Health and Safety Policy

Human Resource Department

Mexico City, July 2025.

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1. INTRODUCTION

At Vesta, we recognize that our activities, equipment, and infrastructure entail hazards and risks that may affect the safety and well-being of both our employees and neighboring communities. These risks may be exacerbated in context of social vulnerability or in the face of climate change, which may in turn be intensified by our operations.

This policy establishes our commitment to protecting physical safety, occupational health, and human rights, in line with Performance Standard 4 of the International Finance Corporation (IFC) and ISO 45001:2018. It also emphasizes priority attention to vulnerable groups and a preventive and continuous improvement approach in all our operations.

2. OBJECTIVE

The purpose of this document is to establish the principles and guidelines that govern Vesta's commitment to the health and safety of its employees, contractors, visitors, and neighboring communities through the implementation of actions that prevent incidents, control occupational risks, and promote a safe and healthy work environment in accordance with applicable legislation, international best practices, and stakeholder requirements.

This policy seeks to ensure that all activities carried out by Vesta are conducted under conditions that prioritize the physical, mental, and social well-being of individuals and promote an organizational culture based on prevention, shared responsibility, and continuous improvement.

3. SCOPE

This document is applicable to all employees of Corporación Inmobiliaria Vesta and its subsidiaries (hereinafter, "Vesta"), as well as our business partners, brokers, customers, and suppliers, who are obligated to read and comply with the actions described herein, as applicable to their relationship with Vesta. Likewise, this policy applies to all Vesta operations, projects, facilities, and activities, direct and indirect, that may have an impact on the health and safety of workers and/or nearby communities.

4. REFERENCE DOCUMENTS

- PO-ASG-01 Policy on Environmental, Social and Governance Responsibility.
- PO-ASG-02 Policy on Human Rights.
- PO-ASG-03 Policy on Diversity, Equity and Inclusion.
- PO-ASG-04 Environmental Policy.
- PO-ASG-05 Biodiversity Policy.

- PO-ASG-06 Climate Change and Resilience Policy.

- PO-ASG-09 Social Investment Policy.

- PO-ASG-10 Psychosocial Risk Policy.

- PT-ASG-01 Community Relations Protocol.

- PT-ASG-03 Protocol for Social Responsibility in Disaster Situations.

- MA-ASG-03 Sustainable Construction and Remodeling Manual.

- ISO 45001:2018 Occupational health and safety systems.

- International Finance Corporation (IFC) Performance Standards on Environmental and Social responsibility:

   o Performance Standard 4: Community health and safety.

5. RESPONSIBILITIES

Area	Responsibility
Senior management	Supports and approves the Health and Safety Policy, ensuring its compliance, effective implementation, and alignment with the strategic commitments detailed in this document.
Environmental, Social and Governance Committee	This is a standing committee responsible for defining strategy, verifying compliance, and evaluating the company's performance in terms of environmental, social, and corporate governance responsibility. It approves the ESG Department's strategies and budget with the prior approval of the company's Chief Executive Officer. It is also responsible for analyzing and, where appropriate, approving investments that promote the sustainable development of communities, defining the performance parameters and strategic criteria that such initiatives must meet in order to align with Vesta's corporate goals and voluntary commitments.
Human Resources	Leads and coordinates actions related to the occupational safety and health of Vesta's employees. Also responsible for ensuring safe working conditions, free from discrimination, violence, or harassment, and managing the timely response to incidents involving the physical or mental health of personnel.

