

MEXLOG®

ESG REPORT 2023



MEXLOG®



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Dear shareholders, employees, and stakeholders,

It is my privilege to present our first Annual Sustainability Report. This document represents a significant milestone in our journey and stands as a clear testament to Mexlog's enduring commitment to responsibility and transparency in every aspect of our operations.

From the very beginning, our family's dedication to society has been central to who we are, guiding our actions and shaping our relationships with the communities we serve. Mexlog was founded on this sense of responsibility, which continues to drive us to create a positive impact within our community. Our work has always been grounded in principles that strive to balance economic growth, social well-being, and environmental stewardship.

For over three decades, we have navigated an evolving business landscape, confronting both unprecedented challenges and opportunities. At Mexlog, we recognize that success is not only defined by financial performance but by the positive influence we have on society and the environment in which we operate. This report highlights our efforts to align our operations with the highest ESG (Environmental, Social, and Governance) standards, reflecting our commitment to building a more equitable and sustainable future for all.

As Chairman of the Board, I take great pride in how we have integrated ESG principles into our daily operations, ensuring that every decision and action embodies the core values that have guided us from the start: ethics, integrity, and innovation. I commend the collaborative efforts of our management team, our dedicated team members, and strategic partners for positioning Mexlog not only as an industry leader but also as a model of social and environmental responsibility.

We are on the right path and remain confident that the years ahead will bring further opportunities for continuous improvement. We will keep striving to strengthen our position as a leader in the industry, remaining fully committed to our values and the ongoing enhancement of our sustainable practices. I thank everyone who has accompanied us on this journey and warmly invite you to continue being part of our story.

Sincerely,

Gustavo Vildósola Ramos

Chairman of the Board

Mexlog

From our Managing Director

GRI 2-14, 2-22

With great pleasure, I present our first ESG Report, a significant milestone in Mexlog's trajectory, reflecting our commitment to sustainability and social responsibility. This report marks the formal beginning of our comprehensive ESG (Environmental, Social, and Governance) strategy, highlighting our focus on transparency, integrity, and accountability.



Since 1992, Mexlog has been a leader in the transportation and logistics industry, offering drive-away and car-haul deliveries from OEMs to dealers, ports, end customers, and border crossings in North America. Our business pillars, or “Way Forward,” focused on technology, training, quality, business analytics, and sustainability, have been essential for our success and sustained growth.

This year, we have formally established a department dedicated to ESG and begun aligning our operations with internationally recognized standards such as GRI, SASB, and TCFD. Upper management leads this effort directly, ensuring a continuous assessment of our ESG-related risks and opportunities.

The launch of this report fulfills our duty of transparency and governance and reaffirms our commitment to sustainable development. We are aware of the environmental impact inherent to our activity, especially in fuel use. Additionally, this effort underscores our social commitment to caring for the communities around us and ensuring that Mexlog's operations contribute positively to the well-being of our society.

At Mexlog, institutionalism is a practice and a principle guiding all our actions and decisions. This report is a testament to our commitment to transparency and honesty, allowing all our stakeholders to constantly understand how we operate and strive to improve. We recognize that continuous improvement is the driving force behind our success and sustainability. Through this constant improvement, we are dedicated to maximizing value for all our shareholders, customers, employees, suppliers, and the communities in which we operate. We are committed to maintaining and surpassing our set standards, ensuring that every step we take contributes to a more sustainable and responsible future.

These past years have been crucial for us in terms of incorporating sustainability practices. Starting with the creation of an ESG department, which has been fundamental in integrating these practices into all our operations, this new department has overseen the approval of Supplier Assurance, ensuring our customers that Mexlog meets stringent quality and sustainability standards, reflecting our unwavering commitment to integrity and business ethics.

Additionally, we have managed to keep our operation free of corruption, a testament to our robust regulatory compliance strategy that ensures full conformity with the prevailing laws and regulations. This strategy is complemented by our initiative to promote gender diversity in governance bodies, strengthening our organizational structure with diverse perspectives and experiences.

Finally, implementing our environmental policy has marked a significant step towards reducing our environmental footprint and improving energy efficiency. This systemic approach enhances our daily operations and strengthens our commitment to long-term sustainability.

In the coming years, Mexlog will remain steadfast in its commitment to leading by example in sustainability within the logistics sector. We will continue to expand our ESG initiatives and look forward to sharing these developments with you.

We invite you to read this report and celebrate our achievements together. At Mexlog, we remain committed to the society we serve.

Gustavo Vildósola Pérez-Tejada

Managing Director, Mexlog



2. About this Report

GRI 2-2, 2-3, 2-4, 2-5

In today's dynamic global landscape, we face significant social and environmental challenges, such as climate change, economic inequality, and the preservation of natural resources. These issues require an immediate, articulated, and sustained response. In this context, collaboration between companies, governments, and communities is crucial to address these challenges and promote sustainable development effectively. Companies play a fundamental role by adopting responsible practices, minimizing their environmental impact, fostering social inclusion, and contributing to climate change mitigation using clean technologies and sustainable business strategies.

Through this report, we detail the efforts we have made from **January 1 to December 31, 2023**, for Águilas del Desierto de Baja California and Mexlog, and we reaffirm our commitment to continue evolving and strengthening our sustainability strategy in the near and long term. We hope this report will be helpful in understanding where we are and where we want to go.





2.1 International Standards

This report was prepared using the international standards for reporting environmental, social, and governance (ESG) information by the Global Reporting Initiative (GRI) and the sector-specific indicators of the Sustainability Accounting Standards Board (SASB) for "road transportation." For more information, refer to the **Contents** section in this same document.

We are committed to continuously improving the way we report our sustainability performance. This involves increasing the number of indicators reported over the years, enhancing their quality, and strengthening our practices in consolidating, monitoring, and managing key indicators.

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2.2 Contact

Our commitment is to maintain an open and constructive dialogue. Our team is available to address your questions, receive comments, and listen to suggestions, ensuring that your voice is integral to our journey towards a more sustainable future.

If you have any inquiries or need additional information about our Annual Sustainability Report, we invite our stakeholders to contact us through the following communication channels.

Address: Calzada de las Américas 951 Mexicali, B.C., México

Email: asg@mexlog.com

Janeth Uriarte

Sustainable Corporate Governance Department



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MEXICALI
**CORPORATE
OFFICES**

3. About Mexlog

GRI 2-14, 2-22

We are a leading company in the transportation industry, specializing in transporting semi-trucks, buses, and automobiles, with a strong presence in North America. We transport semi-trucks from the original equipment manufacturers (OEMs) to the dealers, ports, and final customers as a single unit or in decked configurations. On the other hand, automobile transportation is carried out on car-hauls (vehicle transport units) from the manufacturing plant to their export destination in the United States.

Our trajectory spans three decades, during which our commitment has always been to offer the highest quality service, personalized attention, and the care that our customers not only seek but deserve. This commitment is reflected in the 4.5 million vehicles we have successfully transported, thanks to our strategically located offices and yards network to ensure efficiency and safety in every operation.

Our staff is highly specialized and dedicated to each of the services we offer. We know that attention to detail and the willingness to meet each customer's needs are fundamental to building lasting and trusting relationships. Furthermore, at Mexlog, we understand the relevance of technological innovation in the transportation sector, so we have developed and adopted advanced technologies to make our operation more efficient and offer valuable tools to our customers. Technology is an extension of our service, ensuring that each vehicle, whether a semi-truck or an automobile, reaches its destination safely and efficiently.

We pride ourselves on adapting and growing in a dynamic market. We always maintain the vision of being our customers' preferred strategic partner for finished vehicle transportation in North America. At Mexlog, we continue advancing, driven by our passion for service and commitment to excellence.

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3.1 Philosophy

At Mexlog, our commitment is clear: "To offer high-quality logistics and vehicle transportation services, exceeding the expectations of all our stakeholders." We focus on punctuality and reliability, supported by a professional team committed to excellence. Integrity, respect, and loyalty are the foundation of our approach, and we are dedicated to maintaining a high standard of service through continuous improvement and teamwork. Our goal is to meet our commitments effectively and creatively, ensuring the satisfaction of our stakeholders.



Our Mission

Our goal is to provide support, logistics, and vehicle transportation services that exceed the expectations of our customers, employees, and investors.



Vision

At Mexlog, we provide punctual and reliable logistics and vehicle transportation services supported by a trained, professional, and committed team. Through continuous improvement, we exceed the expectations of our internal and external customers, suppliers, and shareholders.



Values

Mexlog is founded on strong institutional values. Integrity, respect, and loyalty enable us to offer a service that exceeds our customers' expectations by providing creative solutions through cooperative teamwork and punctually fulfilling our commitments.



