



MEXLOG

**ESG REPORT
2024**



MEXLOG®



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Distinguished shareholders, employees, and stakeholders,

It is a great honor to address you as we present our second Annual ESG Report for 2024. As I reflect on the founding of Mexlog, I feel a profound sense of pride in how far we have come since I established this company with the steadfast goal of supporting the well-being of our communities and safeguarding the environment.

Over the decades, we have forged a strong corporate culture rooted in responsibility and integrity. Today, that culture resonates even more powerfully thanks to the progress we have made in integrating environmental, social, and governance criteria into our decision-making and operations. Sustainability is not merely a goal; it is the foundation that underpins our long-term vision and spurs us to innovate and continuously improve.

In a constantly evolving business landscape, I take great satisfaction in seeing how Mexlog continues to grow steadily while never losing sight of the values that shaped its beginnings. Our initiatives to protect the environment, support local communities, and strengthen our governance practices are evident in every project and program we undertake. These efforts have led to increased operational efficiency, social initiatives that benefit families in the areas we serve, and transparent processes that foster trust among our stakeholders.

The progress we have achieved in ESG matters would not be possible without the dedication of our management team, the daily commitment of our employees, and the support of our strategic partners. I extend my heartfelt gratitude to each of them for embracing and enhancing the vision that has guided Mexlog from the start. Witnessing the continued growth and solidifying leadership of the company I founded, now recognized as a benchmark in the automotive logistics sector, brings me immense satisfaction.

We recognize that significant challenges lie ahead. The world calls for ever more equitable and sustainable solutions, and we stand ready to meet these challenges with determination—improving our practices, innovating in our processes, and building partnerships that add value for all stakeholders.

I thank everyone who has been part of this journey and invite you to keep contributing to an endeavor that still has much to offer. Together, we will continue to build a legacy that promotes the well-being of future generations.

Sincerely,

Gustavo Vildósola Ramos

Founder and Chairman of the Board

Mexlog

Message from our Managing Director

GRI 2-14, 2-22



Dear Colleagues and Partners,

I am pleased to share with you Mexlog's 2024 Annual ESG Report, our second to date. This report showcases the progress we've made in advancing our sustainability strategy and reaffirms our deep commitment to environmental, social, and governance (ESG) principles.

Since the beginning of our operations, innovation and operational excellence have been embedded in our DNA as a leader in the automotive logistics sector. With this second ESG report, we are building on the transparency and accountability we established in our inaugural edition—further strengthening the collaborative efforts of our ESG Management Department and the entire Mexlog team.

Over the past year, we've aligned more closely with international frameworks such as GRI, SASB, and TCFD, which has enabled us to take a more strategic approach in identifying ESG-related risks and opportunities. This ensures our actions are consistent with global best practices and future-ready.

A few highlights from this year's efforts include:

Enhancing our environmental performance through energy efficiency improvements, optimized fuel consumption, and the increased adoption of sustainable technologies.

Expanding our diversity and inclusion initiatives and continuing to prioritize the health, safety, and well-being of our workforce.

Reinforcing our corporate integrity policies to foster a culture of compliance, ethics, and zero tolerance for corruption.

This report reflects our long-term vision and underscores our belief that sustainability is a key driver of Mexlog's growth and competitiveness. We acknowledge that the path to continuous improvement comes with challenges, but with the dedication of our people and partners, we are confident in our ability to set new benchmarks in the logistics industry.

I would like to sincerely thank our employees, suppliers, and partners for their continued support and collaboration. I invite you to explore the report and join us in shaping a more sustainable future.

Sincerely

Gustavo Vildósola Pérez-Tejada

Managing Director

Mexlog



2. About this report

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

In today's environment, we face increasingly complex challenges in environmental, social, and governance (ESG) matters. Factors such as climate change, the responsible management of resources, and our stakeholders' evolving expectations demand a structured and efficient response. In this dynamic context – Full of opportunities for improvement– we recognize that collaboration among companies, governments, and communities is key to driving sustainable solutions that create long-term value.

Through this report, we present our progress and efforts carried out between January 1 thru December 31, 2024, at Águilas del Desierto Baja California and Mexlog, highlighting our key milestones in corporate governance, and risk management, as well as the consolidation of strategies to create increasingly sustainable operations. This report reflects our evolution and ongoing commitment to strengthening our practices in line with current and future challenges.

We hope this document provides a clear view of our journey and the goals we have set to continue advancing towards responsible development.





2.1. Reporting Standards

This report was prepared using ESG International Standards provided by the Global Reporting Initiative (GRI), and the sector-specific indicators from the Sustainability Accounting Standards Board (SASB) for “road transportation”. For more information, please refer to the [Index section](#) in this document.

At Mexlog , we strive to continuously improve the way we communicate our sustainability performance. This involves not only progressively expanding the set of indicators we report each year but also enhancing their quality and accuracy. For this year, we have strengthened our processes for consolidating, monitoring, and managing key indicators, ensuring they more effectively and comprehensively reflect our impact and progress in sustainability.

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2.2. Contact

We are committed to maintaining open and constructive dialogue. Our team is available to answer your questions, receive your comments, and listen to your suggestions, ensuring your voice is an integral part of our journey towards a more sustainable future.

For any inquiries or additional information regarding our Annual ESG 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

ESG Manager



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**CORPORATE
OFFICE
MEXICALI**





3. About Mexlog

GRI 2-1, 2-6

At Mexlog, we have established ourselves as a leading company in the transportation industry for over thirty years, providing efficient, innovative, and safe logistics solutions across North America. Over the years, we have refined our processes to ensure high-quality service aligned with our clients' needs and industry trends.

We specialize in transporting tractor trucks from Original Equipment Manufacturers (OEMs) to dealerships and end customers. Transportation can be done as a single unit or in special configurations such as *mancuernas* (one truck decked on another), *tricuernas* (a lead truck carrying two decked trucks), and *cuatricuernas* (a lead truck carrying three decked trucks). Additionally, we manage transportation of cars on *madrinas* (vehicle carrier units) from the production plant to their exportation to the United States.

Our infrastructure consists of a network of strategically located offices and yards, allowing us to have a broad coverage across the country. We have a highly specialized and committed team, ensuring that each of our services meet the highest standards of quality, safety and punctuality.

Technological innovation is a key component of our operations. We implement digital tools and advanced fleet monitoring and management systems to enhance our services, generate economic benefits for our clients, and promote efficient use of resources.

We take pride in our ability to adapt and grow in a dynamic market, always maintaining the vision of being the preferred strategic partner for transportation in North America. At Mexlog, we move towards sustainability, driven by our passion and commitment to excellence-focused services.

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3.1. Mexlog's Philosophy

We believe that the key to success lies in a commitment to excellence and continuous improvement. Our approach is based on offering comprehensive logistic solutions that exceed the expectations of our customers, employees and investors.

We are guided by an organizational culture based on quality, safety, and sustainability, which drives us to adopt the best practices in the industry, ensure compliance with national and international regulations, and implement innovative strategies that optimize every aspect of our operations.

Our commitment to sustainability is another fundamental pillar of our philosophy. We promote an ecological culture within the transportation industry, minimizing environmental impact and encouraging responsible practices across all our operations.



Mission

Provide logistics and transportation services that exceed the expectations of our clients, employees, and investors.



Vision

To be the leading company in the logistics and transportation industry, recognized for our innovation, operational efficiency, and commitment to sustainability. We aim to position ourselves as a strategic partner for our clients by offering solutions that optimize their operations and strengthen the automotive industry's value chain.



Values

Our values are the foundation upon which we build all our relationships and operations:

- ▶ **Environmental Commitment:** Committed to reducing its environmental impact across all logistics and transportation operations by implementing sustainable practices and minimizing its carbon footprint.
- ▶ **Technological Innovation:** Investment in advanced technology to optimize logistics, enhance safety, and provide more accurate and reliable service. From geolocation systems to training simulators, every innovation is designed to improve the customer experience and service quality.
- ▶ **Resilience and Flexibility:** Ability to adapt and respond to unexpected changes and challenges, such as addressing industry-related obstacles, by quickly adjusting plans and strategies to ensure service continuity and meet customer expectations.



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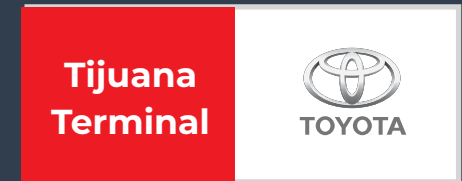
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3.2. Mexlog at glance

We have five 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.

Currently, at Mexlog, we carry out over 178,000 deliveries per year to 2,100 dealerships and fleets, strengthening our position as a benchmark in the transportation and logistics sector.





**Mexicali
Corporate
Office**

**Nogales
Terminal**



**Hermosillo
Terminal**



**Colombia
Terminal**



**Escobedo
Terminal**



DAIMLER



**PDN
Office**

**Saltillo
Terminal**



**Santiago
Terminal**



**Cuautitlán
Office**



**CDMX
Corporate
Office**

3.3. Certifications

Our commitment to quality, safety, and regulatory compliance is reflected in our certifications, which ensure the implementation of best practices across all our operations.

We hold key certifications in the sector, including:



ISO 9001:2015

Quality Management System certification by the International Organization for Standardization, ensuring the quality and efficiency of our processes.

6σ

Six Sigma:

Certification focused on continuous optimization through statistical and analytical methodologies aimed at improving the quality and efficiency of our processes.

These certifications allow us to operate with high standards of quality and safety, ensuring that our clients consistently receive reliable, efficient services aligned with the industry's best practices.



OEA

(Authorized Economic Operator – Mexico):

Program that certifies compliance with minimum security standards in commercial processes, confirming our reliability in international trade.



SAT PITA:

Customs Technological Integration Project issued by Mexico's Tax Administration Service (SAT) under the Ministry of Finance and Public Credit, enabling participation in foreign trade.



SCT:

Certification by the Ministry of Communications and Transportation, ensuring compliance with national transportation regulations.



FAST Free and Secure Trade:

Commercial authorization program for low-risk transport entering the United States from Canada and Mexico, ensuring compliance with security and trade facilitation standards.



CTPAT

“Your Supply Chain’s Strongest Link”

- Certification under the Customs-Trade Partnership Against Terrorism, focused on securing the United States supply chain against terrorism.

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4.1. Our ESG policies and commitments

GRI 2-23

At Mexlog, we are aware that sustainability is a fundamental pillar for our growth and commitment to the environment. Our Environmental, Social, and Governance (ESG) policies reflect our responsibility to create a positive impact through our operations, employees, communities, and the planet. Having clear guidelines in these areas not only strengthens our resilience and competitiveness but also allows us to align our practices with the best international standards and the expectations of our stakeholders.

Our current policies:

Governance Policies

Code of Ethics and Business Conduct:

Establishes the set of rules and practices that all executives, administrative staff, operational employees, and drivers must observe at all levels of responsibility, to fulfill our commitment to customer satisfaction.

Anti-Corruption Policy:

Objective: To ensure that all Mexlog activities are carried out ethically, transparently, and in compliance with anticorruption laws, while proactively identifying and managing potential conflicts of interest.

Data Protection Policy:

Objective: To establish the guidelines and practices that Mexlog will follow to ensure the proper handling of personal data, respecting privacy rights and information protection.

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Environmental Policies

Environmental Policy

We are committed to avoiding, reducing, preventing, and efficiently controlling the environmental impacts derived from our activities.

Social Policies

Health and Safety Policy:

Objective: To foster a culture of self-care through comprehensive and interdisciplinary programs and activities that create safe and healthy work environments, promoting the well-being of Mexlog employees.

Diversity Policy:

Objective: To ensure an inclusive and respectful workplace, promoting diversity in all its forms, ensuring equity in our practices and procedures, and fostering a culture of inclusion where all employees feel valued and supported.

Commitment to Human Rights:

Objective: To ensure that our employees and everyone associated with our company can live and work under fair and dignified conditions.

We apply our responsible business conduct policies and commitments uniformly across all levels of our organization, ensuring that each department and employee operates under the same ethical and regulatory principles. This integration is essential to maintain consistency in decision-making and in the execution of strategies aligned with our code of ethics.

Compliance with these commitments is not only an internal principle, but also a requirement in our business relationships. Our AAA clients demand alignment with good practices, which reinforces the application of our code of ethics in all operations and processes. Similarly, when initiating any contractual relationship with suppliers, we share our policies and commitments to ensure that their practices align with our values and standards.



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4.2. ESG Priority Topics

In 2023, we carried out an exercise to identify the ESG topics most relevant for our operations, working closely with a team of consultants. As part of this process, we analyzed the international standards applicable to each topic and conducted a detailed diagnosis to assess our level of maturity in sustainability management.

This assessment allowed us to understand our strengths and areas for improvement, establishing a solid foundation to drive strategic improvements. Thanks to this comprehensive analysis, in this 2024 report, we maintain our focus on the same priority topics, reaffirming our commitment to continuity and continuous improvement.

By closely monitoring these topics, we can consolidate progress, consistently track our strategies, and strengthen our alignment with stakeholder expectations.

Process

To determine our ESG priority topics, we followed a five-stage structured methodology:





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ESG Aspect: Governance





ESG Aspect: Governance

Corporate 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 and resilience

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.

Regulatory 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 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.

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.

4.3 Baseline Measurement

After identifying our top ESG topics, we defined indicators from international standards GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board) to consolidate and monitor each topic. We conducted a thorough and systematic data collection process for each indicator.

This effort involved cross-departmental collaboration, ensuring the accuracy and relevance of the data while strengthening our corporate governance organization. Collecting this data not only provided an integrated view of our sustainability performance but also established a baseline for measuring future progress, enabling transparent reporting aligned with stakeholder expectations and international best practices.





4.4 ESG Diagnosis

We recognize the importance of conducting a periodic diagnosis of our ESG management and practices. This process allowed us to clearly understand our sustainability impact, identify potential risks and opportunities that may significantly affect our reputation and long-term financial performance, and evaluate our progress in each ESG pillar.

We are aware that by improving in these areas, we strengthen the trust of our key stakeholders, leading to stronger and more lasting relationships.

Additionally, this year we incorporated “Sustainable Corporate Governance” as a pillar in our Business Model:

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

This effort reflects the commitment from top management to contribute to sustainable development and minimize Mexlog’s social and environmental impacts.

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5. GOVERNANCE

5.1. Our Corporate Governance

GRI 2-9, 2-11, 2-17, 2-18, 2-24



Throughout 2024, we worked on strengthening our corporate governance with key initiatives that reinforce transparency and responsible management. One of our major milestones has been the consolidation of the Board of Directors, which plays a key role in overseeing, evaluating, and aligning corporate strategies to foster long-term sustainable value creation for the company. Additionally, we developed an Anti-Corruption Policy and a Data Protection Policy, reinforcing communication with investors and stakeholders.

