TRAXIÓN

LIFE IN MOTION

Double Materiality Assessment

Corporate Sustainability Department

Content

1. INTRODUCTION

In 2023, we updated our materiality analysis through a double materiality approach, assessing both the internal impact on our business and the external impact on society and the environment.

This process, led by our Corporate Sustainability Department, aims to identify and prioritize the most relevant topics for our strategy, risk management, and sustainability agenda.

The analysis covered our three business segments:

- People Mobility
- Cargo Mobility
- Logistics and Technology

and incorporated updated sustainability trends, risks, and opportunities specific to each.

To determine our material topics, we relied on internationally recognized frameworks such as GRI and SASB, focusing on sectors relevant to our operations: Road Transportation, Professional & Commercial Services, and Air Freight & Logistics. We also incorporate insights from ESG questionnaires and other relevant external sources.

To prioritize the most relevant material topics, we conducted surveys with corporate and business unit directors and consulted key stakeholders including employees, customers, investors, board members, and suppliers.

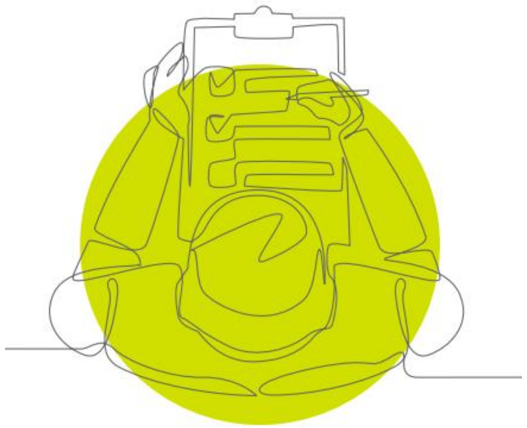
1. INTRODUCTION

This update also allowed us to integrate regulatory changes, relevant organizational changes, recent acquisitions, evolving industry trends, and growing expectations from stakeholders such as investors, rating agencies, and financial institutions.

We are committed to review and update this analysis at least every two years to ensure that our Sustainability Strategy remains aligned with current priorities.
Material issues identified through this process are also integrated into our corporate risk management process, allowing us to anticipate key impacts and design strategic responses that strengthen our organizational resilience and our contribution to sustainable development.

The results of the materiality assessment and the Sustainability Strategy were approved and validated by the Executive Presidency and the Corporate Practices and Sustainability Committee, and subsequently presented to our Board of Directors. Then, they were presented to the Sustainability Committee, composed of corporate and business units' directors, to ensure ongoing alignment, monitoring, and oversight across all areas of the company.

To reinforce transparency and accountability, the materiality analysis process and results are externally verified annually.



2. DOUBLE MATERIALITY

For impact materiality

The update of material topics begins with the preparation of a list of potentially relevant aspects, based on the previous list used in our first materiality analysis, which also integrated topics that emerged during this time. This list is subsequently prioritized considering the perspective of stakeholders and the organization's strategy.

The topics were repositioned through:

- Surveys to a selection of internal, corporate, and different business unit directors, asking them to reposition the topics based on the evolution of their sector-level impact from their strategic perspective.
- Surveys to the following stakeholder groups through an online survey:
    - Employees
    - Customers
    - Investors
    - Board members
    - Suppliers

Based on this, growth and decline percentages were applied to the initial positions in the impact materiality matrix.

For financial materiality

We considered the analysis and consultation process conducted by the Sustainability Accounting Standards Board (SASB) at the international level in constructing industry-specific standards. We applied the topics established by the initiative for the areas in which we operate: road transportation, professional and commercial services, air freight, and logistics.

For double materiality

In the list of potential aspects represented in the impact matrix, those established by SASB (complete match or related) were included. The topics established by SASB were marked differentially, potentially being in the impact materiality zone - hence being doubly material - or in other areas, in which case they will only be financially material.

