



MACQUARIE

FIBRA  
Macquarie  
México

# 2025 ESG Report





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# 01 Letter from the Chief Executive Officer

GRI 2-22

## Dear Stakeholders,

At FIBRA Macquarie, we are committed to creating value by managing our business responsibly, with sustainability, safety, and strong governance at the core of how we operate. In a year of changing market conditions and increasing climate and sustainability expectations, we continued to strengthen our platform by embedding ESG into how we operate and make decisions. We aim to deliver sustainable financial performance, support our clients, and create positive outcomes for our people and communities.

## Looking ahead

### Strategy

We are advancing toward net-zero Scope 1 and Scope 2 emissions by 2040 while developing a value-chain-informed Scope 3 strategy. Strengthened governance, climate risk assessment, and alignment with IFRS S1 and S2 will continue to support resilient decision-making, transparency, and long-term performance.

# 2040

Net-zero Scope 1 & 2 target

### Action

We will continue scaling green certifications across developments and standing assets, targeting 75% certified industrial GLA by 2035. Green leasing, tenant engagement, and energy efficiency initiatives, supported by our growing solar program, will drive emissions reductions and shared value.

# 75%

Certified industrial GLA by 2035

## Safety and community

Safety and social impact remain fundamental. Through WeBelieve!, we will further embed a zero-harm culture across our operations. IMPAC+ will continue expanding access to education, mentorship, and employment pathways, strengthening inclusive growth in the communities where we operate.



“

*We understand that strong performance today must be balanced with responsibility for the future. This perspective guides our decisions, informs our governance, and shapes how we engage with stakeholders across our value chain. This report outlines how ESG considerations continue to influence our strategy, strengthen our foundations, and help us build sustainable value over time.”*

A handwritten signature in black ink, appearing to read 'S. Hanna'.

**Simon Hanna**  
Chief Executive Officer



# 02 About us

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



# **FIBRA Macquarie Mexico is a real estate investment trust (REIT) listed on the Mexican stock exchange (BMV: FIBRAMQ) headquartered in Mexico City, Mexico.**

Established through an Initial Public Offering on December 19, 2012, the trust is externally managed by Macquarie Asset Management Mexico, S.A. de C.V. As such, Macquarie Asset Management Mexico provides executive leadership and staff across strategic, investment, management, financial, and legal functions.

Soon after its listing, FIBRA Macquarie created MPA (MMREIT Property Administration), a differentiated and best-in-class internal property administration platform. With 10 offices across the country, MPA is vertically integrated within FIBRAMQ, hosting the property management, leasing, engineering, finance, health and safety, sustainability, and engineering teams related to FIBRA Macquarie's industrial portfolio and corporate level activities.

This is our sixth annual ESG report, published in **June 2026**, where we share relevant information on activities and results for calendar year 2025. The scope of the information in this report includes all business operations and properties over which FIBRA Macquarie has Operational Control.<sup>1</sup>

We appreciate your interest in the information presented here. If you have any comments or questions, please email us at

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[fibramq@macquarie.com](mailto:fibramq@macquarie.com)

<sup>1</sup> FIBRA Macquarie reports water and energy consumption figures from all its assets, including overall consumption of the retail JV assets where it has 50% interest. For emissions reporting, our figures align with the GHG Protocol's Operational Control Approach, as we report available data on landlord-controlled on-site fuel consumption (Scope 1) GHG emissions, landlord-controlled grid purchased electricity consumption (Scope 2), and available customer/tenant-controlled energy consumption in our industrial and retail properties (Scope 3). Exclusively for retail properties held in a JV with a 50% interest, we consider our equity share and proportionately combined figures to prevent double emissions accounting. This results from a joint control of the assets and is aligned with our financial reporting.



## The value we create

At FIBRA Macquarie, we manage our business with a clear sense of purpose. Every decision is shaped by our commitment to generating long term value, delivering consistent financial performance, and embedding safety and sustainability at the center of everything we do. As one of Mexico’s leading industrial and commercial real estate FIBRAs, we understand that our role extends far beyond managing assets; it involves shaping environments where people, companies and communities can thrive.

**245**  
Industrial properties

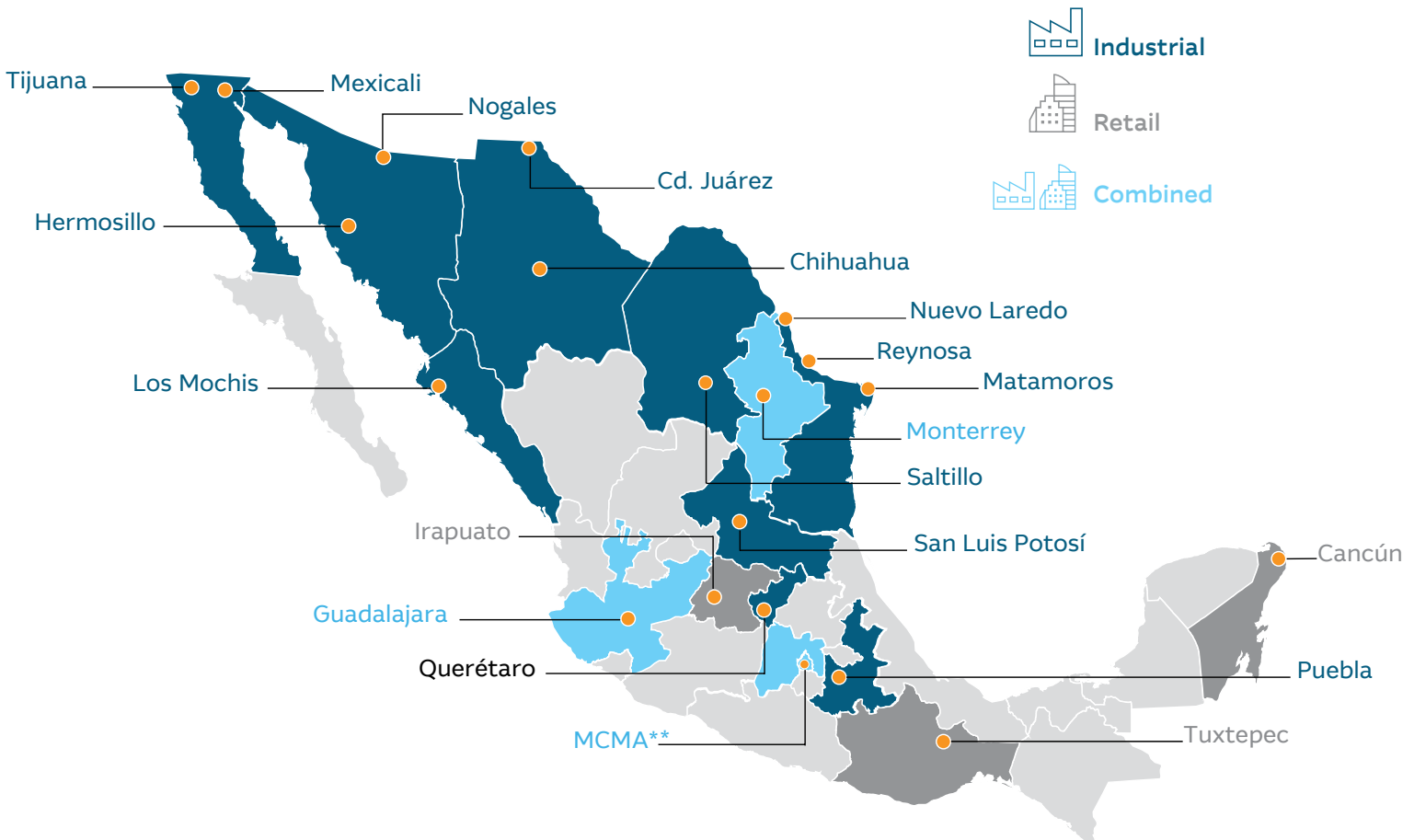
**17**  
Retail properties\*

**16**  
States in Mexico

**34M**  
Ft<sup>2</sup> of GLA

## Our portfolio across Mexico

As of December 31th, 2025



\* 9 of which are held through a 50-50 joint venture with Frisa

\*\* México City Metropolitan Area

## Significant achievements 2025

# Creating long-term value through resilient assets, inclusive communities, and low carbon growth.

By 2050, our sustainability strategy will have delivered market leading buildings, empowered communities, and accelerated decarbonization. 2025 represented a critical milestone in getting us there.

### Global leadership in sustainable design

**91** pts LEED® Platinum

**MEX009** achieved **LEED® Platinum**, earning **91 points** under LEED® v4 BD+C and setting a **global LEED® design performance record**. The asset demonstrates exceptional energy efficiency, water stewardship, and resilience, reinforcing our commitment to delivering world class, future ready industrial developments.

### Accelerating decarbonization

#### Solar Program

**2** MW+  
Installed in 2025

Our solar program scaled rapidly, with over **2 MW installed in 2025** and defined our pathway to **40 MW by 2030**. This acceleration supports emissions reduction, tenant energy resilience, and portfolio decarbonization aligned with our long term climate commitments.

### Scaling inclusive economic opportunity

IMPAC(+)

**2,090+**

Students reached since 2024

Through IMPAC(+), we expanded access to employment and career pathways for under represented talent. Building on our 2024 outcomes, the program strengthened partnerships with tenants and educational institutions, embedding social value creation into asset operations and contributing to more inclusive local economies.

### Keeping our people and buildings safe

**webelieve!**

Continued to foster employee engagement, wellbeing, and community investment. The program supported volunteering, social initiatives, and a strong organizational culture, reinforcing our belief that long term business success is inseparable from positive outcomes for people and communities.