To integrate ESG governance into our corporate strategy, we implemented various actions that ensure more sustainable management:

- We have incorporated environmental, social, and governance criteria into our decision-making processes, evaluating the impacts of our operations from a comprehensive perspective.
- We have promoted ESG training programs aimed at executives and employees, fostering an organizational culture aligned with Mexlog’s principles.
- We have established a system for monitoring and reporting ESG indicators, allowing for constant evaluation of our impact and the definition of measurable goals to continuously improve our performance

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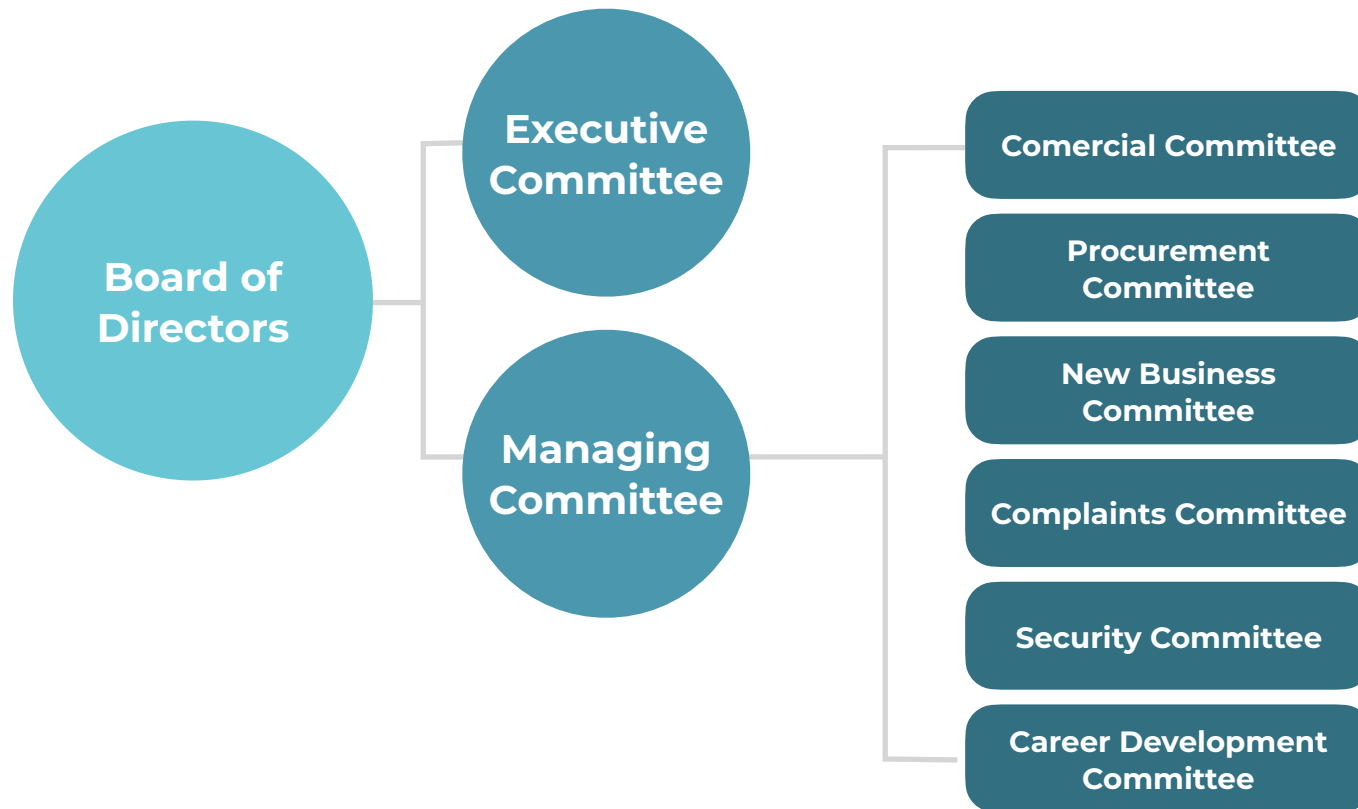
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Our Governance Structure

At Mexlog, our governance is aligned with best practices to ensure efficient and transparent management. Below is our current structure:



The Board of Directors, along with the Executive Committee, leads strategic decision-making, setting the guidelines that steer our organization. For the oversight of environmental, economic, and social impacts, the Board of Directors, EXCOM, and the Management Committee play a key role in reviewing and evaluating Mexlog's strategies and policies, ensuring alignment with our sustainability and corporate responsibility principles.

Board of Directors

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

| Name | Role | Executive/ Independent Member | Tenure | Gender |
|---------------------------------------|-----------------------------------|-------------------------------------|----------|--------|
| Gustavo Vildósola Ramos | Chairman of the Board | Executive | 34 years | Male |
| John Harrington | Secretary | Executive | 13 years | Male |
| Gustavo Vildósola Pérez Tejada | Managing Director Mexlog | Executive | 24 years | Male |
| Octavio Ramos | Director de Administración Mexlog | Executive | 10 years | Male |
| Chris Reel | Comissary | Executive | 13 years | Male |

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We also maintain specialized committees that provide oversight in key areas and contribute to effective risk and opportunity management in our operations, ensuring a balance between business growth and sustainability:

- **Commercial Committee**
- **Procurement Committee**
- **New Business Committee**
- **Complaints Committee**
- **Security Committee**
- **Career Development Committee**

Ongoing development of our governance body's collective knowledge

To strengthen the knowledge and skills of our highest governance body in sustainable development, we implemented various initiatives to ensure constant updates on ESG trends and best practices. These include kick-off meetings with our clients, where we analyze their specific sustainability requirements, helping us gain a deeper understanding of their expectations and standards. Additionally, we encourage participation in ESG-focused webinars, providing access to up-to-date information and global success stories.

Continuous evaluation and improvement of governance performance

The performance of our highest governance body in supervising the organization's impact on the economy, environment, and people is assessed through quarterly reviews of ESG indicators. This process enables us to monitor progress against established objectives and identify opportunities to improve ESG integration.

These evaluations are carried out internally by the ESG department, maintaining independence from other departments. However, they are not conducted by an external entity. So far, no changes have been made to the composition of the highest governance body or to organizational practices as a result of these evaluations.

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5.2. Corporate Ethics

GRI 2-15, 2-26, 205-2, 205-3, 206-1, 418-1.

At Mexlog, ethical behavior is a fundamental pillar that guides all our actions and decisions. We are committed to fostering a culture of integrity and responsibility to strengthen our reputation and build trust among our clients, collaborators, and partners. We proactively address corruption and promote transparency through clear policies, regular internal audits, and secure whistleblowing channels. By strictly complying with legal and ethical regulations, we protect our company and contribute to societal well-being and sustainable economic development.

We recognize that corporate ethics are essential to establishing solid and lasting relationships with our stakeholders. One of our main strategies to strengthen business ethics among our collaborators and contractors is to carry out internal audit processes to identify risks and areas for improvement.

During 2024, we implemented an updated Code of Ethics that reinforces the principles of integrity, transparency, and responsibility in all our operations. We strive to maximize the dissemination of our Code of Ethics, incorporating it as an essential component in the onboarding process for new employees and contractors.

We also ensured that 100% of our key personnel completed an annual ethics and compliance training course.

Finally, we improved our whistleblowing channels within Mexlog to guarantee anonymity and protection for whistleblowers, while ensuring faster response times.

Employee Handbook

At Mexlog, we have Internal Work Regulations that govern the development of our work in accordance with Articles 422 and 423 of the Federal Labor Law. Our regulations establish mandatory provisions with the aim of:

- **Promoting and maintaining better understanding between employees and the organization.**
- **Defining how work should be carried out to continually improve productivity and quality.**
- **Improving working conditions and efficiency.**
- **Specifying sanctions for non-compliance to maintain conduct and discipline.**



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Code of Ethics and Business Conduct

At Mexlog, we are committed to providing efficient, reliable, and high-quality logistics services to meet and exceed our clients' expectations. Acting with integrity is crucial for our ongoing development and for creating a thriving workplace.

Our Code of Ethics and Business Conduct sets out the principles and standards that guide the behavior of our employees, clients, and suppliers, ensuring integrity, respect, and transparency in all our business relationships. In addition, the Code emphasizes our social responsibility, respect for human rights, regulatory compliance, anti-corruption, environmental protection, and data privacy.

Our Code provides clear guidelines to avoid risks related to conflicts of interest and corruption, including:



Conflicts of interest



Relationships with clients and suppliers



Use of assets



Compliance with international trade regulations



Acceptance and offering of gifts and courtesies



Hiring of relatives and friends



Anti-corruption



Diversity and Inclusion



Data privacy and information protection



Relationships with government officials and third parties



Anti-money laundering

In 2024, The Code of Ethics and Business Conduct was communicated to all 1,746 employees





Additionally, we implemented practices to prevent corruption, such as including anti-corruption clauses in all contracts with suppliers and establishing partnerships with government institutions to ensure legal compliance without hindering the acquisition of operating permits or licenses.

All members of our governing bodies are informed of our anti-corruption policies and procedures. To ensure the Board of Directors prevents and mitigates conflicts of interest, we conduct awareness campaigns promoting the whistleblowing channel via email.

Our goal is to ensure that everyone involved with Mexlog is fully informed about our policies, as well as the content, scope, and implications of our Code of Ethics. To achieve this, we disseminate this information clearly and accessibly, promoting a culture of compliance and responsibility.

We also include specific clauses in employment and supplier contracts that formalize the commitment of our employees and providers to our internal standards and regulations. In this way, we strengthen alignment with the highest standards of ethics, transparency, and integrity in all our operations. Each employee receives a copy of the Code upon being hired.

We had no corruption incidents in 2024.

At Mexlog, our policies and commitments to responsible business conduct establish respect for human rights as a priority. In 2024, we drafted and published our “Mexlog’s Commitment to Human Rights.” Each of these commitments has been approved by the highest level of the organization and is communicated via email announcements.

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Whistleblowing Line

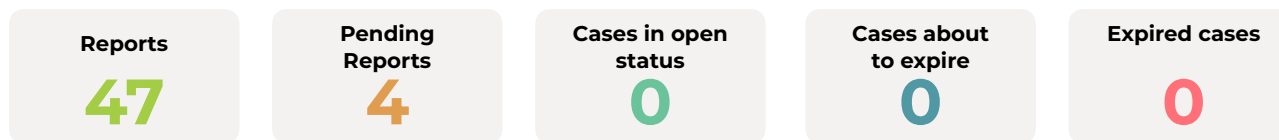
At Mexlog, we use the Resguarda platform to manage reports made via phone or web browser. This platform allows anonymous reports, enabling employees, suppliers, clients, and anyone connected to us to report any action, practice, or behavior that violates our policies, ethical standards, or shared values.

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

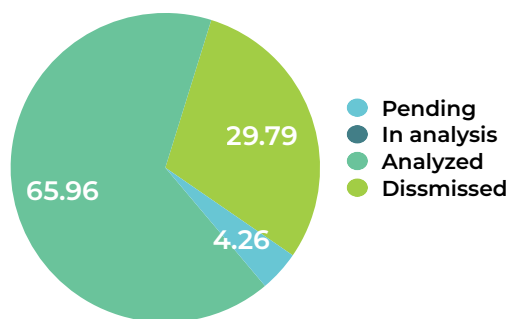
Each report is assessed by Complaints Committee, composed of the General Director, the Internal Control Manager, the Engineering Director, the Human Resources Director, and the Corporate Governance and Sustainability Manager. Reports from the platform manager are delivered to the Committee within 24 hours, after which an investigation is conducted—lasting approximately two weeks—to determine sanctions and preventive or corrective actions.

To inform employees about how our Whistleblowing Line works, we've implemented several strategies. First, we've posted promotional posters in visible areas of our offices and terminals. We also send informational 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 report, so employees understand the importance of appropriately reporting ethically questionable conduct.

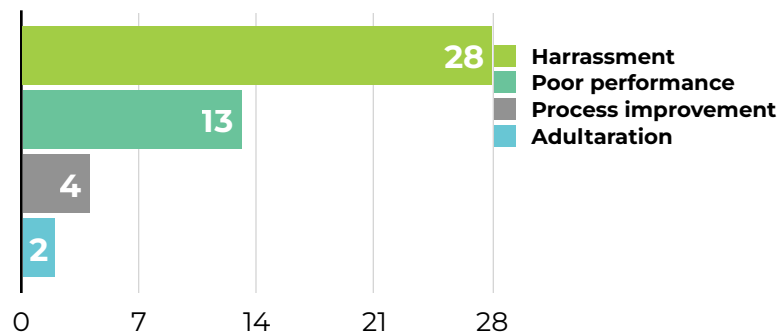
We present below our 2024 report of whistleblowing cases:



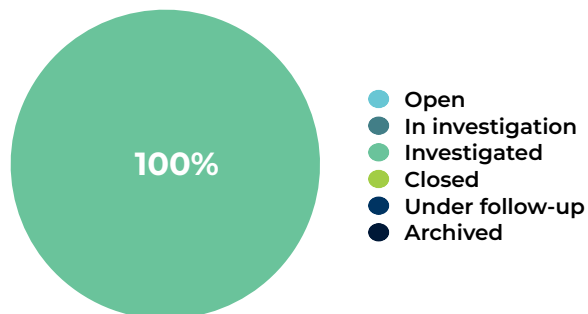
Status of reports



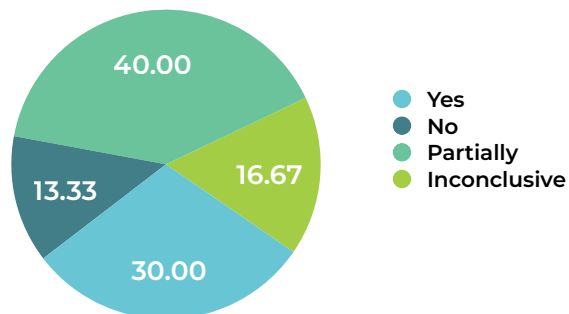
Most reported typifications



Status of cases



Confirmation of cases



With this approach, we aim to ensure transparency and continuous improvement in our risk management and resilience processes.

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5.3. Compliance

GRI 2-27, 207-1, 207-2, 416-2, 417-1, 417-2, 417-3, 419-1

At Mexlog, we recognize that regulatory compliance is a fundamental pillar for ensuring the integrity and sustainability of our operations. We are committed to complying with all applicable legal provisions in labor, tax, and social security matters, ensuring transparency and trust with our stakeholders.

Over the past year, we have consistently maintained a positive track record in meeting all our regulatory and legal obligations, reflecting our commitment to corporate responsibility and compliance with current regulations.

