td><td>3.4</td><td>-3%</td></tr><tr><td>Industrial</td><td>0.3</td><td>0.3</td><td>-5%</td></tr><tr><td>Office</td><td>4.7</td><td>4.5</td><td>6%</td></tr><tr><td>Others</td><td>4.5</td><td>4.4</td><td>1%</td></tr></table>	Portfolio	Intensity (kWh/occupied sqft)		Variation	2023	2022	Retail	3.3	3.4	-3%	Industrial	0.3	0.3	-5%	Office	4.7	4.5	6%	Others	4.5	4.4	1%
Portfolio	Intensity (kWh/occupied sqft)		Variation																						
	2023	2022																							
Retail	3.3	3.4	-3%																						
Industrial	0.3	0.3	-5%																						
Office	4.7	4.5	6%																						
Others	4.5	4.4	1%																						
Percentage of eligible portfolio that (1) has an energy rating and (2) has an ENERGY STAR certification, by segment	Percentage (%) by floor area	IF-RE-130a.4	<p>ENERGY STAR is not a valid certification in Mexico; however, we present the existing LEED and EDGE Certification in our portfolio.</p>																						
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	n/a	IF-RE-130a.5	<p>Please refer to these sections:</p> <ul style="list-style-type: none">- Climate change risk vulnerability analysis, pg. 61.- Responsible Investment, pg. 62.- Energy management and efficiency, pg. 146.- Industrial Capital: the greatness of our portfolio, pg. 167. <p>Please visit: https://funo.mx/ESG-sustainability/eco-efficient-operations</p>																						