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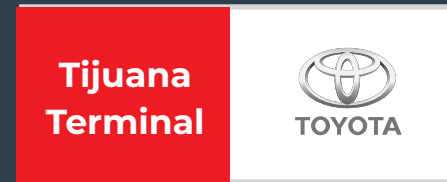
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3.2 Mexlog at glance

We have four offices in the main manufacturing centers of the automotive and semi-truck industries in Mexico and the United States.

Additionally, eight yards are distributed throughout Mexico, employing highly trained personnel who use advanced systems to generate economic advantages and efficiently optimize our customers' resources.





**Corporativa
Mexicali
Office**



**Terminal
Nogales**



**Terminal
Hermosillo**



**Colombia
Terminal**



**Escobedo
Terminal**



DAIMLER



**Saltillo
Office**

**Saltillo
Terminal**



**Santiago
Terminal**



**Corporativa
CDMX
Office**



3.3 Certifications

We have multiple certifications that support the legality and quality of our services and internal processes.



Operador Económico Autorizado México:

Program that accredits compliance with the minimum-security criteria for commercial processes.



CTPAT, “Your Supply Chain’s Strongest Link,”:

is a Customs-Trade Partnership Against Terrorism certification for the security of the United States supply chain against terrorism.



ISO 9001:2015:

Quality Management
System certification.



FAST Free and Secure Trade:

Commercial
authorization program
for low-risk
transportation entering
the United States from
Canada and Mexico.



SAT PITA:

Customs Technological
Integration Project
issued by the Secretaría
de Hacienda y Crédito
Público del Servicio de
Administración
Tributaria for
participation in foreign
trade.

4. OUR ESG APPROACH

In 2024, we began identifying the key ESG topics with the help of an expert team of consultants. Subsequently, we identified the international standards indicators that align with each topic, and finally, for each topic, we conducted a diagnosis. The diagnosis allowed us to understand our maturity level in sustainability management, taking it as a starting point to address identified opportunities and gaps and continue the hard work on our strengths.



4.1 The creation of our new ESG department

At the beginning of October 2023, the Corporate Governance and Sustainability Department was created, which will be responsible for managing and supervising the governance, social, and environmental pillars for Mexlog to oversee how decisions are made in the company and the impact this has on doing business with our customers, suppliers, and collaborators.



Governance:

Refers to how the company adheres to best corporate practices, ensuring its processes are based on ethics, transparency, and honesty. The decision-making model will focus on compliance with human rights, the core values that define the company, and the legal regulatory framework.



Social Responsibility:

It aims to contribute to the development and growth of all of us and the community that hosts us. It includes ensuring gender equality and diversity and developing employees to ensure their quality of life and proper training within the company.



Sustainability:

Ensures that business decision-making throughout the value chain seeks to leave the planet better than when we started, prioritizing the conservation of natural spaces where the company is present. Additionally, it encompasses activities to raise awareness of climate change and support projects that seek to reduce our carbon footprint.

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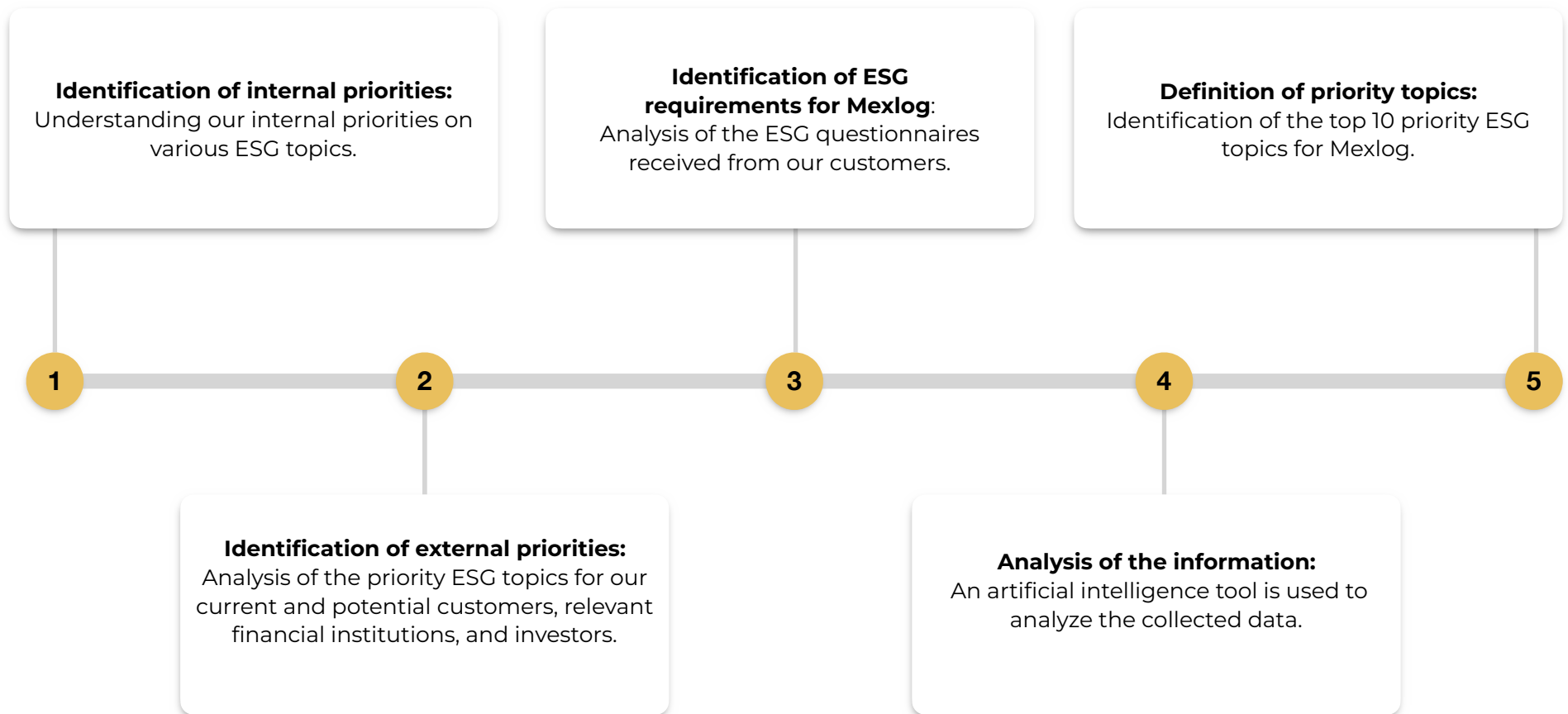
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4.2. ESG Key assessment

We followed a methodology consisting of five stages to identify our priority topics.





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ESG Aspect: Environmental





ESG Aspect: **Environmental**

Eco-efficiency

Management of consumption, production, reduction, diversification, and reuse of energy. It includes energy efficiency and the transition to renewable energies and alternative fuels.

Emissions (GHG and air emissions)

Management and reduction of air emissions, including greenhouse gases (GHG) of scope 1, 2 (derived from the purchase and consumption of energy), and 3 (originating from business-related activities but emitted outside of their control), as well as other emissions that affect air quality, atmospheric conditions, and human health.

Climate change

Identification of the risks (physical and transition) and opportunities derived from climate change, as well as the implications they could have financially, on the business strategy, and the supply chain. The management strategy is also considered: adaptation, mitigation, and resilience.

ESG Aspect: Social





ESG Aspect: Social

Talent management and labor practices

Management of the company's workforce. It includes talent acquisition and retention, labor practices, diversity, equity and inclusion, and human rights.

Health and safety

Initiatives and practices adopted by the organization to safeguard the physical and mental health of employees. The health and safety strategy includes protocols, training, policies, management systems, etc. It has a primary focus on efforts to prevent and manage road transportation accidents.

ESG Aspect: Governance





ESG Aspect: Governance

Business Ethics

Guidelines or codes that establish the culture and ethical behavior of employees and other stakeholders, enabling the mitigation of corruption risks, conflicts of interest, and ensuring a dignified work environment.

Risk Management

Identification and management of environmental, social, and economic risks and opportunities, as well as the adaptation and resilience strategies implemented to face changes in their activity and value chain, ensuring long-term value creation for stakeholders.

Corporate Governance

Structures, guidelines, and governance tools that regulate the administration, supervision, and decision-making at Mexlog.

Compliance

Management of the regulatory compliance strategy and alignment with public interests. It includes corporate compliance management, relationship with government entities, and responsible tax planning.

Responsible Supply Chain Management

Management of commitments and policies designed to monitor the ESG performance of suppliers. It also includes risk management in the supply chain (mainly shortages and disruptions) and strategies to maintain smooth communication with suppliers.

