

	SUSTAINABILITY POLICY				
	CODE:	RIN-SOS-001	September 2022	DEVELOPED	Process Transformation



SUSTAINABILITY

Sustainability
Version 2.0

1. OBJECTIVE

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Publicize the criteria, guidelines and responsibilities in the field of Environment, Social Responsibility and Corporate Governance for the operation of our properties and the creation of sustainable value in the communities in which FUNO operates.

2. SCOPE

Applies to all properties that FUNO has.

3. DEFINITIONS

ASG: Environment, Society and Corporate Governance.

Bizagi: Tool for process automation.

Communities: Set of individuals, who have in common various elements and who are in close proximity to one or more of our properties.

Universal Declaration of Human Rights (DDHH): The Universal Declaration of Human Rights is a document that marks a milestone in the history of human rights.

Eco-energy efficiency: Environmental feedback, generating an environmental impact of the life cycle of the company's products and services. It is defined as a ratio between the value of a product or service based on its environmental impact.

Eco-technology: Term to designate technologies that do not pollute and/or use renewable and non-renewable natural resources in a rational way.

GLA: Gross Profitable Area. Gross Leasable Area.

GRI: Global Reporting Initiative. Global Reporting Initiative.

Interest Groups: Those people, organized or not, who have an interest in the company, who may request something from it, or who may be directly or indirectly affected by their acts or omissions and, therefore, also have the ability to directly or indirectly affect the development of the company.

Environmental or social impacts: The positive or negative alteration of the environment, caused or induced by any action of man or by some natural phenomenon. It is a value judgment on an environmental effect by analyzing the net change (positive or negative) in the environment.

Tenant: A person who has the right to occupy and use a rental property, leased to a landlord.

Sustainability Indices: These are indices used as benchmarks in the markets and reflect the evolution of the value of listed companies when analyzing their ESG performance, as well as their risks and possible returns. Some of the indices of which FUNO is part are:

- Dow Jones Sustainability Index (CSA)
- MSCI
- Pri

Guest: External person who does not belong to Fibra and visits our properties.

Applicable legal regulations: Set of treaties, conventions, statutes, regulations, and common law that, in a very broad way, work to regulate the interaction of humanity and the rest of the biophysical components or the natural environment, in order to reduce the impacts of human activity, both in the natural environment and in the human environment. These can be local, state, national and international in nature and apply based on the geographic location of the locations where the company has facilities and/or conducts its operations.

United Nations Global Compact: It is a global initiative through which companies commit to align their operations to ten universally recognized principles, divided into four areas: human rights, labor standards, environment and anti-corruption.

Reporting and sustainability platforms: These are platforms in which ESG performance indicators are reported annually that lead to an analysis and rating. Some platforms to which FUNO reports are:

- Csa
- Cdp

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- GRESB

Principles of Responsible Investing: PRI (Principles of Responsible Investment) defines responsible investing as an investment approach that incorporates environmental, social and governance (ESG) factors into investment decisions, for better risk management and to generate long-term sustainable benefits.

Integrated Annual Report: General report that includes funo's financial and sustainability results.

Sustainability Report: Annual report that is presented to the evaluators where the indicators of Corporate Governance, Environment and Social Responsibility are shown.

Waste: Materials generated in our properties, and that result from our operation and that of our tenants; includes the products they consume, that are sold, their containers, packaging or packaging; the waste that comes from any other activity within our properties, as well as those resulting from the cleaning of the roads and common places.

RUP: Rsole project manager.

Sustainability: These are actions that are carried out to achieve the permanence over time of the organization; through the efficient and rational administration of resources, goods and services, so that the well-being of our stakeholders is possible. To achieve funo's objectives; without compromising the satisfaction of basic needs and the quality of life of future generations.

4. COMMITMENTS

i) Corporate Governance

- Collaborate with our stakeholders on issues of ethics, corruption, social development, environmental conservation and risk control.
- Monitor, evaluate and audit improvement and performance outcomes, social, environmental and health and safety.
- Include suppliers and contractors in the integration of sustainable practices, as well as in compliance with applicable legal regulations.
- Promote innovation in our properties and implement improvements in our processes; to remain a leader in the market.
- Collaborate and participate in Sustainability initiatives that benefit Mexico and the communities in which we work.
- Promote a culture of sustainability and communicate the concepts to our stakeholders, to make them participate in the objectives of FUNO, as well as in the understanding of the importance and scope.
- Execute once a year communication and feedback initiatives with each stakeholder.

ii) Environmental

- Verify that the operations are in full compliance with the applicable legal regulations.
- Evaluate the environmental impacts on our properties in order to draw up adequate strategies for their mitigation and / or compensation through appropriate preventive or corrective actions according to each particular case.
- Efficiently use resources (water, energy, materials), minimizing waste and greenhouse gas emissions.
- Establish specific compliance, reduction or mitigation objectives for water, energy and waste generation consumption.
- Monitor and verify the performance of our properties.

