



Psychosocial Risk Policy

Human Resource Department

Mexico City, June 2025.

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	Psychosocial Risk Policy	Code: PL-RH-01
		Version: 03
		Approval date: 2019
		Department: HR

1. PURPOSE AND SCOPE

The purpose of this policy is to establish guidelines that support the company's commitment to the physical and emotional well-being of its employees by identifying psychosocial risk factors and preventing workplace violence and/or harassment, and to foster a supportive organizational environment by encouraging a balanced lifestyle that enhances employees' sense of belonging, motivation, commitment, quality of life, job satisfaction, and personal and professional growth, allowing for dignified and decent work and the continuous improvement of working conditions.

This policy applies to all the company's offices in Mexico.

This policy is inclusive and does not discriminate against any employee based on age, gender, sexual orientation, gender identity or expression, religious beliefs, marital status, ethnic origin, socioeconomic status, or any other factor.

2. DEFINITIONS

Term	Explanation / definition
Severe traumatic event	A work-related event that involves death or serious damage to the physical well-being of one or more people and which may lead to post-traumatic stress disorder for those who suffer it or witness it. Some examples include: • Explosions • Collapses • Large-scale fires • Serious or fatal accidents • Violent assaults • Kidnappings • Homicides
Workload	The set of psychological and physical demands made of an employee throughout their workday
Supportive working environment	A working environment which supports an employee's physical and mental wellness through aspects such as a sense of belonging to the company; training to ensure the proper performance of assigned tasks; a clear definition of responsibilities for employees; proactive participation and communication among employees; an appropriate distribution of workloads with regular work schedules; and the evaluation and recognition of performance

Stress	A feeling of excessive burden, worry, and exhaustion. Stress can affect people of any age, gender, and personal circumstances and can lead to both physical and psychological health problems
Psychosocial risk factors	Events or situations stemming from the nature of one's job duties, type of work schedule, or exposure to severe work-related traumatic events or acts of workplace violence that may provoke anxiety disorders, non-organic sleep-wake cycle disorders, and severe stress and adjustment disorders. They also include hazardous and unsafe conditions in the work environment, such as: • Workloads that exceed the worker's capacity • Lack of control over work (the ability to influence the organization and execution of work when the process allows it) • Work hours more than legal limits • Interference with the work-family balance • Negative leadership • Negative workplace relationships
Psychosocial risk prevention factors	Measures taken to prevent and/or mitigate psychosocial risk factors and, where appropriate, to eliminate practices that undermine a supportive organizational environment and contribute to acts of workplace violence, as well as the actions taken to monitor them
Psychosocial risks	These are the negative psychological, physical, and social consequences of deficiencies in the design, organization, and management of work. Some of the most common risks are: • Acute and/or chronic work-related stress • Absenteeism • Survivor syndrome • Burnout syndrome • Workaholism • Mobbing • Violence, harassment, and discrimination • Anxiety, depression, somatization
Workplace violence	Acts of harassment, abuse, or mistreatment against an employee that are harmful to their mental and/or physical health

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Whistleblower channel	A tool by which employees and others can confidentially alert the company of suspected misconduct
Evidence	Observable, verifiable proof of the existence of an occurrence, phenomenon or fact

3. POLICY

To address psychosocial risk factors, prevent workplace violence, and foster a supportive working environment, Vesta makes the following commitments:

- Acts of workplace violence will not be tolerated, nor will any incident that creates or increases psychosocial risk or undermines a supportive working environment.
- We will put in place measures for preventing psychosocial risk factors and their adverse consequences, avoiding workplace violence, and promoting a supportive organizational environment.
- We will provide awareness-raising activities, information programs, and training sessions.
- We will effectively communicate prevention policies and measures.
- We fully support and encourage the exercise of employees' rights to observe their beliefs or practices, or to meet their needs related to race, sex, religion, ethnicity, age, and prohibit any discrimination based on these or any other such factor or condition.

