

- SUSTAINABILITY REPORT -

FIBRAMTY



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ABOUT

FIBRA MTY

WHAT IS A FIBRA?

FIBRAs are real estate investment trusts having as a main purpose the acquisition or construction of real estate properties intended for leasing or for the acquisition of the right to earn income from the leasing of such properties. In Mexico, FIBRAs are mainly regulated pursuant to Articles 187 and 188 of the Income Tax Law (Ley del Impuesto Sobre la Renta).

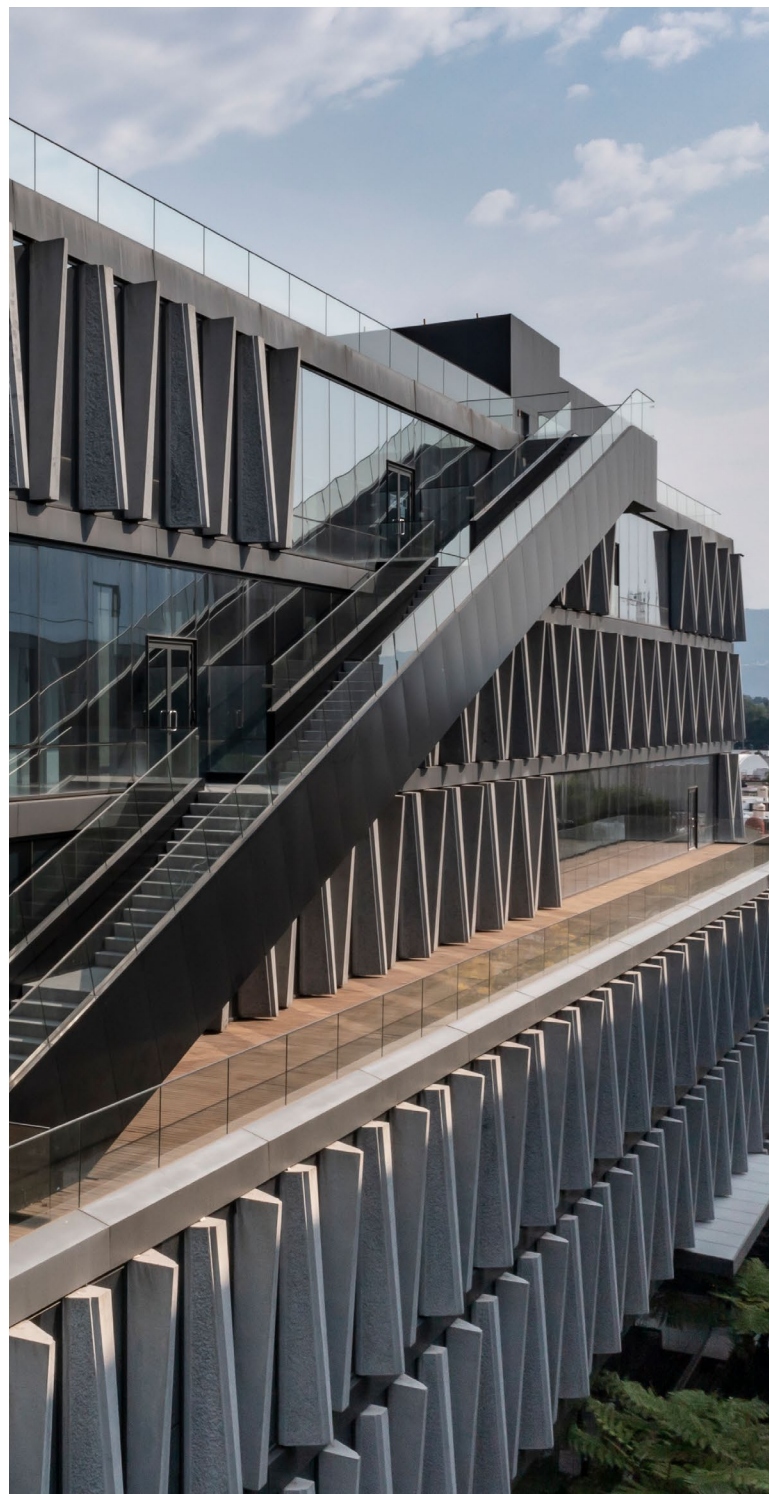
ABOUT US

GRI 102-1 / 102-2 / 102-5

We are an Irrevocable Trust established in the year of 2014, under number F/2157 of Banco Invex, S.A., Institución de Banca Múltiple, Invex Grupo Financiero, Fiduciario, pursuant to the agreement executed by and between Fibra Mty, S.A.P.I. de C.V., as trustor, Banco Invex, S.A., Institución de Banca Múltiple, Invex Grupo Financiero, Fiduciario, as trustee, and Monex Casa de Bolsa, S.A. de C.V., Monex Grupo Financiero, as Common Representative.

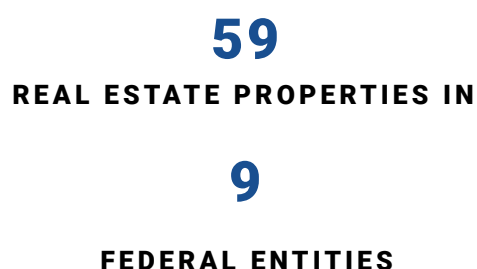
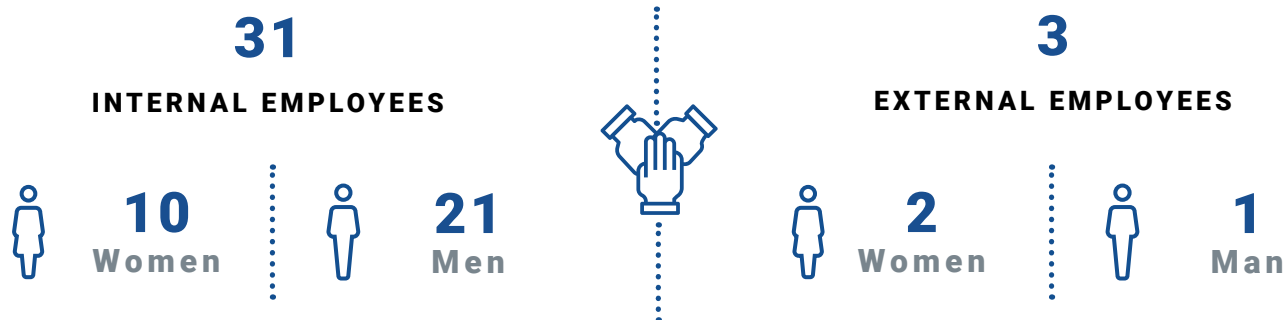
We specialize in the acquisition, management, development, and operation of a first-class portfolio of corporate real estate in the Mexican Republic.

We are the first FIBRA in Mexico 100% internally managed and advised creating an investment instrument with a transparent structure, and aligned with the interests of its stakeholders. In an internally managed FIBRA, there is no pre-determined fee for the manager depending on the number of assets, market capitalization or similar aspects. By virtue of the above, the added value due to economies of scale remains within Fibra Mty, which results in a benefit for its investors.



RELEVANT FIGURES AT THE CLOSE OF 2020

GRI 102-7 / 102-8



Average remaining term of Lease Agreements:

4.9 YEARS
(WEIGHTED TO THE RENTAL INCOME)

713,925m²
GROSS LEASABLE AREA

94.4%
OCCUPATION RATE

\$1,227,884
THOUSANDS OF PESOS
NET OPERATING INCOME
(NOI)

ASSETS PER SECTOR



OFFICES

18
NUMBER OF ASSETS

163,904m²
GLA



INDUSTRIAL

35
NUMBER OF ASSETS

530,671m²
GLA



COMMERCIAL



6
NUMBER OF ASSETS

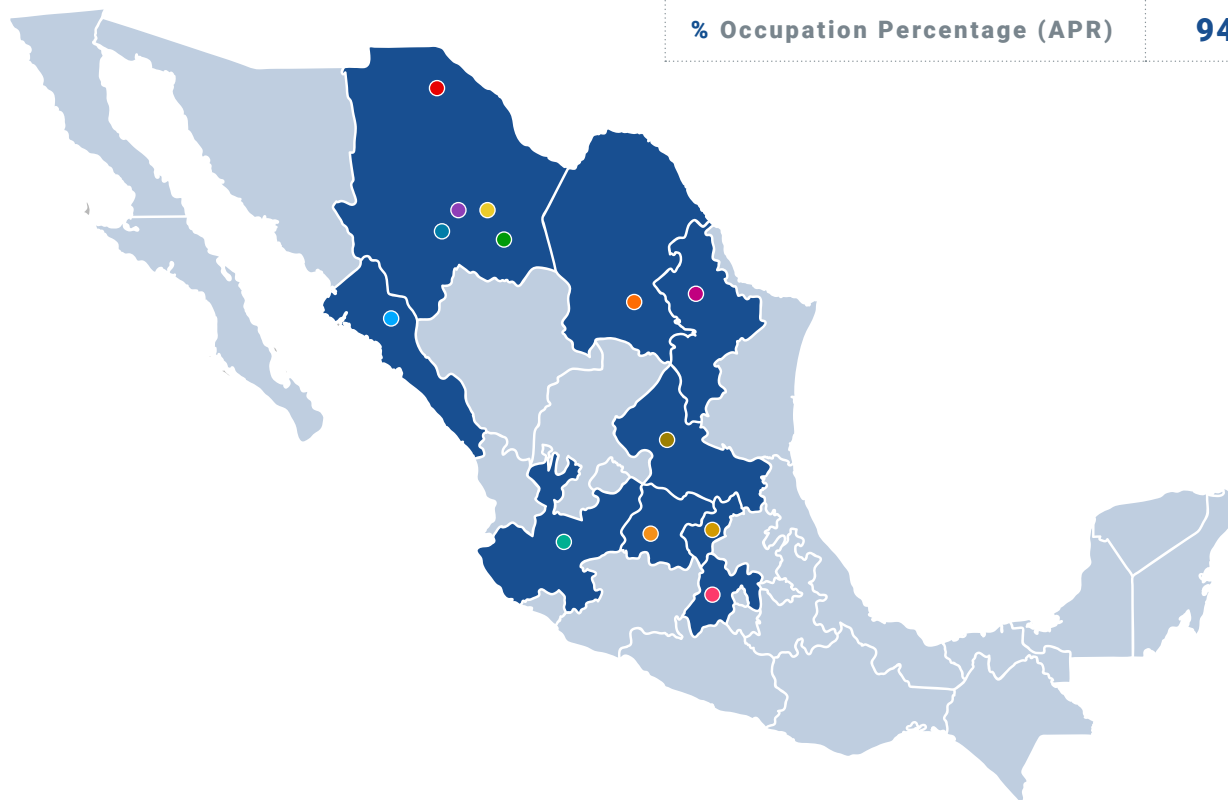
19,350m²
GLA



























FIBRA MTY'S PORTFOLIO

Growth and geographical diversification as of December 31, 2020

GRI 102-4 / 102-6

TOTAL PORTFOLIO	
 Number of properties	59
 Gross leasable area m ²	713,925*
% Occupation Percentage (APR)	94.4%