2. DOUBLE MATERIALITY

TYPE	WHAT IT RESPONDS TO	AUDIENCE	STANDARDS
Impact	• Those due to the greater impact that the company's related activity has on its stakeholders (in a broad sense) → Impacts on the environment. They are determined by: → The perspective of the consulted groups → The internal perspective of senior management	Broad range of stakeholders	GRI STANDARDS
Financial	• Those that most influence the financial results, stability, and balance of the company, and how the company manages them can have a greater impact. → Marked by investor requests, who want to zoom in on the company's performance in these particular topics.	Market: institutional investors, credit rating agencies, banking.	SASB STANDARDS

3. DETERMINATION OF MATERIAL TOPICS

IDENTIFICATION

Identification and updating of the set of potentially relevant topics are based on documentary reviews and a reference framework corresponding to similar companies.

- Investors perspective
- Sector and international standards
- First materiality assessment

PRIORITIZATION

Prioritization of topics is based on the input from internal representatives of various relevant stakeholder groups for Traxión and the company's strategic perspective.

- Strategic priority of the company.
- Stakeholder perspective.

UPDATING

Updating of the materiality matrix based on the results obtained.

3. DETERMINATION OF MATERIAL TOPICS

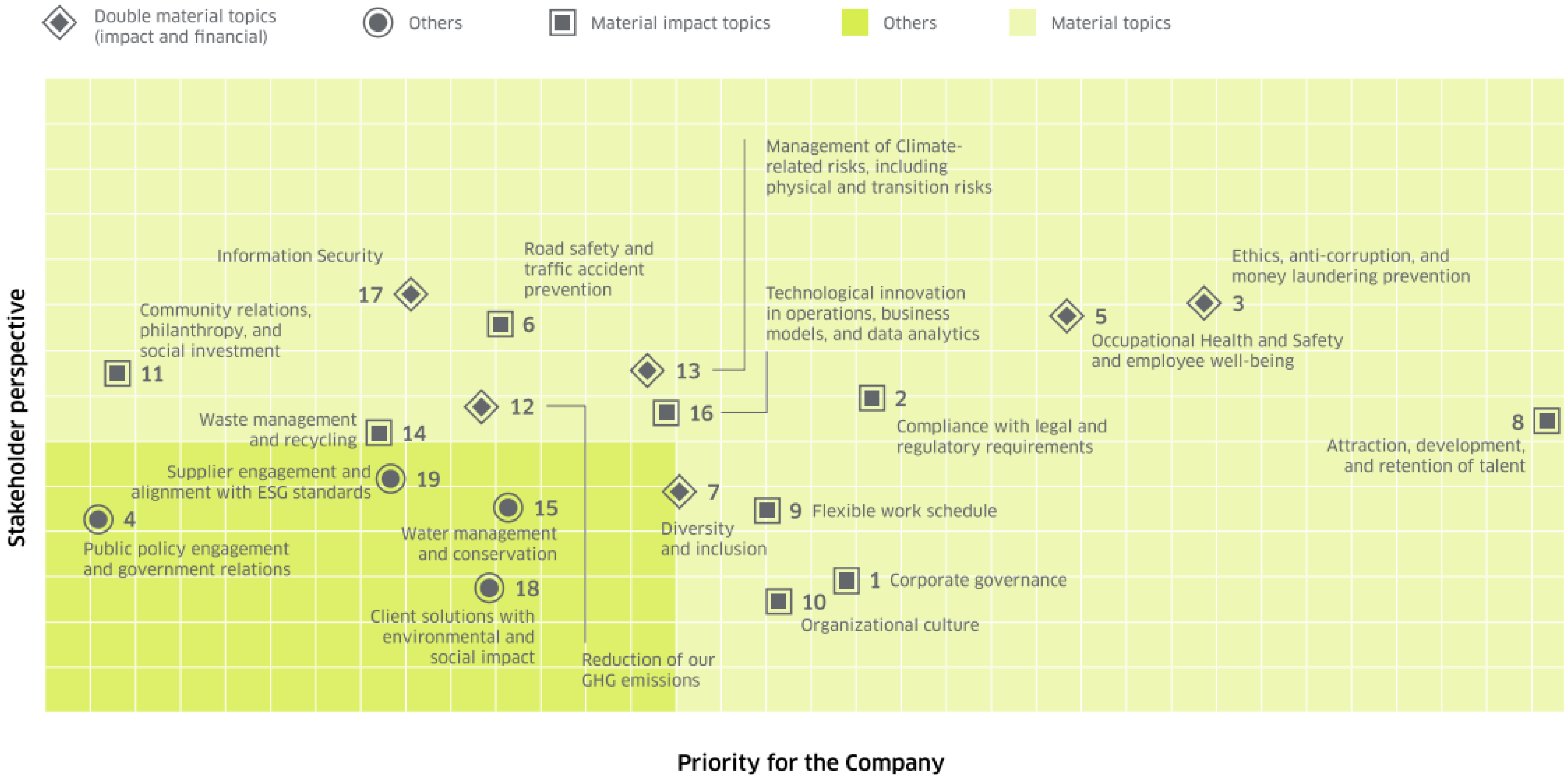
The prioritization stage involves assessing the significance of potentially relevant topics for both stakeholders and Traxion's business strategy.