Area	Responsibility
	In charge of promoting training and internal and/or external communication of this policy to stakeholders, as well as monitoring its implementation. Responsible for monitoring and reporting regularly on indicators related to training in health and safety, human rights, and action protocols, ensuring that personnel have the necessary skills to perform their duties safely and responsibly.
ESG Department	Through its representative, this department is responsible for working together with senior management to issue and update the Health and Safety Policy. Responsible for the regular measurement and monitoring of the organization's significant ESG aspects to achieve the goals and targets set for improving safety performance.
Asset Management Department	Manages the development, implementation, and maintenance of structural safety, occupational health, and community protection measures at Vesta's assets. This includes compliance with the guidelines established in this policy, the implementation of risk controls, the proper management of hazardous materials and substances, and the performance of regular inspections to ensure the integrity of the facilities. In addition, the department coordinates actions to strengthen operational resilience, implement emergency detection and response systems, and ensure that assets meet the safety standards established by applicable national legislation (such as STPS standards) and recognized international standards, such as ISO 45001 and other technical regulations, as appropriate.
Development Department	Designs and builds facilities and infrastructure in accordance with the highest standards of structural safety, occupational health, and sustainability. This includes incorporating safe design, ergonomics, and climate resilience criteria, as well as operational risk controls and preventive measures to minimize impacts on the health and safety of workers and neighboring communities. In addition, ensures that property modifications and expansions comply with formal risk analysis and change control processes, in line with internal policies, legal requirements, and other applicable safety requirements.

Area	Responsibility
Vesta employees	Are familiar with this policy and regularly update their knowledge of these rules. Actively collaborate in hazard identification and risk assessment, as well as in risk prevention.
Value chain	Follows the guidelines established in this policy. This includes implementing measures to prevent risks, minimize impacts on the health and safety of workers and neighboring communities, and promote responsible practices in the management of security forces. Suppliers must also evaluate and monitor their performance in occupational health and safety using relevant indicators, such as accident rates, training compliance, working conditions, proper use of personal protective equipment, and implementation of emergency protocols.

6. CORE PRINCIPLES

Occupational safety and health management is based on fundamental principles that guide Vesta's decision-making and operating practices. These principles ensure a safe, healthy, and respectful work environment for employees, promoting the protection of their rights. They also guide risk prevention efforts in neighboring communities, in accordance with international standards.

The guiding principles that inform our commitment to occupational safety and health at our facilities and operations are detailed below.

- Legal and regulatory compliance: We abide by Mexican law, fulfill our contractual obligations, and meet all applicable voluntary international standards on safety, occupational health, and human rights.
- Risk and harm prevention: We adopt a preventive approach to managing risks to physical safety and occupational health, prioritizing the elimination of hazards and the reduction of risks through effective controls. We are also committed to providing safe and healthy working conditions to prevent injury, illness, and any deterioration in the health of our workers, ensuring work environments that promote physical, mental, and social well-being.
- Protection of human rights and attention to vulnerable groups: We are committed to respecting the human rights of all workers, with special attention to vulnerable groups within the workplace.

- Consultation, participation, and communication: We promote the active participation of workers in identifying risks, making decisions, and improving working conditions, as well as transparent communication with internal stakeholders.
- Training, competence, and awareness: We ensure that all our own and subcontracted personnel receive proper training in health and safety, human rights, and protocols for action, and have the necessary skills to perform their duties responsibly.
- Safe handling of hazardous materials and substances: We establish actions for the safe handling of hazardous materials, including storage, labeling, and final disposal, in accordance with international best practices.
- Emergency management and operational continuity: We develop and maintain emergency plans, considering the specific risks of each facility and its environment, with the active participation of workers and coordination with the responsible areas.
- Transparency, monitoring, and accountability: We maintain mechanisms for monitoring, evaluating, and responding to incidents, with a focus on continuous improvement, traceability of actions, and zero tolerance for abuse of authority.
- Continuous improvement and auditing: We have mechanisms for monitoring, measuring, and evaluating performance in occupational health and safety management, with internal and external auditing processes to ensure effective compliance with this policy.

7. HEALTH AND SAFETY MANAGEMENT GUIDELINES

This policy establishes specific guidelines aimed at preventing risks, ensuring safe and healthy working conditions, and protecting the physical, mental, and emotional integrity of workers.

The general guidelines that govern our operating practices are detailed below:

- Comply with applicable legislation and voluntary international commitments, including standards on health, safety, the environment, and human rights.
- Systematically identify and evaluate hazards and risks related to the health and safety of workers and subcontracted personnel throughout the life cycle of operations, including routine, non-routine, and emergency situations. This process must take into account physical, psychosocial, ergonomic, and operational factors and should be updated regularly to ensure its validity.
- Plan and implement controls in accordance with the hierarchy established in international best practices: elimination of hazards, substitution of hazardous processes or materials, engineering controls, administrative controls and, as a last resort, use of personal protective equipment (PPE). Continuous improvement and the incorporation of lessons learned shall be promoted.
- Prevent health risks by implementing health surveillance programs, promoting good hygiene practices, health control, and proper waste management. The measures must conform to the guidelines supplied by health authorities and with international standards.