<p>● Ciudad Juárez</p> <p> 1</p> <p> 4,520</p> <p>79.1%</p>	<p>● Chihuahua</p> <p> 4</p> <p> 27,010</p> <p>100.0%</p>	<p>● Delicias</p> <p> 1</p> <p> 1,971</p> <p>100.0%</p>	<p>● Cuauhtémoc</p> <p> 1</p> <p> 1,440</p> <p>100.0%</p>	<p>● Parral</p> <p> 1</p> <p> 5,888</p> <p>100.0%</p>
<p>● Saltillo</p> <p> 8</p> <p> 82,622</p> <p>86.5%</p>	<p>● Monterrey</p> <p> 28</p> <p> 417,722*</p> <p>96.3%</p>	<p>● San Luis Potosí</p> <p> 7</p> <p> 95,356</p> <p>92.1%</p>	<p>● Los Mochis</p> <p> 1</p> <p> 7,985</p> <p>100.0%</p>	<p>● Huixquilucan</p> <p> 1</p> <p> 15,259</p> <p>69.1%</p>
<p>● Irapuato</p> <p> 2</p> <p> 12,680</p> <p>100.0%</p>	<p>● Guadalajara</p> <p> 2</p> <p> 19,575</p> <p>98.6%</p>	<p>● Querétaro</p> <p> 2</p> <p> 21,897</p> <p>100.0%</p>		

* Excluding 17,261m2 of the Cuprum Property.



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LETTER FROM
THE CEO

GRI 102-14 / 102-15

During 2020, we experienced several crises: the economic crisis, the public health crisis, the political crisis, and the social crisis, to mention just a few. To underestimate the significance and urgency of observing and including Environmental, Social and Governance factors (ESG) would be irresponsible by the companies that form part of the global economic engine and its ecosystem. For Fibra Mty, ESG is a priority, supported and supervised by our Board of Directors, and which we are gradually incorporating into the internal processes of our organization.

Risks derived from climate change are imminent, and we have witnessed the manner in which they have negatively impacted on most vulnerable communities. As a company, we have a great responsibility, considering that we are part of one of the industries that uses more energy worldwide and, thus, generates greater carbon emissions. To assess sustainability risks, we require evidence based on data that may allow us to set medium and long-term targets to attain efficiencies and reductions in carbon emissions. In 2021, we will continue to make public our energy use, and we will work in a medium and long-term plan to start reducing our carbon emissions.

With respect to the crisis we face due to COVID-19, I am very grateful to our operations team, because they responded with decisiveness and intelligence. Our main objective is to make sure that our tenants, employees, and visitors are safe and healthy. As part of this objective, up to this date, and as a continuous effort, we have protected and adjusted most of our buildings with thermal scanners; we have implemented security protocols and social distancing, as well as multiple sanitization stations, we have reinforced the quality of air-conditioning systems, and we are about to launch a digital app so that the users of our buildings may be taken care regarding the services and amenities offered in such buildings (report of incidences, food, laundry service, car wash, access of guests, etc.), which will also allow us, as a company, to have greater relevant data regarding their use.

Likewise, we support our employees with the required resources so that they can work from home, and with the necessary flexibility to maintain their work productivity during the pandemics. We conducted surveys on the labor climate, and organized diverse virtual events to maintain the communication, closeness, and comradeship among the different areas and, most importantly, so as to continue to spread our corporate culture among our employees.

Our Board of Directors, as well as our recent ESG committee, supervises and supports from time to time not only environmental issues, but also different activities that we have developed regarding social responsibility and improvements to corporate governance, where we strive to implement the best practices at all times. The diversity both in our Board and in our management team, most of the independent members, the transparency, and the best practices we have adopted as a manager and as an internally managed FIBRA, have made us a leader in the market.

We still have a long way to go in the ESG matters, but we are convinced and committed to go forward, and to continue to be more sustainable year after year. This is a never-ending activity, and we have to work, preserve, and improve it in continuous manner.



JORGE AVALOS CARPINTEYRO

CEO FIBRA MTY



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CULTURE OF
FIBRA MTY

GRI 102-16

At Fibra Mty, we are committed to integrity in the way we we conduct our business, building confidence in the relationships we maintain with third parties. We hold a rigorous position in the way we handle business deals, based on our values.

 **MISSION**

We continuously create wellness for our employees, investors, and stakeholders, maintaining our reputation as a real estate investment vehicle trustworthy and transparent, offering our investors solid and stable returns.

The creation of long-term relationships with our customers and investors, and the generation of social, environmental, and economic value for our stakeholders as a sustainable company.

Attracting and developing talent to boost their careers, wellness, as well as the growth of the company.



 **VISION**

The creation of added value in the performance of investments and returns with our investors, honoring and endeavoring at all times the best practices in matters of legality, transparency, ethics, corporate responsibility, and sustainability.

To be a company that is friendly and honorable for our investors, tenants and with the rest of our stakeholders, capable to adapt and respond to the opportunities and new needs of the market, respecting the environment, and seeking to generate positive social dynamics throughout our value chain.

Developing a committed team of employees in an excellent workplace.

 **VALUES**

We stand out because of our integrity, by showing honesty, transparency, professionalism, and respect in our relationships, generating added value in our services and business relationships. We observe the laws and regulations applicable to us, as well as our internal policies.

 **HONESTY AND INTEGRITY**

 **RESPECT**

 **LOYALTY AND COMMITMENT**

 **TRANSPARENCY AND LEGALITY**

 **PASSION**



CODE OF ETHICS

GRI 102-16 / 103-1 / 103-2 / 103-3

According to our Code of Ethics, we assure and maintain the values that have characterized us since the inception and formation of our company, which reflect the respect among all employees, shareholders, customers, suppliers, the environment, and society in general. Likewise, it incorporates the bases that inspire our day-to-day actions within and outside the company. Below we indicate the main guidelines of our Code of Ethics:

1. DEVELOPMENT OF EACH MEMBER OF OUR

TEAM. Each employee is the main engine to achieve the objectives of the company. We promote an environment of productive work, improving the talents, abilities, and knowledge of each one of our employees. We are committed to equality, respect, and value for the diversity of our working team and, thus, we do prohibit all forms of discrimination and any behavior or action seeking to intimidate, humiliate or making any person feel bad, as well as the lack of respect in all its forms.

2. HEALTH AND SAFETY. Our priority is to create and maintain an environment of safety, guaranteeing the wellness of the personnel. All activities must be conducted under health and safety standards, preventing situations that could put our people at risk.

3. COMMUNICATION. We practice an open and transparent communication with employees to promote unity, sense of belonging, and participation. We are receptive to the ideas and proposals of Employees, and we also handle promptly their claims and petitions, and acknowledge their achievements and results.

4. CONFIDENTIAL INFORMATION. We do not disclose confidential information concerning processes, methods, strategies, plans, projects, technical data, market data or any other type of data. Personal data entrusted to Fibra Mty by any entity or person are treated in compliance with the provisions of the applicable law.

5. ETHICAL DILEMMAS. Prior to adopting decisions, employees must consider whether the decision, conduct or activity that will be carried out (i) reflects the values of Fibra Mty, (ii) complies with the applicable laws, (iii) observes the policies and the Code of Ethics of Fibra Mty, (iv) seeks and protects the interests of Fibra Mty and (v) is proper, considering that it may be submitted to public scrutiny.

6. SOCIAL RESPONSIBILITY. We offer our employees a respectful, clean, safe, and healthy environment, we provide tools to balance the aspects of their work and family, we promote professional and personal development, we promote



an ethical experience, and the wellness of those who work in the organization.

7. ENVIRONMENT. We promote a culture of respect for the environment, both in the acquisition and construction of real properties, and in the activities carried out in the office.

8. COMMUNITY. We are committed to the communities, acting based on our values and principles, endeavoring to generate economic and social value.

9. DONATIONS. We support different causes that promote social and environmental development within communities. Illegal donations to persons, private accounts or organizations are not authorized.

10. RELATIONSHIPS WITH THIRD PARTIES. In our activities and external relationships, we observe the following principles. A culture of legality, non-corruption, money-laundering prevention, equal and honest treatment to customers, free competition, collaboration with authorities, and absence of conflicts of interest.



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ESG STRATEGY

TRANSFORMING OUR PURPOSE

At Fibra Mty, we understand that, as a company and as an industry, we have to evolve towards a business model where the ESG criteria acquire a predominant role. Therefore, we are transforming our purpose aiming to build a strong, ambitious sustainability strategy that inspires other companies in our sector to follow this path.

ESG STRATEGY AXES

Considering the degree of maturity of our business, and our interest in incorporating ESG matters, we have designed a sustainability strategy with three main axes of action. Such strategy will be evolving and adjusting from time to time depending on our progress in ESG matters.

