

vesta

ESG STRATEGY

ROUTE 2030

Our ESG commitment



Along-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

DEVELOPMENT

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

FINANCE

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

NEW BUSINESS

Green leasing strategies and communicating ESG activities to the prospective tenants; Responsible Investment Initiative

RISK MANAGEMENT

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

PURCHASING

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

COMMUNICATIONS

Stakeholder engagement, ESG internal & external communications, ESG PR

LEGAL

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

ASSET MANAGEMENT

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

PRICING

Responsible investment process

HUMAN RESOURCES

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

IT

Cybersecurity, ESG platform for asset management and volunteering

ESG AT THE CORE BUSINESS

ESG Strategy

Governance and Integrity

Level 3 Accomplishments:

- ✓ 100% of our investment decisions under Responsible Investment Guidelines
- ✓ Establish ESG commitments with 35% of our critical suppliers
- ✓ Reach 3 women as permanent members of the Board of Directors

Our Priorities for 2030

1. Corporate Governance
2. Board & ESG practices
3. ESG Risks Management

Sustainable Development

Goals



Route 2030 KPIs

01

100% of our senior management and collaborators have financial compensation linked with ESG objectives

02

100% of the Board members are ESG trained

03

Reduce salary gender gap by 8% at the executive level and 5% at the management level

ESG Strategy

Social

Level 3 Accomplishments:

- ✓ Achieve US\$1 M in strategic alliance for our ESG projects
- ✓ 100% of our employees are trained in ESG practices
- ✓ 100% of our tenants are sensitized
- ✓ Reduce the salary gender gap in 15%, mainly at the management level.

Our Priorities for 2030

1. Relationships with NGOs
2. Human Rights and Diversity Commitment
3. Relationships with communities and indigenous population

Sustainable Development

Goals



Route 2030 KPIs

- 01**
100% of NGOs Audit and Developed by Vesta
- 02**
700 hours of Professional Volunteering
- 03**
Implementation of the theory of change in 70% of Vesta's Social Investment Projects
- 04**
Measure the progress of our HR Risk Assessment.
- 05**
Implement 50% of the action plans on HR with a focus on Land Acquisition, Community Relationship and Physical Security Processes.

ESG Strategy

Environment

Level 3 Accomplishments:

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

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

- 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%

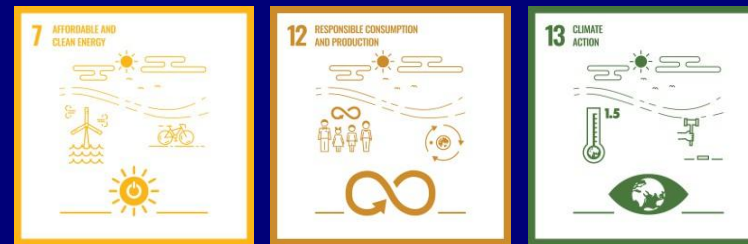
- 50% of the amount of waste generated by Vesta, is recycled or reused.

Our Priorities for 2030

1. Net Zero Commitment
2. Eco-efficiency operations
3. Biodiversity Protection
4. Renewable Energy

Sustainable Development

Goals



Route 2030 KPIs

Net Zero Commitment

- ▶ Achieve Net-Zero for Scope 1, 2 emissions by 2040
- ▶ Have a material reduction in our scope 3 emissions related to the energy consumption of our tenants, as well as in the use of materials with a lower carbon footprint in our construction processes towards 2050

ESG Strategy

Environment

Our Priorities for 2030

- ✓ Net Zero Commitment
- ✓ Eco-efficiency operations
- ✓ Biodiversity Protection
- ✓ Renewable Energy

Route 2030 KPIs

Eco-efficiency Operations

- ▶ 100% of our Parks should comply with ISO 14001 in our parks

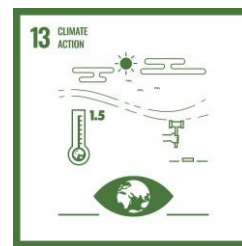
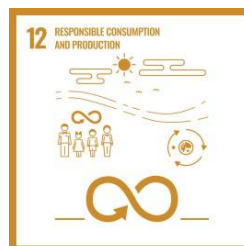
Biodiversity Commitment

- ▶ Promote a positive impact on nature in accordance with the recommendations of TNFD

Renewable Energy

- ▶ **50** MWp of on-site solar capacity by **2030**

Sustainable Development Goals



ESG Strategy

Sustainable Business

Our Priorities for 2030

- ✓ Adaptation to Climate Change.
- ✓ Sustainable Investment & Finance.
- ✓ Strengthen Suppliers' ESG Commitment.
- ✓ Sustainable Buildings.

Route 2030 KPIs

1. 95% of our new contracts should have a Green Lease
2. 100% of our new acquisitions should comply with the Responsible Investment Process
3. 100% of our employees are ESG trained
4. Evaluate 100% of level 3 and 4 suppliers
5. Green Certifications

Sustainable Development Goals



55%

GLA with a Green Certification