



MEXLOG

**ESG REPORT
2025**



MEXLOG®



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Distinguished shareholders, employees, and stakeholders,

It is an honor to address you as we present our third Annual ESG Report for 2025. This new chapter reflects not only the continuity of our commitment to sustainability, but also the evolution and maturity that Mexlog has achieved in embedding environmental, social, and governance principles at the core of our business strategy.

Throughout this year, we have taken decisive steps to consolidate sustainability as a cross-cutting pillar of our operations. What began as a vision has now translated into strengthened capabilities, clearer metrics, and a more disciplined, data-driven approach to decision-making aligned with the highest ESG standards. We have reinforced our internal structures, enhanced our impact measurement processes, and advanced toward a more strategic and integrated management model.

This progress is reflected not only in our performance indicators, but also in the way we operate. We have continued to optimize our energy efficiency, strengthen our governance practices, and expand the reach of our social initiatives, generating tangible value for our employees, customers, communities, and strategic partners. Each step forward reaffirms our belief that sustainability is a key driver of innovation, resilience, and long-term growth.

I am proud to see Mexlog continue to position itself as a benchmark in the automotive logistics sector, not only for its operational excellence, but also for its level of development and commitment in ESG matters. This achievement is the result of a collective effort by a team that understands the future of our industry requires responsibility, vision, and adaptability.

While we have made significant progress, we also recognize that sustainability is a continuous journey. Global challenges demand that we go further, and at Mexlog, we are ready to do so by deepening our strategy, strengthening our partnerships, and continuously raising our standards.

I sincerely thank everyone who has been part of this journey. Your commitment and trust have been essential in reaching this point. I invite you to continue building, together, a company that not only creates value, but also leaves a positive and lasting impact on the world.

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 Mexlog's 2025 ESG Report, which captures the current chapter of our organization: a stage of consolidation, differentiation, and leadership in the logistics and transportation industry.

At Mexlog, we recognize that the competitive environment is constantly evolving. Today, operational excellence alone is no longer enough. The ability to integrate technology, advanced analytics, and a robust ESG strategy is what truly defines the companies that will lead the sector's future—and sets us apart. In this context, we have made critical decisions that position us not only as participants but as benchmarks, placing us one step ahead in the industry today.

Throughout 2025, we took a significant step forward as an organization. We strengthened our technological tools and increased data use to optimize routes, improve energy efficiency, and enhance operational performance. This evolution has allowed us not only to reduce impacts but also to generate clear competitive advantages over other market players.

Similarly, we continued to advance our ESG strategy in a clear, structured manner. Today, Mexlog operates with stronger processes for measurement, risk management, and decision-making based on environmental, social, and governance criteria, at a level of integration that enables us to respond more agilely to our clients' demands, particularly those subject to increasingly stringent global standards.

Our progress is also reflected in tangible results: greater efficiency in resource use, a stronger culture of safety and well-being, and more robust governance aligned with international best practices. More importantly, these advances are not isolated efforts but part of a clear long-term vision.

Today, we confidently affirm that Mexlog exceeds the industry average in ESG performance. This result is the product of an intentional strategy, ongoing investment, and a team committed to doing things better every day.

We understand that leadership must be continuously built and sustained. For this reason, we will continue to invest in technology, strengthen our analytical capabilities, and deepen our sustainability strategy to remain at the forefront in an increasingly demanding environment.

I thank our employees, clients, and strategic partners for being part of this journey. Your trust drives us to continually raise our standards and to consolidate Mexlog as a company that not only competes but also sets the direction of the industry.

Sincerely,
Gustavo Vildósola Pérez-Tejada
Managing Director
Mexlog



2. About this report

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

In an environment of constant change and increasing expectations from our stakeholders, we demonstrate how continuous innovation enables us to integrate sustainability into our operations, strengthen corporate governance, and manage risks with a long-term perspective. This report clearly presents what has been achieved, what has been learned, and the next steps to sustain a more efficient, safe, and responsible business.

This report presents information corresponding to the period from January 1st to December 31st, 2025, for Mexicana Logistics (Mexlog). Throughout the document, we address our performance in governance, environmental management, and social topics, as well as the main workstreams guiding our operations toward a more efficient and responsible model. Key milestones during the period are highlighted in areas such as corporate governance, risk management and resilience, sustainable yard and route operations, and internal progress that strengthens our ESG management.

Our objective is to provide a clear view of what we do today and the direction we are following to consolidate sustainable business development.



2.1. Reporting standards

To provide clear, useful, and comparable information for our stakeholders, we structured this report based on globally recognized frameworks. The adoption of these guidelines allows us to maintain consistent criteria throughout the document, define boundaries and assumptions explicitly, and present indicators that facilitate technical dialogue with clients, partners, and specialized audiences.

Global Reporting Initiative (GRI)

We use the GRI framework as a reference to organize ESG content and disclosures. This approach helps us describe how we manage material topics, present information with consistent definitions and units, and provide traceability between narrative and indicators.

Sustainability Accounting Standards Board (SASB)

To incorporate a sector-specific financial perspective, we consider SASB indicators applicable to the Road Transportation sector. This framework guides which metrics are most relevant for the industry and allows us to align part of our disclosure with common expectations from clients and counterparties who benchmark logistics operators.

Normas de Información de Sostenibilidad (NIS)

We selectively integrated elements of the nis, issued in Mexico by the Mexican Financial Reporting Standards Board (Consejo Mexicano de Normas de Información Financiera -CINIF), to align with the Mexican framework and strengthen consistency in certain ESG data also used in internal management and control processes. At this stage, adopting NIS serves a management and local comparability purpose: it helps standardize definitions, build capabilities for future convergence with market practices, and improve data quality used in operational decision-making. Where applicable, we indicate in each section the metric and scope to which this alignment applies.

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2.2. Contact

We appreciate your interest in our Sustainability Report and remain available to address any questions or comments that contribute to improving our practices and the quality of the information we share. Our team is available to receive inquiries, feedback, and suggestions, with the commitment that each contribution forms part of our continuous improvement process.

To request additional information or contact the team responsible for the report, we invite our stakeholders to use our corporate communication channels.

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

Email: asg@mexlog.com

Janeth Uriarte

Sustainable Corporate Governance Department



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3. About Mexlog

GRI 2-1, 2-6

At Mexlog, we have established ourselves as a leading company in the logistics and transportation sector. For over 30 years, we have refined our processes and developed capabilities that allow us to deliver reliable, efficient service aligned with the highest operations and safety standards.

Manufacturers, dealers, and end customers are connected through a network of strategically located offices and yards, operated by highly specialized personnel committed to delivering the level of service our clients expect and deserve.

We offer specialized logistics services for the transportation of heavy vehicles and automobiles, operating primarily in Mexico and the United States. Throughout our trajectory, we have built an integrated model that combines operational expertise, technical capabilities, and strategic infrastructure supporting every stage of our operations.

Transportation of trucks is carried out from original equipment manufacturer (OEM) plants to dealerships and end customers. Operations include multiple transport configurations: single unit (one truck), mancuernas (one truck decked on another), tricuernas (a lead truck hauling two decked trucks), and cuatricuernas (a lead truck hauling 3 decked trucks), optimizing each trip based on destination and client requirements. Automobile transport is also performed using car carriers (madrinas) from production plants or import points to dealerships and logistics yards in Mexico and the United States.

These services are complemented by our yard management logistics, including storage, control, inspection, and vehicle distribution, contributing to greater operational efficiency and security.

Innovation is embedded in our daily operations, with technology applied across all transport activities. The strategic objective is to continue strengthening positioning as a trusted partner for vehicle and truck transportation in North America, supported by a growth vision aligned with responsible and sustainable practices.

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3.1. Mexlog's Philosophy

At Mexlog, success is rooted in the core of operations. Since its inception, the organization has been guided by a vision centered on excellence, safety, and responsibility, principles that define decision-making and operational execution.

Our philosophy is grounded in an organizational culture that prioritizes quality, operational discipline, and continuous improvement. This approach drives the refinement of processes, the adoption of world-class practices, and compliance with national and international regulations, while integrating technologies that enhance efficiency, traceability, and safety.

Sustainability is an integral component of business management. Operational optimization and carbon footprint reduction contribute not only to internal performance but also to the reduction of indirect emissions across the value chain. A strong commitment to ethical conduct and responsible operations ensures that employee well-being and client trust remain central to all activities.



Mission

To provide support, logistics, and vehicle transportation services, exceeding the expectations of clients, employees, and investors.



Vision

To be the benchmark company in vehicle logistics and transportation, recognized for innovation, operational efficiency, and commitment to sustainability, while serving as a strategic partner that strengthens the automotive value chain.



Values

Environmental Commitment:

Focus on reducing environmental impact across logistics and transportation operations through sustainable practices and carbon footprint reduction.

Technological Innovation:

Continuous investment in advanced technology to optimize logistics, enhance safety, and improve service reliability and precision.

Resilience and Flexibility:

Strong capacity to adapt to industry challenges and unforeseen changes, ensuring service continuity and alignment with client expectations.



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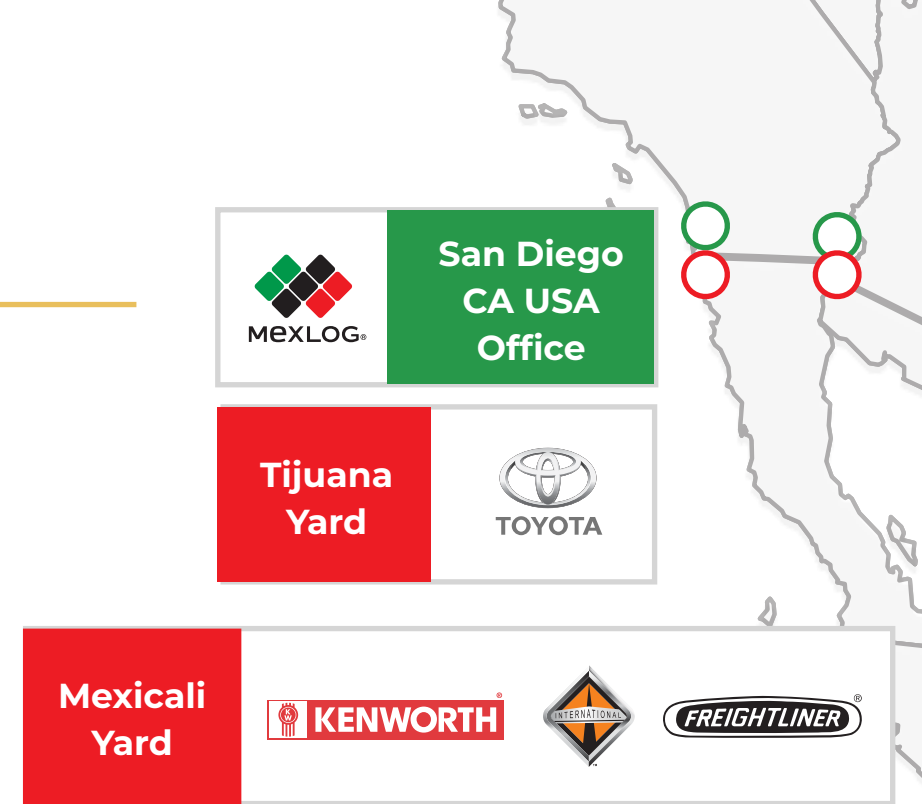
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3.2. Mexlog at a glance

Operations are supported by a network of offices located at strategic points for automotive and heavy transport industry in both Mexico and the United States. This infrastructure enables a responsive, agile operation aligned with client needs.

Additionally, multiple yards operate across the country, concentrating key activities such as inspection, assembly, storage, and dispatch of units. Each facility is supported by specialized personnel and technological systems that ensure responsiveness to market demands and consistent service levels.

With more than 425,000 vehicle deliveries annually to over 2,100 dealerships, operations are conducted at scale, providing broad geographic coverage and reinforcing Mexlog's position within the North American vehicle logistics sector.





**Mexicali
Corporate
Office**



**Nogales
Yard**



**Hermosillo
Yard**



**PDN
Office**

**Colombia
Yard**



**Escobedo
Yard**



DAIMLER



**Saltillo
Yard**



**Santiago
Yard**



**Cuautitlan
Office**



**CDMX
Corporate
Office**



3.3. Certifications

Commitment to quality, safety, and regulatory compliance is reflected in certifications that support operations and reinforce reliability within the logistics value chain across North America. These certifications ensure adherence to internationally recognized standards and robust process management throughout service delivery.

Current certifications include:



ISO 9001:2015

Validation of the Quality Management System, ensuring standardized and continuously improving processes.

6σ

Six Sigma:

Certification focused on process optimization through statistical methodologies that enhance precision and reduce variability.

These certifications enable alignment with industry best practices, strengthen client confidence, and ensure readiness to meet the demands of a highly regulated operating environment.



OEA:

(Operador Económico Autorizado México) Authorized Economic Operator, recognition of compliance with security standards in foreign trade operations.



SAT PITA:

Accreditation confirming the implementation of customs technology for secure and efficient border operations.



SCT:

Compliance with transportation regulations issued by the Ministry of Communications and Transportation.



FAST (Free and Secure Trade): :

Program enabling low-risk cross-border transport operations into the United States.



CTPAT (Customs-Trade Partnership Against Terrorism):

U.S. Certification ensuring security controls across the logistics chain.



Supplier Assurance

Sustainability score from key clients validating compliance with advance standards in safety, quality, and operational reliability.



4. PROGRESS IN SUSTAINABILITY

4.1. Our sustainability framework

GRI 2-23

Throughout 2025, progress was achieved across multiple fronts, resulting in improved sustainability performance. As an organization, a set of guiding principles has been defined to steer long-term direction and support the achievement of mission, vision, and values. This strategic framework is structured around five core principles, ranging from those essential to ensuring operational viability to those that will guide future investments aimed at optimizing processes and strengthening market leadership.

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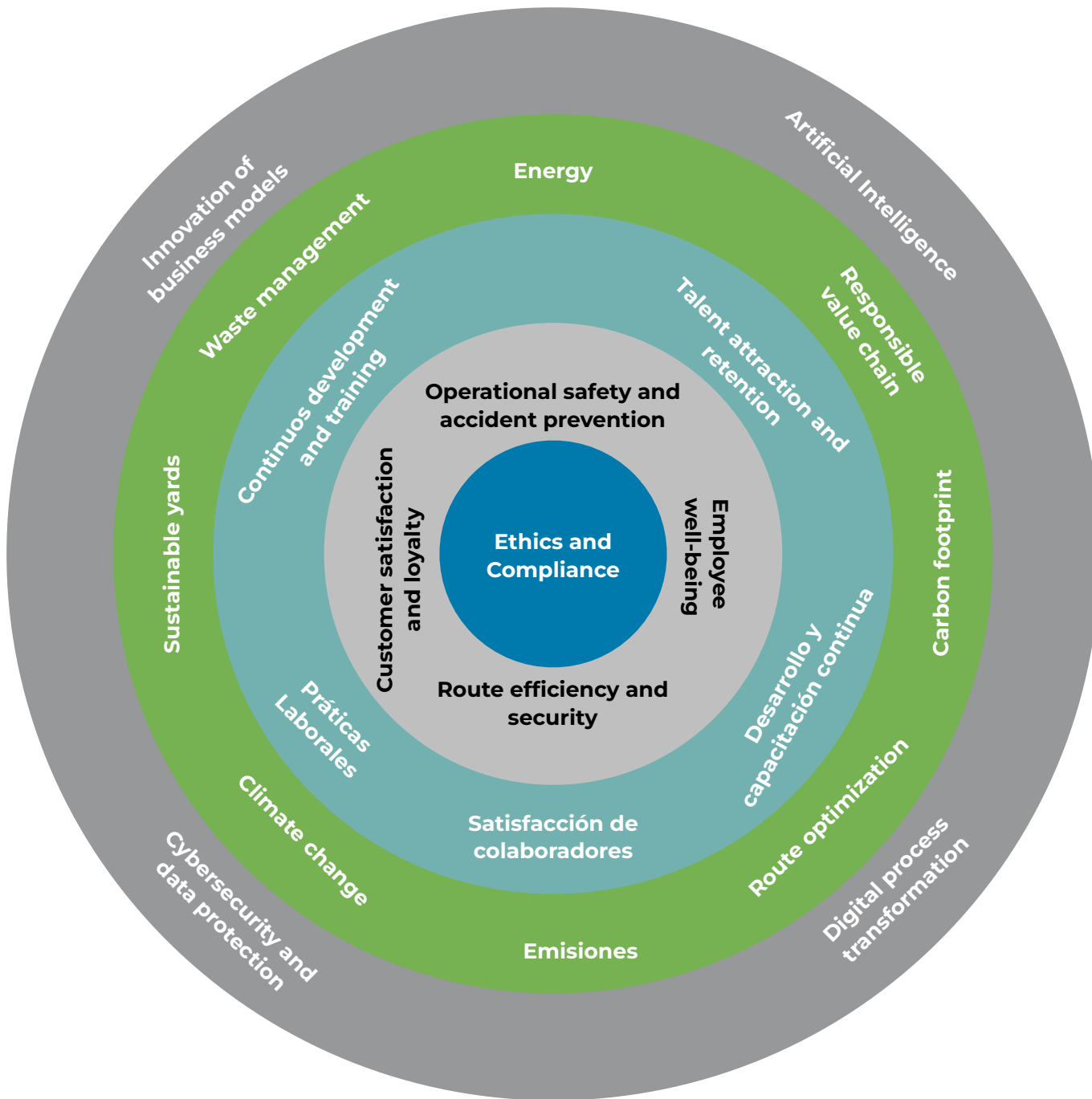
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- **Ethics and Compliance:** Serves as the foundation that ensures operational integrity and builds trust with clients and partners, supporting all aspects of Mexlog's performance.
- **Safety and Service Quality:** Ensures safe, consistent operations that protect cargo integrity and service quality, while safeguarding the physical well-being of employees and road users.
- **Talent Management:** Strengthens the workforce through practices that promote well-being, professional development, retention, and safe operational performance.
- **Sustainable Operations:** Integrates actions to reduce environmental impacts and optimize resource use, enhancing energy, operational, and climate efficiency across logistics activities.
- **Innovations, Technology, and Digital Transformation:** Acts as a cross-cutting enabler that integrates and strengthens all pillars by incorporating technological solutions that improve safety, operational efficiency, environmental performance, customer experience, and workforce tools.



