

TRANSMODAL

ESG REPORT

2025



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TRANSMODAL HOLDING

GRI 2-1

ABOUT US

With over 25 years of operational excellence, we provide rail and road logistics solutions connecting Mexico and the U.S. We prioritize low-emission transportation and specialized warehousing, ensuring our clients' goods travel with the utmost safety and environmental responsibility. This is made possible by our consolidation as a Group: for 3PL logistics services, we have Transmodal; for road transport services, the Agheso and TGN fleets; and for U.S. warehousing, Diversified.

MISSION

To generate value in our clients' supply chain through comprehensive logistics solutions, supported by cutting-edge technology, highly personalized service and a rigorous focus on safety, operational efficiency and environmental care.

VISION

Transforming logistics in Mexico and its connection with the United States, consolidating ourselves as the leading intermodal platform, recognized for our impact on safety, sustainability and value creation for our clients.

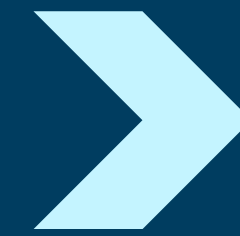


Our Services

GRI 2-1, 2-6

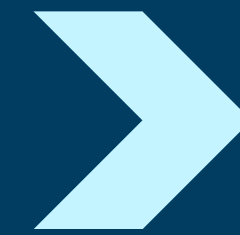
Our promise of quality, safety and sustainability is the DNA that drives our logistics step by step.

- ✓ Comprehensive excellence
- ✓ Sustainable commitment
- ✓ Operational shielding
- ✓ Profitable efficiency



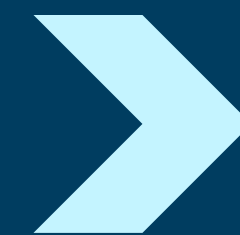
Land Transportation

We have natural gas (TGN) and diesel (Agheso) trucks with dry box and container options, offering flexibility in the transport of goods.



Rail Transport

We offer intermodal services and vans to ensure efficient and safe transport, ideal for sensitive goods between Mexico and the USA.



Storage

We have our own storage center in the USA (Diversified) with the capacity to handle dry and refrigerated boxes from the food and pharmaceutical industry.

Our DNA

1. Customer obsession

We meet and exceed our customers' expectations through reliable, customized, and high-impact solutions.

2.- Integrity and ethics

We always act with honesty, transparency, and ethics in every decision, relationship, and process.

3. Excellence and quality

Everything we do is executed with the highest standard of quality, discipline, and professionalism.

4. Teamwork

We collaborate openly, sharing knowledge and experience to achieve superior results.

5. Active listening

We listen to customers, partners, and colleagues to learn, improve, and make better decisions.

6. People Development

We promote the personal and professional growth of our team, convinced that talent is our main asset.

7. Respect and recognition

We value the contribution of every person. All roles are essential to collective success.

8. Professionalism

We act with responsibility, preparation, and a focus on results at all times.

9. Commitment to sustainability

We protect the environment and contribute to the well-being of society through more efficient and responsible logistics.

10. Passion for what we do

We work with energy, commitment and pride to transform logistics day by day.



Our presence

GRI 2-1, 2-6



Connecting Mexico and the U.S.

Our transportation network efficiently and safely connects key points between Mexico and the U.S., guaranteeing world-class coverage to meet customers' logistical needs.

NATIONAL COVERAGE

12 states of the Mexican Republic

We connect the main cities of Mexico, optimizing logistics and ensuring efficiency on every route for general and sensitive products.

INTERNATIONAL COVERAGE

12 regions of the United States

We efficiently manage ground transportation and warehousing in the USA with strategic facilities in Chicago and optimized routes.

INTERMODAL ROUTES

5 main routes

We connect ports, intermodal terminals, and key distribution centers in Mexico and the U.S. to deliver operational efficiency.

Letter from our CEO

GRI 2-2

As CEO of Transmodal Holding, it is a privilege for me to present the 2025 ESG Report, a document that consolidates our more than 25 years of operational excellence and our evolution into a leading intermodal platform for logistics connectivity between Mexico and the United States. In this process, the integration of the Transmodal, Diversified, Agheso, and TGN business units has strengthened our ability to offer comprehensive solutions that prioritize safety, efficiency, and, fundamentally, environmental responsibility. Following the guidelines of the Greenhouse Gas Protocol, we are pleased to report a 15% reduction in our total Scope 1 and 2 emissions compared to the 2023 baseline, a significant step toward our institutional goal of achieving a 50% absolute reduction by 2034. This environmental performance has been enhanced by the implementation of eco-efficient driving techniques, the use of electric forklifts, and waste management practices that enabled the recycling of 20.4 tons of various materials, thus mitigating the impact of our operations on the ecosystem. At the same time, we reaffirmed our commitment to biodiversity through strategic alliances that resulted in the reintroduction of 7,227 baby sea turtles and the reforestation of native species in the coastal areas of Veracruz.

In the social sphere, Transmodal stands out as a leader in inclusion within the logistics sector, boasting a 46.4 % female workforce, a figure that surpasses both national and international industry averages. The well-being of our employees is safeguarded through emotional support programs such as Mind in Motion, rigorous road safety protocols that resulted in zero fatalities during the period, and the establishment of a Workers' Committee that guarantees the right to freedom of association and collective bargaining.

Finally, our governance has been strengthened through a Responsible Sourcing Policy, whereby 72 % of our office supplies now come from certified sustainable sources, and a robust cybersecurity infrastructure that protects the privacy of information from our customers and strategic partners.

Looking to the future, we are committed to continuing to transform logistics with a rigorous focus on ethics, technological innovation and the creation of sustainable value for all our stakeholders.

*Eduardo Herrero G.
CEO Transmodal Holding*



ESG Commitment

GRI 2-2, 2-3

In 2022, we created Transmodal's Sustainability area with the aim of establishing a strong focus on environmental protection across all our operations and strengthening ties with our clients. Since then, we have evolved year after year, striving to be agents of change, placing sustainability at the heart of each of our employees and committing to contributing to sustainable development in logistics, consolidating our actions in Environmental, Social, and Governance (ESG) matters.



This ESG Report 2025 corresponds to the first consolidated disclosure year for Transmodal Holding, following the incorporation of the Diversified, Agheso, and TGN business units into the Group in 2025. As this is a transition year, the coverage of information varies by indicator, as detailed in the Coverage Matrix by Entity (page 43) with reference to the GRI and SASB Standards.

Throughout this document, the following conventions are used: 'Transmodal Holding' or 'the Group' refers to the consolidated group of the four entities; 'Transmodal' (excluding Holding) refers exclusively to the Veracruz-based Transmodal 3PL unit; 'Agheso', 'TGN', and 'Diversified' refer individually to each entity. The 2023 and 2024 Greenhouse Gas inventories were retrospectively recalculated to reflect the consolidated perimeter of Holdings (GRI 2-4), ensuring year-over-year comparability under the GHG Protocol Corporate Standard.


We recognize that some programs are deployed only in Transmodal 3PL; their standardization to the rest of the Group is part of our 2026 roadmap.



EXECUTIVE SUMMARY



In 2025, thanks to joint efforts we achieved:



Environmental

- 15 %** lower Scope 1 and 2 emissions compared to base year
- 20.4** tons of waste recycled and properly handled
- 26.3 %** less energy consumption vs 2023 at administrative headquarters
- 7, 227** Reintegrated sea turtle hatchlings
- 177** Native trees/palms planted



Social

- 1** First aid training
- 9** "Mind in Motion" informational materials on mental health and work-life balance
- 46 %** Female participation in Transmodal's workforce
- 72 %** Office supplies from suppliers with ESG measures
- 12** Informational materials for the responsible consumption of alcohol



Governance

- 0** Cases of corruption and ethical incidents recorded in official channels
- 1st** Workers' Committee to represent employees in Transmodal
- 100 %** Transmodal's workforce sensitized in internal ethics
- 5** Cybersecurity training aligned with CTPAT.

COMMITTED distinction for 2025 performance in Transmodal

Materiality

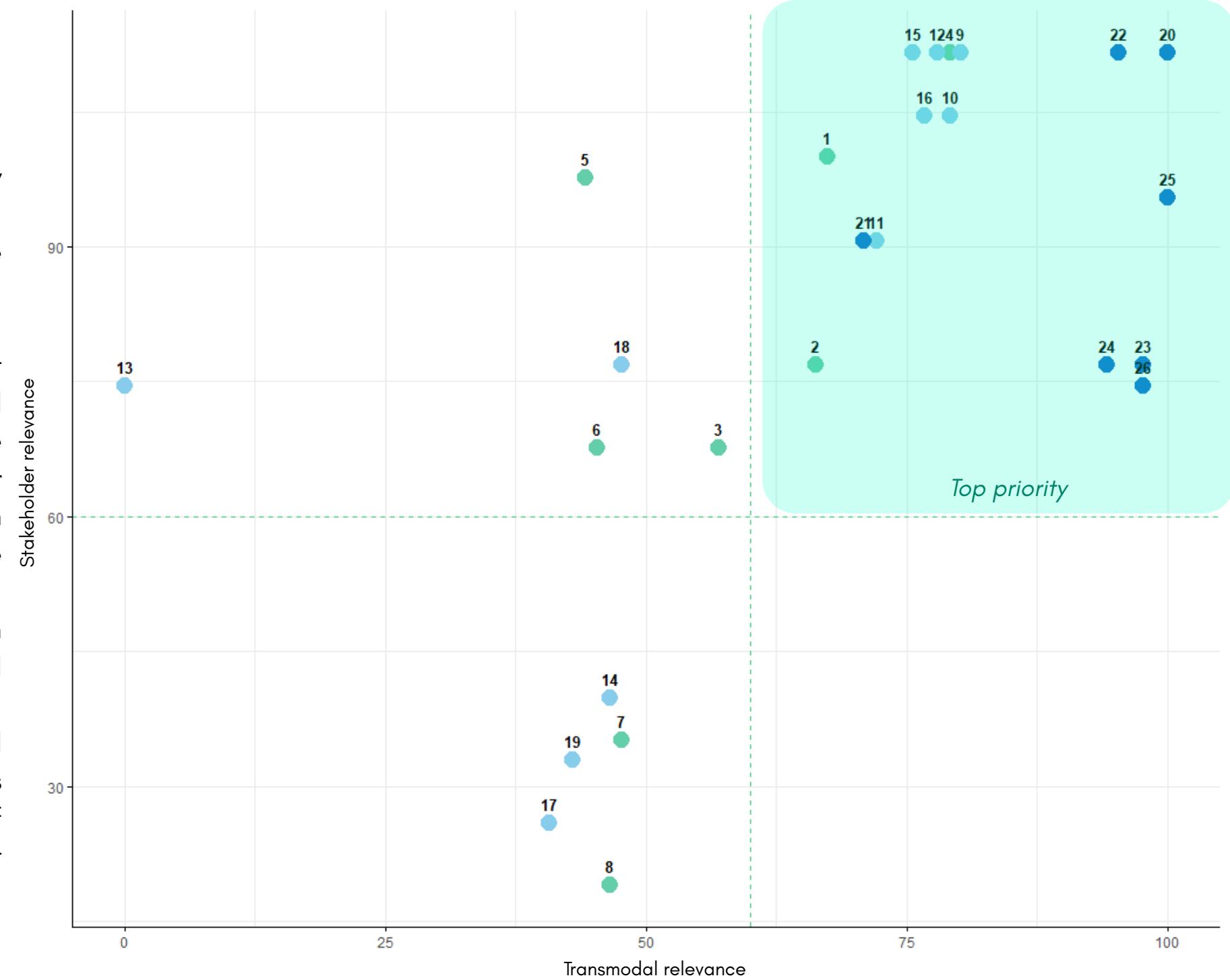
GRI 3-1, 3-2

With the consolidation of Transmodal Holding, we updated our Materiality Matrix to align our ESG strategy with this new stage of growth. The process was carried out in three phases:

1. Identification. We selected critical topics based on applicable legal compliance in Mexico and the international sustainability standards GRI and SASB for the logistics and transportation sectors, ensuring global relevance for our industry.