# 03 Governance





## Driving an ethical and transparent framework

# Our governance framework places ESG risk management at the core of our business practices.

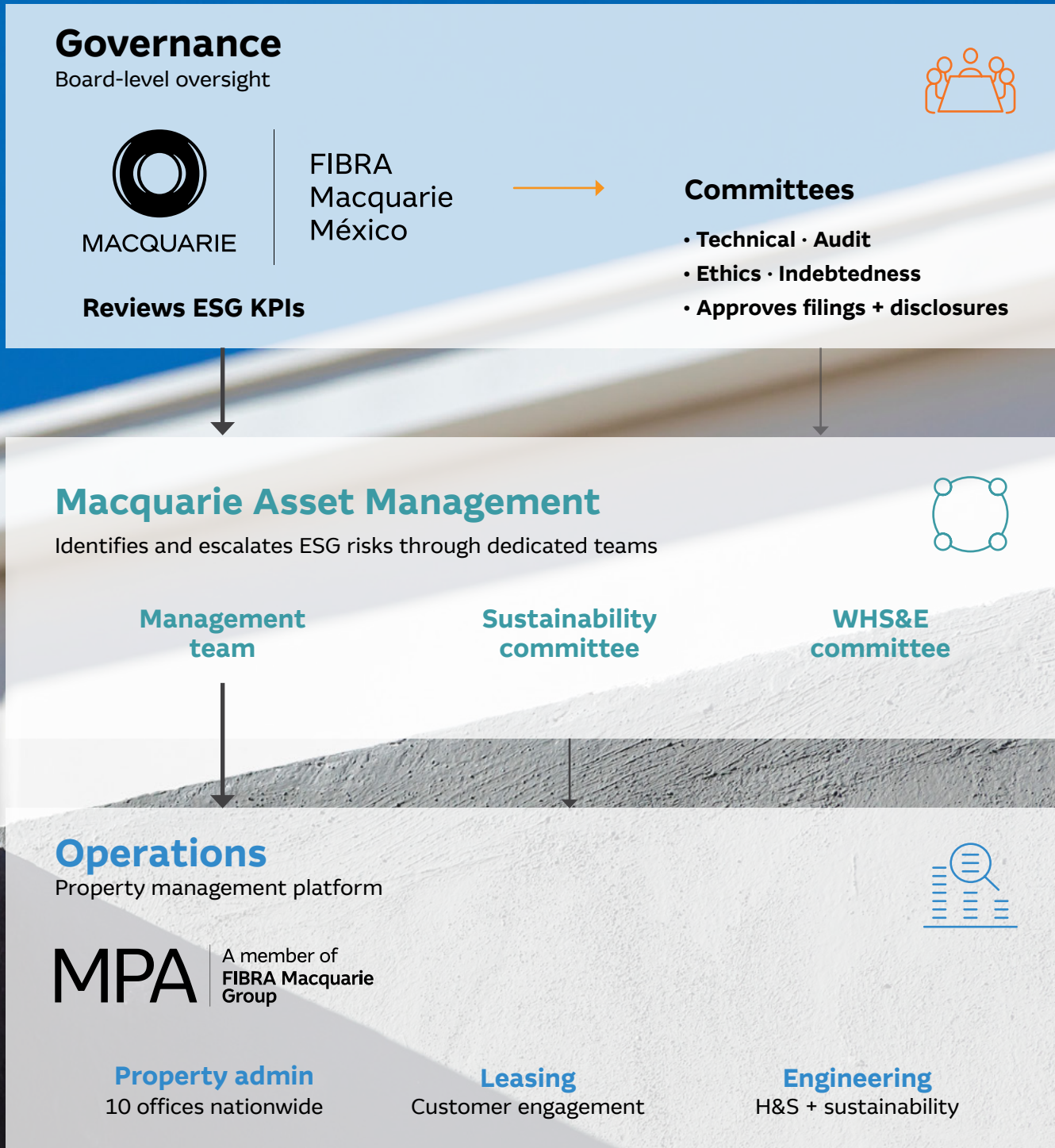
GRI 2-9, 2-12, 2-13

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We hold ourselves and everyone we work with, including employees, contractors and governance body members, to rigorous standards of conduct that reinforce a culture of transparency, accountability, and strong governance.

ESG risk oversight is shared across FIBRA Macquarie through a coordinated process designed to promote clear communication and alignment throughout the organization. Within this structure, the MPA team is responsible for identifying and escalating ESG risks. The Sustainability Sub-Committee provides guidance, strategic alignment and oversight, while the FIBRA Committee reviews ESG KPIs and makes key decisions. Finally, the Technical Committee approves all filings and disclosures, ensuring accuracy, integrity and full compliance with regulatory requirements. For more details on our governance structure please refer to our [Sustainability-related financial disclosures](#).

# FIBRA Macquarie ESG governance structure





## Reinforced governance: IFC & Sustainability-linked loans

GRI 2-23

Backed by our [Sustainability-linked Financing Framework](#), we continue to create long-term value for our tenants through our commitment to Green Building Development, upgrading our existing assets and aligning our governance systems to IFC Performance Standards.

**Our collaboration with the IFC at glance:**

# US\$200M

Total IFC lending relationship

- A new **US\$50M** loan will fuel our 2025–2027 development program, enabling the creation of next generation, energy efficient industrial parks across Mexico.
- Combined with the **US\$150M** sustainability linked loan provided by the IFC in 2024, our lending relationship now totals US\$200M—further validating the strength of our strategy and the credibility of our ESG commitments.
- As of today, **67.1%** of our total debt is sustainability-linked.



## Mitigating risk and driving compliance

**This year marked a turning point in how we understand and manage climate related risks, driven by our alignment with IFRS S1 and S2.**

GRI 2-23, 2-26

We strengthened our climate risk assessment to clearly identify the risks and opportunities that could shape the future of our operations. Achieving alignment with these standards required deep organizational coordination across FIBRA Macquarie and MPA—including finance, sustainability, risk management, legal, investment, operations, and senior leadership—ensuring that our disclosures reflect a comprehensive view of material risks and opportunities. This cross functional engagement reinforced a stronger culture of accountability and decision making grounded in reliable data, intended to provide more useful insights for our stakeholders.

In parallel, we modernized our ESG Risk Management System, updating internal documentation and aligning it with IFC Performance Standards, relevant World Bank Environmental, Health, and Social Standards, and applicable Mexican regulations. The enhanced framework embeds climate and sustainability risks directly into how we assess exposure, set priorities, and make decisions, ensuring alignment between our tolerance for environmental, social, health, and climate risks and the company's broader risk thresholds. This update represents a major milestone in our governance evolution, reinforcing cross functional consistency and deepening C suite involvement in our climate and sustainability strategy.

Governance at a glance

# 67.1%

of our total debt is now sustainability-linked with US\$200M in IFC lending and 42% of our portfolio certified, we are rapidly scaling our green building footprint.

# 04 Climate & Environment





## Current strategy and objectives

# We strive to make a positive impact with every decision we make.

GRI 2-22



Our climate and environmental approach is built on resilience, efficiency, and long-term value creation.

We're committed to moving forward with solutions that meaningfully reduce our footprint while enabling smarter, more responsible ways of working. By optimizing processes and embracing innovation, we've translated our vision into concrete, measurable actions through a set of focused sustainability strategies:

### Emissions

# 2040

#### Achieve Net-zero scope 1 and scope 2 emissions

Primarily by advancing energy efficiency measures across our operations. In parallel, we are developing a Scope 3 emissions target, ensuring that our wider value chain is aligned with our broader decarbonization strategy.

### Solar PV

# 40 MW

#### Renewable capacity by 2030

Install rooftop photovoltaic systems to broaden our solar energy program to increase renewable energy capacity across our portfolio.

### GLA Industrial Certified

# 75%

#### Green building standards by 2035

Under internationally recognized green building standards by installing mitigation and resiliency measures in our standing portfolio, and ensuring our developments achieve a minimum of LEED® Gold.

### Water

# Annual

#### Reduction target in water not recycled

By improving water efficiency and resilience through the installation of rainwater harvesting systems and the incorporation of low water landscaping in new developments.

# Our year in numbers

We continually monitor and evaluate our sustainability performance to ensure our actions align with our long term climate and operational goals. Tracking indicators such as energy use, emissions, water consumption, and building performance allows us to identify efficiency opportunities, reduce environmental impacts, and better manage risks across our portfolio.

## Data Coverage

GRI 3-3, SASB IF-RE-130a.1, IF-RE-140a.1, IF-RE-410a.2

### Energy & GHG

2024



2025



### Water

2024



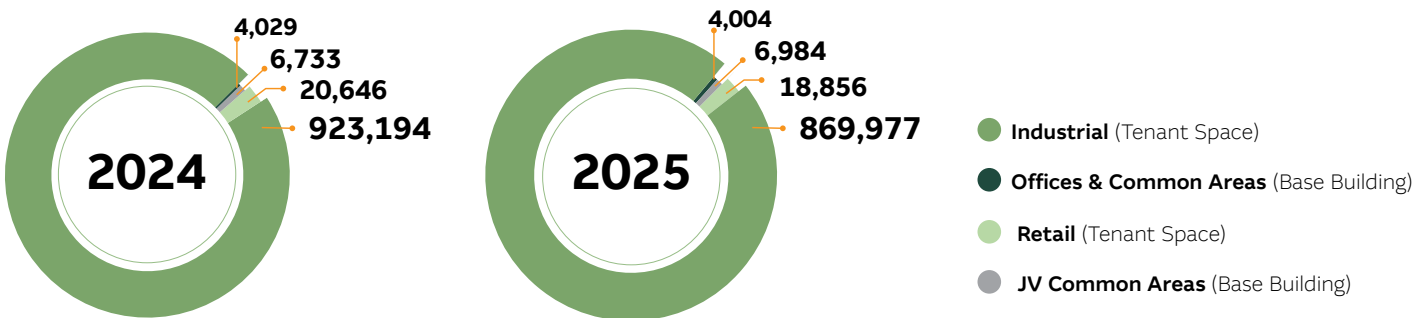
2025



## Energy

GRI 302-1, 302-2, 302-3, 302-4, SASB IF-RE-130a.2, IF-RE-130a.3

### Absolute consumption (MWh)



### Like-for-like and intensity

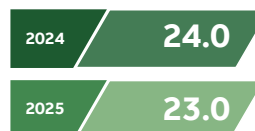
Like-for-like electricity consumption (MWh)



**4.0%**  
Like-for-like change

Energy use intensity (kWh/ft<sup>2</sup>)

Absolute



Like-for-like



# GHG Emissions

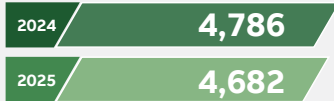
GRI 305-1, 305-2, 305-3, 305-4

## Absolute GHG Emissions Intensity (kgCO<sub>2</sub>/ft<sup>2</sup>)



## Absolute emissions (tCO<sub>2</sub>e)

### Scope 1 and 2



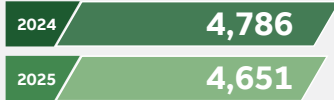
### Scope 3



**▼ 6.8%**  
Like-for-like change

## Like-for-like in GHG Emissions (tCO<sub>2</sub>e)

### Scope 1 and 2



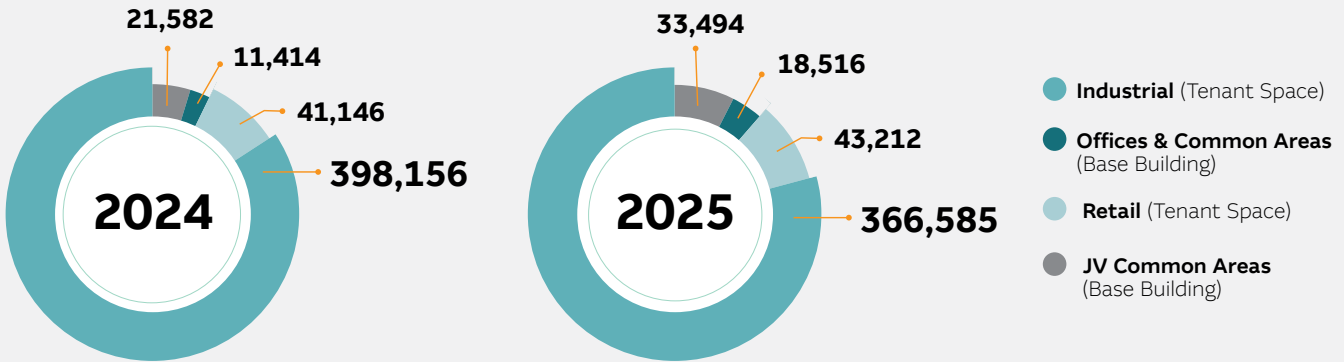
### Scope 3



# Water

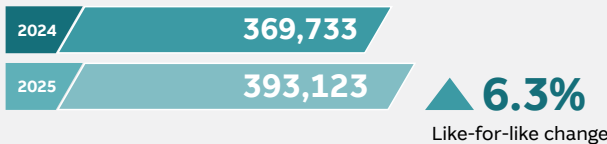
SASB IF-RE-140a.2, IF-RE-140a.3

## Absolute consumption (kgal)



## Like-for-like and intensity

### Like-for-Like Water Consumption (kgal)

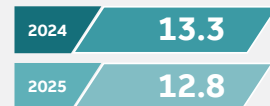


### Water use intensity (gal/ft<sup>2</sup>)

#### Absolute



#### Like-for-like



2024 Scope 3 emissions have been updated following additional information received since the publication of the 2024 ESG Report.

Revised numbers for 2024 reflecting calculation adjustments excluding tenant consumption. The previous disclosed numbers are the following: Scope 3 MPA Offices & Wholly owned retail common areas: 8200 (ton CO<sub>2</sub>e). Total Scope 3: 381,340 (ton CO<sub>2</sub>e). Offices & Common Areas: 8200. Total Emissions: 386,127.