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4.2. Our ESG policies

GRI 2-22, 2-23, 2-24

At Mexlog, ethics and integrity form the foundations of operations. Ethical conduct strengthens business continuity, supports a workplace where individuals can thrive, and underpins the quality of services provided across truck transportation, finished vehicle logistics, yard management, and related logistics services. Under this approach, high standards of quality, efficiency, and reliability are upheld to meet and exceed client expectations, with explicit respect for human rights.

These commitments are approved at the highest level of the organization and are mandatory for all personnel, including operational staff, administrative employees, middle management, and senior leadership. To ensure consistency in implementations, responsibilities are assigned across functions, with coordination led by the ESG department, which serves as the governing body for ethics, compliance, and governance.

Training and awareness initiatives are continuous and cross-functional. Updates are communicated through internal channels, and policies remain permanently accessible through our website.

Commitments are embedded into internal policies, codes of conduct, and operational processes, and are aligned with ESG requirements from strategic clients, including AAA clients, for whom integrity and compliance are key criteria for maintaining business relationships

These standards are also extended to business partners from the outset of contractual relationships, through the formal sharing of policies, codes, and commitments with suppliers, clients, and partners.

This framework aims to align behaviors, processes, and business relationships under a clear structure of ethics, legality, and ESG responsibility, strengthening operational resilience and stakeholder trust.

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ASG Policies

Environmental



ESG policy:

Environmental

Environmental Policy

Guides the prevention, reduction, and control of environmental impacts arising from logistics and transportation operations, promoting continuous improvement and regulatory compliance.

Social



ESG policy: **Social**

Health and Safety Policy

Promotes safe and healthy work environments, fostering a culture of self-care through programs and practices that protect employee well-being.

Diversity, Equity, and Inclusion Policy

Establishes principles and actions to ensure an inclusive and respectful workplace, promoting diversity and equal conditions across the organization.

Human Trafficking Prevention Policy

Provides guidance for preventing, identifying, and addressing risks related to human trafficking within operations, strengthening controls, training, and reporting mechanisms.

Governance



ESG policy: Governance

Code of Ethics and Business Conduct

Defines principles and guidelines applicable to all employees, promoting ethical decision-making and responsible conduct.

Anti-Corruption and Conflict of Interest Policy

Establishes criteria to ensure ethical and transparent operations, preventing corruption and proactively managing potential conflicts of interest.

Personal Data Protection Policy

Defines guidelines for the proper, secure, and responsible handling of personal data, ensuring privacy and information protection.

Quality Management System Policy

Supports standardization, monitoring, and continuous improvement of processes under ISO 9001:2015.

Risk Management Policy

Establishes the framework for identifying, assessing, and managing risks across operations.

4.3 Double Materiality Assessment

GRI 2-29, 3-1, 3-2, 3-3

In 2025, Mexlog conducted its first Double Materiality Assessment (DMA) to identify the most relevant environmental, social, and governance topics based on both financial risks and opportunities, and impacts on the economy, environment, and society.

This exercise enabled the integration of internal business perspectives, stakeholder expectations, and leading international sustainability standards into a single framework, strengthening alignment between operation strategy and ESG management.

The DMA followed a five-stage methodology aligned with international best practices. The process began with stakeholder mapping and prioritization, alongside a review of key internal documentation, ESF progress, policies, and corporate strategy. This was followed by the identification of potentially material ESG topics, considering client requirements, SASB standards for road transportations, MSCI criteria for cargo ground transportations, and S&P Global recommendations.

Input from leadership, stakeholders, and established communication channels, including clients, suppliers, employees, regulators, and partners, was incorporated to refine and validate the final list of material topics.



Stakeholders	Main communication channels	Frequency
Leadership	Board of Directors meetings	Continuous
Employees	Employee satisfaction survey	Annual
	Whistleblowing channels	Continuous
	Performance evaluations	Continuous
Clients	Satisfaction survey	Continuous
	Complaint management	Annual
Suppliers	Operational and service follow-up meetings	Continuous
	Performance and compliance evaluations	Continuous
Investors	Financial reports and corporate presentations	Continuous
	Board sessions	Continuous
Authority	Inspections, requirements, and official authority notices	Continuous
	Sectoral workgroups or meetings	Continuous

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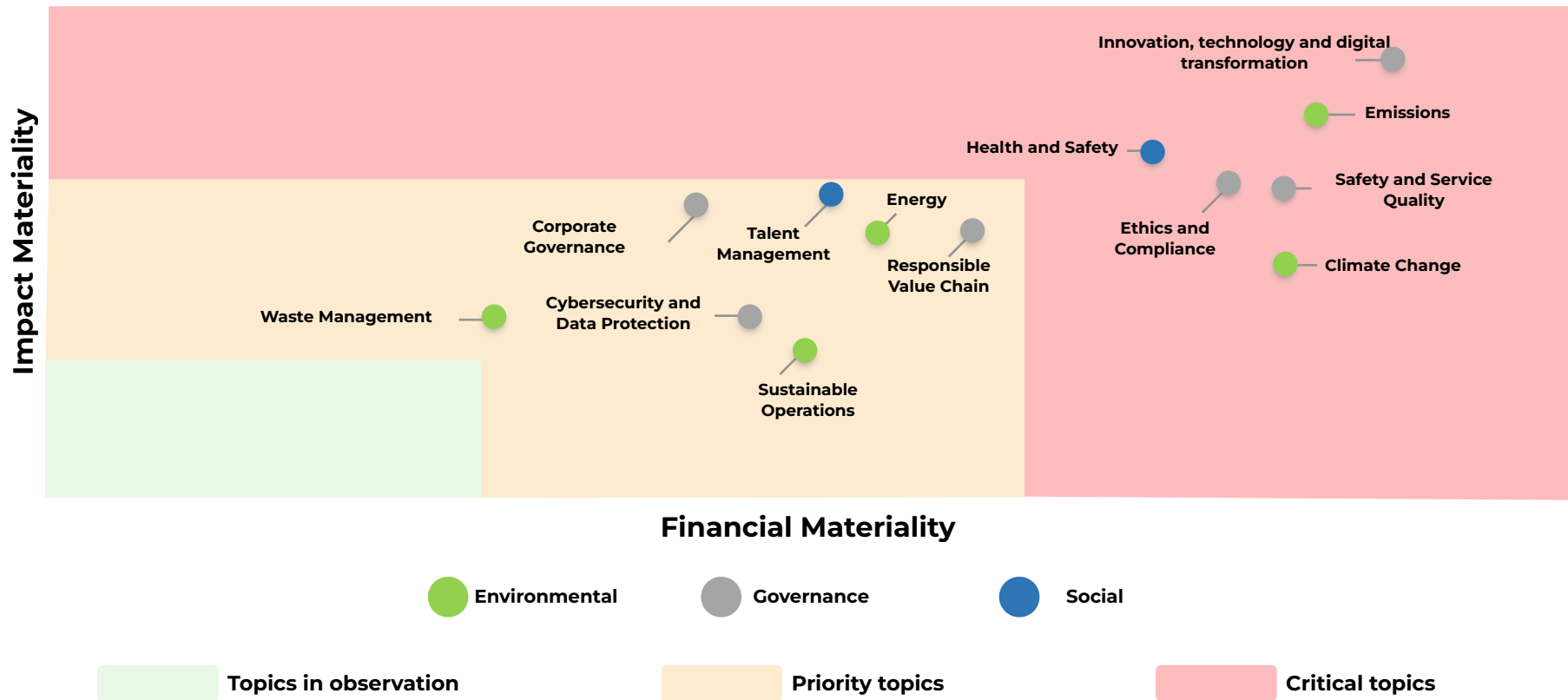
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The consolidated analysis enabled the classification of ESG topics based on both impact materiality and financial materiality, resulting in the final matrix.



Based on these results, a prioritization of initiatives has been defined for the coming years. Critical topics including climate change, emissions, health and safety, service safety and quality, ethics and compliance, and innovations and digital transformation, will be addressed through targeted initiatives with defined objectives and accountability, given their direct influence on operational continuity, regulatory compliance, employee safety, and client trust.

Other material topics will be strengthened progressively, reflecting the organization's ESG maturity. This prioritization enables more effective resource allocation, strengthens ESG performance, and ensures alignment between decision-making, budget allocation, and stakeholder communication.

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5. GOVERNANCE

5.1. Ethics and Compliance

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

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

NIS C6



At Mexlog, business ethics are recognized as a critical component for building trust, ensuring transparency, and maintaining responsible relationships with employees, clients, suppliers, and communities.

During 2025, a strengthened ethics and compliance agenda enabled the enhancement of internal systems, broader disseminations of policies, and increased stakeholder engagement. Key milestones included the implementation of a sanctions catalog linked to the whistleblowing system, the publication of the Supplier Code of Ethics, and the integration of both codes into our website. Additionally, awareness campaigns were conducted to promote “Resguarda” whistleblowing channel, alongside corporate ethics training for administrative personnel.

Resguarda serves as an ethical reporting line, accessible via telephone and digital platforms, allowing anonymous reporting of conduct violations of our values or policies. The system ensures confidentiality, traceability, and a secure mechanism for employees, suppliers, clients, and third parties to report concerns.

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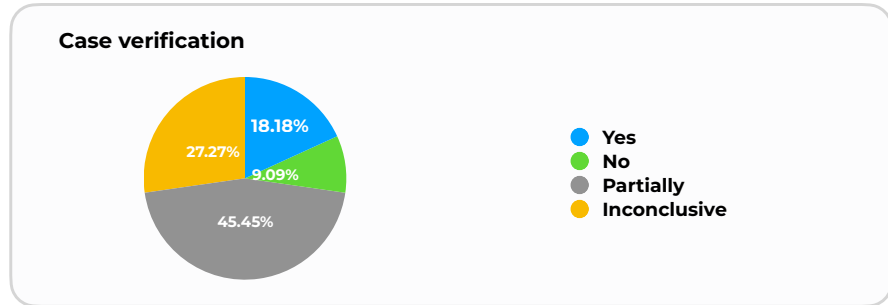
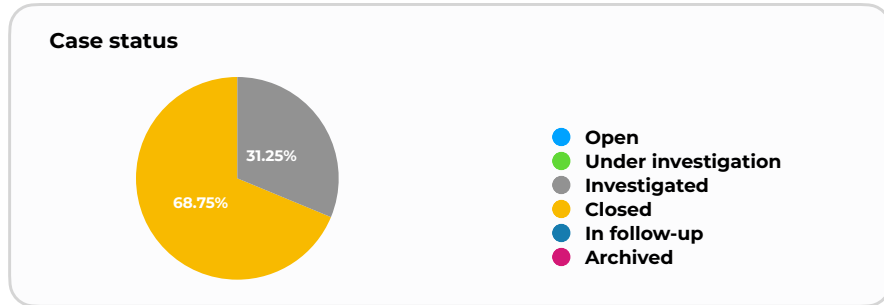
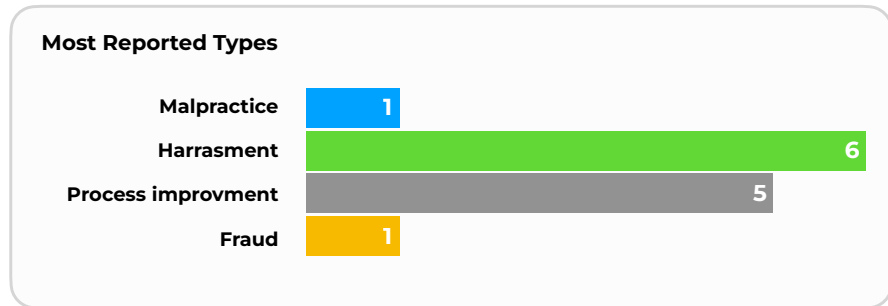
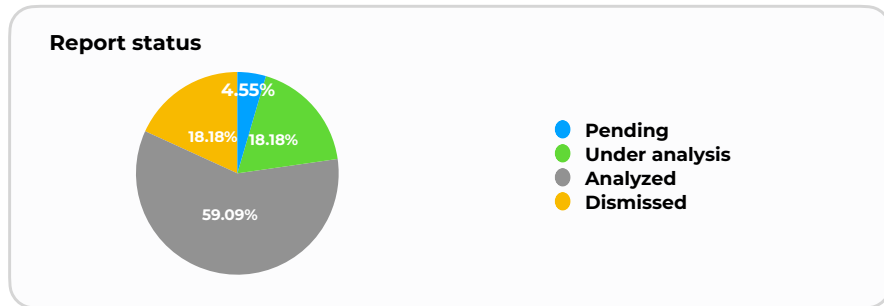
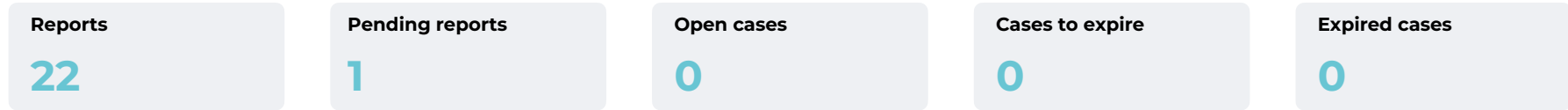
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Below, we present our whistleblower report for 2025:



This approach supports transparency and continuous improvement in risk management and resilience processes.

Efforts to strengthen ethical culture are ongoing and focus on embedding ethical principles across all areas of the organization. Key actions include reinforcing internal audits, maintaining continuous communication of the Code of Ethics, delivering ongoing training, ensuring accessible reporting mechanisms, and supporting the active role of the Ethics Committee and its sanctions framework. These actions aim to prevent risks, promote transparency, and ensure alignment with sustainability objectives.

Ethics goals

Key objectives include reviewing and updating the Code of Ethics and related policies at least every two years, incorporating emerging risks and regulatory changes. Additionally, a target has been established to ensure that 100% of reports received through “Resguarda” are reviewed by the Ethics Committee within a defined timeframe, ensuring timely resolution. The application of the sanctions catalog is mandatory for all investigated cases.

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Code of ethics and business conduct

The Code of Ethics and Business Conduct establishes the principles governing the behavior of executives, employees, clients, suppliers, and consultants. It reinforces a commitment to high standards in transportation and logistics services, promoting a safe, inclusive, and non-discriminatory workplace.

The Code further promotes integrity, transparency, and respect across all business relationships, addressing key topics such as conflict of interest prevention, anti-corruption, environmental protection, human rights, proper use of assets, information confidentiality, and compliance with commercial regulations. To reinforce adherence, all relevant parties are required to formally acknowledge and sign a compliance agreement.

Awareness and understanding of the Code and related policies are promoted across all stakeholder groups through clear and accessible communication, supporting a culture of accountability and compliance.

Contractual mechanisms further strengthen this framework, with specific clauses incorporated into employment and supplier agreements to formalize adherence to internal policies and regulatory requirements. This approach reinforces alignment with the highest standards of ethics, transparency, and integrity across all operations. Operations are conducted under strict standards of quality, efficiency, and reliability to consistently meet and exceed client expectations.

Corporate ethics training forms an integral part of organizational development. Induction programs include organizational values and ethical guidelines, while the Kappa+ learning platform incorporates dedicated modules on ethics and compliance to strengthen awareness and responsible practices across the organization.

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Anti-Corruption and Conflict of Interest Measures

The importance of systematically assessing corruption risk is recognized as part of effective governance. Efforts have focused on ensuring full communication of anti-corruption policies and procedures. Coverage reached 100% of the governing body and all employees through the distribution of the Code of Ethics upon hiring and its publication on the corporate website.

Full coverage was also achieved across all employee categories—administrative personnel, management, and executives—as well as all business partners.

Looking ahead, targeted training programs on anti-corruption practices are planned to further strengthen internal controls and ensure the highest level of protection for both personal and client information.

No confirmed incidents of corruption were recorded during the reporting period, maintaining the zero-incident trend observed in 2024.

Consequently, no dismissals, disciplinary actions, or contract terminations with business partners occurred due to corruption-related issues. No legal cases related to corruption, anti-competitive practices, or unfair competition were filed against the organization or its personnel.

To prevent and mitigate conflicts of interest, the “Resguarda” whistleblowing channel is actively promoted through internal campaigns and maintained as a visible and accessible reporting mechanism on the corporate website. The system ensures anonymity, accessibility, and traceability, enabling employees, suppliers, and stakeholders to report concerns that may compromise objectivity or ethical standards.

These practices are governed by the Anti-Corruption and Conflict of Interest Policy, which establishes clear guidelines aligned with applicable laws and international standards. The policy defines a structured approach to preventing unethical conduct, ensuring transparency, and proactively identifying and managing potential conflicts of interest. This policy define 7 main principles:

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Zero Tolerance for Corruption

- It is strictly prohibited to offer, give, solicit, or accept bribes, illegal commissions, facilitation payments, or any other type of undue advantage, directly or indirectly, in our operations.
- All transactions must be properly documented and accurately recorded in our financial records.

Conflict of Interest Management

- Employees and partners of Mexlog must avoid situations in which their personal interests or relationships may improperly influence business decisions.
- It is mandatory to disclose any actual or potential conflict of interest to the Ethics Committee or the designated area.
- Participation in business decisions involving companies or individuals with whom there is a personal, family, or financial relationship is prohibited.

Relation with Government Officials and Third Parties

- All interactions with public officials or third-party representatives must be legal, transparent, and properly documented.
- No payment or benefit of any kind should be offered with the purpose of influencing government or business decisions.

Gifts, Invitations and Hospitality

- Gifts or invitations must be reasonable, modest, and must not be perceived as an attempt to improperly influence business or professional decisions.
- Employees must report any gift received that exceeds the limits established by the company's internal policies.





Reporting and Whistleblowers Protection

- **Mexlog provides its stakeholders with a confidential reporting channel, "Resguarda", to report violations of this policy.**
- **We guarantee that there will be no retaliation against anyone who reports in good faith acts of corruption or conflicts of interest.**

Training and Awareness

- **All employees and strategic partners will receive periodic training on anti-corruption practices and conflict of interest management.**

Monitoring and Oversight

- **Compliance with this policy will be monitored by the Internal Control Committee, which will be responsible for investigating any non-compliance and implementing the necessary corrective actions.**

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Compliance

Compliance is a critical component of operational continuity and stakeholder trust. Adherence to applicable legal and regulatory requirements guides all activities, enabling stable, transparent, and efficient operations within a highly regulated sector.