1. Formal pronouncement of the importance of the social, environmental and governance dimensions within the business.

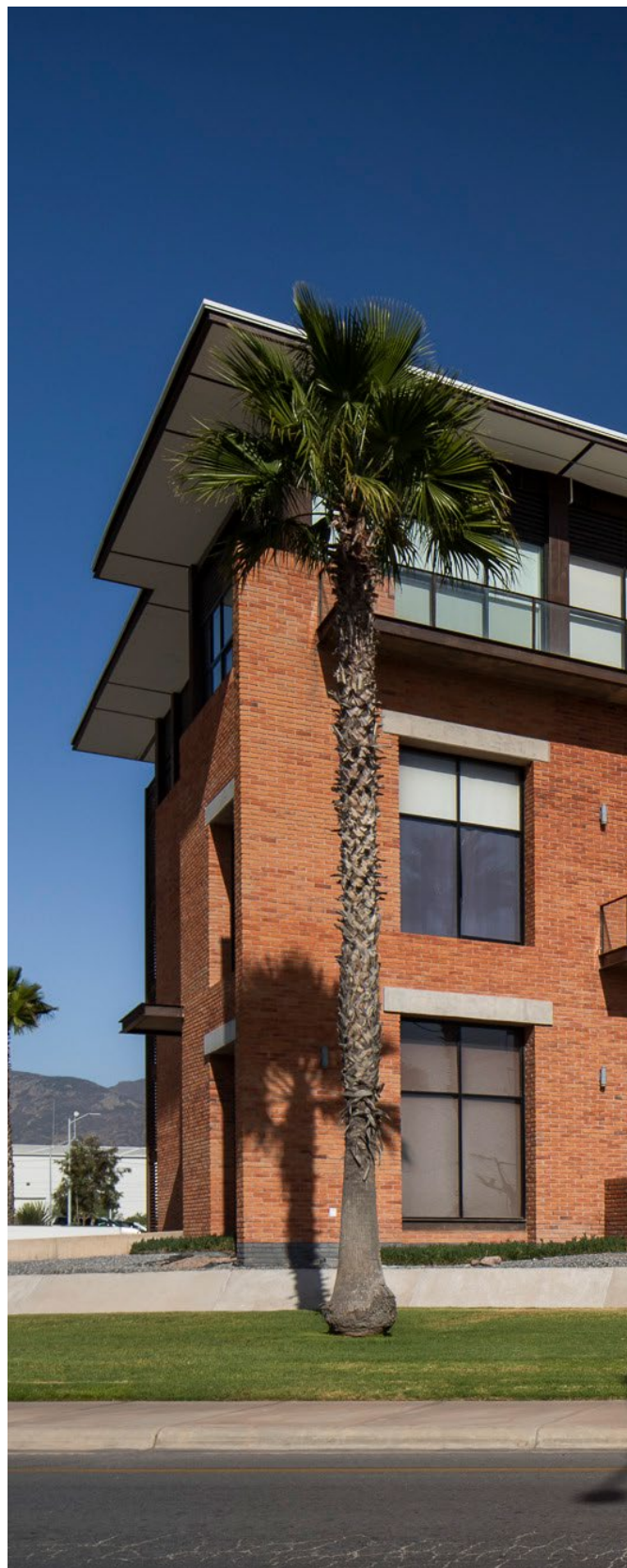
Participating in global sustainability standards; aligning strategic objectives and incentives at senior management level; establishing an evolution path, with specific goals. The formalization of a structure that looks after the progress of the company in these matters.

2. Gradual incorporation of ESG practices within the company, in our portfolio and in the value chain.

Having a complete vision of the business cycle, and strengthening, with indicators, processes, policies and responsibilities, the management of these aspects. Transferring the responsibility of the evolvement of ESG practices the different areas within the company and, gradually, to our key suppliers. Implementation of practices and processes which result in the gradual reduction of the carbon footprint of our portfolio of real estate properties.

3. Building synergies with the different stakeholders of Fibra Mty to transfer the social, environmental, and economic value.

Identifying the key stakeholders that solidify this movement, such as tenants, regulators, suppliers, and investors, with the purpose of gradually triggering initiatives where greater social, environmental, and economic value is transferred to the participants.



STAKEHOLDER ENGAGEMENT AND COMMUNICATION CHANNELS

GRI 102-2 / 102-40 / 102-42 / 102-43

Consistent with our business practices, and observing our principles of transparency and ethics, we endeavor to maintain a constant dialogue with our stakeholders, allowing us to build a relationship of mutual trust in the long term.



HOLDERS AND INVESTORS

- Quarterly and annual reports
- Quarterly earnings calls
- Fibra Mty Day
- Relevant events
- Roadshows
- Website
- Direct communication and meetings in person with the senior management



Jaime Martínez Trigueros
Chief Financial Officer



GOVERNMENT AUTHORITIES

- Direct communication with the Comptrollership and Legal departments



Eduardo Elizondo Santos
General Counsel



Verónica Barajas Treviño
Comptrollership Director



HUMAN CAPITAL

- E-mail messages
- Labor Climate Survey
- Fibradas
- Whistleblower Hotline
- Direct communication with the Senior Management



Verónica Barajas Treviño
Comptrollership Director



PROPERTY MANAGERS

- Direct communication and meetings in person with the department of Operations



André de Sousa Ramalho
Operations Director



CUSTOMERS

- E-mail messages
- Direct communication with the area of Operations
- Fibra Mty's tenant's Portal
- Satisfaction Surveys



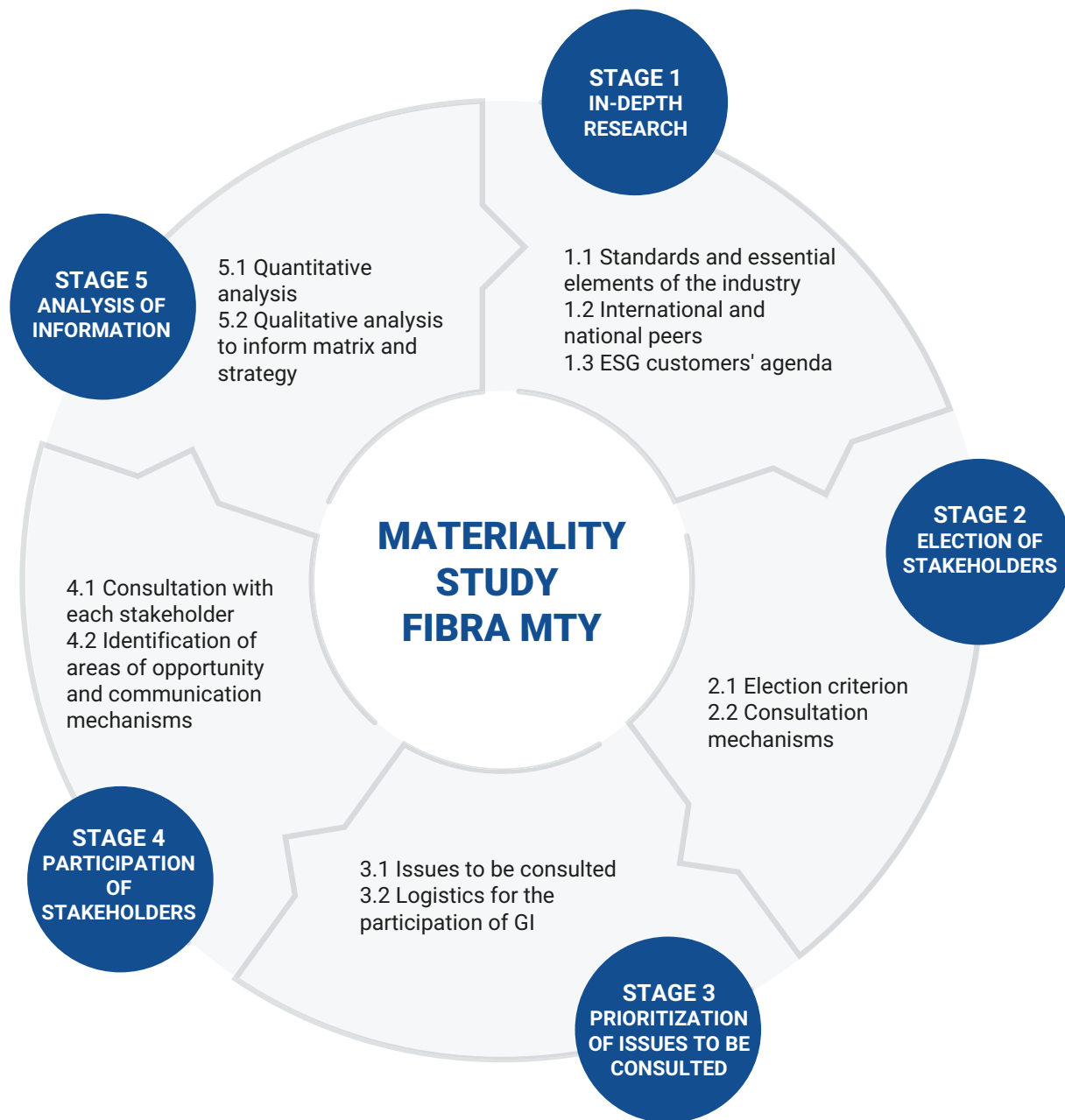
André de Sousa Ramalho
Operations Director