# Waste

GRI 306-3

We continued to monitor our waste data throughout 2025. Reinforcing our collaboration with tenants to enhance data collection and gain insights into the impact of our portfolio.

# 77,333

Tonnes tracked

**We collected information from 70 tenants, representing 26.4%<sup>2</sup> of our industrial portfolio.**

# 3,159

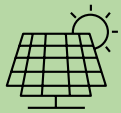
Tonnes hazardous waste

# 74,174

Tonnes non-hazardous waste

<sup>2</sup> Calculation based on total GLA.

## Unlocking Solar Energy Potential



# Solar Program

# 2

MW+

Installed in 2025

# 40

MW

Target by 2030

Our Solar Energy Program addresses the opportunity to expand renewable energy capacity across our portfolio. The program aims to install, operate and manage rooftop photovoltaic systems on leased buildings under power purchase agreements with customers. Through this initiative, we provide cost efficient renewable electricity to our parks and industrial customers, support their sustainability objectives, and reduce Scope 2 and Scope 3 emissions across our portfolio.

Our industrial and retail assets already provide a strong platform for solar project deployment, and we are actively installing and operating solar capacity across the portfolio while preparing to scale these efforts in the coming years. Several customers are also beginning to implement their own solar solutions on FIBRA Macquarie buildings, provided they meet our quality and safety standards.



# 05 Sustainable buildings



Sustainable buildings are a central pillar of our ESG strategy. Since 2021, we have advanced a portfolio-wide sustainability approach embedding consistent standards across asset management through: the U.S. Green Building Council's LEED® Volume Program for our development portfolio; and EDGE® for our standing investments. This framework underpins our portfolio's green building certifications, performance of outstanding assets such as MEX009. Together, these efforts support operational efficiency, enhance asset performance, and strengthen long-term building resilience across the portfolio, while creating enduring value for tenants and other stakeholders.

## MEX009: Leadership in sustainable operation

**91** pts LEED®  
Platinum  
Global LEED® v4 BD+C design record

This year, our MEX009 project raised the bar earning a 91/110 LEED® score, achieving Platinum Certification, and setting a world record in the volume. Powered by smart site design, efficient resource use, and high performance building solutions, MEX009 showcases sustainability in action and sets a new global standard.

**40%**

**Operational energy savings, plus onsite renewables**

**224,645**ft<sup>2</sup>  
GLA

**165.3%**  
Energy savings\*

**0.62**MW  
Solar installed

\* Including on-site renewables

**624**kWp  
Onsite solar capacity

**2040**  
Net-Zero commitment

## MEX009: Anatomy of a LEED® Platinum development

# Built for performance from day one.

Integrated sustainability features of our world-record development.



### Optimized energy performance

A thermally efficient building envelope reduces energy demand for interior comfort, complemented by on site renewable energy generation and green power carbon offsets. The project achieved 18 points for energy performance and an additional 3 for renewable energy and + 2 points and green power carbon offsets.



### Heat island reduction

Highly reflective white roof + concrete pavements reduce heat absorption.



### Water management + water use reduction

Rainwater harvesting ponds for water resilience. Low-consumption fixtures. Native landscaping. Treated water systems for tenant restrooms.



### Indoor air quality

Optimized ventilation.  
Low-impact refrigerants.



### Materials & resources

TPO roof insulation + skylights.  
Sealed thermal envelopes.  
Resilient building against floods.



### Access to quality transit

Low-carbon mobility with seamless public transportation access.

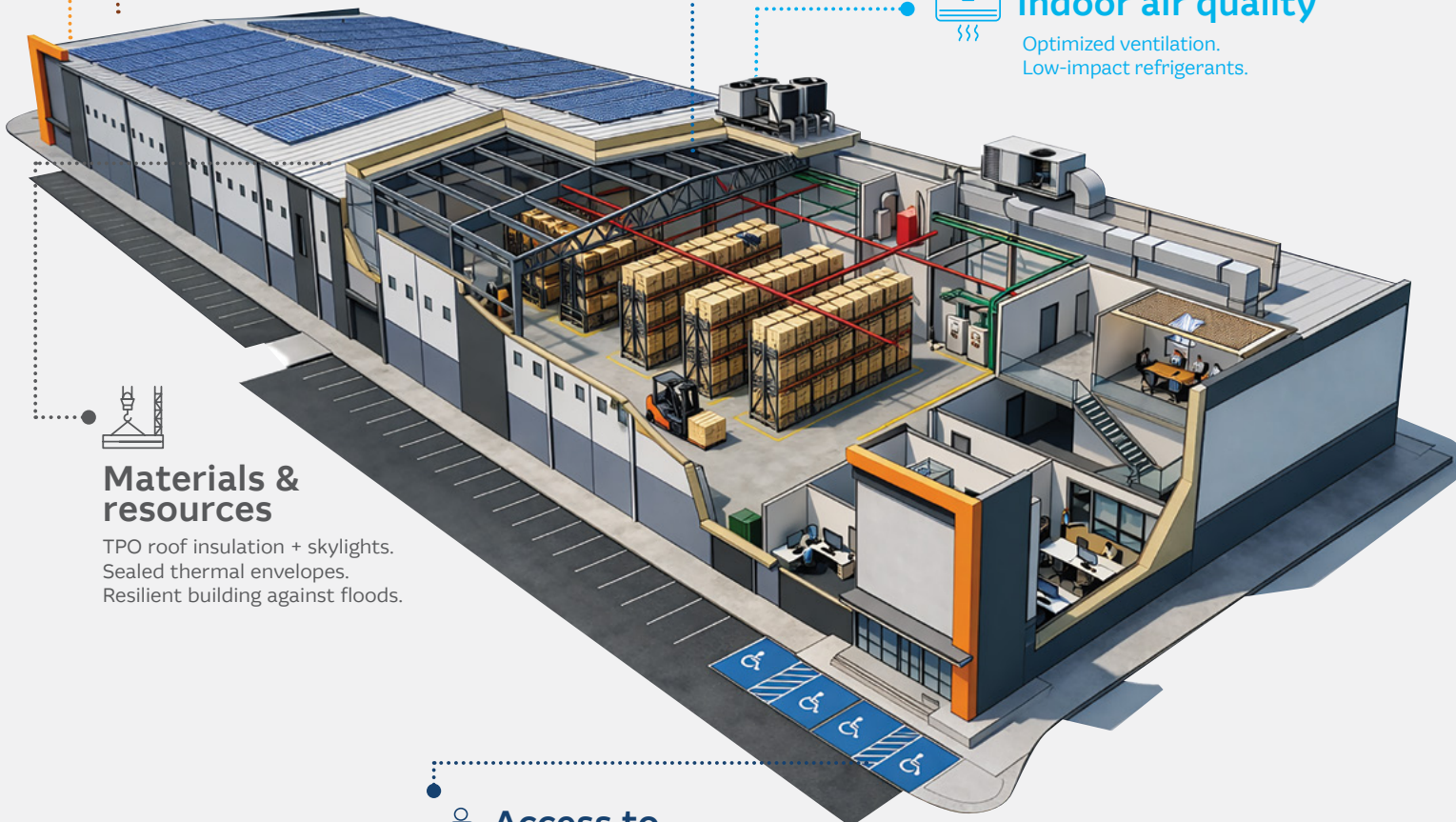


Diagram for illustrative purposes only.

# Green building certification: LEED®, EDGE®, and BOMA®

IF-RE- 130a.5

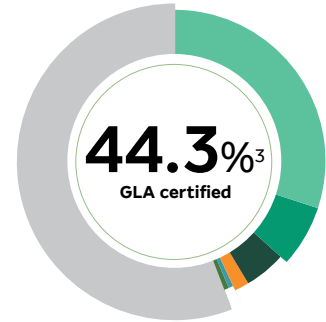
Our buildings are sustainability-led by design, integrating energy efficiency, water stewardship, and positive social impact across our portfolio. Expanding LEED® and EDGE® certifications throughout our industrial and retail assets remains a core operational priority and a key lever for improving performance.

We continue to scale our EDGE® certification strategy, which verifies that certified buildings achieve minimum savings of 20% in energy, water, and embodied energy in materials compared with conventional buildings.

In our operations, all new industrial developments are required to achieve at least LEED® Gold certification, a standard that places strong emphasis on energy performance. To meet this requirement, projects must demonstrate superior energy efficiency relative to baseline buildings defined under the ASHRAE 90.1 energy standard. This ensures the incorporation of enhanced building envelope design, high efficiency mechanical and electrical systems, and optimized operational performance.

In 2025, we strengthened our certified footprint, increasing the share of certified assets by 4.3% compared to last year totaling 44.3% of GLA certified.

<sup>3</sup> Figures are approximate due to arithmetic rounding and the use of decimal values.



<span style="color: #2E8B57;">●</span> EDGE®	<b>30.2%</b>
<span style="color: #008080;">●</span> BOMA® Best	<b>6.6%</b>
<span style="color: #006400;">●</span> EDGE® Advance	<b>4.8%</b>
<span style="color: #FF8C00;">●</span> LEED® Platinum	<b>1.7%</b>
<span style="color: #4682B4;">●</span> LEED® Gold	<b>0.6%</b>
<span style="color: #6B8E23;">●</span> LEED®	<b>0.5%</b>

Since December 2020, **100%** of new developments have achieved LEED® Gold or Platinum certification.

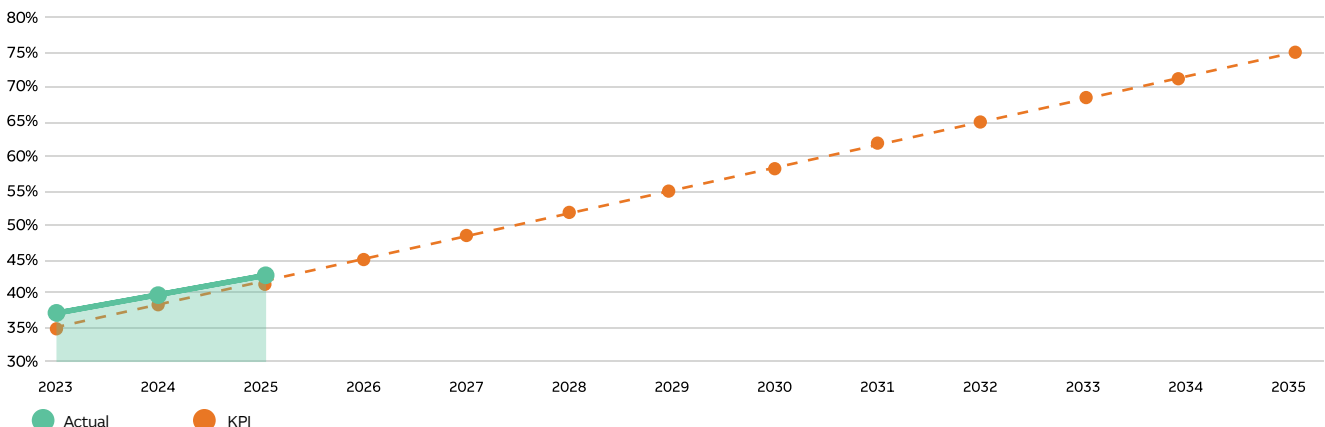
**42%** → **75%**  
 Industrial portfolio certified today      Target 2035

- In 2025, financing supported the certification of **2.3% GLA to LEED® Gold** across our new developments, and **4.8% GLA to EDGE® Advance** in our standing portfolio.<sup>4</sup>
- We aim to increase certified industrial assets to 75% of our industrial portfolio by 2035. With over 42% of our portfolio certified at the end of 2025, we are rapidly scaling our green building footprint.

<sup>4</sup> Percentages refer to industrial GLA certified.