Topic	Accounting metric	Unit of measure	Code	Page / location of response																																																																																																																								
Water management	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 segment	Percentage (%) by floor area	IF-RE-140a.1	<p>Please refer to Climate change risk vulnerability analysis section, pg. 61.</p> <table><tr><th colspan="3">Water consumption by GLA</th></tr><tr><th>Portfolio</th><th>m³</th><th>% of surface area of properties with water extraction</th></tr><tr><td>Retail</td><td>1,978,062.7</td><td>21%</td></tr><tr><td>Industrial</td><td>194,427.8</td><td>11%</td></tr><tr><td>Office</td><td>252,693.8</td><td>7%</td></tr><tr><td>Others</td><td>2,665,347.5</td><td>4%</td></tr><tr><td>Total</td><td>5,090,531.8</td><td>43%</td></tr></table> <table><tr><th>Portfolio</th><th>Water intensity by portfolio</th></tr><tr><td>Retail</td><td>0.08</td></tr><tr><td>Industrial</td><td>0.02</td></tr><tr><td>Office</td><td>0.04</td></tr><tr><td>Others</td><td>0.56</td></tr></table>	Water consumption by GLA			Portfolio	m³	% of surface area of properties with water extraction	Retail	1,978,062.7	21%	Industrial	194,427.8	11%	Office	252,693.8	7%	Others	2,665,347.5	4%	Total	5,090,531.8	43%	Portfolio	Water intensity by portfolio	Retail	0.08	Industrial	0.02	Office	0.04	Others	0.56																																																																																									
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(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 segment	Thousands of cubic meters (m³), percentage (%)	IF-RE-140a.2	<p>Please refer to Water stewardship section, pg. 150.</p> <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>m³</th><th>%</th><th>sqft</th><th>%</th></tr><tr><td colspan="5">TOTAL</td></tr><tr><td>High</td><td>295,727.3</td><td></td><td>5,398,573.0</td><td></td></tr><tr><td>Very high</td><td>1,771,720.6</td><td></td><td>39,025,162.9</td><td></td></tr><tr><td>Total</td><td>2,067,447.9</td><td>40.6%</td><td>44,423,735.9</td><td>37.3%</td></tr><tr><td colspan="5">RETAIL</td></tr><tr><td>High</td><td>266,039.7</td><td></td><td>4,220,348.3</td><td></td></tr><tr><td>Very high</td><td>1,092,269.8</td><td></td><td>14,353,143.1</td><td></td></tr><tr><td>Total</td><td>1,358,309.5</td><td>26.7%</td><td>18,573,491.5</td><td>15.6%</td></tr><tr><td colspan="5">OFFICE</td></tr><tr><td>High</td><td>5,533.0</td><td></td><td>292,731.3</td><td></td></tr><tr><td>Very high</td><td>247,326.1</td><td></td><td>7,927,544.3</td><td></td></tr><tr><td>Total</td><td>252,859.1</td><td>4.9%</td><td>8,220,275.5</td><td>6.9%</td></tr><tr><td colspan="5">INDUSTRIAL</td></tr><tr><td>High</td><td>24,154.5</td><td></td><td>885,493.4</td><td></td></tr><tr><td>Very high</td><td>170,273.3</td><td></td><td>12,461,395.6</td><td></td></tr><tr><td>Total</td><td>194,427.8</td><td>3.8%</td><td>13,346,889.0</td><td>11.2%</td></tr><tr><td colspan="5">OTHERS</td></tr><tr><td>High</td><td>-</td><td></td><td>-</td><td></td></tr><tr><td>Very high</td><td>261,851.5</td><td></td><td>4,283,079.9</td><td></td></tr><tr><td>Total</td><td>261,851.5</td><td>5.1%</td><td>4,283,079.9</td><td>3.6%</td></tr></table> <table><tr><th>Portfolio</th><th>Difference % 2023 vs 2022</th></tr><tr><td>Retail</td><td>11%</td></tr><tr><td>Industrial</td><td>2%</td></tr><tr><td>Office</td><td>12%</td></tr><tr><td>Others</td><td>26%</td></tr><tr><td>Total</td><td>18%</td></tr></table>	Zones of water stress	Extraction under water stress		Surface area of properties with water extraction		m³	%	sqft	%	TOTAL					High	295,727.3		5,398,573.0		Very high	1,771,720.6		39,025,162.9		Total	2,067,447.9	40.6%	44,423,735.9	37.3%	RETAIL					High	266,039.7		4,220,348.3		Very high	1,092,269.8		14,353,143.1		Total	1,358,309.5	26.7%	18,573,491.5	15.6%	OFFICE					High	5,533.0		292,731.3		Very high	247,326.1		7,927,544.3		Total	252,859.1	4.9%	8,220,275.5	6.9%	INDUSTRIAL					High	24,154.5		885,493.4		Very high	170,273.3		12,461,395.6		Total	194,427.8	3.8%	13,346,889.0	11.2%	OTHERS					High	-		-		Very high	261,851.5		4,283,079.9		Total	261,851.5	5.1%	4,283,079.9	3.6%	Portfolio	Difference % 2023 vs 2022	Retail	11%	Industrial	2%	Office	12%	Others	26%	Total	18%
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Percentage change in water withdrawn for portfolio area with data coverage, by segment	Percentage (%)	IF-RE-140a.3																																																																																																																										
Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	IF-RE-140a.4																																																																																																																										
Management of tenant sustainability impacts	(1) Percentage of new leases that contain a cost recovery clause for capital improvements related to resource efficiency and (2) associated leased area, by segment	Percentage (%) by floor area, square feet (ft²)	IF-RE-410a.1	<p>Please refer to Responsible Investment, pg. 62.</p>																																																																																																																								
	Percentage of tenants that have their own or separate meters for (1) grid electricity consumption and (2) water withdrawal, by segment	Percentage (%) by floor area	IF-RE-410a.2	<p>Please refer to these sections:</p> <p>- Energy management and efficiency, pg. 146.</p> <p>- Water stewardship, pg. 150.</p> <p>- About this report, pg. 173.</p> <table><tr><th>Portfolio</th><th>Percentage of tenants</th></tr><tr><td>Retail</td><td>95%</td></tr><tr><td>Industrial</td><td>100%</td></tr><tr><td>Office</td><td>90%</td></tr></table>	Portfolio	Percentage of tenants	Retail	95%	Industrial	100%	Office	90%																																																																																																																
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Topic	Accounting metric	Unit of measure	Code	Page / location of response
Management of tenant sustainability impacts	Discussion of approach to measure, incentivize, and improve tenant sustainability impacts	n/a	IF-RE-410a.3	Please refer to these sections: - Tenant engagement strategy, pg. 134. - Energy management and efficiency, pg. 146.
Climate change adaptation	Area of properties located in 100-year flood zones, by segment	Square feet (ft ²)	IF-RE-450a.1	5,928,130.7 sqft of GLA
	Description of climate change risk exposure analysis, degree of systemic portfolio exposure, and strategies for mitigating risks	n/a	IF-RE-450a.2	Please refer to these sections: - Climate change risk vulnerability analysis, pg. 61. - Climate change strategy, pg. 156.

Activity metric	Unit of measure	Code	Page / location of response										
Number of assets, by segment	Number	IF-RE-000.A	Please refer to Operations section, pg. 18.										
Leasable floor area, by segment	Square feet (ft²)	IF-RE-000.B	<table><tr><th>Portfolio</th><th>GLA (thousands of sqft)</th></tr><tr><td>Retail</td><td>12,320.4</td></tr><tr><td>Industrial</td><td>65,071.0</td></tr><tr><td>Office</td><td>32,500.5</td></tr><tr><td>Others</td><td>9,196.7</td></tr></table>	Portfolio	GLA (thousands of sqft)	Retail	12,320.4	Industrial	65,071.0	Office	32,500.5	Others	9,196.7
Portfolio	GLA (thousands of sqft)												
Retail	12,320.4												
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Office	32,500.5												
Others	9,196.7												
Percentage of indirectly managed assets, by segment	Percentage (%) by floor area	IF-RE-000.C	Please refer to About this report, pg. 173.										
Average occupancy rate, by segment	Percentage (%)	IF-RE-000.D	Please refer to Operations section, pg. 18.										



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. 158.
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. 61. - TCFD Recommendations, pg. 158.
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. 61. - TCFD Recommendations, pg. 158.
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. 158.
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. 158.

Recommendations	Reference page
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 ₂ e 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. 61) and Carbon footprint management sections (pg. 159).
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. 61), Goals (pg. 144) and Carbon footprint management sections (pg. 159).

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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.

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