These operational permits and authorizations include operating licenses, transportation plates, height and highway transit permits, ISO 9001:2015 certifications, among others.

To strengthen our compliance strategy, we carry out regular audits and reviews of our operating permits to ensure their validity and timely renewal. Additionally, we conduct regular inspections to ensure compliance with our Customs-Trade Partnership Against Terrorism (CTPAT) and Authorized Economic Operator certifications, as well as regular tax reviews to ensure adherence to current and applicable regulations.

Although we do not yet have a structured internal regulatory compliance policy, at Mexlog we are continuously evolving to consolidate a solid regulatory framework within our operations that reinforces our compliance culture and reflects our principles and values.

Legislative Compliance

We ensure that our operations are conducted within applicable legal framework, maintaining high standards of regulatory and legal compliance. As part of our commitment to transparency and corporate responsibility, we constantly monitor legal compliance through the implementation of control and audit mechanisms that allow us to prevent potential deviations and ensure the proper management of our legal obligations.

In 2024, we did not register any cases of non-compliance with applicable legislation and regulations.

There have been no situations that resulted in fines or non-monetary sanctions, demonstrating the strength of our compliance strategies and the effectiveness of our internal controls.

We strictly ensure compliance with both mandatory regulations and voluntary codes related to occupational health and safety, as well as social and economic aspects. We ensure a safe working environment and responsible management through the implementation of preventive measures and oversight mechanisms that allow us to identify and mitigate any potential risks in our operations, as well as periodic reviews to assess risks and continuously improve our practices.

During the reporting period, we did not identify any cases of non-compliance that led to fines, sanctions, or warnings from the authorities in any of these areas.

Our focus on regulatory compliance not only allows us to avoid legal risks and sanctions but also helps build trust with our stakeholders. We will continue to strengthen our auditing and oversight practices to ensure continuous improvement, which in turn reinforces the stability and sustainability of our operations.

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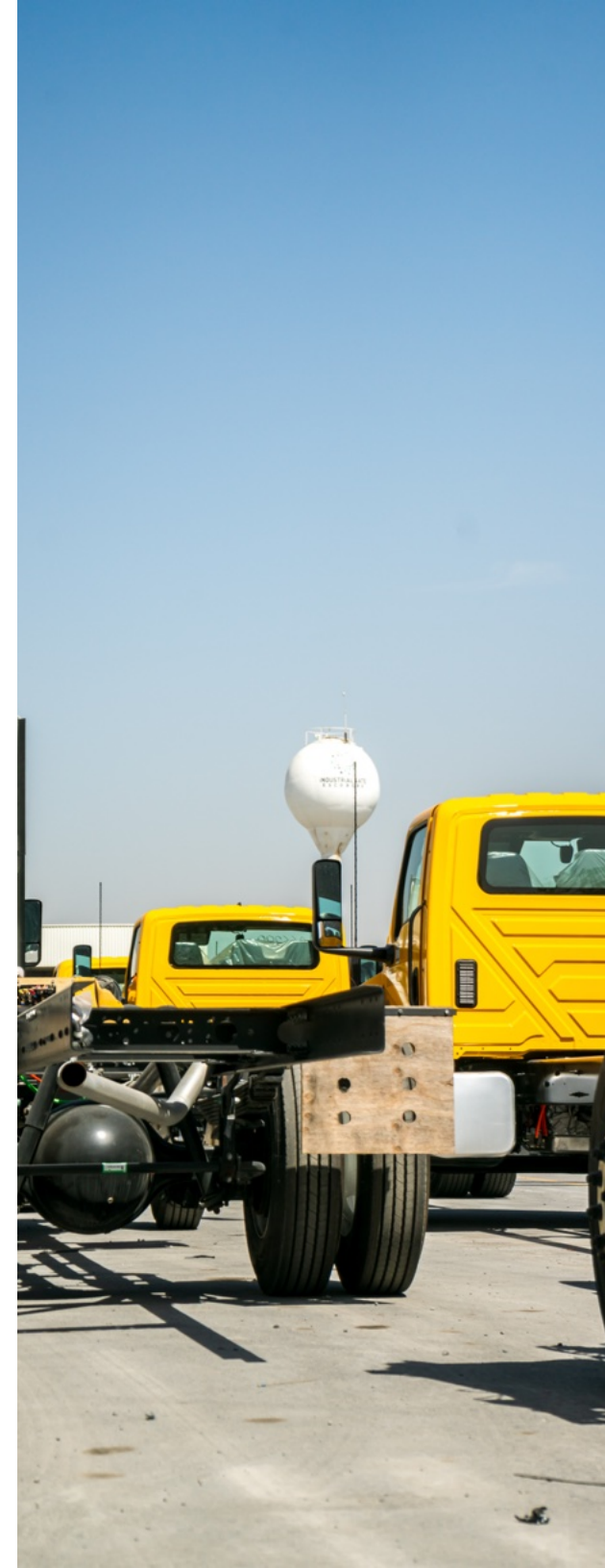
Tax Approach

At Mexlog, we maintain a responsible tax approach that ensures full compliance with our tax obligations and reinforces transparency in our financial management. To this end, we make provisional monthly payments of Income Tax (ISR) and definitive payments of Value Added Tax (VAT), ensuring adherence to current tax regulations.

We also conduct periodic reviews with the General Management to verify proper compliance with our tax obligations. Currently, our tax strategy is not publicly disclosed, as it consists of internal guidelines designed specifically for Mexlog's financial management, and its disclosure is not required under current regulations. However, we ensure that all our tax practices are clear, auditable, and aligned with the applicable regulatory frameworks.

Oversight and approval of our tax strategy are the responsibility of the Finance Director and the Comptroller, who periodically reviews related policies and procedures. These reviews help identify improvement opportunities and ensure regulatory compliance across all levels of our operations.

Our approach is based on full compliance with tax obligations, ensuring that all our operations and activities are conducted within the applicable legal framework. This not only minimizes potential risks but also strengthens trust with our stakeholders and reinforces our values of integrity and transparency.



Tax Governance and Framework

Tax governance and the control framework at Mexlog are designed to ensure rigorous compliance with our tax obligations and minimize associated risks. The Finance Department is responsible for overseeing the tax strategy and ensuring that all our operations are conducted in accordance with current regulations.

To integrate the tax approach into our organization, we have a dedicated Tax Administration Department in charge of managing and analyzing our tax obligations. This team is responsible for ensuring payment compliance, evaluating potential financial impacts, and ensuring that fiscal decisions align with our internal and regulatory policies.

Managing tax risks is a priority in our operations. Therefore, the Tax Administration Department works closely with the Finance and Comptroller' Department to address any adverse situations that may arise. We also maintain continuous consultations with external experts and annually hire an independent tax firm to issue a tax report, allowing for an objective and detailed evaluation of our tax position.

Compliance with our tax governance is evaluated based on the positive opinion of the relevant authorities and is reviewed monthly. Internally, we hold periodic meetings to review our tax obligations, ensuring ongoing oversight and informed decision-making.

To address any concerns related to unethical or illegal conduct in tax matters, we have established communication mechanisms where such concerns are raised and discussed during tax review meetings with support from the Finance Department and General Management, ensuring that all issues are handled responsibly and transparently.

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5.4. Risk Management and Resilience

GRI 2-12, 2-13, 2-25



Over the past year, we have made significant progress in our risk management and resilience efforts by implementing a more efficient system for analyzing threats and vulnerabilities.

At Mexlog, we currently have a risk and resilience management strategy based on the FMEA matrix (Failure Mode and Effects Analysis), which classifies risks by process within each area of our company.

With this tool, we assign a Risk Priority Number (RPN) based on occurrence, severity, and detection, allowing us to classify potential threats into low, medium, and high levels.

For risks classified as high, we establish specific action plans aimed at reducing their impact and ensuring effective control.

Regarding our crisis management program, we have defined an evaluation system that allows us to detect risks based on their classification and the score obtained in the RPN:

| Nonexistent | Low | Medium | High |
|-------------|---------|-----------|------------|
| 0 | 1 - 124 | 125 - 499 | 500 - 1000 |

When a risk falls into the most critical category, an action plan is activated by the corresponding area, with documented follow-up in the FMEA matrix. This methodology ensures continuous monitoring and the implementation of corrective measures until the risk is reduced to acceptable levels, thereby ensuring operational continuity and organizational stability.

In 2024, we conducted a Risk Management training based on ISO 31000, which allowed us to optimize our FMEA matrix. This resulted in improved risk identification and the certification of all company areas in the application of appropriate controls.

These processes have helped strengthen our organizational capacity to anticipate, assess, and mitigate potential impacts on our operations.

Remediation of Negative Impacts

To address negative impacts that may arise from our operations, we have established a structured approach based on identification, evaluation, remediation, and continuous improvement. The process is as follows:

| Identification and Evaluation of Impacts | Development of Improvement Plans | Continuous Improvement |
|--|---|--|
| We recognize the importance of conducting a thorough and continuous evaluation of our risks. Through our FMEA matrix, we continuously assess the environmental, social, and economic effects at each of our terminals, acknowledging that each location presents challenges. This allows us to identify critical areas where our activities may have caused negative effects and to prioritize corrective actions. | Once high risks are identified, we commit to developing specific plans to mitigate or remedy these risks. These plans include strategies to repair social or labor-related damages, among others. | We are committed to regularly evaluating and adjusting our policies and practices, learning from each situation to avoid future impacts and to continuously improve our operations in favor of sustainability and social well-being. |

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Oversight and Delegation of Risk and Impact Management

The highest governing body is responsible for approving strategic frameworks and key policies that balance profitability with social and environmental impact.

Working jointly with senior executives, we integrate this vision into our operational, investment, and long-term decisions, promoting an approach that is adaptable to economic, social, and environmental changes. Additionally, the highest governing body regularly reviews and updates guidelines to ensure their relevance and effectiveness within our operations.

Furthermore, the highest governing body conducts an annual review of Mexlog's business model to ensure its efficiency and functionality. This analysis allows us to assess the relevance of our current strategies, identify areas for improvement, and, if necessary, propose the creation of new departments that contribute to the growth and stability of our organization.

At Mexlog, the management of impacts on the economy, the environment, and people has been delegated to the Process Administration Department, which is responsible for overseeing and coordinating the necessary actions to mitigate risks and ensure compliance with established guidelines.

We have a Complaints Committee that reviews each case individually, ensuring that any situation that may represent a negative impact is analyzed and addressed with the appropriate measures.

With regard to communication with the highest governing body, senior executives and other employees submit regular reports when significant risks or areas of opportunity are identified. These reports include a detailed analysis based on the FMEA risk matrix, as well as action plans to address any potential findings. In this way, we seek to maintain continuous and proactive oversight, ensuring that our impact management strategies align with our objectives.



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5.5. Responsible Supply Chain Management



We understand that a responsible supply chain is essential to ensure more sustainable, ethical operations aligned with the best practices in the industry. In 2024, we consolidated a supplier evaluation process through a detailed questionnaire that must be completed before establishing any commercial relationship with a supplier, whether new or existing. This questionnaire allows us to gain an in-depth understanding of the certifications our suppliers hold in various areas, including environmental, social, and governance (ESG) aspects.

Our strategy includes several actions aimed at mitigating negative impacts and promoting greater transparency in our relationships with suppliers. Among these actions, we highlight the implementation of ESG criteria in the supplier selection process, prioritizing those with environmental certifications and sustainable practices, as well as the promotion of responsible purchasing by favoring recycled materials or those with lower environmental impact. We also conduct periodic evaluations of our suppliers to ensure that, throughout the course of their activities, they comply with standards related to ethics, labor rights, and sustainability, thereby ensuring that our values and commitments extend throughout our supply chain.



Activities, Value Chain, and Other Business Relationships

At Mexlog, we operate within the logistics and transportation sector, providing specialized solutions for transporting semi-trucks and automobiles from manufacturers to dealerships and end customers. Our value chain includes the efficient management of transportation in various configurations, ensuring that vehicles arrive at their destination on time and in optimal condition. For semi-truck transport, we offer different shipping methods, whether as single units or optimized decked configurations such as *mancuernas*, *tricuernas*, or *cuatricuernas* combinations to maximize operational efficiency.

We also offer a specialized service in managing logistics yards for vehicle storage and distribution, allowing us to optimize delivery processes for the benefit of our clients.

Our supply chain varies depending on the specific operation. In the car carrier (*madrinas*) business, vehicles are received at customer or logistics operator yards, where loading routes are assigned and the carriers are prepared with the appropriate vehicles. They are then dispatched to various yards in the United States for final distribution.

For semi-truck decking, we coordinate with manufacturing plants that provide us with information about the units to be transported. Based on this, we group the trucks by destination, decking process, inspection, fueling, and driver assignment before sending them to their final location.

Currently, we do not have downstream entities or additional business relationships within our supply chain. Our focus remains on optimizing our operations and continuously improving the efficiency of our logistics processes to ensure reliable service aligned with industry best practices.

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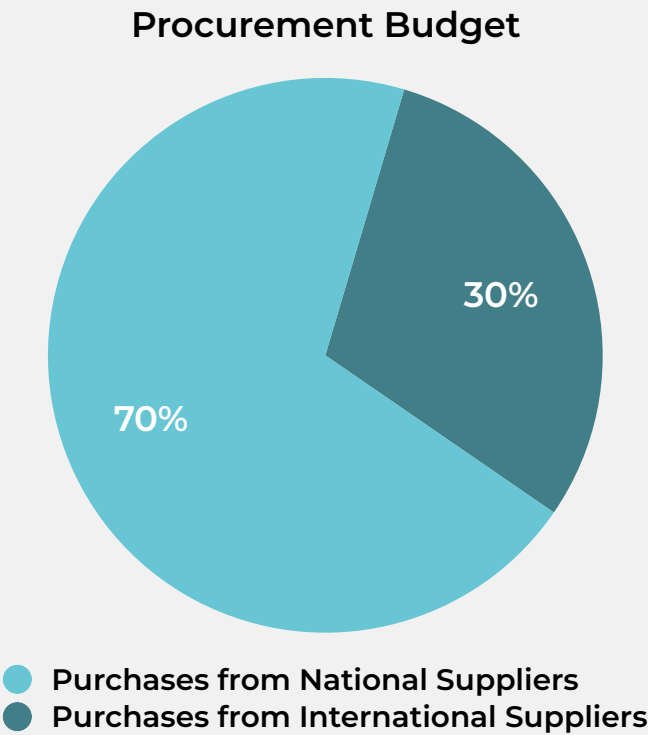
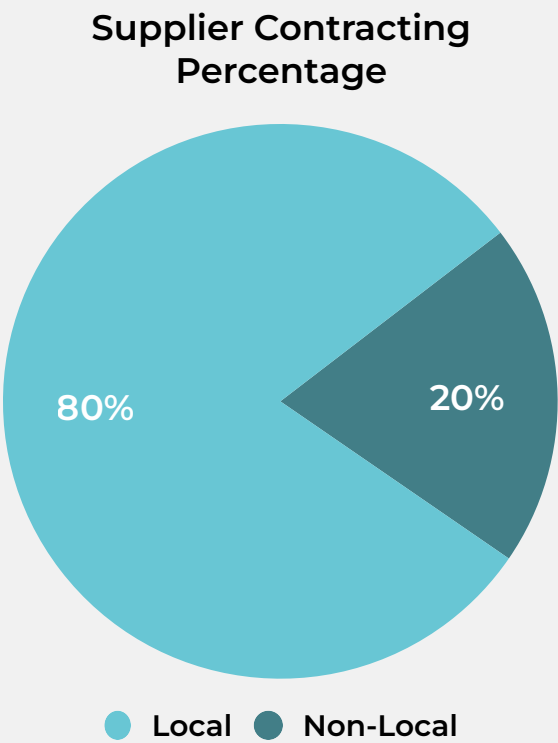
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Our Suppliers

At Mexlog, we prioritize contracting local suppliers, defined as those operating in the various Mexican states where we conduct our activities. Additionally, our procurement policy favors domestic suppliers, with the remaining percentage allocated to international suppliers for the acquisition of specialized goods and services. These actions allow us to optimize our supply chain, reduce delivery times, and contribute to the development of the communities where we operate.

