FIBRA PLUS



2025 Annual **Sustainability** Report

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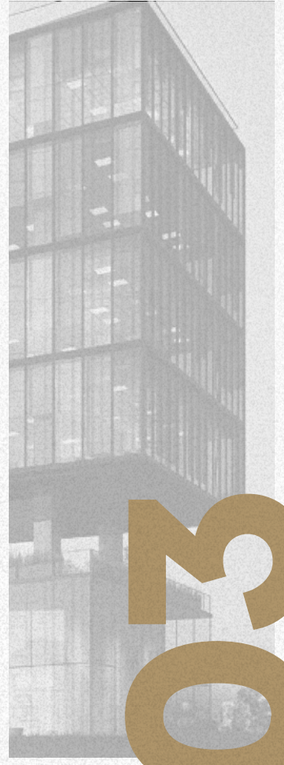
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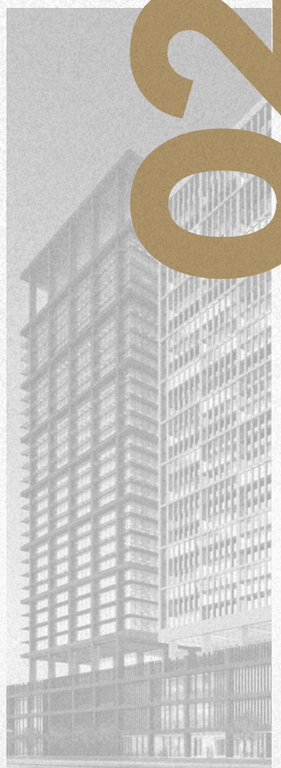
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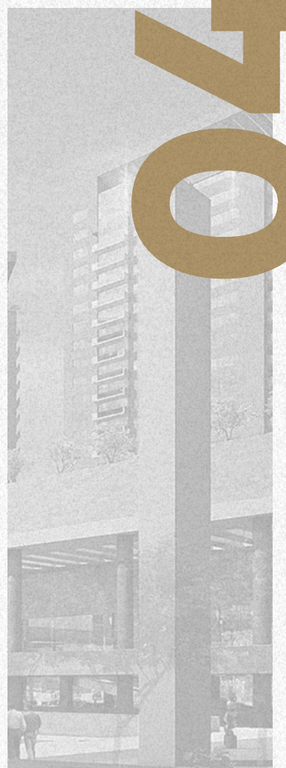
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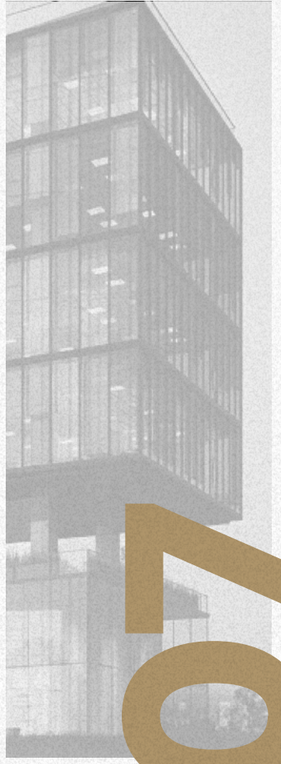




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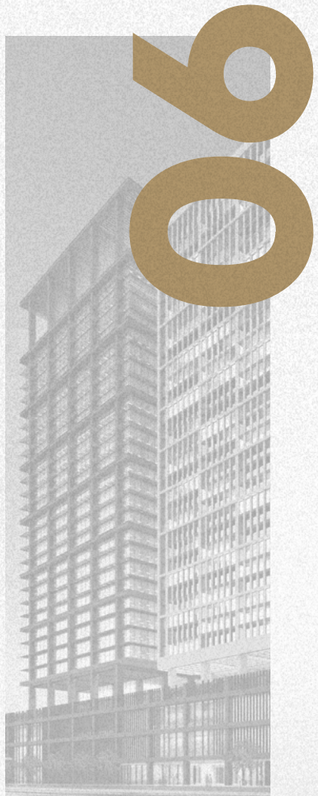
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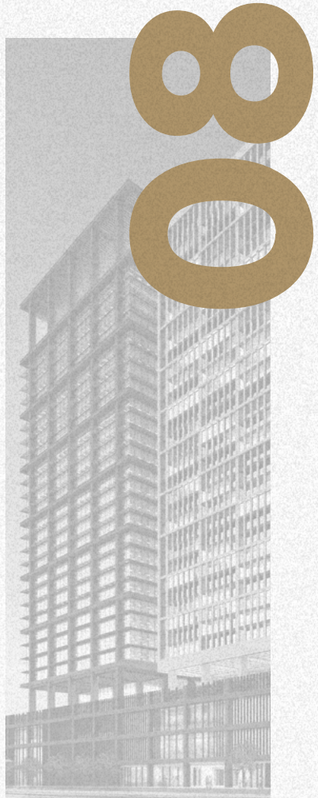
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Message from the CEO

01

Dear investors, employees, clients, and other stakeholders:

2025 was a year of consolidation for Fibra Plus. In an environment marked by constant change and growing demands in matters of sustainability, we continued to strengthen our real estate portfolio, executing our business strategy with discipline and integrating Environmental, Social, and Governance (ESG) criteria ever more deeply into our decision-making.

Our vision is clear: to build a high-quality real estate platform that generates sustainable value for our investors and contributes positively to the development of the communities where we operate. Guided by this premise, during the year we promoted initiatives aimed at strengthening the resilience of our assets, optimizing operational efficiency, reinforcing our corporate governance structure, and consolidating an organizational culture grounded in ethics, responsibility, and long-term value creation.

One of the most significant advances of the year was the evolution of our portfolio toward greater specialization and quality. We continued to make progress on strategic projects such as Espacio Condesa, while maintaining active management to optimize our asset composition and strengthen the differentiation between the Fibra Plus and Fibra HD portfolios. These actions respond to a long-term vision aimed at increasing the stability, competitiveness, and cash-flow generation capacity of our properties.

The operating and financial results achieved during the year reflect the soundness of this strategy. Stable occupancy levels, rent growth, the strengthening of our financial indicators, and a prudent capital structure allowed us to keep moving forward with confidence toward our long-term objectives.

Nevertheless, we understand that an organization's success cannot be measured solely by its financial results. The ability to anticipate risks, manage impacts, and generate value for all our stakeholders is today an essential element for the competitiveness and longevity of any company. For this reason, during 2025 we continued to strengthen our sustainability framework, updating key policies, advancing environmental certifications, promoting internal training, and consolidating governance practices aligned with market standards.

This report presents the main advances achieved during the year in environmental, social, and governance matters, as well as the challenges and opportunities we identify going forward. More than an accountability exercise, it represents a demonstration of our ongoing commitment to transparency, corporate responsibility, and the creation of sustainable value.

I deeply appreciate the trust of our investors, the commitment of our employees, the preference of our clients, and the support of our strategic partners. Thanks to them, Fibra Plus continues to strengthen its position as a solid, resilient real estate platform, prepared to face the challenges of the future.

Sincerely,
Rodrigo González Zerbi
Chief Executive Officer



Corporate **Profile**

02

Who **We Are**

Fibra Plus is a real estate investment trust (REIT) with a solid presence in the Mexican market, specialized in the development, acquisition, operation, and strategic divestment of properties. We stand out for our ability to vertically integrate every phase of the real estate cycle, which allows us to maintain full control over asset management and maximize their profitability.

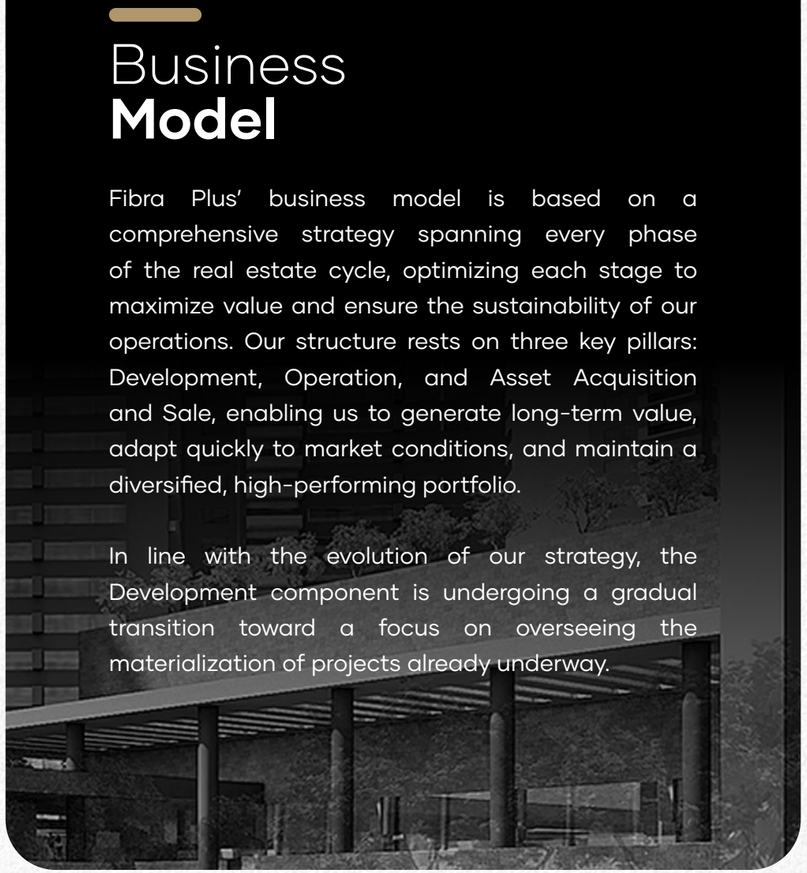
Fibra Plus is the first REIT in the country with a comprehensive approach spanning from the identification of opportunities to the commercialization of properties, including their operational management and, when necessary, their strategic rotation. This business model allows us to adapt nimbly to market dynamics and maintain a robust diversification strategy.

Our approach focuses on generating long-term value for our investors and beneficiaries while contributing to sustainable economic and social development. In this context, environmental, social, and governance (ESG) factors are essential to ensuring the sustainability of our operations. Integrating these criteria into our strategy enables us to generate economic value while promoting social well-being and environmental protection.

Business **Model**

Fibra Plus' business model is based on a comprehensive strategy spanning every phase of the real estate cycle, optimizing each stage to maximize value and ensure the sustainability of our operations. Our structure rests on three key pillars: Development, Operation, and Asset Acquisition and Sale, enabling us to generate long-term value, adapt quickly to market conditions, and maintain a diversified, high-performing portfolio.

In line with the evolution of our strategy, the Development component is undergoing a gradual transition toward a focus on overseeing the materialization of projects already underway.



1

Development

At Fibra Plus, we generate value through the development of new projects and the repurposing or remodeling of existing assets.

This component has been important in positioning us in locations with favorable dynamics and in seizing opportunities arising from the evolution of tenants' needs and real estate market trends. Throughout the cycle, we seek to ensure that initiatives incorporate sustainability best practices, considering ESG (environmental, social, and governance) criteria from planning and throughout execution.

Gradually, this pillar is evolving toward an approach that prioritizes overseeing the initiatives launched in prior periods.

New project development: We have focused on identifying strategic locations for new developments, designing properties that are not only profitable but also contribute to the development of surrounding communities and are aligned with the expectations of our stakeholders. In line with the evolution of the model, this component will evolve and concentrate efforts on monitoring and overseeing previously prioritized projects.

Asset repurposing: We harness the potential of existing properties to repurpose them for new uses that respond to market demand. This process allows us to generate a high return on investment without the need to acquire new land.

Operation

The efficient operation of our assets is key to sustaining recurring cash flows and preserving the profitability of the properties in the portfolio. At this stage, our management focuses on the operational administration of the properties, maintenance, and service continuity, as well as on the active relationship with and attention to tenants to ensure retention and lease renewals. Complementarily, we continue commercialization efforts as contracts expire or are adjusted.

Proactive property management: We ensure that each property is in optimal operating condition and meets high quality standards, offering our tenants a safe and efficient environment. The occupancy of our properties is a priority, and through proactive administration and quality services, we maintain occupancy rates above 90%.

Revenue generation through leasing: We seek to maximize rental cash flow through the efficient management of lease agreements, securing long-term relationships with our tenants and optimizing commercial terms for both parties. We implement tenant retention and satisfaction strategies, which translate into low vacancy levels and stable revenues.

Asset Acquisition and Sale

Asset acquisition and sale form part of our strategy to optimize the portfolio and ensure that our properties generate an adequate return. This process allows us to adjust and adapt our portfolio according to market conditions, diversifying risks and maximizing financial performance.

Asset acquisition: We identify properties with high potential for appreciation and profitability, prioritizing properties in strategic locations with growth opportunities. Prior to any acquisition, we conduct a comprehensive analysis of each asset to confirm its alignment with our long-term strategy. As part of this due diligence process, we apply a Responsible Investment Policy that incorporates ESG criteria in the assessment of risks and opportunities, as well as in the identification of minimum conditions for adding new properties to the portfolio.

Sale of non-strategic assets: We implement an asset rotation strategy, selling properties that are no longer considered strategic or that do not meet long-term profitability objectives. This allows us to free up capital to reinvest in new opportunities, ensuring the efficiency of our portfolio and maintaining its diversification.

Vertically Integrated Model

Fibra Plus' business model is distinguished by its vertical integration, which allows us to have full control over all phases of the real estate cycle: from land acquisition through development, operation, and the eventual divestment of assets. This approach allows us to adapt quickly to market changes, optimize resources, and ensure a sustainable return on investment for our investors.

Sustainability Strategy

As of 2024, Fibra Plus has established a long-term strategy extending through 2030, focused on energy efficiency, water management, and waste management across our properties. Sustainability is part of our strategy, not only because it is essential for the well-being of communities and the environment, but also because it is a key factor in generating long-term value.

During this period, we are updating our sustainability strategy to strengthen the integration of ESG criteria into the management of our properties. This process will allow us to consolidate a more robust approach to identifying risks and opportunities, as well as to **generating sustainable value over the long term.**

Value **Proposition**

Through a comprehensive business model focused on operational excellence, Fibra Plus offers a set of competitive advantages that ensure superior performance and the maximization of value for its investors. Our proposition is grounded in the following areas:

- **High Performance**
- **Vertical Integration**
- **Network of Relationships**
- **Resource Optimization**
- **Diversification**
- **Experience and Capacity**
- **Resilience**
- **Focus on Premium Assets**

Corporate **Identity**

Fibra Plus is defined by its commitment to transparency, value creation, and operational efficiency. Our corporate identity reflects these values and extends to every aspect of our operation, from our relationship with investors to our interaction with the communities in which we operate. Fibra Plus' strategic approach is guided by a strong sense of social and corporate responsibility, which has enabled us to establish ourselves as a benchmark in the Mexican real estate sector.

Mission

We are promoters of long-term sustainable investment in the sector, creating and maximizing value for our stakeholders through management and operation carried out with a passion for excellence across all phases of the real estate cycle.