The consultations are used to update the significance that these topics had in the 2019 materiality, meaning the values of their coordinates on both axes of the impact materiality matrix.

X axis : Traxion Strategy	Y axis: Stakeholders
This axis represents the importance of **environmental, social, and corporate governance (ESG) topics for Traxion's management**. For the prioritization of this axis, a survey was conducted with the management team, involving **14 directors**.	This axis reflects the **importance of managing ESG topics for stakeholders.** An approach was made through surveys to the stakeholder groups: • Employees of all levels • Customers • Suppliers • Investors • Board members (without executive roles at Traxión)

4. MATERIALITY MATRIX

Our double materiality matrix maps each topic based on its environmental and social impact and its financial relevance, allowing us to focus on the most significant ESG priorities.



Double Materiality Topics (Impact and Financial)

3	Ethics, anti-corruption, and money laundering prevention
5	Occupational Health and Safety and employee well-being
17	Information Security
13	Management of Climate-related risks, including physical and transition risks
12	Reduction of our GHG emissions
7	Diversity and inclusion

Impact Materiality Topics

8	Attraction, development, and retention of talent
2	Compliance with legal and regulatory requirements
1	Corporate governance
6	Road safety and traffic accident prevention
9	Flexible work schedule
16	Technological innovation in operations, business models, and data analytics
10	Organizational culture
11	Community relations, philanthropy, and social investment
14	Waste management and recycling

Other

15	Water management and conservation
19	Supplier engagement and alignment with ESG standards
18	Client solutions with environmental and social impact
4	Public policy engagement and government relations

1. Occupational Health and Safety

Business Case

Occupational health and safety is a top priority for our business, as our people are the driving force behind everything we do. We are fully aware of the operational and industry-specific risks to which our employees are exposed. Ensuring safe and healthy working conditions is therefore critical to maintaining business continuity, protecting our workforce, and reinforcing our long-term sustainability. By reducing workplace accidents and occupational diseases, and fostering a strong culture of risk prevention, we not only safeguard our employees' well-being but also enhance our ability to attract and retain talent, improve productivity, and comply with applicable regulations and health and safety standards.

Business Strategies

- We are implementing an OHS Management System aligned with ISO 45001.
- We plan to certify two of our business units under ISO 45001 in 2025.
- We have dedicated corporate teams for health and safety.
- Our Health and Safety Policy is supported by standardized procedures across all segments.
- We conduct psychosocial risk assessments through employee surveys.
- We launched a Health and Wellness Program, covering medical diagnostics, addiction prevention, nutrition and physical activity, and mental health support.
- We provide a 24/7 helpline offering medical, psychological, and nutritional guidance.
- We promote employee participation in health and safety training courses, awareness campaigns, vaccination programs, and other initiatives to foster a culture of prevention
- We continued strengthening our Road Traffic Safety Management System, which is certified under ISO 39001 in four of our business units.
- Provide operator training in safe driving practices to prevent road accidents.