Below, we present the distribution of our suppliers:



Environmental and Social Impacts in the Supply Chain

Currently, the evaluation of new suppliers based on environmental and social criteria is not formally established within our management structure. However, we recognize the importance of integrating these criteria into our responsible supply chain strategy and are working on its development for upcoming operational cycles. Our goal is to implement a comprehensive and rigorous evaluation process for supplier selection, based on clearly defined environmental criteria.

Regarding environmental impacts in our supply chain, we have identified the following:

- The generation of solid waste and materials during the manufacturing and transportation of products represents a challenge, as inadequate management could contribute to soil, air, and water pollution.
- Poorly optimized transportation routes and inefficient storage can increase energy consumption and greenhouse gas emissions, thereby raising the environmental footprint of our operations.

Among the potential and actual negative social impacts identified, we highlight:

- The potential exclusion of small local businesses due to a preference for large suppliers.
- We have detected risks associated with inadequate labor conditions and a lack of transparency in some suppliers' labor practices.

These factors can affect both the integrity of the supply chain and the well-being of the workers involved in our operations, potentially posing an operational risk.

To date, we have not yet initiated a formal process to evaluate suppliers in relation to these environmental and social impacts. As part of our improvement plans, in the next cycle we aim to implement an evaluation framework to identify suppliers with significant negative environmental and social impacts, and to establish structured agreements for their mitigation whenever possible.

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Organizational Strategies to Prevent Health and Safety Incidents in the Supply Chain

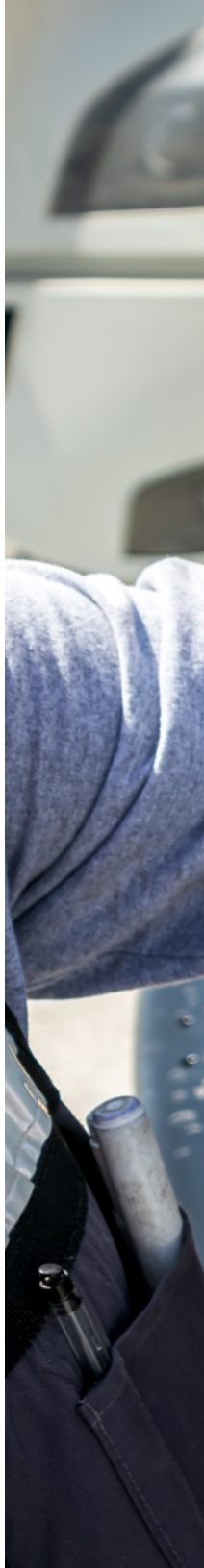
Before establishing commercial agreements with suppliers and contractors, Mexlog carries out a thorough assessment of occupational risks related to their activities. This includes reviewing the suppliers' health and safety records, incident histories, and internal safety policies.

- Suppliers' health and safety practices are evaluated.
- Suppliers are required to provide evidence of compliance with local regulations.
- We verify whether suppliers have implemented effective risk prevention measures and whether they have a robust safety management system.

Safety Inspections and Audits

Mexlog conducts audits of supplier activities to ensure compliance with safety policies and applicable regulations.

- Regular on-site inspections of supplier working conditions.
- Audits regarding compliance with health and safety standards and Mexlog's internal policies.
- Verification that suppliers have documented risk prevention procedures and that their employees are using appropriate PPE (personal protective equipment).
- Suppliers who do not meet the standards may be excluded from future contracts or required to undergo additional training until their safety practices improve.





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6.1. Climate change



The identification and management of climate risks has become an essential component for ensuring the long-term resilience and sustainability of companies, especially in the transportation sector.

The incorporation of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) enables organizations to assess risks and opportunities related to climate change—something we are fully aware of at Mexlog. These recommendations promote transparency and the disclosure of financial information relevant to climate impacts, supporting better decision-making and strengthening the confidence of investors and other stakeholders.

For this reason, at Mexlog we have identified climate-related risks and opportunities to which we are exposed. However, we have not yet carried out a formal analysis and evaluation of all the risks identified. The information presented below is based on a preliminary identification. Our goal for the coming years is to conduct a thorough analysis and detailed evaluation.

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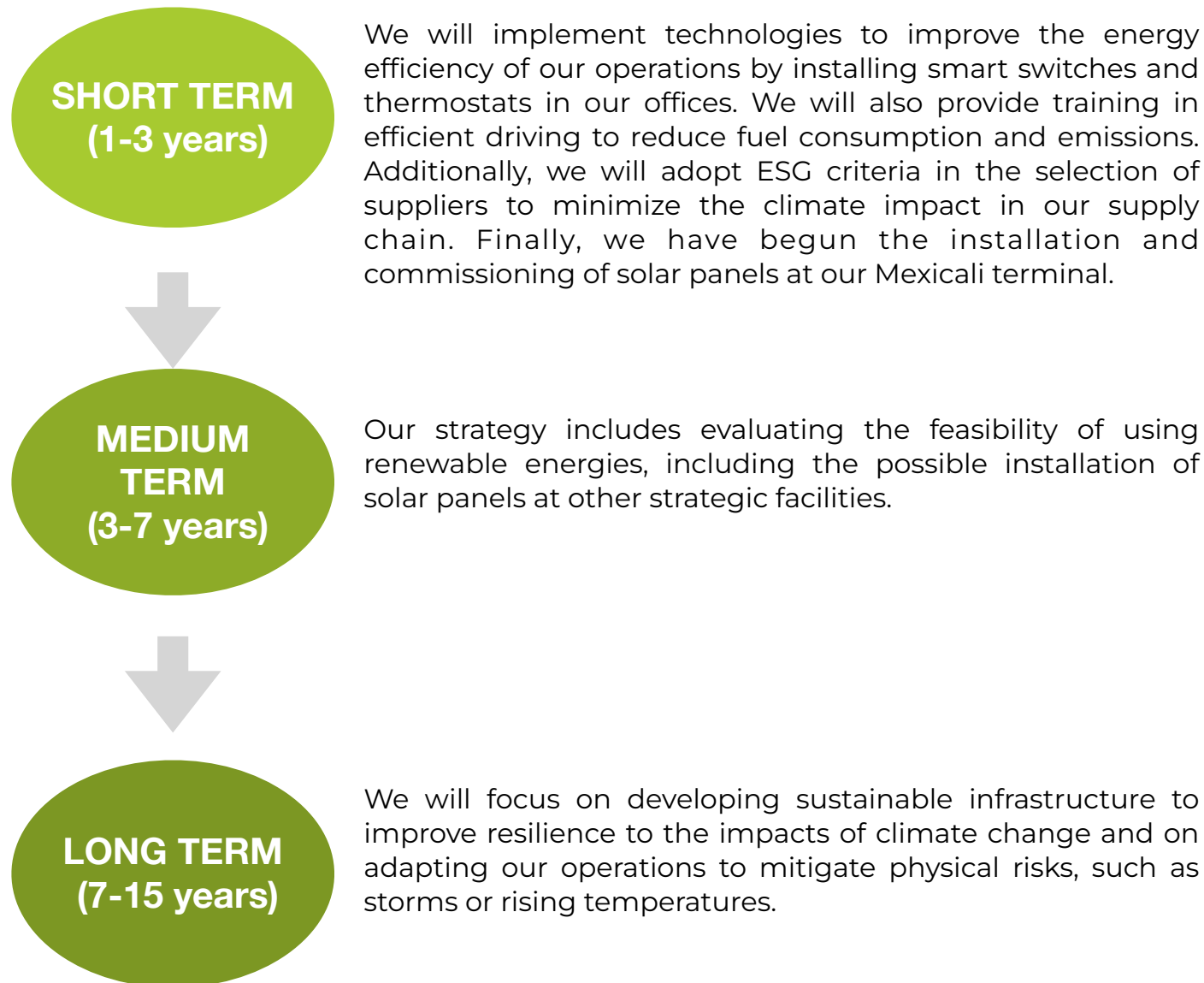
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Strategy

At Mexlog, we developed a strategy to address climate-related risks and opportunities by identifying three key time horizons to manage related impacts:



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Identification of Climate Risks

We understand the need to disclose whether physical and transition risks are significant, as well as their actual and potential impact on our organizational strategy, financial planning, and resilience. In response to this need, we have focused our efforts on identifying climate-related risks and opportunities as a starting point to understand the impacts associated with Mexlog.

To this end, we have adopted a comprehensive approach to identify risks and opportunities stemming from climate change, using various processes that enable us to effectively manage and continuously adapt to changing climate conditions. We have conducted an analysis of possible disruptions due to physical events such as rain or snow delays:

1. **Identification of physical and transition risks:** Climate-related risks that could affect operational costs, fuel availability, and environmental regulations are identified.
2. **Monitoring of regulations and sector trends:** Environmental regulatory changes that could impact operations are analyzed, and strategies for compliance are established.
3. **Exploration of financial impact:** The potential impact of extreme weather events and the effects of transitioning to a low-carbon economy are assessed.
4. **Development of cost-reduction models:** The potential financial savings of investing in energy-efficient technologies and alternative fuels are evaluated.

We have identified potential climate change impacts on our business, recognizing several key aspects:

- The first identified impact is on the business itself: Operationally, we face rising costs due to stricter emission regulations, which will require investment in more efficient fleets and compliance with environmental standards. In addition, we may see a potential decline in demand from clients seeking transport providers with lower carbon emissions. On the other hand, greater resilience to extreme weather events implies the need to adapt our logistics and operations to new environmental conditions.
- The second impact relates to our strategy: It is essential to integrate ESG criteria in supplier selection to ensure that the entire supply chain complies with sustainability standards. We must also invest in technologies to measure and reduce our carbon footprint, which will improve our market positioning.
- Finally, we identified a possible impact on the value chain: Fuel suppliers may be affected by the shift to clean energy, impacting costs and supply availability. Clients may demand more detailed reporting on the carbon footprint of transportation, requiring us to strengthen our emissions measurement and transparency capabilities. Additionally, logistics infrastructure may need adjustments to support climate change and new sustainable mobility technologies.

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Opportunities Arising from Climate Change

For us, identifying climate opportunities is essential, as it allows us not only to mitigate risks but also to leverage areas that promote innovation and sustainability. Seizing these opportunities helps us reduce operating costs and improve our market competitiveness. Additionally, positioning ourselves as leaders in sustainable logistics opens doors to strategic partnerships. Below are the opportunities we have identified:

1. Energy Cost Optimization:

- Implementation of renewable energy to reduce electricity costs at facilities.
- Reduction of diesel consumption through driver training in efficient driving and fleet improvements, as well as optimization of load factor.

2. Innovation and Market Differentiation:

- Positioning as a leading company in sustainable logistics, improving perception among clients and regulators.
- Opportunity to establish partnerships with companies seeking environmentally responsible suppliers.

3. Access to Green Financing:

- Possibility of obtaining loans with preferential rates to renew the fleet with more efficient vehicles.
- Participation in government or international financing programs for emissions reduction.

4. Greater Resilience to Climate Events:

- Implementation of measures to reduce the impact of natural disasters on operations.
- Development of a business continuity strategy to ensure logistics during extreme weather events.



Risk Management

At Mexlog, we have classified climate risks according to their likelihood of occurrence, prioritizing those with the greatest potential to affect the stability of our business.

Identification of Physical Risks: We analyzed the geographic exposure of operations and transportation routes to extreme weather events and measured the potential impact on operational continuity and maintenance costs. The identified physical risks were:

- Heatwaves and extreme weather events may affect fleet operations and generate additional vehicle maintenance costs.
- Floods and storms could disrupt logistics in certain regions, impacting delivery times and route availability.
- Mexlog operates in diverse regions, so areas with greater climate vulnerability may experience supply chain disruptions.

Identification of Transition Risks: We projected the financial impact of new environmental regulations on operational costs and assessed changes in the demand for logistics services due to market trends toward more sustainable options. The identified transition risks were:

- Potentially stricter CO₂ emission regulations, which could increase compliance costs for the transportation fleet.
- Fluctuations in fossil fuel prices or carbon taxes that could affect the cost structure.
- The need to invest in cleaner technologies and adapt infrastructure to meet future environmental standards.

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Metrics

At Mexlog, we use metrics to assess climate impact, allowing us to perform comparative analyses with other companies in the transportation and logistics sector. These metrics include:

1. Greenhouse Gas (GHG) emissions – Scope 1 and 2
2. Greenhouse Gas (GHG) emissions – Scope 3: We are currently evaluating how to measure emissions from suppliers and clients.
3. Energy intensity
4. Electricity and fuel consumption

The results of these metrics are presented in the following sections.

We also have goals related to energy efficiency and GHG emissions:

- Reduce electricity consumption in offices using smart sensors and thermostats.
- Evaluate the feasibility of using renewable energy for our operations.
- Together with our Business Analytics department, our goal is to optimize load factor and routes to ensure operational efficiency and appropriate fuel consumption.



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6.1. Greenhouse Gas (GHG) Emissions

GRI 305-1, 305-2, SASB TR-RO-110a.1, TR-RO-110a.2, TR-RO-110a.3



Measuring and calculating our greenhouse gas (GHG) emissions is essential for taking informed action toward their reduction and contributing to climate change mitigation. This analysis enables us to identify the main sources of emissions and to develop effective strategies to address them. With accurate data, we can implement more sustainable policies and practices.