MATERIALITY

GRI 102-29 / 102-44 / 102-46 / 102-47

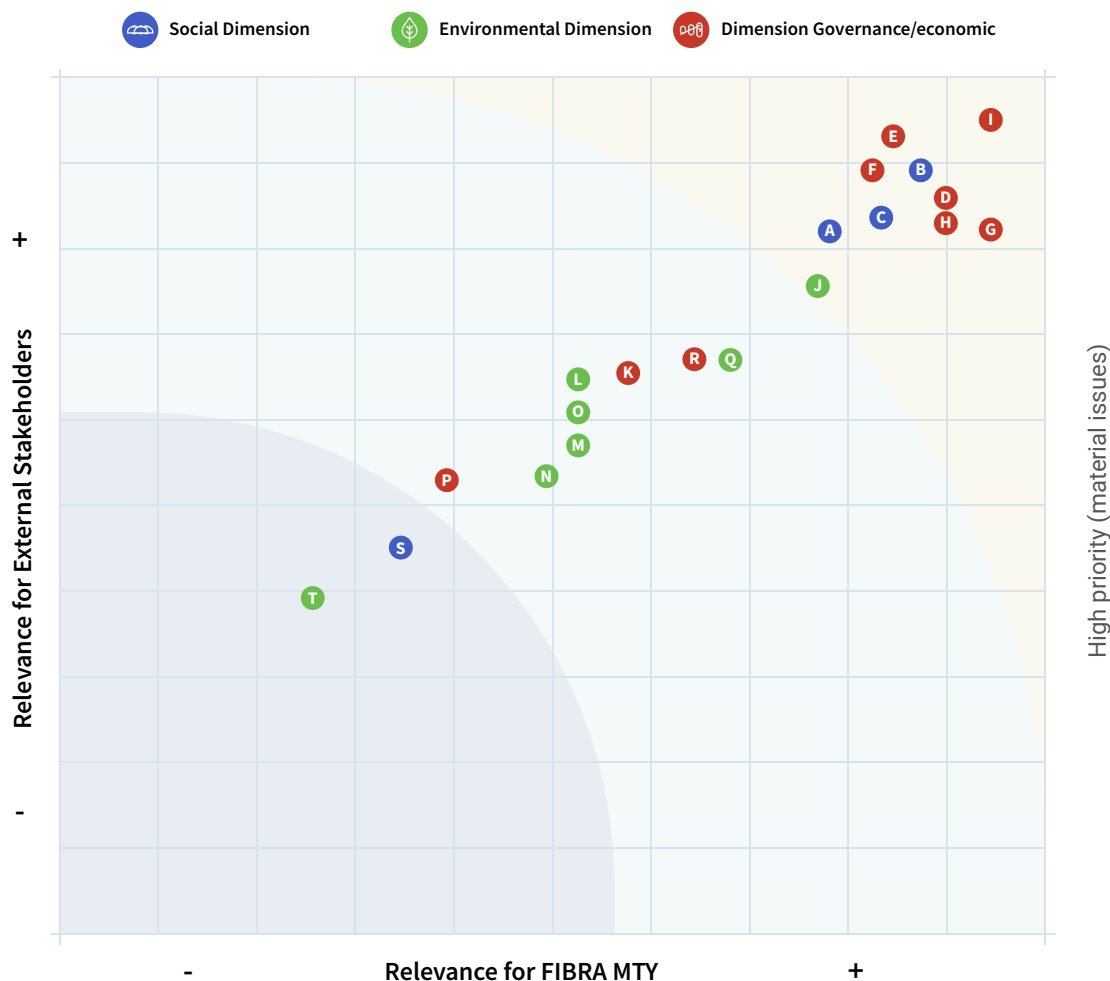
During 2020, we conducted our first study on materiality, allowing us to identify the sources of value creation, positive and negative impacts, as well as the perception of stakeholders to continue implementing our strategy of integral sustainability.

PROCESS TO PREPARE THE MATERIALITY STUDY



According to this study, there were identified 10 of the most relevant issues for our stakeholders, which we will use as basis to establish the priorities, goals, and indicators in our ESG strategy.

- A** Human Rights
- B** Occupational Safety and Health
- C** Attraction, management, and preservation of talent
- D** Risks and crisis management
- E** Ethics, code of conduct, and compliance
- F** Transparency and anti-corruption
- G** Resilient business model
- H** Innovation
- I** Corporate governance
- J** Operational and energy eco-efficiency
- K** Commitment and relationship with stakeholders
- L** Water efficiency and water management
- M** Strategy in face of climate change
- N** Waste management
- O** Environmental management policies and systems
- P** Supply chain
- Q** Investment in assets for ESG improvements
- R** Brand strength, brand positioning and management
- S** Social integration in properties
- T** Biodiversity management



OUR ASPIRATIONS FOR THE NEAR FUTURE

Considering the importance of ESG for the sustainable development of Fibra Mty, below are some short, medium and long-term objectives that will keep us in the right direction in terms of ESG, taking into account the general strategy proposed:



For 2030, reduce in at least 30% the carbon footprint derived from the use of electrical power of the central equipment and the common areas of office buildings of the portfolio of Fibra Mty, taking as baseline the use of the same properties in 2019.



Waste segregation in 100% of the common areas of our office buildings (organic, inorganic, recyclable, dangerous and special handling) as of 2022.



Placing 100% of LED/efficient lighting in all of our new building projects as of 2021.



Including the green lease clause in 100% of the new lease agreements and/or renewals/ amendments, as of 2022.



Installing water-saving devices in all restrooms of the common areas in our corporate office buildings as of 2021.



Accrediting all the Operations personnel as green associate of the US Green Building Council at the end of 2021, at the latest.



Requiring to all personnel of our Property Managers to become green associates del US Green Building Council at the end of 2022, at the latest.



Carrying out a diagnosis on our real estate properties during 2022 to assess the existing gaps so as to comply with measures of accessibility, considering people with disabilities, based on Mexican and international standards.



Starting trainings in ESG matters to 100% of the personnel of Fibra Mty and Property Managers with an annual periodicity, starting as of 2021.



Starting the certification process of the corporate offices of Fibra Mty under EDGE/IFC standards before the conclusion of 2021.



Participating in an environmental-social support project on an annual basis, with hours of voluntary service from the personnel of Fibra Mty as of 2021.



Establishing ESG objectives for 100% of the employees, linked to their performance assessment and in line with the strategy of Fibra, in 2021.



Maintaining or improving the performance of satisfaction surveys with employees and tenants every year.



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GOVERNANCE





The structure of the corporate governance of Fibra Mty has been designed in conformity with the best corporate practices, as well as with international standards. Thanks to the internal management, the interests of our Manager are fully in line with those of our stakeholders.

HOLDERS' MEETING

The holders' meeting is the highest governing body of Fibra Mty, which represents all holders of Fibra Mty's shares, pursuant to the provisions of our trust and the applicable regulation.

INTERNAL MANAGEMENT

WE ARE THE FIRST MEXICAN FIBRA CREATED WITH AN INTERNAL MANAGEMENT AND ADVISORY SERVICES STRUCTURE.

According to the experts in matters of real estate investment vehicles, the above is a basic principle, in terms of a proper trust-management-investor relationship.

The alignment of incentives is reflected in the elimination of any conflict of interest that could exist in a structure where the management, advisory services, and acquisitions of FIBRA are

carried out by an external company, which charges fees for these three concepts. In our case, considering that we have an internal management, and regulated by our Board of Directors, the expenses incurred by Fibra Mty to manage, give advice, or acquire properties are not designed based on a fee, but on an expense budget approved on an annual basis by our Board in relation to the size of our structure of employees, generating economies of scale, which translate into an additional return for the Holders of our shares. In this sense, the compensations plan of each executive of the FIBRA will be more transparent, making the accountability process easier.

BOARD OF DIRECTORS

GRI 102-18

Our Board of Directors is formed by eight members, six of which are classified as independent, this is, **75% OF INDEPENDENCE**, in line with the best practices in matters of corporate governance.

THE AVERAGE TENURE OF THE MEMBERS OF THE BOARD OF DIRECTORS IS 4.25 YEARS.

The Board maintains a non-staggered structure, a flexible scheme that allows the Holders' Meeting to ratify or remove the members of the Board of Directors on an annual basis.

INDEPENDENCE

GRI 102-25

The requirement of independence for the Board is of 45%, pursuant to our trust agreement, and of 25%, pursuant to the applicable law. At Fibra Mty, the members of the Board are deemed as independent members upon complying with the requirements set forth in Articles 24, second paragraph, and 26 of the Securities Market Law (Ley del Mercado de Valores), and are selected due to their experience, knowledge, abilities and prestige, and who can fulfill their positions without conflicts of interest, and who do not fall in any of the following situations: (i) Be a relevant director or employee of Fibra Mty; (ii) Have significant influence or decision making attributes at Fibra Mty; (iii) Be shareholder of an entity that forms part of the group of persons that maintain the control of Fibra Mty; (iv) Be a customer, service supplier, supplier, debtor, creditor, partner, director or employee of a person that is an important customer, service supplier, supplier, debtor or creditor of Fibra Mty; or (v) Have a relation due to consanguinity, affinity, or civil by adoption up to the fourth degree, spouse or concubinary of any of the individuals referred to in the preceding sections.

APPOINTMENT

GRI 102-24

The members of the Board are appointed individually by the Holders' Meeting for periods of one year, and are ratified on an annual basis. As part of the process of designation and appointment of the members of the Board of Directors, the Appointment Committee shall observe the provisions of our Board of Directors Diversity Policy, considering the needs of

the Board and the different diversity criteria included therein, considering that we are convinced that diversity strengthens and enhances the decision-making process within the Board.

Our Board of Directors is formed by a diverse group of professionals who have been elected due to their capacity, reputation, and knowledge in the respective discipline. In particular, the Independent Members of our Board, collectively, have knowledge on economy, finance, capital markets, international trade, and management, which supplement the knowledge on investment management and the real estate sector of our Manager.

The persons who currently fulfill the positions as members of our Board, and who have been appointed according to our Trust Agreement are described below:

Members of the Board of Directors <i>GRI 102-22 / 102-23</i>	Age	Member since
Federico Garza Santos	56 years old	2015
Eugenio Santiago Clariond Reyes*	77 years old	2015
Juan Carlos Calderón Guzmán*	50 years old	2015
Guillermo Babatz Torres	52 years old	2015
Alberto Federico Terrazas Seyffert*	56 years old	2015
Andrés Ochoa Bünsow*	66 years old	2017
Luz Adriana Ramírez Chávez*	60 years old	2019
Silvia Lucía Dávila Kreimerman*	50 years old	2021

* Independent Members

ALL OF THE MEMBERS OF THE BOARD HAVE 4 MANDATES OR LESS .

THE CHAIRMAN OF OUR BOARD OF DIRECTORS IS NOT AN EXECUTIVE OF THE ORGANIZATION, therefore, the duties fulfilled by such chairman are separate from the duties of our Chief Executive Officer.

Considering that gender is one of the most important criteria of diversity, in the sense that it strengthens the plurality of perspectives and solidifies the decision-making process, Fibra Mty has sought to increase the participation of women within the Board. **ON THE DATE OF THIS REPORT, OUR BOARD IS COMPOSED IN 25% BY WOMEN.**

SUPPORTING COMMITTEES

According with our Trust Agreement, our Board is additionally supported by (i) the Audit Committee, (ii) the Corporate Practices Committee, (iii) the Investment Committee, (iv) the Appointment Committee, and (v) the Indebtedness Committee, so as to carry out its duties.