2. Attraction and Retention of Talent

Business Case

Attracting and retaining qualified personnel is critical to ensuring operational efficiency, service continuity, and long-term business success—particularly in a labor-intensive and highly competitive industry like ours. Structural challenges, such as the limited availability of qualified operators in the Cargo and People Mobility segments, further underscore the importance of a strategic, proactive approach to talent management. Additionally, the sector is characterized by high employee turnover, which increases recruitment and training costs and places greater emphasis on the need to build stable, engaged, and loyal teams.

Business Strategies

- Transitioned from traditional employee satisfaction surveys to the eNPS model in 2024 to better assess employee engagement
- Strengthened our recruitment process through position-specific evaluations, including personality, skills, and integrity assessments.
- Improved the candidate experience by training recruiters to ensure respectful, timely, and transparent communication throughout the selection process.
- Middle management training to improve leadership and team engagement
- Enhanced variable compensation schemes to increase competitiveness
- Investments in the renovation and improvement of operational facilities,
- Strengthened communication and support mechanisms for our operators,
- Continued applying our Operator Retention Guide to identify challenges and define action plans.
- Advanced our employer branding strategy to position Traxión as a leading employer by communicating our values, workplace culture, and career development opportunities

3. Diversity & Inclusion

Business Case

A diverse workforce enhances innovation, decision-making, and problem-solving by bringing different perspectives and experiences to the table.

Fostering an inclusive workplace directly supports our ability to attract, retain, and engage talent—key factors for long-term business success. A diverse environment strengthens our employer brand, increases employee loyalty, and improves access to broader talent pools, particularly in a competitive and labor-intensive industry. Furthermore, gender balance and equal opportunities contribute to stronger organizational culture, lower turnover, and improved operational efficiency.

By integrating diversity and inclusion into our culture, policies, and management practices, we also mitigate potential risks such as cultural misalignment and inequitable recruitment processes, while reinforcing our reputation as a responsible and progressive employer.

Business Strategies

- We have implemented a structured strategy focused on gender equality, inclusive leadership, and equal opportunity across all business segments:
- Concluded the pilot phase of a program to increase female participation across our Cargo Mobility, People Mobility, and Logistics and Technology segments, training around 60 women with no prior experience to operate buses, hopper trucks, and forklifts.
- Training and upskilling our Human Capital team to embed inclusive practices in recruitment, evaluation, and development processes.
- Launching internal campaigns to promote gender equality and foster a culture of inclusion and respect.
- Collaborating with external organizations to diversify recruitment channels and strengthen our employer brand.
- Increasing the number of female candidates on shortlists for vacancies and offering targeted training to close experience gaps and support women's professional growth.
- Conducting annual gender pay gap analyses

5.1 MATERIALITY METRICS FOR ENTERPRISE VALUE CREATION

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Material Topic	Metric	Target	Target Year	Progress
1. Occupational Health and Safety	ISO 45001 Certifications	We have set an internal goal to achieve ISO 45001 certification for two business units by 2025	2025	In 2025, MYM and Egoba achieved ISO 45001 certification, meeting our established target.
2. Attraction and retention of talent	Employee engagement (eNPS)	We set an internal goal to achieve an eNPS score of 36 in 2024.	2024	We obtained a score of 30 in our eNPS survey, which falls whithin the "good" range and is slightly below our target of 36.
3. Diversity and inclusion	Number of women in our Board of Directors	3 Women in our Board	2025	We reached our goal of having three women on the Board ahead of schedule.
	% of women in our total workforce	30%	2030	In 2024, we achieved a 17.3% representation of women in our total workforce.

5.2 MATERIAL ISSUES FOR EXTERNAL STAKEHOLDERS

1. GHG Emissions

Impact
Reducing our greenhouse gas (GHG) emissions is a material issue due to its direct contribution to climate change and its broad negative impacts on both the environment and society.

Cause of the Impact
GHG emissions in our value chain arise primarily from our core operations, the transportation services and logistics solutions we provide, and from upstream activities in our supply chain. These emissions are linked to fuel consumption, energy use, and logistics processes across all business segments.