We have calculated our Scope 1 and Scope 2 GHG emissions. Our Scope 1 emissions correspond to the consumption and combustion of fuel for transport operations involving semi-trucks and vehicle carriers (madrinas), including diesel and gasoline. On the other hand, our Scope 2 emissions—indirect emissions resulting from organizational activities—are attributed to the purchase of electricity from the national grid operated by the Comisión Federal de Electricidad (CFE).

The methodology used for quantification was the GHG Protocol, applying the control approach. Under this approach, we account for 100% of GHG emissions attributable to operations over which we have operational control.





In 2024, we emitted a total of 14,668.52 tCO₂e of GHGs into the atmosphere, of which 99% correspond to direct emissions. The following table provides a breakdown by scope.

Direct GHG Emissions



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The calculation includes emissions from mobile sources, such as company-owned vehicles or those under Mexlog's operational control. It also accounts for emissions generated by the use of refrigerants in cooling systems and those derived from the recharging or use of fire extinguishers.



Note 1: Scope 1 emissions from sources used by Mexlog include and report the following GHGs: CO₂, CH₄, N₂O, and HFCs. Emission factors are based on SEMARNAT data and the 5th IPCC Assessment Report.

Scope 3 Emissions

As part of our commitment to transparency and managing our carbon footprint, we have calculated indirect emissions across our value chain following the GHG Protocol standard. While a comprehensive analysis of all applicable Scope 3 categories has not yet been completed, this report presents emissions associated with the transportation of our clients' vehicles, classified under Category 9 (Downstream Transportation and Distribution). These emissions result from the combustion of fossil fuels, specifically diesel and gasoline, reflecting our indirect impact on the decarbonization of the transport sector.

Scope 3 Category

9

(Downstream
transportation and
distribution)

Emissions (t CO₂e)

47,512

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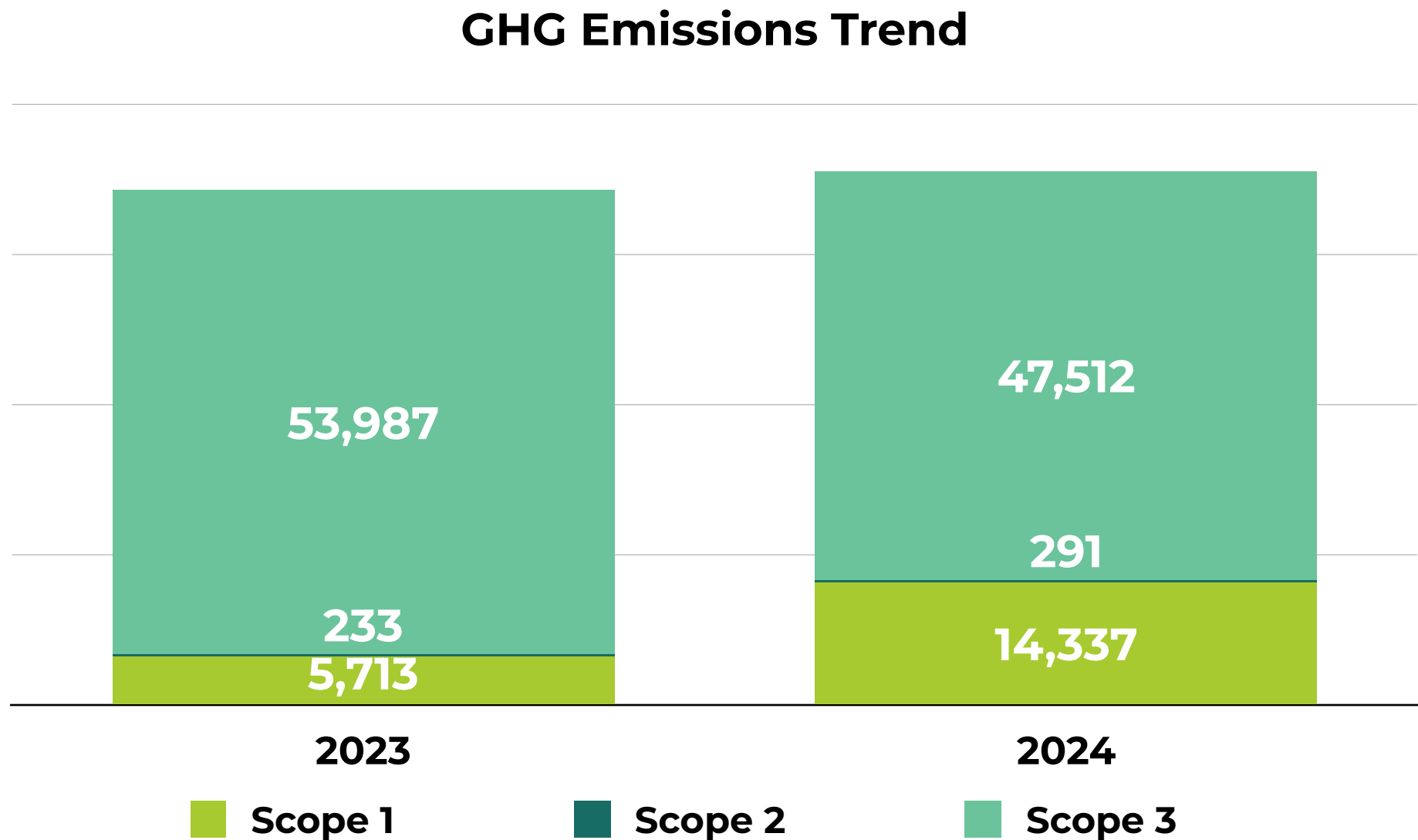
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GHG Emissions Trend

The trend in GHG emissions is shown below. The increase in Scope 1 emissions is associated with a higher number of shipments by vehicle carriers and tractor-trailers due to growing customer demand. This year's increase is mainly due to the launch of the Nogales yard for vehicle exports via carriers, which requires approximately 2.7 times more fuel than our Tijuana yard.



GHG Emission Reduction Initiatives

- **Route and logistics optimization:** Implementation of route planning strategies that helped reduce fuel consumption and, consequently, CO₂ emissions.
- **Efficient driving training:** Training program for operators focused on driving practices that lower fuel consumption and emissions.
- **Use of technological tools for monitoring:** Implementation of telemetry systems to better control vehicle performance and its environmental impact.

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6.3. Eco-efficiency

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

We understand eco-efficiency as the efficient use of resources. We manage our energy, which includes the consumption of non-renewable fuels and electricity from the grid. Our goal is to improve our eco-efficiency through the adoption of cleaner technologies and operational practices that minimize our environmental impact and contribute to the preservation of natural resources.

At Mexlog, we have an energy efficiency and sustainability policy where we commit to the following:



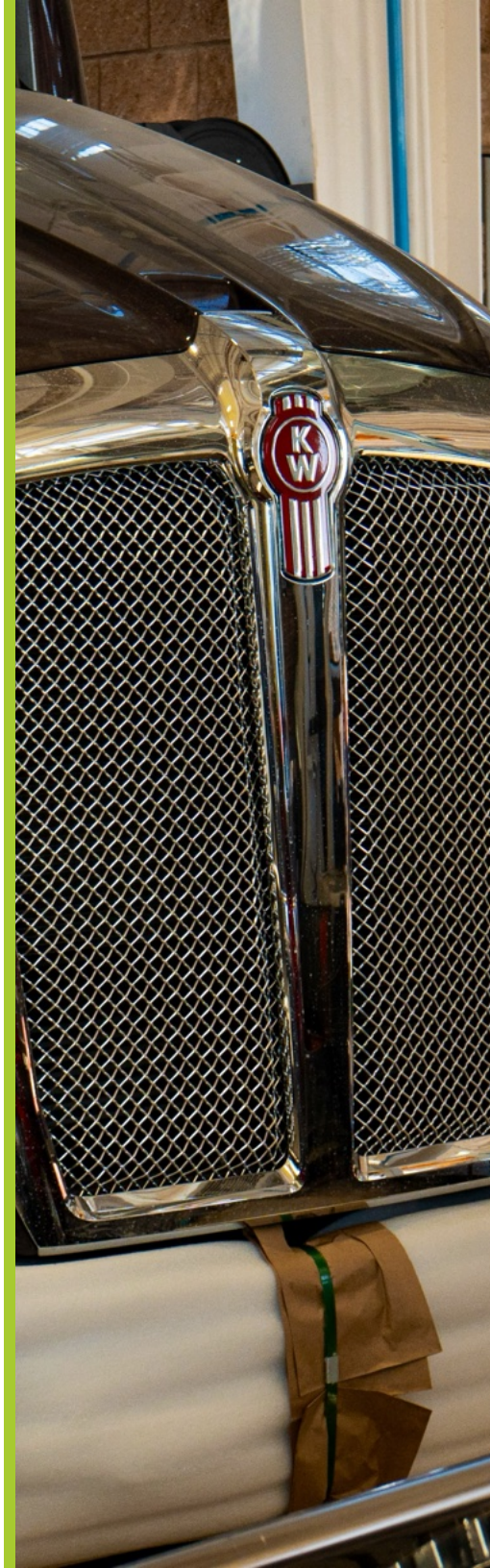
Optimizing energy consumption in offices and operations through automation and best practices.



Promoting the use of renewable energy by evaluating viable options for the company.



Complying with environmental and energy efficiency regulations applicable to the company.





Total Energy Consumption

Since most of our energy consumption comes from fuel used for transporting units, we concentrate our efforts on improving load factor efficiency and route planning to minimize environmental impact. At Mexlog, we use a telemetry and fleet management system to monitor fuel consumption and vehicle performance. Below is our energy consumption data for 2024:

| Category | 2024 Consumption (MWh) |
|---------------------------------|------------------------|
| Diesel | 48,107 |
| Gasoline | 633.55 |
| Total fuel | 48,740 |
| Electricity Purchased | 663.35 |
| Total Energy Consumption | 49,403.91 |

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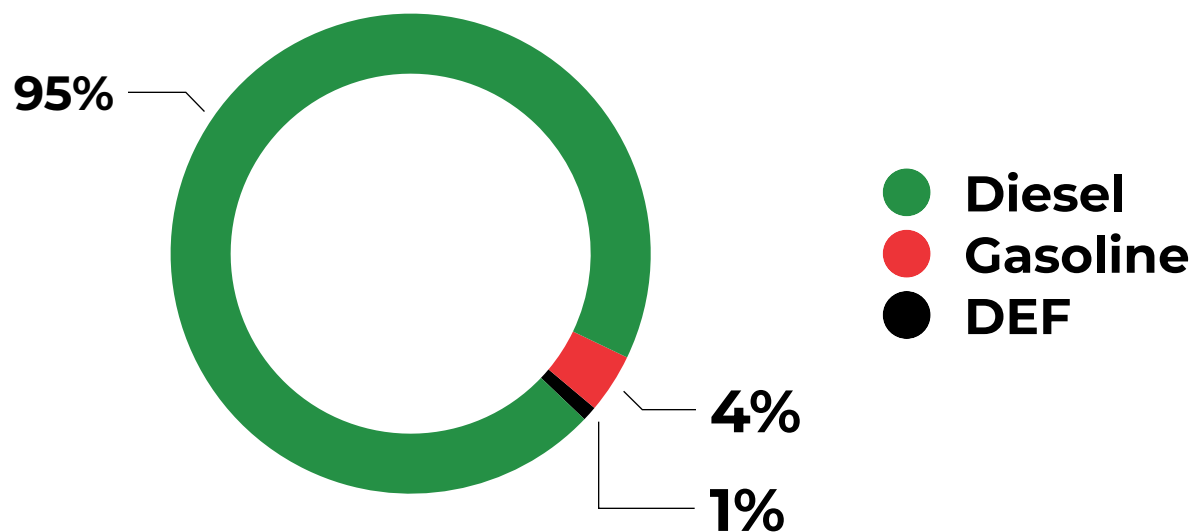
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Regarding fuel consumption, we used a total of 4,454,352 liters of diesel, our most used fuel, and a smaller amount of 71,995 liters of gasoline.

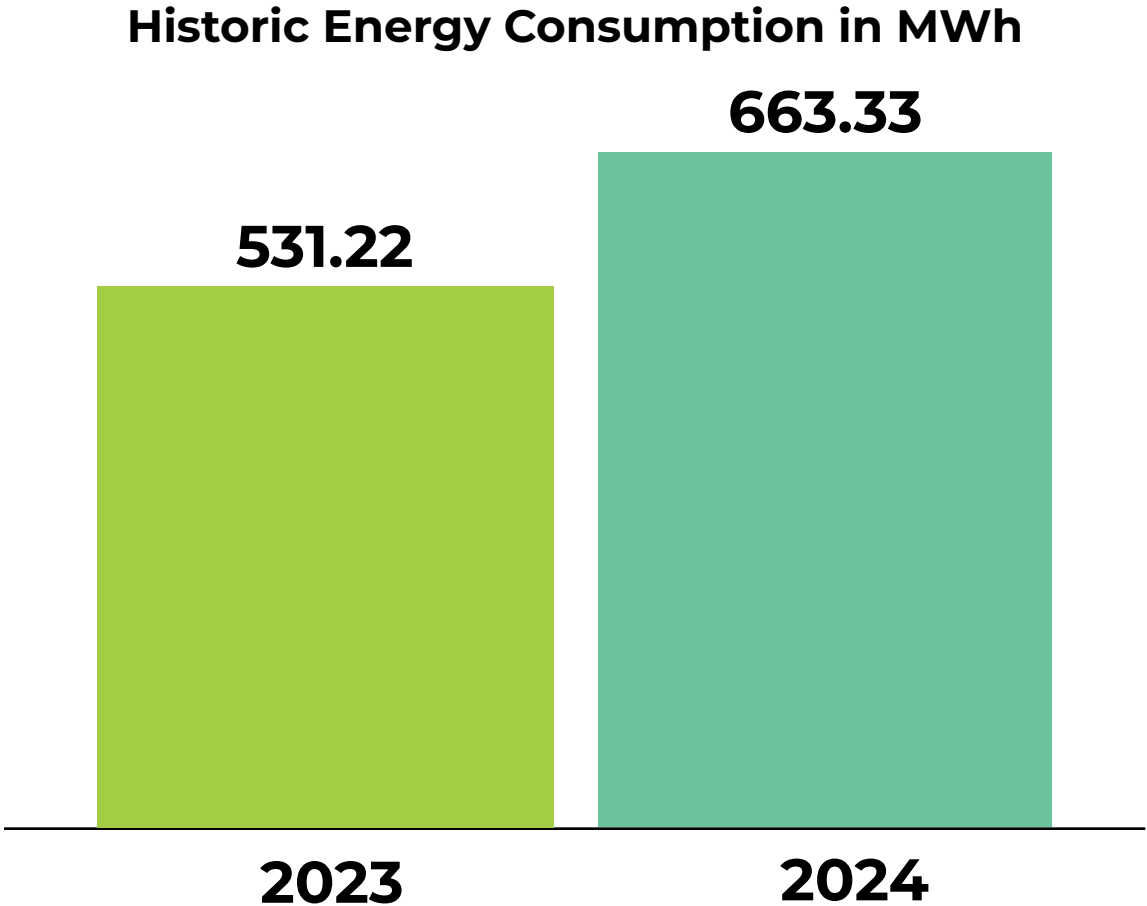
Fuel and Additives Consumption (Lts)



Additionally, we used 168,668 liters of DEF (Diesel Exhaust Fluid), a liquid additive composed of deionized water and approximately 32.5% pure urea, which is used in diesel vehicles to neutralize nitrogen oxide (NOx) emissions.