In 2025, this commitment was reinforced by maintaining and renewing 100% of required permits, certifications, and concessions within established deadlines, ensuring uninterrupted operations.

Achieving full compliance remains a key objective for minimizing operational risk and strengthening resilience. Internal policies support this objective through structured document management, audit execution, and continuous monitoring of regulatory requirements. No significant cases of non-compliance with laws or regulations were recorded during the reporting period, and no fines were incurred.





The compliance strategy is based on periodic internal and external audits, scheduled technical validations, and monthly monitoring of operational processes. This approach enables early identification of improvement areas, timely resolution of findings, and proactive response to regulatory changes, ensuring adherence to high standards of control, safety, and legality.

No adverse cases related to health and safety regulations or social and economic compliance requirements were reported during the year.

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Tax governance and approach

A responsible tax approach has been established to ensure full compliance with fiscal obligations and strengthen financial transparency. While a formal public tax strategy is not required under current national regulations, internal guidelines provide a clear framework for consistent and compliant tax management.

Monthly provisional payments of corporate income tax (ISR) and final payments of value-added tax (VAT) are executed in a timely manner, with all filings submitted according to regulatory requirements. Progress is reviewed monthly with senior management to ensure continued compliance.

The organization's tax compliance approach is based on achieving 100% fulfillment of fiscal obligations.

Oversight of tax governance is led by the Finance and Controllershship function, which is responsible for reviewing and approving the tax approach, defining review frequency, and ensuring alignment between tax obligations and operational practices. A dedicated Tax Administration department supports compliance and risk analysis, conducting regular internal reviews.

External oversight is also incorporated through ongoing consultation with tax experts and the annual engagement of an independent firm to issue a formal tax opinion, providing an objective assessment of the organization's tax position.

Continuous improvement efforts have resulted in zero cases of non-compliance with the Code of Ethics and Business Conduct, supported by preventive measures and proactive monitoring. Additionally, a structured case management catalog has been implemented to improve efficiency in handling and resolving reports.

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5.2 Safety and Service Quality

Safety and service quality are critical to maintaining client trust and ensuring the continuity of logistics operations. This material topic reflects a commitment to delivering reliable, efficient services aligned with the highest standards of the transportation and logistics sector.

Ensuring the integrity of each transport operation, minimizing incidents, and meeting agreed service conditions are considered core operational responsibilities.

The approach spans damage and claims management, route efficiency, and operational safety, ensuring timely deliveries under optimal transport conditions. Client satisfaction and loyalty are supported through proactive communication and responsive service channels, enabling effective resolution of concerns and strengthening long-term relationships.

Operational practices include route optimization, real-time monitoring, strict road safety protocols, and continuous training for key personnel, including drivers. Additional safety measures include restrictions on night driving, prioritization of secure routes, convoy operations, and enhanced controls for high-risk scenarios. Internal transport systems support safe personnel movement in higher-risk areas, while regular medical evaluations ensure driver fitness for duty.

Customer Satisfaction and Loyalty

Client priorities consistently emphasize on-time delivery, expected quality, and minimal in-transit damage. To address these expectations, advanced technological solutions have been implemented, including artificial intelligence tools for load configuration and route planning, automated communication systems, and real-time operational dashboards.

These capabilities support decision-making, strengthen operational consistency, and contribute to the retention of strategic accounts, including global automotive manufacturers.

Regular engagement with clients allows for alignment on priorities, review of incidents, and implementation of mitigation measures in response to external risks such as extreme weather, road insecurity, or disruptions. This collaborative approach supports long-term trust while balancing safety and commercial commitments.



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Damage and Claims Management

Ongoing investment in technical training, simulation tools, and standardized loading practices supports high levels of operational efficiency and route control. Additional measures strengthen cargo integrity and prevent contamination risks, ensuring compliance with certifications and maintaining client trust.



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5.3 Corporate Governance

GRI 3-3

NIS C1, C3, C4, C5



Strong corporate governance is essential to preserving business continuity, operational integrity, and the trust of clients and stakeholders. It enables informed decision-making, anticipates risks, ensures regulatory compliance, and aligns strategy with clear principles of ethics and sustainability. Under this approach, a governance framework has been consolidated that integrates strategic vision with effective controls, traceability, and accountability across all organizational levels.

During 2025, significant progress was achieved in strengthening corporate governance, resulting in a more robust framework for ethics, compliance, and responsible management. Key advancements included the formalization of policies, guidelines, and procedures related to corporate ethics, regulatory compliance, risk management, data protection, and internal control, supporting the institutionalization of ESG governance within Mexlog.

In parallel, oversight and traceability mechanisms were enhanced through the implementation of digital platforms that provide real-time operational and strategic information. These tools have contributed to increased transparency, improved internal control quality, and strengthened data-driven decision-making.

Further progress was made in consolidating the organization's integrity framework through the implementation and operation of the Ethics and Conduct Committee. This included strengthening reporting mechanisms, case management processes, and the application of a structured sanctions catalog.

These efforts were complemented by the mitigation of regulatory, fiscal, and operational risks through the digitalization of critical processes, automated document control, and reinforced compliance with regulatory requirements, including those related to Carta Porte.

A more strategic approach to risk management and organizational resilience was also integrated, incorporating technological tools, business continuity frameworks, and standardized ESG reporting processes. These measures enhance the quality, consistency, and traceability of disclosed information.

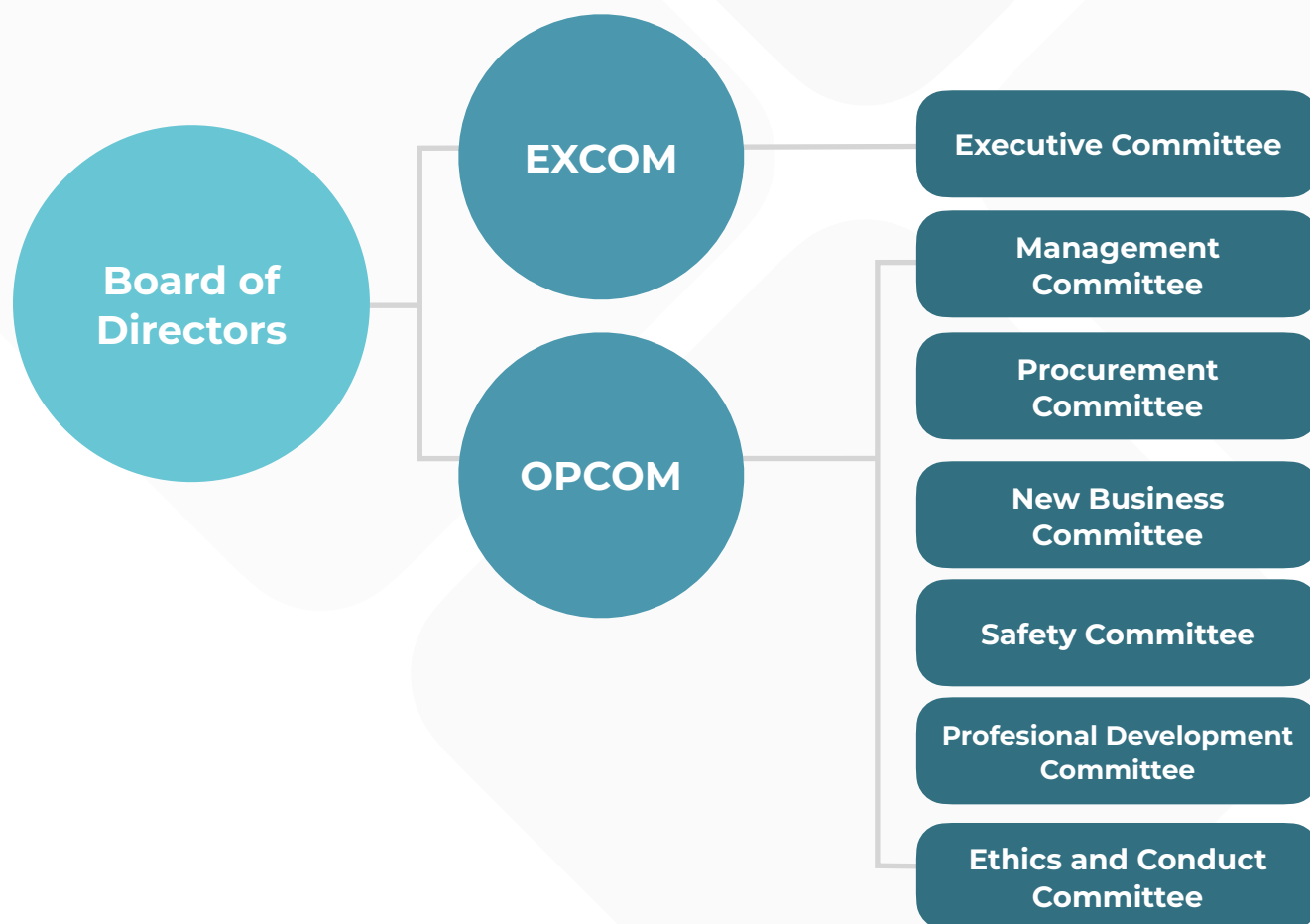
This governance structure continues to evolve to support business growth while strengthening the organization's ability to respond to operational, regulatory, and technological challenges within the sector.

Governance structure

The corporate governance structure is designed to ensure agile, transparent decision-making aligned with Mexlog's strategic objectives. The Board of Directors leads this structure, supported by collegiate bodies that provide effective oversight of strategic, operational, and ESG-related matters.

Through its committees and executive teams, responsibilities, roles, and control mechanisms are clearly defined and distributed, strengthening enterprise risk management, regulatory compliance, and alignment with sustainability principles that guide operations.

The current governance structure is presented below:



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Board of Directors

The Board of Directors, together with the Executive Committee (EXCOM), leads the strategic decision-making that defines the organization's direction, ensuring alignment between corporate objectives and operational priorities. Oversight of economic, environmental, and social impacts is carried out by the Board, EXCOM, and the Management Committee, which play a central role in reviewing policies, assessing risks, and monitoring ESG performance. This structure ensures that ESG considerations are integrated into both day-to-day management and the long-term vision of Mexlog.

Name	Role	Executive/ Independent Member	Tenure	Gender
Gustavo Vildósola Ramos	Chairman of the Board	Executive	35 years	Male
Rick Hashie	Secretary	Executive	1 year	Male
Gustavo Vildósola Pérez Tejada	Managing Director Mexlog	Executive	25 years	Male
Octavio Ramos	Director de Administración Mexlog	Executive	11 years	Male
Richard Levandowski	Comissary	Executive	1 year	Male

In addition to the Board, EXCOM, and Management Committee, specialized committees strengthen the governance framework. These bodies provide oversight of key business areas, support the management of operational and strategic risks, and ensure that decisions are made under principles of integrity, efficiency, and sustainability. Through this structure, a balance is maintained between growth, internal control, and corporate responsibility.

Operations Committee (OPCOM)

The Operations Committee brings together leaders from all areas of Mexlog to coordinate the day-to-day execution of operations. Its role is to respond quickly to situations requiring immediate decisions, ensure compliance with KPIs and targets, and translate corporate strategy into concrete short- and medium-term actions. The committee also analyzes operational deviations, identifies areas for improvement, and aligns teams to ensure safe, efficient, and consistent operations across all terminals and routes.

Commercial Committee

The Commercial Committee analyzes new business opportunities and reviews contract renewals from a comprehensive perspective that includes pricing, operational capacity, service experience, and technical requirements. All decisions are evaluated under transparency and ethical criteria, with the goal of preventing commercial risks that could affect Mexlog's reputation or financial performance. It meets when new client opportunities arise or at key moments in the commercial cycle, ensuring that each proposal aligns with the organization's value strategy.

Procurement and Bidding Committee

This committee oversees strategic acquisitions and major bidding processes, typically covering time horizons of two to three years. Its mandate focuses on ensuring transparent processes, free from favoritism, with objective evaluations based on quality, compliance, and supplier reliability. While cost is a relevant factor, selection prioritizes technical suitability and proven performance. In the coming years, the committee will formally integrate ESG criteria into evaluations to ensure procurement decisions align with the sustainability strategy. Meetings are held bimonthly or on an extraordinary basis when required by operations.

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New Business Committee

The New Business Committee evaluates growth opportunities and expands Mexlog's presence by incorporating new clients or services. Its analysis considers market trends, operational feasibility, and alignment with corporate strategy. Its meeting frequency allows it to stay updated on changes in the business environment and respond quickly to emerging scenarios. It also coordinates with the Commercial Committee to ensure consistency between identified opportunities and actual service capabilities.

Security Committee

This committee is responsible for safeguarding the integrity of operators, cargo, and Mexlog's assets. It meets monthly, with additional sessions held in response to significant incidents such as theft, robbery, or accidents. During meetings, incident reports are reviewed, root causes are identified, and corrective or preventive actions are determined. The committee relies on operational and technological evidence, including video recordings and monitoring logs, to ensure traceability and continuously improve prevention and response mechanisms. Its work has strengthened the safety culture and reduced vulnerabilities across routes and terminals.

Professional Development Committee

This committee promotes the growth and training of Mexlog's talent. It annually reviews professional development opportunities, including scholarship programs, specialized courses, and training plans focused on both operational and strategic skills. During its sessions, it evaluates the needs of different areas, identifies training gaps, and proposes initiatives to strengthen team capabilities. Its goal is to ensure that employee development aligns with both individual expectations and the organization's growth objectives.

Ethics and Conduct Committee

The Ethics and Conduct Committee manages the internal integrity system. It handles reports received through various channels, follows up on each case in accordance with established guidelines, and applies the corresponding sanctions framework. It also promotes a culture of ethics, transparency, and compliance through informational sessions and awareness initiatives. Its role is to ensure that any deviation is addressed with objectivity, confidentiality, and rigor, thereby reinforcing trust in internal control mechanisms.

Development and Continuous Improvement of the Governing Body

Strong governance is recognized as a critical enabler for integrating sustainability into strategic decision-making. During 2025, the capabilities of the highest governing body were strengthened in ESG matters through targeted update sessions aligned with client expectations and industry trends. These efforts included kickoff meetings incorporating specific ESG requirements, as well as participation in specialized webinars and training sessions, ensuring an up-to-date understanding of risks, regulations, and best practices in sustainability.

Monitoring and evaluation of the governing body's performance in overseeing economic, environmental, and social impacts were conducted through quarterly ESG indicator reviews. These evaluations enabled the identification of progress, risks, and areas for improvement. While not conducted by an independent third party, the process is managed autonomously by the ESG function, ensuring objectivity and consistency in evaluation.

Although these quarterly assessments did not result in changes to the composition of the governing body, they have informed operational decision-making, supported ESG prioritization, and strengthened the governance framework. Key outcomes include enhanced internal controls, identification of process improvement opportunities, and the integration of ESG criteria into strategic discussions.

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Risk Management and Resilience

GRI 2-12, 2-13, 2-25, 3-3

A preventive approach to risk management is critical given operations across a distributed network of terminals, routes, and key assets, where any deviation may disrupt service continuity, compromise safety, and affect client trust. During 2025, the risk management model was strengthened through the integration of internal capabilities, standardized processes, and technological tools that enable consistent risk identification, assessment, and mitigation across all sites.

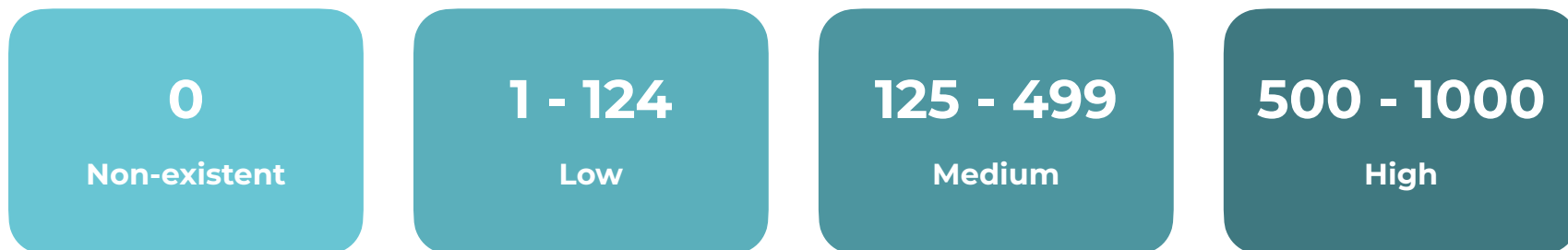
Operations are supported by an FMEA (Failure Mode and Effects Analysis) matrix by process and area, enabling systematic risk identification, evaluation, and treatment. Each risk is assessed based on three components:

Occurrence: Likelihood of the failure mode occurring.

Severity: Magnitude of the impact if the event occurs.

Detection: Ability of controls to identify the event before it affects operations

These elements are used to calculate the Risk Priority Number (RPN), which classifies risks as low, medium, or high. The RPN also guides the crisis management program through defined operational thresholds:



High risks require a mandatory action plan led by the responsible area, with progress tracked in the FMEA matrix until the risk is reduced to at least a medium level. The matrix documents existing controls and, for high-risk cases, defines specific mitigation actions, assigned responsibilities, and follow-up until closure. This methodology ensures continuous monitoring and effective implementation of corrective measures, supporting operational continuity and organizational stability.

In 2025, as part of strengthening the management system, an internal ISO 9001:2015 auditor training program was delivered, establishing a multi-site, multidisciplinary team representing the Quality Management System at each location. This initiative reinforces critical thinking, process-oriented management, and risk prevention under the FMEA methodology.

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Remediation of Negative Impacts

Continuous assessment of environmental, social, and economic risks is recognized as essential, along with active involvement in the remediation of negative impacts caused or contributed to. This approach is implemented through three main lines of action:

First, continuous identification and assessment of risks at the yard level, acknowledging that conditions vary by location. This enables the identification of critical areas and prioritization of corrective actions.

Second, when risks are classified as high, specific remediation or improvement plans are developed, including measures to address actual or potential impacts, particularly in social and labor-related areas, ensuring effective control.

Finally, continuous improvement is promoted by updating policies and practices based on lessons learned, preventing recurrence and strengthening a sustainability-oriented operation focused on people's well-being.