External Stakeholders / Impact Areas Evaluated
This issue affects key external stakeholders, including the **environment**—through ecosystem degradation and resource depletion—and **society**, through climate-related risks that affect health, livelihoods, and community resilience.

Topic Relevance on External Stakeholders
GHG emissions contribute significantly to global warming, with long-term consequences for ecosystems, public health, and economic stability. As international and national regulations around carbon emissions tighten, and stakeholder expectations rise, reducing our carbon footprint has become essential. For this reason, this issue is highly relevant to **regulators, investors, clients, and civil society**, who increasingly demand transparent action on climate responsibility.

Type of Impact
Negative

2. Diversity & Inclusion

Impact
Increasing the number of women in our workforce through diversity and inclusion programs.

Cause of the Impact
This impact is driven by our operational activities, particularly through recruitment, training, and workforce development practices across our business segments. It also extends to external employees involved in our value chain, such as those employed by contractors or service providers.

External Stakeholders / Impact Areas Evaluated
This topic is relevant to **society** and **external employees.**

Topic Relevance on External Stakeholders
This issue is material to external stakeholders because promoting formal employment for women has a direct positive impact on society. Increasing women's participation in the workforce helps advance gender equality, while also generating broader social benefits. These include increased household income, improved access to healthcare and education for families, and strengthened community development. Stakeholders such as civil society, local communities, investors, and regulatory bodies are increasingly attentive to companies' efforts in fostering equity and inclusion as part of their contribution to sustainable development.

Type of Impact
Positive

5.2 MATERIALITY METRICS FOR EXTERNAL STAKEHOLDERS

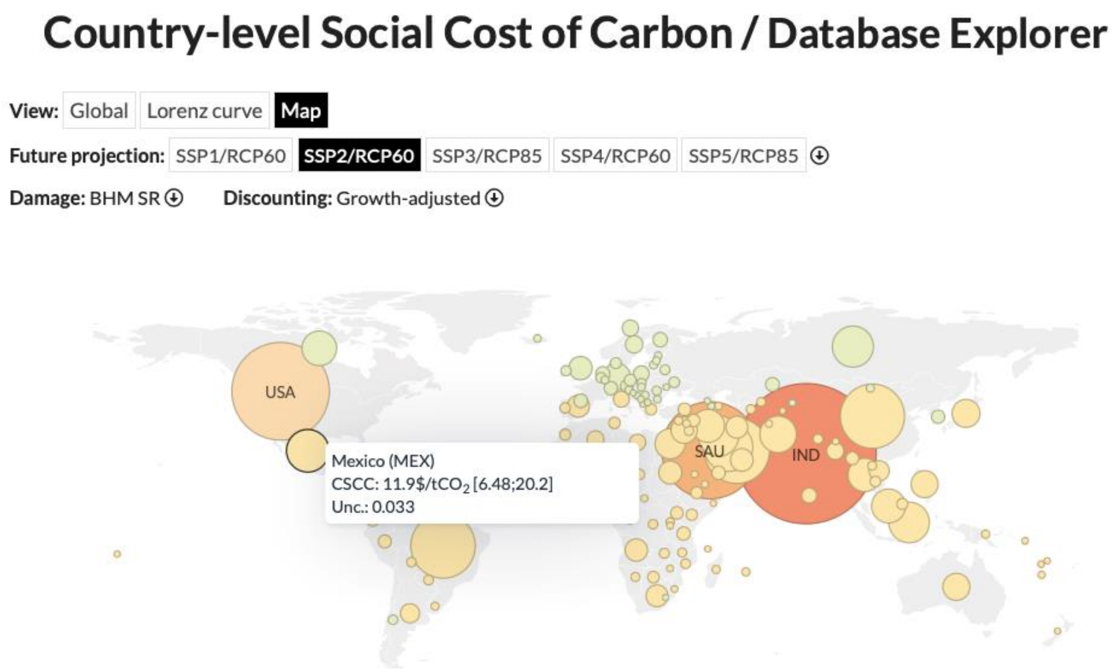
1. GHG Emissions

To estimate the external impact of our GHG emissions, we use the Social Cost of Carbon (SCC), a globally recognized metric that assigns a monetary value to the environmental and social damages caused by each additional ton of CO_2 emitted. This includes impacts on health, agriculture, infrastructure, and ecosystems, allowing us to translate emissions into an economic measure of their societal cost.