Note: The diesel conversion factor used was 0.0108 MWh/liter, based on the U.S. Department of Energy (DOE) and emission factors used in carbon footprint reports (EPA, IPCC). For gasoline, a factor of 0.0088 MWh/liter was used, based on data from the DOE, the IPCC (Intergovernmental Panel on Climate Change), and the GHG Protocol Guide.

Electricity consumption was calculated using data from CFE (Comisión Federal de Electricidad) and is monitored by the asset management.



During 2024, we observed an increase in electricity consumption, mainly due to the opening of a new yard in Nogales and the construction of a larger yard in Mexicali. We expect solar panels to be installed at the Mexicali yard this year.

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Fuel Consumption Reduction Initiatives

At Mexlog, we remain committed to reducing our fuel consumption and optimizing our operations. In addition to using DEF, we continue implementing a series of effective initiatives to achieve these goals.

We have adopted advanced technologies that provide real-time information on each trip, which is analyzed using artificial intelligence algorithms. These devices, connected to truck dashboards, collect key data such as acceleration, turns, fuel consumption, speed, and location. Through this analysis, we can accurately determine the amount of fuel needed for each route, minimizing risks such as theft or misuse. This technology also enables us to identify any unauthorized fuel withdrawals and pinpoint their exact location, allowing us to act immediately and prevent future incidents.

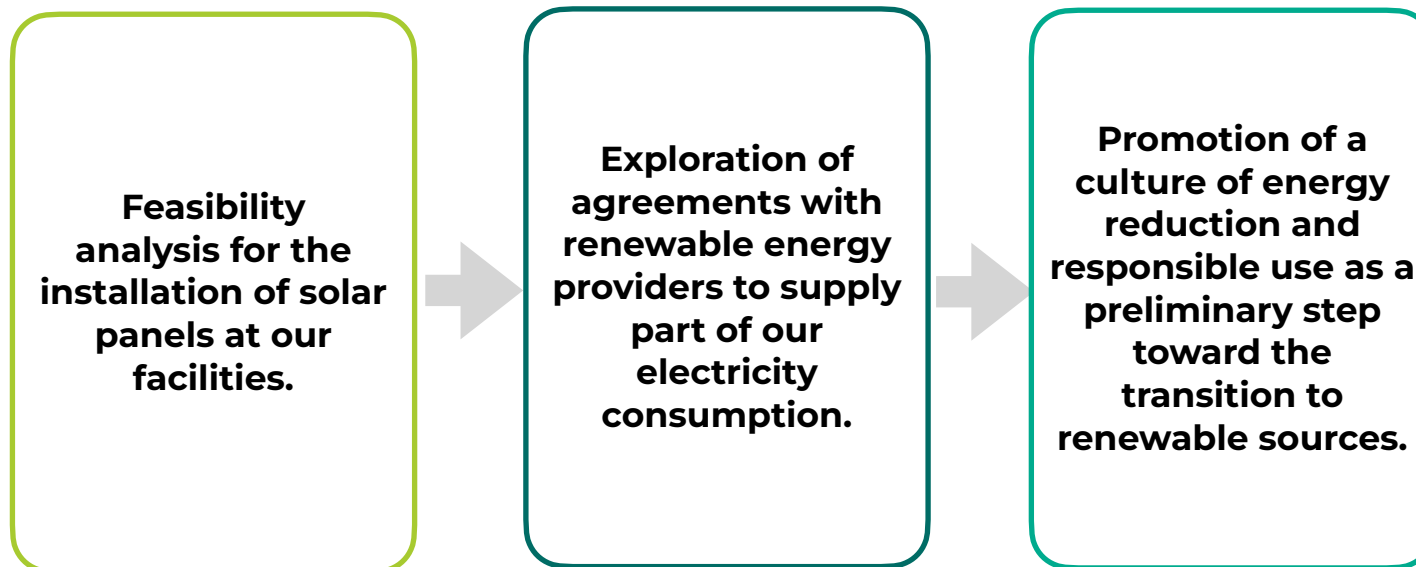
We also use this data to evaluate driver performance. Our specialized training program remains active to reinforce fuel-efficient driving. When areas for improvement are identified, we provide additional training to strengthen the practical skills of our drivers, helping them drive more efficiently and reduce fuel use.

We also maintain a strong focus on load factor optimization. We continue maximizing the number of vehicles or units loaded per trip, which reduces the number of trips needed. Similarly, we have improved our logistics practices to prioritize returning operators with a new load instead of using public transport. These actions not only reduce fuel consumption but also improve the overall use of our resources.

At Mexlog, we reaffirm our commitment to operational efficiency and sustainability by adopting technologies and practices that benefit both our company and the environment.

Electricity Consumption Reduction Initiatives

1. We installed smart switches and thermostats in corporate offices to optimize electricity use and reduce energy waste.
2. We upgraded lighting systems by installing LED bulbs in offices and warehouses, achieving a significant reduction in energy use.
3. We conducted a feasibility analysis for installing solar panels at key company facilities.
4. We raised awareness and trained staff on efficient energy use.



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7.1. Talent Management and Labor Practices

GRI 2-7, 2-8, 202-1, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 405-2
SASB TR-RO-320a.2



At Mexlog, we are committed to providing our workforce with a positive work environment where they can develop their potential in an inclusive, safe setting focused on personal and professional growth. Our policy is based on equity and diversity, promoting professional development, and ensuring transparency in our actions. In addition, we dedicate time and resources to the professional development of our employees through performance evaluations and technological innovation.

Our strategy to ensure alignment with our labor practices is based on the establishment and communication of corporate policies and objectives, including talent management. Therefore, we make ongoing communication efforts at all levels to keep the direction of the organization clear. This enables us to listen to and understand the concerns and initiatives of our workforce, creating a virtuous cycle that keeps us aligned with the organization's needs.

These actions are carried out by leaders at all organizational levels, ensuring that the message reaches every employee in every area. Moreover, we have established performance indicators that allow us to identify deviations from our expected goals, enabling us to take corrective and preventive actions within the legal framework, while always encouraging employee participation.

Our talent development and management strategy begins with an assessment of the needs for each position and the skill gaps between the role and our employees. Based on this information, individual development plans are created and monitored by immediate supervisors, ensuring the success of the process. We also offer training programs tailored to each department and role, enabling skill development in preparation for future growth opportunities. In this regard, whenever new positions or vacancies are created, they are made available to all employees in the organization, regardless of their role, department, or location. This allows anyone who considers themselves qualified to apply, fostering an environment of continuous growth and development.

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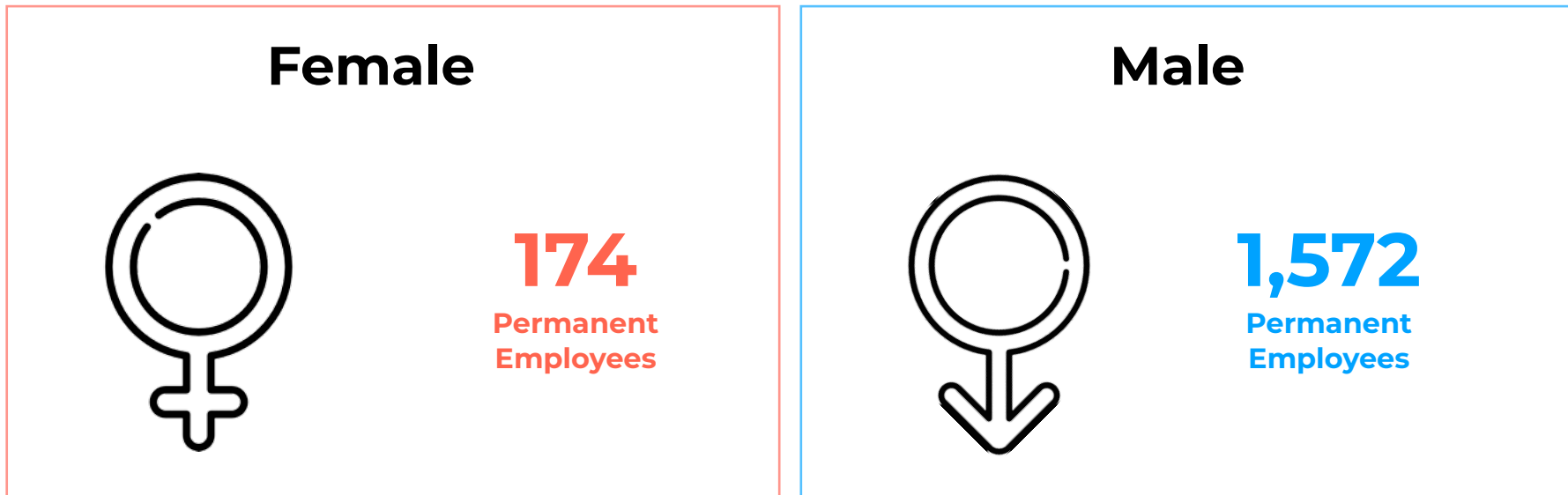
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Workforce Composition

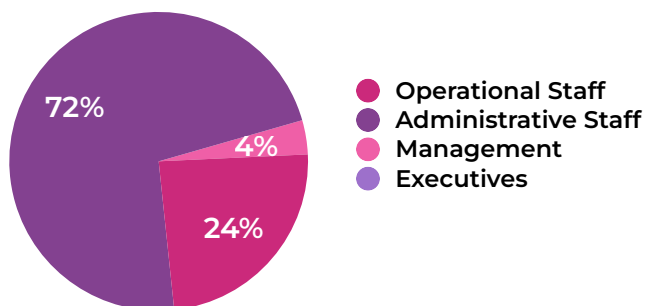
In 2024, our workforce was composed of a total of **1,746 people**, of which 10% were women and 90% men. This ratio is especially evident in the company's operational area, while in administrative roles the distribution is 69% men and 31% women. The low representation of women in our workforce is due to the significant gender inclusion challenges faced by the transportation and logistics sector—an issue we are actively working to change through strategies focused on diversity and equal opportunities.



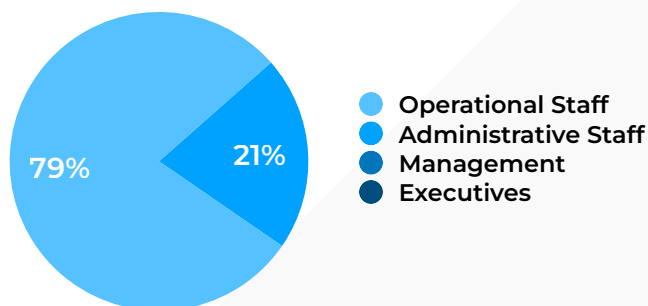
In terms of generational diversity, our workforce reflects a wide range of experience and knowledge. In 2024:

- 22% (381 employees) were under 30 years old
- 58% (1,018 employees) were between 30 and 50 years old
- 20% (347 employees) were over 50 years old

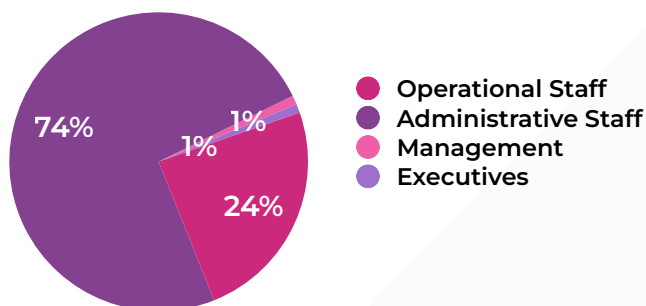
Female <30 years



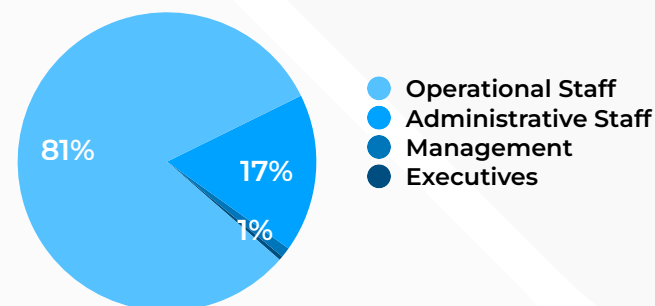
Male <30 years



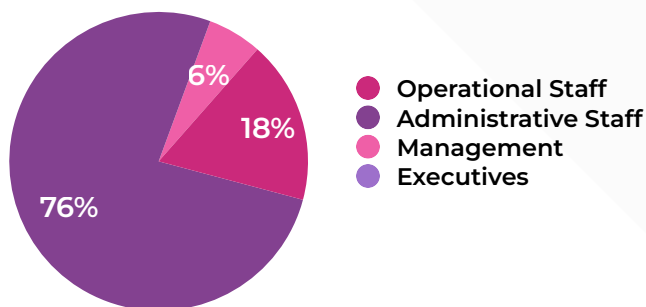
Female between 30 and 50 years



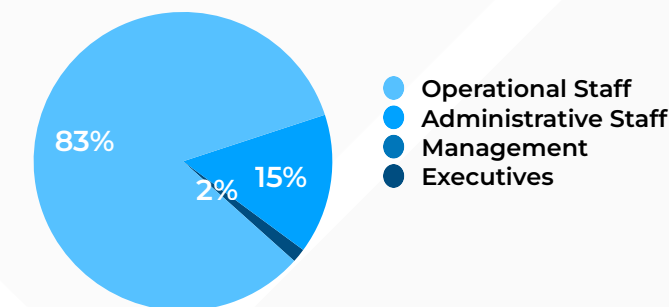
Male between 30 and 50 years



Female >50 years



Male >50 years



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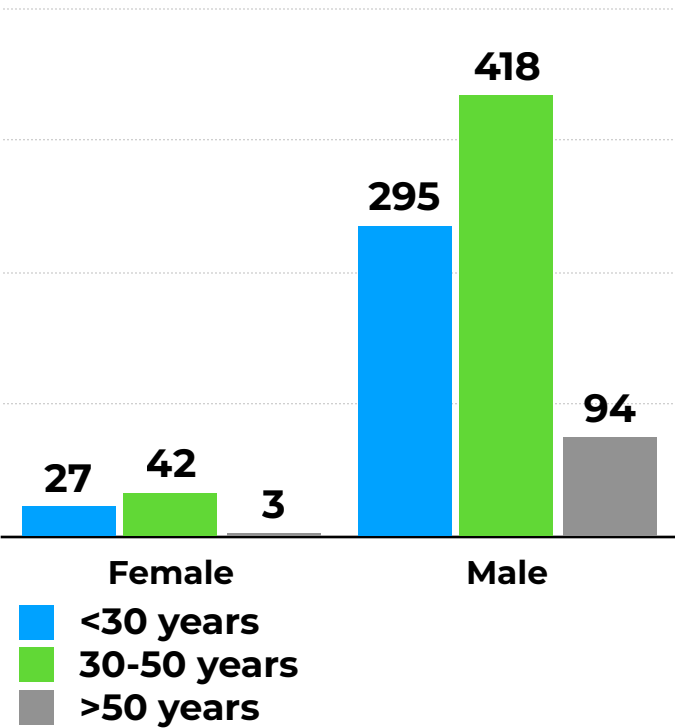
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Hiring