Grievance Mechanism

An anonymous reporting system is available via telephone and digital channels for employees, suppliers, clients, and third parties. The mechanism enables reporting of conduct that violates policies, ethical standards, or may generate negative impacts, ensuring confidentiality and protection against retaliation.

Stakeholder Engagement

Stakeholders are engaged throughout the lifecycle of the mechanism. During the design phase, feedback is collected to ensure accessibility and relevance. During operation, input is gathered through surveys and follow-up meetings to assess effectiveness. In the continuous improvement phase, suggestions are incorporated to simplify processes, reduce response times, and improve transparency in communication.

Follow-up and Effectiveness of the Mechanism

When a report is deemed valid, a formal investigation is initiated to verify the facts and determine appropriate corrective actions. A report is prepared including findings, evidence, and recommendations to mitigate risks, address process failures, and, when applicable, apply sanctions. Follow-up continues until case closure, and insights are used to strengthen controls, enhance training, and prevent recurrence.

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Oversight and Delegation of Risk and Impact Management

The Board of Directors and senior management define and approve the organization's purpose, values, strategies, and policies related to sustainable development, ensuring alignment with business objectives. These elements are embedded in daily operations, investment decisions, and long-term planning. The Board oversees ethical and sustainable operations, including due diligence processes and the identification and management of impacts on the economy, environment, and people, promoting transparency and continuous improvement.

As part of this governance framework, an annual review of the business model is conducted to assess its relevance and effectiveness, including the adequacy of organizational structure, processes, and capabilities to address strategic and operational challenges.





Day-to-day execution of risk and impact management is delegated to the Process Management area, in coordination with Finance and Human Resources. Process owners report periodically to the Board on risk status and mitigation plans derived from the FMEA matrix. This structure ensures clear accountability, traceability, and effective escalation of information to the highest level of governance.

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5.4 Innovation, Technology, and Digital Transformation

In 2025, innovation, technology, and digital transformation were consolidated as strategic priorities for Mexlog. Based on the Double Materiality Assessment, the level of progress achieved and both current and planned investments were identified to strengthen the company's leadership in the industry. This approach positions innovation as a key enabler connecting operational efficiency, safety, and service quality. Digital transformation further supports data-driven decision-making, route optimization, emissions reduction, and improved experiences for both clients and employees.

Technological evolution is reflected in the digitalization of workflows, automation of critical communications, and the use of advanced analytics to evaluate asset performance and driving behavior. Artificial intelligence tools have also been integrated to enhance logistics planning and road safety, resulting in improved real-time traceability and faster response to operational incidents.

The systematic use of telematics and analytics through Samsara has been consolidated to monitor variables such as fuel consumption, idling, and driving patterns. This data enhances operational efficiency, supports emissions reduction, and provides reliable inputs for carbon footprint calculations. Additionally, in 2025, the Samsara AT11 Asset Tracker was implemented to monitor in real time the location and availability of reusable decking materials. This compact and durable device provides location visibility, usage and inactivity reporting, geofencing capabilities, and a battery life of up to four years, facilitating asset recovery in case of theft.





Technological tools also enable real-time route monitoring, allowing operational adjustments, avoidance of unnecessary mileage, and improved logistics planning. From the Business Analytics area, optimization dashboards have been developed to recommend more efficient routes and estimate fuel consumption per operator, providing alternatives that balance time, safety, and efficiency.

Artificial intelligence agents have been designed and implemented to optimize load configuration, maximizing load factors and improving equipment utilization. This contributes to reducing trips and minimizing operator exposure on the road. In parallel, an AI-based system performs autonomous calls to operators with safety and coordination messages, reducing administrative workload and improving daily communication.

Progress has also been made in the digitalization of operational processes, reducing paper use through digital workflows, electronic reporting, and real-time traceability. This transition enhances data quality, reduces errors, facilitates audits and compliance evidence, and allows personnel to focus on higher-value activities.

Looking ahead, priority investments are focused on technologies and artificial intelligence solutions that improve the quality of life and safety of operators and employees. While these tools have already optimized repetitive tasks and supported compliance with working schedules, their full potential requires an integrated implementation strategy that aligns processes, training, and performance metrics.

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5.5 Cybersecurity and Data Protection

GRI 418-1

NIS C7, C8

Cybersecurity has been elevated as a key operational priority and is now recognized as a material topic for the organization. Previous exposure to cybersecurity vulnerabilities reinforced the need to strengthen the protection of databases and critical infrastructure. Current operations are cloud-based, supported by controls such as firewalls and access management policies, enabling the prevention of attack attempts without compromising the confidentiality, integrity, or availability of information. This level of protection mitigates operational and reputational risks that could otherwise generate significant costs.

Cybersecurity management is supported by Branix, a sister company within the same corporate group, with over 15 years of experience in managing and operating technological and security infrastructure. Branix is responsible for the administration and protection of critical systems, ensuring operational continuity and data integrity. Its specialized personnel remain continuously updated on cybersecurity practices, enabling timely and effective responses to emerging threats.

The current cybersecurity architecture is comprehensive, covering endpoints, servers, network infrastructure, and cloud environments. Kaspersky Next EDR Optimum is used to provide advanced prevention, detection, and response capabilities, complemented by managed firewalls and IDS/IPS systems for traffic monitoring and control.



The technological infrastructure is hosted on Microsoft Azure, ensuring high standards of security, access control, and availability, along with backup mechanisms through Azure Backup to guarantee data recovery in case of incidents. Additionally, internet-facing services are protected by Cloudflare as a Web Application Firewall (WAF), mitigating threats such as Ddos attacks and web application vulnerabilities.

As part of a preventive strategy, periodic assessments are conducted using Nessus for infrastructure vulnerability scanning, alongside methodologies based on OWASP standards for web application security evaluations.

A Data Protection Policy aligned with the Ley Federal de Protección de Datos Personales en Posesión de los Particulares (LFPDPPP) establishes principles of lawfulness, purpose limitation, proportionality, quality, and security. This policy defines clear controls, including access management to systems and databases, ongoing employee training, and continuous review of security protocols, ensuring that personal data is processed transparently, only for legitimate purposes, and with appropriate technical, administrative, and physical safeguards.

During 2025, no data breaches, thefts, or losses involving personal data of clients, employees, or suppliers were recorded. No incidents compromised the security, integrity, or confidentiality of managed information. This outcome reflects the effectiveness of preventive controls, including cloud infrastructure, firewalls, and access management, as well as the proper implementation of the Data Protection Policy.

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Current cybersecurity commitments and controls include:

- **Legal Compliance:** Policy aligned with LFPDPPP, including processes for ARCO rights management and consent handling.
- **Technical and operational security:** Access control privilege segmentation, and monitoring systems to detect threats to information security.
- **Continuous training:** Ongoing programs to raise employee awareness on data protection.
- **Continuous Improvement:** Regular review and updating of security protocols and protection measures.

These elements are integrated within a broader risk management and continuous improvement framework. As part of this approach, Mexlog is currently undergoing ISO 27001 certification, reinforcing its commitment to information security and alignment with international standards. Collectively, this model strengthens the organization's security posture, protects critical information, and ensures compliance with client and partner requirements.



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5.6 Sustainable Value Chain

GRI 3-3, 204-1, 308-2, 403-7, 414-1, 414-2



A responsible value chain is fundamental to maintaining reliable service, meeting client expectations, and strengthening ESG performance. Its relevance lies in the direct impact that suppliers, contractors, and business partners have on service quality, regulatory compliance, and the mitigation of environmental, social, and operational risks. In 2025, a significant step forward was taken by incorporating baseline sustainability criteria into the onboarding process for new suppliers and strengthening oversight through Procurement, Materials Management, and ESG functions, promoting practices aligned with standards of ethics, safety, and compliance.

As part of this effort, a progressive sustainable procurement approach was implemented, integrating environmental, social, and governance criteria into decision-making processes. Preference is given to suppliers with environmental certifications, the use of recycled or lower-impact materials is encouraged, and periodic evaluations are promoted in areas such as ethics, labor rights, and sustainable practices. In parallel, the procurement team has been trained on ethics, compliance, and due diligence, despite the absence of a fully formalized responsible sourcing policy. This approach allows gaps to be addressed while advancing toward a more structured framework.

Health and Safety in the Value Chain

Health and safety considerations are integrated into supplier selection and management processes. Prior to formalizing any commercial agreement, suppliers are assessed based on incident history, compliance with local regulations, and risk prevention measures. In addition, on-site inspections and audits are conducted to verify working conditions and the proper use of personal protective equipment (PPE). Where improvement areas are identified, corrective actions or training are required. Suppliers that fail to meet established standards may be excluded from future contracts.

Environmental and Social Impacts in the Value Chain

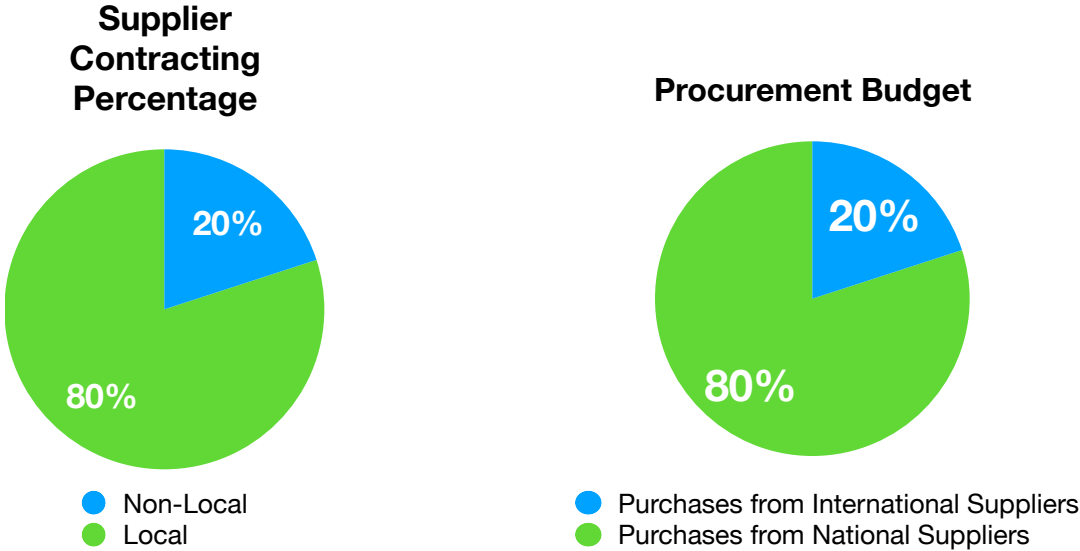
In 2025, a preliminary assessment of environmental and social impacts was conducted on a selected group of critical suppliers (representing approximately 10%–20% of the total supplier base) to identify potential impacts associated with their operations. The assessment identified potential risks related to transport emissions, use of non-recyclable packaging, waste generation, and labor or safety conditions. None of these impacts were classified as significant, and therefore no remediation plans or contract terminations were required.

These results establish a baseline for progressively expanding both the scope and depth of supplier assessments in future reporting cycles.

Suppliers

Supplier sourcing prioritizes local providers—those operating in the same regions where Mexlog maintains operations—while maintaining a broader preference for national suppliers. The remaining procurement is sourced from international suppliers for specialized goods and services. This approach enhances supply chain efficiency, reduces lead times, and contributes to the economic development of the communities where operations take place.

The distribution of suppliers is presented below:



Progress achieved in 2025 represents a solid first step toward building a robust responsible supply chain model. By 2026, ESG evaluations will become mandatory in supplier onboarding and renewal processes, the scope of environmental and social audits will be expanded, and health and safety monitoring will be reinforced through defined metrics and action plans. These actions aim to ensure that the entire supply network operates under standards of ethics, sustainability, and safety aligned with Mexlog’s corporate strategy.

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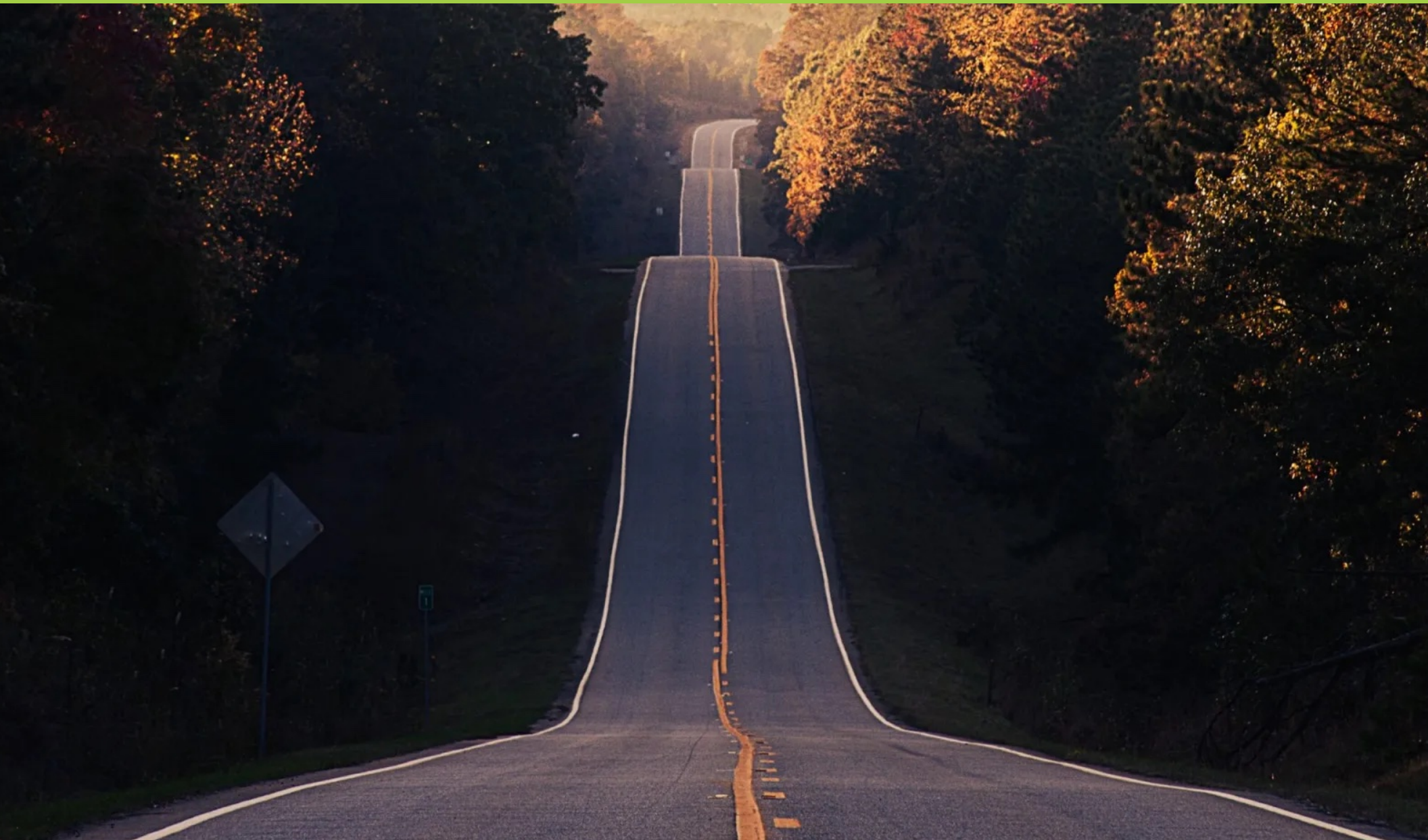
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6.1. Emissions

GRI 3-3, 305-1, 305-2, 305-3, 305-5

SASB TR-RO-110a.1, TR-RO-110a.2

NIS A1, A2, A3



At Mexlog, emissions management is a strategic priority due to the central role our logistics operations play in fuel consumption and greenhouse gas (GHG) emissions generation. Reducing emissions allows us to meet the expectations of key clients, anticipate future regulations, and strengthen operational efficiency. Under this approach, we have consolidated a comprehensive strategy that combines logistics planning, operator training, and intensive use of technology to measure, analyze, and improve our performance.

In line with our Environmental Policy, we maintain explicit commitments: reducing fossil fuel consumption through route optimization and improved operational performance; continuously training employees and operators in efficient driving practices; ensuring compliance with applicable emissions regulations; and permanently monitoring fuel consumption and associated emissions as a foundation for continuous improvement.

During 2025, we continued implementing a management model supported by telematics and operational analytics. We use the Samsara fleet management platform, integrated with Mexlog 3.0, to track fuel consumption, mileage, and vehicle performance, with monitoring responsibilities assigned to operational and planning teams. We also strengthened consumption traceability through real-time integrations with fuel suppliers and automated fuel allocation and dispatch within Mexlog 3.0, improving the quality and consistency of data used for GHG emissions calculations. These technological capabilities are complemented by operational measures such as route optimization, efficient driving training, and internal fuel consumption controls, all contributing to emissions containment.

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GHG Emissions Reduction Initiatives

Our GHG emissions reduction initiatives focus on improving transport efficiency and strengthening environmental performance control across our fleet.

Route and Logistic Optimization

Implementation of route planning strategies that reduced fuel consumption and, consequently, CO₂ emissions.

Load Factor Improvements

Increase in the number of units transported per trip through the preferential use of tricuernas and cuatricuernas, enabling more efficient use of available hauling capacity in each operation, reducing trips, optimizing fuel consumption, and lowering emissions intensity both per kilometer traveled and per unit transported.

Efficient Driving Trainings

Training program for drivers focused on driving practices that reduce fuel consumption and emissions.

Use of technological tools for monitoring

Implementation of telematics systems to improve control over vehicle performance and their environmental impact.

We have defined route optimization and load factor improvement as operational priorities. These measures indirectly contribute to containing direct emissions and strengthening our overall environmental performance.