Vision

To be the most solid REIT in Mexico, maximizing investor returns through an efficient, client-oriented team guided by the principles of sustainability.

Our Values

Collaboration
We combine the strengths of each team member, working in a coordinated way to achieve our objectives. We foster a teamwork environment where each person contributes their knowledge and skills to collective success.

Communication
We listen actively and share information in a timely, clear, and assertive manner. Open communication is fundamental to making informed decisions and maintaining effective relationships with our stakeholders.

Trust
We believe in the commitment of each team member, as we conduct ourselves with excellence and transparency. Trust is essential in all our relationships, both internal and external, and is the foundation on which we build our reputation.

Respect
We are characterized by valuing diversity, being inclusive, and promoting equality among employees, practicing tolerance and empathy. Respect for people and their opinions is the foundation of a healthy and productive work culture.

Responsibility
We make things happen and are accountable for our duties. We ensure we act with integrity, taking on our responsibilities and making ethical decisions that generate a positive impact on society and the environment.

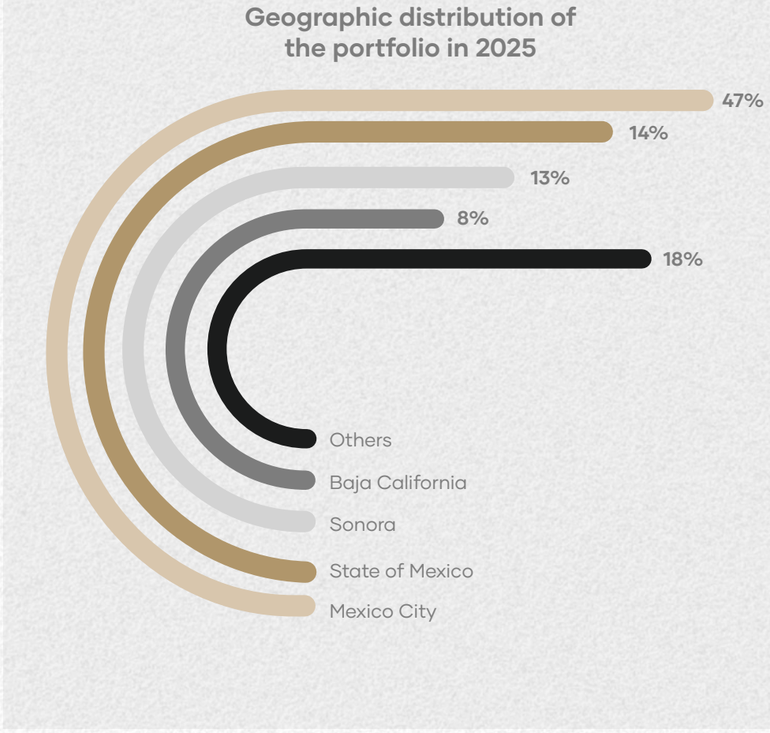
Professionalism
We carry out our activities with passion, discipline, and efficiency. We are committed to meeting the highest quality standards and performing our tasks with responsibility and dedication.

Our **Portfolio**

At year-end 2025, our portfolio had a presence in 20 states. Mexico City, the State of Mexico, and Sonora concentrated the most significant shares, with 47%, 14%, and 13% of Gross Leasable Area (GLA), respectively. These were the only locations that represented more than 10% of the total portfolio.

The composition of the portfolio responds to a strategy focused on markets with economic dynamism and growth prospects. During 2025, the industrial segment accounted for 39% of GLA. The retail segment, for its part, represented 35% of GLA and remained a determining component of the portfolio, supported by solid occupancy levels and its operational relevance.

In parallel, office assets at 16%, the educational segment at 6%, and residential at 4% of GLA complement our diversification. This distribution reflects not only a portfolio balanced by asset type, but also a gradual specialization in segments where we have operational experience, market understanding, and proven management capabilities. Going forward, our strategy contemplates strengthening exposure to anchored retail, leveraging its resilient profile and potential for sustained growth, as well as continuing to consolidate premium assets in the industrial and mixed-use segments, with the aim of increasing their share within the portfolio.





Portfolio distribution by property type in 2025

	Industrial	Retail	Office	Educational	Residential
Total properties	13	22	13	6	2
Total GLA (m²)	248,791	219,105	101,122	39,115	26,532
% of total GLA	39%	35%	16%	6%	4%



Operating and Stabilizing Portfolio

At year-end, the GLA of assets in operation and stabilization reached 485,232 m^2, with an occupancy rate of 93.06% for properties outside the stabilization phase. Additionally, the portfolio included 580 active leases, reflecting a diversified tenant base and consistent performance in commercialization and administration.

Portfolio under Development

Development remains a component within Fibra Plus' growth structure. Our projects under development were managed under an approach oriented toward disciplined planning and execution, considering both the evolution of demand and the market conditions required for their stabilization.

Projects at this stage are integrated into the portfolio as a source of value creation through the addition of incremental GLA, the expansion of supply in strategic locations, and the adaptation of spaces aligned with tenants' needs. In this context, Fibra Plus maintains constant oversight of progress, delivery schedules, and commercialization priorities, with the aim of ensuring their orderly incorporation into the operating portfolio.

Breakdown of deliveries from our portfolio under development:

	Segment	Estimated delivery date	Location	Expected GLA (m^2)	% of total portfolio GLA
Espacio Condesa	Retail	1S26E	Cuauhtémoc, Mexico City	23,527	3.71%
	Office	2S26E	Cuauhtémoc, Mexico City	38,447	6.06%
	Residential for rent	To be defined	Cuauhtémoc, Mexico City	7,977	1.26%

Portfolio under Planning

The portfolio under planning groups together opportunities identified for future growth, whose execution is subject to market conditions, scope definition, and, where applicable, financing availability. In 2025, these projects were kept under analysis with the aim of prioritizing those with the best location profile, expected demand, and alignment with the portfolio strategy.

This stage allows us to preserve flexibility to schedule developments in an orderly manner, managing the pace of incorporation of new assets and maintaining a balance between growth and operational stability. In line with portfolio discipline, these projects are monitored considering their potential contribution to GLA, their operational viability, and the market opportunity for their deployment.

	Segment	Estimated delivery date	Location	GLA (m^2)	% of total portfolio GLA
Bora	Residential	To be defined	Cuajimalpa, Mexico City	18,555	2.92%
Manzanillo	Retail	To be defined	Manzanillo, Colima	20,829	3.28%
Torre Premier (F2)	Office	To be defined	Villahermosa, Tabasco	3,828	0.60%
Vidarte Satélite	Retail	To be defined	Tlalnepantla, State of Mexico	13,077	2.06%
Vidarte Satélite	Office	To be defined	Tlalnepantla, State of Mexico	12,600	1.99%
Ciudad del Carmen	Office	To be defined	Ciudad del Carmen, Campeche	10,592	1.67%

Divestment Portfolio

During 2025, Fibra Plus advanced in the identification, prioritization, and execution of divestments of properties not considered strategic, in keeping with a business vision centered on high-quality assets. In this context, the value of the divestment portfolio amounted to Ps. 2,738 million.

During the year, the sale of 3 properties was completed, with a combined GLA of approximately 10,821 m^2. The proceeds from these transactions are projected to be channeled primarily toward the early amortization of liabilities and the completion of projects under construction.

Our divestment strategy remains flexible and will be adjusted according to market dynamics and sector developments. In this regard, we could reconsider the sale of an asset if it acquires a strategic character resulting from changes in market conditions.



ESG **Timeline**

2020

- We conducted our first materiality study.
- We identified the relevant topics that made it possible to define the basis of Fibra Plus' sustainability strategy.
- We reviewed, assessed, and managed the Trust's main risks.

2021

- We integrated material topics arising from the acquisition of Fibra HD.
- We redefined our model and strategic sustainability plan.
- We mapped our contribution to the Sustainable Development Goals (SDGs).

2022

- We began building a database to record and track energy, water, and waste consumption as well as incidents.
- We carried out our first carbon footprint measurement exercise.
- We worked in coordination with the second-opinion provider for the sustainability-linked loan.

2023

- We conducted the double materiality review study.
- We implemented an exercise aimed at raising performance in line with the GRESB standard.

2024

- We carried out the first assessment of climate-change-related risks.
- We defined the 2024–2030 long-term strategy.

2025

- We updated the business risk and opportunity matrix, incorporating the review of factors relevant to the Company's operation and performance.
- We updated the Code of Ethics and Transparency, reinforcing the standards of conduct, integrity, and compliance applicable to Fibra Plus.

2025 AT A GLANCE

03



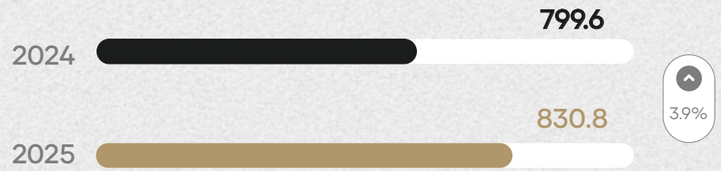
Income Statement
Summary

Regardless of the challenges of the macroeconomic environment, **Fibra Plus achieved sustained growth and robust operating performance,** backed by its comprehensive business strategy and by disciplined management focused on efficiency and execution. This approach has enabled the Company to strengthen the quality of its portfolio, prioritize the stability of cash flows, optimize costs, and maintain a close relationship with its tenants, thereby driving a more resilient operation.

As a result, **consistent progress has been observed across the main financial indicators,** confirming the effectiveness of the actions implemented and positioning Fibra Plus to continue creating long-term value, even in a challenging economic context.

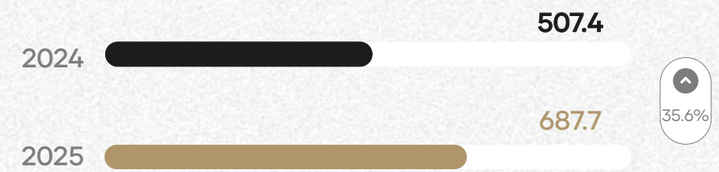
Revenue

Revenue amounted to Ps. 830.8 million in 2025, representing a 3.9% increase compared to the Ps. 799.6 million recorded at year-end 2024.



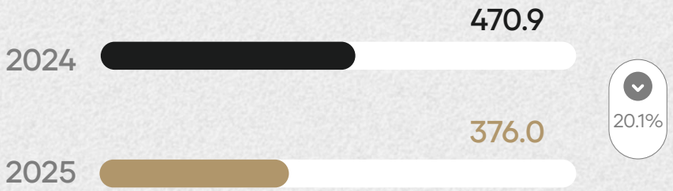
NOI

Net Operating Income rose from Ps. 507.4 million in 2024 to Ps. 687.7 million at year-end 2025, reflecting growth of 35.6%.



Consolidated Net Income

At the close of 2025, consolidated net income reached Ps. 376.0 million, representing a 20.1% decrease compared to the Ps. 470.9 million recorded at year-end 2024.

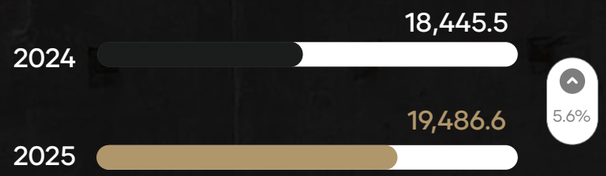




Balance Sheet **Summary**

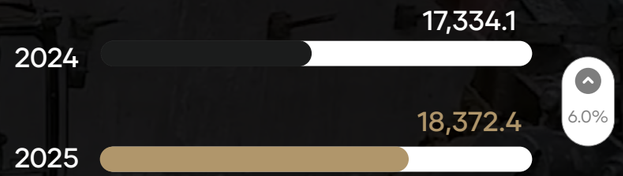
Total Assets

Total assets increased 5.6% at the close of fiscal year 2025, reaching Ps. 19,486.6 million, compared to the Ps. 18,445.5 million recorded at year-end 2024.



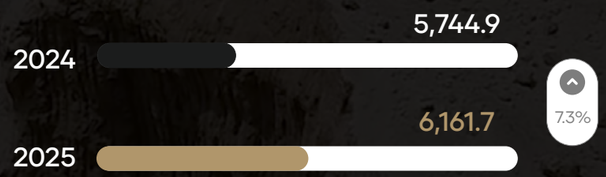
Investment Properties

In 2025, investment properties amounted to Ps. 18,372.4 million, representing a 6.0% increase compared to the Ps. 17,334.1 million recorded in 2024.



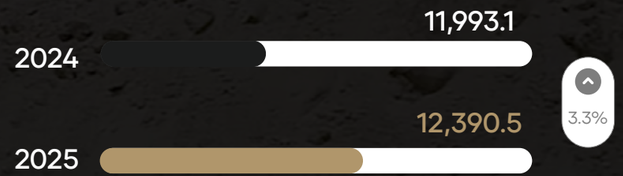
Debt

As of December 31, 2025, debt stood at Ps. 6,161.7 million, representing a 7.3% increase against the Ps. 5,744.9 million recorded in 2024.



Total Equity

Total equity recorded a 3.3% increase in 2025, reaching Ps. 12,390.5 million, versus the Ps. 11,993.1 million reported at year-end 2024.

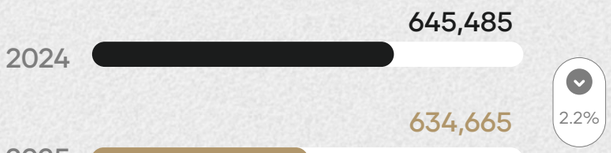




Operating **Summary**

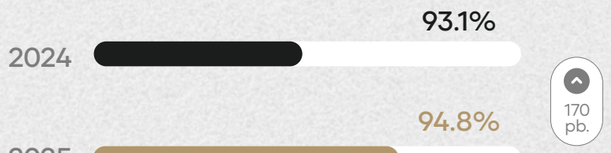
GLA

Gross leasable area reached 634,665 m² at year-end 2025, a decrease of 2.2%, or 10,820 m², compared to the 645,485 m² recorded at the close of the prior year.



Occupancy Rate

At the close of 2025, the occupancy rate stood at 94.8%, reflecting a 170-basis-point increase over the 93.1% recorded in the prior year.



ESG Approach

04

ESG
Approach

At Fibra Plus, we integrate environmental, social, and governance (ESG) criteria into our business model to contribute to a positive impact on society and the environment, and to strengthen corporate governance practices geared toward integrity, accountability, and transparency, while optimizing our financial performance and long-term value creation for our stakeholders.

Our ESG Approach is built on clear priorities. To this end, we take as a reference the topics resulting from the double materiality study and the establishment of long-term objectives as a basis for focusing our agenda and guiding decision-making.

ESG integration into the business model and operation

At Fibra Plus, we integrate the ESG approach throughout the stages of the real estate cycle: development, operation, acquisition, and divestment, through a model with operational control that allows us to incorporate environmental, social, and governance criteria into decisions and processes relevant to portfolio performance.

In operations, ESG integration is reflected in the day-to-day management of properties, prioritizing operational continuity, resource-use efficiency, the safety and well-being of people, and compliance with internal and regulatory guidelines. This means that ESG topics are addressed as part of portfolio management, and not as isolated initiatives.