4.3 ESG Framework Analysis

From identifying priority ESG topics, international standards indicators from the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) were defined to be consolidated and monitored for each. For the first time, we carried out a comprehensive and systematic information collection for each indicator. This initial effort involved cross-departmental collaboration, ensuring the accuracy and relevance of the information. The collection of this data provided a comprehensive view of our performance in terms of sustainability but also established a baseline for measuring future progress, enabling transparent reporting aligned with stakeholder expectations and international best practices.



4.4 ESG Diagnostic

As a company, we recognize the importance of diagnosing our ESG management and practices. This process allowed us to clearly understand our impact in terms of sustainability and identify potential risks and opportunities that could significantly affect our reputation and long-term financial performance. We are aware that by improving in these areas, we strengthen the trust of our key stakeholders, resulting in more robust and more lasting relationships.

Additionally, this year, “Sustainable Corporate Governance” was incorporated into the pillars for having a General Manager Business Model:

- Technology
- Training
- Quality
- Business Analytics
- ESG Sustainability

This effort reflects the commitment from senior management to contribute to sustainable development and minimize the social and environmental impacts of Mexlog.

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5. ENVIRONMENTAL





5.1 Eco-efficiency

GRI 302-1, SASB TR-RO-110a.3



Our approach to environmental management is grounded on adopting cleaner and more efficient practices, such as reduced emissions and improved fuel efficiency, to minimize our carbon footprint through natural resources.

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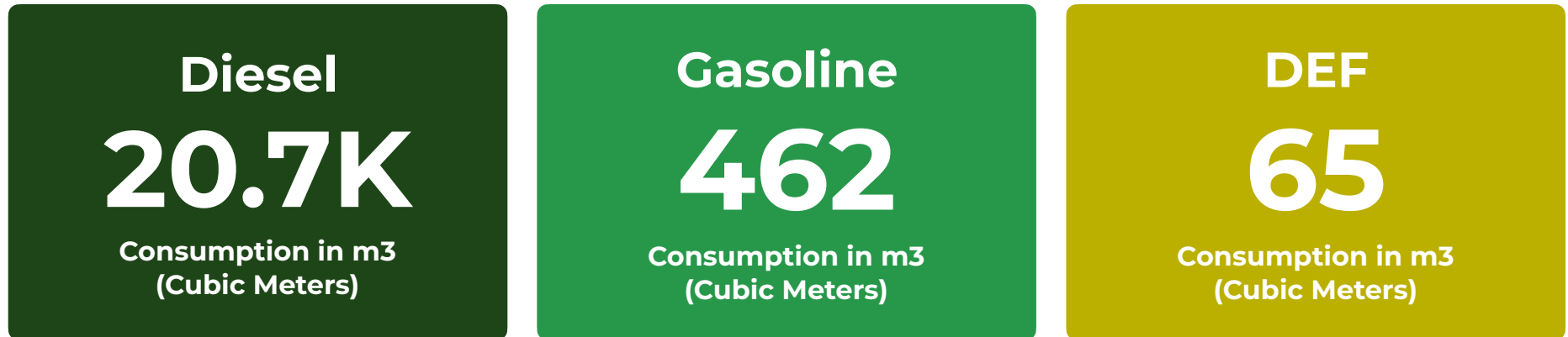
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Fuel

Our highest energy consumption is due to the use of fuel for unit transportation. Therefore, we focus our efforts on increasing load efficiency and optimizing routes, aiming for the least environmental impact possible.



In addition to using DEF, we have implemented a series of initiatives to reduce fuel consumption and optimize operations. Firstly, we have adopted technologies that provide detailed real-time information about each trip, analyzed with the help of artificial intelligence algorithms. These devices connect to the trucks' dashboards and collect data such as acceleration, turns, fuel consumption, speed, and location. With a thorough analysis of this data, we can determine the precise amount of fuel needed for each route, reducing the risk of theft or sale of remaining fuel. Similarly, this technology allows us to detect any unauthorized fuel extraction from the tank and its precise location, helping us take immediate action to address each incident and prevent it in the future.

This technology enables us to perform data analysis to assess the performance of our drivers. We have a specific training program to improve our drivers' efficiency. If areas for improvement are detected, we provide additional training to strengthen their knowledge and practical skills, allowing them to operate optimally and use the least fuel.

Finally, we are focused on optimizing the load factor by reducing the number of trips and maximizing the number of vehicles or units per load. We have also reviewed and adjusted our logistical practices to ensure that our drivers return with a new load instead of using public transport. These significant improvements reduce our fuel consumption and optimize resource use in general.



Electricity

Electricity consumption in 2023 was 532 MWh, primarily due to lighting and air conditioning use. To address this, we have planned and implemented various initiatives to reduce this consumption:

- Intending to promote energy efficiency in our yards, we plan to install solar panels on the roofs. We have started this process at the Mexicali yard.
- We installed state-of-the-art air conditioning systems in the construction of new offices, reducing environmental impact and operational costs.
- We are implementing smart switches with motion sensors that can be controlled via mobile apps and artificial intelligence. This project began at our corporate offices and will later extend to the rest of our yards, aiming to optimize energy consumption and promote sustainable practices in our operations.

Electric consumption in 2023

532
MWh

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5.2 Emissions and Climate Change

GRI 302-1, SASB TR-RO-110a.3



We recognize the crucial importance of addressing the significant impact that our greenhouse gas emissions have on climate change. These emissions directly contribute to global warming by trapping heat in the atmosphere and altering global climate patterns. The increase in temperature is causing the melting of polar ice caps and glaciers, rising sea levels, ocean acidification, and more frequent and intense extreme weather events such as droughts, floods, hurricanes, and heat waves. These impacts devastate natural ecosystems, biodiversity, food security, water availability, human health, and significant economic and social risks.

Our road infrastructure and yards face growing vulnerability to physical risks from climate change, such as flooding and landslides. We have also identified that extreme heat is one of the most significant risks affecting our employees, especially those working outdoors and during high temperatures. Additionally, extreme weather events threaten our facilities and the continuity of our operations, as they can cause disruptions, infrastructure damage, and impacts on the safety of our personnel.





In this sense, it is essential to proactively and urgently address emission reductions to mitigate the adverse effects of climate change and promote a more sustainable future for all. Therefore, as part of our commitment to sustainability and environmental responsibility, we aim to monitor and reduce our environmental footprint, ensuring that our operations become increasingly sustainable and respectful of our surroundings. We implement concrete and strategic measures to achieve this goal and actively explore innovative solutions.

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Scope 1

Diesel

20.7K

Liters

Emissions tCO₂

58.5K

Emissions tCO₂

3.08

Emissions tCH₄

3.08

Gasoline

461.7K

Liters

Emissions tCO₂

1.1K

Emissions tCO₂

0.13

Emissions tCH₄

0.41

DEF

64.4K

Liters

Emissions tCO₂

0.01

Emissions tCO₂

-

Emissions tCH₄

-

TOTAL

59.7K

tCO₂e

Scope 2

Electric Consumption in 2023

532

MW/h

Emissions

232.67

tCO₂e

Additionally, we have calculated our Scope 1 and 2 greenhouse gas emissions. Our Scope 1 emissions correspond to the consumption and burning of fuel for the operation of trucks and trailers, including diesel, gasoline, and DEF. On the other hand, our Scope 2 emissions, which are indirect and derived from an organization's activities, are attributed to purchasing electricity from the national grid operated by the Comisión Federal de Electricidad (CFE).

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6. SOCIAL

6.1 Talent Management and Labor Practices

GRI 2-7, 2-8, 401-3, 405-1



At Mexlog, we prioritize the comprehensive development of our workforce, fostering an environment that promotes our employees' professional and personal growth. We implement continuous training programs to strengthen our staff's skills and competencies, ensuring a fulfilling career lifecycle. We value diversity in all forms and promote a culture of respect and equity, contributing to talent retention and low turnover within our organization.



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Talent Development

Organizations' success depends on the strength of their operational processes and the people who execute them. Mexlog's consolidation and growth strategy is fundamentally based on the training and development of our employees, and we consider it one of the five core pillars of our business model. To achieve this, we have technological and human resources that allow us to offer a wide range of training options and professional and personal growth programs.

Among the tools used, our driving simulators at the Mexicali and Monterrey yards stand out. This advanced technology, akin to flight simulators, allows our drivers to experience various conditions and situations they might encounter while operating trucks or trailers, enabling us to refine their skills in a controlled environment.



Some of the most significant training programs include PAMO, an accelerated program for developing truck driver skills, through which a driver can start road trips within a maximum of three weeks. We also have a program that combines various certifications to help deckers master different areas of the process, providing greater versatility on the decking line and promoting their development within the organization.

We primarily use digital platforms such as Google Learning, Microsoft Learn, UBITS, and Masterclass for administrative training, managerial development, and other executive skills. Additionally, we have educational agreements with CETYS Universidad, Universidad Autónoma de Baja California (UABC), CONALEP, and CECATIS, where our employees continue their studies at various levels (master's degrees, diplomas, certifications, etc.).

