

	Diversity, Equality, and Inclusion Policy Version: 2. Revision: 2	CORPORATE POLICY
		Code: PL-VESTA-DIVERSITY-01
		Approval Date: December 2019

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1 PURPOSE

Corporación Inmobiliaria Vesta, and its subsidiaries and affiliates (hereinafter referred to collectively as “Vesta”) is a company engaged in the development and acquisition of industrial parks and buildings in Mexico.

The purpose of this document is to provide a framework and establish guidelines on inculcating respect for diversity, equality, and inclusion within the company. It states the company’s principles on non-discrimination, equal opportunity, and respect for individuals within the company, in alignment with the Social Responsibility, Environment, and Governance Policy and in compliance with the human rights laws applicable in our country, national labor laws, and other applicable regulations on this matter.

This policy is mandatory for all Vesta operations, as well as for all company employees—whether directly or through any of its subsidiaries—as well as for members of the Board of Directors, contractors whose staff work full-time or part-time at our facilities (such as security and cleaning personnel), and those carrying out construction activities on our buildings.

Vesta is committed to disseminating this policy across different regions and among stakeholders, seeking to ensure that their own policies align with those of the company. The company’s executives are ultimately responsible for compliance with this policy, with the support of the Human Resources department.

COMPANY 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 Real Estate Developments of
Mexico S. de R.L. de C.V.

VESTA DSP, S. de R.L. de C.V. VESTA
MANAGEMENT

VESTA MANAGEMENT AND
MAINTENANCE SERVICES



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TERM	EXPLANATION / DEFINITION
Affirmative Action	A special, specific, and temporary measure in favor of individuals or groups facing discrimination. Its goal is to correct obvious situations of inequality in the enjoyment or exercise of rights and freedoms. It applies as long as such situations persist. It must be tailored to the situation it seeks to remedy, non-discriminatory, must be legitimate, and must respect the principles of justice and proportionality.
Harassment	The act of harassing, bullying, or bothering by one person directed at another. The verb “to harass” refers to an action or behavior that causes discomfort or distress in the other person.
Sexual Harassment [Acoso Sexual]	Any unwanted verbal, psychological, or physical behavior directed at a person, based on their sex, with the intent to violate their dignity or to create an intimidating, hostile, humiliating, or offensive environment.
Workplace Harassment	Any persistent and systematic behavior—whether verbal, physical, or psychological—that has the goal of degrading, isolating, or intimidating a person in the workplace. This includes mobbing, which is a collective form of bullying.
Reasonable Accommodations	These are the necessary and appropriate modifications and adaptations to infrastructure and services, the implementation of which does not impose a disproportionate burden or infringe upon the rights of others. They are applied when required in a particular case to ensure that people with disabilities may enjoy or exercise their rights on an equal footing with others.
Human Rights	A set of inalienable rights based on the recognition that the inherent dignity, equality, and inalienability of the rights of all members of the human family constitute the foundation of freedom, justice, and peace in the world. These rights are defined in the 1948 Universal Declaration of Human Rights; respect for them must be strictly observed in accordance with this declaration, as well as with Mexican law.
Wage Inequality	This refers to the inequality in pay between working men and women. It is defined as the difference between the average total income of men and women. Vesta is committed to the following principle: “For equal work, performed in a position with equal working hours and conditions of efficiency, there must be equal pay.”
Disability	A constantly evolving concept that results from the interaction between people with impairments and the barriers—arising from attitudes and the environment—that prevent their full and