## Trajectory of industrial green certifications

Actual progress vs. target KPI (2023-2035). Shows we are exceeding the target every year.



## GRESB score: measuring our impact

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The GRESB<sup>5</sup> score is a key benchmark for sustainability performance across the global real estate sector, providing an independent, third party assessment of how environmental, social, and governance practices are integrated into asset and portfolio management.

We achieved a score of 80 in our 2025 GRESB assessment, outperforming our peer group average by 10 points and earning Green Star recognition. These results underscore how sustainability is embedded in the way we operate and create long term value, reflecting our continued focus on strengthening policies, processes, and actions across our portfolio.



**80** /100

**GRESB score and the Green Star Recognition**

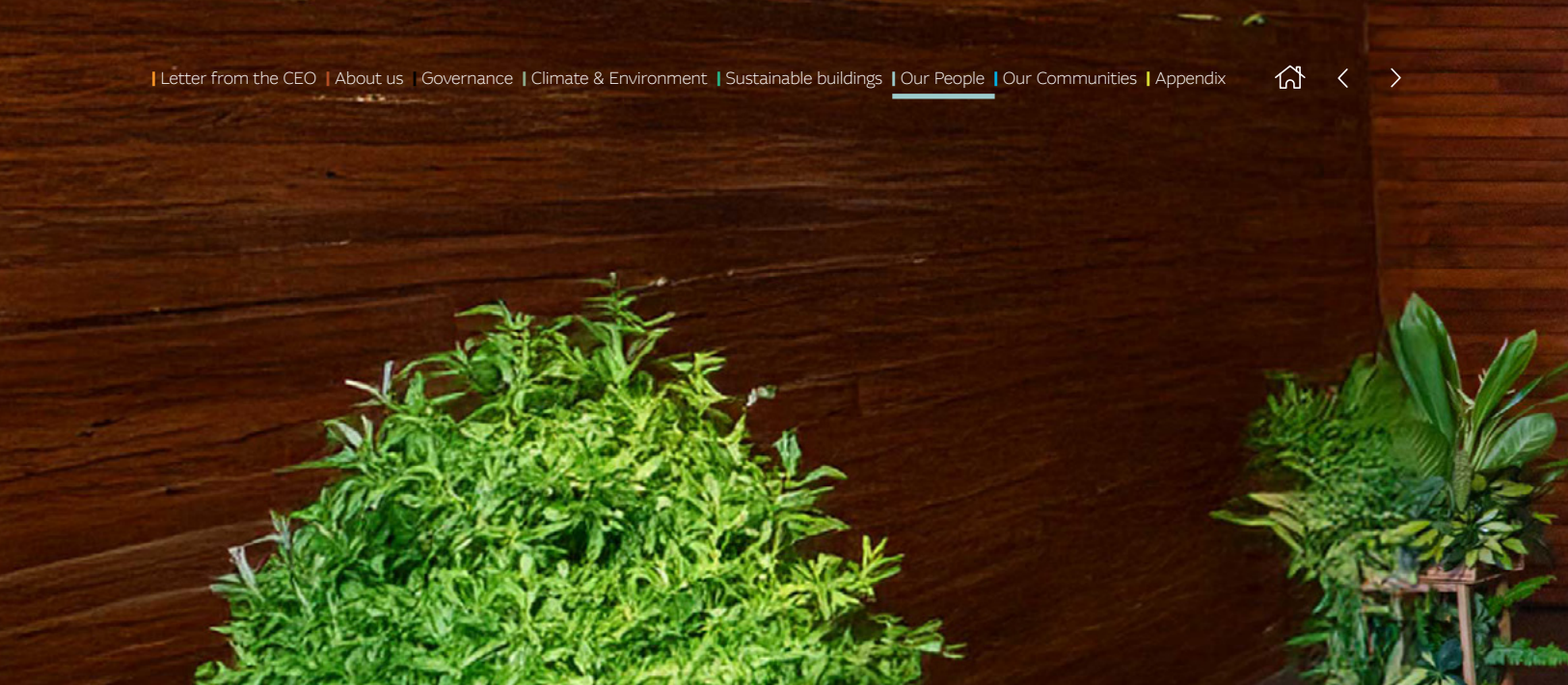
<sup>5</sup> Global Real Estate Sustainability Benchmark.



# 06 Our People







## People at the core of our strategy

GRI 2-29, GRI 403-1



**At FIBRA Macquarie, we recognize that our people are fundamental to our long-term success, serving as the cornerstone of our operations and the driving force behind our performance.**

Through MPA we are committed to fostering a strong culture of health and safety that prioritizes employee well-being, while also supporting continuous career growth. Through this approach, we seek to create a safe, inclusive, and engaging workplace that enables our people to perform at their best.

### Our people strategy focuses on:



#### Promotion of health and safety

Through our WeBelieve! Program and WSHE framework.



#### Enabling wellbeing across our workforce

By assessing health, employee satisfaction, and inclusion.



#### Boosting productivity

Through a consistent performance evaluation framework and optimized training.



#### Strengthening our sense of belonging

Enhancing our benefits package, launching the MPA Awards recognition program, and hosting an annual conference.



Our Workplace Health, Safety and Environment (WHSE) Framework serves as the foundational guide, grounded in the principles of zero harm and respect for human rights. It applies to all activities under FIBRA Macquarie’s operational or financial control and is structured around three core management pillars:

### WHSE framework pillars



**1. Risk assessment**



**2. Performance monitoring and reporting**



**3. Active correction, and continuous improvement**

Oversight of the WHSE Framework is provided by the WHSE Committee, which ensures consistent implementation and the integration of WHSE best practices across all operations. Composed of FIBRA committee members, asset managers, and subject matter experts, the WHSE Committee oversees strategy, policy execution, performance monitoring, and regulatory compliance related to health, safety, and environmental matters.



## Our WeBelieve! Program represents our shared commitment to creating a safer, more collaborative, and empowered workplace.

During 2025, we continued our work with the program. Driven by WeBelieve! Committee, we focused on strengthening and expanding it by creating spaces where employees feel encouraged to participate, share, and have their voices heard and by giving back to our communities. A safe environment is built through active engagement, open communication, and shared experiences.

### 2025 highlights



#### Shared spaces

WeBelieve! Committee launched the employee blog “Safe & Sound by WeBelieve!”, designed as an open discussion space around health and safety. The platform encourages employees to share personal stories, insights, and updates related to wellness and safety, fostering connection and collaboration.



#### WeBelieve! everyone gets home safely

During the construction process of a development in Tijuana, a safety bulletin board was created to highlight the people who matter most to workers, reinforcing the importance of working safely, staying focused, and returning home each day.



#### Safety first

First aid activities and safety talks were held every Wednesday after lunch for all personnel at the construction site, serving as regular reminders of safe workplace practices.



#### 300-day milestone without incidents

During the construction and redevelopment of a property in Guadalajara, an appreciation event was held to recognize construction workers for achieving a 300 day milestone without incidents, reinforcing the promotion and maintenance of a strong safety conscious culture.



MACQUARIE

FIBRA  
Macquarie  
México

### Our cultural pledge

**We believe** safety is our foundation, collaboration is our strength, and together, we can be a force of change.

**We believe** all incidents are preventable.

**We believe** everyone gets home to the ones they love.

**We believe** in our business, our team, and each other.

**We believe** in a better Mexico.

At MPA and Fibra Macquarie...



# People metrics: Development and growth

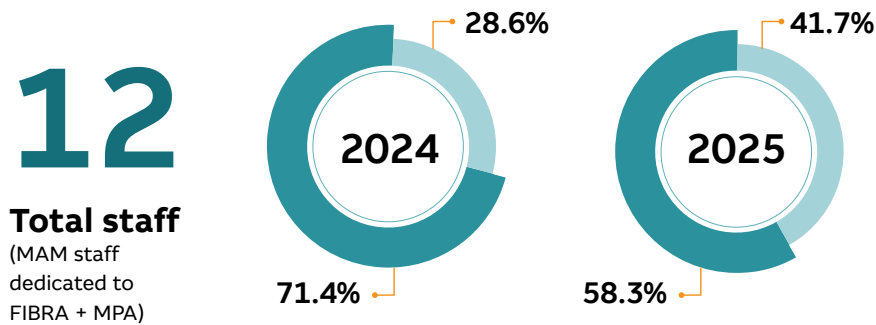
GRI 2-7, 401-1, 405-1

**Our people power our progress.  
This section highlights key  
workforce figures.**

## Employee statistics

### Top management employees

● Female ● Male



**12**  
**Total staff**  
(MAM staff  
dedicated to  
FIBRA + MPA)

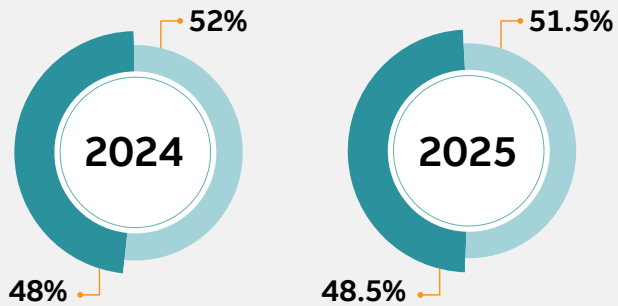


### All employees:

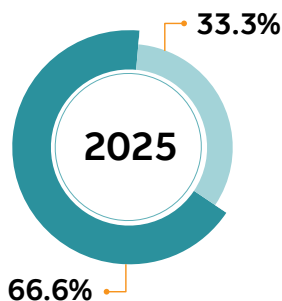
**97**  
**Total staff**  
(MAM staff  
dedicated to  
FIBRA + MPA)

**21.5%**  
New hires

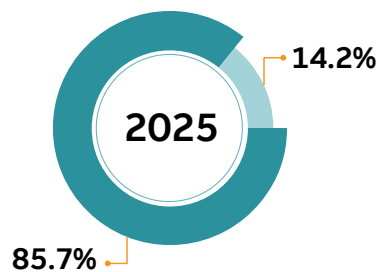
**15.1%**  
Employee turnover



### Sustainability committee:



### Technical committee:



# MPA employee health and benefits

GRI 401-2, GRI 403-6, GRI 403-3, 403-4, 403-7- 403-8

## Our employee benefits reflect a holistic commitment to wellbeing, inclusion, and long term sustainability.

Through a balanced mix of health, financial, and work life programs, we support our people at every stage, fostering a safe, engaged, and resilient workforce.

### Employee benefits



#### Health and wellness

- Medical coverage
- Life insurance
- Short- and long-term disability insurance
- Health by Choice: virtual nutritionist access for employees and immediate family members
- ORIENTA PAE: a platform that provides 24/7 online assistance for our employees and their families for psychological support, medical advice, nutritional guidance, veterinary assistance, legal counseling and financial advice. This platform also offers informative talks and webinars covering the same areas.



#### Mental health

- Access to online psychological therapy sessions
- Access to mental health apps.



#### Financial resources

- Savings fund with matching contributions
- Grocery vouchers
- Tuition reimbursement for training and postgraduate opportunities.



#### Work/Life balance

- 25 vacation days per year
- Flexible working hours and hybrid home-office policy for all employees
- Annual well-being leave day
- Two volunteer days per year are available for staff
- Primary and secondary caregivers leave:
  - Primary caregivers have 12 weeks of leave granted by IMSS, plus 8 additional weeks granted by MPA. Additionally, they have an extra 12 days as a reintegration period, which must be used within the 3 months following their return.
  - Secondary caregivers have 1 week granted by IMSS, plus 3 additional weeks granted by MPA.
- Employees have up to 3 months of sabbatical leave without pay, the requirement is to have been employed by MPA for at least 3 years.

### Health and benefits in numbers:

Our WHSE framework encompasses all MAM and MPA employees, as well as personnel from vendors, contractors, clients, and property visitors, extending to both routine and exceptional activities conducted within our offices and facilities.