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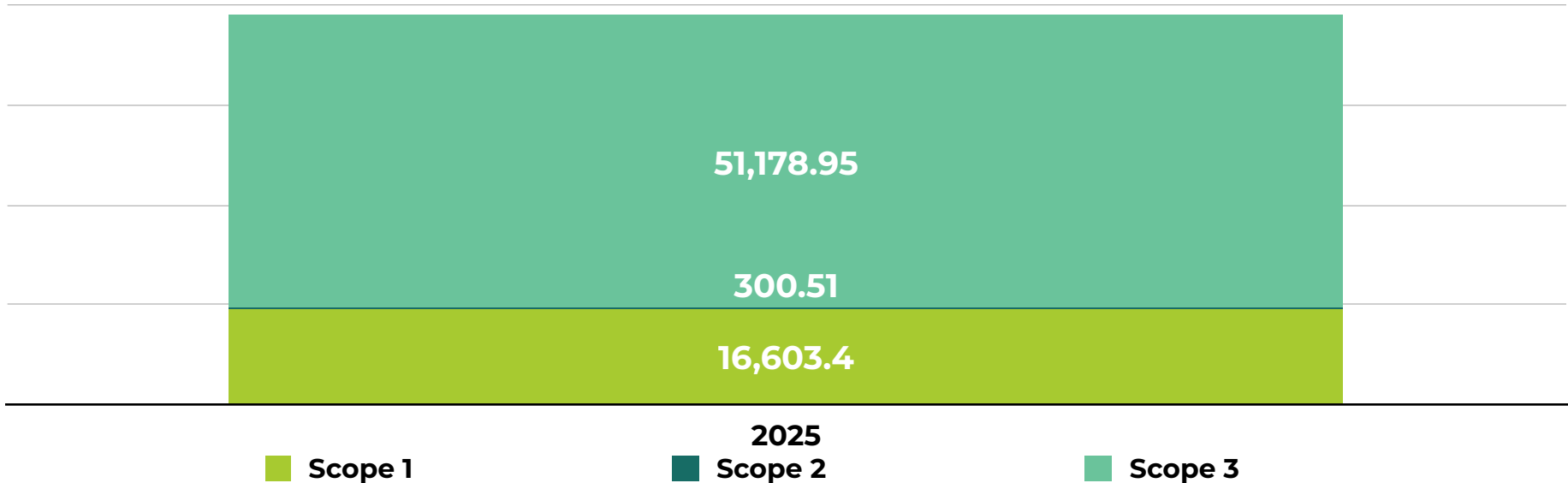


Mexlog GHG Emissions

We have calculated our GHG emissions across Scopes 1, 2, and 3 in accordance with the GHG Protocol, applying an operational control approach to account for 100% of emissions from operations under our authority. This comprehensive approach allows us to more accurately reflect the impacts of our operations and value chain on Mexlog's carbon footprint.

In 2025, we emitted a total of 68,082.86 tCO₂e, of which 24% corresponded to direct emissions. The breakdown is as follows:

Trends in GHG emissions: Total (Scope 1¹ + 2² + 3) 68,082.86



1 For Scope 1 emissions from sources used by Mexlog, the following greenhouse gases (GHGs) are accounted for and reported: CO₂, CH₄, N₂O, and HFCs. Emission factors are sourced from SEMARNAT and the IPCC Guidelines for National Greenhouse Gas Inventories.

2 The Mexican electricity grid emission factor for 2024 was used, as the 2025 factor has not yet been published.

Regarding scope definitions:

Scope 1 includes emissions from fuel consumption in our owned or operationally controlled fleet, as well as refrigerants and fire extinguishers.

Scope 2 includes indirect emissions from purchased electricity used in our facilities.

Scope 3 includes other relevant indirect emissions across our value chain, specifically:

- **Category 1:** Purchased goods and services
- **Category 2:** Capital goods
- **Category 3:** Fuel- and energy-related activities (not included in Scopes 1 and 2)
- **Category 6:** Business travel

Category 9: Downstream transportation and distribution

In future reporting cycles, we will incorporate waste-related emissions, which were not included this year. This expanded scope will allow for a more accurate representation of the impacts of our logistics and procurement activities.

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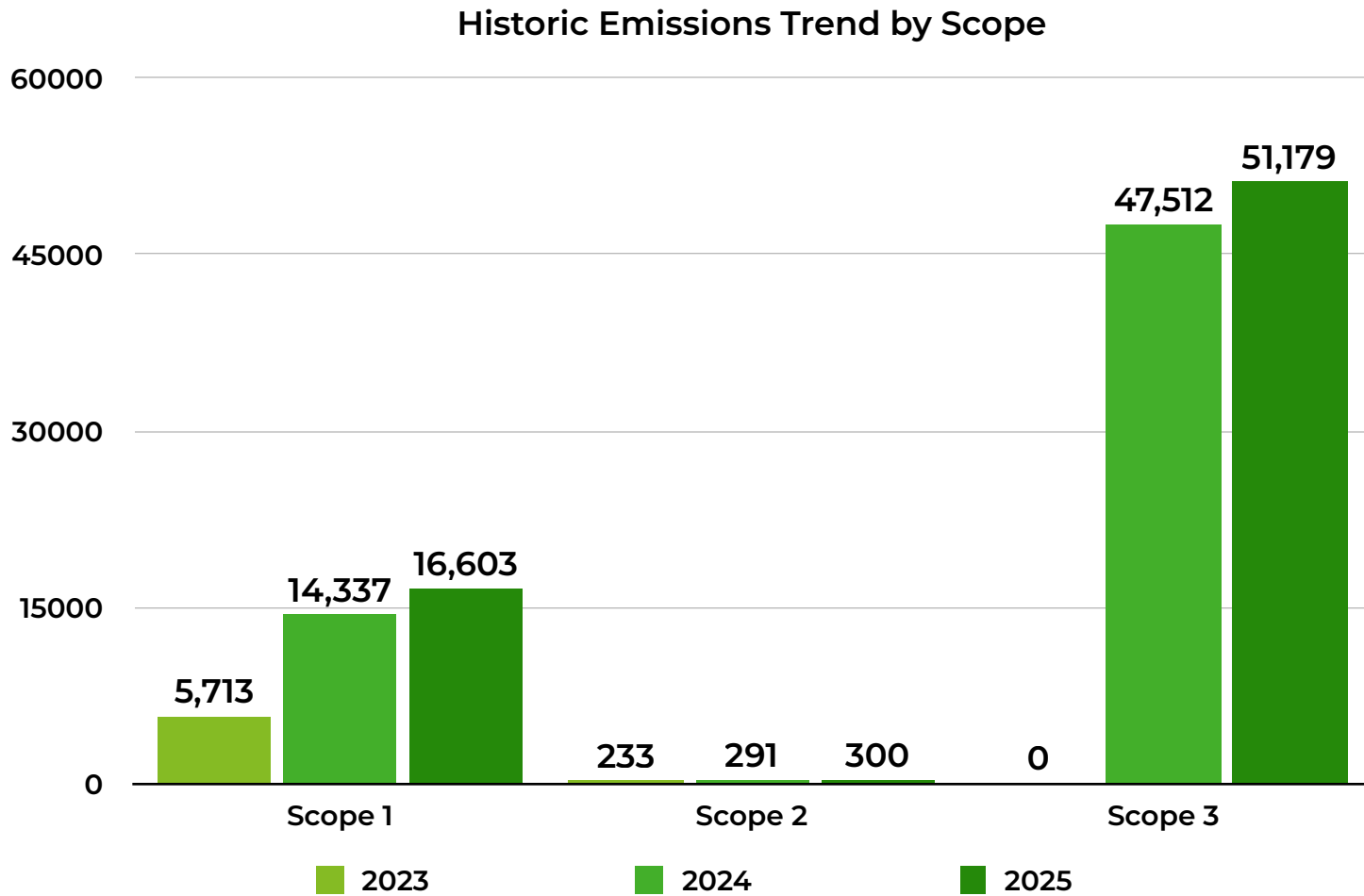
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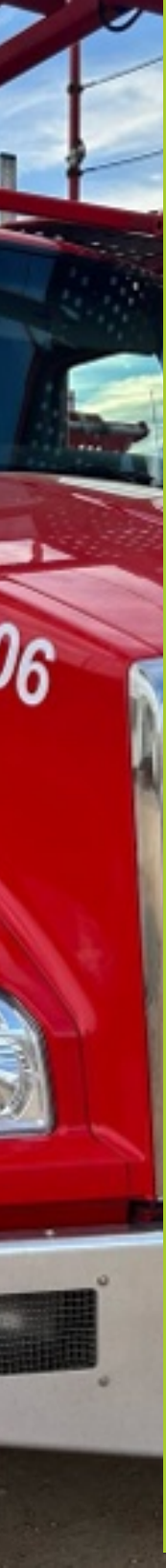
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GHG Emissions Trend

Below is a comparison of GHG emissions across Scopes 1, 2, and 3 for 2024 and 2025, illustrating the year-over-year evolution of our carbon footprint. This analysis highlights variations associated with operational performance, transport volume, and overall logistics activity. It is also important to note that Scope 3 now includes additional categories beyond Category 9, such as Categories 1, 2, 3, and 6.





To provide context on relative performance, we present emissions intensity trends using kilometers traveled and units transported as operational denominators: ³

Parameter	2024	2025
Total emissions (tCO₂e)	62,180.99	68,082.86
Kilometers traveled	49,488,333	51,528,610
Intensity (tCO₂e/km)	0.0012	0.0013
Units transported	310,883	428,802
Intensity (tCO₂e/unidad)	0.2	0.16

Overall, these results demonstrate tangible progress toward a more efficient operation with lower emissions intensity, even in a context of increased logistics activity. Reduced energy consumption per unit of service, combined with the gradual incorporation of renewable energy and increasingly data-driven decision-making, strengthens Mexlog’s ability to operate with a lower environmental impact and continue advancing toward a more robust energy strategy aligned with ESG objectives.

³ In the calculation of our relative performance indicators, only Scope 1 emissions—derived from fuel consumption—are considered.

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Scope 3 Emissions

For the first time, Mexlog conducted a Scope 3 emissions screening based on a relevance analysis of the fifteen categories defined by the GHG Protocol. Based on this assessment:

- Categories 1, 2, 5, 6, and 9 were identified as relevant
- Categories 3 and 7 were considered non-relevant
- The remaining categories were deemed not applicable

Based on this prioritization, we collected internal data to estimate emissions for each relevant category:

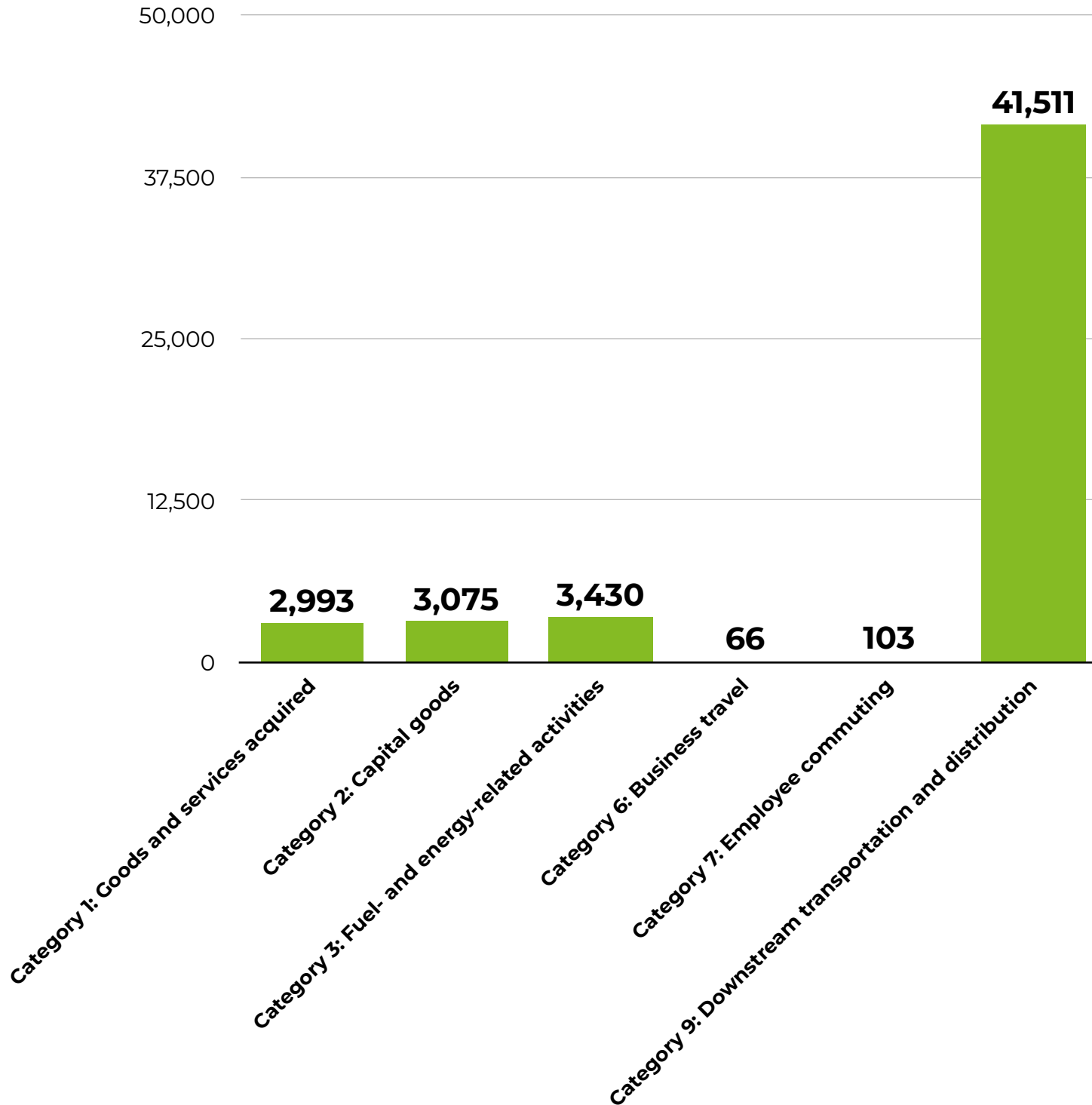
- **Categories 1, 2, and 6:** estimated using spend-based data (maintenance, PPE, IT equipment, office supplies, outsourced services, business travel, etc.)
- **Category 3:** calculated using electricity, gasoline, and diesel consumption
- **Category 5:** excluded due to insufficient waste data
- **Category 7:** estimated through an employee survey on commuting patterns
- **Category 9:** estimated based on gasoline consumption of client vehicles operated by Mexlog personnel

As a result, we obtained a comprehensive first estimate of Scope 3 emissions totaling 51,179 tCO₂e, primarily concentrated in:

- Category 9: 81.11%
- Category 3: 6.70%
- Category 2: 6.01%

This exercise represents a critical step forward in strengthening the measurement, management.

Screening categories 1 to 14 scope 3 (tCO2e)



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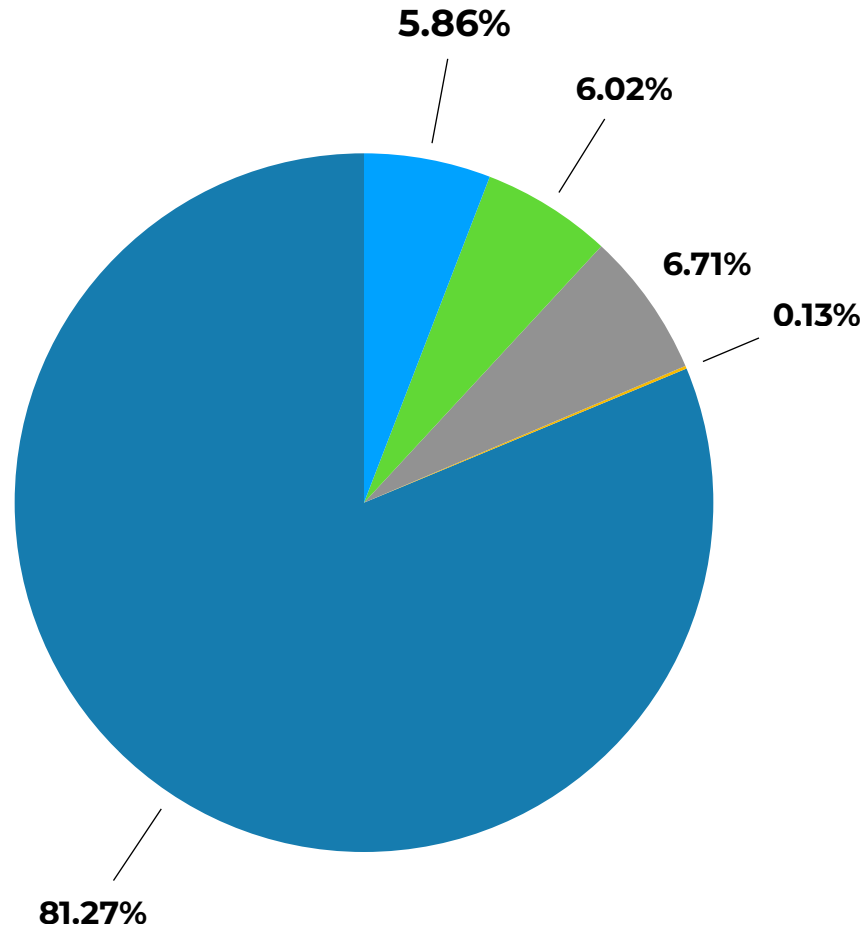
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Screening categories 1 to 14 scope 3 (tCO2e)



- Category 1: Goods and services acquired
- Category 2: Capital goods
- Category 3: Fuel- and energy-related activities
- Category 6: Business travel
- Category 7: Employee commuting



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6.2. Climate Change

GRI 3-3, 102-1, 102-2, 102-4



At Mexlog, we recognize that climate change represents one of the most significant challenges to the continuity and efficiency of our logistics operations. Its potential impact on infrastructure availability, route stability, operating costs, and the expectations of strategic clients requires us to anticipate risks and strengthen our adaptive capacity.

The incorporation of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) allows organizations to assess climate-related risks and opportunities, and we take this into account in our approach. These recommendations promote transparency and the disclosure of relevant financial information related to climate impacts, facilitating better decision-making and strengthening the confidence of investors and other stakeholders. Accordingly, we integrate climate management into our preventive risk approach by identifying and addressing climate-related risks and opportunities, considering both regulatory changes associated with the transition to low-carbon economies and the physical effects of extreme weather events.

Strategy

We have established differentiated time horizons to assess climate-related risks and opportunities:

Short term (1–3 years): focused on immediate operational risks, regulatory compliance, energy efficiency, and environmental performance of the fleet and administrative processes.

Medium term (3–5 years): focused on gradual asset renewal, adoption of more efficient technologies, evolving climate regulations, and changing expectations from clients and suppliers.

