



VESTA'S COMMITMENT TO DIVERSITY IS PRESENT IN ALL OF ITS DAILY ACTIVITIES

Our ESG strategy, Diversity and Inclusion Policy and Code of Ethics stipulate and reinforce their commitment

Vesta's long term vision, which is part of our Environmental, Social and Governance (ESG) strategy, is aimed at leaving a legacy for future generations, involving all our stakeholders, incorporating resilient measures, and placing ESG issues at the center of the business strategy.

The conviction at Vesta is that people are the core of any organization. Therefore, we respect diversity of all those with whom we interact throughout the operation, and do not tolerate any person being subjected to harassment - whether verbal, work-related, physical, sexual, or psychological – or any threat or intimidation within the workspace or during activities related to our job duties.

Likewise, our Diversity and Inclusion Policy considers that non-discrimination must be integrated into Human Resources processes, including recruitment, access to training, compensation, well-being, internal mobility, and professional career development. We also respect the principle of equal remuneration regardless of employees' gender, as long as they perform same work of equal value, based on objective evaluation of the job, and taking as a starting point the experience of the employees.

Among priorities for 2025 are the promotion of diversity within the Board and its Committees, and among their collaborators, and the reduction of the salary differences between genders by 15%, especially at managerial level.

As a result of the above objectives, to date, Vesta has 2 women as part of the 10 permanent members of the Board. The salary gap between men and women at Vice Presidents level decreased by 5% and at Directors level by 14%, in 2021.

In 2022, Vesta was included for the first time in the Bloomberg Gender Equality Index.

It should be added that as signatories of Target Gender Equality, as well as based on our Diversity and Inclusion Policy, our gender approach considers elements of the global *HE for SHE* movement, in such a way that we are working so men become part of the change, generating masculinities committed to promoting equality, ending harmful stereotypes, promoting inclusive language, identifying and eradicating violence, assuming responsible motherhood and fatherhood, and developing women's progress and well-being within the Company.