- Establish climate change mitigation and adaptation strategies that consider physical and transition risks that may affect the operation, infrastructure, health, and safety of workers. These strategies will be updated regularly to incorporate scientific advances, new risk assessments, and changes in the regulatory context, strengthening operational resilience and ensuring their incorporation into safety and operational continuity plans.
- Ensure a work environment free of discrimination and harassment, aligned with internal policies on human rights, diversity, equality, and inclusion. Equal opportunities will be strengthened and mechanisms will be implemented to effectively address cases of degrading treatment or discrimination.
- Maintain open, timely, and culturally appropriate communication with workers about risks, prevention measures, and internal protocols, fostering transparency and mutual trust.
- Have accessible, confidential, and non-retaliatory mechanisms for receiving and investigating complaints on social, labor, environmental, or safety issues. Follow-up on corrective actions will be ensured.
- Promote a preventive culture through ongoing training programs on occupational safety and health (OSH), human rights, and emergency management.
- Design, operate, and maintain infrastructure according to structural safety, ergonomics, and sustainability criteria. Modifications must be accompanied by risk analysis and change control. Their integrity will be reviewed regularly.
- Manage hazardous materials and substances in compliance with current regulations, ensuring up-to-date inventories, signage, ventilation, containment, and procedures for leaks or spills.
- Include specific training for personnel.
- Develop and maintain robust systems for the prevention, detection, and response to contingencies and emergencies, including internal drills, evacuation plans, and safe handling of hazardous materials and substances, with a structured program of drills and training that includes the active participation of internal brigades and operational personnel.
- Design and update emergency plans considering internal risks, ensuring that these plans are aligned with the conditions of each facility and include staff preparation for possible critical scenarios.
- Apply mechanisms to monitor, measure, and evaluate the performance of safety management actions through internal and external audits. Non-compliance will result in corrective actions integrated into a cyclical process of continuous improvement.

8. PROVISIONS APPLICABLE TO THE EXTERNAL COMMUNITY SAFETY (ALIGNED WITH IFC PERFORMANCE STANDARD 4)

Vesta has also defined a series of provisions that guide its actions with regard to the indirect risks that our operations may pose to third parties, especially neighboring communities. These guidelines reflect our compliance with IFC Performance Standard 4 and seek to ensure a respectful, transparent, and preventive relationship with the community.

The specific commitments and guidelines that govern our management of safety for external communities are detailed below. These provisions recognize that primary responsibility for public health and safety lies with the competent authorities and that Vesta contributes, where applicable, in a complementary manner through prevention, institutional coordination, and emergency preparedness actions:

- Encourage the active participation of local communities through appropriate, transparent, and ongoing consultation mechanisms, in line with the PT-ASG-01 Community Relations Protocol.
- Maintain open and culturally appropriate communication with neighboring communities about safety-related risks, prevention measures, and protocols.
- Assess and mitigate impacts on ecosystem services (water, air, soil) that may compromise the health, safety, or quality of life of neighboring communities. Environmental restoration is supported in accordance with Vesta's commitments reflected in the PO-ASG-05 Biodiversity Policy.
- Coordinate with local authorities and communities in response to emergencies that may have an impact beyond the operational perimeter, including shared preparedness exercises and evacuation plans.
- Promote the sustainable development of neighboring communities through social, educational, environmental, or infrastructure projects designed in conjunction with local stakeholders and in response to needs identified through transparent consultation and community participation processes. These projects seek to generate shared value, strengthen local resilience, and promote social well-being. The principles that guide Vesta's social investments are set forth in PO-ASG-09 Social Investment Policy.
- Monitor incidents with potential impact on external communities, assessing their origin, impact, and response. This will strengthen preventive and response capabilities in similar situations in the future.