2. Consultation. We assessed the relevance of each topic through an active listening exercise that included the following stakeholder groups: Transmodal Holding's Senior Management, Transmodal 3PL and Agheso staff, a TGN representative, and our key clients. For clients with a consolidated ESG strategy, the results of their existing materiality matrix were used. For clients developing their strategy, as well as for internal staff and representatives of operating partners, a direct consultation was conducted using a form with a 1-to-3 rating scale. This allowed us to gather each participant's personal perspective on the relevance of the topics, a criterion adopted for this first consolidated matrix to capture unbiased responses. As part of continuous improvement, in 2026 the consultation will evolve toward a dual materiality approach that differentiates between the importance to stakeholders and the institutional impact on Transmodal Holding, in accordance with the best practices of the GRI 3 standard.

3. Prioritization. The responses were weighted differently according to the stakeholder group and subsequently normalized on a scale of 0 to 100, establishing a materiality threshold of 60 points. This methodology allowed us to distinguish between Top Priority Issues—which constitute the strategic core of this report—and Management and Monitoring Issues, ensuring an efficient focus on the most significant business impacts.



ENVIRONMENT

- 1. GHG emissions
- 2. Air quality
- 3. Energy consumption and renewable sources
- 4. Water consumption
- 5. Hazardous waste and materials
- 6. Biodiversity and ecosystems
- 7. Climate Change
- 8. Responsible Sourcing and Use of Materials

SOCIAL

- 9. Compliance with labor regulations
- 10. Health, safety and hygiene
- 11. Inclusion and diversity
- 12. Human rights
- 13. Community Relations
- 14. Social impacts with suppliers
- 15. Quality, safety and regulatory compliance in services offered
- 16. Ethics and transparency

CORPORATE GOVERNANCE

- 17. Customer well-being
- 18. Sustainability in the service life cycle
- 19. Affordable and accessible services
- 20. Code of Ethics and Culture of Integrity
- 21. Competition and antitrust
- 22. Laws and regulations
- 23. Critical Incident Prevention and Response
- 24. Identification and management of systemic risks
- 25. Company data protection (own and third-party)
- 26. Personal data privacy protection

ENVIRONMENTAL



GHG emissions

GRI 2-4, 305-1, 305-2, 305-3



As part of our ongoing commitment to the SDGs and measures to combat climate change, we monitor our greenhouse gas (GHG) emissions annually to identify our areas of greatest impact and implement effective reduction measures. We use the Greenhouse Gas Protocol (GHG Protocol) guidelines, an internationally recognized methodology widely used by corporations to accurately and reliably measure their carbon footprint. The 2023 and 2024 inventories were recalculated to reflect the consolidated scope of Transmodal Holding (Transmodal 3PL, Agheso, TGN, and Diversified), ensuring year-over-year comparability under the selected methodology based on operational control criteria.

Our emissions inventory comprises two main scopes:

Direct emissions

Scope 1

Emissions released into the atmosphere by activities over which Transmodal Holding has operational control:

Fugitive emissions from air conditioners and refrigeration systems in a Diversified warehouse

- Emissions from fuel consumption in TGN and Agheso fleets (CNG and diesel)
- Fuel consumption emissions in utility vehicles

259.8 tons of CO₂e

Indirect emissions from electricity

Scope 2

Emissions released into the atmosphere as a result of the electrical energy consumed in corporate offices and the Diversified warehouse within the limits of operational control.

1,195.6 tons of CO₂e

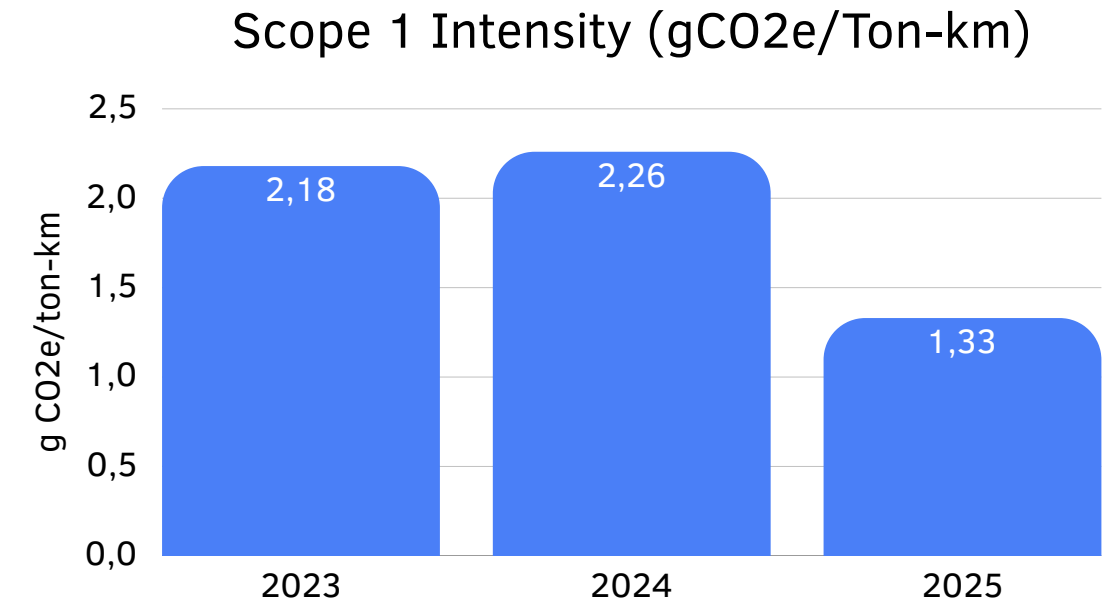
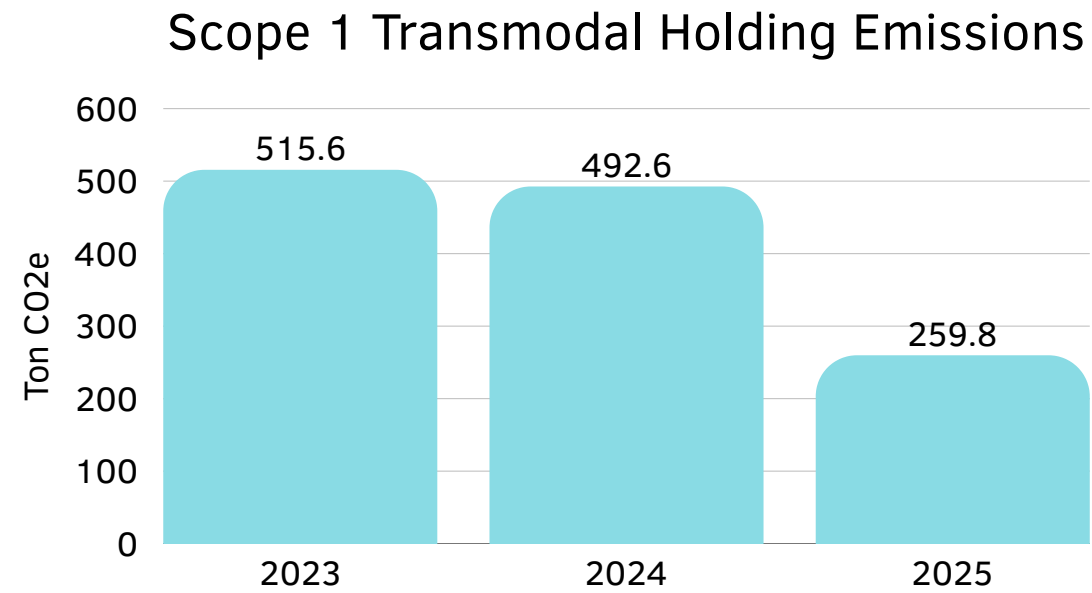


At Transmodal Holding, we are committed to mitigating climate change by improving our operational efficiency, adopting low-carbon and transitional fuels such as natural gas (TGN line), adopting renewable technologies, measuring the GHG emissions of each company, managing waste, and conserving key ecosystems for climate change mitigation such as the mangroves in the coastal area of Veracruz.

As part of this commitment, since 2024 we have implemented efficient driving techniques in our fleet of diesel trucks to reduce fuel consumption and therefore the emissions generated during the transport of goods, in line with the recommendations of the Clean Transport Program to which we have belonged since 2024. In addition, our warehouse has 100% electric forklifts to reduce the use of fossil fuels and we use R-717 as our main refrigerant gas, which has a global warming potential (GWP) of zero and allows our fugitive emissions in the warehouse to remain to a minimum.



Our Scope 1 emissions were 49.6% lower than in base year 2023.

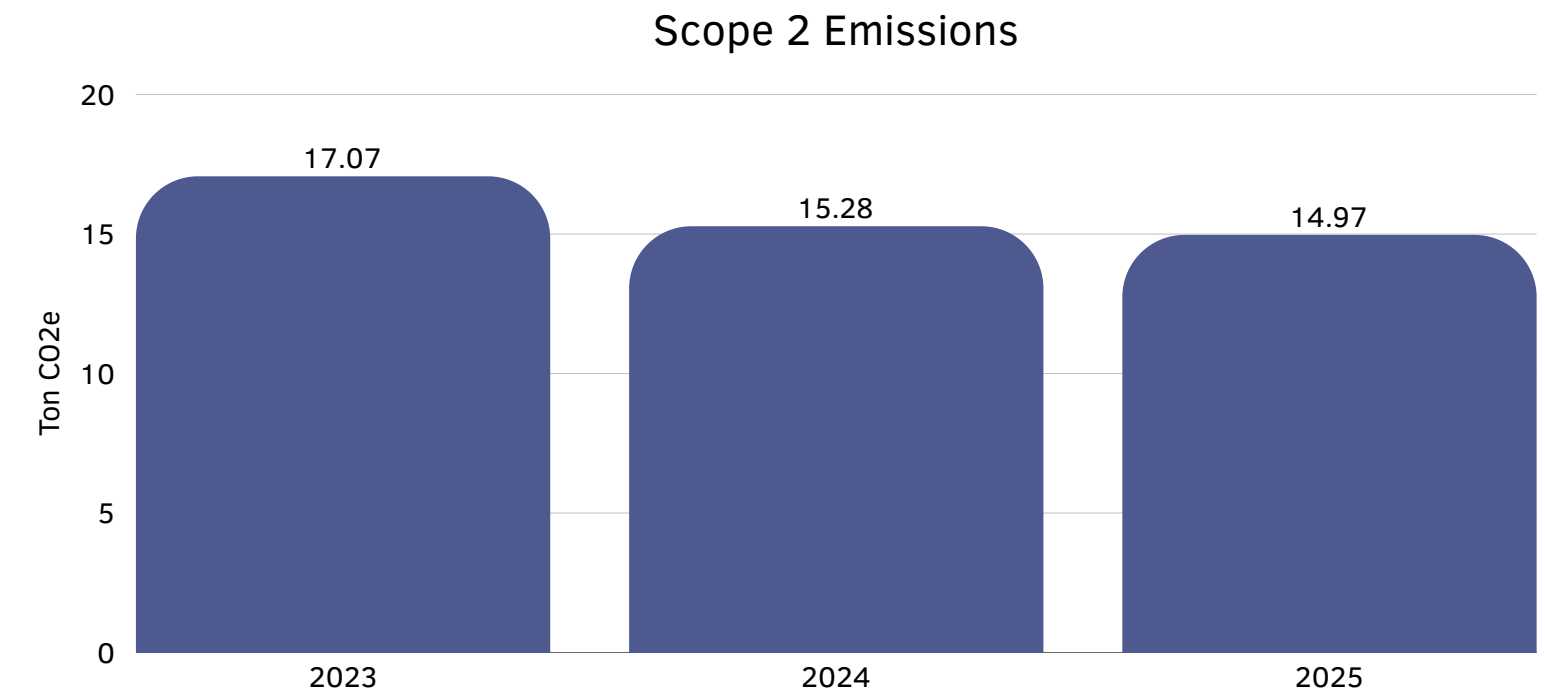
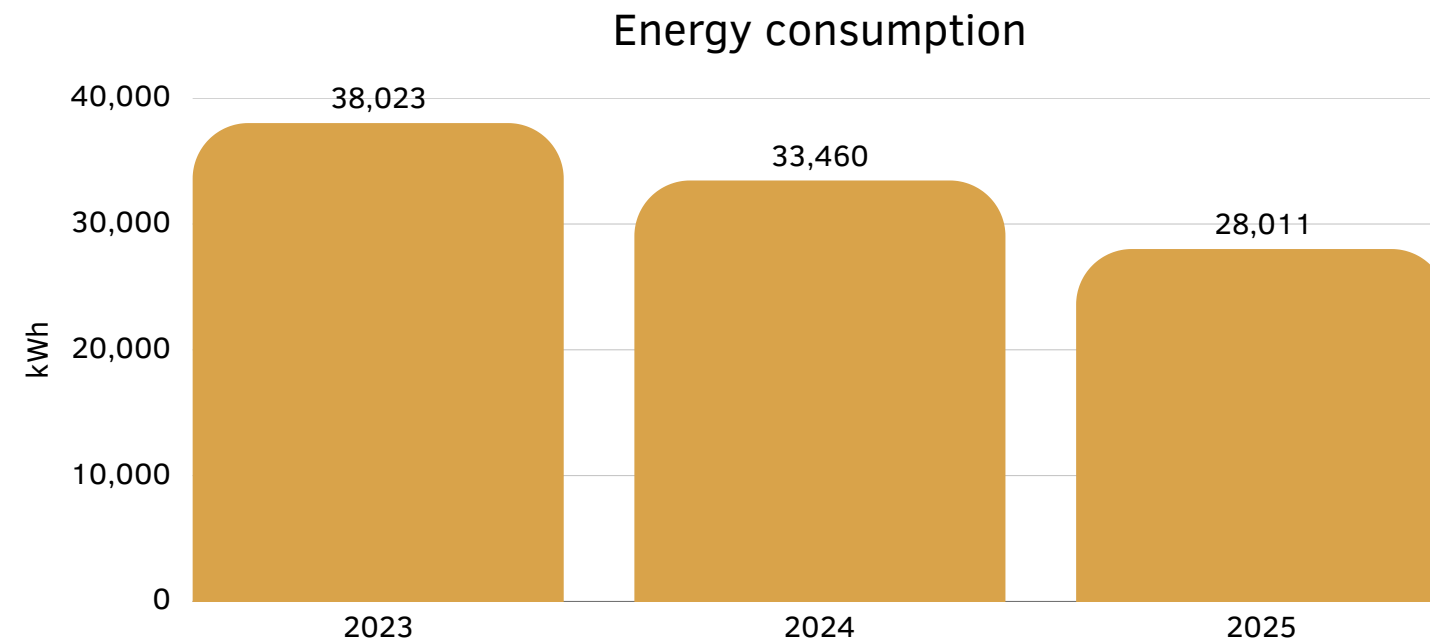