The committees that provide support to the Board are formed as follows:

Audit Committee

GRI 102-22

Member

Andrés Ochoa Bünsow (Chairman)*

Juan Carlos Calderón Guzmán*

Luz Adriana Ramírez Chávez*

* Independent Members

Corporate Practices Committee

Member

Juan Carlos Calderón Guzmán (Presidente)*

Andrés Ochoa Bünsow*

Eugenio Santiago Clariond Reyes*

Guillermo Enrique Babatz Torres

* Independent Members





BIOGRAPHICAL INFORMATION OF THE MEMBERS OF OUR BOARD OF DIRECTORS

GRI 102-29

To consult the biographical information of the members of our board of directors, please visit the section of Appendices to this report.

ESG COMMITTEE

DURING 2020, WE FORMED A SUSTAINABILITY COMMITTEE, which main purpose is to supervise the implementation of the sustainability strategy of Fibra Mty. The internal area entrusted with the coordination of the implementation of the ESG strategy at Fibra Mty shall report to the Sustainability Committee, from time to time, the progresses, as well as the initiatives and strategies in sustainability matters that will be implemented at Fibra Mty.

Currently, the Sustainability Committee is formed by the Chairman of the Board, one member of the Board, the Chief Executive Officer, and the General Counsel of Administrador Fibra Mty, S.C., the internal trust manager.

In general terms, the Sustainability Committee has the following faculties:

- To review and, if applicable, validate the general sustainability strategy of Fibra Mty.
- To review the reports filed by the internal area in charge of the implementation of the sustainability strategy within Fibra Mty.
- To review and analyze the performance and the results of Fibra Mty in ESG benchmarks, as well as ESG questionnaires of investors and other stakeholders key to Fibra Mty.
- To direct and establish the corporate citizenship and philanthropy strategy, in compliance with the Corporate Philanthropy and Support to Communities Policy of Fibra Mty, with the main purpose of supporting causes that have a positive impact on the communities where Fibra Mty is present, as well as to align the support strategy to initiatives of worldwide recognition (e.g., Sustainable Development Goals of the UN).

RIGHTS CONFERRED BY OUR SHARES, AND MAIN HOLDERS

Information as of December 31, 2020	
Outstanding shares	967,740,599
Shares in treasury	79,815,648

Investment Committee

Member

Federico Garza Santos
 Guillermo Enrique Babatz Torres
 Alberto Federico Terrazas Seyffert (Chairman)*
 Eugenio Santiago Clariond Reyes*
 Juan Carlos Calderón Guzmán*
 Andrés Ochoa Bünsow*
 Luz Adriana Ramírez Chávez*

* Independent Members

Appointment Committee

Member

Federico Garza Santos
 Eugenio Santiago Clariond Reyes*
 Andrés Ochoa Bünsow (Chairman)*

* Independent Members

Indebtedness Committee

Member

Eugenio Santiago Clariond Reyes (Chairman)*
 Juan Carlos Calderón Guzmán*
 Alberto Federico Terrazas Seyffert*

* Independent Members

ALL OF FIBRA MTY'S SHARES HAVE ONE SINGLE SERIES AND CLASS,

therefore each Share grants equal corporate and economic rights to the Holder thereof. Each Fibra Mty's outstanding Share confers upon its Holder the right to one vote on all matters submitted to vote by the Holders of our shares. Each Holder shall be entitled to attend and vote at the Holders' Meeting.

Likewise, (a) the Holders that, individually or jointly, are holders of 10% (ten percent) or more of all our outstanding Shares shall be entitled to (i) request to the Common Representative to call a Holders' Meeting, specifying the items on the agenda to be discussed at such Holders' Meeting, and (ii) request the adjournment of a Holders' Meeting for 3 calendar days (without requiring a new call), with respect to the vote on any matter regarding which they deem they have not been sufficiently informed; (b) for every 10% of our outstanding Shares that they hold, either individually or jointly, the Holders shall be entitled to appoint or, as applicable, revoke, the appointment of a member of the Board, and the respective alternate member; (c) the Holders which, individually or jointly are holders of 15% or more of all Fibra Mty's outstanding Shares, may exercise actions of liability against the members of the Board or the Manager due to the nonperformance of their obligations set forth in the Trust Agreement; and (d) the Holders which, individually or jointly, are holders of 20% or more of all our outstanding Shares, shall be entitled to object the resolutions adopted in a Holders' Meeting, in terms of the Trust Agreement and the Applicable Legislation.

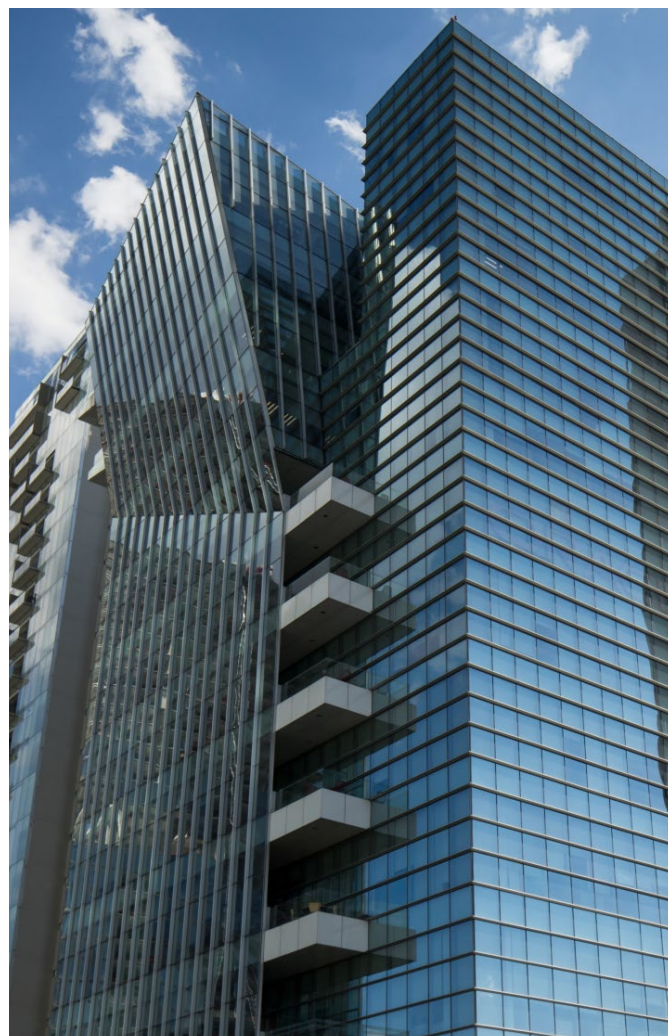
The following table shows the estimated share of the main Holders of Fibra Mty as a percentage of our outstanding shares as of December 31, 2020:

Holder	Percentage
Desarrollos Delta (LFMG Corporativo, S.A. de C.V.)	9.84%
Investing Public: - Institutional Investors (Pension Funds Management Companies (AFORES, its initials in Spanish), private investment funds and pensions) - Equity Investors	66.03%
Contributors of real estate	12.29%
Fideicomiso Garza Santos	7.35%
Other	2.93%
	1.56%

The percentages presented use the information collected by Fibra Mty in the Initial Public Offering, additional follow-ons, as well as the acquisitions of real estate paid with Shares. The percentages provided above do not reflect transactions carried out on the secondary market.

AS OF DECEMBER 31, 2020, THERE ARE NO GOVERNMENT ENTITIES OR INSTITUTIONS THAT ARE HOLDERS OF FIBRA MTY'S SHARES.

The institutional investors indicated in the above table are private entities, and not government entities or institutions.





6

PERSONS

TALENT

At Fibra Mty we promote a work environment that is stimulating, diverse and wholesome, where our employees can develop their professional careers by contributing to the best of their abilities.

DIVERSITY

We aim to be an inclusive company formed by a diverse team, without distinction of race, color, sex, language, religion, political opinion, or of any other nature. We are convinced that these differences make the work environment richer, providing us the best talent.

Based on our Board of Directors Diversity Policy, we are committed to have a Board with diversity of perspectives derived from the variety in abilities, education, professional experience, and other distinctive qualities that strengthen the decision-making process, and becomes a key element in the performance of strategic goals and the development of Fibra Mty.

BENEFITS

GRI 103-1, 103-2, 103-3

The wellness in the workplace is related to all aspects of working life, from the quality and safety of the physical environment, to the feelings of our employees with respect to their work, their work environment, and the organization. One of the objectives of Fibra Mty is to promote the proper conditions to improve the quality of life of the employees, endeavoring a sustainable development, and generating a healthy workplace, spaces of knowledge and family integration through programs that encourage an integral development and activities detected through the needs of the employees.

Therefore, we have a Social Wellness Policy under which we seek to promote the social wellness of our employees, increasing their productivity, satisfaction, quality of life, work, and economic interest. We intend to favor conditions in the working environment to promote the development of the creativity, identity, and participation of all employees, as well as to establish a culture of respect for the environment by making better use of resources at work.

Our Policy addresses diverse issues, from trainings to our employees to increase productivity, and to develop their professional abilities, mechanisms that promote a savings culture, flexible work times, holidays, and benefits above those stipulated by law, events aimed to develop the organizational climate, among others. Likewise, considering as we are committed to the continuous improvement of the organizational environment and quality, in 2019, we incorporated to the policy a subsidy related to maternity and also, in 2020, we incorporated the benefit to grant additional days of paternity leave to those granted under the law, flexibility to work from home, awareness in the care of the environment, and economic support to pay day care for all employees with minor children who require the care of a third party during working hours.

BENEFITS GRANTED TO EMPLOYEES

GRI 401-2



PERSONAL LOANS SO THAT EMPLOYEES MAY HAVE LIQUIDITY WITH A LOW INTEREST RATE



SAVINGS FUND TO PROMOTE A SAVINGS CULTURE IN EMPLOYEES



FUNERAL EXPENSES IN CASE OF DEATH OF FAMILY MEMBERS OF THE EMPLOYEE



MATERNITY SUBSIDY



PATERNITY LEAVE



FLEXIBLE HOURS AND WORK FROM HOME



ECONOMIC SUPPORT FOR DAY CARE

TRAINING

One of the ultimate goals and the reason for the company of Fibra Mty is the wellness, professional development, and personal growth of its employees.

According to our Training Policy, we offer our employees constant and diverse training so that they may have adequate and sufficient tools and abilities to successfully perform their duties, enhancing their knowledge to achieve their goals and promote their growth.