In asset acquisition and rotation, we incorporate ESG criteria as part of the analysis to strengthen the quality and resilience of the portfolio. Complementarily, we have responsible investment guidelines aimed at integrating ESG variables into decision-making.





ESG Governance

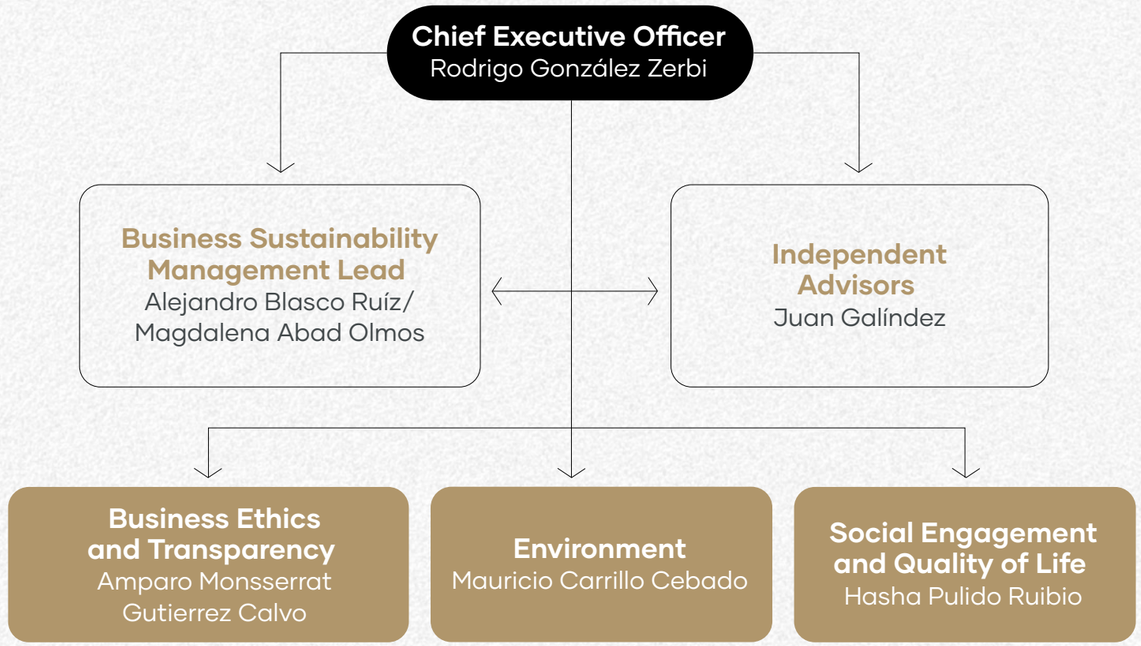
At Fibra Plus, sustainability governance is underpinned by a structure that seeks to ensure responsible, transparent, and accountable management, incorporating ESG criteria into oversight and decision-making.

The Technical Committee is the main body responsible for overseeing the management of the Trust and making strategic decisions in accordance with the Trust Agreement and applicable legislation. In its oversight role, it considers economic, financial, legal, environmental, and social factors, which allows ESG components to be integrated into relevant decisions on investment, financing, and asset management.

This structure is complemented by auxiliary committees that strengthen corporate governance, including the Practices Committee, Audit Committee, Compensation Committee, and Nominations Committee, in addition to the participation of the Holders' Meeting as the highest body.

Within this framework, the Sustainability Committee is the body responsible for driving the ESG agenda. Its mandate includes the design, maintenance, and review of sustainability initiatives; the promotion of dialogue with interested parties; and support for the identification and assessment of ESG risks from a cross-cutting perspective.

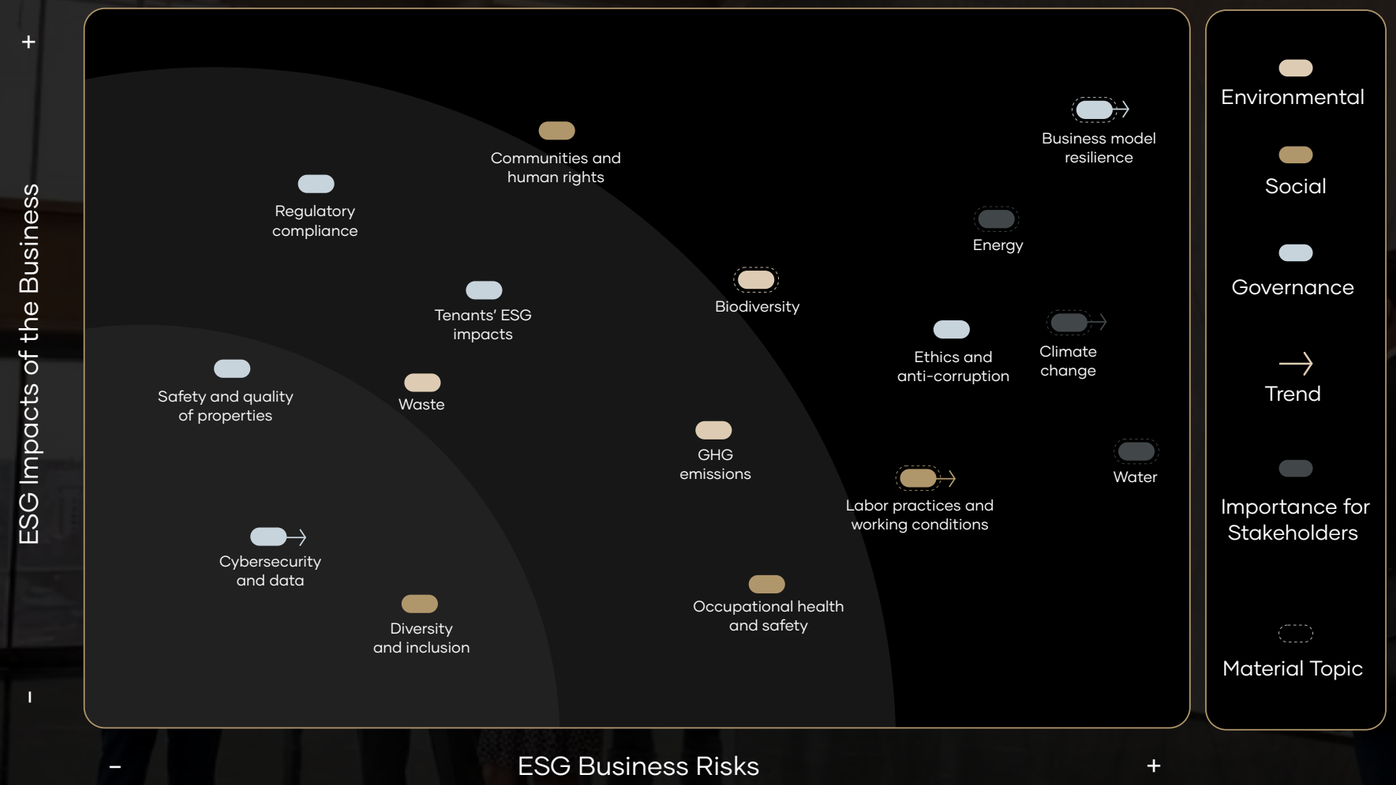
Sustainability Committee composition:



Materiality and **Topic Prioritization**

At Fibra Plus, materiality analysis is the mechanism we use to identify and prioritize the ESG topics most relevant to the business and to our stakeholders. This process is carried out in a participatory manner and is updated to reflect changes in the environment and in external expectations, in order to maintain management aligned with current challenges.

As part of this approach, we incorporate a double materiality study to strengthen the identification of priority topics. These topics are an input for guiding management and monitoring, although they do not by themselves constitute the long-term strategy.



The prioritized topics span environmental, social, and governance dimensions, considering their trend, their importance to stakeholders, and their connection to the business's ESG risks.

Based on this prioritization, we organize ESG work into an agenda that allows us to focus initiatives, assign owners, and strengthen the monitoring of progress, ensuring that efforts are concentrated on the matters of greatest relevance to Fibra Plus and its stakeholders.

Stakeholders **and Dialogue**

At Fibra Plus, we maintain an open and transparent dialogue with our stakeholders through a combination of periodic meetings, surveys, suggestion boxes, and digital platforms, with the aim of capturing their perspectives and incorporating their concerns into our management.

Our stakeholders are:



The flow of information allows us to maintain a comprehensive and adaptable view, supporting the design of proactive responses to anticipate and manage emerging risks and challenges in our operations.

To ensure consistent engagement, we use specific mechanisms for each group:

Investors and holders: conference calls; distribution of quarterly reports; follow-up meetings; an up-to-date website; presence/communication with the Mexican Stock Exchange and the CNBV; direct access to the manager to resolve questions about quarterly results and keep them informed of material events.

Government and regulatory authorities: presentation of the sustainability report; participation in virtual meetings and annual events; assurance of compliance with regulatory requirements; notification of changes in corporate governance, corporate structure, and other material events.

Media: press releases; interviews; webinars; participation in events; provision of clear and up-to-date information on economic and sector outlooks.

Appraisers: virtual meetings; communication via email on an annual basis; access to detailed and up-to-date property information for the correct performance of appraisals.

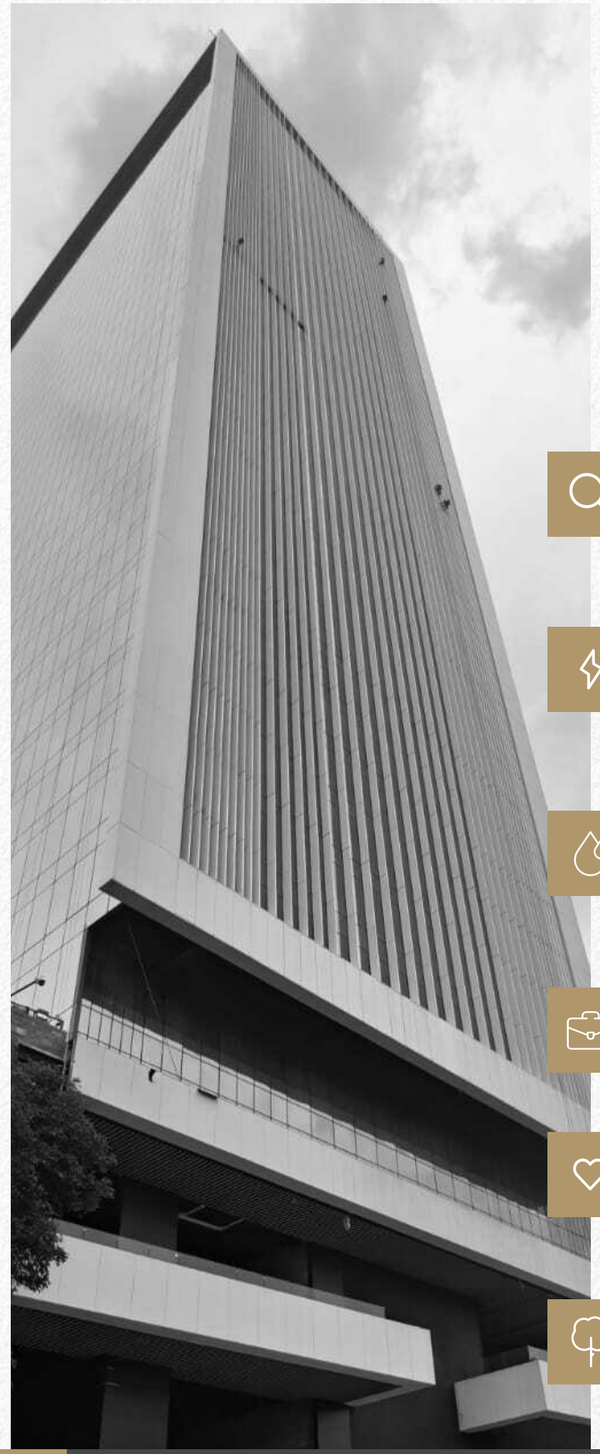
Auditors: virtual conferences; communication via email; delivery of complete and up-to-date financial information to ensure the correct certification of the audited financial statements.

Strategic brokers: ongoing contact through virtual conferences; provision of key information and formats to attract investors, market properties, and promote assets in the divestment process.

Tenants: customer service channels; satisfaction surveys on an ongoing and annual basis; assurance of reliable, high-quality service.

Suppliers and contractors: communication through direct channels; newsletters; contracts; the fostering of sustainable long-term business partnerships with a positive impact on the country's socioeconomic development.





ESG Strategy

Our ESG Strategy defines how we turn priority topics into an operational agenda with focus, owners, and monitoring. We start from materiality to ensure that initiatives respond to the matters most relevant to the business and to our stakeholders, and that they translate into measurable actions within portfolio management.

To execute this strategy, we have a 2025 – 2030 action plan that organizes the work into clear lines with associated metrics. The roadmap is structured around six fronts:

Business resilience: we strengthen occupancy and portfolio diversification, and maintain a scheme for monitoring risks and opportunities through specific controls that are periodically reviewed.

Energy: we drive efficiency, migration to solar energy, and building certification. The monitoring indicator is certified m^2, with a target of 39% of the portfolio by 2030.

Water: we promote certification and awareness actions with employees and tenants. The monitoring indicator is certified m^2, with a target of 39% of the portfolio by 2030.

Working conditions: we seek to strengthen work and training schemes. Indicators: turnover rate and average annual training hours.

Compliance, ethics, and anti-corruption: we reinforce documentary control and the coverage of integrity practices. Indicators: operating properties versus licenses, and signed codes of ethics versus total employees.

Biodiversity: we promote participation in activities such as reforestation. Indicator: trees planted per year.



This action plan allows us to maintain orderly execution, prioritize resources where there is the greatest impact, and periodically monitor progress, ensuring that the ESG Strategy is consistently reflected in operations and in business decisions.

ESG Risk and **Opportunity Management**

At Fibra Plus, we manage ESG risks and opportunities with a preventive approach to protect the operational continuity of the portfolio and strengthen the resilience of the business. To this end, we conduct an identification exercise that consolidates priority risks and, where applicable, defines associated opportunities to strengthen management and decision-making, using as guidelines IFRS S1 and IFRS S2 (International Financial Reporting Standards for Sustainability, issued by the ISSB), the COSO-ERM framework (Committee of Sponsoring Organizations of the Treadway Commission – Enterprise Risk Management), and the GRESB (Global Real Estate Sustainability Benchmark).

This analysis also makes it possible to identify specific opportunities that strengthen the response to risks. For example:

- Establish minimum response times for technological contingencies
- Reinforce security to prevent data breaches
- Conduct specific analyses of potential investors in divestment processes
- Position legal and operational certainty as an attribute
- Develop a compliance schedule to ensure regulatory coverage

Based on this identification, risk management is oriented toward translating findings into actions: improving controls, assigning owners, defining monitoring priorities, and establishing mitigation and contingency measures appropriate to the type of risk.