In 2023, 39,680 training hours were provided: 850 hours of regulatory courses, 1,250 hours on health and personal development topics, 4,100 hours on workplace safety, 16,500 hours related to on-the-job training, and 16,980 hours of skill development. We averaged 24.2 training hours per employee.

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Benefits

We recognize the importance of offering benefits and competitive compensation for our workforce. We are committed to providing a work environment that values our employees' talent, dedication, and effort. We firmly believe that fair and competitive compensation contributes to our team's well-being and satisfaction and strengthens our company's motivation, commitment, and productivity.

We are committed to constantly reviewing and improving our benefits and compensation programs to ensure they are equitable, aligned with market best practices, and reflect our commitment to the success and development of our staff. Therefore, we implemented our new job evaluation system based on experience, education, decision-making, responsibility, leadership, and physical and psychosocial working conditions. Based on these points, all positions were arranged into different levels, which serve as the basis for defining the type of benefits. Some of these benefits include:



Health insurance



Vacation time/ PTO



Grocery vouchers



Uniforms



Punctuality bonus



Glasses allowance



Remote work bonus



Performance bonus



Savings fund





Although we offer attractive benefits that surpass those established by law, we aim to become a more attractive company for employees in terms of salary competitiveness. Currently, we use a market-based salary study for each of our positions, separating them by economic regions. Additionally, during 2023, we maintained a gender pay gap of 0% in all our positions.

Parental Leave

We offer parental leave to our staff, providing the necessary support so they can attend to maternity and paternity responsibilities without compromising their professional careers. We are committed to promoting an inclusive and respectful work environment where every team member can fully develop professionally and personally. During 2023, 60 employees were entitled to parental leave, of which 100% returned to work after the leave, and 43, or 72%, remained after 12 months.

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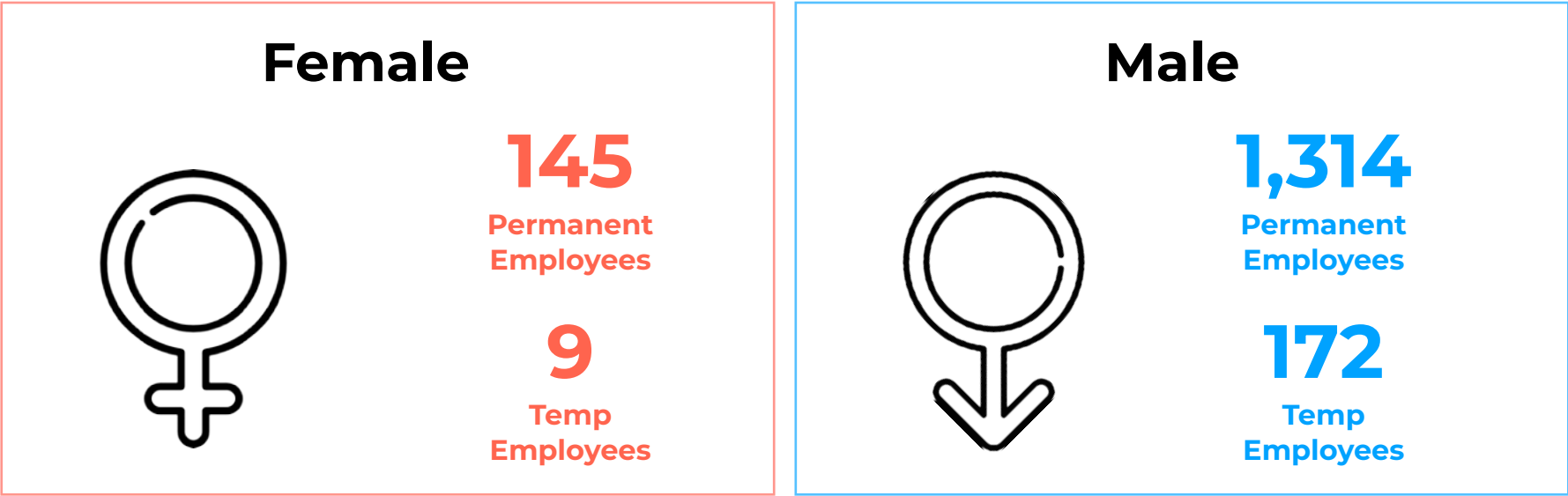
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Workforce

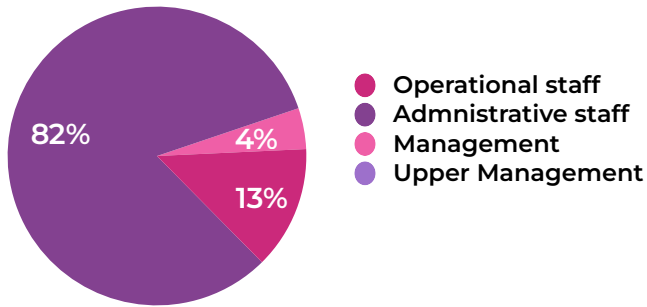
During 2023, our workforce was composed of a total of 1,640 people. Of this number, 10% were women, and 90% were men. The lower presence of women in our workforce is because the transport and logistics sector faces significant challenges regarding gender inclusion, which is a reality we actively seek to transform through diversity and equal opportunity strategies.

Likewise, 89% of our employees were permanently hired, demonstrating our commitment to stable and long-term labor relations. On the other hand, 11% participated temporarily in Mexlog's operations, allowing us flexibility according to our business's operational needs.

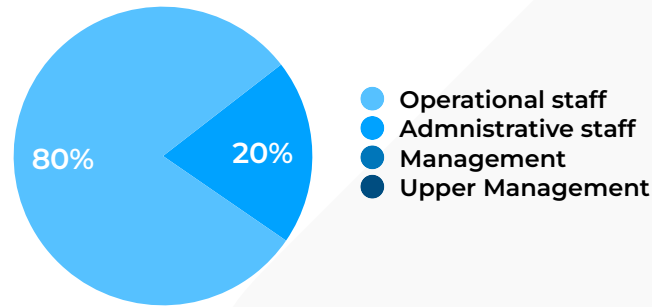


Regarding generational diversity in our team, we observe that 20.8% of our employees are under 30, while 59.2% are between 30 and 50. Finally, 20% of our remaining team is over 50 years old, reflecting a wide range of experiences and knowledge within our workforce.

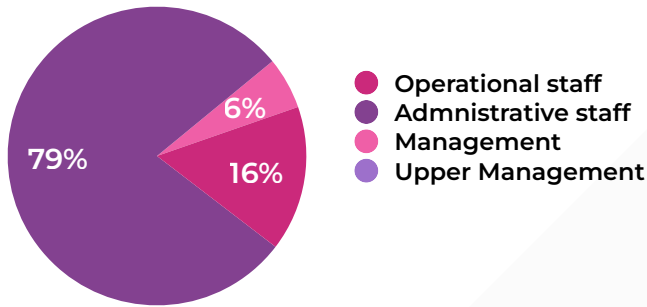
Female <30 years



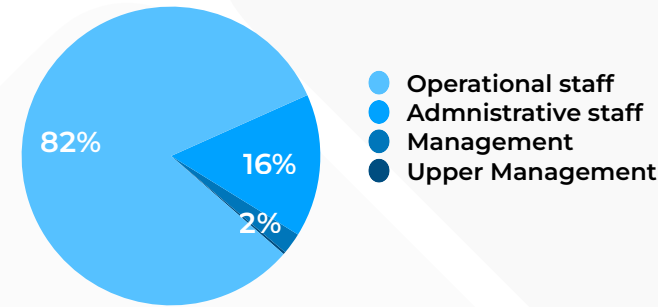
Male <30 years



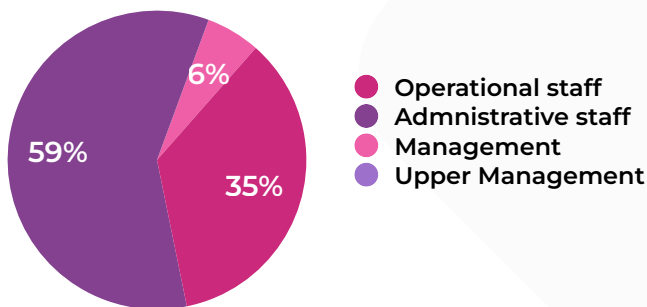
Female between 30 & 50 years



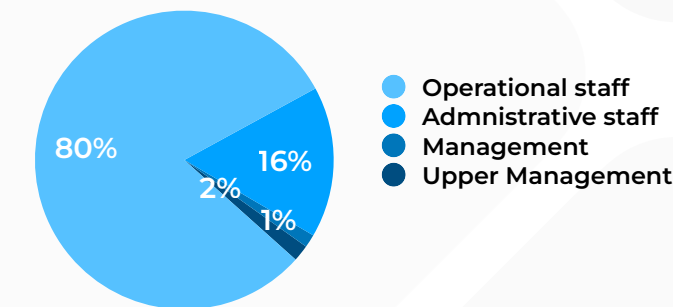
Male between 30 & 50 years



Female >50 years



Male >50 years



Our workforce has a working period of 48 hours a week. In total, Mexlog employees worked 78,720 hours each week during the year 2023.