This behavior is the result of an operational streamlining and fleet optimization strategy, which involved calibrating activity volume and mileage to align with current international market demands. By reducing low-utilization routes and optimizing critical trajectories, we have significantly mitigated our direct environmental footprint.

To ensure the methodological transparency required by GRI and SASB frameworks, we acknowledge that this absolute decrease is correlated with fluctuations in fleet activity levels. Therefore, to assess the structural eco-efficiency of our entire operation independently of business volume, we have integrated our first Corporate Emission Intensity Indicators, which measure the Group's total Scope 1 footprint relative to our total fleet activity (reported in grams of CO2 equivalent per tonne-kilometer).

The greatest impact of our operations comes from the energy consumption of our warehouse in Chicago (Diversified) and Transmodal's corporate offices in Veracruz. At the latter location, in 2025 we achieved a 26.3% reduction in energy consumption compared to our 2023 baseline, thanks to energy-saving measures implemented in computer equipment and more responsible electricity use. Furthermore, in 2026 we are committed to adopting renewable technologies to further reduce our impact.

Energy performance of Transmodal's administrative office in Veracruz



12.3 % less Scope 2 emissions at the Veracruz administrative headquarters in 2025 compared to base year 2023.

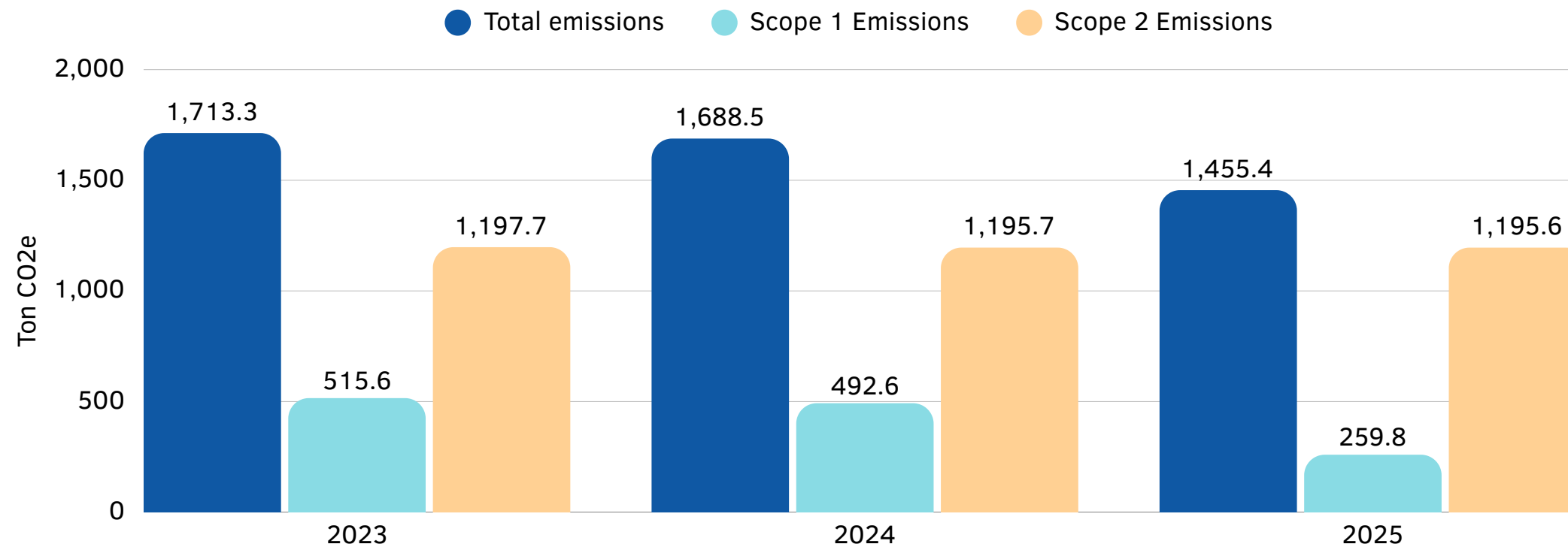
With these actions, Transmodal Holding continues to move towards achieving its 2034 goals:

Absolute reduction of Scope 1 emissions to 50 % by 2034 compared to base year 2023.

- Absolute reduction of Scope 2 emissions to 50 % by 2034 compared to base year 2023.

And, we commit to responsibly replacing lighting fixtures in the Diversified warehouse with motion sensors by 2026 to increase the efficient use of energy, as well as establishing an energy committee that will constantly monitor and design strategies to reduce consumption.

Transmodal Holding Emissions



In 2025 our total Scope 1 and 2 emissions were 15% lower than in the base year 2023.

Scope 3 emissions will be consolidated throughout 2026 with the relevant categories. During 2025, emissions from outsourced transport services (Transmodal) were 2,898 tonnes CO₂ e.



Waste

GRI 306-3, 306-4, 306-5



At Transmodal Holding, we recognize that another significant impact of our operations is the generation of waste associated with our warehouse and administrative offices. Therefore, in 2025 we established a comprehensive solid waste management plan for municipal and hazardous waste in Veracruz, and in 2026 we will set our target for reducing hazardous waste generation. Additionally, we are committed to reducing and recycling our recyclable municipal solid waste generated at our Veracruz warehouse and offices through strategic partnerships and by promoting the use of digital resources in integration activities and reusable materials. These actions strengthen our pollution prevention approach by preventing waste from ending up in open landfills or being incinerated.

By 2025 we will have achieved the recycling and proper disposal of:

- **20.4 tons of recyclable waste such as PET, LDPE, HDPE, cardboard, archive paper, polystyrene and multi-layer packaging.**
- **105.3 kg of hazardous and special handling waste.**

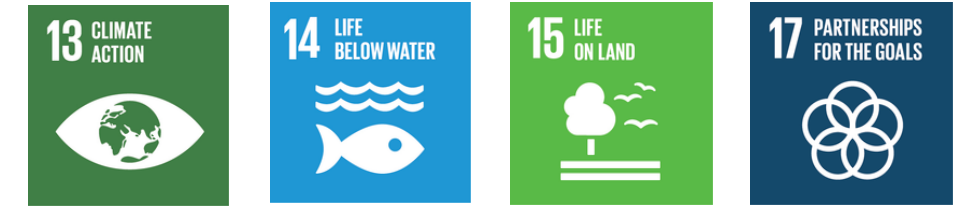


In addition, we collaborate with our clients on volunteer work to promote the proper management of plastic waste and awareness campaigns to reduce its use. In 2025, we participated in Plastianguis CDMX at Ciudad Universitaria and Plastimagen at the CitiBanamex Center. These events are held in coordination with the National Association of the Chemical Industry (ANIQ) through the Commission of the Plastics Industry, Responsibility and Sustainable Development (CIPRES) to promote the circular economy and recycling in society.



Biodiversity

GRI 3-3, 304-2, 413-2



At Transmodal, we understand that the GHG emissions from our activities have an indirect impact on terrestrial and marine ecosystems, contributing to climate change. Therefore, in addition to actions to mitigate impacts, we reaffirm our commitment to the environment through a strategic alliance with an NGO, actively integrating our team into volunteer days and biodiversity protection programs on the coasts to support conservation projects for mangrove ecosystems, coastal ecosystems, and biodiversity in Veracruz, primarily because it is the state where Transmodal and TGN's administrative headquarters are located.

In 2025, through this collaboration and effort, we will achieve:

Marine wildlife protection:

7,227 reintegrated sea turtle hatchlings (Kemp's ridley and green turtle species).

63 nests rescued and protected in high-risk areas.

- **Brigades for the protection of the blue crab and attention to megafauna strandings.**



Joining forces with:



Climate Action and Cleanup:

601 kg of garbage collected during beach and coastal ecosystem clean-up days.

- **177 native coconut palms planted in Nautla.**

Social and Educational Impact

1,894 people made aware of environmental education.

- **Direct humanitarian support to affected communities in the Poza Rica region.**



Reforestation



Organizational environmental culture

GRI 404-1



At Transmodal Holding, a fundamental part of our sustainability strategy is to become agents of change. We believe that by raising awareness of current environmental issues, adopting responsible habits, and making informed decisions, we can generate change that will multiply within our families, among our friends, partners, and the community at large. Therefore, in our Transmodal Environmental Training Program, we offer:

- **11 staff training sessions with over 50% participation.**

Covering topics such as: Responsible Sourcing, SDGs, Sustainable Transport, Energy Saving, Transmodal Sustainability Policy, Waste Management, ESG Achievements 2024, Recycling, Sustainability within the Transmodal DNA and Eco-efficient Driving.

- **1 self-managed ESG course.**



Air quality

GRI 305-7



We recognize that ground transportation operations have a direct impact on air quality in the regions we travel through, primarily through emissions of nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM10) generated by diesel and natural gas combustion. As part of our commitment to mitigating this impact, in 2025 we estimated the atmospheric emissions of our Agheso and TGN fleets under operational control, using the emission factors published by the Megalopolis Environmental Commission (CAME) in 2020 for federal tractor-trailers. The consolidated results are presented below:

NOx: 2.1 tons

SOx: 0.045 tons

PM10: 0.65 tons

The progressive incorporation of lower emission technologies, such as our TGN natural gas fleet, as well as the adoption of eco-efficient driving techniques in diesel fleets, are our main mitigation levers.



Water

GRI 303-3, 304-4, 305-5



Water is an essential resource for the operation of our administrative and storage facilities, as well as for unit maintenance services. We recognize its material nature and are committed to progressively building responsible management of this resource. At Transmodal's administrative headquarters in Veracruz, the supply and treatment of wastewater is part of the comprehensive service provided by Grupo Más, a specialized provider responsible for water treatment, distribution, and sanitation in accordance with applicable local regulations. In 2025, no environmental incidents related to water discharges or impacts on water bodies resulting from our operations were identified.