GHG emissions (Scope 1 and 2): 625,356 tCO_2e.

To assess the **external impact**, we multiplied our emissions by Mexico's country-level SCC value of **USD 11.9 per ton of CO_2**. This results in an **estimated external cost of USD 7,441,736.40**. This figure represents the **negative societal and environmental impact** of our operational emissions, helping us better understand and communicate the importance of accelerating decarbonization strategies.

By assigning a monetary value to our carbon footprint, the SCC allows us to integrate climate-related risks into our decision-making processes and reinforces our commitment to mitigating climate change. It also supports transparency and accountability for stakeholders—especially those in society and the environment—who are most affected by the long-term consequences of emissions.



2. Diversity & Inclusion

To measure the social impact of our diversity and inclusion efforts, particularly the increased participation of women in our workforce, we focus on the number of women trained and hired through our targeted programs. In 2024, we launched a pilot training program aimed at incorporating more women into operational roles—positions where female representation has traditionally been limited. Out of 60 women who participated, 40 successfully completed the training and were formally hired.

We assess the external impact of this initiative using the metric: **number of households positively impacted**.

By providing formal employment to women, we directly contribute to household income and, in turn, support broader social benefits such as improved access to healthcare, education, and nutrition for their families. These outcomes extend beyond the individual employee, creating a ripple effect that strengthens economic stability, promotes gender equality, and enhances community well-being.

We assume that each woman hired represents one positively impacted household, resulting in a total of **40 households** directly benefiting from this initiative in 2024.

This approach allows us to link our workforce inclusion efforts to tangible social outcomes and reinforces the value of advancing gender equality not only within our organization but in the communities where we operate.

As of 2024, women represent **17.3% of our total workforce**, totaling **3,677 employees**. We are committed to building on these efforts and achieving our goal of **30% female participation by 2030**, recognizing the significant value that diverse perspectives bring to our operations, culture, and long-term impact on society.

Material topics	Materiality type	Impact			
		Real related impacts	Potential related impacts	Related indicators (KPIs)	Measures for mitigation and/or utilization.
Talent development and retention.	I	• Workforce knowledge and capability-related productivity, available talent (P) • Reduction in recruitment and selection costs (P)	• Company know-how available to third parties (N) • Improvement of the work environment (P)	• Operator coverage index • Total turnover • Voluntary turnover • Recruitment cost (MXN/FTE) • Average training hours per employee • Training investment (MXN)	• Stable working conditions (compared to the informality typical of the sector). • Development and implementation of the Operator Retention Guide. • Training programs, including competencies, programs recognized by the educational authority, etc. • Leadership development program. • Traxion Operator Training Centers – potential operators.
Ethics, transparency, anti-corruption, and anti-money laundering.	I/F	• Reputation and trust of stakeholders (P) • Reduced risk of losses/impact on the company's assets (P)	• Reduced risk of sanctions (P) • Improvement of the work environment (P) • Increased customer trust, competitive advantage (P) • Operational difficulties due to external relations (authorities, organized groups) (N)	• % of employees trained in ethics • Compliance management systems; anti-bribery management system • External certifications of the systems • Number of sanctions and their value	• Reporting line • Ethics training for employees • Extension of the culture of ethics and requirements to external groups through the Code of Ethics and Conduct for Partners, Suppliers, and Contractors
Adequate working conditions and facilities; occupational safety and health; employee well-being.	I/F	• Attraction of employees; reinforcement of employer brand (P) • Employee retention/loyalty (P) • Safe and dignified work environment (P) • Increase in operational costs (N)	• Improvement of the work environment (P) • Service quality and operational efficiency (P)	• Engagement index (workplace climate) • Lost-time injury rate • Work-related diseases • Fatality rate	• New Occupational Health and Safety Corporate Manager, with a specific work program • Occupational Health and Safety Policy and management system, aligned with ISO 45001 • Health and safety risk matrices • Safety and Hygiene Committees • Application of NOM-035-STPS-2018 for psychosocial risk factors • Safety guidelines (e.g., 10 Golden Rules for operators)