Alignment with Frameworks, **Commitments and the Global Agenda**

To ensure that our ESG Approach is comparable, robust, and useful for decision-making, we align it with recognized frameworks and references, both in disclosure and in management. In terms of reporting, we prepare our disclosure in accordance with the GRI (Global Reporting Initiative) Standards, supported by a GRI Content Index that facilitates the traceability of information.

Complementarily, we incorporate sector references through SASB (Sustainability Accounting Standards Board) for Infrastructure / Real Estate, integrating an index that connects metrics and content relevant to the sector.

In risk management, particularly regarding climate change, we seek consistency with frameworks that strengthen analysis and its connection to financial matters, including IFRS S1 and S2 (International Financial Reporting Standards), GRESB (Global Real Estate Sustainability Benchmark), TCFD (Task Force on Climate-related Financial Disclosures), and COSO's ERM framework (Enterprise Risk Management of the Committee of Sponsoring Organizations of the Treadway Commission).

As for the global agenda, we have a mapping of our contribution to the SDGs (Sustainable Development Goals) to identify where our actions can contribute in a clearer and more orderly manner. In particular, we align our strategy with the guidelines of the 2030 Agenda, rigorously assessing our results and adjusting our actions to promote more balanced and responsible development. This mapping is articulated around three fronts:



Economic value
Reinforcing ethical and transparency principles in line with SDG 16 (Peace, justice, and strong institutions);



Social value
Through initiatives that foster the well-being of employees and tenants and the progress of families, in line with SDG 8 (Decent work and economic growth); and,



Environmental value
Promoting the efficient use of resources, especially water and energy, through certifications in our properties, contributing to SDGs 6, 7, 13, and 15.







STRATEGIC ALLIANCES AND INSTITUTIONAL ENGAGEMENT

At Fibra Plus, we have a network of strategic alliances that allows us to strengthen operations, drive social and environmental initiatives, and maintain active institutional engagement.

FUNDACIÓN CONSTRUYENDO Y CRECIENDO

- We drive educational initiatives for construction-sector workers.
- We participate in initiatives for workers' children (collection of school supplies and toy donations).
- We continue the Aula Espacio Condesa educational program, focused on construction workers.

MEXICAN RED CROSS (CRUZ ROJA MEXICANA)

We run blood-donation campaigns at our facilities.







REFORESTATION

- We participate in reforestation and conservation initiatives, joining efforts to protect key ecosystems.

- We promote participation in restoration and stewardship actions in areas of high ecological value, such as the Sierra de Guadalupe, a Protected Natural Area, through reforestation and environmental education activities.

- We encourage volunteering as a mechanism to strengthen biodiversity and contribute to environmental benefits such as air purification, aquifer recharge, and the prevention of erosion and flooding.

- Together with AMEFIBRA, we participated in a riparian restoration project in the Río La Silla Biological Corridor (Monterrey, N.L.), contributing to the planting of native trees as part of a reforestation day.

UN KILO DE AYUDA

- We support child nutrition through donation boxes installed at our properties.

- We participate in a monthly donation scheme called “Padrinos” (Sponsors) to reinforce the well-being of the beneficiary children.

- We joined the Un Kilo de Ayuda race.

MEXICAN ASSOCIATION OF REAL ESTATE INVESTMENT TRUSTS (AMEFIBRA)

- Our participation keeps us abreast of market dynamics and regulatory requirements, and strengthens the trust of our holders through transparency and operational efficiency.

Corporate Governance

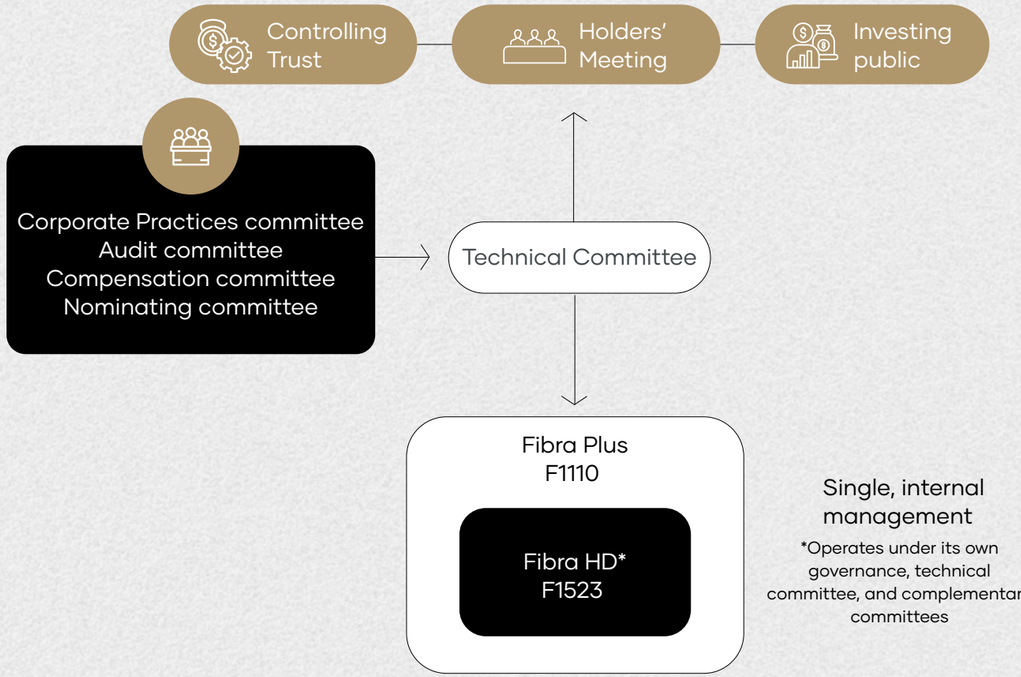
05

Governance

At Fibra Plus, we understand governance as a central element in ensuring the organization's continuity and sustainable growth. Our approach is based on structured, ethical, and transparency-oriented management, convinced that adequate oversight and clear rules are fundamental to building trust among our stakeholders and strengthening our position in the real estate sector.

We act under principles of integrity, responsibility, and fairness, promoting a culture in which decision-making is grounded in ethical criteria and regulatory compliance. Accountability and clarity of information are essential components of the way we operate.

The internal management model we have adopted allows us to directly steer our strategy and operational execution, ensuring alignment with corporate objectives. Within this framework, the Advisor and Manager is constituted as a Civil Partnership (Sociedad Civil) in which Fibra Plus holds a majority interest of 99.9%, reinforcing control and consistency in management.





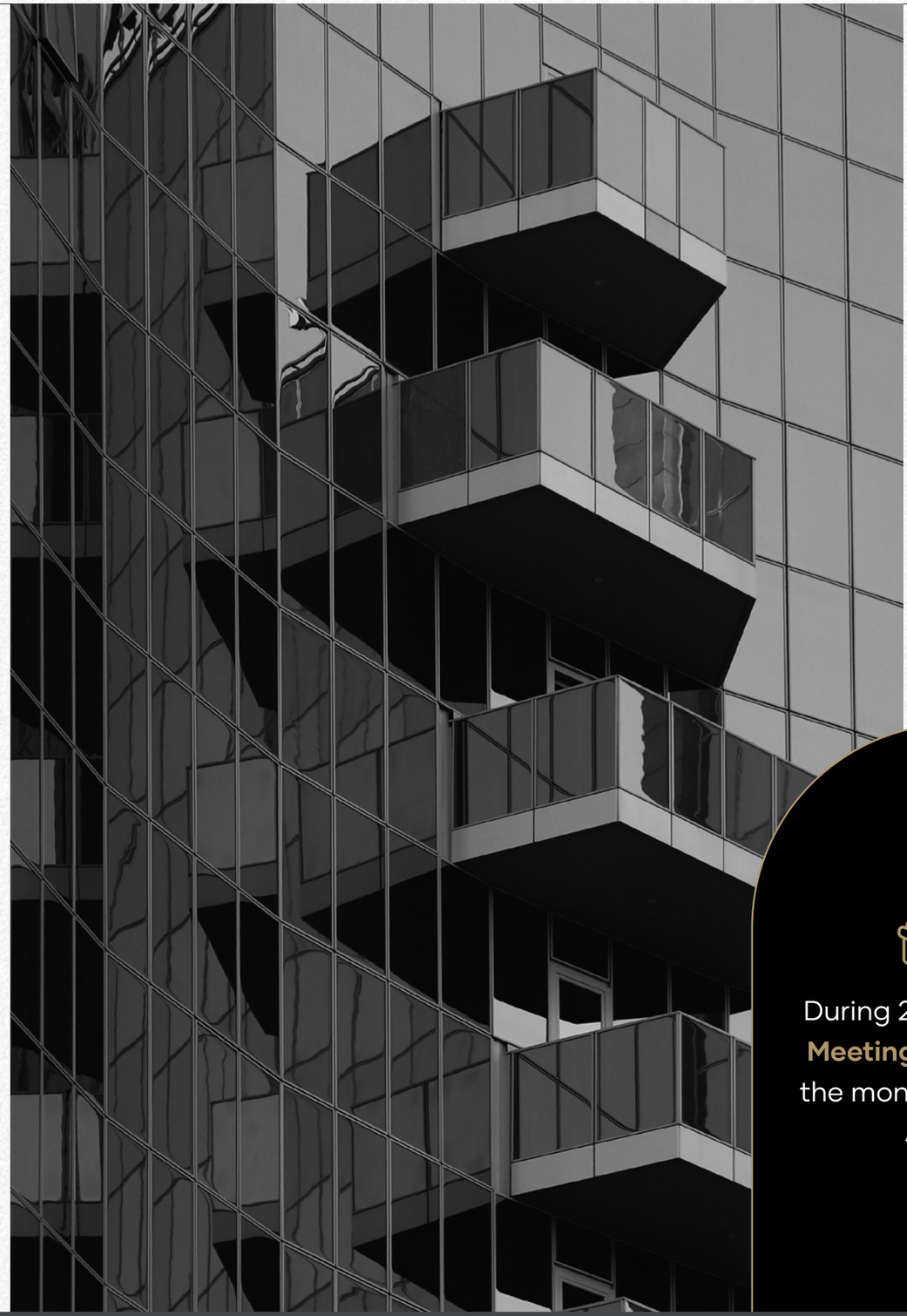
Governance
Bodies

Holders' Meeting

The Holders' Meeting represents the highest decision-making body of the Trust. It has the authority to approve, amend, or render void the acts and transactions provided for in the Trust Agreement and in applicable regulations. These powers cannot be delegated, which ensures direct oversight of strategic determinations.

It is composed of the individuals and legal entities that participate as Holders of the securities issued by the Trust. In fulfilling its responsibilities, it holds at least one ordinary annual session, in which performance reports are presented, reports of the Technical Committee and the auxiliary committees are approved, accounts of the management are rendered, and open dialogue between management and investors is promoted.

Additionally, extraordinary meetings may be convened to address specific matters established in the Trust Agreement. These forums allow Holders to raise concerns, pose questions, and deepen their understanding of policies and strategies, thereby strengthening transparency and the relationship with our investors.



During 2025, **2 Holders' Meetings were held,** in the months of April and August.

Technical Committee

The Technical Committee serves as the body responsible for directing and overseeing the management of the Trust, as well as for defining the organization's strategic direction in accordance with the Trust Agreement and the applicable legal framework, reporting to the Holders' Meeting. Its main responsibilities include:

- Investment approval
- Review of financing structures
- Oversight of portfolio management

The exercise of its functions is grounded in criteria of due diligence and continuous oversight, considering financial, economic, and legal aspects as well as environmental and social factors that may affect operations.

Its appointment is established through a nominations stage that is subsequently ratified by the Holders' Meeting.

At the close of 2025, the Committee was composed of 11 directors, including three independent directors, in line with current regulations. In performing its functions, the Chairman does not act as a senior executive of the organization.

Independent directors receive fees for their participation in Committee sessions and additional compensation when they are part of auxiliary committees, in line with applicable corporate practices.

Throughout 2025, **the Technical Committee held 4 sessions,** with attendance above 80% of its members at each one.

Director	Alternate
Gustavo Felipe Tomé Velázquez Director and Chairman of the Technical Committee (Patrimonial)	**Rodrigo González Zerbi** Alternate
Federico Clariond Domene Independent Director	**Francisco Garza Cavazos** Alternate
Pedro Solís Cámara Jiménez Canet Independent Director	**Francisco Gamboa Sánchez** Alternate
Jaime Alverde Losada Director	**Othón Porres Bueno** Alternate
Javier Arroyo Navarro Director	**María Fernanda García Orozco** Alternate
Enrique Coppel Luken Director (Patrimonial)	**Jorge Javier de Jesús Benitez Peña** Alternate
Miguel Navarro de la Torre Director (Related)	**César Leal Porres** Alternate
Juan Manuel Valle Pereña Director (Patrimonial)	**Francisco Javier Martínez García** Alternate **Miguel Ángel Corona Gaspar** Alternate
Gustavo Adolfo Ramírez Berrueta Director (Related)	
Juana María Galindez Aguirreche Director	
Sergio Férez Bitar Independent Director	
David Ricardo Suárez Cortazar* Independent Director	
Federico Goeters* Independent Director	

* Pending approval.

The biographies of each Technical Committee director are available for consultation via the following **link.**

Audit Committee

The Audit Committee is responsible for overseeing the quality and reliability of the Trust's financial and operational information. Its functions include the detailed review of the financial statements, monitoring the performance of the external auditor, and the formulation of recommendations to the Technical Committee for its eventual approval, with the aim of ensuring that the information presented is consistent, truthful, and timely.

In accordance with the Trust Agreement, the Committee must be composed of three Independent Directors, which helps strengthen objectivity, effective oversight, and the strength of internal controls.

Chairman of the Audit Committee / Independent Director:
Pedro Solís Cámara Jiménez Canet
Alternate: Francisco Gamboa Sánchez

Independent Director
Federico Clariond Domene
Alternate: Francisco Garza Cavazos

Independent Director
Sergio Férez Bitar
Alternate: -

Corporate Practices Committee

The Practices Committee's purpose is to safeguard transparency and promote integrity in our operations and corporate ties. Its main responsibilities include the review and oversight of potential conflicts of interest, particularly in transactions with related parties, seeking to ensure that these are conducted under criteria of objectivity and regulatory compliance. In accordance with the Trust Agreement, the Committee must be composed of three Independent Directors, which helps strengthen impartiality and rigor in its deliberations.

Chairman of the Corporate Practices Committee / Independent Director:
Sergio Férez Bitar
Alternate: -

Independent Director
Federico Clariond Domene
Alternate: Francisco Garza Cavazos

Independent Director
Pedro Solís Cámara Jiménez Canet
Alternate: Francisco Gamboa Sánchez

Compensation Committee

The Compensation Committee plays a key role by supporting the Technical Committee in defining guidelines related to remuneration, incentive schemes, and strategies geared toward retaining executive talent. Its work helps ensure that the organization has a solid executive team aligned with long-term objectives. The participation of independent directors in this body strengthens objectivity and transparency in decisions related to compensation. Under this scheme, remuneration policies are established with criteria of fairness and strategic coherence, favoring the sustained growth and institutional stability of Fibra Plus.

