TRAXION

LIFE IN MOTION

Double Materiality Analysis

Corporate Sustainability Department

Content

1. INTRODUCTION

We periodically update our materiality analysis using a double materiality approach, considering both the potential effects of sustainability-related matters on our business and the impacts of our activities on people, society, and the environment.

Led by our Corporate Sustainability Department, the analysis covers our three business segments:

- People Mobility
- Cargo Mobility
- Logistics and Technology

To identify and prioritize relevant topics, we consider internationally recognized standards and frameworks, including GRI and SASB, together with ESG assessments, industry trends, corporate risks, and other relevant external sources.

The materiality analysis is periodically updated to reflect regulatory developments, organizational changes, acquisitions, evolving industry trends, and stakeholder expectations, including those of investors, ESG rating agencies, and financial institutions.

Material topics identified through this process are integrated into our corporate risk management framework, supporting the identification of key impacts, risks, and opportunities and the development of strategic responses.

The results of the materiality assessment and the Sustainability Strategy are reviewed and validated by the Executive Presidency and the Corporate Practices and Sustainability Committee, and subsequently presented to the Board of Directors. They are also shared with the Sustainability Committee to support alignment, monitoring, and implementation across corporate and business units.

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

2. DOUBLE MATERIALITY

IMPACT MATERIALITY

We started from the material topics identified in our previous assessment and reviewed them considering emerging sustainability issues, organizational changes, industry trends, and stakeholder perspectives.

Topics were reprioritized based on:

- Input from corporate and business unit directors regarding the evolution and significance of each topic.
- Stakeholder perspectives gathered through consultation processes with employees, customers, investors, Board members, and suppliers.
- Relevant sustainability and industry trends.

This assessment reflects the significance of TRAXION's actual and potential impacts on people, society, and the environment.

FINANCIAL MATERIALITY

We considered the topics identified by the Sustainability Accounting Standards Board (SASB) for the industries relevant to our operations:

- Road Transportation
- Professional & Commercial Services
- Air Freight & Logistics

These topics were used as the basis for identifying sustainability matters with potential financial relevance to TRAXION.

DOUBLE MATERIALITY

The impact and financial materiality perspectives were combined to identify topics that are relevant from one or both dimensions.
Topics may therefore be classified as:

- Impact material
- Financially material
- Double material, when relevant from both perspectives

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
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 SUSTAINABILITY ACCOUNTING STANDARDS BOARD

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 TRAXION 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

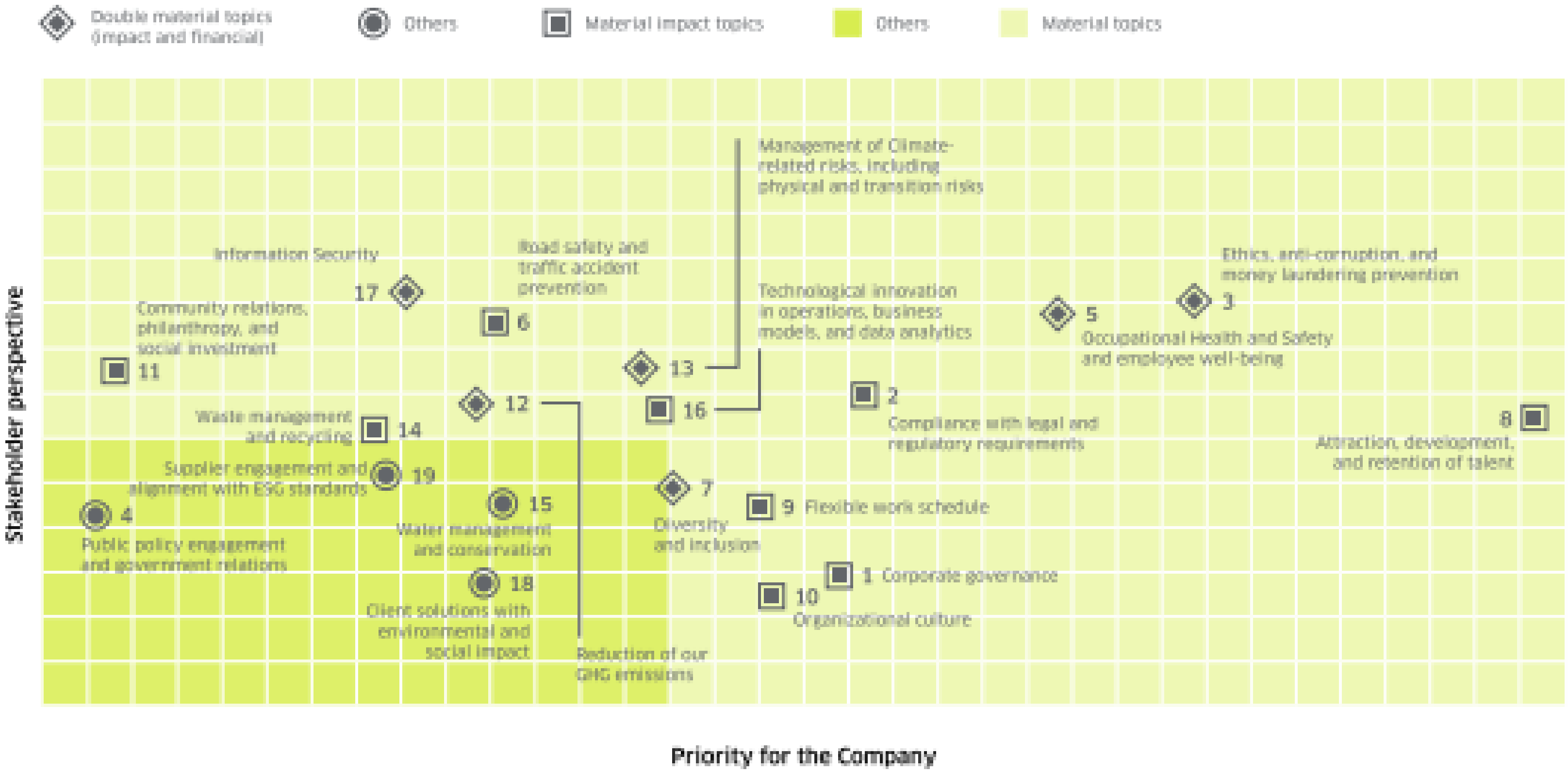
The prioritization stage involves assessing the significance of potentially relevant topics for both stakeholders and TRAXON's business strategy.