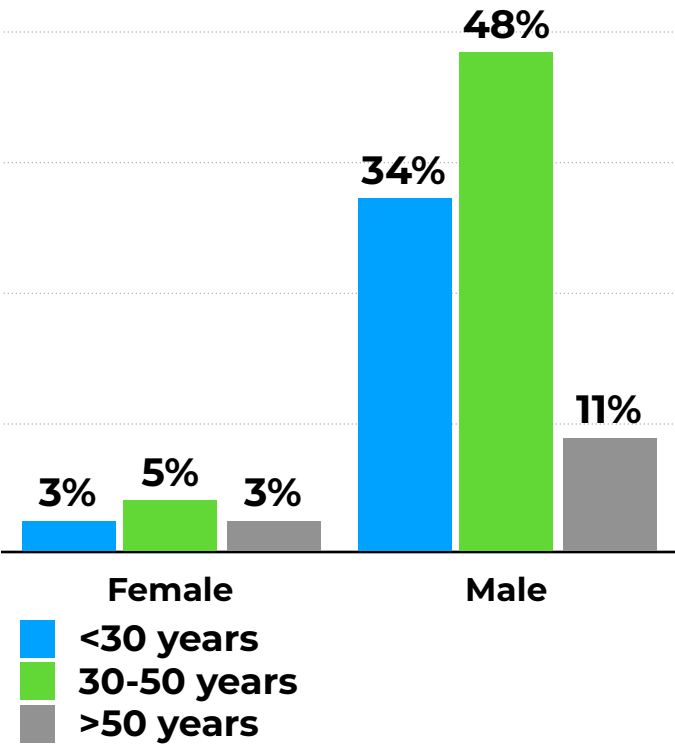
In 2024, we had 879 new hires. The hiring rate was:

- 37% for employees under 30
- 52% for employees aged 30–50
- 11% for employees over 50

Hiring Numbers

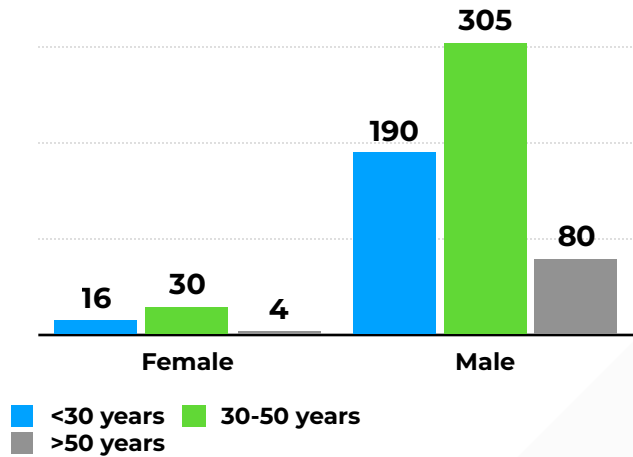


Hiring rates

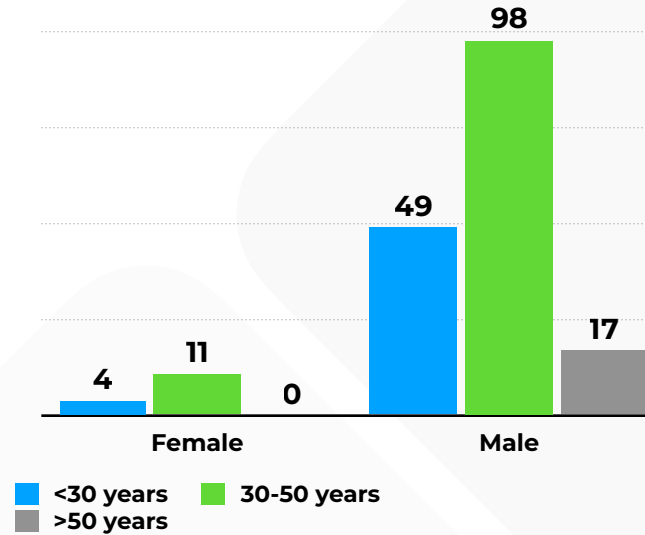


Turnover and Attrition Rate

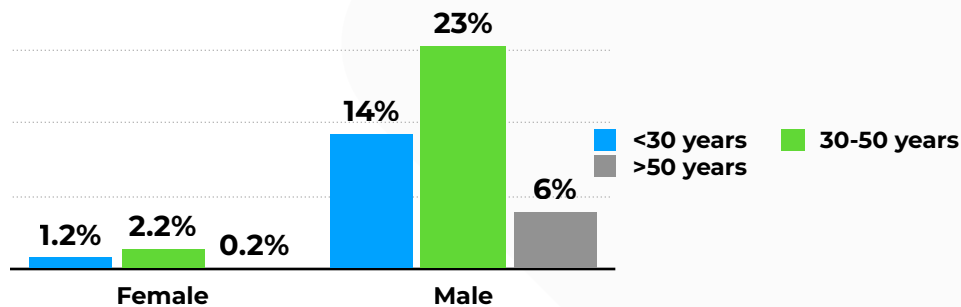
Voluntary Resignations



Involuntary Resignations



Turnover Rate



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Our workforce has a 48-hour workweek. In total, Mexlog employees worked 78,720 hours per week throughout 2024.

Training

At Mexlog, we firmly believe that the success of our organization is built on solid operational processes and the talent of those who execute them. Therefore, the training and continuous development of our employees are crucial aspects of our growth strategy and represent one of the five fundamental pillars of our business model. We strive to offer a wide range of training options supported by top-tier technological and human resources, enabling employees to advance in both their careers and personal growth. These initiatives also strengthen our internal capabilities and prepare us to face future challenges with confidence and resilience.

Training and Development Plan

Our comprehensive Training and Development Plan is designed to meet the specific needs of each position. Its main objective is to ensure professional growth and skill development throughout Mexlog. To guarantee effective learning, the plan uses innovative and diverse teaching strategies, such as:

- In-person and virtual training sessions
- Partnerships with universities
- Workshops and group dynamics
- Special projects





This plan is based on a Training Needs Diagnosis, which includes regulatory, introductory, and functional training. It involves area leaders and follows these phases:

- Analysis of Training Needs
- Definition of Learning Objectives
- Content and Methodology Design
- Program Implementation

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In 2024, we achieved over 14,000 hours of training activities, reaching 100% of our workforce at all levels through a mix of in-person sessions, online modules, videos, and thematic communications.

| Category | | Female | Male |
|-----------------------------------|----------------------|--------|--------|
| Total trained employees | Operational Staff | 72 | 1,315 |
| | Administrative Staff | 78 | 92 |
| | Management | 6 | 24 |
| | Executives | 1 | 8 |
| Total training hours | Operational Staff | 797 | 10,875 |
| | Administrative Staff | 950 | 1,363 |
| | Management | 150 | 500 |
| | Executives | 0 | 135 |
| Average training hours per person | Operational Staff | 11.07 | 8.27 |
| | Administrative Staff | 12.18 | 14.82 |
| | Management | 125.00 | 20.83 |
| | Executives | 0 | 16.88 |

We also developed detailed audiovisual training material for each critical operation in the Assembly process, in collaboration with the Engineering and Operations departments. This content improves training quality by making learning more intuitive and accessible.

In line with our organizational pillars, we integrate technology into all activities. We operate Driving Simulators at our Mexicali and Escobedo yards, which allow transfer drivers to safely refine their skills in simulated real-road conditions—reducing accidents, optimizing fuel use, and improving emergency decision-making.

We also launched the "Categories" Program, through which we certified assembly line personnel under a compliance standard. We achieved 100% certification, which not only ensures operational quality and efficiency but also led to additional salary increases for certified employees.

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Benefits

At Mexlog, we understand that our employees are the heart of our company. We strive to provide competitive compensation and benefits that make our workplace attractive and rewarding, recognizing the talent, dedication, and effort of each team member.

Fair and competitive compensation is key to employee well-being and satisfaction, which in turn enhances motivation, engagement, and productivity. We continuously review and improve our benefits and compensation programs to ensure they remain equitable and aligned with market best practices.

We have implemented an innovative job evaluation system that considers experience, education, decision-making responsibility, leadership, and physical/psychosocial work conditions. This system helps us classify jobs into specific levels, which form the basis for benefit entitlements. Benefits include:



Life insurance



Disability coverage



Parental leave



Retirement planning



Uniforms



Eyewear purchase assistance



Grocery vouchers



Attendance bonus



Savings fund

We offer benefits above legal requirements and continuously seek to improve our compensation competitiveness. We use market-based salary studies for each position, adjusting by economic region. Salary ratios in 2024 were:

1.33

(Corporate janitor: Total pay MX\$3,489 / Local minimum wage MX\$2,624.23)

1.30

(Decker Mexicali: Total pay MX\$3,402 / Local minimum wage MX\$2,624.23)

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Parental Leave

We are committed to promoting an inclusive and respectful workplace where each team member can thrive in both their professional and personal life. Therefore, we offer parental leave to all employees, ensuring they can fulfill family responsibilities without affecting their career paths.

In 2024, 28 employees were eligible for parental leave. Of these, 26 (93%) returned to work, and 24 (86%) remained employed 12 months later.

| | Female | Male |
|---|--------|------|
| Employees entitled to parental leave | 3 | 25 |
| Employees who took it | 3 | 25 |
| Employees who returned to work | 3 | 23 |
| Employees who returned and are still employed after 12 months | 3 | 21 |
| Return/retention rate | 100% | 84% |



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7.2. Health and Safety

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



At Mexlog, we are a company committed to the health and safety of our employees, contractors, and stakeholders. We recognize that protecting the health and safety of our workforce is essential, as they are the most important part of our organization. To that end, we have built a culture of accident prevention based on the following principles:

- **I am responsible for my safety and that of my coworkers.**
- **Occupational accidents and diseases can be prevented.**
- **We design safe operational processes and work environments.**
- **We train in best practices to perform our work with quality and safety.**
- **We have zero tolerance for unsafe acts and conditions.**

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Health and Safety Management System

At Mexlog, our health and safety management system covers all individuals who may be exposed to occupational risks related to our operations (employees, contractors, subcontractors, visitors, external consultants, interns, and third parties). Coverage is ensured through constant supervision, audits of safety procedures, and training. Our approach is based on the principles of prevention, continuous improvement, and compliance with regulations. Therefore, our strategy to improve the health and safety management system includes:

- Strengthening the safety culture: We promote a participatory safety culture through ongoing training for our employees at all levels. We also implement awareness programs on the importance of reporting incidents and potential risks, in addition to campaigns promoting a preventive mindset.
- Review and update of procedures: We annually update our standard operating procedures and emergency protocols to improve effectiveness and adapt to new regulations or operational changes.
- Health promotion: We integrate occupational health programs that go beyond health and safety to include comprehensive wellness strategies.





Our workplace health and safety policy sets forth a strong commitment from top management to promote a safe and healthy work environment. Key policies include:

- **Regulatory compliance:** We ensure compliance with local and national occupational health and safety laws and regulations. Our management system complies with legal standards such as the Federal Labor Law, NOM-030-STPS-2009, and Civil Protection regulations.
- **Risk prevention:** We promote the ongoing identification and assessment of occupational risks to implement preventive measures before incidents occur.
- **Safety culture:** We foster an organizational culture in which the entire workforce feels responsible for their own safety and that of their coworkers.
- **Implementation of periodic audits:** We conduct safety audits in work areas to identify potential risks.
- **Emergency response procedures:** We provide guidance on how to act in the event of accidents, medical emergencies, or evacuation scenarios. We also conduct regular first aid and emergency response training.
- **Continuous training:** We provide ongoing development in occupational health and safety for all levels of our workforce.
- **Health assessments:** We conduct regular medical checkups and promote general health among our employees.

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Key responsibilities within our health and safety management system involve various levels of our organizational hierarchy. Management ensures the effective implementation of the system, provides necessary resources, and enforces compliance with policies and objectives. The EHS Coordinator directly oversees the system, ensuring adherence to policies and procedures while leading continuous improvement and implementing changes at each terminal. Supervisors and area managers are responsible for the daily implementation of safety and health measures, employee training, and monitoring of working conditions. Finally, all employees are responsible for following established safety practices, reporting incidents, and participating in risk identification.

To monitor and manage the performance of our health and safety management system, we have established Key Performance Indicators (KPIs). These include our occupational accident rate, training compliance, and campaign participation.



Monitoring frequencies for KPIs vary depending on the evaluated item:

- **Occupational Health and Safety Commission inspections:** Conducted quarterly to evaluate compliance with safety procedures and effectiveness of preventive measures.
- **Monthly inspections:** Workplace inspections to identify hazardous conditions or non-conformities.
- **Training and emergency drills:** Conducted at least twice a year to maintain preparedness.
- **Occupational health monitoring:** Annual medical checkups for all employees and semiannual emotional health assessments to prevent long-term issues.

As mentioned from the outset, our health and safety management system is designed to evolve. We conduct performance analyses and identify improvement areas to optimize operations and outcomes. Internal audits, management reviews, and KPI analyses serve as the foundation for decision-making and implementation of corrective or preventive actions.

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Risk Management

The process of identifying risks related to occupational health and safety is a key component of our health and safety management system. The aim is to identify, assess, and control risks to prevent accidents and occupational illnesses, thereby creating a safe working environment.

The workplace incident investigation process consists of the following steps:

1 Immediate action

2 Severity assessment

3 Containment of additional risks

4 Interviews

5 Evidence collection

6 Review of working conditions

7 Root cause analysis

8 Recommendations

9 Action plan

10 Follow-up

11 Report to management

12 Employee feedback

13 Safety review

We promote an organizational culture that values active employee participation in health and safety matters. We encourage employees to speak up and express safety concerns without fear of negative consequences.