We acknowledge that the quantitative reporting of water consumption and discharge under GRI criteria 303-3, 303-4, and 303-5 is under development. As part of our 2026 roadmap, we will establish a water consumption baseline for all Group entities—including the Diversified warehouse in Chicago—by installing dedicated meters where technically feasible and implementing monthly monitoring by area to identify operations with the highest water usage. This baseline will allow us to set measurable reduction targets starting with the 2027 reporting cycle.



SOCIAL



Regulatory compliance and commitment to employees

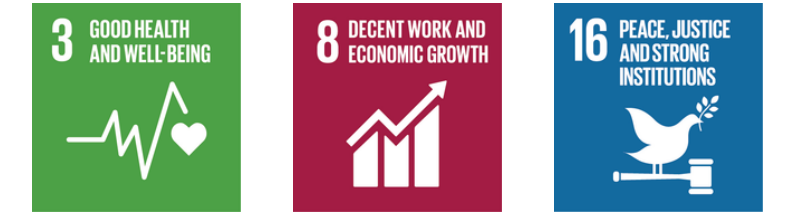
GRAY 2-16, 2-27, 3-3, 205-2, 205-3, 403-1, 403-3 403-5, 403-6, 403-9, 404-1, 409-1, 416-1

At Transmodal, we have a firm commitment to regulatory compliance. Therefore, in 2025, we integrated our 3PL services into the SEDEX platform to connect with our key clients and to understand and improve our standards in Labor Standards, Health and Safety, Work Ethics, and Environment. This was achieved through the SMETA 4-pillar audit, in which no critical findings were identified. Consequently, we reaffirm that our operations align with Human and Labor Rights, including the prevention of forced labor and excessive working hours, and the freedom of association of workers, among others.

In addition, we strengthened our actions and awareness campaigns via email to staff about our Anti-Corruption Agreement to permeate the entire value chain.



Thanks to these actions, we closed 2025 with **0 cases of corruption.**



SENSIBILIZACIÓN PARA PREVENIR LA CORRUPCIÓN Y EL SOBORNO

La **corrupción** es el abuso de poder o posición en una organización, delegado para obtener beneficios propios.

Sucede cuando las personas abusan de la autoridad que les ha delegado, para obtener recursos o ventajas personales.

DIFERENTES TIPOS DE CORRUPCIÓN

<div style="text-align: center;"> <h4>Soborno</h4> <p>Implica dar o recibir objetos de valor, como dinero, regalos costosos o favores, a cambio de obtener un trato preferente o un beneficio indebido en los negocios.</p> </div>	<div style="text-align: center;"> <h4>Fraude</h4> <p>Abarca una amplia gama de actividades deshonestas e ilegales llevadas a cabo con el propósito de obtener ventajas financieras indebidas.</p> </div>
<div style="text-align: center;"> <h4>Malversación</h4> <p>Apropiación indebida de bienes, fondos o recursos de una empresa en beneficio propio.</p> </div>	<div style="text-align: center;"> <h4>Conflicto de intereses</h4> <p>Situaciones en las que los intereses personales de un colaborador puedan interferir con los de la organización.</p> </div>

En 2003 la Asamblea General de las Naciones Unidas declaró el 9 de diciembre de cada año como el Día Internacional contra la Corrupción.

Protege lo bueno Protege a las personas

As part of our workplace safety and well-being strategy, our administrative headquarters team in Veracruz successfully completed a training program in First Aid and Civil Protection. This training enabled the formal establishment and appointment of our Internal Civil Protection Unit (UIPC), comprised of specialized brigades in First Aid, Building Evacuation, Search and Rescue, and Firefighting. With this organized response structure, Transmodal not only ensures regulatory compliance but also enhances its operational resilience, guaranteeing immediate and professional intervention in any emergency to safeguard the well-being of our employees, suppliers, and all visitors to our facilities.

0 workplace accidents at Transmodal and Agheso during 2025

CONOCE Nuestras Brigadas

- Josafat Acosta, Coordinador de UIPC
- Montserrat Montiel, Subcoordinador de UIPC
- Ena Velázquez, Brigadista Primeros Auxilios
- Erika Ortega, Brigadista Combate Contra Incendios
- Victor Huerta, Brigadista Búsqueda y Rescate
- Quetzalli Cruz, Brigadista Evacuación de Inmuebles

Protege Lo Tuyo



Recognizing that emotional well-being is the cornerstone of exceptional performance, at Transmodal we have institutionalized a monthly training program focused on mental health and work-life balance. Through specialized infographics, we equip our team with practical tools for stress management, resilience, and self-care in the workplace. This initiative not only seeks to prevent psychosocial risks but also to foster an environment of mutual support and psychological safety, consolidating an organizational culture where the integrity of the individual is central to our operations. Furthermore, this program reinforces our compliance with NOM-035-STPS-2018, exceeding the basic prevention standards.

9 informational materials “Mind in Motion”

Providing tools in:

Emotional communication

- Stress management
- Self-esteem
- Emotional intelligence
- Psychological First Aid
- Work-life balance
- How to control anxiety

MENTE EN MOVIMIENTO

Introducción a la salud mental

Qué es

OMS: Estado de bienestar que permite a las personas tomar decisiones y establecer relaciones, esencial para el **desarrollo personal, comunitario y socioeconómico.**

IMSS: Equilibrio entre personas y su entorno socio-cultural, abarcando el **bienestar emocional, psíquico y social.**

Factores

- Genética
- Ambiente
- Experiencias de vida
- Factores biológicos

Importancia

- Fomenta el autocuidado y la prevención
- Reduce el estigma y discriminación
- Promueve relaciones más empáticas y respetuosas

Mitos

- La salud mental es solo para personas con enfermedades
- Ir al psicólogo es solo para locos

Realidades

- Todos tenemos salud mental y debemos cuidarla
- Es una forma de autocuidado, como ir al médico

TRANSMODAL

*Protege lo tuyo
Protege a las personas*

expresate24h  **MATERIALES DE APOYO:**
Hablemos de salud mental:
<https://open.spotify.com/episode/0K8HbGYfIDpOCNQJqHsQV4?si=nVmlBfuvTReofDevJJXM-w>

Given our strong business alliance with leaders in the spirits industry, we have institutionalized the promotion of responsible alcohol consumption by providing monthly resources to prevent addiction. This commitment goes beyond regulatory compliance; we align our organizational culture with our clients' social responsibility, ensuring an ethical, reliable, and safe value chain at every stage of our operations, as well as fostering the well-being of our staff and their families.

TRANSMODAL ¿QUÉ EFECTOS PROVOCA EL CONSUMO DEL ALCOHOL EXCESIVO EPISÓDICO?

Una única sesión intensa de consumo puede afectar casi **todos los órganos**. Provoca deshidratación, coordinación deficiente, respiración lenta, presión baja, vómitos, coma o incluso **la muerte** por intoxicación alcohólica.

A largo plazo, beber en exceso repetidamente puede provocar hipertensión, enfermedades del corazón, daño hepático, **cánceres** (de colon, hígado, etc.), problemas de memoria, sistema inmunitario debilitado y dependencia de alcohol.

No olvides...

- Evita episodios altos de alcohol.
- Come antes de beber alcohol.
- Busca apoyo si beber preocupa.

Conoce más aquí:

Capacitación interna

DRINKIQ

Protege lo tuyo
Protege a las personas

TRANSMODAL EL VERDADERO RESPETO NO SE TOMA

Rompe el mito: ser mexicano no implica beber.
En realidad, consumimos menos que otros países. **El respeto empieza por aceptar la abstinencia** y tomar decisiones conscientes y responsables.

Beber no te hace más mexicano. Según la OCDE (Organización para la Cooperación y el Desarrollo Económicos), México consume poco alcohol. **Infórmate, respeta al que no toma y decide bien.**

No olvides...

- Respeto también es no beber
- Ser mexicano no es beber
- Abstenerse también es válido siempre

Conoce más aquí:

Capacitación interna

Fⁿsac
Alcohol Infórmate

Protege lo tuyo
Protege a las personas

TRANSMODAL SÉ UN HOST RESPONSABLE EN ESTAS FIESTAS DECEMBRINAS

Los efectos del alcohol en el cuerpo persisten mucho después de dejar de beber. Es imposible "desembriagarse" rápidamente con café o un baño, y el juicio se mantiene deteriorado por horas.

El consumo excesivo reduce la capacidad del organismo para combatir infecciones. Comer antes puede ralentizar la absorción del alcohol. Antes de celebrar, planifique un límite.

Consejos para ser un anfitrión responsable...

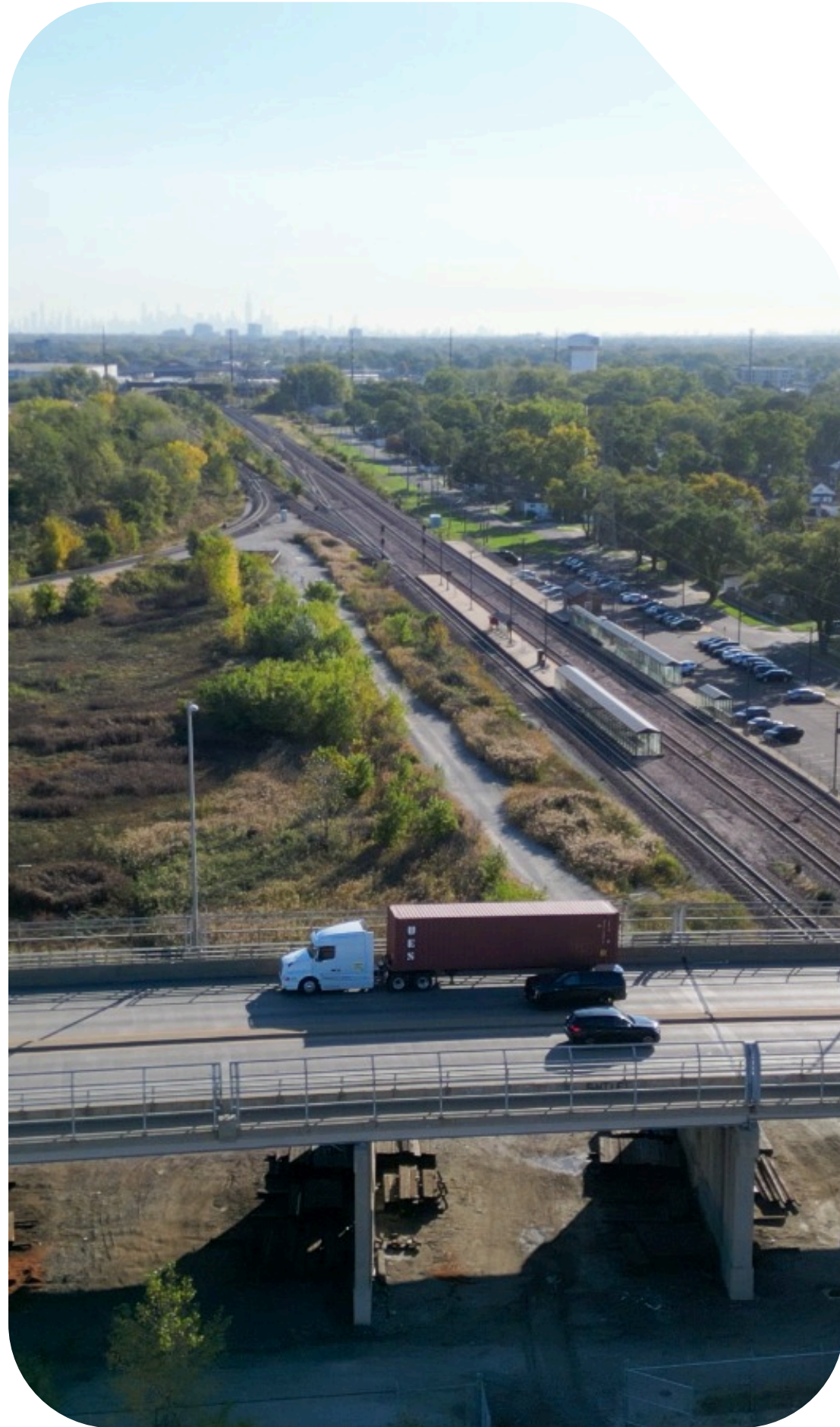
- Ofrezca mucha comida y diversas opciones de bebidas sin alcohol.
- Ayude a garantizar transporte seguro, el conductor debe estar sobrio.
- Conozca las leyes y siempre dé un buen ejemplo a menores.