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6.2 Health and Safety Conditions

GRI 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, SASB TR-RO-320a.1, TR-RO-320a.3, TR-RO-540a.1, SASB TR-RO-540a.2

At Mexlog, we recognize that protecting the health and safety of our employees is fundamental because they are the most essential part of our organization. Our responsibility is to ensure they are adequately protected against workplace risks and provided with the information, training, and resources necessary to work safely. This can include implementing specific policies and procedures, providing personal protective equipment, conducting safety training, and regularly supervising work activities to identify and mitigate potential risks at our yards and on the road.

We have built a culture of accident prevention based on the following principles:

- 1. I am responsible for my colleagues and my safety.**
- 2. Workplace accidents can be prevented.**
- 3. We design safe operational processes and work environments.**
- 4. We train in best practices to do our work with quality and safety.**
- 5. We have zero tolerance for unsafe acts and conditions.**

Health and Safety Management System

Our health and safety management system covers all people who could be exposed to occupational risks related to our operations, including employees, contractors, subcontractors, visitors, and third parties such as suppliers, business partners, inspectors, etc.

One of the main pillars supporting our health and safety management system at Mexlog is aligning our processes and activities with Mexican regulations from organizations such as the Secretaría del Trabajo y Previsión Social (STPS), Protección Civil, la Secretaría de Medio Ambiente y Recursos Naturales (SEMARNAT), etc.

In addition to legal requirements, international standards and recognized guidelines provide frameworks for implementing a health and safety management system. Examples of these standards include ISO 45001:2018, which sets the requirements for an international health and safety management system, and the WHO (World Health Organization) guidelines on occupational health and safety. International organizations develop these standards and guidelines, often based on best practices and accumulated experience in occupational health and safety.

To establish and document the general principles and guidelines of the management system, we have an Occupational Safety and Health (OSH) Policy and a document on Industrial Safety Management processes, which reaffirms the upper management's commitment to health and safety at work. This document outlines various health and safety processes such as safety inspections, contractor access protocols, regulatory compliance, actions to take in case of spills, accident investigation, and drills.

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Health and Safety Management System

Additionally, we have Hazard Identification, Risk Assessment, and Control processes for each job position, which function as follows:

1. **Initial Risk Assessment:** This process involves an initial assessment of all potential risks present in the workplace. Various tools, such as checklists, safety inspections, analysis of past accidents, and consultation with employees, can be used. Some of the main types of identified risks include:



2. **Job Analysis:** The organization's different job positions are detailed to identify their specific risks. This can include assessing exposure to hazardous substances, the risk of injury from repetitive movements, and fatigue.

3. **Review of Processes and Operations:** Existing processes and operations within the organization are thoroughly examined to identify possible points of risk, exposure to hazardous chemicals, and handling of equipment and machinery, among other aspects.
4. **Employee Interviews:** Employees are involved in the risk identification process, as they have direct knowledge of the working conditions and can identify risks that might go unnoticed by others. Surveys, safety meetings, and focus groups can be used to gather information from employees.
5. **Accident and Incident Analysis:** Records of past accidents and incidents are reviewed to identify patterns and trends and determine the underlying causes of events, helping to prevent the recurrence of similar incidents.
6. **Evolution of changes:** A risk assessment is conducted whenever significant changes are introduced to the organization's processes, equipment, facilities, or personnel. This ensures that new risks may arise due to these changes are identified and addressed.

As part of the same system, we offer various health and safety services such as first aid and nursing at the Mexicali, Saltillo, Nuevo Laredo, and Santiago yards.

Our most crucial health and safety awareness event is Safety Week, which takes place annually in April, coinciding with the World Day for Safety and Health at Work on the 28th. During this week, each yard hosts events, live presentations, games, trivia, and training sessions on various topics, including personal protective equipment, evacuation drills, and accident simulations.

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Driver Working Conditions

To maximize our drivers' safety, all must comply with annual medical exams mandated by the Secretaría de Comunicaciones y Transporte (SCT) and pass internal periodic drug tests to maintain a safe and reliable work environment. Additionally, drivers must keep a detailed driving and rest hours log. Our software, equipped with two AI cameras on the truck dashboard, can identify potential distraction risks, alert the driver with an audible alarm, and notify our control center to act if necessary.

0

Fatal
Accidents

2

Mayor
Accidents

54

Work realated
injuries

29

Over the road
accidents



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7.1 Business Ethics

GRI 2-15, 2-23, 2-24, 2-26, 205-2, 205-3



At Mexlog, ethical behavior is critical to establishing strong and lasting relationships with our customers, collaborators, and society. Therefore, we are committed to making decisions and conducting our daily operations by adhering to the highest ethical standards. This practice not only strengthens our reputation, and the trust placed in us but also significantly contributes to the well-being of the communities in which we operate. It also fosters a positive work environment and strictly complies with applicable legal and regulatory standards. We recognize that business ethics is a moral imperative and an essential strategy for long-term success and value generation for our company and stakeholders.

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Ethical Values

Ethical values are the core of our corporate culture. They guide our actions and decisions. These fundamental values guide our daily conduct and reflect our commitment to excellence in every aspect of our business.



Integrity:

Acting with honesty, responsibility, transparency, and professional ethics in our work and interactions.



Respect:

Acting with consideration, empathy, and appreciation toward people, processes, assets, and the general environment to ensure social, labor, and commercial well-being.



Service:

Performing actions or sets of activities aimed at satisfying and exceeding our customers' expectations and needs, applying our best effort and commitment.



Loyalty:

Acting with respect and fidelity to ethical, legal, and moral principles, as well as to the commitments established by and with Mexlog.



Creativity:

Improving the way things are done, breaking paradigms.



Solidarity:

Working as a team to fulfill the company's business plan through the Quality Policy.



Punctuality:

Meeting acquired labor obligations and commitments.

Employee Handbook

We have an employee handbook that governs all work-related manners in the company as established in Articles 422 and 423 of the Ley Federal del Trabajo. This document aims to serve as a series of mandatory provisions for:

- Achieving and maintaining greater understanding between collaborators and the organization.
- Defining how work should be conducted to achieve constant increases in productivity and quality.
- Improving working conditions and efficiency.
- Specifying the penalties for non-compliance to avoid relaxation of conduct and discipline.

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Code of Ethics

Our Code of Ethics establishes the standards and practices that must be observed by all executives, managers, operational employees, and drivers of Mexlog during their daily operations. The document also aims to serve as a guide by setting guidelines for dealing with any dilemma, question, or concern related to business ethical conduct. To ensure ethical behavior throughout our value chain, the scope of the Code extends to our customers and suppliers, who are also responsible for its compliance.

To ensure compliance with the guidelines outlined in the Code, we have implemented a series of strategic initiatives. Firstly, each employee must read and sign a commitment letter during their hiring process, and each supplier must do so upon closing a business relationship. Additionally, we are currently working on an Ethics Code training program to reinforce the knowledge and commitments of our workforce, which we will implement in 2024.

Code of Ethics

The continuous updating of the document reflects our ongoing commitment to align with industry trends and the ethical requirements of our operations and business relationships. This year, we further strengthened our Code by adding an annex that addresses conflicts of interest, diversity, inclusion, and relationships with customers and suppliers. Today, the document covers the following topics:

	Health and Safety		Gifts
	Human rights		Anti-corruption
	Harassment and respect in the workplace		Money laundering
	Diversity and inclusion		Compliance with international trade
	Environment		Tax compliance
	Conflicts of interest		Data privacy
	Client relations		Confidentiality
	Suppliers		Asset use
	Community relations		
	Governments relations		

In 2023, the Code of Ethics was shared with our 1640 employees

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Conflicts of Interest and Anti-Corruption

We understand that even the mere appearance of a conflict of interest or corruption can jeopardize our company's reputation. Therefore, our Code establishes that we must not:

- ▶ Enter into agreements or conduct business that competes directly or indirectly with the company.
- ▶ Request, negotiate, or accept gifts or courtesies from third parties for our benefit or others unless such actions are legal, ethical, and a generally accepted business practice between Mexlog and these third parties. Additionally, any employee who receives a gift, present, or courtesy must immediately inform their superior.
- ▶ Offer gifts or courtesies unless all Mexlog procedures for expenses are followed and the necessary approvals are obtained.
- ▶ We only hire relatives or friends if they are the most qualified candidates, and the proper procedures are followed. Furthermore, it is always necessary to inform the Legal and Human Resources Department if one of our customers or suppliers is owned by one of our relatives or friends.
- ▶ Promote favoritism and, instead, continually evaluate employees solely based on their talent and merit.