# 100%

#### Percentage of employees and contracted workers

who are covered by an occupational health and safety system.

## Training and development

GRI 404-1, 404-2, 404-3, 403-5, 403-9, GRI 403-5

**At FIBRA Macquarie, we seek to provide our employees with resources that help them develop professionally and achieve their career goals.**

We offer our people professional training and education opportunities throughout the year to encourage continual improvement. Through our membership with the U.S. Green Building Council (USGBC), our property management and engineering teams have access to trainings, seminars, and educational materials on diverse topics related to green building design, construction, and operations.

Additionally, this year we carried on with the Senior Management Coaching program to strengthen leadership capabilities and support effective, people-driven decision making.

**Our progress in numbers:**

**100%**

**Employees** with a regular performance and career development review.

**10.15 hours**

**Average hours of training** that the organization's employees have undertaken during the reporting period.

## WHSE training

We consistently monitor WHSE KPIs covering safety training, drills, lost-time injury frequency, and employee fatalities. This ongoing oversight underscores our dedication to maintaining reliable, high-quality performance metrics across all operations.

**4.9**

**Average hours of training** in safety per employee.

**0.4**

**Lost-time injury frequency rate** for employees per one million hours worked (LTFIR).

**0**

**Lost-time injury frequency rate** for contractors per one million hours worked (LTFIR).

**Work-related fatalities** for employees and contractors.

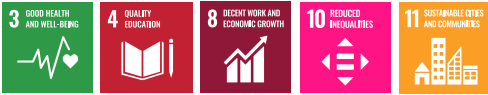
**Work-related fatalities** for employees and contractors.

# 07 Our Communities





## Community engagement at FIBRAMQ



**As part of our commitment to sustainable development of the communities where we operate, in 2025 we strengthened our volunteer and community initiatives focused on three core areas.**

### IMPAC(+)

At FIBRA Macquarie, education is a fundamental driver of social mobility. For the fifth consecutive year, we partnered with INROADS to deliver our IMPAC(+) program.

INROADS works closely with public universities to identify high-performing students across diverse fields, while IMPAC(+) activates our people through mentorships that promote volunteering and professional growth. The program also creates pathways to employment through internship matchmaking events with our customers. IMPAC(+) generates meaningful, life-changing opportunities for INROADS' talent pool, while also enriching our teams by providing valuable mentoring and leadership experiences.



**US\$139,140**

in donations supporting the GDL008 and TIJ031 projects.

**48**

Mentorships

**188**

Scholarships

**176**

Soft skills courses



## Centro Interactivo Ámbar

FIBRA Macquarie supported the rehabilitation of Centro Interactivo Ámbar in Tijuana, a non-profit focused on substance abuse prevention for children and adolescents through a science-based, interactive program. Following COVID-19-related deterioration, we mobilized contractors and suppliers, securing **MXN \$1.7 million** in in-kind contributions, complemented by **MXN \$3.3 million** from FIBRA Macquarie. The project restores learning spaces, enabling continued services to **thousands annually** and contributing to a cumulative reach of **over 194,000 beneficiaries**, reinforcing FIBRAMQ's commitment to measurable community impact.

## Vulnerable groups

This year, we partnered with La Gran Familia, an organization that provides residential care and comprehensive support to children and adolescents without parental care, to have a celebration motivated by the proximity of Children's Day.

Additionally, through the MPA Awards program employees selected Hogar de la Misericordia as the recipient of a donation to care for homeless individuals with incurable, non-contagious diseases.

## Caring for the environment

This year, our Monterrey office participated in AMEFIBRA's reforestation initiative, contributing to environmental restoration and local ecosystem resilience.

## SME vendors

GRI 204-1

**This year, 50% of our procurement budget was spent on suppliers local to that operation, and 73.9% of our budget was used on small and medium enterprises (SMEs).**

FIBRA Macquarie states its approach to sustainable procurement in its Suppliers Principles and Code of Conduct, which seeks to identify opportunity and realize it for the communities where we operate, encourage innovation, and entrepreneurial spirit and support our people to succeed.

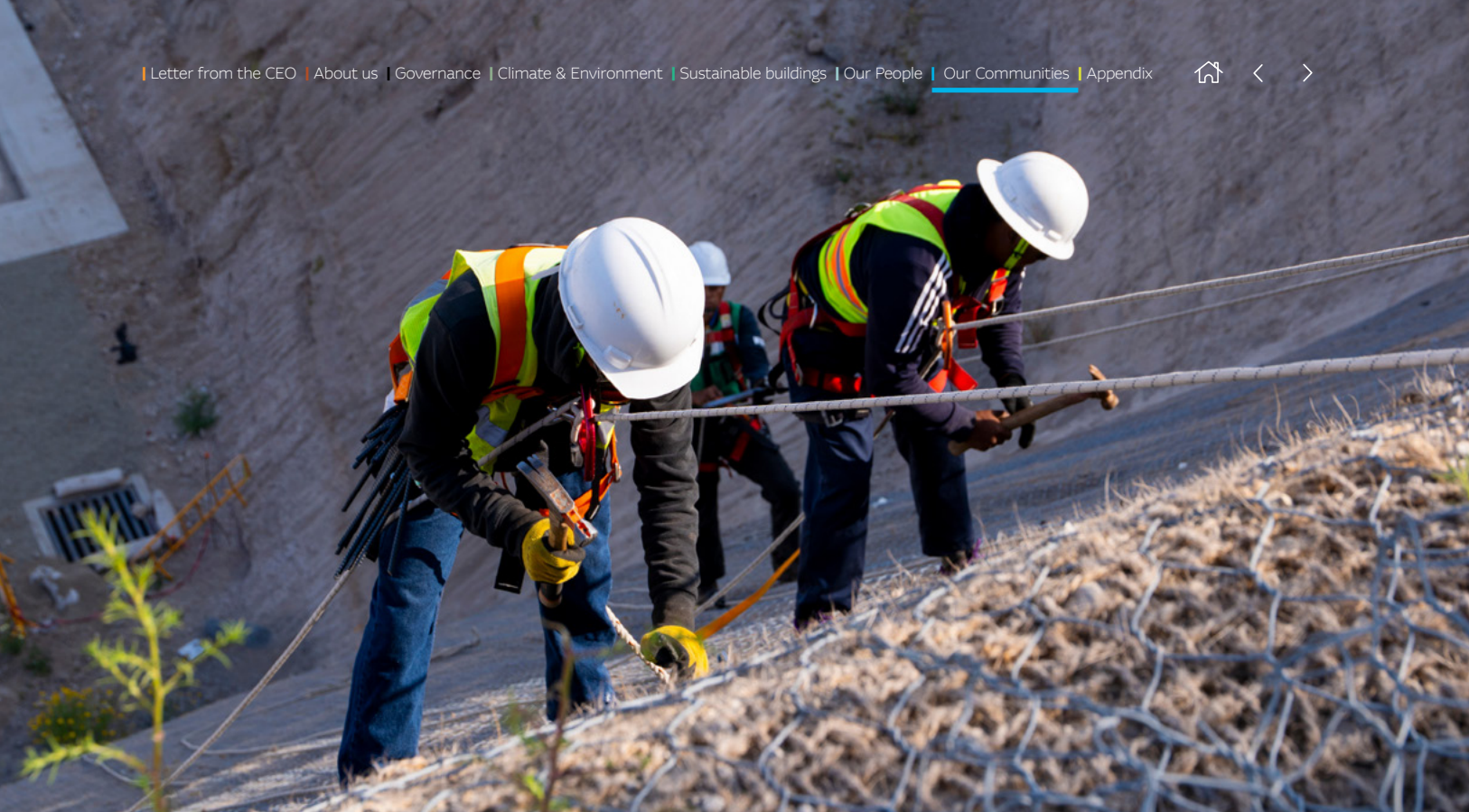
Within our MPA platform, we have implemented enhanced procurement processes where all contractors above a certain threshold must be reviewed by our procurement team to validate vendors. Our procurement process seeks to improve overall vendor service levels, and the vendor setup processes. We have also included vendor spending analysis for a better understanding of how our spending is distributed to create better strategies for procurement services. Vendors are also screened for anti-money laundering purposes. During the contracting process there is a compliance risk evaluation. We also hold weekly safety talks with contractors and ESG Principles for Suppliers code.

To assess the social impact of our procurement activities we monitor the percentage of our procurement budget used for significant locations of operations spent on suppliers local to that operation<sup>6</sup>.



Here you can consult our Code of Conduct.

<sup>6</sup> We understand local supplier as an organization or person that provides a product or service for our operations, and that is based in Mexico's market. Operations analyzed are all within México.



## Contractor engagement

**By adopting a top-to-bottom strategy, we regularly engage with a qualified third party to conduct safety perception surveys.**

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This initiative provides valuable insight into the gaps identified by our contractors. Based on the survey results, FIBRA Macquarie develops an action plan to better integrate our vendors through the application of our health and safety policies.

We also regularly host, in collaboration with WeBelieve! Committee, health and safety seminar focused on the proper use of safety equipment and best practices—directly addressing the issues revealed by the survey.

Additionally, we introduce drills and emergency response training in our development projects and training security personnel in our parks as part of emergency brigades, among other initiatives. These efforts, supported by our ongoing safety campaigns and communication strategies, reflect our commitment to building a strong safety culture for everyone.

# Stakeholder engagement

GRI 2-29, IF-RE-410a.3

## At FIBRA Macquarie, stakeholder engagement is at the core of our sustainability approach.

By staying closely connected to our stakeholders, we strengthen risk management, build long term resilience, and unlock sustainable value. Each stakeholder group is intentionally aligned with our long term goals and commitments, enabling impact, accountability, and shared value that endures over time.



For our 2025 survey, we achieved a final score of:

**4.03**

**Tenant satisfaction**  
increased from prior year

**92%**

**Monitoring energy & water**  
consumption

**62%**

**Conservation**  
measures implemented

Our tenants actively share our vision for sustainable operations, confirming alignment with our sustainability strategy.

## 1. Clients

More than 95% of the environmental impact across our value chain is driven by client operations, making proactive collaboration essential to achieving meaningful, long-term sustainability outcomes. While our leases are predominantly triple net—placing responsibility for water, gas, and electricity consumption with our tenants—we actively support more efficient and sustainable operations across our portfolio.

We are certified as a Green Lease Leader, incorporating green clauses that establish baseline efficiency requirements for lighting, bathroom fixtures, HVAC systems, low VOC (Volatile Organic Compounds) materials, and overall building maintenance. Across both LEED® and non LEED® properties, we leverage

the EDGE® certification program to promote efficient lighting and water-saving bathroom and kitchen equipment. In parallel, FIBRA Macquarie implements targeted asset-level initiatives, including a roofing program focused on TPO installations, the use of low-emission materials, and the incorporation of skylights to enhance natural lighting.

A deep understanding of tenant needs allows us to better align priorities, manage environmental impacts, and create shared value across our portfolio. To support this, we have implemented tenant reporting on water and energy consumption, enabling improved visibility into operational environmental impacts.

## 2. Lenders and Investors

We align our practices with globally recognized sustainability standards and reflect these commitments through both quarterly and annual reporting. Ongoing engagement with capital providers supports transparent, consistent communication of our ESG performance and strategic priorities.

## 3. Employees

We foster employee wellbeing and engagement through thoughtfully designed workplaces that maximize natural daylight, reduce reliance on artificial lighting, and offer flexible spaces that support health and comfort. These efforts are reinforced by a suite of programs and resources, including employee surveys, compensation and wellbeing mechanisms, a robust benefits package, and professional development tools that enable growth and long-term engagement.

## 4. Suppliers and Contractors

Our outsourcing activities generate more than 1,000 direct jobs while advancing our sustainable procurement objectives. We embed ESG criteria across our supplier selection processes and actively monitor compliance to ensure responsible practices, ethical standards, and long-term value across our supply chain.