The consultations are used to update the significance that these topics had in previous materiality analysis, 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.	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 TRAXION)

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

5.1. MATERIAL ISSUES FOR ENTERPRISE VALUE CREATION

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 continue strengthening our Occupational Health and Safety Management System, aligned with ISO 45001, through policies, standardized procedures, and preventive measures across our operations.
- Two TRAXION companies are certified under ISO 45001.
- We assess psychosocial risks and promote employee health and well-being through medical prevention, nutrition, physical activity, mental health support, and a 24/7 medical, psychological, and nutritional helpline.
- We reinforce a culture of prevention through health and safety training, awareness campaigns, vaccination initiatives, and employee participation.
- We continue strengthening our Road Traffic Safety Management System, with five companies certified under ISO 39001, complemented by operator training in safe driving and accident prevention.

5.1. MATERIAL ISSUES FOR ENTERPRISE VALUE CREATION

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

- Strengthened employee engagement through our annual eNPS survey, achieving a score of 45 in 2025, compared with 30 in 2024 and exceeding our target of 36.
- Continued strengthening our recruitment and selection processes through position-specific profiles and personality, skills, and integrity assessments, while improving the candidate experience and employer branding.
- Implemented retention plans tailored to the needs and operational challenges of each business unit, supported by leadership development, competitive compensation, improved workplace conditions, and stronger communication with employees.
- Expanded leadership and professional development initiatives.
- Strengthened performance management through a digital platform that supports objective setting, continuous monitoring, and feedback.
- These initiatives contributed to an operational staff coverage rate of 98.3% and a reduction in accumulated turnover to 82.5%, from 103.3% in 2024.

5.1. MATERIAL ISSUES FOR ENTERPRISE VALUE CREATION

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 continue strengthening our gender equality and inclusion strategy across all business segments, with a focus on increasing women's participation and supporting equal opportunities for development.
- Women represented 18.8% of our total workforce in 2025, as we continue progressing toward our 2030 target of 30%.
- Expanded training and hiring pathways for women in operational roles, including bus and truck driving and forklift operations, helping address barriers to participation in traditionally male-dominated positions.
- Strengthened inclusive recruitment and development practices through Human Capital training, gender equality awareness initiatives, partnerships with external organizations, and greater representation of women in candidate shortlists.
- Continued monitoring gender pay equity.

5.1. MATERIAL ISSUES FOR ENTERPRISE VALUE CREATION

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 2025.	2025	In 2025, we achieved an eNPS score of 45, exceeding our target by 9 points and improving by 15 points compared with 2024.
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 of Directors.
	% of women in our total workforce	Increase women’s representation in our total workforce to 30%.	2030	In 2025, women represented 18.8% of 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