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- Generate reports on electricity consumption with quarterly and annual periods to measure and define the best actions to reduce environmental impact.
- Establish a management plan for municipal solid waste and wastewater that is strictly attached to the applicable environmental regulations.
- Establish a management plan for water discharges, which complies with the applicable environmental regulations.
- Use the precautionary principle in our remodeling and new developments. That is, to adopt protective measures against well-founded suspicions that certain products or technologies create a serious risk to public health or the environment.
- Promote the inclusion of eco-technologies and eco-efficiency, as well as compliance with applicable legal regulations in remodeling and new construction.
- Involve tenants and guests in initiatives to reduce negative environmental impact and participate in environmental initiatives that benefit the communities in which we work.
- Manage the climate change strategy at the Company and property level.

iii) Social

- Promote responsibility and civil participation, through a culture of volunteerism.
- Respect the policies and social customs of the communities in which we operate, promoting diversity and inclusion.
- Train the staff of our properties to promote their personal development.
- Promote universal accessibility for people with disabilities in our properties.
- Respect the Human Rights of all our stakeholders
- Respect Human Rights in any decision made by the organization.
- Do not promote or implement forced labor practices, either directly or indirectly.
- Offer labor contracts with fair, transparent regulations; guaranteeing the rights of the worker; offering adequate working conditions and under ethical standards that promote the personal and professional development of our employees.
- Work to eradicate child labor, hiring only personnel who comply with the provisions of the Federal Labor Law.
- Promote a culture of non-discrimination in the workplace towards any interest group, which includes: hiring, promotion of positions, employment conditions and income; in compliance with our code of ethics and Human Capital policies.
- Maintain communication with all our stakeholders that allows them to express their concerns and ideas.

iv) Health & Safety

- Comply with the applicable legal regulations on civil protection, safety and health issues in all our properties.
- Promote healthy lifestyles among our employees.
- Guarantee our employees and guests integrity, dignity and individual in a healthy work environment; that stands out for respect, fair treatment and trust.
- Keep track of incidents (accidents, thefts, mishaps) that occur in the properties to propose a corrective action plan.

v) Human rights

- Identify the human rights risks to which our employees, guests, communities and suppliers are exposed when interacting with FUNO.
- Respect the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the ILO Fundamental Human Rights Conventions, the principles of the Global Compact, the OECD Guidelines for Multinational Enterprises.
- Avoid contributing to the negative impacts on human rights in our operations and activities. Tend such impacts should they occur.
- Prevent and mitigate negative impacts that are directly related to our operation and real estate.
- Seek legitimate remediation in case of adverse impacts

5. RESPONSIBILITIES

Role	Responsibilities
Maintenance Staff	Collect and record the necessary information for the generation of Sustainability reports. Provide complete information before closing or annual report.
Property Counter	Collect and record the necessary information for the generation of Sustainability reports in purchase orders in Bizagi.
Property Manager	Review and validate the information generated by the property's accountant for Sustainability reports. Implement the initiatives approved by the Steering Committee.
Direction/ Coordination of Sustainability and Coordination of Social Responsibility	Generate analysis of information for decision making. Propose initiatives based on the results obtained. Monitor compliance with the initiatives established during the current year. Generate Sustainability reports on a quarterly and annual basis. Report to the institutions and indices of ESG evaluations at national and international level the reports generated.

Sustainability Committee	Define and approve the Sustainability initiatives of FUNO properties. Monitor the ESG performance indicators of the properties.
Steering Committee	Approve, review and modify the established objectives, as well as the sustainability initiatives applicable to all buildings (waste, discharges, mitigation plans).

6. SUSTAINABILITY COMMITTEE

6.1 The Sustainability Committee is made up of the following areas:

Sustainability Committee
VP of Investor Relations
VP of Administration and IT
Legal VP
Purchasing Manager
Sustainability Management
Human Resources Management
Directorate of Financial Information
Operations Management
RUP's
Operations Management

6.2 The Sustainability Directorate will communicate to the Sustainability Committee the progress and performance of the initiatives carried out during the applicable period.

7. INTRIMENSTRALES INDICATORS

- 7.1.** The Sustainability Coordination will generate the environmental and social performance indicators every quarter and share them with the Sustainability Directorate.
- 7.2.** The Sustainability Directorate will review, approve and consolidate the quarterly performance indicators.

8. VERSION CONTROL

Version	Date of preparation	Description
1.0	August 2018	Creation of the document.
1.1	June 2019	Addition of the Sustainability Committee
2.0	August 2022	The types of indicators are mentioned, the general guidelines of the information reporting policies are updated .

9. APPROVAL

Reviewed	Reviewed	Reviewed	Reviewed
<hr/> Sustainability Coordination	<hr/> Director Commercial Operations	<hr/> VP Commercial Operations	<hr/> VP Investor Relations



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Approved	Approved
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