I: Impact　　P: Positive
F: Financial　　N: Negative

Material topics	Materiality type	Impact			
		Real related impacts	Potential related impacts	Related indicators (KPIs)	Measures for mitigation and/or utilization.
Cybersecurity: Security and integrity of technological systems and databases.	I/F	• Trust of stakeholders (P). • Increase in operational costs (N).	• Reduction of the risk of fines and sanctions (P) • Reduction of the risk of loss of know-how (P) • Avoidance of disruptions to operational continuity (P) • Modernization of systems and processes, with positive collateral effects (P)	• Number of cybersecurity incidents • % of the total and number of incidents that involve data affecting employees and/or customers	• Cybersecurity management and culture done and promoted by integrating specialists from different teams within the company • Reviewing of policies and monitoring at the highest level but the Audit Committee, a supporting body of the Board of Directors. • Information Security Policy based on the international standard ISO 27001 • Redpack has a system certified according to ISO 27001 standard • Training and awareness actions for employees
Diversity and inclusion.	I/F	• Attraction of employees; reinforcement of the employer brand (P) • Access to additional pools of candidates (P) • Employee retention/loyalty (P), and decrease in rotation costs	• Reputation (P) • Decrease in operational costs due to a more responsible and committed group of employees (women, P) • Cultural clashes (N) • Increase in operational costs due to different recruitment and infrastructure needs (N)	• % of women in different positions • Other breakdowns of workforce demographics: age, nationality • Number of discrimination incidents • Engagement index (workplace climate)	• Gender equity plan in implementation • Gender equity targets under development • Different capacities plan in implementation • Reporting line with dedicated category for diversity transgressions

Material topics	Materiality type	Impact			
		Real related impacts	Potential related impacts	Related indicators (KPIs)	Measures for mitigation and/or utilization.
Climate risk management and its potential operational, financial, technological and regulatory transition impacts.	I/F	• Operational continuity by routes – limitations on the ability to operate and the quality of service (N) • Addressing existing regulations (e.g., carbon taxes) (P)	• Addressing changes in customer requirements (e.g., emissions reduction requirements in the transportation of their products) (P) • Access to capital, favored by interest in companies and projects that consider ESG criteria (P) • Preparation for addressing potential regulations (P)	• Identification of physical and transition risks • Application of scenarios in the identification and prioritization of risks • Economic assessment of risks	• Detailed analysis • Emissions reduction strategy in two fronts: fuel efficiency and transition to cleaner transportation technologies (multiple actions, see details in the integrated report) • Technology for data availability, strategic decision-making on routes and resource allocation
Reducing our carbon emissions to mitigate global warming: Energy efficiency, especially fuel performance and transition to technologies.	I/F	• Savings in operational costs (P) • Diversification of energy sources and supply security (P) • Increase in required investments (CAPEX) and payback times (N)	• Preparedness for regulations related to carbon tax, circulation restrictions, or others (P) • Care of the units, especially engines, and reduction of maintenance costs (P)	• Diesel consumption intensity (service provision) per income (liters/thousands of pesos in revenue) • Diesel consumption intensity (service provision) per kilometers traveled (liters/kilometers) • Diesel efficiency (kilometers/liters) • Intensity of Scope 1 GHG emissions tCO_2e / 1,000 kilometers traveled (mobile units)	• Emissions reduction strategy in two fronts: fuel efficiency and transition to cleaner transportation technologies. • Efficiency: constant fleet renewal and maintenance; aerodynamic modification to units; incorporation of natural gas units; training operators in eco-efficient driving and variable pay linked to fuel efficiency; route and resource allocation systems; telematics monitoring of fuel efficiency; in-house diesel filtering system to improve its quality. • Transition to cleaner transportation technologies: incorporation of electric vehicles; trials and tecno-economical case development for alternate fuels as bio-methane and hydrogen; incorporation of solar panels to generate electricity at our facilities.