- ▶ Influence professional changes or compensation decisions for relatives or friends.
- ▶ Be suppliers of Mexlog while being employees or have stakes in direct suppliers.
- ▶ Promise or provide anything of value to government officials or third parties to gain an undue advantage or improperly influence any decision.
- ▶ Facilitate or support money laundering to conceal the origin of illicit funds from criminal or terrorist activities through our legitimate business.

Additionally, we have implemented practices to prevent corruption risks. All contracts we sign with suppliers include a specific anti-corruption clause, ensuring our risk management extends through the value chain. We have also established support partnerships with government institutions, allowing us to remain legally compliant without obstructing the acquisition of permits or operating licenses.

**In 2023, we had no incidents
of corruption.**

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Complaints Line

To allow employees to report confidentially and securely any conduct that may violate ethical principles or Mexlog policies, we established an Ethics Complaints Line in 2020, managed by an independent third party, operating 24/7 via phone or email. This channel is designed to foster an environment of transparency and accountability, facilitating early detection and resolution of potential irregularities within the organization.

Each report received is assessed by the Internal Control Area and the Complaints Committee, which consists of the General Director, the Internal Control Manager, the Engineering Director, the Human Resources Director, and the Corporate Governance and Sustainability Manager. The report issued by the employee takes less than 24 hours to reach the Committee, which then conducts an investigation lasting approximately two weeks to determine sanctions and preventive or corrective action plans.

We have implemented various strategies to communicate the operation of our Ethics Complaints Line to employees. First, we placed a promotional poster in visible locations within our offices and yards to publicize the channel. Additionally, we sent informative emails to all employees to ensure they know how to use the channel confidentially and securely. This year, we are planning a new communication campaign to clarify the difference between a complaint and a grievance, aiming for employees to understand the importance of reporting ethically questionable conduct appropriately.

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7.2 Risk Management

GRI 2-25



Risk management in business is essential as it allows us to anticipate potential adverse events, make informed and proactive decisions, and ensure the continuity and sustainability of our business. By managing risks effectively, we can protect our assets, optimize resources, comply with regulations and standards, and maintain the trust of our stakeholders.

Our Risk Management System, aligned with ISO 9001:2015 standards, is based on the Failure Modes and Effects Analysis (FMEA) methodology. This methodology outlines guidelines for identifying potential risks in our processes, assessing their severity, likelihood, and detectability, and subsequently prioritizing them to develop specific action plans. Through FMEA, we aim to anticipate and prevent failures, enhancing our services' reliability, quality, and safety.

At Mexlog, we value the diversity of opinions and knowledge, as this enriches our risk analysis and enables us to make informed and strategic decisions to manage risks effectively and efficiently. However, this process is not static or singular. Due to the dynamic nature of our operations and the influence of external factors, we recognize the importance of conducting periodic reviews. These reviews allow us to update and adjust our analysis by identifying new threats or modifying the assessment of existing risks as needed.

Risk Management

GRI 2-25



This procedure is meticulously documented to ensure the continuity of processes in case of any staff turnover. The document details the sequence of actions and assigned responsibilities at each stage and includes the necessary formats for comprehensive risk management. Additionally, starting in 2023, with the creation of the Corporate Governance and Sustainability Department, this process has begun incorporating a sustainability perspective.

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7.3 Corporate Governance

GRI 2-9, 2-11, 2-12, 2-13

Corporate Governance constitutes the principles, structures, and policies guiding our actions and decisions toward transparency, accountability, and ethical and legal compliance. At Mexlog, we have specific tools such as specialized committees, codes of conduct, and compliance policies to ensure robust management aligned with the interests of our stakeholders. This structure enables us to promote integrity, efficient risk management, and sustainable value creation, which are fundamental to our strategy and commitment to business excellence.

Our governance structure consists of a Board of Directors and eight auxiliary committees, as shown in the following image.





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Board of Directors

The Board of Directors of Mexlog represents the highest governance body in our organization and is responsible for the oversight and strategic direction of the business. It plays a crucial role in corporate governance, ensuring the company is managed responsibly while protecting and creating value for shareholders and stakeholders.

Members

Name	Role	Exectuvie or independent Member	Seniority	Gender
Gustavo Vildósola	Chairman of the Board	Executive	33 years	Male
John Harrington	Secretary	Executive	12 years	Male
Gustavo Vildósola Pérez Tejada	Managing Director Mexlog	Executive	23 years	Male
Octavio Ramos	Director de Administración Mexlog	Executive	9 years	Male
Chris Rheel	Commissiary	Executive	12 years	Male

Miembros

Gustavo Vildósola Ramos

Gustavo, who received a degree in Business Administration from CETYS Universidad, has over forty years of experience in the transportation, logistics, and executive leadership industries. He began his career as a Commercial Director and later advanced to CEO of Kenworth México. Recognized as a leading executive in Latin America's logistics and transportation industry, his experience and leadership have significantly impacted the sector.

John Harrington

Since 2012, John has served as CEO of JHT Holdings, consolidating an executive career of over 30 years in the logistics and transportation sector. He currently plays a crucial role as an active member of the JHT Holdings Board of Directors and an executive member of the North American Automotive Logistics Industry Committee.

Gustavo Vildósola Pérez Tejada

“Tavo” Vildósola holds a degree in Business Administration from the University of San Diego. He began his professional career in entry-level roles, where his boldness, dedication, and perseverance led him to the position of Managing Director at Mexicana Logistics. With over 23 years of experience in the specialized transportation and logistics industry, Tavo has developed deep knowledge and extensive experience in the field. His visionary leadership and strategic focus have been fundamental to his successful professional journey.

Octavio Ramos

Octavio, a Chemical Engineer graduate from Tec de Monterrey, complemented his education with a postgraduate degree in Environmental Engineering and a Master's in Business Leadership. With over 15 years of executive experience in operations and corporate finance within multinational companies, he has demonstrated exceptional skills in leading, optimizing, and expanding businesses successfully. Over the past nine years at Mexlog, he has been crucial in improving and strengthening administrative and financial areas, significantly contributing to the company's growth and efficiency.

Chris Rheel

Chris, a finance graduate of Indiana University, currently serves as Vice President and CFO of JHT Holdings. With a solid track record of over 15 years at the company, he has dedicated his expertise to accounting, finance, tax, and treasury.

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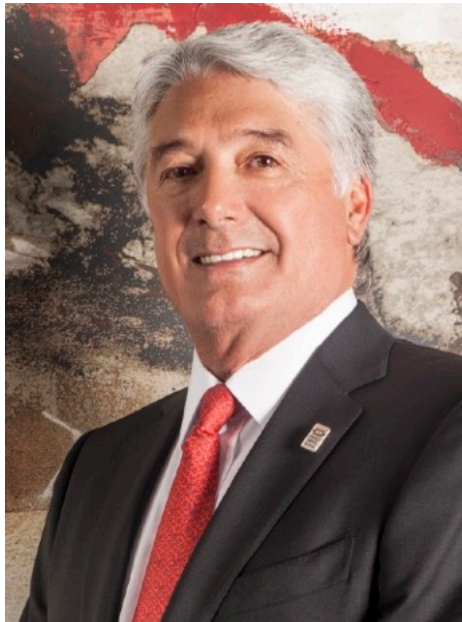
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Executive Committee (EXCOM)

The company's Executive Committee consists of senior executives who manage and make executive decisions for Mexlog. This Committee functions as an agile decision-making body, allowing for a swift response to business changes and challenges. The committee's primary functions are to execute policies and implement strategies to ensure the effective tactical development of Mexlog, oversee the performance of business units, and act effectively in crises, making decisions to protect the company's interests.



Gustavo Vildósola Ramos

Chairman of the Board

Seniority: 33 years

Gender: Male



**Gustavo Vildósola Pérez
Tejada**

Managing Director

Seniority: 23 años

Gender: Male



Octavio Ramos

Director Administrativo

Seniority: 9 years

Gender: Male



Julio Encinas

Director Técnico Operativo

Seniority: 12 years

Gender: Male



Raymundo Porchas

Director de TI

Seniority: 25 years

Gender: Male



Alfonso Millán

Director de Seguridad y
Relaciones Institucionales

Seniority: 15 years

Gender: Male



Joaquín Samaniego

Director de Recursos
Humanos

Seniority: 1 year

Gender: Male

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Managing Committee

The Management Committee is a multidisciplinary body composed of leaders from all departments of Mexlog. Its primary function is to manage daily operational issues that require prompt attention and decision-making and to ensure that established objectives and goals are met. This Committee is essential in implementing short—and medium-term strategies and adapting to changing market conditions and operational demands.