	effective participation in society on an equal basis with others.
Discrimination	A dominant view in which one group of people is considered superior to another for any reason. This includes any distinction, exclusion, or restriction based on ethnic or national origin, sex, age, disability, social or economic status, health conditions, pregnancy, language, religion, opinions, sexual orientation, marital status, or any other factor that has the effect of impeding or nullifying the recognition or exercise of a group's rights and genuine equality of opportunity.
Diversity	The originality and plurality of identities that characterize the groups and societies that make up humanity. It is rooted in abundance, variety, and difference. It manifests itself in the diversity of religions, sexual orientations, political views, ethnicities, customs, traditions, experiences, cultures, languages, and ages, as well as in their coexistence with one another.
Gender Equity	The impartial treatment of women and men in accordance with their respective needs, whether through equal treatment or differentiated treatment that is considered equivalent in terms of rights, benefits, obligations, and opportunities. In the context of development, a goal of gender equality often requires measures to compensate for the historical and social disadvantages faced by women.
Gender	The set of ideas, behaviors, and attributes that a given society considers characteristic of each sex. The group to which human beings of each sex belong, understood from a sociocultural rather than an exclusively biological perspective.
Gender Equality	A situation in which women and men have equal access and opportunities to use, control, and benefit from goods, services, and resources, as well as to participate in decision-making in all areas of the workplace.
Inclusion	The state of being valued, respected, and supported: it is based on each person's needs and ensures that the necessary conditions are in place for each person to reach their full potential. Inclusion must be reflected in the company's culture, practices, and relationships.
Workplace Inclusion	The creation of favorable conditions for the participation of people in vulnerable situations within the labor market. These conditions must be free from discrimination and provide equal opportunities in terms of access to employment, job retention, compensation, and promotion.
Interculturality	The building of equitable relationships among people,

	communities, countries, and cultures, from a comprehensive and human rights-based approach.
Sexual Harassment <i>(Hostigamiento Sexual)</i>	The improper exercise of power in a relationship where the victim is in a position of actual subordination to the perpetrator in the workplace.
Accessible Language	Language used for the purpose of improving information and communication within the workplace for its staff. In order to eliminate any communication barriers, language must be clear, open, fluid, concise, and easy to understand.
Inclusive Language	Language that acknowledges both women and men in both spoken and written communication. Inclusive language reflects social diversity and seeks to balance inequalities. In this, it helps build a society that recognizes and incorporates diversity, equality, and gender equity.
Non-sexist language	The use of communicative expressions that make both genders visible—particularly women—by eliminating subordination, humiliation, and the use of stereotypes.
Sexism	All practices and attitudes that promote differential treatment of people based on their biological sex, assuming and expecting certain characteristics and behaviors. Sexist practices primarily affect women due to the persistence of cultural beliefs that consider them naturally inferior or unequal to men.
Workplace Violence	Harm perpetrated by individuals in an employment relationship, regardless of hierarchical status, consisting of an act or omission involving an abuse of power that affects the victim's self-esteem, bodily or mental health and integrity, freedom, and safety; impedes their development; and undermines equality. It may consist of a single harmful event or a series of events.

2 RESPONSIBILITIES

All employees of Vesta and any of its subsidiaries are responsible for acting in accordance with this Policy and contributing to an inclusive work environment.

Human Resources:

- Define priorities to address in the areas of diversity, inclusion, and equality.
- Work with the sustainability department to design action plans for compliance with this policy.
- Raise awareness among Vesta's key stakeholders regarding diversity, inclusion, and equality.

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Employees:

- Be familiar with this policy and regularly refresh their understanding of these guidelines.

3 DEVELOPMENT

3.1. Non-discrimination

Vesta abides by all national and international human rights regulations and labor laws, and therefore prohibits all forms of discrimination based on origin, gender, family status, health, disability, pregnancy, physical appearance, genetic factors, sexual orientation, age, lifestyle, political opinion, union activity, actual or perceived membership in a specific ethnic group, nationality, race, religion, or any other characteristic that makes each person unique. Vesta also prohibits any expression of intolerance that might be construed as discriminatory.

At Vesta, we are committed to conducting all our operations free from any form of discrimination or conduct that could undermine the dignity of our employees or our other audiences. No employee should be subjected to any form of harassment or bullying in the workplace or during activities related to their job duties.

Non-discrimination is an integral part of our Human Resources processes, including recruitment, access to training, compensation, employee well-being, internal mobility, and professional advancement.

3.2. Gender equality

At Vesta, we promote effective equality between women and men within the company in terms of access to employment, training, career advancement, and working conditions, fostering gender diversity as a reflection of social and cultural reality, through the following specific actions

- We reiterate our commitment to equal opportunities for women and men, both within the company and in projects carried out as social investments, and we work to build awareness about these issues.
- We have a compensation policy that establishes equal compensation for all Vesta employees, such that equivalent roles and responsibilities receive the same compensation regardless of the employee's gender.
- We support the professional advancement of women within the company by removing obstacles that may hinder or limit their careers and linking job requirements solely to merit and ability.