Conoce más aquí...

Capacitación interna

NIH National Institute on Alcohol Abuse and Alcoholism

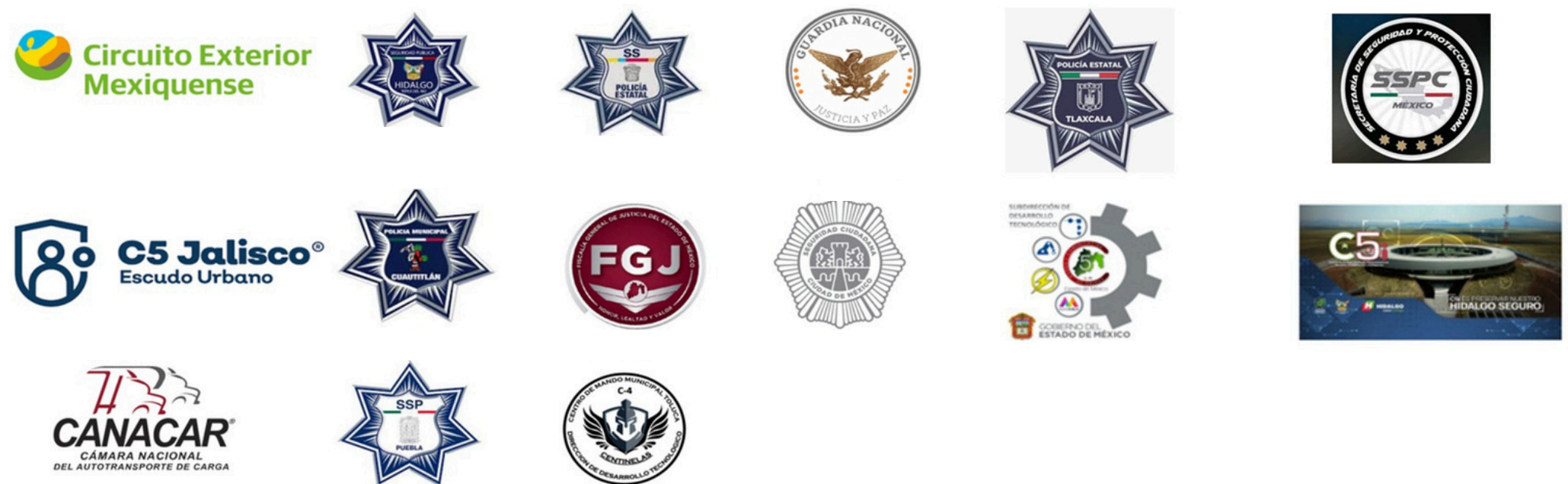
Protege lo tuyo
Protege a las personas



At Transmodal, the integrity of our operational force is central to our risk management. During 2025, we strengthened our approach through continuous driving monitoring, the implementation of strict on-route communication protocols, and road incident response mechanisms, including preventive engine shutdown, immediate seal audits, and verification of the physical integrity of drivers and third parties. Thanks to these measures, in 2025 there were only two road accidents without injuries, which were reported to the highest governing body in accordance with the Group's risk management protocol. Additionally, during 2025 there were no incidents of information leaks, significant legal fines, or chronic illnesses among personnel. We complemented these measures with training programs in safe driving, efficient fleet management, and stress management, aimed at mitigating short- and long-term health risks.

Under strict road safety standards, we maintain rigorous oversight of our partner lines' compliance rates, including driver fitness, adherence to service hours, and regular drug testing of operators. Thanks to these measures, we closed 2025 with zero fatalities in our operations.

These actions are possible thanks to the strategic alliances created with Federal Government entities such as:



Responsible management of chemical inputs is essential to ensuring a safe operating environment and minimizing environmental risks. Therefore, at Transmodal, we have implemented a technical protocol based on prevention and the correct use of cleaning products to ensure the safety of our maintenance personnel and prevent contamination of ecosystems. This protocol has been communicated directly to all personnel involved in handling chemical substances.

- We standardized the identification and labeling of all maintenance supplies under the Globally Harmonized System (GHS). This ensures that all personnel involved have immediate access to critical information about health risks and preventive measures. We complement this control with the mandatory use of Personal Protective Equipment (PPE) and have emergency support equipment such as eyewash bottles available.
- Our guidelines strictly prohibit hazardous chemical mixtures and establish segregation protocols in ventilated areas, preventing the generation of toxic fumes and dangerous reactions, to ensure clean air and a safe working environment, aligned with our vision of workplace well-being.

As part of our environmental responsibility, we have immediate emergency response protocols and a controlled final disposal system for packaging, ensuring proper waste management.

Manejo de productos químicos

CLORO 6 %

Etiquetado de seguridad



GHS07 - Tóxico, irritante, narcótico, peligroso



GHS05 - Corrosivo



GHS09 - Dañino para el medio ambiente



Medidas de manejo:

- NO MEZCLAR CON OTROS PRODUCTOS**
- Evitar contacto directo con la piel
- NO VERTER EN DESAGÜE SIN DILUIR**
- Usar guantes resistentes, gafas o careta de protección y calzado cerrado
- No utilizar en concentraciones altas ni tiempo prolongado

Primeros auxilios:

- Inhalación**
Buscar zona ventilada y atención médica
- Contacto con piel y ojos**
Piel: lavar con agua y jabón; ojos: enjuagar con abundante agua mínimo 15 minutos y buscar atención médica
- Ingestión**
No inducir vómito, enjuagar con agua y buscar atención médica

Almacenamiento:

- Cerrado en un lugar fresco lejos de luz solar y ácidos

TRANSMODAL

Protege lo tuyo
Protege a las personas

Responsible Sourcing

GRI 407-1, 408-1, 409-1, 414-1, 414-2



At Transmodal, we understand the importance of promoting sound environmental, social, and governance practices throughout the supply chain. Therefore, in February 2025, we implemented a Responsible Sourcing Policy applicable to office supply providers and transportation companies with whom we work as a 3PL logistics provider.

In this, we established the selection criteria for inputs, prioritizing those that come from sustainable sources validated by certifications such as FSC for cardboard and paper products; biodegradable for cleaning products validated by the Mexican Society for Standardization and Certification or equivalent; and companies with the ESR distinction.

Thanks to this measure, by the end of 2025, more than 72% of our office supplies came from responsible sources.

No supplier identified with risky practices in human rights, labor, freedom of association or child labor.



With our transportation providers, we established an audit process to evaluate and monitor their performance in ESG measures, requesting documentation on environmental regulatory compliance, sustainability certifications, and human and labor rights, among other things. We also made it mandatory for them to join the Clean Transportation Program of the Ministry of Environment and Natural Resources, which aims to reduce the environmental impact of freight transport throughout the country.



In 2025 we evaluated 13 of our transport lines, of which 6 stood out for their actions and commitments in corporate governance, society and environment.

At Transmodal, we don't just move cargo; we orchestrate a responsible value chain. By evaluating our transport routes under ESG standards, we transform our operational network into an engine of positive impact, guaranteeing efficiency, safety, and sustainability every kilometer of the way.

Inclusion and diversity



GRI 401-1, 405-1, 406-1

At Transmodal, we understand that true transformation begins with a change in mindset. Throughout 2025, we prioritized creating a culture of respect and equity through strategic awareness initiatives, sensitizing our workforce to the value of diversity and inclusion. These efforts not only strengthen our internal social fabric but also lay the foundation for a genuinely inclusive work environment where every talent finds a safe space for professional development.



TRANSMODAL

27 DE FEBRERO
DÍA NACIONAL POR LA
INCLUSIÓN LABORAL

La inclusión laboral permite que las personas en condición de vulnerabilidad y sin importar origen étnico, género, enfermedad, orientación sexual y otras circunstancias tengan acceso a un empleo digno y decente.

<p>DIVERSIDAD</p> <p>Diferentes características físicas, sociales y personales.</p>	<p>EQUIDAD</p> <p>Acceso a las mismas oportunidades.</p>	<p>INCLUSIÓN</p> <p>Prácticas y políticas para asegurar que todas las personas se sientan valoradas.</p>
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During our monthly team-building activities, we covered topics such as the importance of breastfeeding, promoting well-being and health in our families, and empathy towards deaf people, tools for open and barrier-free communication among colleagues that allow us to work as a team and grow together.

To maintain our commitment to diversity and an inclusive environment, Transmodal has updated its Diversity, Equity, and Inclusion (DEI) Policy. The main focus was the transition from general principles to control mechanisms and talent metrics, ensuring a safe, fair, and high-performing work environment.

0 cases of discrimination at Transmodal Holding during 2025.

En Transmodal, estamos comprometidos con un entorno laboral donde prevalezcan la equidad, el respeto y la inclusión



UN EQUIPO DIVERSO ES UN EQUIPO MÁS FUERTE

- EN TRANSMODAL CONTAMOS CON **POLÍTICAS CLARAS CONTRA LA DISCRIMINACIÓN.**
- LA **EFICIENCIA Y EL TRABAJO EN EQUIPO SON FUNDAMENTALES.**
- **RESPECTO, INCLUSIÓN Y DIVERSIDAD SON PILARES DE LA CULTURA ORGANIZACIONAL EN TRANSMODAL.**
- **TODOS LOS PROCESOS DE CONTRATACIÓN Y PROMOCIÓN ESTÁN DISEÑADOS PARA SER LIBRES DE PREJUICIOS.**
- **SE PROMUEVE EL RESPETO A LA IDENTIDAD DE GÉNERO Y AL USO DEL NOMBRE ELEGIDO.**
- **SE CREAN ESPACIOS SEGUROS PARA EL DIÁLOGO Y LA REPRESENTACIÓN.**
- **EL OBJETIVO ES CONSTRUIR UN FUTURO MÁS JUSTO Y HUMANO PARA TODAS LAS PERSONAS.**



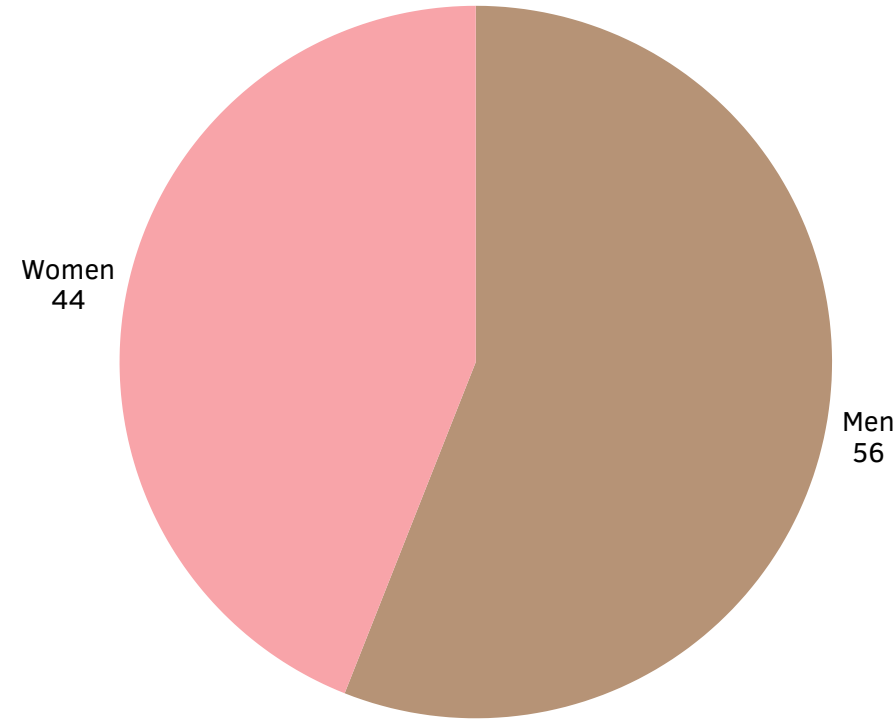
In addition, we take ongoing action in:

Multigenerational Diversity: Promoting coexistence and talent development for all ages.