Long term (more than 5 years): considers structural climate impacts such as changes in climate patterns, accumulated physical risks to infrastructure, and the transition toward lower-emission transport models, recognizing that climate change effects typically materialize over this horizon.

This framework enables the integration of climate considerations into operational planning, investment processes, and strategic decision-making, with direct involvement from Operations, Logistics Planning, Process Management, Finance, and ESG teams.

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Identification and Management of Climate Risks and Opportunities

To identify, assess, and manage climate risks, we apply our corporate methodology based on the FMEA (Failure Mode and Effects Analysis) matrix, aligned with ISO 9001:2015. This process incorporates both physical risks, associated with extreme weather events, and transition risks, derived from regulatory, technological, or market changes. Each risk is evaluated based on severity, likelihood, and detectability, enabling prioritization of mitigation, adaptation, or monitoring actions.

Transition risks may influence business strategy by requiring process adaptation, asset renewal, and compliance with stricter environmental regulations. These factors may lead to additional investments, operational adjustments, and potential increases in costs related to fossil fuel use or energy efficiency requirements. Likewise, physical risks may affect operational continuity, delivery times, and transport safety, directly impacting service levels and client relationships.

We have identified key potential impacts of climate change on our business:



Business Impact

- **Regulatory and market transition:** potential increases in costs due to emissions and fuel regulations, along with higher environmental expectations from clients and OEMs, driving investments in operational efficiency and asset modernization.
- **Physical risk:** extreme weather events that may disrupt operations, affect transport safety, and impact delivery times, requiring stronger adaptation and response plans.



Strategic Impact

- **ESG integration into decision-making:** progressive incorporation of climate criteria into supplier selection, logistics planning, and investment prioritization.
- **Digital capabilities to measure and reduce footprint:** expansion of telematics, fuel traceability, and real-time analytics to support emissions reduction and strengthen competitive positioning.



Value Chain Impact

- **Energy sourcing and costs:** the transition to cleaner energy sources may affect availability and pricing of critical inputs, requiring contractual and planning adjustments.
- **Client expectations:** increasing demand for emissions measurement and transparency in transport services, requiring enhanced reporting capabilities.
- **Logistics infrastructure:** need for adjustments in routes, yards, and assets to operate with greater resilience and adopt more efficient mobility technologies.

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Innovation, technology, and digital transformation enable us to identify risks and opportunities that strengthen both operational efficiency and environmental performance. Route optimization, load factor improvement, adoption of more efficient technologies, and reduced fuel consumption generate operational savings and enhance logistics resilience. Operating more sustainably also increases access to green or sustainable financing by demonstrating stronger environmental performance aligned with market expectations. Together, these advances strengthen our value proposition and support a sustainable competitive advantage in the medium and long term.

At Mexlog, we aim to strengthen risk management related to climate impacts through preventive operational risk management and the integration of climate considerations into strategic planning. While we do not yet conduct formal quantitative climate scenario analysis, we qualitatively assess different assumptions regarding climate evolution and energy transition to anticipate potential operational impacts. This preliminary approach helps guide decision-making while we progress toward a more structured assessment.

We maintain operational targets that contribute to mitigation—such as transport efficiency, route optimization, and responsible energy use is considered a next step in the evolution of our ESG strategy.



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6.3. Energy

GRI 3-3, 103-1, 103-2, 103-3, 103-4, 103-5, 302-1, 302-3, 302-4,
SASB TR-RO-110a.3

NIS A4, A5, A6



For Mexlog, energy management is critical as it directly impacts operational efficiency, business costs, and the environmental performance of our logistics operations. In a context of increasing client expectations and evolving regulation, reliable measurement, consumption traceability, and energy efficiency initiatives enable us to reduce risks and maintain competitiveness.

Our Environmental Policy establishes commitments to optimize energy consumption through automation, proper equipment maintenance, and best practices. It also promotes the use of renewable energy where feasible and continuous improvement in energy performance as part of operational and environmental management.

Electricity Consumption Reduction Initiatives

In 2025, we launched a self-consumption photovoltaic system at the Mexicali terminal and strengthened energy use control in offices and facilities through smart switches, sensors, and thermostats. In parallel, we upgraded lighting systems to reduce consumption and enhanced internal monitoring processes to support efficiency decisions and prioritize projects with the highest operational and environmental return.

The CFE platform serves as our primary source for electricity consumption tracking by facility, enabling trend analysis and identification of improvement opportunities. Since December 2, 2025, solar panels at the Mexicali terminal have begun displacing part of the grid energy consumption, establishing a foundation for gradual renewable adoption at other sites based on technical and economic feasibility.





Fuel Consumption Reduction Initiatives

In 2025, we strengthened our approach to reduce fuel consumption per kilometer and per unit transported by combining operational analytics, real-time monitoring, and improved driving practices. Fleet telematics were integrated into Mexlog 3.0 with real-time connections to fuel suppliers, enabling consolidated control over dispatch and allocation per trip. This traceability allows us to detect consumption deviations, calibrate operational parameters, and improve data quality for decision-making.

Advanced trip-level monitoring evaluates acceleration, speed, turns, idling, and route-specific consumption, allowing more accurate fuel estimation per trip. This visibility helps mitigate risks such as fuel theft or misuse, detect unauthorized extraction, and respond immediately to prevent recurrence. Additionally, we continue using DEF (Diesel Exhaust Fluid) in applicable units as part of emissions control.

We also maintain a driver training program focused on efficient driving practices, aligned with telematics insights and route-specific needs. Identified improvement areas trigger targeted training sessions to refine driving techniques, anticipate braking, and optimize gear shifting. This approach translates data insights into tangible fuel savings and safer operations.

We continue prioritizing load factor optimization to transport more units per trip and reduce unnecessary trips. We also optimize return trips by incorporating backhaul loads when feasible, avoiding empty runs. These measures reduce fuel intensity per kilometer and per unit transported, strengthening our value proposition with a more efficient and environmentally responsible service.

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Energy Consumption at Mexlog

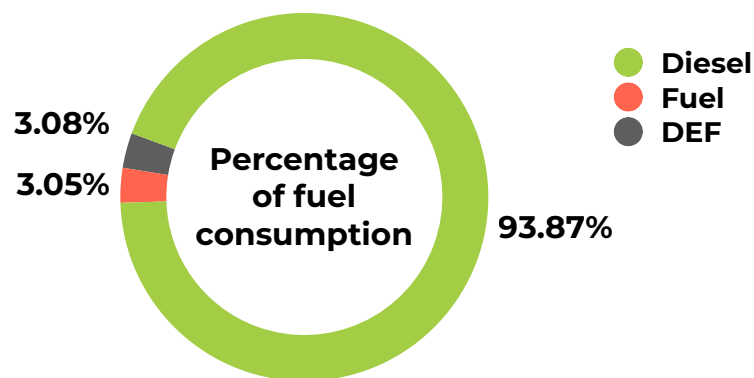
Below is the total energy consumption for 2025, including fuels, electricity, and renewable energy from the self-consumption solar system at the Mexicali terminal (19.703 MWh), estimated based on reduced grid electricity consumption following system implementation:

Energy Type	Consumption (MWh) ⁴
Diesel	57,327.5448
Gasoline	1,519.672
Purchased electricity	676.83
Solar (Mexicali-self consumption) ⁵	19.703

Regarding fuel consumption, we used 5,308,106 liters of diesel which is the primary energy source for our operations, and 172,690 liters of gasoline for auxiliary units. Additionally, we used 174,195 liters of Diesel Exhaust Fluid (DEF), a mixture of deionized water and 32.5% urea. This additive is used in diesel vehicles equipped with selective catalytic reduction (SCR) systems to neutralize nitrogen oxides (NOx) and improve fleet environmental performance.

⁴ For diesel conversion, a factor of 0.0108 MWh per liter was used, based on references from the U.S. Department of Energy, as well as conversion factors commonly applied in carbon footprint reporting frameworks such as the Environmental Protection Agency and the Intergovernmental Panel on Climate Change. For gasoline, a conversion factor of 0.0088 MWh per liter was applied, using data from the U.S. Department of Energy, the Intergovernmental Panel on Climate Change, and guidance from the Greenhouse Gas Protocol.

⁵ The solar energy record corresponds to the period from the system's activation in Mexicali through the end of the reporting year. Renewable energy consumption was estimated based on the reduction in grid electricity use following the commissioning of the photovoltaic system in Mexicali, under comparable operating conditions.



To provide context for our relative performance, the following table presents the evolution of energy intensity (energy/activity) between 2024 and 2025, using kilometers traveled and units transported as operational denominators:

Parameter	2024	2025
Total energy (MWh)	49,404	59,524
Kilometers traveled	49,488,333	51,528,610
Intensity (MWh/km)	0.0009	0.0011
Units transported	310,883	428,802
Intensity (MWh/unidad)	0.15	0.13

Between 2024 and 2025, a 2% increase in electricity consumption was observed, primarily associated with the full-year operation of the Nogales Terminal. In Mexicali, grid electricity displacement due to solar generation began in December 2025. Monitoring throughout 2026 will allow for a full-year assessment of the impact of photovoltaic self-consumption on the electricity balance.

Our roadmap prioritizes scalable self-consumption solutions where technical and economic feasibility exists. The Mexicali experience represents a first step and will serve as a benchmark to evaluate replication across other sites, alongside the continuous strengthening of energy efficiency measures in offices and facilities. This approach aims to reduce dependence on the grid, stabilize costs, lower energy intensity per unit of service, and improve the overall environmental performance of the business.

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6.4 Sustainable Operations

GRI 3-3

NIS A7, A8, A9, A10, A11



Sustainable operations are part of the integrated approach through which Mexlog manages its logistics activities, encompassing yard operations, route planning, and the use of resources such as fuel, energy, and water. This approach is supported by innovation, technology, and digital transformation to improve efficiency, strengthen safety and service quality, and reduce environmental impacts associated with daily operations. While many specific initiatives are detailed in the energy and emissions sections, they are consolidated here as part of our operational model.

Throughout 2025, we strengthened several initiatives aimed at improving transport efficiency and yard processes through the systematic use of telematics, digitalization of workflows, and continuous route optimization.

Route Optimization

Through the Samsara platform, we enhanced real-time traceability, data analytics, and the ability to adjust operational decisions based on evidence. This system enables monitoring of key indicators such as fuel consumption, idling time, driving behavior, and asset performance, directly contributing to operational improvements and emissions reduction, as detailed in the environmental section of this report.

Route optimization has also been integrated as a standard operational practice, prioritizing efficiency in time, distance, and fuel consumption while maintaining strict safety criteria. Samsara allows us to evaluate route alternatives based on performance and safety conditions, ensuring the integrity of both drivers and transported units. As highlighted throughout this report, we complement this approach by improving load factors, reducing unnecessary trips, and maximizing hauling capacity per trip. These measures have contributed to reducing fuel intensity per kilometer and per unit transported, while strengthening operational responsiveness and service quality.

Yard Management

Process digitalization has also been a key pillar of our sustainable operations, significantly reducing paper usage through electronic reporting, automated workflows, and real-time operational traceability. This transition supports both administrative and environmental efficiencies and is complemented by investments in more efficient infrastructure.

In this regard, the implementation of new technologies has established a foundation for evaluating replication across other yards based on technical and economic feasibility.

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Metrics

The impact of these initiatives is already measurable. In 2025, the combination of telematics, route optimization, load factor improvements, and efficient driving training resulted in a 9.23% reduction in total fuel consumption compared to 2024. These improvements are also reflected in lower emissions intensity per kilometer and enhanced fleet performance, reinforcing the link between efficiency, sustainability, and competitiveness..

Parameter	2024	2025
Total fuel consumption(L) ⁶	21,776,164	19,766,338
Total distance (km)	49,488,333	51,528,610
Intensity ratio (L/km)	0.44	0.38

Through these actions, we continue advancing toward an operating model that integrates logistics efficiency, digitalization, safety, and environmental stewardship. Data generated through systems such as Samsara not only drives operational improvements but also enhances route safety and service quality by enabling data-driven decision-making. This strengthens our ability to measure performance, respond effectively to operational conditions, meet client expectations, and consistently advance our ESG strategy.

⁶ The fuel consumption also integrates our clients' trucks, transported by Mexlog from their OEMs to final destination, as part of our core service



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6.5 Waste Management

GRI 3-3

NIS A14, A15, A16



Waste management is becoming increasingly relevant for Mexlog due to the nature of our operations and the materials used in logistics and fleet maintenance. Proper waste management allows us to minimize environmental risks, ensure regulatory compliance, and improve resource efficiency. As our ESG strategy matures, we recognize the need for accurate data to effectively measure and manage waste generated across our terminals and operations.

Our Environmental Policy promotes process control, regulatory compliance, and continuous environmental performance improvement. In line with these principles, during 2026 we will work on establishing a formal waste tracking system, including volume, composition, and classification. Our operations may generate both hazardous waste—such as lubricants, used oils, filters, and other maintenance-related materials—and non-hazardous waste, including wood, cardboard, plastic packaging, and materials used for securing cargo. This traceability will enable us to define improvement pathways and ensure proper handling in accordance with applicable regulations.

We have also identified opportunities to reduce costs and environmental impacts through the progressive replacement of disposable materials—such as wood used for securing vehicles—with reusable or more durable alternatives. These measures contribute to waste reduction, resource efficiency, and more sustainable operations.

Regarding fleet-related waste such as tires, filters, and automotive fluids, we plan to strengthen disposal practices through authorized facilities that promote recycling and proper hazardous waste management, ensuring traceability and compliance. In parallel, we will enhance internal awareness to promote waste segregation, responsible handling, and reduction practices across terminals and offices.

Through these efforts, we are laying the groundwork for a more comprehensive waste management system aligned with operational efficiency and environmental responsibility, which are core to our ESG strategy.

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7.1. Talent Management

GRI 2-7, 2-8, 3-3, 202-1, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 405-2
NIS B1, B2, B3, B4, C2



At Mexlog, we view talent management as a strategic pillar that drives our growth and strengthens our competitiveness by developing the potential of our employees in an inclusive, safe environment focused on both personal and professional growth. We understand that our success depends directly on the commitment, experience, and professional development of our people, which is why we continuously work to provide them with the tools, development opportunities, and support they need to reach their full potential.

Additionally, we recognize that a strong organizational culture is essential to attracting, developing, and retaining top talent. Therefore, we promote a work environment based on open communication, equal opportunities, continuous training, and ongoing improvement, ensuring that every individual has the conditions necessary to perform safely, efficiently, and with motivation.

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Strategic alignment with labor practices

Our alignment strategy is based on the clear definition and communication of corporate policies and objectives, including those related to talent management. We maintain constant communication across all levels of our organization to ensure that every employee understands the strategic direction while also having the opportunity to express concerns and ideas that strengthen our operations. This process creates a virtuous cycle that allows us to identify organizational needs and areas for improvement in a timely manner.

Leaders across all areas and hierarchical levels drive this vision, ensuring that the message reaches each team consistently and in a timely manner. We also rely on indicators that allow us to detect deviations from our targets and take corrective and preventive actions, always promoting employee participation and operating within the applicable legal framework.

Talent development and management strategy

Our development strategy begins with identifying the requirements of each role and analyzing skill gaps between job demands and employees' current competencies. Based on this assessment, we design individual development plans that enable direct supervisors to monitor progress, provide guidance, and ensure that growth is both effective and measurable.

We complement these efforts with training programs aligned with the operational and strategic needs of each area, strengthening key skills and preparing employees for future growth opportunities. In addition, all vacancies and new positions are communicated internally without distinction by role, area, or location, promoting internal mobility and equal opportunity across our organization.

Driving simulators

With the aim of strengthening the skills of our drivers, we integrate advanced technology through driving simulators located at our terminals in Mexicali and Escobedo. These tools enable safe training in real road scenarios, enhancing decision-making, reducing accident risks, optimizing fuel consumption, and improving preparedness for emergency situations.

In-house instructors

We seek to empower employees with leadership potential by developing them into internal instructors, even if they are not part of the Human Resources area. This program strengthens internal knowledge transfer and expands training capacity within the organization.

Mexlog's development strategy

We provide employees with access to educational opportunities within the workplace at no cost for those who wish to complete their basic education. In addition, we have transparent and equitable processes for requesting support for professional education, promoting academic growth and career mobility.

Operative talent management

Mexlog's internal programs, such as PAMO (Accelerated Operational Multi-Skills Program) and Assembly Categories, strengthen the capabilities of operational personnel across all terminals. These initiatives allow us to address development needs in the most critical areas of our operations in a timely and effective manner.

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In line with these goals, Mexlog remains committed to providing a positive, inclusive work environment focused on personal and professional development. To achieve this, our internal talent management policy emphasizes equity, diversity, transparency, and continuous growth as key elements of organizational performance. We are committed to investing time and resources in the development of our employees, promoting effective evaluation and feedback processes, fostering technological innovation, and strengthening social responsibility in the communities where we operate.

In 2025, we conducted an employee engagement survey with the participation of 912 out of our 1,300 employees. The survey, consisting of 39 questions covering well-being, organizational commitment, strategy, and recognition, achieved an average score of 3.94 out of 5, reflecting a positive perception of the work environment.

At the same time, we conducted a survey in accordance with NOM-035 to identify, analyze, and prevent psychosocial risk factors in the workplace, with the same level of participation. The results indicated a medium-risk classification. Based on these findings, we implemented the “Positive Environment” campaign, focused on promoting behaviors that strengthen respect, warmth, and collaboration. This initiative was carried out over 33 weeks and reached 1,263 employees.

Another key achievement was the “Middle Management Training Program,” aimed at supervisors, coordinators, junior managers, and department heads. Delivered over six months through biweekly sessions, the program provided practical tools for team management, problem-solving, planning, and project execution. A total of 83 leaders participated, strengthening leadership capabilities across our organization.

Workforce and Benefits

When comparing 2024 and 2025 data, we observed relevant changes in gender distribution within Mexlog. In 2024, our total workforce consisted of 1,746 employees, of whom 10% were women and 90% were men, reflecting a gap, particularly in operational areas. In contrast, administrative roles showed higher female participation, with 31% women and 69% men, although this still represented a significant challenge due to the nature of the transportation and logistics sector.

In 2025, our workforce consisted of 155 women and 1,138 men, totaling 1,293 employees. This reflects progress in female representation, increasing from 10% in 2024 to 12% in 2025. Compared to 2024, we recorded a 26% reduction in total headcount.