Based on the terms of the Training Policy, all personnel of the organization has within their reach both institutional courses for the basic performance of the activities of their positions, as well as functional courses tending to obtain academic accreditations such as diplomas, professional certifications, master's degrees, among others.

Furthermore, at least six times a year, Fibra Mty carries out the events internally known as "Fibradas", where all the personnel is trained in subjects of different nature, and which may relate to the ordinary course of the main business, as well as to other subjects that impact and benefit the personal aspect of the employee, such as finances, and personal situations regarding their patrimony, nondiscrimination and gender diversity, information technologies and cybersecurity, ESG factors, among others.

Likewise, and as result of certain satisfaction surveys conducted throughout all levels of the organization during 2020, Fibra Mty started a training program in diverse subjects related to emotional intelligence, self-improvement, and situation handling, like the event called "a coffee with the CEO", where each and every one of the employees share their impressions and concerns with the Chief Executive Officer, one-on-one.



COMMUNITY

GRI 103-1 / 103-2 / 103-3

At Fibra Mty, we are committed to contribute to the wellness of persons through social initiatives that have a positive impact on the community.

Through our Corporate Philanthropy and Community Support Policy, we have developed an annual program to support diverse social causes to support mainly initiatives that promote the social and environmental development of communities, either directly or through non-governmental and non-profit organizations, seeking to positively impact on the Sustainable Development Goals of the United Nations.

The main areas addressed by our corporate philanthropy program are:



INFRASTRUCTURE AND HOUSING



WELLNESS, SOCIAL DEVELOPMENT AND HEALTH



SUSTAINABLE DEVELOPMENT AND ENVIRONMENT








EMERGENT SITUATIONS

SUPPORT TO COMMUNITIES

GRI 413-1

The following causes were supported with the budget of 2020:

Organization	Project	Donation in MXN	Area of influence	Area of focus	SDGs
Pro Superación Familiar Leonesa A.C.	The “Supera Contingencia Covid-19” Program consisted in adopting 1,000 families for three months in order to supply food to the families which were identified with greater vulnerability in the metropolitan zone of Monterrey.	\$800,000	Nuevo León	Wellness, social development, and health	  
Fundación Jorge y Julieta Aziz, A.C.	“#EntrelazandoMéxico para hacer frente al Covid-19” Program consisted in the purchase and distribution of consumables of protection that were delivered in the hospitals that had the greater need.	\$100,000	México City, State of Mexico, and diverse estates of the central and southern regions of the country	Wellness, social development, and health	
Latidos de Vida (Cardiochavitos)	20 children with congenital cardiopathy in vulnerable economic situation will be benefited by financing an open-heart surgery and/or cardiac catheterization.	\$105,000	Nuevo León	Wellness, social development, and health	
TEDI Integral Expression and Development Workshop	Training of 12 professionals of the Institution in the area of visual, communication, speech rehabilitation, and the integration of high-performance equipment so that they may, in turn, contribute to the development and education of children and youngsters with Down Syndrome.	\$42,000	Nuevo León	Wellness, social development, and health	
Asociación Regiomontana de Niños Autistas (Arena)	Increasing and developing academic, social and conduct abilities in children and teens with autism.	\$28,000	Nuevo León	Wellness, social development, and health	
Ser y crecer (Boys hope Girls Hope)	Teaching on-line English classes to 80 teens between 12 and 17 years old who live in vulnerable conditions.	\$42,000	Nuevo León	Wellness, social development, and health	
Institución Renace, A.B.P.	Counteracting the negative effects in the psychosocial development of minors whose father and/or mother is in prison through workshops aimed to improve the academic performance and strong emotional connections with both their parents and guardians.	\$206,650	Nuevo León	Wellness, social development, and health	 

Pronatura Noreste, A.C.	Generating messages of environmental communication and preservation of ecosystems for children and teens.	\$100,000	Baja California	Sustainable development and environment	
Observatorio Ciudadano de la Calidad del Aire del Área Metropolitana de Monterrey OCCAM, A.C.	Scientific study with the National Institute of Public Health (<i>Instituto Nacional de Salud Pública</i>) to establish the potential effect of pollution in cases of asthma.	\$300,000	Nuevo León	Sustainable development and environment	 
Cruz Roja Mexicana, I.A.P.	Provide pre-hospital services, and transfer of patients diagnosed with COVID-19. Improving the conditions of the ambulances.	\$100,000	Toda la República Mexicana	Emergent situations and wellness, social development, and health	
Patronato Amigos de la Sierra de Arteaga Coahuila, A.C.	Providing aid to the communities affected and members of brigades in the emergent situation of the fire in the Mountain Range of Nuevo Leon. Providing support with a 10-year plan for the recovery of the zones affected by the forest fire. Prevention, reforestation, reconstruction, and community strengthening in Arteaga, Coahuila, and Santiago, and Galeana, Nuevo Leon.	\$150,000	Coahuila y Nuevo León	Sustainable development and environment	
TOTAL		\$1,973,650			

WORKFORCE BREAKDOWN BY AGE GROUP

At Fibra Mty we monitor the breakdown of our workforce according to the age group diversity indicator.

< 30 years old	32%
30 - 50 years old	55%
> 50 years old	13%





7

ENVIRONMENT



GRI 103-1 / 103-2 / 103-3

At Fibra Mty one of our goals is protecting the environment, maximizing the productivity of natural resources, and reducing the environmental impacts that could be caused as part of the operation processes of our properties.

Our Environmental and Biodiversity Policy sets forth the general guidelines to establish an eco-efficient operation according to the best sustainability practices worldwide, and considering at all times our internal operation processes.

The following form part of the principles and actions stipulated in this policy:

- Guiding the company towards a sustainable development, endeavoring an adequate balance between respect for the environment, promotion of progress and social welfare, and economic interests, with the purpose of creating value in sustainable manner.
- Promoting the use of new technologies and processes, in order to prevent or minimize environmental impacts.
- Contributing to a sustainable energy model, with greater presence of clean energies that translate into efficiencies in energy power use and a reduction of the carbon footprint.
- Promoting the preservation of the biological diversity through the active collaboration and support to initiatives or organizations that protect all forms of biodiversity.

- Adopting a clear commitment in the fight against climate change, with emphasis on energy efficiency and sustainable mobility.

- Taking into consideration environmental policies and practices as one of the criteria in suppliers' election and contracting.

CLIMATE CHANGE

Climate change is one of the main global risks we are facing as humanity. At Fibra Mty we are aware that, as a company and as an industry, we play an essential role in the reduction of greenhouse global emissions, and in the transition towards a low-carbon economy.

The information on Greenhouse Gas ("GHG") emissions reported in this document is aligned with the GHG emissions accounting and reporting procedure based on the "Corporate Accounting and Reporting Standard - Revised Edition" and on the complement "Corporate Value Chain (Scope 3) Standard" of the GHG Protocol, which represent the most used international accounting tools by governments and business leaders to understand, quantify and manage GHG emissions. The standards were developed in collaboration between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

For the accounting of GHG emissions from Fibra Mty, an operational control approach was chosen. During the fiscal year 2020, only scope 2 emissions were reported, which comprise all the indirect GHG emissions generated by the consumption of electricity in the common areas of the buildings where the company, or one of its subsidiaries, exercise their operating policies and for the consumption of electrical energy of the corporate offices of Fibra Mty.





On the other hand, the emissions derived from the electrical energy consumed by Fibra Mty's tenants were reported in category 13 of Scope 3 of other indirect emissions.

0.05 TCO₂E PER M²













EMISSION INTENSITY FACTOR

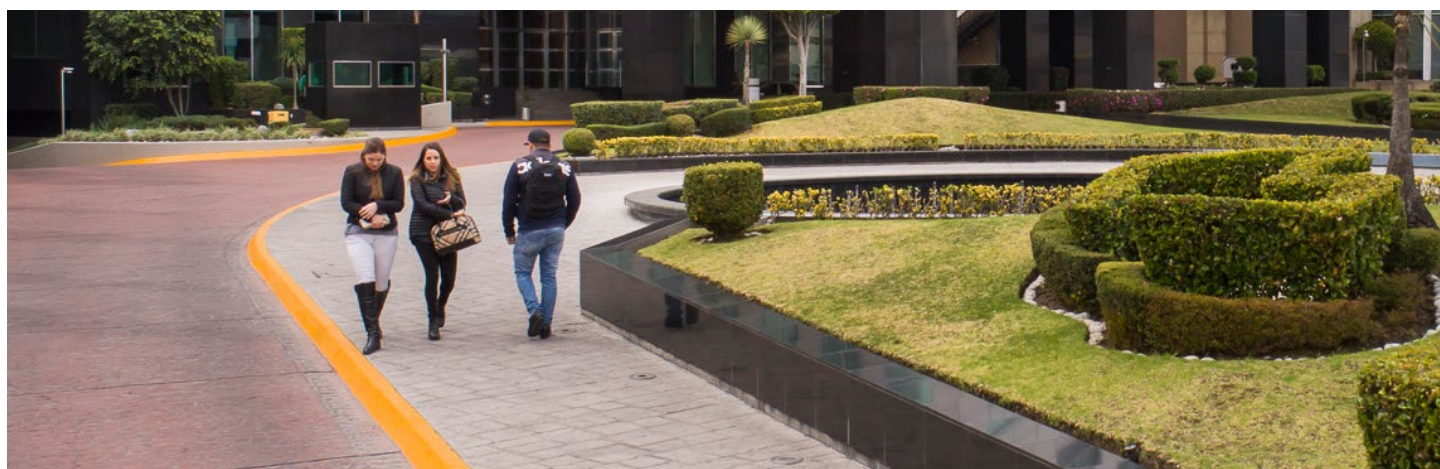
** The emissions of 241,454 m2 of the total 713,925 m2 that were part of the Fibra Mty portfolio during 2020 were calculated, which corresponds to a coverage of 65% with respect to the properties over which Fibra Mty maintains operating control and 31% over the total GLA, obtaining a total of 12,958.35 tCO₂e. This emission intensity factor considers the consumption of scope 2 and 3 on the total m2 of coverage.*

