



TRAXIÓN
LIFE IN MOTION

2024

INTEGRATED REPORT

EXECUTIVE SUMMARY

Key figures 2024

Annual revenue
\$29,142
million MXN

Net Profit
\$650
million MXN

EBITDA
\$5,197
million MXN

17.8%
EBITDA margin

+1,300
clients

735,646 m²
3PL warehouse space

+11,137
power units

5.9 years
average fleet age

+742.2 million
km driven

+1 million
people transported daily

+200,000
cross-border freights

67%
Independent Board
Members

21,303
employees

17.3%
women

25.6%
women in top and
middle management

369,575
beneficiaries of Traxión
Foundation social programs

11,615
hours of volunteer work

619,255 tco₂e
GHG emissions scope 1

6,101 tco₂e
GHG emissions scope 2

312,174 tco₂e
GHG emissions scope 3

20.72 gco₂e
per passenger-kilometer

60.39 gco₂e
per ton-kilometer

We are Traxión

At Traxión, we continue to consolidate our leadership in logistics and mobility by offering a portfolio of unique solutions, leveraging technology and disruptive innovation as our primary differentiators.

We are now the leading company in Mexico and Latin America, and we are committed to becoming a leading logistics player in North America by scaling our technology-driven, asset-light logistics business.



Beltrán Bridge
Guadalajara-Colima Highway

We provide integrated, innovative, and one-stop solutions designed to meet the evolving needs of our customers across the entire supply chain.

Our business is structured into three complementary segments:

- Logistics and Technology
- Cargo Mobility
- People Mobility

Through this structure, we offer end-to-end supply chain solutions, from 3PL and 4PL logistics to domestic and international cargo transportation—including specialized and refrigerated cargo—as well as last-mile logistics and personnel, school, and tourism transport.

Innovation and technology permeate at every level of our organization, playing a fundamental role in our strategy, operations, and growth. Coupled with our strong salesforce and extensive operational infrastructure, this has driven our rapid and profitable growth, with a focus on creating long-term value.





We continue expanding our asset-light capabilities, built on platforms that reduce costs, enhance efficiency, and ensure operational transparency. In 2024, more than a third of our consolidated revenue came from asset-light solutions, and we expect these to become a dominant part of our business in the near future.

Accordingly, in October, we announced the acquisition of Solística, an integrated asset-light logistics services company offering 3PL and freight brokerage services, which will further strengthen Traxión's position in Mexico's transportation and logistics market. This strategic acquisition will transform the Company's asset-light business platform.

We plan to continue to invest in the necessary capabilities to seize significant opportunities in the coming years. As part of our U.S. expansion strategy, in 2024, we launched a new 3PL facility in San Diego, California, complementing our existing operations in Del Rio, Texas, and the acquisition in 2023 of BBA Logistics, a technology-based cargo broker offering door-to-door and cross-border services into U.S. destinations.

Domestically, we continued to grow in key markets with significant exposure to current and potential cross-border activity, especially in the northern regions and the Mexico-USA border.

San Diego, California

Through our operations, scale, and drive, we continue to advance Mexico's economic and technological development with safe and efficient mobility and logistics solutions.

In 2024, Traxión operated one of the largest and most modern fleets in Mexico, with more than 11,100 cargo, people transportation and last-mile power units.

We manage one of Mexico's most significant 3PL and 4PL logistics platforms, overseeing more than 735,000 square meters of warehouse space.

We conduct over 200,000 cross-border freight crossings annually, and our cargo-brokerage reach extends throughout Mexico, the U.S. and Canada with cross-border services through truck, rail, and multimodal cargo solutions.

In 2024 our consolidated revenue grew by 17.5% from the previous year, reaching \$29,142 million pesos. We achieved an EBITDA of \$5,197 million pesos, a 14.3% increase from the prior year, which translated into a margin of 17.8%. This growth reflects the company's ongoing upward trajectory since going public.



