



# ESG Strategy & Program

**Corporación Inmobiliaria**

**Vesta S.A.B de C.V.**

# Our ESG commitment



*A long-term vision to build a legacy for future generations, involving all stakeholders, incorporating **resilient measures** and placing ESG at the center of our strategy and core business.*

### BOARD OF DIRECTORS

ESG Committee, Diversity on the Board, ESG Annual Reporting, Climate Change Training

### COMMUNICATIONS

Stakeholder engagement, ESG internal & external communications, ESG PR

### DEVELOPMENT

Sustainable Construction Manual and its Checklist; Green Certifications, Emissions Inventory, Human Rights

### LEGAL

Human rights and labor practices with suppliers, Green Lease in contracts

### FINANCE

Investors' engagement, ESG bond, long-term vision, ESG IFRS and Mexican and European Taxonomy

### ASSET MANAGEMENT

Tenants' engagement and training; Environmental information from tenants; Green Certifications; ISO 14001; Emissions Inventory; Health & Safety

### NEW BUSINESS

Green leasing strategies and communicating ESG activities to the prospective tenants

### PRICING

Responsible investment process

## ESG AT THE CORE BUSINESS

### RISK MANAGEMENT

Climate change and resilience risk (IFRS) management system and Human Rights Risks Assessment

### HUMAN RESOURCES

Employees engagement through agents of change program, diversity, inclusion and salary equity; ESG, human rights and integrity trainings, volunteering program; health & safety

### PURCHASING

ESG audits to suppliers, suppliers' assessment process with ESG criteria, suppliers' Engagement, Human Rights within the Supply Chain

### IT

Cybersecurity, ESG platform for asset management and volunteering

# +10 years building a solid ESG Program...

## ASG Highlights



- Department Reinforcement
- 1st Materiality Analysis
- ESG Diagnostic
- Creation of ESG Policies
- Creation of the Stakeholders Engagement Program



- Creation of the ESG Strategy
- UN PRI Signatories
- Green Lease in tenant's contracts
- Annual Report (TCFD and SASB)
- Target Gender Equality Initiatives
- US\$350 mm 10-year ESG Bond



- 1st Biodiversity Assessment (TNDF)
- Stakeholders' Engagement Training
- Level 1 and 2 Diagnosis for Vesta's Parks and offices in order to begin the ISO 14001
- Climate Change Strategy Assessment (Physical and Transitional Risks)
- Rebuilding of the Social Investment Strategy
- CDP (B Grade)
- 1st Emissions Inventory



- 1st LEED Building (2013)
- Sustainable Construction Manual (2012)
- UN Global Compact Signatory (2011)



- GEI Bloomberg Index
- Climate Change and Resilience Strategy
- WEPs Signatories
- Green PCA of our existing buildings
- Biodiversity Policy
- Human Rights Risk Assessment



- Member of the S&P Yearbook 2024.
- IFRS NS1 and NS2
- Mexican and UN Taxonomy

# ESG Strategy aligned to Level Strategy 3

*“Becoming an industry benchmark in ESG matters, aligning our sustainable and resilient practices with our business model.”*



Reduce impact on environment.  
 Improve efficiency through Green Building Certifications.  
 Build resilience & climate change actions.

## Environmental



Impact communities through social investment programs.  
 Continue to improve our human capital policies to ensure best practices for human rights, diversity, and equal right opportunities.

## Social



Become the standard for best in class governance practices with our stakeholders.

## Governance

# ESG Strategy


## Governance and Integrity


### I Our priorities for 2025


- Embed responsible guidelines into all investment and divestment decision processes.
- Increase the ESG standards required from all of our suppliers.
- Promote diversity within our Board of Directors, Committees and Employees.
- Risk management culture implementation.

These actions translate into the following KPIs:

- 1 100% of our investment decisions under Responsible Investment Guidelines.


- 2 Establish ESG commitments with 35% of our total supply chain, including the most important suppliers.


- 3 Reach 3 women as permanent members of the Board of Directors.



# ESG Strategy

## Social


### I Our priorities for 2025

- Social programs with strategic alliances.
- Social screening metrics under Smart Parks standards.
- Continuous ESG training to our employees and tenants.
- Improve our human capital policies and procedures.

These actions translate into the following KPIs:

- 1 Achieve US\$1 M in strategic alliance for our ESG projects.


- 2 100% of our employees are trained in ESG practices  
100% of our tenants are sensitized


- 3 Reduce the salary gender gap in 15%, mainly at the management level.



# ESG Strategy

## Environment

### I Our priorities for 2025


- Reduce impact on environment of our operations:





- Improve efficiency of our portfolio by achieving Green Building Certifications
- Promote a continuous reduction in the carbon footprint of our tenant base
- Resilience & Climate Change Actions


These actions translate into the following KPIs:

- 1** Reduce carbon footprints and water consumption of areas managed by Vesta:

  - Reduce our energy intensity by 20% (scope 1 and 2)
  - Reduce our water consumption by 20%
- 2** Increase by 50% the amount of waste recycled or reused by Vesta


- 3** Identify all physical and transitional risks to determine mitigation and prevention actions


- 4** 19% of our GLA will have a Green Certification by 2025





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