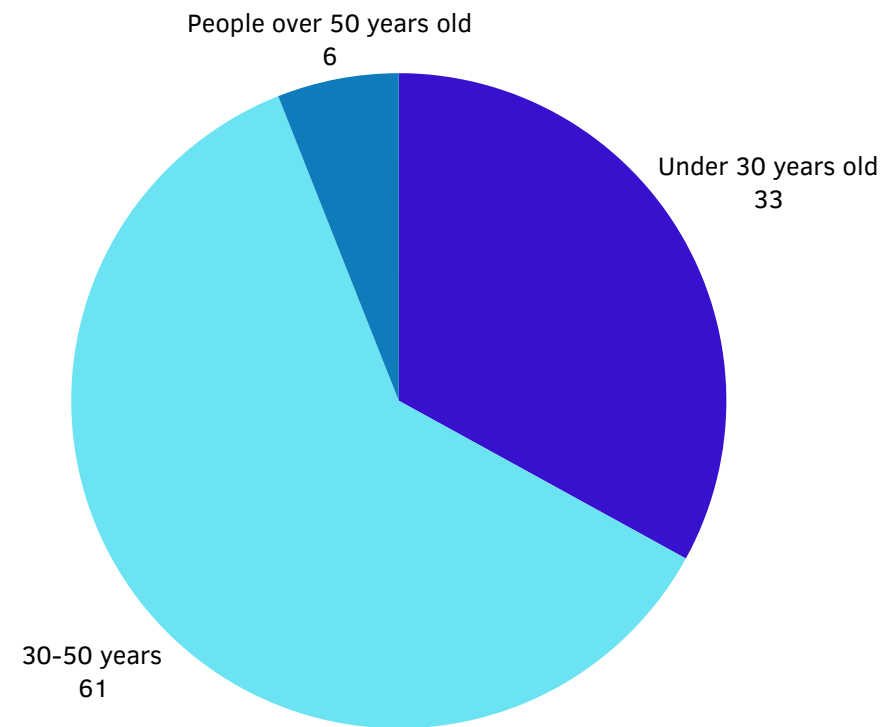
Fair Processes: Recruitment based 100% on competencies, eliminating biases based on disability or sexual orientation.

Well-being: Adoption of flexible work schemes for the retention of diverse talent.

Percentage of employees by gender



Percentage of employees by age group



At Transmodal, we have built a diverse and balanced workforce, with a robust 46.4% female participation, a figure that places us above the logistics sector average*. This gender balance, combined with an operational base where 61% of our talent is in their prime (30-50 years old), guarantees an ideal blend of experience and strategic continuity, fostering an ecosystem of innovation and knowledge transfer. This generational structure allows us to maintain the operational agility necessary to lead the market.

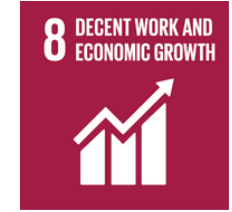
Additionally, during 2025 the turnover rate was 16 % for Transmodal and 75 % for Agheso. All of our staff are on permanent contracts.



Female participation in Transmodal (46.4%) significantly exceeds the national average for the transportation sector in Mexico, which stands at 22.7 % according to data from the Annual Transportation Survey (INEGI). Furthermore, this indicator surpasses the global average of 41 % reported by Gartner for the supply chain industry in 2024, solidifying our position as a benchmark for inclusion in the logistics sector.

Customer experience

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



Exceeding our customers' expectations is key to ensuring the quality of our services. During 2025, we institutionalized our service vision through three critical strategic pillars, designed to guarantee integrity and value at every link in the logistics chain:



Systematization

Traceability in every operation in real time, identifying and making transparent all additional costs, controlling key KPIs and offering customized dashboards for each client.



Security

Our top priority. We protect your cargo with 24/7 monitoring and real-time tracking technology. We implement rigorous protocols and ongoing training to ensure your confidence at every stage of the logistics process.



Sustainability

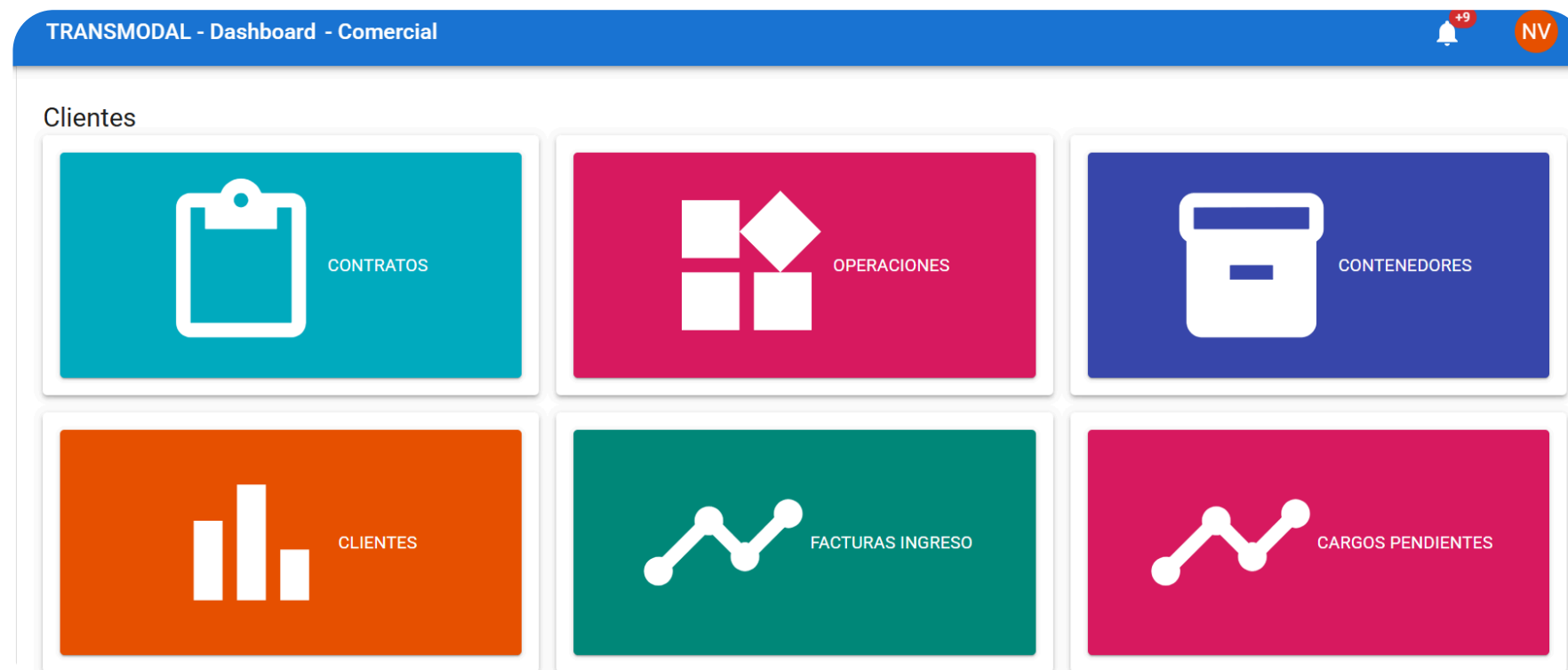
We don't talk about promises, we talk about results. With intermodal solutions and a gas-powered fleet, we reduce emissions in our customers' supply chains.



We believe that a well-informed client is a strategic partner. Therefore, we have institutionalized a proactive communication model that goes beyond basic information requirements. Through our follow-up sessions and Quarterly Business Reviews, we provide each client with a detailed analysis that includes:

Strengths Analysis: Identifying efficiencies and good practices in your operation.

- **Risk Management: Open communication about vulnerabilities detected in routes or processes, allowing for informed and joint decision-making.**
- **Full Traceability: Access to security protocols and real-time loading statuses.**



We developed a robust Enterprise Resource Planning (ERP) system that centralizes and protects our operational and financial information. This technological infrastructure allows our clients to access complete visibility into their costs and processes, ensuring seamless traceability and accountability based on accurate, real-time data. Our digital infrastructure not only optimizes operations but also guarantees transparent management and flawless regulatory compliance.

Zero cases of non-compliance related to the health and safety of services or related to information and labeling.

We conducted our Net Promoter Score (NPS) survey for our 3PL logistics and warehousing services in the United States with 103 strategic clients, achieving scores of 80.49 and 42.86, respectively. This survey provided a comprehensive analysis of the strengths and opportunities of our services to maintain a high level of customer satisfaction and focus. We aim to create a safe environment for submitting any complaints or suggestions through our official channels, which are shared on our social media platforms.

We recorded zero customer complaints regarding the clarity of our rates and scope on the official channel.



GOVERNANCE



Our Corporate Governance and Stakeholders



GRI 2-5, 2-7, 2-8, 2-9, 2-12, 2-13, 2-14, 2-16, 2-23, 2-25, 2-29

Following the consolidation of Transmodal Holding in 2025 with the integration of Diversified, Agheso, and TGN, we strengthened our corporate governance structure. Our highest governing body is the Executive Steering Committee, which holds the ultimate responsibility for key decision-making, and strategic direction. This committee is composed of our General Manager, the Finance Director, the Operations Director, the Commercial Vice President, our Investor Group and business partners. Currently, 100 % of this committee's member are men.

This leadership body is supported operationally by the Comptroller's Office, alongside the HR, Quality, Programming, Legal, and IT departments. Furthermore, the Sustainability Office coordinates the Group's ESG strategy, reporting directly to the Commercial Vice Presidency on performance, risks, and critical concerns, and escalating to the Executive Steering Committee when required.



By the end of 2025, 100 % of our workforce had permanent contracts, with no drivers employed as independent contractors in our own fleets. Our partner transportation companies undergo ESG audits. Our regulatory framework is based on the Code of Ethics, Anti-Corruption Agreement, DEI Policy, Responsible Sourcing Policy, IT Policy, and Sustainability Policy, all of which are communicated to staff through training.

We maintain ongoing dialogue with our key stakeholders—employees, senior management, customers, partner transportation companies, authorities, and communities—through the channels described in this report and in our Materiality Matrix (p. 10). In the event of negative impacts, we have response protocols and root cause analyses that inform our preventative programs.

Ethics and antitrust

GRI 2-16, 2-27, 2-30, 3-3, 205-2, 206-1, 417-2

At Transmodal, ethics is the foundation of every one of our operations. During 2025, we consolidated our internal integrity framework by strengthening our Code of Ethics and actively disseminating our conduct policies to all employees, our internal governing body. This commitment translates into transparent reporting mechanisms and a zero-tolerance culture for unethical practices, ensuring that every member of the Group acts with honesty, respect, and responsibility. By institutionalizing these values, we not only protect the company's reputation but also guarantee an environment of trust and fairness that extends beyond our offices and is reflected in the excellence of our customer service.



¿SABÍAS QUÉ?

En Transmodal, tenemos un código de ética que establece principios y valores para guiar el comportamiento de colaboradores y socios, con el fin de prevenir conductas indebidas.