SUMMARY OF THE ESG PERFORMANCE FOR 2020


GOBERNANZA					
GRI 102-38 / 102-39 / 205-3					
Indicator	Unit	2020	2019	GRI	SDGs
CORPORATE GOVERNANCE					
Number of Women in the Board	Number	1 (Currently 2)	1	405-1	
Number of Independent Directors	Number	6	6	102-22	
Average board meeting attendance	Percentage	94	97		
Ratio between the total annual remuneration of the CEO and the average remuneration of employees.	Ratio	4.7:1	4.5:1	102-38	 
CRM					
Customer satisfaction	Percentage of satisfied customers	88.7%	79.2%	102-43 102-44	
DATA PRIVACY - TI					
Total number of verified claims related to violations of the privacy of customers	Number	0	0	418-1	
Infringements to the Code of Ethics	Number	0	0	102-17 205-3	
INFLUENCE ON PUBLIC POLITICS					
Contributions or expenses to political campaigns or organizations, pressure groups, commercial associations, tax-exempt entities, or other groups which role is to have an influence on political campaigns or public policies, and the legislation	Monetary Units	0	0	415-1	



ENVIRONMENTAL							
Indicator	Unit	2020	2019	Coverage 2020	Coverage 2019	GRI	SDGs
GHG EMISSIONS <i>GRI 305-1</i>							
Scope 2: Indirect Emissions	Ton CO2 Eq	3,643.67		100%		305-02	 
Scope 3: Indirect Emissions	Ton CO2 Eq	9,314.68		33.82%		305-02	 
ENERGY USE <i>GRI 302-1</i>							
Nonrenewable fuels purchased and used	MWh	0.03344	0.05029	31.5%	31.6%	302-01	
Nonrenewable electricity purchased	MWh	11119.54	10015.40	65%*	41.9%	302-01	
Other nonrenewable energies purchased	MWh	0	0			302-01	
Total of nonrenewable energy used	MWh	11119.57	10015.45	65%		302-01	
Total cost of energy use	MXN Pesos	\$22,251,737	\$22,473,953	31.5%		302-01	
WATER USE <i>GRI 303-1</i>							
Total municipal water supplies	Millions of cubic meters	0.055373	0.073444	100%	100%	303-03 303-04	
WASTE							
Total waste generated	Ton CO2 Eq	605.3949	843.5460	100%	100%		
LEED Certifications	Number of properties		1				



* This coverage is based on the m2 of actual consumption, it does not consider extrapolated m²

SOCIAL					
Indicator	Unit	2020	2019	GRI	SDGs
Coverage of social indicators reported	Percentage	100% of operations			
EMPLOYEES					
Total number of employees	Number	31	28	102-8	
Number of women	Number	10	9	102-8	
Percentage of women in management positions	Percentage	14	16	102-8	
% of employees represented by an independent trade union or covered by collective bargaining agreements	Percentage	0	0		 
Commitment of the employees (percentage of satisfied employees)*	Percentage	91.56	91.56		 
Coverage of the commitment survey*	Percentage	100	100		 
Lost-Time Injury Frequency Rate (LTIFR) Employees - Contractors	Percentage	0	0	403-9	
Equal remuneration		SEE REMUNERATION TABLE			
Total turnover	Percentage	6	25	401-1	
Voluntary turnover	Percentage	0	14	401-1	
CORPORATE CITIZENSHIP AND PHILANTHROPY					
Contributions allocated to charity donations	Porcentaje	100	100		  
Contributions allocated to community investments	Porcentaje	0	0		  
Contributions allocated to commercial initiatives	Porcentaje	0	0		
Philanthropic contribution in cash	Mxn Pesos	1,973,650	2,150,000		  
Value of donations in kind	Mxn Pesos	0	0		  
General expenses related to corporate citizenship	MXN Pesos	1,973,650	2,150,000.00		  

REMUNERATION TABLE (RATIO BETWEEN FEMALE SALARY IN RELATION TO MALE SALARY)		
	2020	2019
Executive level (base salary)	0.6716	0.6722
Management level or positions (base salary)	1.0374	1.06891
Management level or positions (base salary plus other cash incentives)	1.036	1.06628
Positions below management level	1.4884	1.13068

MEMBERSHIPS OF ASSOCIATIONS

GRI 102-12 / 102-13



Pacto Global
Red México



AMERICAN CHAMBER
MEXICO



ampip

ASOCIACIÓN MEXICANA DE
PARQUES INDUSTRIALES PRIVADOS, A.C.





9

APPENDICES

BIOGRAPHICAL INFORMATION ON THE MEMBERS OF OUR BOARD OF DIRECTORS

Federico Garza Santos. Appointed as member of the Board of Directors in January of 2015, he is the Chairman of the Board of Directors, and is also member of the Investment Committee, and the Appointment Committee.

Mr. Garza Santos is a businessman, and currently serves as chairman of the board of directors of Grupo Delta, a leading company in the development, investment, and management of real estate projects, which has developed over one million square meters; he was the chief executive officer of this company, where he gained broad experience in the development and operation of real estate properties. Furthermore, he actively participates in organizations that promote social development and citizen's participation in communities. Likewise, he serves as chairman of the board of directors of Numa Inmuebles, a company engaged in offering real estate advisory services, and the development and marketing of residential and commercial real estate properties. Furthermore, Mr. Garza Santos is chairman of the board of directors of Deltack, capital managers for the development of real estate projects in Mexico, and of the board of directors of Desarrollos Delta USA, Tres Vidas Acapulco, Arinmsur, Citadela Mérida, and member of the board of directors of Promotora Ambiental e Inmobiliaria Macroplaza. He is 56 years old. Mr. Garza Santos holds a degree in industrial and systems engineering from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM).

Eugenio Santiago Clariond Reyes. Appointed as member of the Board of Directors in January of 2015, he is also member of the Corporate Practices Committee, the Investment Committee, the Appointment Committee, and the Indebtedness Committee, where he serves as Chairman.

Mr. Clariond is the Honorary Chairman of the board of directors of Grupo Cuprum, the main aluminum extruder of Latin America, Grupo Cleber, a multi-brand group leader in the industry of car dealership in the Northern and Northeastern part of the country, and Fultra, group of companies engaged in the transportation sector. Among other positions, he has served as chairman and Chief Executive Officer of Grupo IMSA, a leading company in the segment of steel processed products business, where he participated for over 55 years, fulfilling managerial positions up to the position of chief executive officer, where he obtained broad experience in the management of leading companies in their industry. Likewise, he has served as vice-chairman of the World Board Council for Sustainable Development or WBCSD, chairman of the Mexican chapter of the North America Chapter or NAC, chairman of the Chamber of Commerce Mexico-United States, and chairman of the National Council of Foreign Trade (CONACEX, its initials in Spanish); chairman of the Mexican Council of Businessmen. He is 77 years old. Mr. Clariond holds a degree and a master's degree in Business Management from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM). Furthermore, Mr. Clariond Reyes is the sole administrator of Buró Inmobiliario Elite, real estate and construction group, and member of the board of directors of the following companies: Grupo Industrial Saltillo, Orbia,

Grupo Financiero Ve por Más; likewise, member of the Board of Directors of Fibra Mty, Grupo Energex, and Exel del Norte.

Juan Carlos Calderón Guzmán. Appointed as member of the Board of Directors in January of 2015, he is also member of the Investment Committee, the Indebtedness Committee, the Audit Committee, and the Corporate Practices Committee, where he serves as Chairman.

Mr. Calderón has broad experience in financial and risks area within Invercap, Vector, Cemex, Merrill Lynch, and Banamex. He is founding partner of Talous Consulting Services. He is 50 years old. Mr. Calderón holds a degree in economy from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM), and holds an MBA from the Massachusetts Institute of Technology (MIT).

Furthermore, Mr. Calderón Guzmán is member of the board of directors of Banregio, Grupo Vigia, Afore Invercap, and Thelsa Mudanzas, and managing partner of Arvo Capital.

Guillermo Babatz Torres. Appointed as member of the Board of Directors in January of 2015, he is also member of the Investment Committee and the Appointment Committee.

Mr. Babatz has been Internal Credit Coordination and Training Director, and chief executive officer of Insurance and Securities of the Ministry of Finance, chief executive officer of Sociedad Hipotecaria, chairman of the National Banking and Securities Commission (CNBV, its initials in Spanish). In the CNBV, he was entrusted with the day-to-day transactions, and acted as representative of Mexico in the Basel Committee on Banking Supervision (BCBS), the International Organization of Securities Commissions (IOSCO), and the Financial Stability Board (FSB). Mr. Babatz currently serves as managing partner of Atik Capital, consulting firm specialized in financial structuring, regulatory advisory services of financial entities, digital business transformation, and risk management. He has ample experience in the financial, stock market exchange, regulatory, risks management sectors, and in the digital business transformation. He also serves as director of Bank of Nova Scotia (Scotiabank) in Canada, where he presides the Risk Committee, and also serves as chairman of the board of directors of Grupo Financiero Scotiabank Inverlat and its subsidiaries in Mexico, apart from being Trustee of the IFRS Foundation. He is 52 years old. Mr. Babatz holds a degree in economy from the ITAM, and a doctorate degree in economy from Harvard University.

Alberto Federico Terrazas Seyffert. Appointed as member of the Board of Directors in January of 2015, he also serves as member of the Indebtedness Committee and the Investment Committee, where he serves as Chairman.

Mr. Terrazas is an Industrial and Systems Engineer from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM), holds an OPM Diploma from Harvard Business School, he is 56 years old, and is the Executive Director of one of the most important companies of the region of Chihuahua, Grupo Punto Alto, company focused in the sectors of construction,

real estate, metallurgical, aeronautics, and services. He was chairman of the National Chamber of the Manufacturing Industry (CANACINTRA, its initials in Spanish) in Chihuahua during the period 2009-2012, Chairman of Desarrollo Económico AC 2013-2016, and director of BBVA Bancomer and Banorte. He has ample experience in the real estate and construction sector.

Additionally, Mr. Terrazas Seyffert is member of the board of directors of Copachisa, a company engaged in the industrial design and construction, with over 9,000,000 m² constructed, and has been member of the board of directors of Demek, a company that has constructed over 400 industrial projects in 20 states of the Mexican Republic, Emycsa, a construction company in steel structures that has produced a total of 206 thousand 300 tons of materials, as well as a total of 5 million 670 thousand m² of sheet metal coverings, ESJ, is a leading company in the design, manufacture and supply of structural steel solutions that has created structural solutions for over 31 million square meters, GCC, a leading company in the production of cement, concrete, aggregates, and innovative solutions in the construction industry, Grupo Ruba, a real estate housing development company with over 40 years of experience, and Grupo Cofisa, a sales company of iron and steel products in the Northern part of Mexico.