Chairman of the Compensation Committee / Independent Director:
David Ricardo Suárez Cortazar
Alternate: -

Independent Director
Pedro Solís Cámara Jiménez Canet
Alternate: Francisco Gamboa Sánchez

Independent Director
Sergio Férez Bitar
Alternate: -

Nominating Committee

The Nominating Committee is responsible for verifying the independence of its directors, promoting a corporate governance scheme grounded in criteria of integrity and effectiveness in decision-making. It is also responsible for identifying, evaluating, and proposing independent candidates for incorporation into the Technical Committee.

The plurality of perspectives and backgrounds within our governance bodies is key to strengthening transparency and objectivity in appointment processes.

In accordance with the Trust Agreement, the Nominating Committee must be composed of three Independent Directors, which helps strengthen impartiality and rigor in

Chairman of the Nominating Committee / Independent Director:
Federico Clariond Domene
Alternate: Francisco Garza Cavazos

Independent Director
Pedro Solís Cámara Jiménez Canet
Alternate: Francisco Gamboa Sánchez

Independent Director
Sergio Férez Bitar
Alternate: -

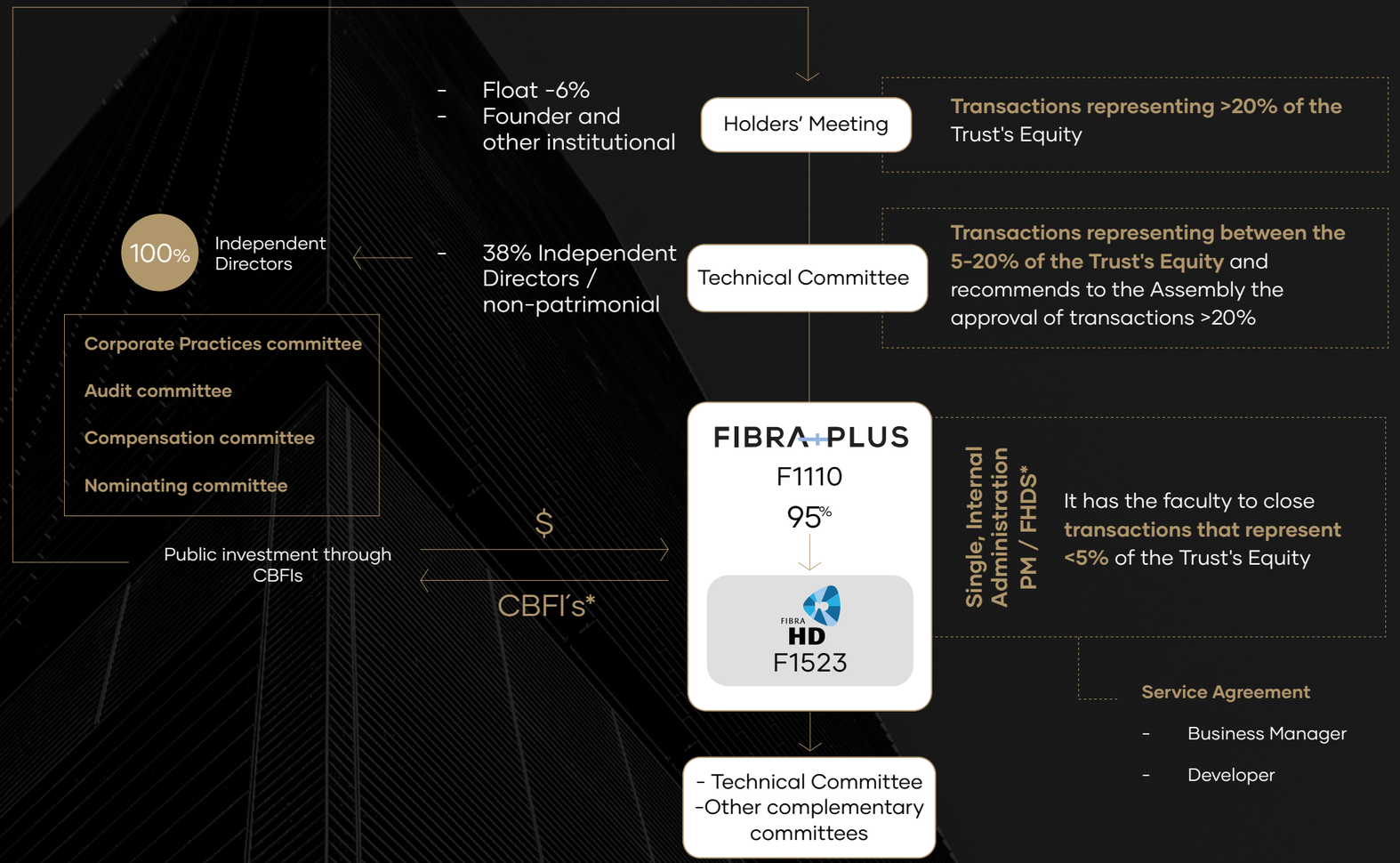
Corporate and **Control Structure**

Our organizational structure is underpinned by strategic agreements that consolidate our value chain and foster the creation of added value for our holders.

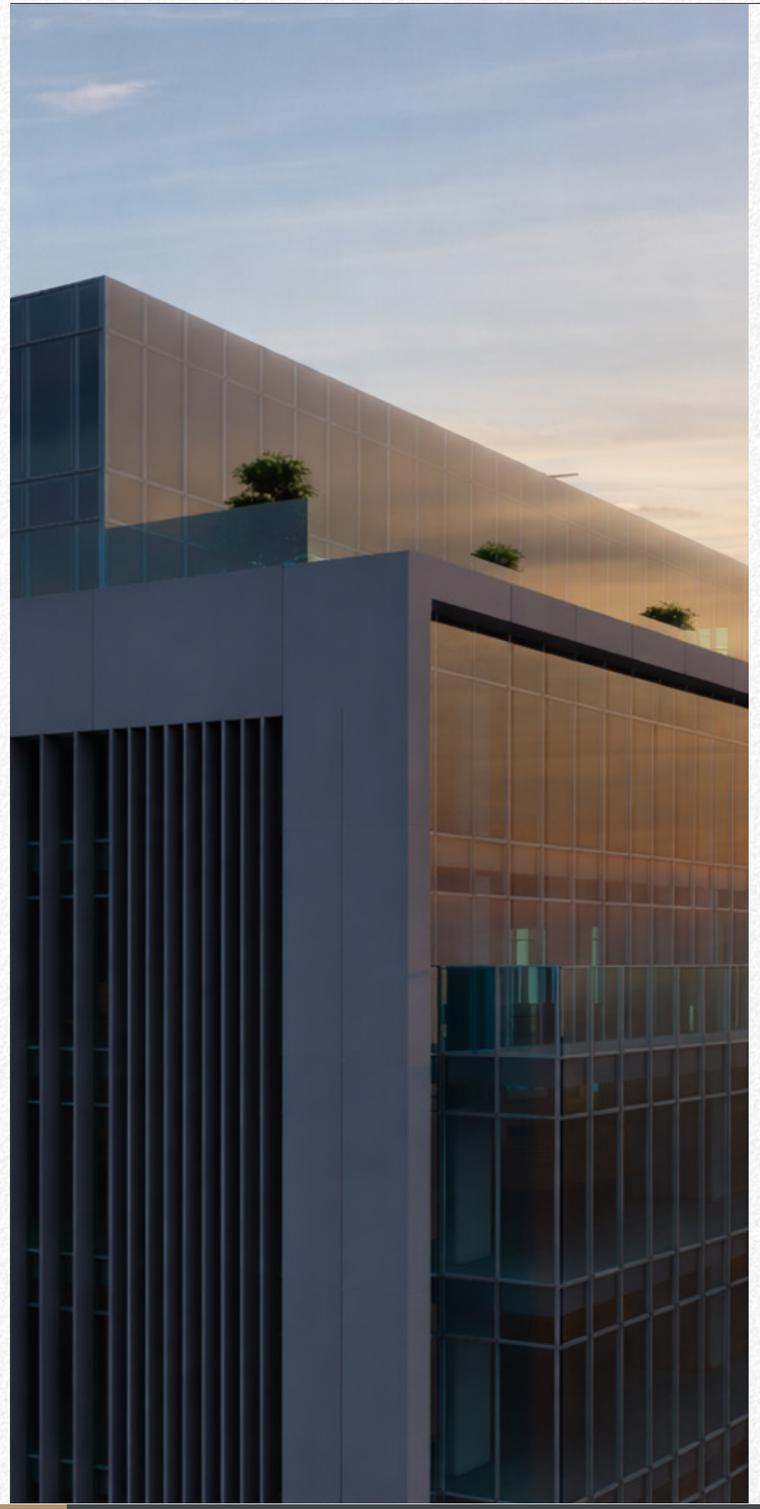
With the aim of ensuring an efficient, consistent operation aligned with our performance standards, we have established three key contracts that support our management:

- Administration and Advisory Agreement with the Manager.
- Development Agreement with the Developer.
- Management Agreement with the Business Manager, whose operation is 100% controlled by Fibra Plus.

Each of these agreements has been structured to ensure that services are provided under high standards of performance and quality, strengthening a solid operation consistent with our long-term sustainability and development objectives.



*FPM - Fibra Plus Management S.C., F1110 holds 99.9%
FHDS - Fibra HD Servicios S.C., F1523 holds 99.9%



Ethics and **Transparency**

We guide our actions in keeping with our corporate identity, mission, vision, pillars, and values. Within this framework, we promote ethical conduct and transparent communication of our activities, relying on three fundamental instruments that support and articulate this commitment.

Human Rights Policy

Our conduct regarding Human Rights is grounded in the Mexican constitutional and legal framework, including the international treaties incorporated with constitutional rank following the 2011 reform. On this basis, we have developed risk assessment and management mechanisms that allow us to anticipate, identify, and address potential impacts, aligned with the Guiding Principles on Business and Human Rights.

The responsibility for ensuring the implementation and monitoring of these guidelines lies with Senior Management, which continuously oversees compliance. Additionally, we have enabled an ethics reporting channel as a formal tool through which employees and third parties can communicate, safely and confidentially, any situation related to potential impacts in this area.

Code of Ethics and Transparency

The Code of Ethics and Transparency defines the principles of conduct that govern the behavior of those of us who are part of Fibra Plus and of those who interact with the organization. Its purpose is to ensure that our operations and decisions are carried out in accordance with criteria of integrity, fairness, and regulatory compliance, consistent with the regulations applicable to the sector.

The Code establishes clear guidelines on respect for the law, the responsible administration of resources, the protection of personal data, and the confidentiality of information. It also incorporates guidelines to prevent conflicts of interest and reaffirms a strict stance against any improper practice, including acts of corruption, bribery, or influence peddling.

The Code also integrates commitments regarding environmental matters, professional relationships based on respect, appropriate interaction with suppliers, clients, and authorities, as well as criteria for the responsible management of support and donations. Finally, it contemplates formal mechanisms to guarantee due process and the application of disciplinary measures in the event of non-compliance, consolidating an organizational culture grounded in ethics and responsibility.

Anti-Corruption Policy

This policy aims to define the guidelines and obligations to be observed at Fibra Plus in these matters, applicable both in Mexico and in any other jurisdiction in which the organization operates or may come to operate.

Through this normative framework, clear provisions are established that regulate and prohibit conduct such as:

- Offering or accepting bribes from public or private officials.
- Making or receiving facilitation payments to initiate or expedite administrative processes or procedures.
- Offering or accepting gifts and courtesies from public officials or any other third party.
- Making political contributions on behalf of Fibra Plus.
- Obtaining favorable treatment through sponsorships or donations.
- Establishing business relationships with third parties without meeting minimum due diligence requirements.
- Acting on behalf of third parties barred by the authorities.
- Colluding with third parties in order to obtain undue advantages.
- Conducting transactions with resources of illicit origin.
- Carrying out fraudulent accounting practices.

Performance

During the reporting period, we launched various actions aimed at reinforcing our culture of integrity and ensuring that our ethical principles reflect into concrete practices within daily operations. These initiatives help strengthen our position in the real estate sector and consolidate management characterized by transparency, responsibility, and adherence to ethical standards.



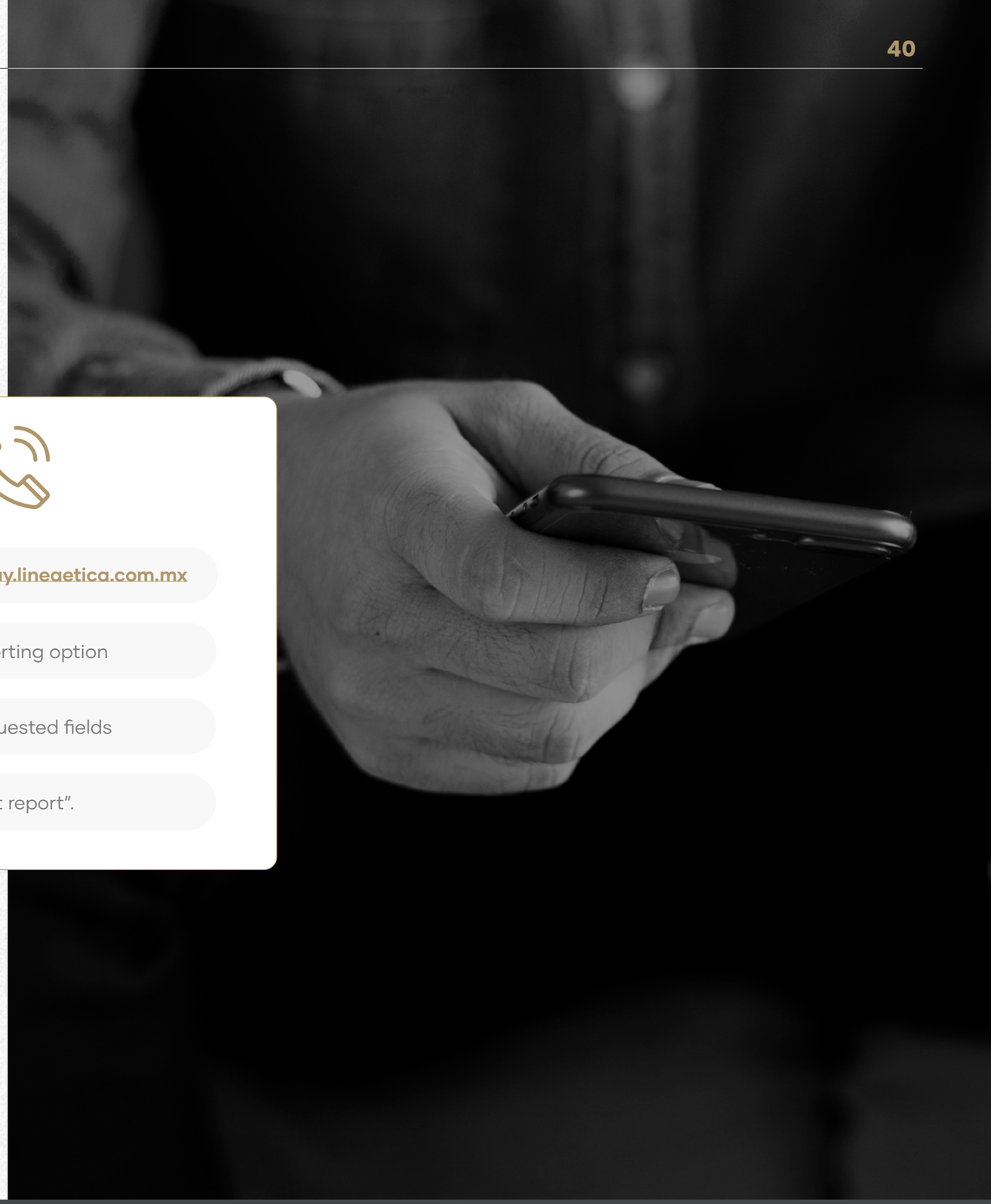
Whistleblower **Hotline**

At Fibra Plus, we conceive of transparency and integrity as pillars that go beyond regulatory compliance. These principles guide the way we operate and strengthen the trust of clients, suppliers, employees, and other stakeholders, while helping to protect our reputation and reduce risks that may affect business continuity.