5.2. MATERIAL ISSUES FOR EXTERNAL STAKEHOLDERS

1. GHG Emissions

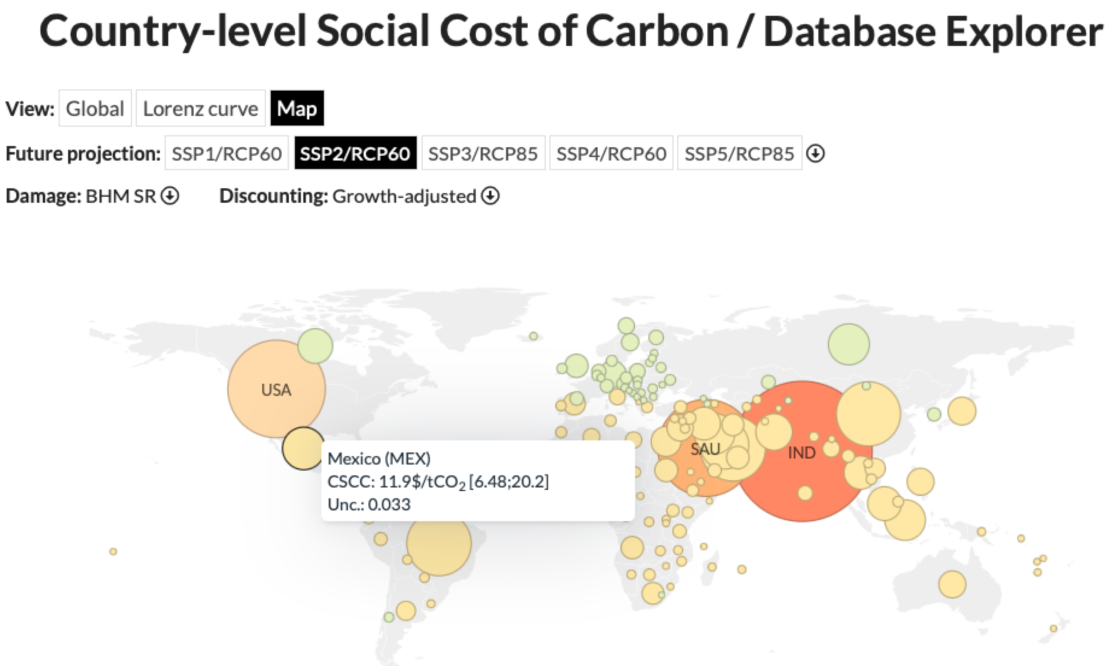
To estimate the external impact of our GHG emissions, we use the Social Cost of Carbon (SCC), a monetary valuation metric that estimates the societal damages associated with each additional metric ton of CO_2 emitted. These damages may include impacts on human health, agriculture, infrastructure, and ecosystems, allowing us to translate our GHG emissions into an estimated economic measure of their external societal cost.

For this assessment, we applied Mexico's country-level SCC estimate of USD 11.96 per metric ton of CO_2 to our Scope 1 and Scope 2 GHG emissions of 616,255 tCO_2e. This results in an estimated external societal cost of approximately USD 7.37 million.

The valuation provides an indication of the negative societal and environmental externalities associated with our operational GHG emissions and helps us better understand the broader impacts of our carbon footprint.

By assigning a monetary value to GHG emissions, this assessment complements our climate-related analysis and reinforces the importance of continuing to advance our decarbonization, energy-efficiency, and cleaner-technology initiatives.

GHG emissions (Scope 1 and 2): 616,255 tCO_2e.



5.2. MATERIAL ISSUES FOR EXTERNAL STAKEHOLDERS

2. Diversity & Inclusion

Impact
Increasing women's participation in the workforce through recruitment and employment opportunities.

Cause of the Impact
This impact is driven by our operational activities, particularly through recruitment, hiring, training, and workforce development practices across our three business segments. These activities support greater access to formal employment opportunities for women, including in positions where female participation has traditionally been limited.

External Stakeholders / Impact Areas Evaluated
This topic is relevant to society, particularly households and communities that may benefit from increased access to formal employment opportunities for women.

Topic Relevance on External Stakeholders
This issue is material to external stakeholders because increasing women's access to formal employment can contribute to gender equality and generate broader socioeconomic benefits beyond the individual employee. These benefits may include greater household income and economic stability, as well as improved access to essential goods and services such as healthcare, education, and nutrition. In 2025, TRAXION hired 4,553 women, expanding women's participation in its workforce and the potential positive socioeconomic impact on their households and communities.

Type of Impact
Positive

5.2. MATERIAL ISSUES FOR EXTERNAL STAKEHOLDERS

2. Diversity & Inclusion

To measure the social impact of our diversity and inclusion efforts, particularly our contribution to increasing women's participation in the workforce, we use the number of women hired during the reporting year as a quantitative output metric. In 2025, TRAXION **hired 4,553 women** across its operations.

Women remain underrepresented in the transportation sector and in operational roles across our industry. At TRAXION, women represented 18.8% of our total workforce in 2025, while only 2.0% of transportation unit operators were women, highlighting the opportunity to expand women's participation in traditionally male-dominated roles.

We assess the broader external impact associated with these employment opportunities using the estimated number of households potentially positively impacted. Access to formal employment can contribute to household income, economic stability, and women's economic autonomy, while supporting broader socioeconomic development. These benefits may extend beyond the individual employee and can help strengthen household resilience and access to essential goods and services, including healthcare, education, and nutrition.

For this assessment, we use the number of women hired during 2025 as a proxy for the number of households potentially benefiting from formal employment, assuming one household per woman hired. Based on this approach, an estimated 4,553 households were potentially positively impacted in 2025.

This proxy-based assessment enables us to connect our diversity and inclusion efforts with broader socioeconomic outcomes. It does not represent a direct measurement of household-level outcomes or the duration of employment, but provides an indication of the potential external social impact associated with expanding employment opportunities for women.

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
F: Financial
P: Positive
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

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.
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 tCO2e / 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.

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

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