Andrés Ochoa Bünsow. Appointed as member of the Board of Directors in July of 2017, he is also member of the Investment Committee, the Corporate Practices Committee, and of the Audit and Appointment Committee, where he serves as Chairman.

Mr. Ochoa is a practicing lawyer, investor, and member of the Board of diverse public and private companies. He was partner in Baker McKenzie since 1986, where he acted as transactional lawyer, with broad experience in the corporate finances, M&A, real estate, and infrastructure sectors, among others. During his professional career, he fulfilled diverse managing duties, including the position of Chairman of the Global Policies Committee of Baker McKenzie Internacional, Chairman of the Global Finance Committee, Chairman of the Regional Board of Latin America, and National Managing Director of the offices of the firm in Mexico. Likewise, he was member of the Executive Global Committee of the firm, where he fulfilled his duties under the direction of Christine Lagarde, who until recently was the Managing Director of the International Monetary Fund. With over 40 years of experience, Mr. Ochoa Bünsow has been recognized as one of the leading lawyers in corporate and financial law, and has received multiple acknowledgments such as his continuous certification by the Chambers Latin America and Latin American Law Firm Leader of the Year 2013, awarded by the prestigious English magazine "Latin Lawyer". He actively participates in associations such as the Board Nuevo León and the American Chamber of Commerce of Mexico, Monterrey Chapter, where he served as Chairman, and currently presides over the Committee of Industrial Promotion and Economic Development (COFIDE, its initials in Spanish). He is Chairman of the Steering Committee and Chairman of the Executive Committee of Invest Monterrey (DeMTY, A.C.), a public-private association that incorporates more than one hundred private companies, public organizations, universities, and business

organizations which purpose is to promote capital attraction and economic development of the State of Nuevo Leon. He is 66 years old.

Mr. Ochoa obtained his Law Degree in Escuela Libre de Derecho of Mexico City, and his Master's Degree in International Corporate Law (LL.M) from the University of Columbia, in New York City. Apart from practicing in the Mexican Republic, he is member of the New York State Bar Association, to which he was admitted by the Supreme Court of such state in 1986. Furthermore, Mr. Ochoa Bünsow is chairman of the Board of Directors of Grupo Famsa, and member of the board of the following companies: Farmacias Benavides, Güntner de México, Christus Muguerza, El Paso Industrial Supplies México, EPIS Logistics, Grupo Club PM Project Management, Branding Alliance Media, Grupo de Desarrollo y Entretenimiento de Hermosillo, Promotora Inmobiliaria Villa XXI, Vivace, American Chamber of Commerce of Mexico and Consejo Nuevo León SEDET Comisión de Desarrollo Económico, and DeMTY. He also acts as Statutory Auditor of British American Tobacco México.

Luz Adriana Ramírez Chávez. Appointed as member of the Board of Directors in October of 2019, she is also member of the Investment Committee, and the Appointment Committee. Mrs. Ramirez Chavez is currently the Chief Executive Director of Visa Mexico, as well as Vice-president of the committee of the Executive Board of Global Companies (Consejo Ejecutivo de Empresas Globales or CEEG), and Vice-president of the committee of the Mexican Association of Executive Women (Asociación Mexicana de Mujeres Ejecutivas or AMME), and she participated in the course of "Women on Boards" in Harvard Business School, and also in the committees of Women in Senior Management (Mujer en la Alta Dirección) in the IPADE, and of Diversity, of American Chambers. She has broad experience in finance and in information technologies applied to businesses. She holds a degree in Chemical Engineering in "Universidad La Salle", and a Master of Business Administration Degree (MBA), and she also studied Finance and Investment Projects Evaluation in the "Universidad de Buenos Aires", Argentina. She is 60 years old.

Silvia Lucía Dávila Kreimerman. She was appointed as member of the Board of Directors in April of 2021.

Currently, Mrs. Davila Kreimerman is the Regional Chairwoman of Latin America for Danone, and Chairwoman of Latin America for the businesses of EDP and Waters, as well as member of the managing committee of Grupo Danone Global, board member of UNITEC, board member and fellow of International Women's Forum (IWF), member of Young Presidents Organization (YPO), and of Women Corporate Directors (WCD). She is also coordinator of the forum of inclusion and diversity group of the Business Coordinating Council, and the UN Global Pact in Mexico. She holds a Marketing degree from the UNITEC, and a master's degree in business economics from the ITESM, as well as diverse postgraduate studies from the IMD, Harvard Business School, and INSEAD. Mrs. Davila has broad experience in business transformation, digital transformation, marketing, innovation, and development of equipment. She is 50 years old.



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ABOUT

THIS REPORT

GRI 102-10 / 102-45 / 102-50 / 102-51 / 102-52 / 102-54,

The 2020 Sustainability Report is an annual publication of Fibra Mty, containing information corresponding to the period comprised between January 1, and December 31 of 2020 (except otherwise indicated in the document) under the ESG criteria.

For its preparation, we used as basis the materiality study conducted during 2020, where we obtained the material issues that shape our sustainability strategy.

This Report has been prepared in accordance with the Essential option of the GRI Standards.

Banco Invex, S.A., Institución de Banca Múltiple, Invex Grupo Financiero, Trustee solely and exclusively in its capacity as trustee of the irrevocable trust number F/2157, Administrator Fibra Mty, S.C., Fibra Mty, S.A.P.I. de C.V.

**GRI CONTENT INDEX “IN ACCORDANCE”
WITH GRI STANDARDS: CORE OPTION**

GRI 102-55

GRI Standard	Contents	Page/Direct Answer	Omissions
GRI 101: Foundation 2016			
GENERAL DISCLOSURES C			
GRI 102: General Disclosures 2016	102-1 Name of the organization	About us p.3	
	102-2 Activities, brands, products, and services	About us p.3	
	102-3 Location of headquarters	Back Cover	
	102-4 Location of operations	Fibra Mty Portfolio p.5	
	102-5 Ownership and legal form	About us p.3	
	102-6 Markets served	Fibra Mty Portfolio p.5	
	102-7 Scale of the organization	Relevant Figures at the Close of 2020 p.4	
	102-8 Information on employees and other workers	Relevant Figures at the Close of 2020 p.4	
	102-9 Supply chain	No available	
	102-10 Significant changes to the organization and its supply chain	About this Report p.38	
	102-11 Precautionary Principle or approach	At Fibra Mty, the precautionary principle or approach is very important in the challenge posed by the avoidance of impacting the environment resulting in serious and irreversible damage to the life and health of people, as well as to the integrity of the natural environment.	
	102-12 External initiatives	Memberships of Associations p.33	
	102-13 Membership of associations	Memberships of Associations p.33	
	102-14 Statement from senior decision-maker	Letter from the CEO p.6	
	102-15 Key impacts, risks, and opportunities	Letter from the CEO p.6	
	102-16 Values, principles, standards, and norms of behavior	Fibra Mty Culture p.8 Code of Ethics p.10	
	102-18 Governance structure	Board of Directors p.19	
	102-21 Consulting stakeholders on economic, environmental, and social topics	Relationships with Stakeholders and Communication Channels p.13	
	102-22 Composition of the highest governance body and its committees	Members of the Board of Directors and Supporting Committees p. 20-21	
	102-23 Chair of the highest governance body	Members of the Board of Directors and Supporting Committees p. 20-21	
	102-24 Nominating and selecting the highest governance body	Appointment p.19	
	102-25 Conflicts of interest	Independence p.19	

GRI Standard	Contents	Page/Direct Answer	Omissions
GRI 102: General Disclosures 2016	102-29 Identifying and managing economic, environmental, and social impacts	ESG Commission p.21 Materiality p.14	
	102-38 Annual total compensation ratio	Summary of the ESG Performance for 2020 Corporate Governance p.30	
	102-39 Percentage increase in annual total compensation ratio	No available	
	102-40 List of stakeholder groups	Relationships with Stakeholders and Communication Channels p.13	
	102-41 Collective bargaining agreements	NA	
	102-42 Identifying and selecting stakeholders	Relationships with Stakeholders and Communication Channels p.13	
	102-43 Approach to stakeholder engagement	Relationships with Stakeholders and Communication Channels p.13	
	102-44 Key topics and concerns raised	Materiality p.14	
	102-45 Entities included in the consolidated financial statements	About this Report p.37	
	102-46 Defining report content and topic Boundaries	Materiality p.14	
	102-47 List of material topics	Materiality p.14	
	102-48 Restatements of information	No significant reporting changes were made.	
	102-49 Changes in reporting	No significant reporting changes were made.	
	102-50 Reporting period	About this Report p.37	
	102-51 Date of most recent report	About this Report p.37	
	102-52 Reporting cycle	About this Report p.37	
	102-53 Contact point for questions regarding the report	Back Cover	
	102-54 Claims of reporting in accordance with the GRI Standards	About this Report p.37	
102-55 GRI content index	GRI Content Index p.38		
102-56 External assurance	No external verification was conducted.		
MATERIAL TOPICS			
ECONOMIC			
ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Code of Ethics p.10	
	103-2 The management approach and its components	Code of Ethics p.10	
	103-3 Evaluation of the management approach	Code of Ethics p.10	

GRI Standard	Contents	Page/Direct Answer	Omissions
GRI 303: Emissions 2016	205-3 Confirmed incidents of corruption and actions taken	Summary of the ESG Performance for 2020 GHG Emissions p.31	
SOCIAL			
EMPLOYMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Benefits p. 24	
	103-2 The management approach and its components	Benefits p. 24	
	103-3 Evaluation of the management approach	Benefits p. 24	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Granted to Employees p. 24	
LOCAL COMMUNITIES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Community p.25	
	103-2 The management approach and its components	Community p.25	
	103-3 Evaluation of the management approach	Community p.25	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Causes supported in 2020 p.26-27	
	413-2 Operations with significant actual and potential negative impacts on local communities	No cases of this type occurred	

FIBRAMTY

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