## 5. Local Communities

We strengthen community engagement through accessible grievance mechanisms that help identify potential or actual project impacts and enable timely, effective corrective actions.

Our approach prioritizes transparent dialogue with local communities, supported by grievance mechanisms for communities within construction project areas of influence and strengthened through partnerships with local governments and organizations to promote collaboration, trust, and shared value.





# 08 Appendix

# Appendix A

## Development portfolio overview

Appendix A is a detailed overview of environmental performance data through December 31, 2025, as a complement to the figures presented on pages 48-50 of this report. Performance data is reported for assets owned through 2024-2025 calendar years.

For data coverage, we considered properties with at least one month of data- For intensity calculation we use a time-weighted value of GLA. When data coverage was not 100%, we adjusted GLA values of the properties in line with the percentage of the year with data.

### Energy

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

#### Absolute Energy Consumption

Property type	2024 (MWh)	2024 % of Total	2025 (MWh)	2025 % of Total
Industrial (Tenant Space)	923,194	96.7%	869,977	96.7%
Retail (Tenant Space)	20,646	2.2%	18,856	2.1%
Offices & Common Areas <sup>7</sup> (Base Building)	4,029	0.4%	4,004	0.4%
JV Common Areas (Base Building)	6,733	0.7%	6,984	0.8%
<b>Total</b>	<b>954,602</b>	<b>100.0%</b>	<b>899,821</b>	<b>100%</b>

#### Absolute Energy Consumption by Source

Property type	Conventional (MWh)	Clean (MWh)
Industrial (Tenant Space)	789,657	79,146
Retail (Tenant Space)	29,590	253.76
Vacant	658	311.83
<b>Total</b>	<b>819,905</b>	<b>79,712</b>
<b>Total in percentage</b>	<b>91%</b>	<b>9%</b>

#### Absolute Energy Use Intensity<sup>8</sup>

Property type	2024 (kWh/ft <sup>2</sup> )	2025 (kWh/ft <sup>2</sup> )
Industrial (Tenant Space)	31.8	29.5
Retail (Tenant Space)	4.5	4.5
Offices & Common Areas (Base Building)	1.1	1.4
JV Common Areas (Base Building)	2.5	2.8
<b>Total</b>	<b>24</b>	<b>23.0</b>

#### Absolute Energy Data Coverage (time-weighted)

Property type	2024 Floor Area Covered (ft <sup>2</sup> )	2024 Number of Properties Covered	2025 Floor Area Covered (ft <sup>2</sup> )	2025 Number of Properties Covered
Industrial (Tenant Space)	29,023,231	223	29,446,172	227
Retail (Tenant Space)	4,585,805	14	4,219,483	8
Offices & Common Areas (Base Building)	3,513,971	8	2,908,828	8
JV Common Areas (Base Building)	2,695,546	8	2,514,805	4
<b>Total</b>	<b>39,818,552</b>	<b>239</b>	<b>39,089,288</b>	<b>239</b>

#### Coverage percentages (time-weighted)

Property type	2024	2025
GLA	92.4%	92.0%
GFA	93.5%	92.8%

#### Like-for-Like Energy Use Intensity

Property type	2024 (kWh/ft <sup>2</sup> )	2025 (kWh/ft <sup>2</sup> )
Industrial (Tenant Space)	33.5	31.4
Offices & Common Areas (Base Building)	1.7	1.0
<b>Total</b>	<b>27.4</b>	<b>23.2</b>

#### Like-for-Like Change in Energy Consumption

Property type	2024	2025
Industrial (Tenant Space)	22.0%	-4.0%
Offices & Common Areas (Base Building)	24.1%	-8.5%
<b>Total</b>	<b>22.0%</b>	<b>-4.0%</b>

<sup>7</sup> All Common Areas included in this report are from our Retail portfolio.

<sup>8</sup> Intensity is calculated based on a time-weighted area coverage.

# GHG Emissions<sup>9</sup>

GRI 305-1, 305-2, 305-3, 305-4, 2-4

FIBRA Macquarie reports emissions in line with the GHG Protocol Corporate Standard, which provides guidance for defining organizational and operational boundaries, classifying emissions into Scopes 1, 2, and 3, and applying consistent calculation criteria.<sup>10 11 12</sup>

Emissions calculations are based on assets and operations under FIBRA Macquarie’s operational control. Direct emissions (Scope 1) primarily originate from backup generators, whereas indirect emissions from purchased electricity (Scope 2) result from consumption in MPA offices and common areas. Scope 3 emissions (Downstream leased assets) are associated with tenant operations in industrial and retail properties.

As defined in the Protocol, one of the requirements is collecting activity data (e.g., fuel consumption or electricity use) and applying local emission factors published by institutions such as CONUEE, SEMARNAT, and the CNE. For Scope 1, the fuel

used in generators is multiplied by pollutant specific emission factors for CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O, along with their respective global warming potentials.

For Scope 2, the analysis applies a location based method, using Mexico’s grid average emission factor established for 2025 reports (0.444 tCO<sub>2</sub>e / MWh)<sup>13</sup>, as FIBRA Macquarie does not purchase renewable energy certificates that would enable market based reporting; CO<sub>2</sub> equivalent emissions are considered which include all greenhouse gases. These emissions are calculated by multiplying electricity consumption by the corresponding grid emission factor.

For Scope 3, emissions currently reflect electricity consumption from tenant operations and are calculated using the same methodology applied to Scope 2. The base year for emissions calculation is 2021.

## Absolute GHG Emissions<sup>14</sup>

Property type	2024 Scope 1 (tCO <sub>2</sub> e)	2024 Scope 2 (tCO <sub>2</sub> e)	2024 Scope 3 (tCO <sub>2</sub> e) <sup>15</sup>	2025 Scope 1 (tCO <sub>2</sub> e)	2025 Scope 2 (tCO <sub>2</sub> e)	2025 Scope 3 (tCO <sub>2</sub> e)
Industrial (Tenant Space)	0	0	393,233	17	0	350,866
MPA Offices, wholly owned retail and common areas (Base building)	8	1,789	4,275	3	1,552	3,083
JV Retail	0	2,990	5,035	10	3,101	5,480
Total by Scope	8	4,778	402,543	30	4,652	359,429
<b>Total Emissions</b>			<b>407,330</b>			<b>364,111</b>

## Like-for-Like GHG Emissions<sup>16</sup>

Property type	2024 Scope 1 (tCO <sub>2</sub> e)	2024 Scope 2 (tCO <sub>2</sub> e)	2024 Scope 3 (tCO <sub>2</sub> e)	2025 Scope 1 (tCO <sub>2</sub> e)	2025 Scope 2 (tCO <sub>2</sub> e)	2025 Scope 3 (tCO <sub>2</sub> e)
Industrial (Tenant Space)	0	0	369,159	0	0	343,793
Offices & Common Areas	8	4,778	0	13	4,638	0
Total by Scope	8.16	4,778	369,159	13	4,638	343,793
<b>Total Emissions</b>			<b>373,945</b>			<b>348,444</b>

<sup>9</sup> Our base year for emissions calculation is 2021 (329,835-ton CO<sub>2</sub>e), as that was the year with highest data availability from industrial and common areas at the time.

<sup>10</sup> Calculations consider natural gas and diesel. For diesel, energy content is calculated using the 2024 calorific value of 0.000038147 TJ per liter, in line with IPCC stationary combustion guidance. For natural gas, energy quantities are calculated using INECC and SEMARNAT average emission factor, (2.27 kg CO<sub>2</sub>/ m<sup>3</sup>).

<sup>11</sup> Data available here: [https://www.ipcc-nggip.iges.or.jp/public/2006gl/spanish/pdf/2\\_Volume2/V2\\_2\\_Ch2\\_Stationary\\_Combustion.pdf](https://www.ipcc-nggip.iges.or.jp/public/2006gl/spanish/pdf/2_Volume2/V2_2_Ch2_Stationary_Combustion.pdf)

<sup>12</sup> Data available here: [https://www.gob.mx/cms/uploads/attachment/file/110131/CGCCDBC\\_2014\\_FE\\_tipos\\_combustibles\\_fosiles.pdf](https://www.gob.mx/cms/uploads/attachment/file/110131/CGCCDBC_2014_FE_tipos_combustibles_fosiles.pdf)

<sup>13</sup> Source from emission factor: [aviso\\_factor\\_de\\_emision\\_electrico\\_coa\\_2026.pdf](https://www.gob.mx/cms/uploads/attachment/file/110131/CGCCDBC_2014_FE_tipos_combustibles_fosiles.pdf)

<sup>14</sup> The scope 3 greenhouse gas emission data for 2024 has been adjusted based on additional information received. As a result, data will differ from what was published in the 2024 ESG report. Additionally, greenhouse gas emissions for 2025 have been updated following additional

## Absolute GHG Emissions Intensity

Property type	2024 (kgCO <sub>2</sub> /ft <sup>2</sup> )	2025 (kgCO <sub>2</sub> /ft <sup>2</sup> )
Industrial (Tenant Space)	13.5	11.9
MPA Offices, Wholly owned retail and common areas (Base Building)	0.5	0.87
JV Retail	1.1	1.99
<b>Total</b>	<b>10.2</b>	<b>9.3</b>

## Like-for-Like Change in GHG Emissions<sup>17</sup>

Property type	2024	2025
Industrial (Tenant Space)	18.7%	-6.9%
Offices & Common Areas	16.1%	-2.8%
<b>Total</b>	<b>18.7%</b>	<b>-6.8%</b>

information received since the publication of the 2025 Sustainability-Related Financial Disclosures.

<sup>15</sup> Revised numbers for 2024 based on updated information received subsequent to last year’s report. The previous disclosed numbers are the following: Scope 3: MPA Offices & wholly owned retail common areas: 4,132 (ton CO<sub>2</sub>e). Total Scope 3: 402,400 (ton CO<sub>2</sub>e). Total 2024 emissions: 407,186 (ton CO<sub>2</sub>e).

<sup>16</sup> Revised numbers for 2024 reflecting calculation adjustments excluding tenant consumption. The previous disclosed numbers are the following: Scope 3: MPA Offices & Wholly owned retail common areas: 8200 (ton CO<sub>2</sub>e). Total Scope 3: 381,340 (ton CO<sub>2</sub>e). Offices & Common Areas: 8200. Total Emissions: 386,127.

<sup>17</sup> Numbers for 2024 (revised) and 2025 reflect calculation adjustments excluding tenant consumption. The previous disclosed numbers are the following: Offices & Common Areas: 214.5%. Total: 22.4%.

# Water Consumption

IF-RE-140a.1, IF-RE-140a.2, IF-RE-140a.3

**Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector.**

Property type	Percentage of total floor area (%)	Percentage Water Data Coverage in regions with High Water Stress (%)
Industrial	89	89
MPA Offices	49	49
Retail	94	93
<b>Total</b>	<b>90</b>	<b>89</b>

Some water data for 2025 has been updated following additional information received since the publication of the 2025 Sustainability-Related Financial Disclosures.

**Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector.**

Property type	% of GLA	2025 (%)
Industrial (Tenant Space)	88%	1.4
MPA Offices & wholly owned retail common areas (Base building)	12%	56.9 <sup>18</sup>
Total like-for-like percentage of the portfolio	100%	6.3

**Total water withdrawn by portfolio area with data coverage (2) Percentage in regions with High or Extremely High Baseline Water Stress, by property sector.**

Property type	Water Withdrawn (Thousand m <sup>3</sup> )	Water Withdrawal in regions with High Water Stress (Thousand m <sup>3</sup> )	Percentage Withdrawn in Regions of High-water Stress (%)
Industrial (Tenant Space)	1,387.7	1,364.3	98
Retail (Tenant Space)	360.17	233.63	65
MPA Offices & wholly owned retail common areas (Base Building)	.28	.28	100
<b>Total</b>	<b>1,748.1</b>	<b>1,598.1</b>	<b>91</b>

## Absolute Water Consumption

Property type	2024 (kgal)	2024 % of Total	2025 (kgal)	2025 % of Total
Industrial (Tenant Space)	398,156	84.3%	366,585	79.4%
Retail (Tenant Space)	41,146	8.7%	43,212	9.4%
Offices & Common Areas (Base Building)	11,414	2.4%	18,516	4.0%
JV Common Areas (Base building)	21,582	4.6%	33,494	7.3%
<b>Total</b>	<b>472,299</b>	<b>100.0%</b>	<b>461,806</b>	<b>100.0%</b>

# Appendix B. Materiality assessment

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

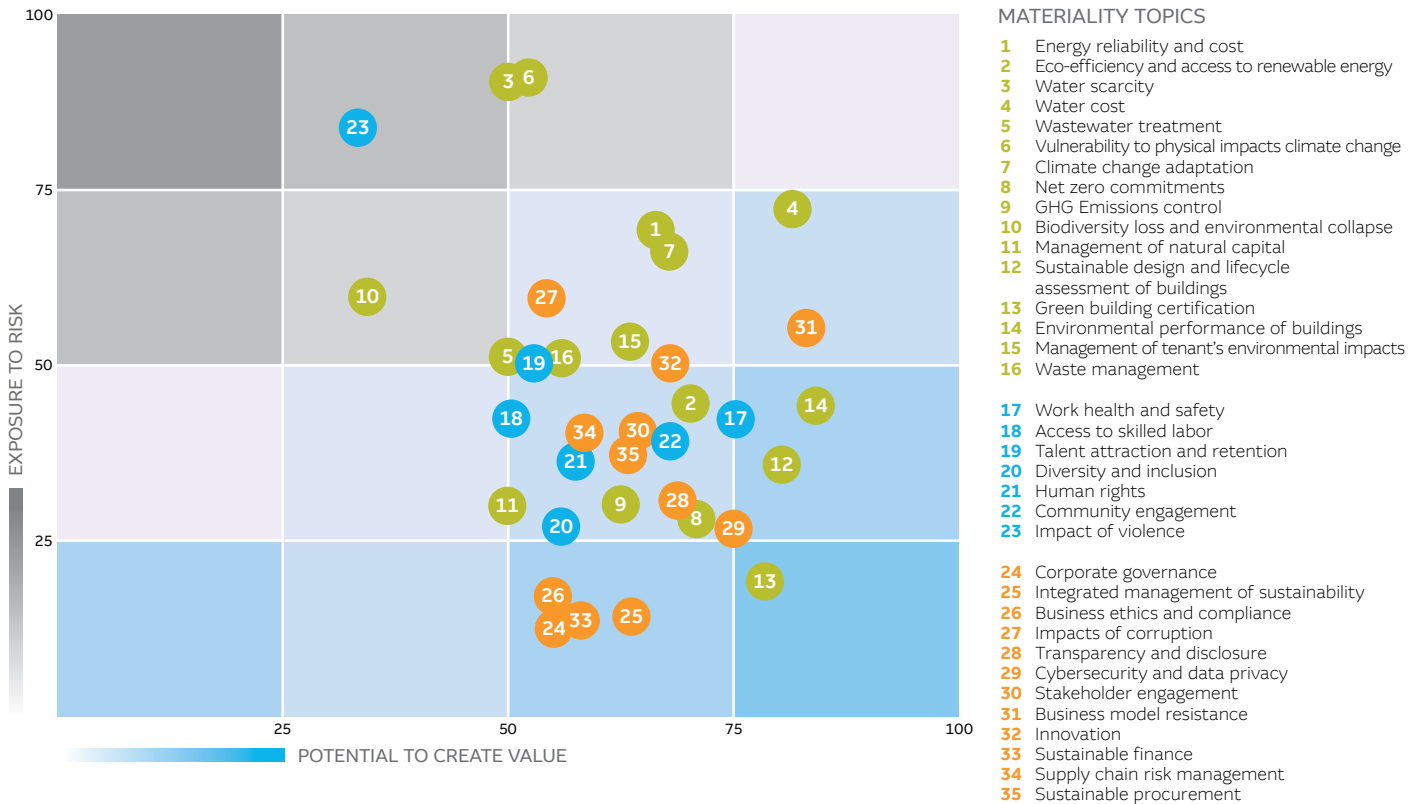
## Materiality update for 2026 reporting cycle

At Fibra Macquarie, we are currently in the process of updating our materiality assessment. We are following a process in line with best practices, including qualitative evaluations of the environmental, social and governance (ESG) context of our operation. As we advance in the process of updating our materiality assessment, we monitor our current material topics, shown in our materiality matrix below.

### Current materiality assessment

Our materiality matrix ranks each topic in terms of its impact as a source of potential risk or as an opportunity to create value. This approach is closer to a modern understanding of materiality known as “double materiality”.

<sup>18</sup> The increase in the volume of water extracted in the MPA offices and in common areas was mainly due to leaks and regularization in municipal billing methods in the common areas of the commercial properties, which have already been corrected.



The exposure to risk axis is built from the average values based on four criteria:

1. Impact generated by FIBRA Macquarie's value chain, related to each specific topic.
2. Magnitude that each topic may have on FIBRA Macquarie.
3. Exposure of FIBRA Macquarie to the impacts of each topic.
4. Capacity of FIBRA Macquarie to mitigate the impact of each topic. The level of relevance is determined by the opportunity that each topic represents to create value and the level of complexity to capitalize it.

This way we can identify which topics can be addressed from a business perspective and which should be handled otherwise. Finally, topics were ranked in terms of exposure to risk, value creation and a combination between both criteria. Then, to generate a more actionable and coherent action plan, the long list of top priorities was synthesized into broader lines of work or "combined priorities". The results are show in the table below.

Material topic	Business resilience and exposure to physical risks of climate change	Water security (scarcity and cost)	Management of clients' environmental impacts	Work health and safety
<b>Why is this issue material?</b>	Avoid stranded assets or loss of competitiveness of our portfolio.	About 98% of our portfolio is located in water stressed regions of Mexico.	Environmental impacts from our clients represent over 90% of the environmental footprint of our value chain.	With GLA under construction and frequently scheduled maintenance and improvement works, safety is crucial for the wellbeing of our stakeholders, as well as for business continuity.
<b>How does it impact our business?</b>	Effects of climate change may stress the operational feasibility of our clients and increase maintenance costs in our properties.	Business continuity of most of our clients depends on a reliable water supply. Water stress may restrict supply for industrial uses in certain markets.	Impacts from our clients' operations may interfere with our environmental targets. In some cases, they require environmental remediation after moveouts.	Breaches to our WHSE framework may require halting operations to prioritize safety and to apply corrective measures, may cause injuries or an impact on equipment, assets, or our client's operations.
<b>What is our strategy to address this issue?</b>	Carry out climate risk assessments and incorporating eco-efficiency and sustainable design principles when building or retrofitting assets to increase portfolio's resiliency.	Increase water efficiency in our properties and incorporate rainwater capture and storage in new buildings.	Adopt collaborative initiatives with our clients. Increase environmental performance through sustainable energy (energy reliability and cost), eco-efficiency, and access to renewable energy.	Implementation of WHSE practices based on highest industry standards and a framework structured around continuous improvement.

# Appendix C. Employee Statistics

GRI 2-7, 401-1, 405-1

## All employees

Comparison	Gender composition	Age composition	International background
2024	<ul style="list-style-type: none"> <li>Female: 52%</li> <li>Male: 48%</li> </ul>	<ul style="list-style-type: none"> <li>Under 30: 28.6%</li> <li>31-50: 63.3%</li> <li>Over 51: 8.2%</li> </ul>	<ul style="list-style-type: none"> <li>Mexico: 91.84%</li> <li>Australia: 2.04%</li> <li>Colombia: 2.04%</li> <li>Ecuador: 1.02%</li> <li>India: 2.04%</li> <li>United States: 1.02%</li> </ul>
2025	<ul style="list-style-type: none"> <li>Female: 51.55%</li> <li>Male: 48.45%</li> </ul>	<ul style="list-style-type: none"> <li>Under 30: 28.9%</li> <li>31-50: 61.9%</li> <li>Over 51: 9.3%</li> </ul>	<ul style="list-style-type: none"> <li>Mexico: 93.8%</li> <li>Australia: 2.1%</li> <li>Colombia: 1%</li> <li>Ecuador: 1%</li> <li>India: 1%</li> <li>UK: 1%</li> </ul>

## Top management

Comparison	Gender composition	Age composition	International background
2024	<ul style="list-style-type: none"> <li>Female: 28.6%</li> <li>Male: 71.4%</li> </ul>	<ul style="list-style-type: none"> <li>Under 30: 0%</li> <li>31-50: 64.3%</li> <li>Over 51: 35.7%</li> </ul>	<ul style="list-style-type: none"> <li>Mexico: 64.20%</li> <li>Australia: 14.29%</li> <li>Colombia: 7.14%</li> <li>India: 7.14%</li> <li>United States: 7.14%</li> </ul>
2025	<ul style="list-style-type: none"> <li>Female: 41.7%</li> <li>Male: 58.3%</li> </ul>	<ul style="list-style-type: none"> <li>Under 30: 9%</li> <li>31-50: 66.7%</li> <li>Over 51: 33.3%</li> </ul>	<ul style="list-style-type: none"> <li>Mexico: 58.3%</li> <li>Australia: 16.7%</li> <li>Colombia: 8.3%</li> <li>India: 8.3%</li> <li>United States: 8.3%</li> </ul>

**Total Management employees: 12**

## New employee hires

New hires	Breakdown	Number
<b>Total number of new hires</b>	-	20
<b>Total number of new hires by age group</b>	<30	6
	31-50	14
	>51	0
<b>Total number of new hires by gender</b>	Woman	9
	Men	11
<b>Total number of new hires by region</b>	Mexico	20

**New employee hires rate: 21.5**

## Employee turnover

Employee turnover	Breakdown	Number
<b>Total number of employee turnover</b>	-	14
<b>Total number of employee turnover by age group</b>	<30	2
	31-50	11
	>51	1
<b>Total number of employee turnover by gender</b>	Woman	7
	Men	7
<b>Total number of employee turnover by region</b>	Mexico	14

**Turnover employee rate: 15.1**

# Appendix D. GRI Index

The Global Reporting Initiative (GRI) provides an integrated, cohesive set of standards that represents the best global practice for reporting on economic, social and environmental factors. These global standards allow FIBRA Macquarie to become increasingly transparent and showcase our contribution toward a sustainable future. FIBRA Macquarie Mexico has reported in reference to the 2016 and 2021 GRI Standards for the period, January 1, 2025-December 31, 2025. Unless otherwise stated in the assurance letter, requirements are made with reference to GRI.