In line with our commitment to the principles outlined above, Vesta takes the following concrete actions:

- Through the Ambassador Program, we organize regular meetings with employees to address their questions, concerns, suggestions, and complaints related to their work and the business.
- Employees are required to keep work areas and common areas neat, including the employee cafeteria, restrooms, and other facilities.
- Employees are required to treat coworkers, supervisors, subordinates, visitors, suppliers, and customers with kindness and courtesy.
- Through our whistleblower channel, we receive and address cases involving mockery, mistreatment, or discrimination, and where appropriate, we take disciplinary action against those responsible.
- During Health Week, we provide medical checkups for Vesta employees, in order to support and maintain their health.
- We organize communication campaigns on health, well-being, and stress management for Vesta staff.

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- We train all staff to do their jobs safely and we support their professional advancement by identifying the specific needs of each position.
- We promote decent work and a supportive working environment by ensuring an equitable distribution of workloads and encouraging employees to balance the demands of work with those of their family and private life.
- We monitor compliance with official regulations designed to prevent any conduct or behavior involving workplace violence and/or harassment, by promptly addressing complaints received through the ethics hotline.

4. RESPONSIBILITIES

Department or Office	Responsibility
Board of Directors	Provide the highest level of oversight on progress toward initiatives relating to psychosocial factors and risks. Receive updates on these issues through Vesta's ESG Committee.
Senior management	Endorse and approve the Psychosocial Risk Policy, ensuring that it is enforced, effectively implemented and aligned with the strategic commitments detailed in this document.
ESG Department	Through its representative, work together with senior management in conceptualizing, issuing, introducing and keeping the psychosocial risk policy up to date.
HR Department	Disseminate and maintain the policy, identify and analyze psychosocial risk factors, take measures to prevent and control risks, promote a supportive organizational environment, and address incidents of workplace violence and/or harassment that have been reported through the whistleblower channel. Identify employees who may have experienced severe traumatic events during or in connection with their work, and channel them for treatment by public social security facilities or private medical attention.

Department or Office	Responsibility
	Direct employees to the appropriate medical examination or psychological evaluation if they have been exposed to workplace violence and/or psychosocial risk factors, when there are signs and symptoms of some alteration of their health, and keep a record of the identification and analysis of psychosocial risk factors for each employee, with independent follow-up. Update the identification and analysis of psychosocial risk factors and workplace environment evaluation at least every two years.
Compliance Office	Ensure that reports received through the whistleblower platform or other established channels are handled by specialists, guaranteeing the principles of confidentiality, anonymity, and non-reprisal. When necessary, report to the Ethics Committee or corresponding administrative areas regarding possible risks stemming from the working environment or related circumstances.
Vesta employees	Report practices that are out of keeping with a supportive working environment and report acts of workplace violence through the whistleblower channel. Notify the HR department in writing if they witness or experience a severe traumatic event. Actively participate in identifying psychosocial risk factors, in evaluating the organizational environment, and in attending informational events provided by Vesta.

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5. REFERENCES

- Federally regulated standards such as:
 - NOM-035-STPS-2018
 - NOM-019-STPS-2019
 - NOM-030-STPS-2009
 - NMX-R-025-SCFI-2015

6. SUBSIDIARIES

- CORPORACIÓN INMOBILIARIA VESTA S.A.B. DE C.V.
- QVC S. DE R.L. DE C.V.
- QVC II S. DE R.L. DE C.V.
- VESTA QUERETARO S. DE R.L. DE C.V.
- VESTA BAJIO S. DE R.L. DE C.V.
- VESTA BAJA CALIFORNIA S. DE R.L. DE C.V.
- PROYECTOS AEROESPACIALES S. DE R.L. DE C.V.
- WTN DESARROLLOS INMOBILIARIOS DE MÉXICO S. DE R.L. DE C.V.
- VESTA DSP S. DE R.L. DE C.V.
- VESTA MANAGEMENT
- SERVICIOS DE ADMINISTRACIÓN Y MANTENIMIENTO VESTA

7. VERSION CONTROL

Version	Date	Description of change	Approved by
01	2019	Document created	Human Resources
02	June 15, 2022	Document reviewed	Human Resources
03	September 2, 2025	Document updated	Human Resources