- We apply affirmative action measures to reduce existing inequalities and promote women's access to leadership positions in which they are underrepresented or not represented at all.
- We promote balanced representation within the company's various decision-making bodies and levels, ensuring that women participate on an equal footing in all areas of consultation and decision-making within the company.
- Throughout the organization, we create working conditions with a gender perspective, enabling a balance between the personal, professional, and family lives of the women and men who work at Vesta, with the aim of eliminating any kind of gender discrimination.

3.3. Workplace inclusion

At Vesta, we strive to build a team of excellence that reflects the company's values and serves as a benchmark for top talent. Likewise, we believe that top talent can be found among people with very different life circumstances, if opportunities are available.

For this reason, we create programs to promote workplace inclusion of various groups, such as people with disabilities and those from vulnerable backgrounds.

3.4. Workplace violence

At Vesta, we guarantee a secure, respectful, and inclusive work environment. We condemn any act that constitutes workplace violence, including workplace or sexual harassment, bullying, forced labor, human trafficking, or any other form of abuse that violates human dignity.

All employees and stakeholders must conduct themselves with respect and refrain from any form of abuse of power, intimidation, or conduct that jeopardizes another person's self-esteem, health, integrity, safety, or professional advancement.

The International Labor Organization (ILO) defines workplace harassment as systematic or repeated conduct that, in the workplace or in connection with work, has the effect of humiliating, intimidating, belittling, or undermining a person's dignity.

The foregoing notwithstanding, the administration, supervision, performance evaluation, and application of justified disciplinary measures carried out in accordance with internal regulations will not be construed as workplace violence when exercised in an objective, respectful, and proportionate manner.

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3.5. Diversity on the Board of Directors

Vesta's Board of Directors is formed according to the principles of non-discrimination, effective equality, and recognition of and respect for diversity. At Vesta, we actively fight against discrimination, and the pursuit of equality is identified as a key area in the development of the company's policies.

3.6. Awareness and training

At Vesta, we ensure effective communication with our employees on diversity, equality and inclusion through:

- a) Regular training sessions conducted by third parties.
- b) Regular training sessions conducted directly by Vesta staff through the Human Resources Department.

All training must be documented through certificates and/or attendance records.

Awareness-raising to prevent this type of behavior is part of our hiring and career development processes.

Furthermore, through training for all employees, Vesta seeks to create a healthy work environment focused on developing their competencies and skills, in line with our business strategy.

All Vesta employees must be mindful of the potential impact their behavior may have on their coworkers, customers, suppliers, and any other person with whom they interact in a work-related capacity.

3.7. Work-life balance programs

At Vesta, each operation offers various flexible work arrangements designed to promote a healthy work-life balance by enabling a better distribution of actual working hours. The detailed guidelines are as follows:

- Parental leave
- Staggered schedules
- Breastfeeding room

Vesta offers a Flexibility and Wellness Program for all its employees.

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4 REPORTING VIOLATIONS OF THIS POLICY

Any Vesta employee who believes in good faith that a rule or principle of this policy has been violated may file an ethics complaint through the organizational platform at www.speakupvesta.com.mx

All reports received through this channel will be addressed and investigated with seriousness, confidentiality, impartiality, and objectivity through the appropriate institutional channels and, where applicable, sanctioned in accordance with established internal procedures.

5 REVIEW AND UPDATE

This Policy must be reviewed at least once every two years and updated in accordance with changes in regulations, strategy or best practices.

Revision Number	Revision Date	Reviewer (Name and Title)	Approval	Description of updates.
V.1	December 2019	D. ESG D. HR	D. Human Resources ESG Committee	Review and approval for publication and communication.
V.2	March 2026	D. ESG D. HR	D. Human Resources	Some definitions were added. The reporting line was adjusted.

6 DOCUMENTATION AND FILING

All documentation generated in connection with this policy must be kept on file by the Human Resources Department for review and reference.