- **Ongoing training:** We offer regular training programs on the importance of reporting risks and the company's safety commitment.
- **Regular safety meetings:** These provide a space for employees to share any workplace safety concerns without fear of retaliation.
- **Joint audits:** Workers participate in facility safety inspections alongside health and safety personnel to identify hazards and assess risks.
- **Management commitment:** Our leadership supports the non-retaliation policy and ensures that workers can safely report any incidents.

Through incident analysis and monthly safety walkthroughs, we identified the following hazards during 2024 that have led to incidents:

- **Struck by object:** This has resulted in contusions and injuries, particularly among those handling heavy materials or tools without proper protective equipment.
- **Caught-in/crushed injuries:** Some incidents have occurred due to machinery failures or lack of isolation measures, causing serious injuries.
- **Slips, trips, and falls:** These remain common, especially in areas with poor floor maintenance (e.g., wet, cluttered, or damaged surfaces).
- **Foreign objects in eyes:** Ocular injuries have occurred due to lack of proper eye protection.

To mitigate these risks, we have implemented measures such as mandatory use of personal protective equipment (PPE), regular inspection and maintenance of machinery, and appropriate signage in work areas.

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Campaign

In 2024, we launched a robust awareness campaign among transport operators focused on road fatigue. This campaign aims to prevent accidents caused by tiredness or distraction. Additionally, we held Safety Week 2024 across all terminals and corporate offices, which included talks, hands-on activities, and recognition of participants.

We also observed Breast Cancer Awareness Month (October 2024) and Prostate Cancer Awareness Month (November 2024), during which we offered cancer screenings, educational talks, and individual and group activities.

At the end of 2024, we achieved a 25% reduction in workplace accidents, decreasing from 55 to 41 incidents. We also reduced disability days by 35%, from 1,100 to 716 days.

0

**Work-Related
Fatalities among
employees and
contractors**

0

**Severe Injuries
among employees
and contractors**

41

**Number of
recordable
workplace injuries**

11.11

per million hours
worked
**Recordable Injury
rate**

3,690,110

**Total hours
worked**

Road Safety

To ensure driver safety on the road, annual medical exams mandated by the Secretaría de Comunicaciones y Transportes (SCT) are required, along with regular internal drug testing. These measures promote a safe and trustworthy work environment. Drivers must also log their driving and rest hours in a logbook. To further reinforce safety, we use AI-powered software and dual dashboard cameras that detect potential distractions. When a risk is identified, an audible alarm alerts both the driver and the monitoring team at the control center, allowing timely intervention.

Driving shifts may range from 5 to 22 hours, with scheduled rest breaks for meals. The basic safety thresholds are defined as follows:

- **0–50:** Not Fit for Mexlog standards
- **51–79:** Fit for retraining
- **80–100:** Fit to operate with some recommendations

**During 2024, we had 0 fatal accidents,
2 serious road accidents and
27 total road incidents.**

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To continue promoting safety and well-being, we implemented preventive vehicle maintenance across our fleet. We strive to ensure optimal vehicle performance for the safest possible travel conditions.

| Vehicle Type | Maintenance Intervals (KMs) | | | |
|--|-----------------------------|------------------|--------------------|--------------------|
| | Preventive | Preventive Basic | Preventive K1 Plus | Preventive K2 Plus |
| Car | 10,000 | | | |
| Passenger Van (Mercedes Benz - Sprinter) | 30,000 | | | |
| Passenger Van (Ford Transit) | 15,000 | | | |
| Passenger Bus (Scania) | 30,000 | | | |
| Truck | | 24,000 | 96,000 | 288,000 |

Health and Safety Training

Throughout 2024, we provided courses designed to deliver a solid foundation in health and safety, regardless of job role or level. These general topics are applicable to all employees.

1. **Workplace safety induction:** A basic course required for all new hires before starting work at Mexlog. It covers general safety policies, basic safety rules, and organizational expectations for safe behavior.
2. **Emergency brigade training:** Equips employees to respond effectively to emergencies. The training includes first aid, fire response, evacuation, and search and rescue.

In addition to general training, we provide specialized courses for specific employee groups:

- **Hazardous materials handling:** For employees working with chemicals or dangerous materials (e.g., toxic, flammable, or corrosive substances).
- **Heavy machinery safety:** For employees operating heavy machinery (e.g., cranes, forklifts, material-handling equipment).
- **Electrical safety:** For workers performing electrical maintenance or working with electrical systems.
- **Working at heights safety:** For employees working at elevated levels. This training is vital for fall prevention and associated accident mitigation.

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Health Services

At Mexlog, we are committed to ensuring the health and well-being of all our employees. We offer a wide range of health services focused on preventive care and the identification/elimination of workplace hazards, contributing to risk reduction. These services are aligned with best practices in occupational health and safety management. Key services include:

- **Pre-employment and periodic medical exams:** All employees must undergo occupational medical exams to detect pre-existing conditions or health risks.
- **Preventive health assessments:** Screenings to identify conditions before they pose a risk, especially in environments with physical, chemical, or psychosocial hazards.
- **First aid brigades:** Trained staff are always available to respond to medical emergencies.
- **First aid kits:** Fully stocked and available at all facilities for immediate basic care.
- **Emergency drills:** Conducted regularly to train staff on how to respond to critical situations.
- **External medical consultations:** Access to external clinics for primary and specialist care.
- **Annual preventive exams:** Screenings for early detection of common diseases.
- **Vaccination:** Regular campaigns (e.g., flu vaccines) to keep employees healthy.

All health service professionals (occupational physicians and first responders) are properly trained and certified. They stay up to date on best practices in occupational health, emergency response, and emotional well-being. Advanced medical equipment is available in key areas, and first aid kits are regularly reviewed to ensure readiness. We also have operational procedures for handling medical and psychological emergencies, supported by a medical manual outlining protocols for workplace injuries, illnesses, and urgent care.

To guarantee access to quality health services, we have agreements with various hospitals for comprehensive medical coverage for all employees.

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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, 2024, using the GRI Standards as a reference. |
| GRI Standard | GRI 1: 2021 Fundamentals |

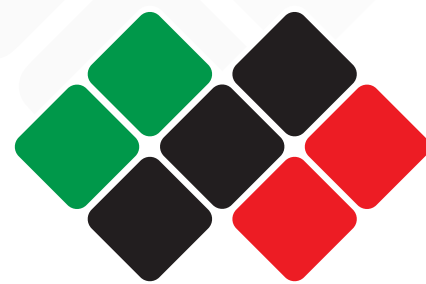
| GRI STANDARD | CONTENT | DETAIL/DISCLOSURE |
|---------------------------------|--|--|
| General Disclosures | | |
| | 2-1 Organizational Details | About Mexlog |
| | 2-2 Entities included in the organization's sustainability reporting | About Mexlog |
| | 2-3 Reporting period, frequency, and contact point | Period: January 1 to December 31, 2024 |
| | | Frequency: Annual |
| | 2-4 Restatements of information | During the current reporting period, a restatement of Scope 1 GHG emissions was made compared to the previous report due to a data error. Emissions from clients, over which we have no operational control, had mistakenly been included. |
| | 2-5 External assurance | Mexlog's reports have not undergone external assurance. |
| | 2-6 Activities, value chain, and other business relationships | Responsible Supply Chain |
| | 2-7 Employees | Talent Management and Labor Practices |
| | | Mexlog had no part-time employees during the reporting period |
| | 2-8 Workers who are not employees | Talent Management and Labor Practices |
| | | Mexlog had no non-employee workers whose work was controlled by the organization during the reporting period. |
| | 2-9 Governance structure and composition | Our Corporate Governance |
| | 2-10 Nomination and selection of the highest governance body | Board members are appointed by the Shareholders' Assembly. Committee members are appointed by the Board Chair along with the Director General. |
| | 2-11 Chair of the highest governance body | Our Corporate Governance |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Risk Management and Resilience |
| GRI 2: General Disclosures 2021 | 2-13 Delegation of responsibility for managing impacts | Risk Management and Resilience |
| | 2-14 Role of the highest governance body in sustainability reporting | The Board is committed to promoting ESG initiatives to enhance our performance across stakeholders. It reviews the Annual Sustainability Report before publication. |
| | 2-15 Conflicts of interest | Corporate Ethics |
| | | b. No conflicts of interest were reported to stakeholders during the reporting period. |
| | 2-16 Communication of critical concerns | Only high-severity ethical complaints with potential serious consequences for the company are reported to the Board. Stakeholder complaints are not reported unless they pose serious risks. |
| | 2-17 Collective knowledge of the highest governance body | Our Corporate Governance |
| | 2-18 Evaluation of the performance of the highest governance body | Our Corporate Governance |
| | 2-19 Remuneration policies | A salary and benefits structure for senior executives is reviewed and approved by the Board. For other executives, it is approved by the Board Chair and Director General. |
| | 2-20 Process to determine remuneration | |
| | 2-21 Annual total compensation ratio | |
| | 2-22 Statement on sustainable development strategy | Message from the Managing Director |
| | 2-23 Commitments and policies | Progress in Sustainability |
| | 2-24 Embedding policy commitments | Our Corporate Governance |

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| | 2-25 Processes to remediate negative impacts | Risk Management and Resilience |
| | 2-26 Mechanisms for seeking advice and raising concerns | Corporate Ethics |
| | 2-27 Compliance with laws and regulations | Compliance |
| | 2-28 Membership in associations | Partnerships include: Branix, CETYS University, Samsara, CANACAR, and ATS. |
| | 2-29 Approach to stakeholder engagement | Progress in Sustainability |
| | 2-30 Collective bargaining agreements | |
| Market Presence | | |
| GRI 202: Market Presence | 202-1 Ratios of standard entry-level wage by gender compared to local minimum wage | Talent Management and Labor Practices |
| Corporate Ethics | | |
| GRI 205: Anti-corruption 2016 | 205-2 Communication and training about anti-corruption policies and procedures | Corporate Ethics |
| | 205-3 Confirmed incidents of corruption and actions taken | Corporate Ethics |
| Compliance | | |
| GRI 206: Anti-Competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Mexlog had no such legal actions during the reporting period. |
| GRI 207: Tax 2019 | 207-1 Approach to tax | Compliance |
| GRI 416: Customer Health and Safety 2016 | 207-2 Tax governance, control, and risk management | Compliance |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Compliance |
| | 417-1 Requirements for product and service information and labeling | Not applicable |
| GRI 417: Marketing and Labeling | 417-2 Incidents of non-compliance concerning product and service information and labeling | Not applicable |
| | 417-3 Incidents of non-compliance concerning marketing communications | Not applicable |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | None reported during the period. |
| GRI 419: Socioeconomic Compliance | 419-1 Non-compliance with laws and regulations in the social and economic area | Compliance |
| Responsible Supply Chain | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Responsible Supply Chain Management |
| Eco-efficiency | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Eco-efficiency |
| Emissions and Climate Change | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Greenhouse Gas (GHG) Emissions |
| | 305-2 Indirect (Scope 2) GHG emissions | Greenhouse Gas (GHG) Emissions |
| Supplier Evaluation | | |
| GRI 308: Supplier Environmental Assessment | 308-1 New suppliers screened using environmental criteria | Structure not yet defined |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | Responsible Supply Chain Management |
| GRI 414: Supplier Social Assessment | 414-1 New suppliers screened using social criteria | Responsible Supply Chain Management |
| | 414-2 Negative social impacts in the supply chain and actions taken | Responsible Supply Chain Management |
| Talent Management and Labor Practices | | |
| | 401-1 New employee hires and turnover | Talent Management and Labor Practices |

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| GRI 401: Employment | 401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees | Talent Management and Labor Practices |
| | 401-3 Parental leave | Talent Management and Labor Practices |
| GRI 402: Labor/Management Relations | 402-1 Minimum notice periods regarding operational changes | Talent Management and Labor Practices |
| | 404-1 Average hours of training per year per employee | No collective bargaining agreements during the reporting period |
| GRI 404: Training and Education | 404-2 Programs for upgrading employee skills and transition assistance programs | Talent Management and Labor Practices |
| | | c. No career transition plans in place. |
| | | Talent Management and Labor Practices |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | a. Only managers and directors received annual performance evaluations |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Women: 7 Men: 24 |
| | 405-2 Ratio of basic salary and remuneration of women to men | Talent Management and Labor Practices |
| Occupational Health and Safety | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 OH&S management system | Health and Safety |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Health and Safety |
| | 403-3 Occupational health services | Health and Safety |
| | 403-5 Worker training on OH&S | Health and Safety |
| | 403-6 Promotion of worker health | Health and Safety |
| | GRI 403-7 - Prevention and mitigation of OH&S impacts in the supply chain | Responsible Supply Chain Management |
| | 403-8 Workers covered by an OH&S management system | Health and Safety |
| | 403-9 Work-related injuries | Health and Safety |
| | | 0 fatalities or serious injuries during the reporting period |
| | 403-10 Work-related ill health | Health and Safety |
| | | 0 cases of work-related illness or fatalities |

1.2. SASB Contents

| SASB STANDARD | CONTENT | DETAIL/DISCLOSURE |
|--|--|--|
| Eco-efficiency | | |
| GHG Emissions | TR-RO-110a.3 Total fuel consumed, percentage of natural gas, percentage of renewable energy | Greenhouse Gas (GHG) Emissions Eco-efficiency |
| Emissions and Climate Change | | |
| GHG Emissions | TR-RO-110a.1 Global Scope 1 GHG emissions | Greenhouse Gas (GHG) Emissions |
| | TR-RO-110a.2 Analysis of the short and long term strategy or plan to manage Scope 1 greenhouse gas emissions, emission reduction targets, and analysis of results in relation to those targets | Greenhouse Gas (GHG) Emissions |
| | TR-RO-110a.3 (1) Total fuel consumed, (2) percentage of natural gas, (3) percentage of renewable energy | Greenhouse Gas (GHG) Emissions Eco-efficiency |
| Health and Safety | | |
| Working conditions, health and safety | TR-RO-320a.1 (1) Total recordable incident rate and (2) fatality rate for (a) direct employees and (b) contracted employees | Health and Safety |
| | TR-RO-320a.3 Volume and number of spills and emissions into the environment | Health and Safety |
| Accident and Safety Management | TR-RO-540a.1 Number of road accidents and incidents | Health and Safety |
| | TR-RO-540a.2 BASIC percentiles of the safety measurement system for: (1) Reckless driving, (2) compliance with hours of service, (3) driver fitness, (4) controlled substances / alcohol, (5) vehicle maintenance, and (6) compliance with hazardous materials standards | Health and Safety |



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