Disclosure	Title	Reference/ Location	Comments
<b>GRI 2: General Disclosures</b>			
<b>GRI 2-1</b>	Organizational details	About us, pages <a href="#">8-10</a> .	
<b>GRI 2-2</b>	Entities included in the organization's sustainability reporting	About us, pages <a href="#">8-10</a> .	
<b>GRI 2-3</b>	Reporting period, frequency and contact point	About us, pages <a href="#">8-10</a> .	
<b>GRI 2-4</b>	Restatements of information	Appendix A: GHG Emissions, page <a href="#">49</a> .	The greenhouse gas emissions data for 2024 has been adjusted based on additional information that has been received. Notes on previous data are shown in the appendix.
<b>GRI 2-7</b>	Employees	People metrics: Development and growth, page <a href="#">35</a> . Appendix C: Employee Statistics, page <a href="#">52</a> .	
<b>GRI 2-9</b>	Governance structure and composition	Driving an ethical and transparent framework, pages <a href="#">14-15</a> .	
<b>GRI 2-12</b>	Role of the highest governance body in overseeing the management of impacts	Driving an ethical and transparent framework, pages <a href="#">14-15</a> .	
<b>GRI 2-13</b>	Delegation of responsibility for managing impacts	Driving an ethical and transparent framework, pages <a href="#">14-15</a> .	
<b>GRI 2-22</b>	Statement on sustainable development strategy	Letter from the Chief Executive Officer, pages <a href="#">4-5</a> . Current strategy and objectives, page <a href="#">20</a> .	
<b>GRI 2-23</b>	Policy commitments	Reinforced governance: IFC & Sustainability-linked loans, page <a href="#">16</a> . Mitigating risk and driving compliance, page <a href="#">17</a> .	
<b>GRI 2-26</b>	Mechanisms for seeking advice and raising concerns	Mitigating risk and driving compliance, page <a href="#">17</a> .	
<b>GRI 2-29</b>	Approach to stakeholder engagement	People at the core of our strategy, page <a href="#">32-33</a> . Stakeholder engagement, pages <a href="#">44-45</a> .	
<b>GRI 3: Material Topics</b>			
<b>GRI 3-1</b>	Process to determine material topics	Appendix B: Materiality assessment, pages <a href="#">50-51</a> .	
<b>GRI 3-2</b>	List of material topics	Appendix B: Materiality assessment, pages <a href="#">50-51</a> .	
<b>GRI 3-3</b>	Management of material topics	Appendix B: Materiality assessment, pages <a href="#">50-51</a> . Data coverage, page <a href="#">23</a> .	

Disclosure	Title	Reference/ Location	Comments
<b>GRI 200: Economic Standards</b>			
<b>GRI 204-1</b>	Proportion of spending on local suppliers	SME vendors, page <a href="#">42</a> .	
<b>GRI 300: Environmental Standards</b>			
<b>GRI 302-1</b>	Energy consumption within the organization	Energy, page <a href="#">23</a> . Appendix A: Energy, page <a href="#">48</a> .	
<b>GRI 302-2</b>	Energy consumption outside of the organization	Energy, page <a href="#">23</a> . Appendix A: Energy, page <a href="#">48</a> .	
<b>GRI 302-3</b>	Energy intensity	Energy, page <a href="#">23</a> . Appendix A: Energy, page <a href="#">48</a> .	
<b>GRI 302-4</b>	Reduction of energy consumption	Energy, page <a href="#">23</a> . Appendix A: Energy, page <a href="#">48</a> .	
<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	GHG Emissions, page <a href="#">22</a> . Appendix A: GHG Emissions, page <a href="#">49</a> .	
<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	GHG Emissions, page <a href="#">22</a> . Appendix A: GHG Emissions, page <a href="#">49</a> .	
<b>GRI 305-3</b>	Other indirect (Scope 3) GHG emissions	GHG Emissions, page <a href="#">22</a> . Appendix A: GHG Emissions, page <a href="#">49</a> .	
<b>GRI 305-4</b>	GHG emissions intensity	GHG Emissions, page <a href="#">22</a> . Appendix A: GHG Emissions, page <a href="#">49</a> .	
<b>GRI 306-3</b>	Generated Waste	Waste, page <a href="#">23</a> .	
<b>GRI 400: Social Standards</b>			
<b>GRI 401-1</b>	New employee hires and employee turnover	People metrics: Development and growth, page <a href="#">35</a> . Appendix C: Employee Statistics, page <a href="#">52</a> .	
<b>GRI 401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	MPA employee health and benefits, page <a href="#">36</a> .	
<b>GRI 403-1</b>	Occupational health and safety management system	People at the core of our strategy, page <a href="#">32-33</a> .	
<b>GRI 403-3</b>	Occupational health services	MPA employee health and benefits, page <a href="#">36</a> .	
<b>GRI 403-4</b>	Worker participation, consultation, and communication on occupational health and safety	MPA employee health and benefits, page <a href="#">36</a> .	
<b>GRI 403-5</b>	Worker training on occupational health and safety	Training and development, page <a href="#">37</a> .	
<b>GRI 403-6</b>	Promotion of worker health	MPA employee health and benefits, page <a href="#">36</a> .	

Disclosure	Title	Reference/ Location	Comments
<b>GRI 403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	MPA employee health and benefits, page <a href="#">36</a> .	
<b>GRI 403-8</b>	Workers covered by an occupational health and safety management system	MPA employee health and benefits, page <a href="#">36</a> .	
<b>GRI 403-9</b>	Work related injuries	Training and development, page <a href="#">37</a> .	
<b>GRI 404-1</b>	Average hours of training per year per employee	Training and development, page <a href="#">37</a> .	
<b>GRI 404-2</b>	Programs for upgrading employee skills and transition assistance programs	Training and development, page <a href="#">37</a> .	
<b>GRI 404-3</b>	Percentage of employees receiving regular performance and career development reviews	Training and development, page <a href="#">37</a> .	
<b>GRI 405-1</b>	Diversity of governance bodies and employees	People metrics: Development and growth, page <a href="#">35</a> . Appendix C: Employee Statistics, page <a href="#">52</a> .	

# Appendix E. SASB

The Sustainability Accounting Standards Board (SASB) provides robust, industry-specific sustainability accounting standards that grant FIRBA Macquarie the opportunity to disclose our financial, environmental, social and governance-related information to our peers, stakeholders, and the larger investment community.

This is the sixth year that FIBRA Macquarie Mexico is disclosing data using the SASB standards as a reference. FIBRA Macquarie has identified the Real Estate standard as the most applicable industry to report under. The following table contains our disclosure on the topics included within the Real Estate standard.

## Energy management

Code	Accounting metric	2025 Disclosure	Comments
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Data coverage, page <a href="#">23</a> . Appendix A: Energy, page <a href="#">48</a> .	
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Energy, page <a href="#">23</a> . Appendix A: Energy, page <a href="#">48</a> .	
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Energy, page <a href="#">23</a> . Appendix A: Energy, page <a href="#">48</a> .	
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Green building certifications, page <a href="#">28</a> .	

## Water Management

IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Data coverage, page <a href="#">23</a> . Appendix A: Water Consumption, page <a href="#">50</a> .	
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Water, page <a href="#">22</a> . Appendix A: Water Consumption, page <a href="#">50</a> .	
IF-RE-140a.3	Like-for-like percentage change in water with drawn for portfolio area with data coverage, by property subsector	Water, page <a href="#">22</a> . Appendix A: Water Consumption, page <a href="#">50</a> .	

## Management of Tenant Sustainability Impacts

IF-RE-410a.2	Percentage of tenants that are separately metered or sub-metered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Data coverage, page <a href="#">23</a> .	Percentage of tenants separately metered or sub-metered for electricity consumption: 92%.  Percentage of tenants separately metered or sub-metered for water withdrawals: 92%
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Stakeholder engagement, pages <a href="#">44-45</a> .

# About this report

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This is FIBRA Macquarie's sixth ESG report. The report covers environmental, social, and governance programs and policies, and environmental performance, for the year ending December 31, 2025.

Unless clearly stated otherwise, performance data includes industrial and retail properties in 20 cities across 16 states in Mexico. All like-for-like calculations consider FIBRA Macquarie properties owned during all 24 months of 2023 and 2024. All financial data in this report is in U.S. dollars unless otherwise stated.

None of the entities noted in this document are authorized deposit-taking institutions for the purposes of the Banking Act 1959 (Commonwealth of Australia). The obligations of these entities do not represent deposits or other liabilities of Macquarie Bank Limited ABN 46 008 583 542 (MBL). MBL does not guarantee or otherwise provide assurance with respect to the obligations of these entities.

This report references disclosures recommended in the Real Estate Services Sustainability Accounting Standard (Industry Standard, Version 2018-10) that was developed by the Sustainability Accounting Standards Board (SASB).

The report also references disclosures from the Global Reporting Initiative (GRI) Standards guidelines, as well as the Construction and Real Estate Sector Supplement (CRE).

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## Independent Practitioners' Limited Assurance Report

To the Board of Directors of F/1622 FIBRA Macquarie Mexico:

### Report on key sustainability performance indicators of F/1622 FIBRA Macquarie Mexico (hereinafter "FIBRA Macquarie Mexico") that are included in the ESG Report 2025.

#### Conclusion

We have performed a limited assurance engagement on whether the key sustainability performance indicators of FIBRA Macquarie Mexico, detailed in the Annex A attached to this assurance report for the period from January 1st. to December 31st., 2025 have been prepared in accordance with the standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) ("Criteria").

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the key sustainability performance indicators of FIBRA Macquarie Mexico detailed in the Annex A attached to this assurance report for the period from January 1st. to December 31st., 2025, are not prepared, in all material respects, in accordance with Criteria.

#### Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under this standard are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our Firm applies International Standard on Quality Management (ISQM), Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the Firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

#### Restriction on use

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than FIBRA Macquarie Mexico for any purpose or in any context. Any party other than FIBRA Macquarie Mexico who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the extent permitted by law, we do not accept or assume any responsibility and disclaim any liability to any party other than FIBRA Macquarie Mexico for our work, for this independent limited assurance report, or for the conclusions we have reached.

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 Reynosa, Tamps.  
 Saltillo, Coah.  
 San Luis Potosí, S.L.F.  
 Tijuana, B.C.





**Responsibilities for the key sustainability performance indicators**

The Sustainability Management of FIBRA Macquarie Mexico is responsible for:

- Designing, implementing and maintaining internal control relevant to the preparation of the key sustainability performance indicators such that they are free from material misstatement, whether due to fraud or error;
- Selecting or developing suitable criteria for preparing the key sustainability performance indicators and appropriately referring to or describing the criteria used; and
- Preparing and properly calculating the key sustainability performance indicators in accordance with the Criteria;
- Making judgments and estimates that are reasonable in the circumstances;
- Ensure that the people involved in the preparation and submission of the report are appropriately trained and their information systems are properly updated; and
- Guarantee the veracity of the information made available to us and related to the parameters included in the conclusion of this report.

Likewise, FIBRA Macquarie's Management is responsible for preventing and detecting fraud.

**Our responsibilities**

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the key sustainability performance indicators are free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the Board of Directors of FIBRA Macquarie Mexico.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the Key Sustainability Performance Indicators that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Key Sustainability Performance Indicators and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- Inquiries to management to understand the methodologies and data used in the preparation of the key sustainability performance indicators;
- Inspection of a selection of supporting documentation;
- Analytical procedures;
- Recalculations of key sustainability performance indicators based on the applicable Criteria;
- Evaluation of the overall presentation of the key sustainability performance indicators to determine whether it is consistent with the applicable Criteria and whether it is consistent with our overall knowledge and experience with the Company.





The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

KPMG CÁRDENAS DOSAL, S. C.



Alejandro Muñoz Mayén

Director

Mexico City, June 29<sup>th</sup>, 2026





**Annex A**

The key sustainability performance indicators subject of our limited assurance engagement are as following:

GRI Standards	Theme
GRI 302-1 (2016)	Energy consumption within the organization
GRI 302-2 (2016)	Energy consumption outside of the organization - Downstream leased assets
GRI 302-3 (2016)	Energy intensity
GRI 305-1 (2016)	Direct (Scope 1) GHG emissions
GRI 305-2 (2016)	Energy indirect (Scope 2) GHG emissions
GRI 305-3 (2016)	Other indirect (Scope 3) GHG emissions - Downstream leased assets

SASB Standards	Theme
SASB IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector.
SASB IF-RE 130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector.
SASB IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector
SASB IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector
SASB IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector





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