We have a Whistleblower Hotline managed by an independent third party, permanently available, which functions as a formal, secure, and confidential channel for reporting any conduct contrary to our policies. This mechanism includes protection measures for those who use it.

The Administrative Sub-directorate is responsible for following up on the reports received, conducting investigations with rigor and discretion. Once the process is concluded, the corresponding outcome is communicated and, where applicable, the appropriate actions are taken, maintaining confidentiality at all times and the possibility of filing reports anonymously.

- During the period, one critical concern was communicated to the highest governance body, related to a bank acting as common representative.



01 Go to: skyway.lineaetica.com.mx

02 Select a reporting option

03 Fill in the requested fields

04 Click “Submit report”.

Risk and **Opportunity Matrix**

As part of strengthening our internal control system, the Internal Audit area will play a key role in monitoring and following up on the risk matrix. Through periodic reviews, this function will help verify the adequate identification, assessment, and mitigation of risks, as well as ensure the effectiveness of the controls implemented. In this way, continuous oversight and the improvement of the organization's risk management framework are reinforced.

The identified risks relate to factors that could affect the Company's operational, financial, and reputational performance. The main ones include:

- The need to maintain up-to-date insurance policies and sufficient coverage
- Money-laundering risks in purchase-and-sale transactions
- Technology, cybersecurity, infrastructure, and data-privacy risks, given their potential to generate legal, financial, and reputational consequences
- Regulatory compliance in legal, financial, and tax matters
- Properties with obsolete or deficient infrastructure, with an impact on occupancy, asset value, and user experience

Environmental **Dimension**

06

Environmental Management
Approach

The Environmental Dimension stems from a management approach that seeks to identify, prioritize, and address the environmental impacts and risks associated with our operations and with the properties that make up the portfolio. Under this approach, we integrate environmental criteria into operational decision-making, into the maintenance and improvement of assets, and into the definition of investment projects that contribute to a more efficient and resilient operation.

To achieve this, we establish internal guidelines and clear responsibilities that make it possible to coordinate environmental management among the areas involved, ensuring that relevant information is generated consistently and that initiatives are implemented with follow-up. This model relies on data-collection and review processes that progressively strengthen the traceability of environmental indicators and the ability to identify efficiency opportunities, as well as risks that may affect portfolio performance.

Our scope considers both corporate activities and the operations that take place at the properties. In this regard, we recognize that a significant part of environmental performance depends on interaction with tenants, suppliers, and other operational partners. For this reason, we promote responsible management practices, communication, and awareness actions that favor the adoption of better consumption habits and compliance with environmental guidelines on site.

This approach also connects with the 2025–2030 sustainability strategy, which prioritizes topics such as energy, water, climate change, biodiversity, waste, and certifications. From this basis, environmental management translates into plans, projects, and targets that make it possible to measure progress, strengthen compliance, and sustain continuous improvement year after year.

Energy

We prioritize strengthening the measurement and control of energy consumption, the identification of improvement opportunities, and gradual progress toward an energy profile with lower environmental intensity.

To monitor our performance, we consolidate consumption information by source and use a comparable unit, which allows us to observe year-over-year trends and distinguish between fuels from renewable and non-renewable sources, as well as total electricity consumption. Based on these results, we guide operational and investment decisions along two lines of work:

i. Energy efficiency

ii. Energy transition

As part of our energy transition, during 2025 we continued conducting techno-economic assessments to determine the feasibility of integrating solar energy systems within the certification processes of three properties: Plaza Carmen Center, Plaza La Cantera, and the Yazaki industrial facility. These assessments allow us to define, on a case-by-case basis, the scope and most appropriate timing for their possible implementation in the coming years.

ENERGY CONSUMPTION (MWH)

SOURCE	2025	2024
Energy consumption from renewable sources	1,213	1,404
Grid electricity consumption (CFE)	2,127	2,936
Total energy consumption	3,340	4,340



Water

The objective of our water management is to ensure the efficient and responsible use of the resource across our properties and operations, identifying risks associated with water availability and strengthening our response capacity in areas with greater pressure on supply. To this end, we monitor consumption, prioritize efficiency measures, and integrate operational criteria for prevention and service continuity into asset planning and improvement, so that we can reduce exposure, anticipate contingencies, and, where applicable, implement specific mitigation measures.

Our approach is based on two components:

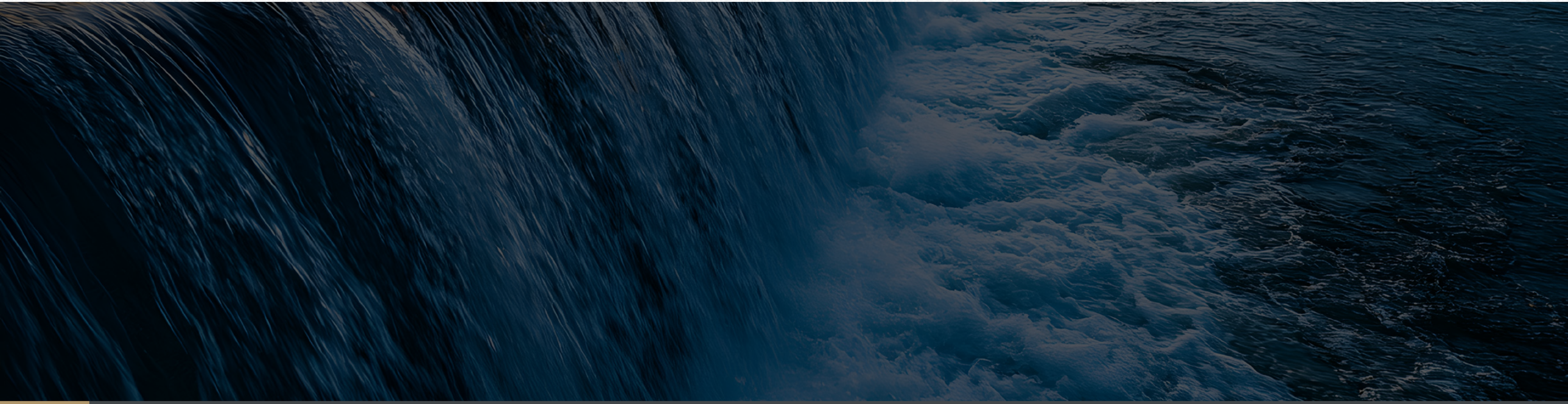
1.Measurement and control

Through the progressive strengthening of consumption records and the identification of variations that may indicate efficiency opportunities or possible leaks.

2.Water efficiency

Through maintenance actions, equipment optimization, and operational adjustments aimed at reducing consumption without affecting service continuity.

WATER CONSUMPTION (M^3)		
	2025	2024
Total water consumption	142,605	141,001





Waste

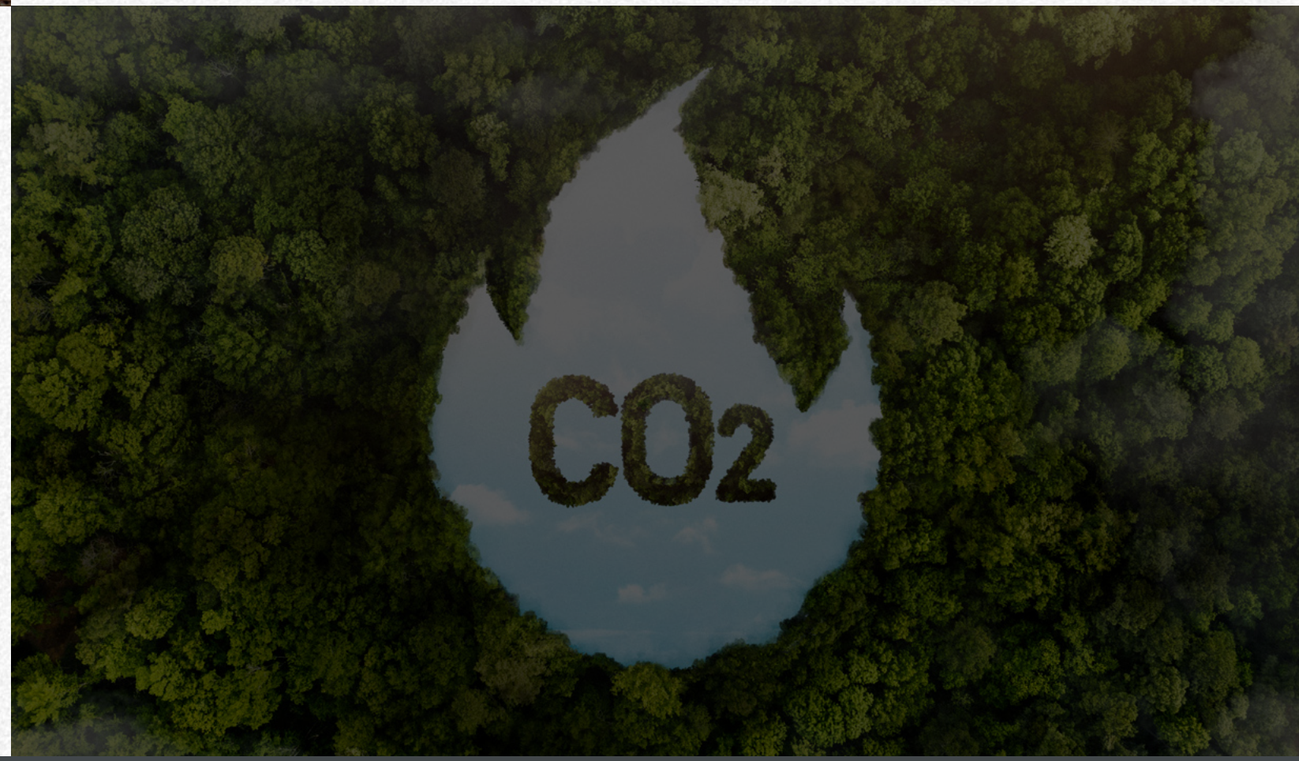
Our approach will focus on strengthening the separation and use of materials and ensuring proper handling through authorized suppliers, favoring practices that drive the circular economy.

We recognize that, given the nature of our properties, a significant part of waste performance depends on collaboration with tenants, suppliers, and operational personnel. For this reason, we will reinforce guidelines and awareness actions that facilitate the adoption of consistent practices within the properties, with special emphasis on waste separation, recycling, and the reduction of single-use materials where feasible.

Climate Change: **Mitigation (GHG)**

In terms of mitigation, our approach focuses on understanding and managing our greenhouse gas (GHG) emissions, strengthening the quality of the available information, and gradually advancing in the implementation of measures that help reduce the intensity of our emissions. As part of these measures, we continue with initiatives already implemented, such as the remote-work scheme, which helps reduce indirect emissions associated with commuting and corporate activities.

To monitor our performance, we seek to progressively consolidate an emissions inventory that makes it possible to identify relevant sources associated with our operations. Based on this analysis, we will prioritize initiatives that, in addition to reducing emissions, generate operational improvements, such as energy efficiency, equipment optimization, and the strengthening of maintenance practices, as well as the evaluation of energy-transition alternatives when they are technically and economically feasible.



Climate Change: Physical Risks, **Resilience and Adaptation**

We are aware that climate change can represent a physical risk with potential impacts on our operations, service continuity, and the performance of our portfolio. For this reason, in 2024 we conducted a climate risk and vulnerability study prepared by a specialized third party, which considered 69 real estate assets in Mexico with a total value of USD $800 million, with the aim of identifying relevant threats, estimating potential impacts, and strengthening our resilience through informed decisions.

The study assessed climate threats that may manifest as physical damage, operational disruptions, and adaptation needs, including:

- Floods (coastal, fluvial, and pluvial)
- Water stress
- Extreme temperatures
- Droughts
- Tropical cyclones
- Landslides
- Wildfires

Climate scenarios were also analyzed, which made it possible to gauge the behavior of the risk under different emission trajectories and thereby strengthen the planning of resilience measures, operational disruptions, and adaptation requirements.

Financial impacts were estimated based on additional costs associated with physical damage, operational disruptions, and adaptation requirements. In this analysis, extreme temperatures, droughts, and pluvial flooding concentrated most of the financial impact projected toward 2030 (together, 79% of the total impact). At the portfolio level, the total financial impact is considered low in the short term and would remain low throughout the century under both emission scenarios.

Climate risk	Projected losses (USD millions)	% of portfolio at risk
Extreme temperatures	$1.1 million	0.14%
Droughts	$0.2 million	0.03%
Pluvial flooding	$0.2 million	0.02%



Biodiversity and **Land Use**

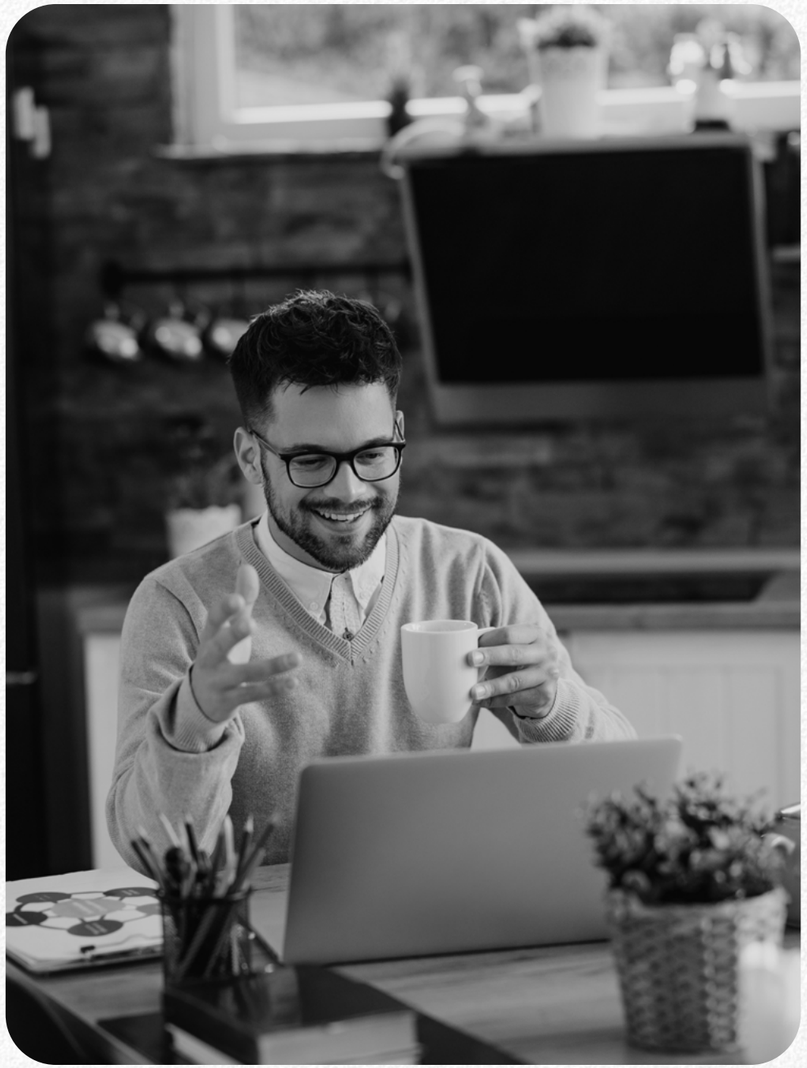
Our approach is oriented toward preventing and mitigating impacts, strengthening environmental due diligence in decision-making, and promoting responsible practices that contribute to the conservation of biodiversity in the environments where we operate.