From an operative perspective, operational roles included 30 women and 873 men, while administrative roles included 120 women and 246 men. Additionally, we had 149 permanent female employees and 6 temporary female employees, as well as 1,096 permanent male employees and 42 temporary male employees.

	2024	Proportion	2025	Proportion	Changes
Female Employees	174	10%	155	12%	11% menos
Male Employees	1,572	90%	1,138	88%	27% menos
Total	1,746	100%	1,293	100%	26% menos

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Full-time employees at Mexlog receive benefits including life insurance, disability coverage, parental leave, retirement provisions, profit sharing, attendance bonuses, and savings funds, among others. Six employees made use of parental leave and subsequently returned to their roles. We also provide at least one week's notice for operational changes, and we do not have collective bargaining agreements.

The distribution between men and women highlights that female representation remains higher in administrative roles and underscores ongoing challenges in increasing female participation in operational positions, largely due to safety conditions inherent to the sector. Nevertheless, these results reinforce our commitment to advancing inclusion, diversity, and equal opportunity strategies.

We also maintain a commitment to pay equity. Both men and women have a salary ratio of 1.05 relative to the minimum wage in Mexicali, and there is a 1:1 gender pay ratio within the organization.

Comparing age distribution between 2024 and 2025, we observed shifts in Mexlog's generational structure.

In 2024, 22% of employees (381 individuals) were under 30, indicating a strong presence of young talent. The majority—58% (1,018 employees)—fell within the 30 to 50 age range, representing the core of operational capacity and experience. The remaining 20% (347 employees) were over 50, contributing valuable experience and institutional knowledge.





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In 2025, employees under 30 represented 17% of the workforce, reflecting a decrease due to the overall reduction in headcount. The 30 to 50 segment remained stable at 58%, while employees over 50 increased to 25%, further strengthening the organization’s experienced workforce base.

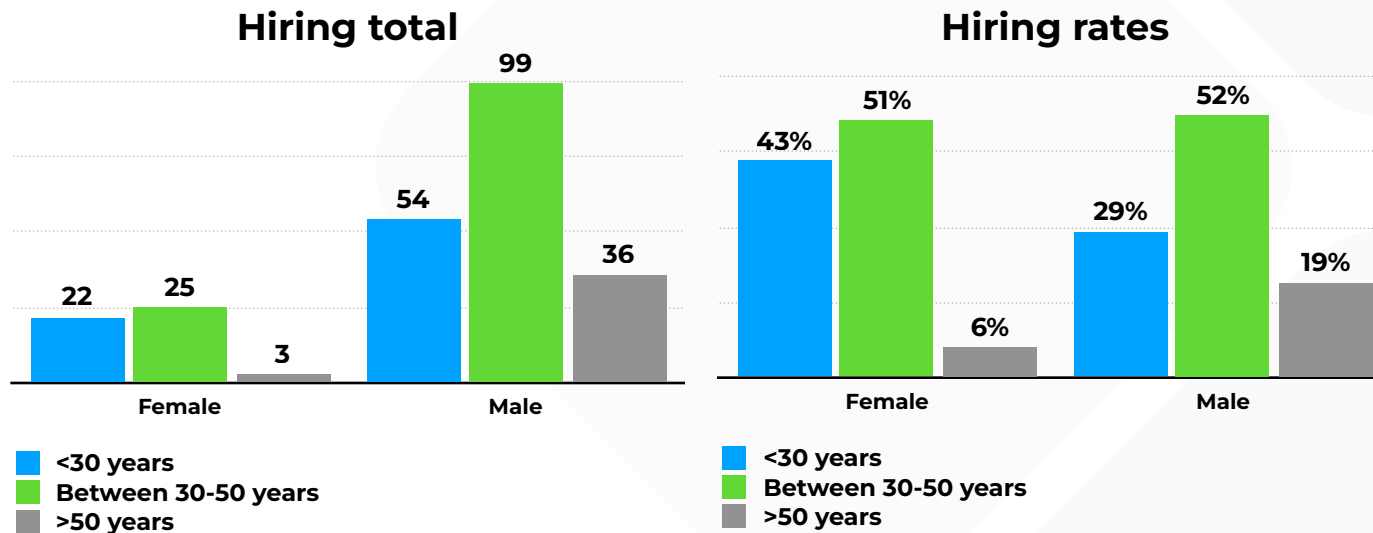
Category	Age	Female	Male
Operational staff	<30 years	5	136
Administrative staff		33	47
Management		1	0
Executives		0	0
Board Members		0	0
Operational staff	Between 30 and 50 years	23	519
Administrative staff		70	145
Management		2	9
Executives		1	4
Board Members		0	0
Operational staff	>50 years	2	218
Administrative staff		17	54
Management		1	1
Executives		0	4
Board Members		0	1

Hiring

Hiring trends between 2024 and 2025 show both a decrease in total hires and shifts in age distribution.

In 2024, Mexlog hired 879 employees, of whom 37% were under 30, 52% were between 30 and 50, and 11% were over 50.

In 2025, total hires decreased to 240. Of these, 31.7% were under 30, 52% were between 30 and 50, and 16.3% were over 50, indicating increased inclusion of more experienced personnel.



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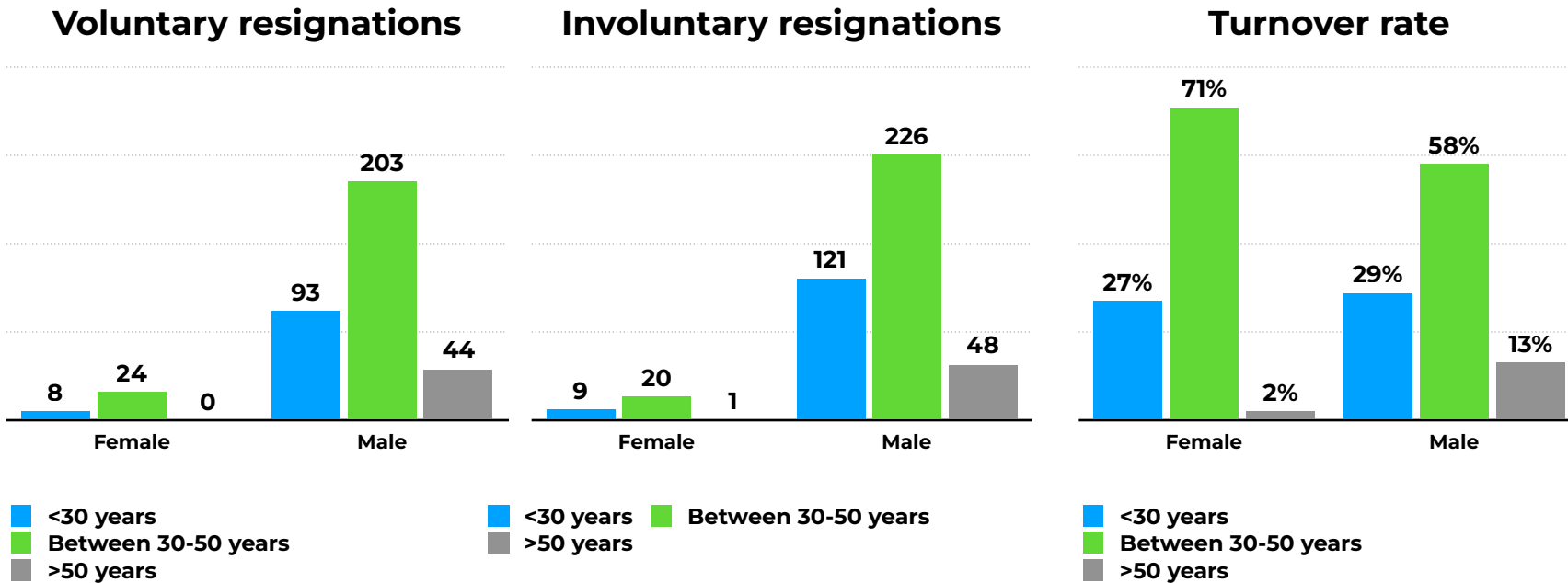
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Turnover

Comparing turnover data between 2024 and 2025, total separations decreased slightly from 804 to 797, reflecting improved workforce stability.

By age group, turnover among employees under 30 decreased from 32.2% to 29%. The 30 to 50 segment increased from 55.2% to 59.3%, while turnover among employees over 50 decreased from 12.6% to 11.7%.



Our workforce operates on a standard 48-hour workweek. In total, Mexlog employees worked 78,720 hours per week during 2025.

Training and Development Plan

At Mexlog, we recognize that developing our human capital is essential to ensuring operational continuity, organizational growth, and a workforce capable of addressing current and future challenges in the logistics sector.

Our training and development plan is designed to strengthen technical, operational, and leadership competencies across all areas of the company. It has a company-wide scope and includes differentiated training approaches based on job level: operational, administrative, managerial, and executive.

We combine regulatory training, core skill development, technical instruction, and internal programs that promote knowledge standardization and a culture of continuous learning.

The design of our training plan begins with a Training Needs Assessment (TNA), through which we identify operational, regulatory, technological, strategic, and individual development requirements. This assessment is developed through a structured and collaborative process, incorporating input from area leaders, performance evaluations, process changes, new tools, and strategic initiatives.

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Based on this analysis, we define specific learning objectives, role-aligned content, and methodologies adapted to each level of responsibility. The plan is periodically updated to ensure relevance and effectiveness, prioritizing initiatives that directly impact performance, strengthen critical business competencies, and promote internal mobility.

Additionally, we provide specific training on human rights-related policies and procedures; in 2025, 101 employees across nine work centers participated in these programs.

Currently, Mexlog does not have a formal end-of-employment transition plan for retirement or termination. However, we continue to evaluate alternatives to support employees during career transition stages in alignment with our commitment to employee well-being and respect for professional trajectories.

Comparing training results between 2024 and 2025, we observed a significant increase in total training hours delivered.

In 2024, we recorded more than 14,000 training hours through in-person sessions, online courses, audiovisual materials, and thematic communications, achieving 100% workforce coverage.

In 2025, we significantly strengthened this strategy, reaching over 36,000 training hours—more than double the previous year—while maintaining 100% employee coverage across all organizational levels.

	Category	Female	Male
Employees trained	Operational staff	42	1,109
	Administrative staff	64	178
	Management	6	22
	Executives	1	8
Training hours	Operational staff	718	28,913
	Administrative staff	1,952	4,397
	Management	39	153
	Executives	6	29
Average training hours per employee	Operational staff	17.1	26.1
	Administrative staff	30.5	24.7
	Management	6.5	7
	Executives	6	3.6

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7.2. Health and Safety

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10
 SASB TR-RO-320a.1, TR-RO-320a.2, TR-RO-320a.3, TR-RO-540a.1,
 NIS B5, B6



At Mexlog, we maintain a strong commitment to the health and safety of our employees, contractors, and other stakeholders. Managing this area is one of our top priorities and a fundamental pillar of the responsibility we assume toward everyone involved in our operations.

During 2025, we achieved significant progress, reducing the number of accidents by 20%, from 41 cases in 2024 to 33 in 2025. Likewise, as in 2024, we recorded zero fatalities due to workplace accidents and no serious injuries among employees or contractors.

Below are the main figures recorded during the year and their variation compared to the previous period:

	2024	2025	Variation
Fatalities due to workplace accidents	0	0	0%
High-consequence injuries	0	0	0%
Injuries due to workplace accidents	41	32	-22%
Injury rate (per 200,000 hours worked)	2.22 for every 200,000 hours	2.25 for every 200,000 hours	1%
Hours worked	3,690,110	2,935,073	-20%

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This performance enabled a reduction in the risk premium set by the Mexican Social Security Institute (IMSS) across seven of the eight employer registrations we manage. Additionally, the Nogales and Corporate terminals achieved their second consecutive year without incidents, reflecting a safer work environment and stronger adoption of preventive practices.

As part of our continuous improvement, we strengthened internal communication on health and safety. We expanded the scope of awareness sessions, training programs, and the dissemination of specialized materials, ensuring that all employees received key information at least twice a year. This strategy reinforced knowledge and ownership of safe operational practices across all organizational levels.

We also enhanced the training of Safety Brigades and Committees required by regulations, strengthening best practices in Search and Rescue, Evacuation, First Aid, and the Joint Safety Committee. Each group conducted in-person drills twice a year to reinforce emergency response capabilities.

Our strategy to improve Mexlog's health and safety management system focuses on strengthening a preventive culture, regularly updating procedures, and integrating occupational well-being programs. Continuous training, awareness on incident reporting, and annual reviews of operational and emergency protocols have resulted in a more robust and adaptable system.



Health and Safety Goals

We remain committed to maintaining zero serious workplace accidents through expanded prevention and awareness programs. For 2025, our goal was to train at least 90% of personnel in safety-related topics and continue refining our management system to align with industry best practices.

This approach is grounded in our Industrial Safety and Hygiene Policy, which establishes the following principles:

- I am responsible for my safety and that of my colleagues.
- Accidents and occupational illnesses are preventable.
- We design safe operational processes and work environments.
- We are trained in best practices to perform our work safely and effectively.
- We maintain **zero tolerance** for unsafe activities and conditions.

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Health and Safety Management System

Mexlog operates a health and safety management system designed to ensure safe and healthy work environments. Our approach is based on prevention, regulatory compliance, and continuous improvement, supported by policies endorsed by senior management.

In 2025, we recorded zero fatalities from occupational illness among employees, contractors, or external personnel. We identified specific ergonomic risks in activities such as saddle preparation, axle removal, and cable preparation. To mitigate these risks, we implemented exoskeletons that provide lumbar support and reduce spinal strain from repetitive loads.

Our management system aims to strengthen a safety culture in which all individuals actively participate, recognizing that risk prevention is a shared and ongoing responsibility across our operations. To achieve this, we focus on the following pillars:

•Regulatory compliance:

We ensure compliance with local and national laws and regulations related to occupational health and safety.

•Risk prevention:

We promote the continuous identification and assessment of workplace risks in order to implement preventive measures before incidents occur.

•Safety culture:

We foster an organizational culture in which all employees—from drivers to senior management—take responsibility for their own safety and that of their colleagues.

Periodic audits:

We conduct audit sessions across work areas to identify potential risks and define preventive actions.

Emergency response procedures:

We establish clear guidelines on how to act in the event of accidents, medical emergencies, and evacuation scenarios, including regular training sessions in first aid and emergency response.

Continuous training in occupational health and safety:

We provide ongoing training at all levels, from drivers to executive leadership.

Employee health assessment:

We conduct periodic medical check-ups and promote overall health and well-being among our employees.

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Our health and safety management system is overseen by different areas of our organization, ensuring comprehensive management. Senior Management provides the necessary resources and leads the achievement of safety objectives. The Environment, Health and Safety (EHS) Coordinator oversees the proper execution of the system and leads continuous improvement processes. Supervisors and area managers ensure the daily implementation of measures and employee training. Finally, all employees form the foundation of the system by following established safety practices, reporting incidents, and actively contributing to risk identification.

To evaluate system performance and associated responsibilities, we use key indicators such as workplace accident rates, campaign compliance levels, and progress in health and safety training.

Monitoring is carried out through different processes and timeframes:

- **Safety and Hygiene Committee inspections:** This committee meets quarterly to evaluate compliance with safety procedures and the effectiveness of preventive measures.
- **Monthly inspections:** Monthly workplace inspections are conducted to identify hazardous conditions or non-conformities.
- **Training and emergency drills:** Training programs and emergency drills are implemented at least twice a year to maintain preparedness for potential incidents.
- **Occupational health monitoring:** Annual medical examinations are conducted for all employees, along with semiannual emotional health assessments to prevent long-term issues.

Our management system is aligned with legal requirements and applicable national standards. We comply with the Federal Labor Law and relevant Mexican Official Standards, particularly NOM-030-STPS-2009, which regulates workplace safety conditions and establishes mandatory guidelines to ensure occupational safety, adequate working conditions, and employees' psychological well-being. We also comply with civil protection regulations through updated emergency plans and evacuation drills that ensure preparedness across the organization.





The scope of our system includes both direct employees and individuals who, while not part of the permanent workforce, perform activities within our facilities or under our operational control. This includes contractors, subcontractors, interns, and personnel from external companies. All are subject to our policies and procedures to ensure safe working conditions.

Regarding suppliers and contractors, Mexlog conducts comprehensive evaluations to ensure they operate under appropriate health and safety standards, preventing workplace risks. These evaluations include background reviews, verification of safety practices, audits, site inspections, and confirmation of regulatory compliance and effective preventive measures. Suppliers that do not meet these standards may be excluded from future contracts or required to undergo additional training.

In summary, our health and safety management system is designed to evolve and cover all individuals with whom we interact. We continuously assess performance and identify areas for improvement to optimize operations and outcomes. Internal audits, management reviews, and key indicator analysis serve as the basis for decision-making and for implementing corrective and preventive actions that strengthen our performance.

We will continue improving our health and safety management system. Through constant and rigorous evaluations of our practices and procedures, we ensure that all operations align with industry best practices. This proactive approach allows us to identify improvement areas and implement necessary measures promptly to maintain and enhance our safety and well-being standards.

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Risk identification and assessment

Risk identification processes related to occupational health and safety

At Mexlog, we consider risk identification a fundamental pillar of our health and safety management system. Our approach focuses on proactively recognizing and controlling any condition or behavior that may compromise employee integrity. To achieve this, we conduct periodic inspections, internal audits, and operational reviews that allow us to directly observe the work environment and anticipate potential incidents.

Workplace audits are based on periodic inspections and direct observations that help identify potential risks. Their frequency—weekly or monthly, depending on the area—facilitates the timely detection of hazardous conditions in facilities, equipment, and processes. These activities are carried out by safety personnel, operational supervisors, and the Safety and Hygiene Committee, using checklists designed to evaluate all critical elements, such as machinery conditions. This process helps maintain an orderly, safe environment aligned with our operational practices.

We also use incident analysis and the review of accidents and near-misses to identify risk patterns that must be controlled or mitigated. For every event, we conduct a root cause analysis to determine its origin and prevent recurrence. Additionally, we maintain detailed records of all incidents, which helps identify trends and define long-term corrective measures. These activities involve management, the EHS team, supervisors, and the Safety and Hygiene Committee.