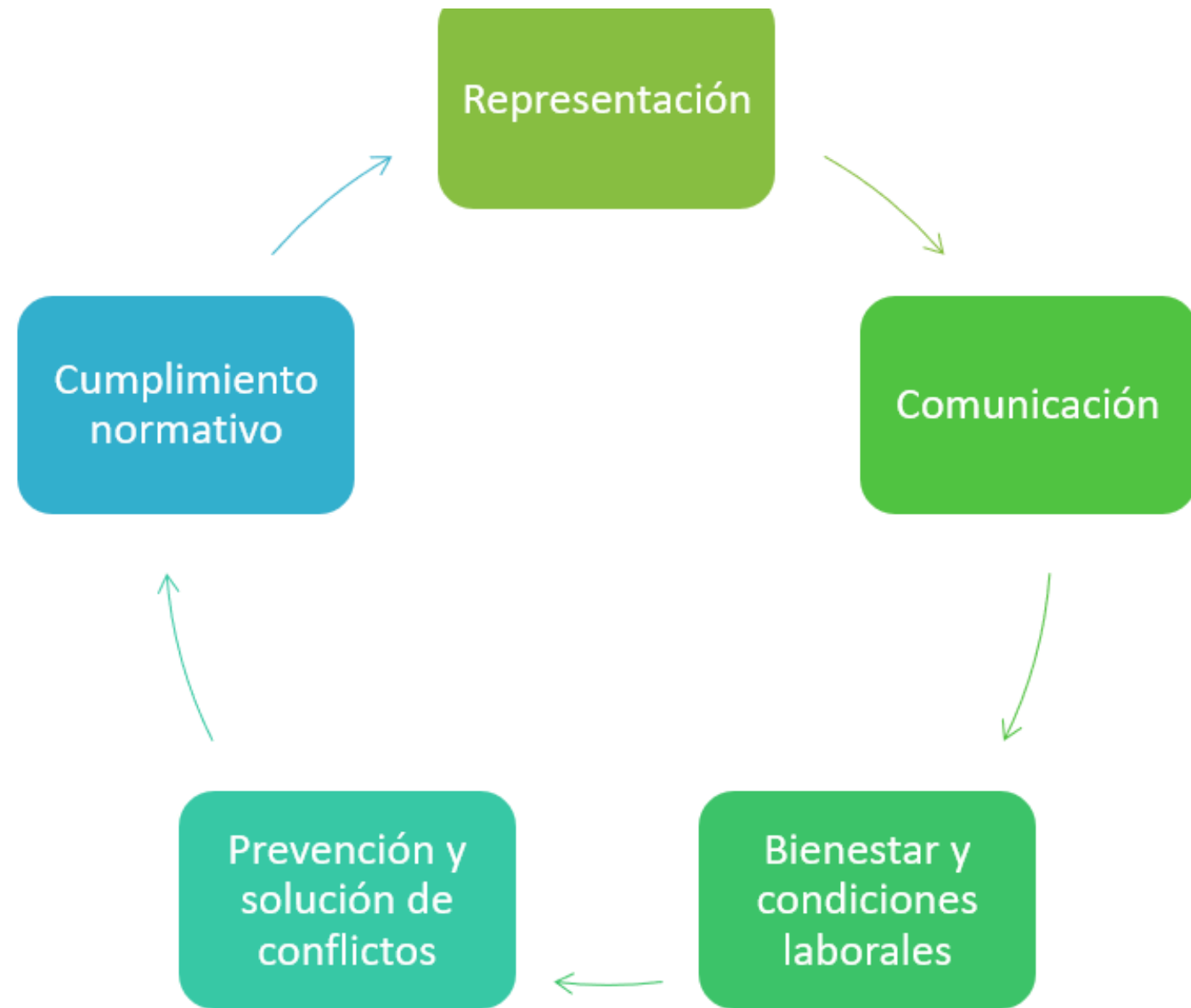
PILARES DE CALIDAD 	ADN TRANSMODAL
COMPROMISOS 	expresate24h CANALES DE COMUNICACIÓN INTERNA

El cumplimiento de estos principios es crucial para un entorno laboral ético y confiable. Agradecemos su compromiso con estos valores.

We have open and confidential communication channels that guarantee the objective resolution of any ethical concerns.

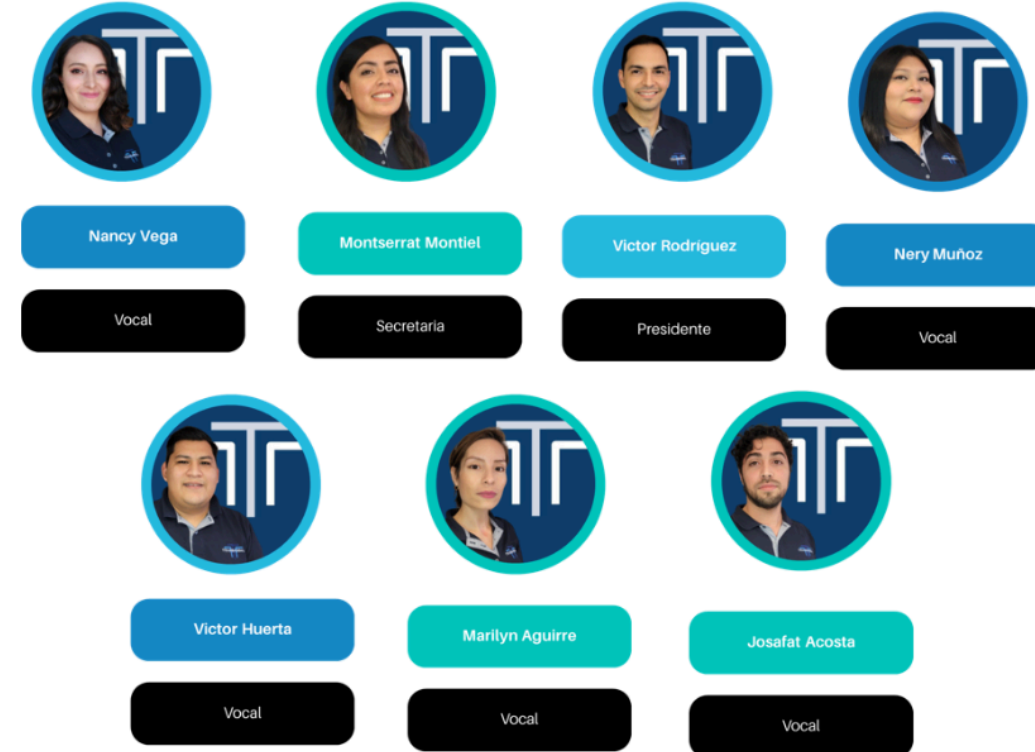
0 incidents in 2025 on official channels related to ethics

At Transmodal, we respect the right to freedom of association and collective bargaining. It is essential to us that our employees are heard and can express their needs to improve working conditions. For this reason, in 2025 we established the Workers' Committee, whose main mission is to represent employees, channel concerns, and improve the work environment.



Comité de trabajadores Organigrama

Protege lo tuyo



These internal ethics policies and code of conduct have helped us maintain our good performance in terms of competition.

0 sanctions for Competition or monopolistic laws.

Information privacy

GRI 2-16, 3-3, 418-1

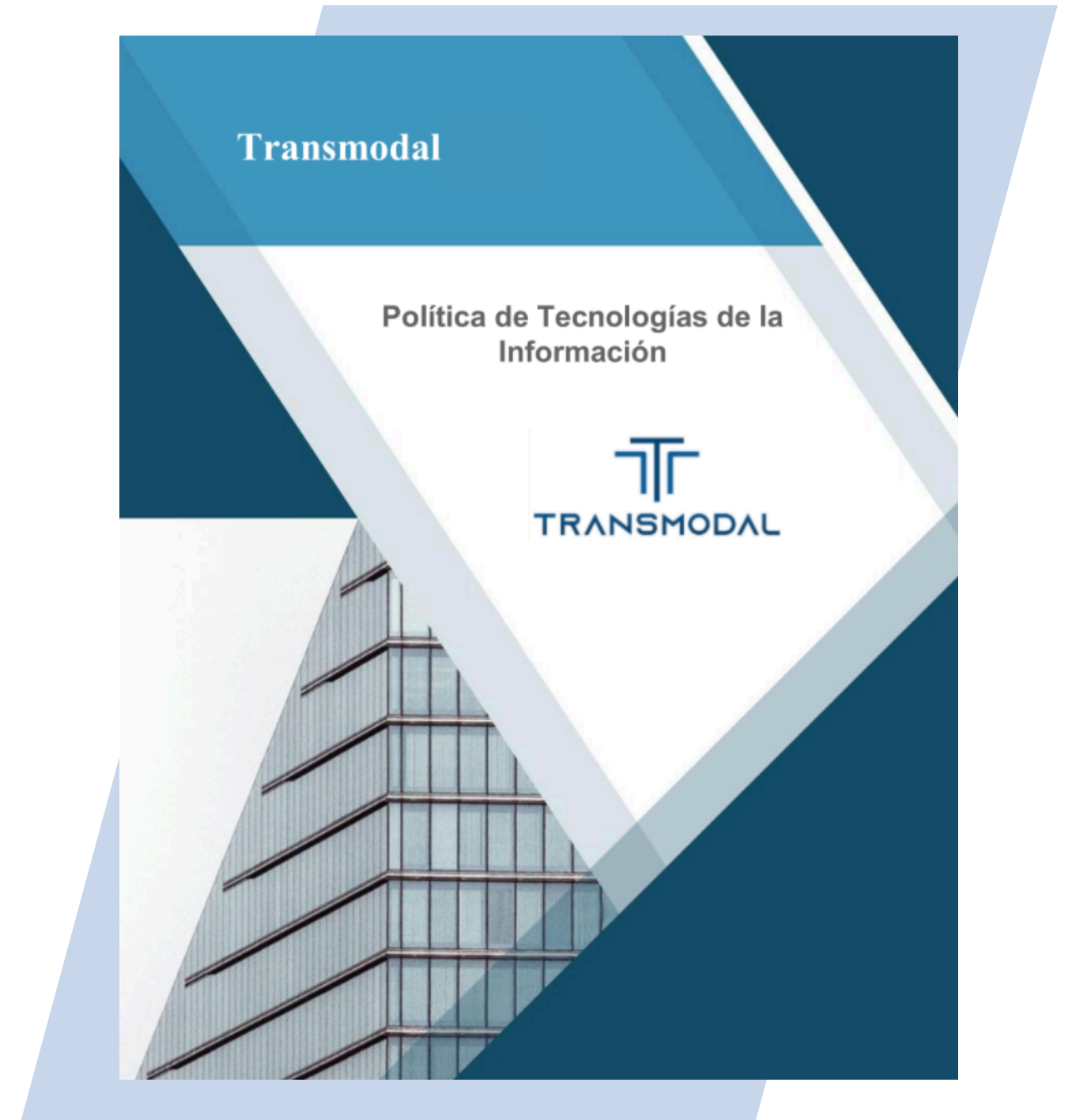


At Transmodal, we recognize that information is our most valuable strategic asset and the foundation of our operational continuity. Therefore, our Information Technology Policy aims to safeguard the integrity, availability, and confidentiality of data against risks of unauthorized access, loss, or alteration.

We conduct quarterly reviews and provide immediate updates to our procedures and policies in the event of any detected incident. Furthermore, we ensure resilience through a Business Continuity Plan that guarantees access to critical systems in the event of extraordinary circumstances, supported by the exclusive use of legal software and the continuous monitoring of digital best practices. With these measures, Transmodal not only protects its operations but also strengthens the transparency and security of our clients' information.

Zero cases of information leaks or privacy violations.

We extend this security commitment to our workforce, guaranteeing absolute confidentiality and ethical handling of the personal data of all our staff, under the strictest privacy standards.



In our Transmodal Information Technology Policy, we have an Incident Response Framework designed to ensure immediate containment and full recovery of information assets in the event of any vulnerability or loss. Our digital resilience strategy is built on three critical pillars:

- **Proactive Containment:** In the event of any risk, we activate immediate isolation protocols that include blocking access to remote servers, internal systems and corporate accounts, ensuring that the breach does not compromise the integrity of our customers' and suppliers' data.
- **Recovery and Backup:** We guarantee business continuity through a system of daily backups stored on alternate servers with a 90-day retention period. Our cloud-based infrastructure allows for immediate data restoration, minimizing any business downtime.
- **Governance and Accountability:** Every incident undergoes a root cause analysis to strengthen our security standards. We maintain a zero-tolerance policy for the misuse of information, supported by administrative and legal measures that ensure ethical and regulatory compliance at all levels of the organization.



Cybersecurity training

GRI 404-1

At Transmodal, our information technology team established a training program focused on mitigating operational and data security risks, addressing topics such as social engineering as a psychological threat aimed at credential theft, unauthorized access to facilities, and cargo diversion in the supply chain, thus reinforcing CTPAT certification.

Staff were also trained in phishing prevention by identifying warning signs, such as suspicious senders or strange links, and establishing mandatory verification protocols for sensitive changes.

In addition, we established guidelines for the safe use of Artificial Intelligence (AI), strictly prohibiting the disclosure of confidential information in such tools, emphasizing that AI should be a support under human supervision to protect the integrity of company data.

5 cybersecurity training courses aligned with CTPAT



Tu Rol es Clave: Buenas prácticas para proteger a TRANSMODAL. *Protege lo tuyo*



VERIFICAR ANTES DE ACTUAR

¿Solicitud inusual? **Levanta el teléfono** y confirma con un número que ya tengas. Sigue siempre el protocolo establecido para cambios sensibles.