Members

During 2023, 13% of our members were women.



Gustavo Vildósola Pérez Tejada
Managing Director
Seniority: 23 years
Gender: Male



Octavio Ramos
Director Administrativo
Seniority: 9 years
Gender: Male



Julio Encinas
Director Técnico Operativo
Seniority: 12 years
Gender: Male



Raymundo Porchas
Director de TI
Seniority: 25 years
Gender: Male



Alfonso Millán

Director de Seguridad y Relaciones Institucionales

Seniority: 15 years

Gender: Male



Joaquín Samaniego

Director de Recursos Humanos

Seniority: 1 year

Gender: Male



Jorge Morales

Contralor

Seniority: 12 years

Gender: Male



Adrián Juangorena

Subdirector Comercial

Seniority: 9 years

Gender: Male



Francisco Alba

Subdirector de Operaciones

Seniority: 5 years

Gender: Male



Marco Ortiz

Subdirector de Capacitación

Seniority: 10 years

Gender: Male

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Denia Haro

Contadora General

Seniority: 4 years

Gender: Female



César Romero

Gerente de Análisis Financiero

Seniority: 9 years

Gender: Male



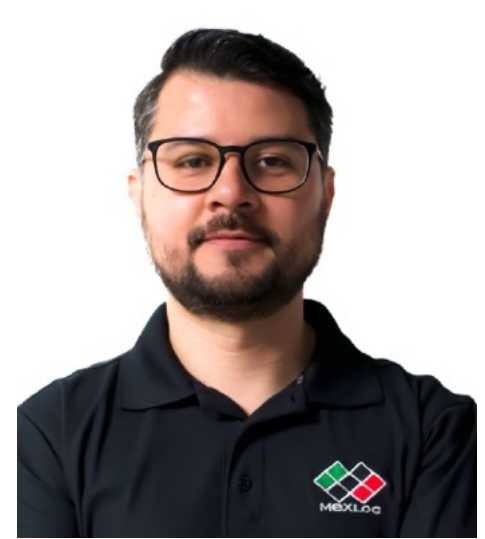
Janeth Uriarte

Gerente de Gobierno

Corporativo y Sustentabilidad

Seniority: 3 years

Gender: Female



José Luis Quezada

Gerente de Legal y

Cumplimiento

Seniority: 4 years

Gender: Male



Óscar Esquer

Gerente de Recursos
Materiales

Seniority: 9 years

Gender: Male



Pedro Quintero

Gerente de Recursos
Humanos

Seniority: 16 years

Gender: Male

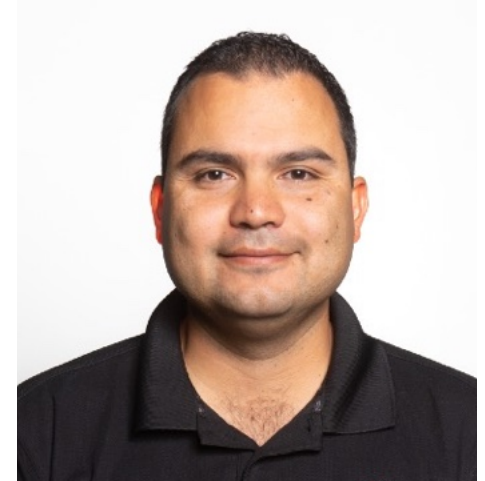


Valeria Cazares

Gerente de Administración
de Procesos

Seniority: 5 years

Gender: Female



Juan Elias Salazar

Gerente de Calidad

Seniority: 3 years

Gender: Male



Karim Nataren

Gerente de Logística de Entrega

Seniority: 11 years

Gender: Male



Aldo Robles

Gerente de Planeación Logística y Analítica Empresarial

Seniority: 8 years

Gender: Male



María Sánchez

Tesorera

Seniority: 9 years

Gender: Female



Germán Verde

Gerente de Operaciones Madrinas

Seniority: 8 years

Gender: Male



Marco Camacho

Gerente de Operaciones Nacionales

Seniority: 13 years

Gender: Male

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Commercial Committee

Responsible for evaluating new opportunities and contracts for Mexlog, from detailed rate analyses to considering criteria such as operational certifications. Additionally, decisions are made with an ethical approach to prevent fraud, which could have a critical impact on Mexlog's reputation and financial performance. Meetings are strategically scheduled during contract renewals or when new business opportunities arise.

Procurement Committee

The Committee evaluates high-impact purchases and long-term tenders, typically 2 to 3 years. Its goal is to ensure integrity and transparency in these processes, avoiding corruption and preventing favoritism towards specific suppliers. Supplier selection is based on quality and compliance criteria, prioritizing suitability over the lowest cost. In the coming years, the Committee will seek to introduce ESG considerations into its evaluations to align procurement with sustainability principles. The Committee meets bimonthly but can be convened on an ad-hoc basis depending on the specific needs of each tender, ensuring a strategic and fair evaluation of all acquisitions.

New Business Committee

The primary goal of the Committee is to analyze and define new business opportunities by incorporating new customers. This strategic approach involves aligning the company's long-term vision with current market trends and demands. To achieve this, the Committee meets frequently, allowing it to stay updated with the dynamics of the business environment and make agile, informed decisions for the organization's growth in coordination with the Commercial Committee.

Security Committee

This Committee aims to ensure the safety and well-being of drivers and protect personnel and cargo entrusted by customers. It meets promptly in response to events that pose risks to personnel or company operations. These meetings may occur several times weekly, especially when facing assaults, thefts, accidents, or similar incidents.

Each case deviating from standard operations on roads or at yards is analyzed during sessions. The root causes of issues are examined to implement monitoring and changes in management systems. Videos captured inside and outside the trucks are reviewed to identify factors that may have caused incidents, such as alarm system disconnection indicating a possible assault, third-party mishandling on the road, and signs of driver inattention. Visual evidence from trucks has significantly improved event traceability, reinforcing our commitment to operational safety and the well-being of all road participants.

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Career Development Committee

The Career Development Committee meets annually to evaluate and enhance growth and learning opportunities for staff. During these sessions, aspects such as scholarships, training programs, and available courses are reviewed to ensure that each employee's professional development aligns with the company's goals and needs. In addition to reviewing existing options, the Committee also explores new initiatives and strategies that could enrich skills and knowledge development within the organization.



7.4 Compliance

GRI 2-27, 206-1, 207-2, 416-2, 418-1



We recognize the importance of regulatory compliance in our operations. Beyond being a legal requirement, this commitment reflects our integrity and dedication to protecting our employees, assets, and the quality of our services. Adhering to established regulations strengthens trust and transparency with our stakeholders, contributing to an ethical and responsible business environment.

During 2023, no legal cases were related to unfair competition, monopolistic practices, or free competition. Additionally, we did not receive any complaints about violations of customer privacy, nor have there been any recorded breaches, thefts, or losses of customer data. Furthermore, there has been no non-compliance with health and safety regulations.



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Permits and Licenses

To ensure the validity and timely renewal of operating permits and licenses, we have implemented an automated calendar that sends reminder alerts 180, 90, 60, and 30 days before each permit's expiration. We also maintain an internal compliance system that is updated monthly and details the status of permits and licenses that require renewal. This management process is carried out at the corporate level and coordinated with yard managers responsible for signing the corresponding forms.

In addition, we conduct periodic internal audits and inspections to verify regulatory compliance in operations:

- ▶ Every three months, a form is sent to confirm the validity of documents.
- ▶ Random yards are selected for inspections related to the Alcohol and Drug Policy required by the U.S. Department of Transportation, requesting the signing of the relevant policy.
- ▶ Random reviews are conducted to inspect the daily checks performed on units to assess their functioning before departure.
- ▶ We have an automated alcohol and drug testing system that randomly selects employees for evaluation.





Tax Compliance

The Tax Department is responsible for analyzing relevant tax issues for the organization and identifying and assessing their potential impacts. This analysis is conducted in collaboration with the Comptroller's Department and the Finance Director, ensuring a comprehensive and detailed approach.

Additionally, the general director reviews the tax strategy monthly, ensuring constant oversight of tax planning. Based on the specific nature of each tax issue, external experts are consulted to reinforce the validity of the adopted approaches. Once internal conclusions are consolidated, various strategic alternatives are presented to management to facilitate informed decision-making.

Mexlog has a team dedicated to ensuring local and federal tax obligations compliance. This team maintains an activity program aligned with the calendar of the Servicio de Administración Tributaria (SAT). It also conducts weekly reviews of the reports issued by this institution to confirm the correct receipt and understanding of tax information.

An internal calendar is maintained for tracking additional tax obligations that may arise as isolated events, and the tax mailbox is checked at least once a week. This allows for the timely identification of any commitments and efficient assignment of personnel or teams responsible for managing each case.