Peña de Bernal
Querétaro

Sustainability at Traxión

Our sustainability strategy reflects a comprehensive and structured approach to responsible business management, based on four key pillars: Governance, People, Planet, and Profits.

These pillars guide our efforts to create long-term value while minimizing negative impacts. Furthermore, sustainability is embedded in our corporate governance structure, ensuring accountability and alignment at all organizational levels. Our governance framework promotes strategic oversight, operational execution, and continuous improvement in ESG performance.

We uphold strong corporate governance through a Board of Directors with deep sector expertise, 67% of whom are independent. In line with this commitment, Traxión is certified under ISO 37001 “Anti-Corruption Management System” and ISO 37301 “Compliance Management System”, reaffirming our focus on compliance and integrity.

Underscoring our dedication to diverse leadership, we appointed our first female director in 2022 and two more in 2024—achieving our goal of three women on the Board by 2025, ahead of schedule.

We respect and celebrate diversity in all its forms, and we are committed to fostering an inclusive work environment where every individual feels valued and respected.



Palacio de Bellas Artes
Mexico City

Gender diversity, specifically the inclusion of more women in our workforce, is a key group priority. To achieve our goal of reaching 30% participation of women in our total workforce by 2030, in 2024 we implemented several initiatives to increase the number of women in operational roles across all our segments, while promoting the inclusion and promotion of more women at every level.

In recognition of our commitment to breaking gender barriers in the transportation and logistics sector, Traxión received the Special Diversity and Inclusion Award at the 2024 Transportation Awards and was also recognized by 50/50 Women on Boards (50/50 WOB), an international organization dedicated to promoting the inclusion of women on Boards of Directors.

The health and well-being of our employees are also key priorities. In 2024, we continued the development of a Health and Safety Management System aligned with ISO 45001 and the implementation of a health and wellness program. As part of these efforts, we also implemented a Digital Medical Record Platform.

Through Traxión Foundation, the company's non-profit social responsibility branch, and the voluntary participation of Traxión's employees, we reaffirm our commitment to Mexico's sustainable development. The Foundation focuses on three strategic pillars: social mobility through education, logistics facilitation for social initiatives, and environmental stewardship mainly through reforestation, which together seek to generate lasting benefits for communities and strengthen opportunities for future generations.



Guanajuato



Port of Veracruz
Veracruz

To support a sustainable future and mitigate climate change, we continually enhance programs that improve fuel efficiency and performance, directly reducing carbon emissions. This includes ongoing fleet renewal, the adoption of advanced technologies, and specialized training for our employees, particularly eco-driving for operators.

During the year, we evaluated several promising clean technologies for implementation with our clients, including solar panels on cargo trucks, alternative fuels—particularly biomethane and hydrogen—and the first electric passenger-transport bus tested in Mexico.

We also began installing solar panels at our facilities, an initiative we plan to scale through 2025.

Our commitment to the planet extends beyond tackling climate change and GHG emissions to the preservation of natural ecosystems. In 2024, we completed our first assessment of Traxión's impacts on nature using the Task Force on Nature-related Financial Disclosures (TNFD) methodology and enhanced our environmental policy to incorporate biodiversity considerations—reinforcing our dedication to responsible operations and ecosystem protection.

Our progress on Sustainability and ESG topics has been recognized by investors and other stakeholders:

- We are members of the S&P/BMV Total Mexico ESG Index and the Dow Jones Best-in-Class MILA Pacific Alliance Index.
- In addition, during the first quarter, Traxión was included for the first time in S&P Global Sustainability Yearbook, one of the most prestigious international recognitions in sustainability.

We are committed to advancing the Sustainable Development Goals (SDGs) and upholding the Ten Principles of the UN Global Compact, which we actively support.

We invite you to explore our 2024 Integrated Report, prepared in accordance with the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

[Integrated Report 2024 - Full version](#)



Cerro de la Silla
Monterrey, Nuevo León