To this end, we comply with the environmental regulations applicable to our operations and with the requirements associated with land use, following up on the permits and obligations that apply at each location.

Complementarily, we will seek to drive actions that strengthen a culture of environmental stewardship and conservation in our operations. In this regard, we will promote awareness and participation initiatives that, where applicable, may include activities such as reforestation, care of green areas, and collaboration with local actors to reinforce responsible practices concerning the natural environment.

Building Certifications

Environmental certifications represent a mechanism for evaluating and recognizing the performance of our properties under external standards, in addition to strengthening the discipline of measurement, management, and continuous improvement. In this context, we analyze certification alternatives that are consistent with the characteristics of our assets and with the priorities defined in our 2025 – 2030 sustainability strategy, considering criteria such as energy efficiency, water efficiency, and operational best practices.



Environmental Compliance **and Due Diligence**

Environmental compliance is an essential component of our Environmental Dimension, as it makes it possible to ensure that our operations and the administration of the properties are carried out in accordance with applicable regulations and under risk-prevention criteria. In this regard, we seek to maintain orderly management of environmental obligations, as well as to strengthen internal control practices that help reduce the likelihood of contingencies, sanctions, or operational disruptions.

Complementarily, environmental due diligence is a key element for decision-making in the portfolio. For this reason, we integrate environmental reviews and criteria into relevant processes, such as acquisitions, adaptations, and asset improvements, with the aim of identifying potential risks, verifying compliance conditions, and establishing mitigation measures when necessary. We will seek to expand this approach through the assessment of the performance of third parties that participate in operations, prioritizing the contracting and monitoring of suppliers with capabilities and practices aligned with our guidelines.

Social
Dimension

07

Our **Community**

We recognize the importance of maintaining a responsible relationship with the communities connected to the surroundings where we operate.

In this regard, our approach is based on acting with respect, in adherence to applicable regulations, and seeking to ensure that our operations are carried out in an orderly and consistent manner in keeping with principles of social responsibility.

We aim to remain open to dialogue when relevant and to follow up on any concerns that may arise, with the aim of contributing to appropriate coexistence with our surroundings.

Our **Employees**

Our team is a central element in the consolidation and growth of the organization. We are convinced that the sustainable development of the business depends, to a large extent, on the well-being, commitment, and professionalization of our employees. For this reason, we promote a work environment that fosters stability, motivation, and continuous development.

We drive initiatives aimed at strengthening the organizational climate, generating growth opportunities, and fostering an appropriate balance between personal and professional life. Our objective is to ensure that each employee has the tools and conditions needed to fully develop their potential.

At the close of 2025, the workforce consisted of 57 full-time permanent employees, as presented below:

26 Women

31 Men

In terms of labor trends, the following were recorded during the year:

7 hires (2 women and 5 men)

19 departures (6 women and 13 men), resulting in a turnover **rate of 30%**

These indicators allow us to identify areas of opportunity and reinforce our actions to strengthen the team's retention and commitment.



Throughout the year, we maintained our commitment to equitable compensation for all employees, including the payment of bonuses as part of our performance-incentive scheme.

We have solid policies regarding talent attraction and retention, as well as regarding compensation, benefits, salary increases, and pay scales.

In addition, we offer benefits that exceed the requirements established by law, including:

- Major medical expenses insurance
- Cafeteria support
- Performance bonus
- Transportation assistance
- Life insurance
- Non-working days for obtaining an academic degree and for the death of direct and collateral family members
- Financial support for the birth of children, graduation, and the death of direct-line family members

In order to preserve the competitiveness and coherence of our salary structure, in 2025 we carried out a new compensation study in collaboration with AMEFIBRA. This exercise allowed us to assess our practices against the market and strengthen internal equity across the various levels of the organization.

Regarding the gender pay gap, the results show a variation of 12% in administrator positions, 31% in management positions, and 8% in sub-directorate positions. These indicators represent a key reference for identifying areas of improvement and defining actions that promote a more balanced structure.

Additionally, all our employees receive remuneration above the minimum wage.

As for senior executives, they receive fixed remuneration through a pay scale and variable remuneration based on the objectives set at the beginning of the year, subject to prior approval by the Compensation Committee.

The total annual compensation of the highest-paid person is 5.65 times the median total annual compensation of the rest of the employees.



Team Satisfaction

During the year, we continued with initiatives that have been consolidating in previous periods to strengthen a positive and collaborative work environment. As part of this process, we continue to hold annual integration events aimed at fostering teamwork and reinforcing the values that define our organizational culture.

Additionally, area leaders have driven actions focused on improving internal communication and strengthening interaction between teams, while, at the directorate and sub-directorate levels, strategic lines have been defined centered on timely recognition, constructive feedback, and the strengthening of our culture.

With the purpose of reinforcing the sense of belonging and recognizing individual and collective contributions, various activities were carried out throughout the year aimed at strengthening the sense of community among our employees.

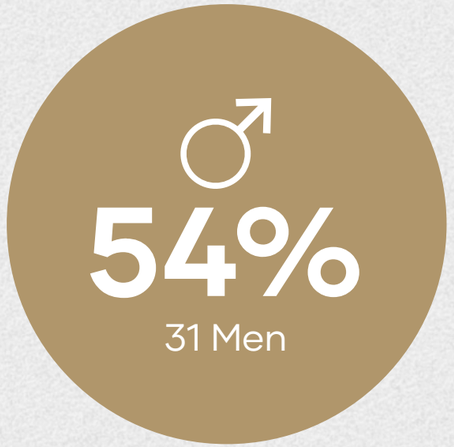
Since 2023, we have held **Plus Day**, an institutional event whose theme revolves around the values that define our organizational culture and that reinforces identity and the sense of belonging among employees. This event highlights the organization's results and objectives. Specifically, the 2025 edition focused on an area of opportunity within the organization: process effectiveness.

During 2025, **no cases of discrimination** were recorded in the organization.

Diversity and Inclusion

We recognize that diversity, equity, and inclusion are essential elements for building a fair and respectful work environment, which is why our practices are aligned with internationally recognized principles and widely acknowledged standards.

Both in our recruitment processes and in the organization's internal dynamics, we maintain a clear commitment to non-discrimination and to equal opportunities for all people.





4	Employees younger **than 30**
39	Employees aged **30 to 50**
14	Employees aged **50 and older**

100% of our employees are covered by the occupational **health and safety management system.**

Health and Safety

The safety and well-being of our employees constitute a priority axis of our management. For this reason, we implement preventive measures, promote healthy habits, and reinforce an organizational culture based on care and shared responsibility.

During 2025, we continued strengthening our Occupational Health and Safety Management System, consolidating various actions aimed at preventing risks and protecting the integrity of our team, notably including the following measures:

- All personnel are affiliated with the Mexican Social Security Institute (IMSS by its Spanish acronym) and additionally have Major Medical Expenses Insurance.

- We conduct periodic drills to prepare our employees to act promptly and in a coordinated manner in the face of possible emergencies.

- We provide personal protective equipment to maintenance-area employees in order to safeguard their integrity while performing their duties.

- We implement actions aimed at identifying, preventing, and reducing psychosocial risks, promoting a healthy and balanced work environment.

- We distribute informational bulletins through internal communication channels in order to reinforce the culture of prevention and keep employees informed on safety matters.

Our management system includes a structured process for the identification and assessment of health and safety risks. These risks are classified based on the categories defined by the IMSS, which allows us to comprehensively manage both the risks detected and any incidents that may arise.

Additionally, through our SaludPlus program, which we launched in 2025, we initially offer free clinical laboratory tests.

We also maintain a detailed record of incidents associated with property-administration functions, concentrated in a centralized database. This information is periodically reviewed to identify the most recurrent risk categories and to define the necessary preventive measures in a timely manner.

At the end of 2024, with the aim of reinforcing safe working conditions, we established the Health and Safety Policy, which defines its scope, guidelines, and objectives, as well as the formation of a committee responsible for its implementation and monitoring.

We also promote preventive campaigns aimed at comprehensive health care, such as the consolidation of strategic alliances to improve access to medical and wellness services, and the inclusion of a multidisciplinary civil-protection brigade.

During the year, only one employee suffered a work-related accident.

Our commitment to safety extends beyond our employees and also includes tenants and visitors. For this reason, we maintain as a priority the assurance of adequate conditions across all our properties.

Regarding asset security and risk prevention, we continue with the implementation of and compliance with civil-protection plans, ensuring that each space has clear, up-to-date protocols for emergency response. To support this approach, we operate under a comprehensive system grounded in four pillars that guide our management and strengthen the protection of people and assets:

- Surveillance and monitoring
- Emergency plans
- Preventive maintenance
- Collaboration with authorities and experts

We continue to make steady progress in fostering a **safe and healthy workplace**, in line with our vision of sustainable, **long-term growth.**

Training and **Development**

We recognize that the professional development of our employees is a decisive factor for the sustainable growth of the organization. Through structured training programs and performance-evaluation processes, we seek to strengthen internal talent, promote continuous improvement, and ensure that the team's competencies are aligned with the Company's strategic objectives.

During 2025, the average number of training hours was **30.5 hours for men** and **48.5 for women**, resulting in an overall average of **38.7 hours.**

During the period, we continued using the Lapzo platform, which offers more than 700 courses on technical topics and soft skills. The Human Resources area assigns specific content based on the competencies previously identified for each employee; nevertheless, the modules remain available to all personnel interested in expanding their training.

We also delivered a series of webinars focused on topics that are key to the company's operation, ethics, and sustainability. These training spaces made it possible to broaden knowledge, foster awareness, and promote best practices aligned with our values and strategic objectives, including:

- Ethics and Transparency
- Toward a Sustainable World
- ESG Topics
- Personal Brand ("Brillar")
- The importance of blood donation (sessions 1 and 2)
- Anti-Money-Laundering Prevention

Complementarily, we promote awareness spaces on sustainability through reforestation activities.

With the aim of driving professional growth within the organization, we have internal promotion processes defined under clear and transparent criteria. Vacancies are first announced internally for a set period so that interested employees can apply. The selection process includes interviews, psychometric evaluations, and a competency analysis. When an employee is not yet ready to take on a new position, personalized development plans are designed to strengthen their skills and prepare them for future opportunities.

At the beginning of the year, each employee set individual objectives aligned with the corporate strategy. Based on these guidelines, specific quarterly targets were defined and communicated in a timely manner at the start of each period. Leaders supported this process through continuous feedback, ensuring the monitoring of results and the strengthening of key competencies. The performance evaluation included all employees in the administrative and operational areas.

Looking ahead to the coming years, we will continue to strengthen our training and evaluation strategies, incorporating tools that make it possible to automate feedback, the recording of evidence, and the monitoring of results, in order to increase the transparency and efficiency of the system. Our goal is to achieve 85% fulfillment of performance objectives. We also continue to reinforce the connection between training programs and the company's strategic objectives, optimizing induction and onboarding processes to ensure that new employees receive comprehensive information aligned with their professional development within the organization.

During the year, 100% of our employees received a periodic performance evaluation.

Our **Tenants**

Strengthening relationships of trust with our tenants is a key element for an efficient and sustainable operation. For this reason, we prioritize understanding their needs and generating solutions that allow them to carry out their activities in safe, functional spaces suited to their requirements.

Through clear and accessible communication channels, as well as preventive and timely maintenance, we ensure that our properties maintain good standards of quality and performance, contributing to a positive experience for those who occupy them.



To achieve this, we structure our management around four main axes that guide our actions and strengthen the bond with our tenants:

Meeting needs:
We seek to understand the specific needs of each client and offer customized solutions that satisfy their commercial requirements.

Maintenance and security:
We guarantee a safe and functional environment through regular inspections and a rapid response to problems reported by tenants.

Open communication:
We keep communication channels open and provide periodic updates. We are available to respond to any concern.

Delivering experiences:
We create positive experiences by anticipating our tenants' expectations. We seek their ongoing satisfaction through innovative solutions and close attention.

To ensure compliance with these guidelines, we have adopted a comprehensive approach oriented toward continuous improvement and timely attention on various fronts. In this context, during the year we continued strengthening the customer service area through our direct communication channel, faster response times, and personalized attention that allows us to follow up precisely on our tenants' needs.

We also continue to consolidate the Operations Manual as a key tool for standardizing processes, representing fundamental support for administrators.

Finally, we recognize that properties require permanent supervision; for this reason, our team operates under a 24/7 availability scheme, which allows us to address any eventuality immediately and ensure operational continuity.



Tenant Satisfaction

Collection effectiveness and the renewal of expired contracts are relevant indicators of the level of service we provide and of the degree of satisfaction of our tenants. During 2025, we achieved a renewal rate of 88% on expired contracts and a collection effectiveness of 96.4%.

These results reflect the actions implemented to strengthen operational efficiency and optimize response times, consolidating more agile management oriented toward meeting commitments.

Complementarily, we are analyzing the possibility of incorporating incentives that encourage tenants to share their feedback and thereby strengthen our continuous-improvement process.

88%
Expired contracts renewed

96.4%
Collection effectiveness

Sustainability in the Relationship

As part of our long-term vision, we seek to strengthen sustainability management across our properties through the implementation of an annual certification process. This initiative allows us to integrate our tenants' activity with ESG criteria in a more structured way, contributing to the mitigation of environmental and social impacts associated with operations.

The actions implemented during the year helped strengthen the relationship with our tenants and optimize the management of spaces, consolidating a more efficient service aligned with their expectations.

Our **Suppliers**

The relationship with our suppliers is a relevant element within our responsible management. For this reason, we will seek to consolidate bonds grounded in trust, collaboration, and transparency, which promote safe environments and the timely exchange of information that contributes to their well-being.