Additionally, as a core element of our system, we continuously monitor legal regulations and safety standards, with a specific focus on risk identification. Local and national regulations provide guidelines on common occupational risks that must be controlled. This effort is jointly led by management, the EHS area, and the safety committee to ensure full compliance.

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Hazard reporting and non-retaliation

To address workplace hazards and ensure protection against retaliation, employees must first identify the hazard or risk present in their work area. Once identified, they are responsible for reporting it to their supervisor or designated personnel, following these steps:

- Verbal report to the supervisor or safety officer
- Incident documentation, including type of hazard, location, description, and reporting date
- Risk evaluation based on severity and likelihood
- Implementation of corrective actions (risk elimination, procedural changes, signage, additional PPE, etc.)
- Feedback to the reporting employee on actions taken

We are fully committed to protecting all employees from any form of retaliation related to hazard reporting. Reports may be made anonymously, and any suspected retaliation is investigated. Senior management strongly supports this non-retaliation policy and ensures safe reporting channels. This commitment is reinforced through training and regular communication.

Incident Investigation

When an incident occurs, Mexlog acts immediately to ensure the safety of all involved. The process begins with notification by witnesses, supervisors, or monitoring systems. We assess severity and determine whether medical attention, evacuation, or emergency services are required, and then contain any additional risks.

The investigation includes interviews, evidence collection (photos, videos, equipment records), and analysis of working conditions at the time of the event. We evaluate compliance with procedures, environmental conditions, PPE usage, and contributing factors. This leads to an analysis of immediate and root causes to identify improvement opportunities.

Based on this analysis, we develop recommendations and action plans with defined responsibilities and timelines. Implementation and effectiveness are monitored, and results are communicated to management and employees to promote continuous learning.

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Health Services in the Workplace

Health services at Mexlog

We are committed to protecting employee health through comprehensive services focused on prevention, early detection, and risk mitigation. These services ensure safe and healthy working conditions aligned with our health and safety system.

Pre-employment and periodic medical exams

They are an essential part of our system, as they allow us to detect pre-existing conditions or illnesses that could worsen in the work environment and are not always evident to the employee. Thanks to this information, we can implement preventive measures and ensure that each person performs their duties under appropriate conditions.

Preventive health evaluations

These evaluations are aimed at identifying risk factors before they turn into major problems for the employee or the organization. They help us adapt working conditions, apply ergonomic practices, and strengthen our protocols in environments involving physical, chemical, or psychosocial risks. This ensures that our operational processes are aligned with each employee's health needs.

First aid brigades

To ensure immediate attention in any emergency, we have first aid brigades made up of trained employees available at all times to respond to medical emergencies. These brigades play a crucial role in minimizing the impact of workplace accidents and providing immediate medical care.

First aid kits

All our facilities are equipped with first aid kits so that any employee can receive basic medical attention in the event of a minor workplace accident or injury. These kits contain the necessary materials to treat such situations, helping prevent more serious incidents.

Emergency drills

We conduct emergency drills periodically, focusing on evacuation, first aid, and handling critical situations. These exercises strengthen our employees' preparedness, promote calm and order during emergencies, and help minimize risks through response practices taught throughout the organization.

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We have a team of first aid brigade members and occupational medical personnel who receive the corresponding training and certification in their respective areas, ensuring the proper delivery of health services required by our employees. This includes:

- Continuous training: All Mexlog employees who provide medical support in emergencies and accidents are kept up to date on best practices and new procedures related to occupational health, medical emergencies, and emotional well-being.
- Operational procedures for responding to medical and psychological emergencies.
- Medical care manual that includes response protocols for accidents, occupational illnesses, and urgent situations.
- Periodic inspection of first aid kits across all facilities to ensure they are complete and in proper condition for use.
- Advanced medical equipment available in key areas of Mexlog's facilities, such as workstations or high-risk areas.

Access to medical services

We facilitate our employees' access to external medical services not related to work through agreements with various healthcare institutions that provide high-quality physical and mental health care.

At the PDN terminal of Mexlog, employees can attend Hospital Eliseo, which offers comprehensive services ranging from consultations to emergency care. In Colombia, we partner with Clínica San Ángel to provide general care, diagnostics, and mental health services. In Mexicali, Hospital Hispano Americano Carranza provides specialized care and surgical procedures, while in Hermosillo, the Centro de Salud Ocupacional Integral offers emergency services, diagnostics, and psychological support.

Additionally, Mexlog employees have access to medical consultations through external clinics with which we maintain agreements, covering primary healthcare and specialist services for non-work-related conditions. We also provide annual preventive medical examinations for the early detection of common illnesses and organize periodic vaccination campaigns, including influenza vaccines and other common diseases. Finally, through internal bulletins and awareness campaigns, we disseminate information on healthy habits, nutrition, physical activity, and self-care.



Employee Participation in the Health and Safety Management System and Training

Participation and consultation processes

At Mexlog, we promote a culture of participation in which all employees contribute to the development, implementation, and evaluation of our health and safety management system. As previously mentioned, we have a health and safety committee composed of employees from different hierarchical levels—executives, supervisors, and operational personnel—which allows for the analysis of diverse perspectives on potential risks and best practices for their mitigation.

This committee proposes improvements to the actions implemented by our organization and ensures that all individuals are represented in decisions related to workplace safety.

The committee is responsible for overseeing the implementation of policies, evaluating occupational risks, reviewing operational procedures, and conducting internal audits. It also participates in accident investigations and in defining corrective or preventive measures to avoid recurrence. Additionally, it serves as a link between management and employees, collecting opinions, suggestions, and concerns related to health and safety.

This committee meets monthly to review incident reports, evaluate the progress of implemented measures, and promote training and awareness activities. When required, extraordinary meetings are held, particularly in the event of serious accidents or significant regulatory changes that must be assessed and implemented. This frequency ensures continuity in follow-up and a timely response to any emerging situation.

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The committee has the authority to propose and approve corrective measures related to workplace safety, always aligned with organizational policy and subject to approval by senior management. It may also suggest improvements based on audits, investigations, and employee concerns. All employees are represented within this body, ensuring equity and transparency in decisions that affect their well-being.

At Mexlog, we promote participation through initial and ongoing training, strengthening employees' competencies in risk management, proper use of personal protective equipment, and hazard identification. We also conduct talks and workshops where employees can share experiences and suggestions to improve risk, hazard, and incident identification processes.

Workplace safety induction

All employees receive a workplace safety induction course before starting their activities. In this course, we introduce our safety culture, the proper use of personal protective equipment, and general emergency procedures. It provides an overview of safety policies, basic safety rules, and our organization's expectations regarding safe behavior.

First aid brigade training course

We offer a specialized course for emergency brigades that includes first aid, firefighting, evacuation, search, and rescue. Its goal is to ensure that employees can respond effectively in the event of an accident or emergency.

Hazardous substances handling course

We provide training on handling hazardous substances, where employees learn about chemical classification, safe storage of hazardous waste, proper use of personal protective equipment, and protocols for spills or accidents.

Safety training for the use of heavy machinery

For those who operate heavy machinery, we provide specific training on inspection, preventive maintenance, safe load handling, and prevention of mechanical accidents.

Electrical safety training

We deliver electrical safety training focused on working safely with electrical systems, preventing electric shocks, and responding to electrical emergencies.

Working at heights safety training

Employees who perform work at heights receive specialized training in the use of harnesses and lifelines, hazard identification, fall response procedures, and inspection of safety equipment before use.

We also involve employees in joint audits and inspections at our facilities, where they participate alongside health and safety personnel to identify hazards and evaluate workplace conditions. Likewise, we encourage the reporting of unsafe acts or conditions through accessible channels and a clear non-retaliation policy. These actions are complemented by emergency drills and prevention campaigns, in which employees apply what they have learned and reinforce their commitment to safety.

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Communication and Access to Health and Safety Information

At Mexlog, we ensure that all relevant health and safety information is available, up to date, and accessible to our employees. To achieve this, we install information boards in strategic high-traffic areas—such as entrances, hallways, and break areas—which are continuously updated with standards, guidelines, risk alerts, and any changes in safety policies, allowing everyone to stay informed.

In addition, we send periodic communications and bulletins via email to share reminders, best practices, and updates on new safety measures or policies. In emergency situations or when significant changes occur, we issue immediate alerts to ensure that information reaches the entire organization promptly. This continuous flow of communication strengthens prevention and keeps employees alert to potential risks.

Finally, we complement these efforts with training sessions where we share key information on the safe handling of hazardous substances, proper use of personal protective equipment, and evacuation procedures. We also use posters and visual signage in specific areas, especially in higher-risk zones. These signs include clear instructions and standardized safety symbols—such as warnings related to electricity, fire, or chemicals—allowing for quick and effective understanding of protective measures.



Road Safety

To ensure the safety of our drivers on the road, we comply with the annual medical examinations required by the Ministry of Communications and Transportation (SCT) and conduct periodic internal drug testing. Each driver must record their driving and rest hours in a logbook, allowing us to ensure responsible operations.

We also implement operational measures such as avoiding night driving, using designated safe points (“green points”), and prohibiting transit through high-risk areas (“red points”). Trips are conducted in convoys, and drivers never travel alone; for a unit to operate individually, strict filters must be met. As a result of these measures, we have not recorded any fatal accidents involving our drivers.

To further strengthen safety, we use AI-powered software with cameras installed on the truck dashboard, capable of identifying distractions, drowsiness, sudden maneuvers, speeding, or unsafe proximity to other vehicles. This system generates in-cabin audible alerts and notifications to the monitoring center, enabling immediate response to risk situations. It also includes features such as theft prevention, signal interference detection, disconnection alerts, and a panic button for rapid response to threats. These tools reinforce the safety of our drivers and ensure the continuity of safe operations.

Travel schedules may range from 5 to 22 hours, with intermediate breaks for meals. Indicators related to risky driving are classified by percentiles: from 0 to 50 as Not Fit according to Mexlog standards; from 51 to 79 as Fit with retraining; and from 80 to 100 as Fit, with some recommendations.

Finally, we maintain a strict zero-tolerance policy for alcohol and controlled substances, ensuring maximum safety for our employees on the road.

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During 2025, we recorded 0 fatal accidents, 3 serious accidents, and 16 road incidents. The latter represents a 40% reduction compared to 2024.

Additionally, to reinforce our commitment to safety and employee well-being, we implemented preventive maintenance measures across our fleet. At Mexlog, we seek to ensure the optimal performance of each unit so that every trip is carried out under the best possible safety conditions.

Segment	Maintenance intervals in Kilometers 2025			
	Preventive	Basic Preventive	Preventive K1 Plus	Preventive K2 Plus
Executive vehicle (general)	10,000			
Passenger van (Mercedes-Benz sprinter)	15,000			
Passenger van (Ford-Transit)	15,000			
Passenger bus (Scania)	30,000			
Truck		24,000	96,000	288,000



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8. Content Index

8.1 GRI

Statement of use	Mexlog has reported the information cited in this GRI content index for the period from January 1 to December 31, 2025, using the GRI Standards as a reference.
GRI Standard	GRI 1: Foundation 2021

GRI Standard	Content	Disclosure
	2-1 Organizational details	About Mexlog
	2-2 Entities included in the organization's sustainability reporting	About this report
	2-3 Reporting period, frequency and contact point	About this report
	2-4 Restatement of information	About this report
	2-5 External assurance	About this report
	2-6 Activities, value chain and other business relationships	About Mexlog
	2-7 Employees	Talent Management
	2-8 Workers who are not employees	Talent Management
	2-9 Governance structure and composition	Governance Structure
	2-10 Nomination and selection of highest governance body	Board appointed by Shareholders; committees by Chairman & CEO
	2-11 Chair of highest governance body	Governance Structure

GRI Standard	Content	Disclosure
GRI 2: General Disclosures	2-12 Role of the highest governance body in overseeing the management of impacts	Risk Management and Resilience
	2-13 Delegation of responsibility for managing impacts	Risk Management and Resilience
	2-14 Role in sustainability reporting	CEO Message
	2-15 Conflicts of interest	Ethics and Compliance
	2-16 Communication of critical concerns	Only high-severity ethical complaints with potentially serious repercussions are reported to the Board. Stakeholder complaints are not reported unless they may have severe consequences for the company
	2-17 Collective knowledge of the highest governance body	Governance Structure
	2-18 Performance evaluation	Governance Structure
	2-19 Remuneration policies	There is a salary and benefits scale for top-level executives that is reviewed and approved by the Board of Directors. For the rest of the executives, there is a compensation and benefits scale that is approved by the Chairman of the Board and the Chief Executive Officer.
	2-20 Process to determine remuneration	
	2-21 Compensation ratio	Not applicable
	2-22 Statement on sustainable development strategy	Our Policies
	2-23 Policy commitments	Our Policies
	2-24 Embedding policy commitments	Our Policies
	2-25 Process to remediate negative impacts	Risk Management and Resilience

GRI Standard	Content	Disclosure
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance
	2-27 Compliance with laws and regulations	Ethics and Compliance
	2-28 Membership associations	Partnerships include Branix, CETYS University, Samsara, CANACAR, ATS, Tableau, Gemini, Verkada, Microsoft, Happy Robot, and Vildósola Racing
	2-29 Approach to stakeholder engagement	Double Materiality Analysis
	2-30 Collective bargaining agreements	Mexlog has no employees under collective bargaining agreements or unions
GRI 3: Material Topics	3-3 Management of material topics	Addressed across different material topics
GRI 202: Market presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Talent Management
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Ethics and Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Compliance
GRI 207: Tax	207-1 Approach to tax	Ethics and Compliance
	207-2 Tax governance, control, and risk management	Ethics and Compliance
GRI 416: Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Ethics and Compliance

GRI Standard	Content	Disclosure
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	Not Applicable
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not Applicable
	417-3 Incidents on non-compliance concerning marketing communications	Not Applicable
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints or data breaches reported
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic areas	Ethics and Compliance
GRI 204: procurement practices	204-1 Proportion of spending on local suppliers	Responsible value chain
GRI 103: Energy	103-1 Energy policies and commitments	Energy
	103-2 Energy consumption and self-generation within the organization	Energy
	103-3 Upstream and downstream energy consumption	Energy
	103-4 Energy intensity	Energy
	103-5 Reduction in energy consumption	Energy
GRI 305: Emisiones	305-1 Direct (Scope 1) GHG emissions	Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions
	305-3 Other indirect (Scope 3) GHG emissions	Emissions
	305-4 GHG emissions intensity	Emissions

GRI Standard	Content	Disclosure
	305-5 Reduction of GHG emissions	Emissions
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Responsible value chain
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible value chain
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	Responsible value chain
	414-2 Negative social impacts in the supply chain and actions taken	Responsible value chain
GRI 401: Employment	401-1 New employee hires and employee turnover	Talent management
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent management
	401-3 Parental leave	Talent management
GRI 402: Labor/Management relations	402-1 Minimum notice periods regarding operational changes	Talent management
GRI 404: Training and education	404-1 Average hours of training per year per employee	Talent management
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent management
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent management
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	Talent management
	405-2 Ratio of basic salary and remuneration of women to men	Talent management

GRI Standard	Content	Disclosure
GRI 403: Occupational health and safety	403-1 Occupational health and safety 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 occupational health and safety	Health and Safety
	403-6 Promotion of worker health	Health and Safety
	GRI 403-7 - Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible value chain
	403-8 Workers covered by an occupational health and safety management system	Health and Safety
	403-9 Work-related injuries	Health and safety During the reporting period, there were 0 fatalities due to work-related injuries and 0 work-related injuries with major consequences.
	403-10 Work-related ill health	Health and safety During the reporting period, there were 0 fatalities due to occupational illness or disease, and 0 cases of occupational illness or disease among employees or non-employees whose work is controlled by the organization.

8.2 SASB

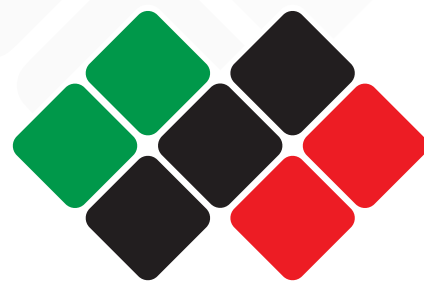
Estándar SASB	Contenido	Ubicación
Greenhouse Gas Emissions	TR-RO-110a.3 Total fuel consumption, percentage of natural gas, percentage of renewable energy	Energy
	TR-RO-110a.1 Gross global Scope 1 emissions	Emissions
	TR-RO-110a.2 Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets	Emissions
	TR-RO-110a.3 (1) Total fuel consumed, (2) percentage of natural gas, (3) percentage of renewables	Energy
Employee health and safety	TR-RO-320a.1 (1) Total Recordable Incident Rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Health and Safety
	TR-RO-320a.3 Description of the approach to managing drivers' health risks in the short and long term	Health and Safety
Critical incident risk management	TR-RO-540a.1 Number of road accidents and incidents	Health and Safety

8.2 NIS B-1

Under the provisions established by NIS B-1, the Basic Sustainability Indicators (IBSOs) are introduced— a set of 30 metrics covering environmental, social, and governance aspects, enabling companies to assess and report their sustainability performance. Below is a breakdown of which topics reported in this document cover those indicators:

Indicador	Sección
Scope 1 GHG Emissions	Emissions
Scope 2 GHG Emissions	Emissions
Scope 3 GHG Emissions	Emissions
Energy Consumption	Energy
Renwable energy Consumption	Energy
Sustainable Investment	Innovation, Technology, and Digital Transformation
Water intake	Sustainable Operations
Water reuse	Not covered
Water discharge	Not covered
Treated water discharge	Not covered
Water sourced from water – stressed areas	Not covered
Land use near biodiversity-sensitive areas	Not covered
Substances and chemicals	Health and Safety
Wwaste generated	Not covered
Waste recovered	Not covered
Hazardous waste	Not covered
Equal opportunity management	Talent Management
Pay gap	Talent Management
Training hours	Talent Management
Performance and development evaluations	Talent Management

Indicador	Sección
Health and safety management	Health and Safety
Workplace accidents and illnesses	Health and Safety
Board of directors	Corporate Governance
Women on the board	Talent Management
Independent oversight body	Corporate Governance
Risk management policy	Corporate Governance
Sustainability strategy	Sustainable Operations
Code of integrity and ethics	Ethics and Compliance
Information security	Cybersecurity and Data Protection
Third-party data protection and privacy	Cybersecurity and Data Protection



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