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7.5 Responsible Supply Chain Management

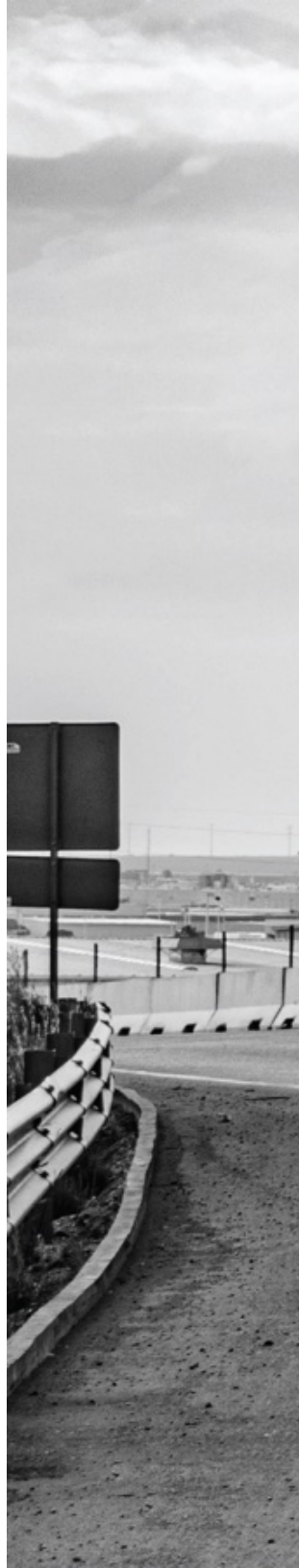
GRI 204-1



Responsible supply chain practices become a competitive differentiator in a global environment where consumers and regulators are increasingly aware of sustainability. Currently, each new supplier is required to complete a questionnaire before initiating a business relationship with us. The questionnaire includes a section where they must describe all their certifications in various areas. In the coming years, we will focus on establishing environmental, social, and governance (ESG) criteria for their evaluation and selection.

Given our deep commitment to strengthening the communities and economies where we operate, our initial approach when seeking supply solutions is to prioritize local suppliers first, then extend to the state level, and finally to the national level, provided they meet our high-quality standards. We are proud to state that most of our suppliers are national, representing 80% of the total, and we allocate 70% of our procurement expenditure to them, compared to 30% for foreign suppliers. This approach promotes job creation and contributes to developing skills and economic diversification in our region.

Prioritizing local supply has tangible benefits, as it allows for greater agility and flexibility in the supply chain and reduced delivery times. By investing in regional suppliers, we also promote sustainable and responsible business practices, strengthening our reputation and positioning us as a company committed to Mexico's economic and social development.





8. Table of Contents

GRI 1-1

GRI Contents

Declaration of Use	Mexlog has presented the information cited in this GRI content index for the period from January 1 to December 31, 2023, using the GRI Standards as a reference.	
GRI Standard	GRI 1: 2021 Fundamentals	
GRI Standard	Content	Detail
General Contents		
	2-1 Organizational Details	3. Mexlog
	2-2 Entities included in the sustainability reporting	2. About this report
	2-3 Reporting period, frequency and contact point	2. About this report
	2-4 Information Statements	2. About this report
	2-5 External audits	The Mexlog reports have not been subjected to external audits
	2-6 Activities, value chain, and other business relations	3. Mexlog
	2-7 Employees	6.1. Talent Management and labor practices
	2-8 Workers who are not employees	6.1. Talent Management and labor practices
	2-9 Governance structure and composition	7.3. Corporate Governance (ESG Governance)

GRI 2: General Contents 2021	2-10 Selection of the highest governance body	The members of the Board are appointed by the Mexlog Shareholders' Meeting, and the members of the Committees are appointed by the Chairman of the Board along with the Managing Director.
	2-11 Chairman of the highest governance body	7.3. Corporate Governance (ESG Governance)
	2-12 Role of the highest governance body in overseeing the management of impacts	7.3. Corporate Governance (ESG Governance)
	2-13 Delegation of responsibility for managing impacts	7.3. Corporate Governance (ESG Governance)
	2-14 Role of the highest governance body in sustainability reporting	The Board is committed to driving ESG initiatives to fulfill and improve our ESG performance for our employees, partners, customers, and suppliers. The body reviews the Annual Sustainability Report before its publication.
	2-15 Conflicts of interest	7.1. Business Ethics
	2-16 Communication of critical concerns	Only high-severity ethical complaints that could have severe repercussions for the company are communicated to the Board. Claims and complaints from stakeholders are not communicated to the Board unless they could have severe repercussions for the company.
	2-17 Collective knowledge of the highest governance body	The highest governance body has not currently received training in this area. However, in the coming years, an ESG training plan for members will be established, estimated for late 2024 and early 2025
	2-18 Performance evaluation of the highest governing body	There is no performance evaluation of the highest governance body.
	2-19 Remuneration policies	There is a salary and benefits tabulator for the highest-level

	2-20 Remuneration study	executives reviewed and approved by the Board of Directors. For the rest of the executives, there is a benefits and remuneration tabulator approved by the Chairman of the Board and the Managing Director.
	2-21 Total compensation ratio	This information is currently not available.
	2-22 Statement on sustainable development strategy	1. From our Managing Director
	2-23 Commitments and policies	7.1. Business Ethics
	2-24 Incorporation of commitments and policies	7.1. Business Ethics
	2-25 Processes to remediate negative impacts	7.2. Risk Management
	2-26 Mechanisms for seeking advice and raising concerns	7.1. Business Ethics
	2-27 Compliance with laws and regulations	7.4. Compliance
	2-28 Associations	We have the following alliances: Branix, Cetys Universidad, Samsara, CANACAR, and ATS.
	2-29 Approach to stakeholder engagement	4.1. Our ESG Approach
	2-30 Collective Agreements or unions	Mexlog does not have any employees participating in collective agreements or unions.
Eco-efficiency		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.1. Eco-efficiency

Emissions and Climate Change		
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	5.2. Emissions and Climate Change
	305-2 Indirect GHG emissions from energy generation (Scope 2)	5.2. Emissions and Climate Change
Talent Management and Labor Practices		
GRI 401: Employment 2016	401-3 Parental Leave	6.1. Talent Management and labor practices
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	6.1. Talent Management and labor practices
Health and Safety		
GRI 403: 2018 Occupational Health and Safety	403-1 Occupational health and safety management system	6.2. Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	6.2. Health and Safety
	403-3 Occupational health services	6.2. Health and Safety
	403-5 Worker training on occupational health and safety	6.2. Health and Safety
	403-6 Promotion of worker health	6.2. Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	6.2. Health and Safety
	403-8 Coverage of the occupational health and safety management system	6.2. Health and Safety
	403-9 Work-related injuries	6.2. Health and Safety
	403-10 Work-related illnesses	6.2. Health and Safety

Business Ethics		
GRI 205: Anti-corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	7.1. Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	7.1. Business Ethics
Compliance		
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions related to anti-competitive behavior, anti-trust, and monopoly practices	7.4. Compliance
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	7.4. Compliance
GRI 416: Client Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services categories	7.4. Compliance
GRI 418: Client Privacy 2016	418-1 Substantiated complaints concerning breaches of client privacy and losses of customer data	7.4. Compliance
Responsible Supply Chain		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	7.5. Responsible Supply Chain Management

SASB Contents

SASB Standard	Content	Detail
Eco-efficiency		
Greenhouse Gas Emissions	TR-RO-110a.3 Total fuel consumption, percentage of natural gas, percentage of renewable energy	5.1. Eco-efficiency
Emissions and Climate Change		
Greenhouse Gas Emissions	TR-RO-110a.1 Global Scope 1 gross emissions	5.2. Emissions and Climate Change
	TR-RO-110a.2 Analysis of the strategy or plan for long-term and short-term management of Scope 1 emissions, emission reduction targets, and analysis of results against those targets	5.2. Emissions and Climate Change
	TR-RO-110a.3 (1) Total fuel consumed, (2) percentage of natural gas, (3) percentage of renewables	5.2. Emissions and Climate Change
Health and Safety		
Labor Conditions, Health, and Safety	TR-RO-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	6.2. Health and Safety
	TR-RO-320a.3 Volume and number of spills and emissions to the environment	6.2. Health and Safety
Accident and Safety Management	TR-RO-540a.1 Number of road accidents and incidents	6.2. Health and Safety
	TR-RO-540a.2 BASIC percentiles for safety measurement system for: (1) Reckless driving, (2) compliance with hours of service, (3) fitness for driving, (4) controlled substances/alcohol, (5) vehicle maintenance, and (6) compliance with hazardous materials standards	6.2. Health and Safety