In this regard, we have identified as an area for improvement the incorporation of a formal scheme to evaluate their environmental and social practices. We recognize the importance of strengthening this component to drive more robust standards within our value chain.

With this vision, we plan to implement a structured evaluation mechanism, prioritizing those suppliers with whom we maintain an active relationship, particularly in cleaning, security, and maintenance services. This process will be developed progressively, as part of our continuous-improvement strategy.



About This Report

08

The 2025 Annual Sustainability Report of Fibra Plus, published on June 19, 2026, presents a comprehensive view of the actions, progress, and results linked to the Company's environmental, social, and governance (ESG) performance, corresponding to the period from January 1 to December 31, 2025.

The purpose of this Report is to present a compendium of the activities carried out by Fibra Plus, highlighting the organization's commitment to sustainability and accountability, under a transparent management approach.

This Report has been prepared with reference to the GRI (Global Reporting Initiative) Standards 2021. In this context, the reporting principles considered for its preparation are described below:



COMPARABILITY:
Selecting, consolidating, and reporting information consistently so as to allow the analysis of changes in impacts over time and comparison with those of other organizations.

COMPLETENESS:
Sufficient information to allow the assessment of the organization's impacts during the reporting period.

CLARITY:
Accessible and understandable information.

SUSTAINABILITY CONTEXT:
Information about the organization's impacts within the full context of sustainability (the three ESG pillars).

BALANCE:
Impartial information that provides a fair representation of the organization's impacts, both negative and positive.

TIMELINESS:
Presentation of the information in a timely and proper manner so that stakeholders can review it and make decisions.

ACCURACY:
Correct and detailed information that allows the assessment of its impacts.

VERIFIABILITY:
Gathering, documenting, consolidating, and analyzing the information in such a way that it can be assessed to determine its quality and traceability.

Additionally, in preparing the Report, the disclosure reference frameworks of the SASB (Sustainability Accounting Standards Board) corresponding to the Real Estate industry were considered.

Complementarily, the guidelines of the Mexican Association of Real Estate Investment Trusts (AMEFIBRA by its Spanish acronym), the Sustainable Development Goals (SDGs), and the GRESB (Global Real Estate Sustainability Benchmark) standard were incorporated.

Finally, the Report integrates considerations aligned with the International Financial Reporting Standards for sustainability issued by the International Sustainability Standards Board (ISSB), in particular IFRS S1, relating to the disclosure of sustainability-related financial information, and IFRS S2, focused on the risks and opportunities associated with climate change.

This integration helps reinforce the consistency, comparability, and relevance of the information presented, ensuring that the Report remains aligned with the guidelines established by these standards and incorporates best practices in terms of the disclosure of relevant sustainability information.

Should you require additional information or wish to make any inquiry, we invite you to contact us through the following channels:

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Email: sostenibilidad@fibraplus.mx

Fibra Plus Headquarters: 498 Santa Fe Avenue, Col. Santa Fe Cuajimalpa, Cuajimalpa de Morelos. ZIP Code: 05348

About FIBRA PLUS and This Sustainability Report

CEO:
Rodrigo González

Website:
https://www.fibraplus.mx/

Business sector:
Real Estate

Countries of presence:
Mexico

Activity:
Real Estate Investment Trust

Reporting cycle:
Annual

Report dissemination:
Website and email

ESG
Content Index

GRI Content Index

STANDARD	DESCRIPTION	CHAPTER OR DIRECT RESPONSE
	GRI 2: GENERAL DISCLOSURES 2021	
2-1	Organizational details	About This Report
2-2	Entities included in the organization's sustainability reporting	Corporate Governance
2-3	Reporting period, frequency and contact point	About This Report
2-4	Restatements of information	No restatements of information were made in this report with respect to previous reports
2-5	External assurance	About This Report
2-6	Activities, value chain and other business relationships	Corporate Profile
2-7	Employees	Social Dimension
2-9	Governance structure and composition	Corporate Governance
2-10	Nomination and selection of the highest governance body	Corporate Governance
2-11	Chair of the highest governance body	Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Approach
2-13	Delegation of responsibility for managing impacts	ESG Approach
2-14	Role of the highest governance body in sustainability reporting	ESG Approach
2-15	Conflicts of interest	Corporate Governance
2-16	Communication of critical concerns	Corporate Governance
2-19	Remuneration policies	Corporate Governance
2-21	Annual total compensation ratio	Social Dimension
2-22	Statement on sustainable development strategy	Message from the CEO
2-23	Policy commitments	Corporate Governance
2-24	Embedding policy commitments	Corporate Governance
2-25	Processes to remediate negative impacts	Corporate Governance
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance
2-27	Compliance with laws and regulations	Environmental Dimension
2-28	Membership associations	ESG Approach
2-29	Approach to stakeholder engagement	ESG Approach

STANDARD	DESCRIPTION	CHAPTER OR DIRECT RESPONSE
	GRI 3: MATERIAL TOPICS 2021	
3-1	Process to determine material topics	ESG Approach
3-2	List of material topics	ESG Approach
3-3	Management of material topics	ESG Approach
	GRI 102: CLIMATE CHANGE 2025	
102-1	Transition plan for climate change mitigation	Environmental Dimension
102-2	Climate change adaptation plan	Environmental Dimension
	GRI 103: ENERGY 2025	
103-1	Energy policies and commitments	Environmental Dimension
103-2	Energy consumption and self-generation within the organization	Environmental Dimension
	GRI 201: ECONOMIC PERFORMANCE 2016	
201-1	Direct economic value generated and distributed	2025 at a Glance
	GRI 205: ANTI-CORRUPTION 2016	
205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance
	GRI 303: WATER AND EFFLUENTS 2018	
303-1	Interactions with water as a shared resource	Environmental Dimension
303-5	Water consumption	Environmental Dimension
	GRI 304: BIODIVERSITY 2016	
304-2	Significant impacts of activities, products and services on biodiversity	Environmental Dimension
	GRI 306: WASTE 2020	
306-2	Management of significant waste-related impacts	Environmental Dimension
	GRI 401: EMPLOYMENT 2016	
401-1	New employee hires and employee turnover	Social Dimension
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Dimension

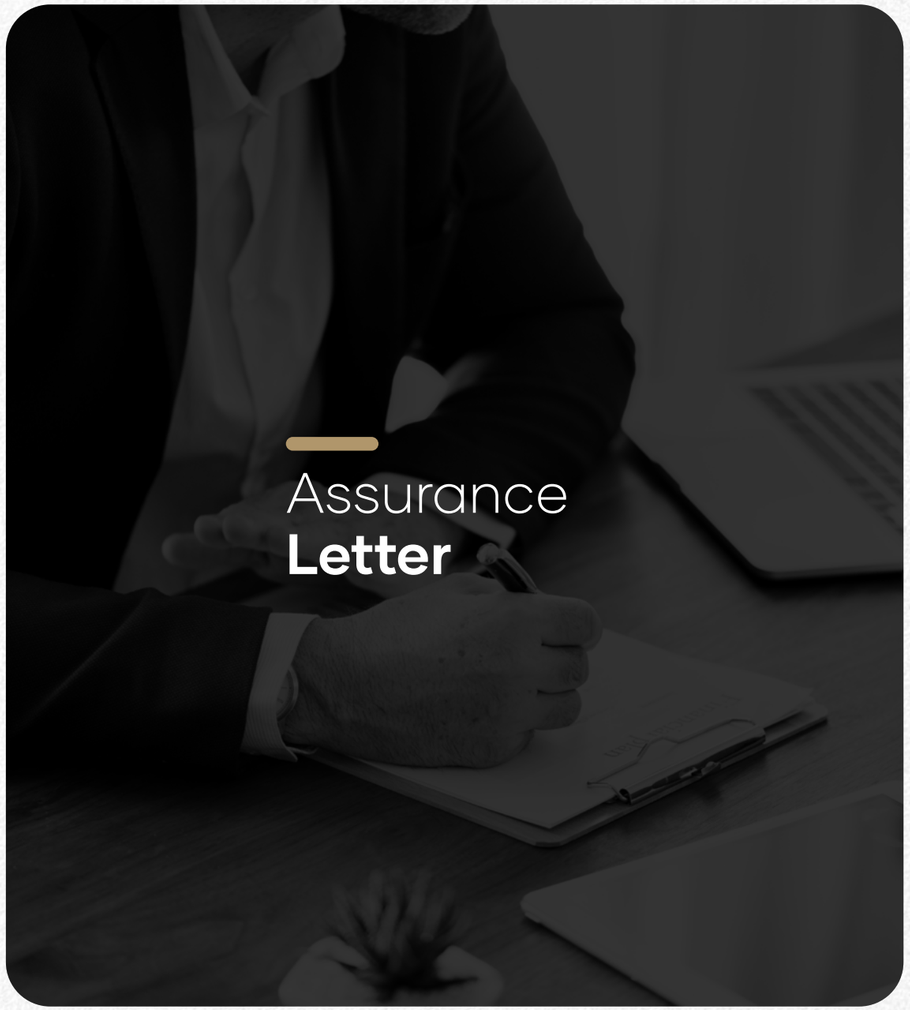
STANDARD	DESCRIPTION	CHAPTER OR DIRECT RESPONSE
	GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	
403-1	Occupational health and safety management system	Social Dimension
403-2	Hazard identification, risk assessment, and incident investigation	Social Dimension
403-3	Occupational health services	Social Dimension
403-4	Worker participation, consultation, and communication on occupational health and safety	Social Dimension
403-5	Worker training on occupational health and safety	Social Dimension
403-6	Promotion of worker health	Social Dimension
403-8	Workers covered by an occupational health and safety management system	Social Dimension
403-9	Work-related injuries	Social Dimension
	GRI 404: TRAINING AND EDUCATION 2016	
404-1	Average hours of training per year per employee	Social Dimension
404-2	Programs for upgrading employee skills and transition assistance programs	Social Dimension
404-3	Percentage of employees receiving regular performance and career development reviews	Social Dimension
	GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	
405-1	Diversity of governance bodies and employees	Social Dimension
405-2	Ratio of basic salary and remuneration of women to men	Social Dimension
	GRI 406: NON-DISCRIMINATION 2016	
406-1	Incidents of discrimination and corrective actions taken	Social Dimension
	GRI 413: LOCAL COMMUNITIES 2016	
413-1	Operations with local community engagement, impact assessments, and development programs	ESG Approach

SASB Content Index

INDUSTRY: REAL ESTATE 2018			
SASB topic	**Code**	**Description**	**Chapter**
Energy Management	IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property sector	Environmental Dimension
	IF-RE-130a.5	Description of how building energy management considerations are integrated into real estate investment analysis and operational strategy	Environmental Dimension
Water Management	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Environmental Dimension
Management of Tenant Sustainability Impacts	IF-RE-410a.3	Discussion of approach to measuring, incentivizing and improving sustainability impacts of tenants	Social Dimension
Climate Change Adaptation	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Environmental Dimension
Activity Metrics	IF-RE-000.A	Number of assets, by property sector	Corporate Profile
	IF-RE-000.B	Leasable floor area, by property sector	Corporate Profile
	IF-RE-000.D	Average occupancy rate, by property sector	2025 at a Glance

IFRS Content Index

Standard	Code	Element to report	Chapter
NIIF S1	IFRS S1.27 (a)	The governance body(ies) (which may include a board, committee or equivalent body responsible for governance) or individuals responsible for oversight of sustainability-related risks and opportunities	Corporate Governance
NIIF S1	IFRS S1.27 (b)	The role of management in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities	ESG Approach
NIIF S1	IFRS S1.33	How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making	ESG Approach
NIIF S1	IFRS S1.41	The entity shall disclose information enabling users of general purpose financial reports to understand its capacity to adjust to uncertainties arising from sustainability-related risks. The entity shall disclose a qualitative and, where applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including how the assessment was carried out and its time horizon. When providing quantitative information, the entity may disclose a single amount or a range	Environmental Dimension
NIIF S1	IFRS S1.44	The processes and related policies the entity uses to identify, assess, prioritize and monitor sustainability-related risks	ESG Approach
NIIF S2	IFRS S2.6(a)	The governance body(ies) or individuals responsible for oversight of climate-related risks and opportunities	Corporate Governance
NIIF S2	IFRS S2.6(b)	The role of management in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	ESG Approach
NIIF S2	IFRS S2.22	The entity's assessment of its climate resilience as at the reporting date	Environmental Dimension
NIIF S2	IFRS S2.25	The entity shall provide information about the processes and policies it uses to identify, assess, prioritize and monitor climate-related risks	ESG Approach



2025 Annual Sustainability Report
External and Independent Assurance Letter

To the stakeholders of Trust F/1110 of Banco Azteca, S.A., Institución de Banca Múltiple, Fiduciary Division (Fibra Plus): this document constitutes the opinion of Vert, Desarrollo Sustentable (Vert), regarding the 2025 Annual Sustainability Report of Fibra Plus.

Vert's objective is to issue an independent assurance regarding the contents of this Report, taking as a reference the standards of the Global Reporting Initiative 2021 and the Sustainability Accounting Standards Board applicable to the Real Estate industry.

Assurance Methodology:

In order to gain a full understanding of the structure of the reports, Vert held meetings with Fibra Plus' sustainability team (responsible for preparing the Report in question), who in turn acted as a communication liaison with the Institution's other departments.

Assessments were also carried out on the information-collection mechanisms used to gather the figures expressed in the content of the document, examining the qualitative and quantitative information contained within this Report.

Finally, the correct application of the topics was validated on the basis of the Preparation Guidelines of the GRI 2021 and SASB Standards applicable to the Real Estate industry, verifying their veracity, traceability, and materiality, based on the material provided by Fibra Plus and its team, establishing the basis for compliance with the principles of accuracy, balance, clarity, completeness, comparability, timeliness, sustainability context, and verifiability, in these reports and for subsequent reports.

Conclusions:

As a result of the assurance process, it was concluded that the 2025 Annual Sustainability Report of Fibra Plus was prepared with reference to the GRI 2021 and SASB Standards applicable to the Real Estate industry. No evidence was found that would lead us to believe that compliance with and adherence to the GRI and SASB methodology was not carried out adequately, nor that there are errors in the information presented or that any material topic was intentionally omitted.

Miguel Gonzalo Bermejo Rocher
GRI Certified Sustainability Professional (based on the GRI Universal Standards 2021)
Issued: Nov. 2025
Certification ID: 88330479

Benjamín Salgado Pérez
FSA Credential Holder

About the Assurance

Vert's associates possess the fundamental preparation to examine and validate the correct compliance with the guidelines necessary for the preparation and publication of Sustainability Reports, which allows them to express a professional opinion on the adherence of all the non-financial content of the report to the GRI 2021 and SASB standards, based at all times on the principles of independence, objectivity, and confidentiality. Vert does not assume any commitment regarding the information-collection processes implemented in this report. This assurance is issued on June 17, 2026, and will be valid provided that no modifications or subsequent publications are made after this date.

FIBRA+PLUS