PENSAR ANTES DE HACER CLIC

Si no esperabas un correo, trátalo con sospecha. Desconfía de los adjuntos y de los documentos que piden "habilitar macros".

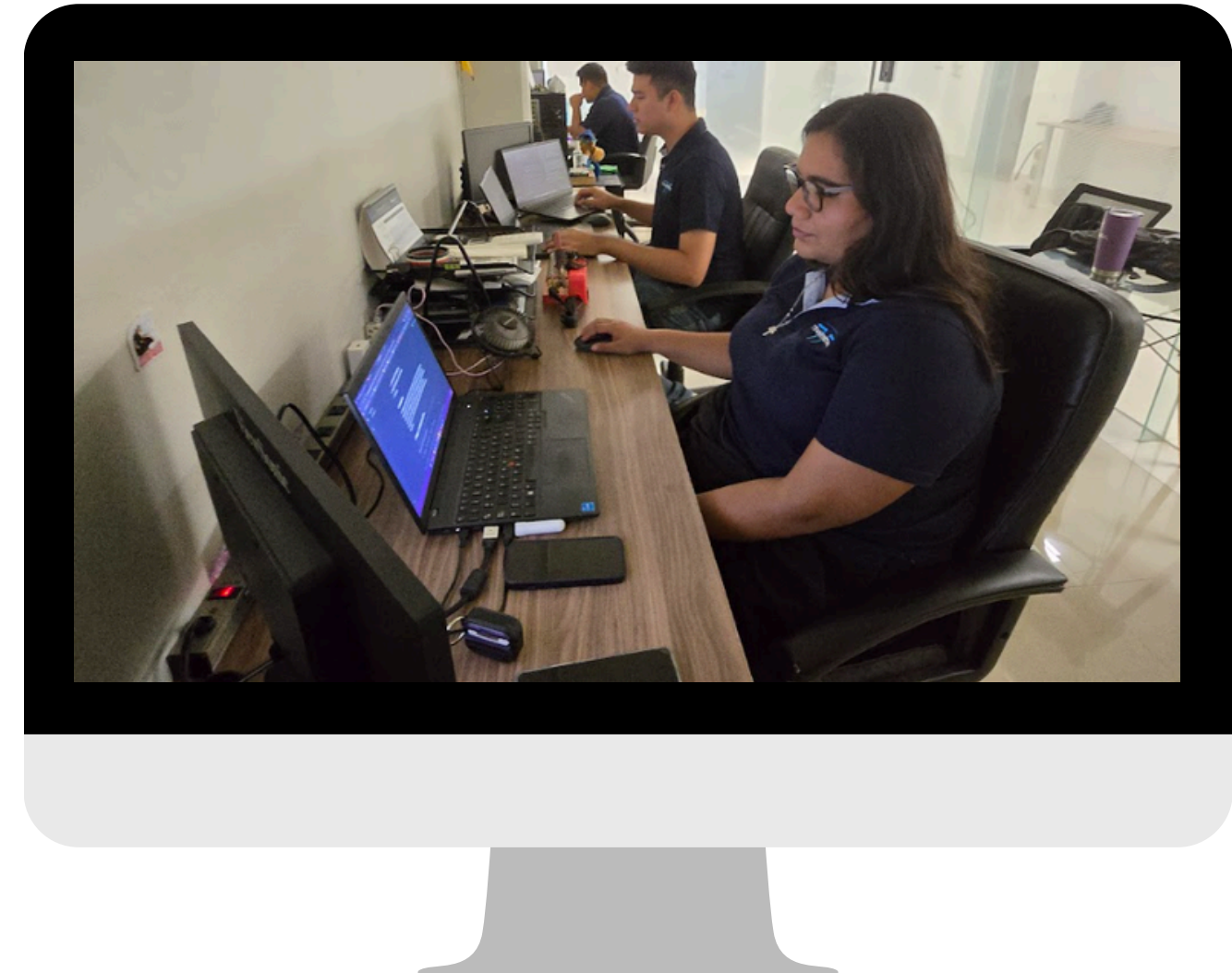


TABLE OF CONTENTS

Coverage Matrix by Transmodal Holding Entity

Theme / Program / Indicator	Transmodal 3PL	Agheso	TGN	Diversified	Notes
ENVIRONMENTAL PILLAR					
Scope 1 Emissions Inventory	✓	✓	✓	✓	Consolidated inventory of the Group with base year 2023 recalculated
Scope 2 Emissions Inventory	✓	✓	✓	✓	Based on energy consumption receipts for Transmodal 3PL and Diversified. Agheso and TGN have rented offices with operational control, therefore an approximation was used based on the office area multiplied by the average energy consumption for the building per square meter provided by Energy Star converted from kBtu/ft to kWh/m2, (i.e. 166.66 kWh/m2)
Reduction target 2034 (-50% Scope 1 and 2)	✓	✓	✓	✓	Consolidated institutional goal
Waste management plan	✓	—	—	✓	Veracruz and Chicago locations: 20.4 tons recycled, 105.3 kg hazardous. Since TGN and Agheso only have a storage yard without a workshop, the waste generated originates in a workshop outside our control, operated by SITRAK, and is managed by them.
Biodiversity	✓	—	—	—	Tepez Foundation Alliance A.C. - Veracruz coast
Environmental training	✓	—	—	—	11 training sessions + 1 self-directed ESG course
SEMARNAT Clean Transportation Program	✓	✓	✓	—	Membership from 2024
Eco-efficient driving	—	✓	✓	—	Applies to land transport fleets
Electric forklifts / Refrigerant R-717	—	—	—	✓	Chicago Warehouse

Theme / Program / Indicator	Transmodal 3PL	Agheso	TGN	Diversified	Notes
SOCIAL PILLAR					
Workplace accidents	✓	✓	<i>Earring</i>	<i>Earring</i>	TGN and Diversified: information to be consolidated 2026
Fatalities in road operations	—	✓	✓	—	Applies to operational fleets
Civil defense	✓	—	—	—	Veracruz Administrative Headquarters
Staff welfare (NOM-035)	✓	—	—	—	9 informational materials on mental health
Awareness: Responsible Alcohol Consumption	✓	—	—	—	12 informational materials
DEI Policy (GRI)	✓	—	—	—	Extension to Holdings planned for 2026
Female participation 46.4%	✓	<i>Earring</i>	<i>Earring</i>	<i>Earring</i>	Extension to Holdings planned for 2026
Turnover rate	✓ 16%	✓ 75%	<i>Earring</i>	<i>Earring</i>	Rate considering voluntary and involuntary turnover
Regulatory compliance, Human Rights, Labor, Ethics and anti-corruption, and Environment	✓	—	—	—	No critical findings in SMETA/SEDEX audit - 4 pillars
Responsible Sourcing Policy	✓	—	—	—	Applies to office suppliers and 3PL LTs
Workers' Committee	✓	—	—	—	Established in 2025
NPS and complaints and suggestions channel	✓	—	—	✓	103 US 3PL and warehousing clients
Road safety	✓	✓	✓	—	Driving monitoring, drug tests and emergency protocol applying engine shutdown, taking photos of the seals, review of the operator's health status, review of damages to third parties or fatalities and other impacts

Theme / Program / Indicator	Transmodal 3PL	Agheso	TGN	Diversified	Notes
PILLAR GOVERNANCE					
Code of Ethics and Anti-Corruption Agreement	✓	✓	—	<i>Earring</i>	100% of staff in included entities were made aware of the issue via email
'Express Yourself 24h' Platform	✓	—	—	<i>Earring</i>	Confidential internal channel
Information Technology Policy	✓	—	—	<i>Earring</i>	Diversified operates with its own infrastructure
CTPAT Cybersecurity Training	✓	—	—	—	5 training courses aligned with CTPAT
Zero penalties for competition laws	✓	✓	✓	—	Operations Mexico
LEGEND					
✓	Covered in 2025: the indicator, program or policy is implemented and reported for that entity.				
<i>Earring</i>	Information to be consolidated for the 2026 reporting cycle.				
—	It does not apply or is outside the operational scope of the entity.				

SASB Content Index

Metric	Code	Location in the report/Response
Greenhouse gas emissions		
Scope 1 gross emissions	TR-RO-110a.1 TR-AF-110a.1	Page 12
Long- and short-term strategy for managing scope 1 emissions, emissions reduction targets.	TR-RO-110a.2 TR-AF-110a.2	Page 13
(1) Total fuel consumed, (2) percentage of natural gas, (3) percentage of renewables	TR-RO-110a.3 TR-AF-110a.3	(1) 3,081,024.4 GJ (Agheso and TGN transport lines belonging to Transmodal Holding); (2) 0.634 % gas natural, (3) 0 %. For TR-AG-110a.3, air transport does not apply to Transmodal 3PL.
Air quality		
Atmospheric emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx and (3) particulate matter (PM10)	TR-RO-120a.1 TR-AF-120a.1	Taking into account the emission factors published by CAME in 2020 for federal tractor trucks, the emissions were (1) 2.1 ton, (2) 0.045 ton and (3) 0.65 ton for the Agheso and TGN transport lines over which there is operational control

Metric	Code	Location in the report/Response
Work placements		
Percentage of drivers classified as independent contractors	TR-AF-310a.1	0 %
Total amount of monetary losses as a result of legal proceedings related to violations of labor legislation	TR-AF-310a.2	\$0 MXN
Employee health and safety		
(1) Total recordable incident rate (TRIR) and (2) mortality rate for a) direct employees and b) contract employees	TR-AF-320a.1	During 2025, there were no incidents or fatalities among Transmodal and Agheso employees. Information for TGN and Diversified is unavailable.
Driver's working conditions		
(1) Total recordable incident rate (TRIR) and (2) mortality rate for a) direct employees and b) contract employees	TR-RO-320a.11	0 %
Replacement rate (1) voluntary and (2) involuntary for all employees	TR-RO-320a.2	16% for Transmodal and 75% for Agheso
Description of the approach to managing short- and long-term risks to drivers' health	TR-RO-320a.3	Driving monitoring (speed, routes and behavior). Safety and communication protocols en route. Training in safe driving and stress management. Routine drug tests.

Metric	Code	Location in the report/Response
Supply chain management		
Percentage of carriers with BASIC percentiles above the intervention threshold of the United States Federal Motor Carrier Safety Administration (FMCSA)	TR-AF-430a.1	54 %
Total greenhouse gas (GHG) footprint across all modes of transport	TR-AF-430a.2	Currently, Scope 3 emissions are not fully measured with our suppliers; however, according to the GHG Protocol methodology (fuel-based for SPF using fuel efficiency from our own fleets as an approximation and distance-based for 24-ton standard weight rail), and the EPA's 2025 emission factors, the corresponding ground service emissions of the displaced containers were 1,060.8 tons CO2e for rail and 1,837 tons CO2e for SPF.
Accident and safety management		
Description of the application and results of a security management system	TR-AF-540a.1	Page 28
Description of the approach to managing short and long-term risks to drivers' health	TR-RO-320a.3	Driving monitoring (speed, routes and behavior). Safety and communication protocols en route. Training in safe driving and stress management.
Number of aviation accidents	TR-RA-540a.2	THAT
Number of road accidents and incidents	TR-AF-540a-3 TR-RO.540a.1	2 accident (Rollover) (crash without injuries)
BASIC percentiles of the safety measurement system for (1) Reckless driving, (2) compliance with hours of service, (3) fitness to drive, (4) controlled substances/alcohol, (5) vehicle maintenance, and (6) compliance with hazardous materials regulations	TR-AF-540a.4 TR-RO-540a.2	54% of Transportation lines are aligned with the FMCSA
(1) Number and (2) total volume of spills and releases into the environment	TR-RO-540a.3	1 rollover that caused a spill of liquid soap, approximately 500 boxes damaged

Metric	Code	Location in the report/Response
Activity parameters		
Revenue per tonne/mile (RTM)	TR-RO-000.A	<p style="text-align: right;">\$0.0593</p> <p>Methodological Note (TR-RO-000.A): Revenue Ton-Miles (RTM) are calculated on a monthly aggregate basis, converting kilometers to miles ($\times 0.621371$) and metric tons to short tons ($\times 1.10231$) to comply with SASB standards. Revenue per Ton-Mile represents total road transport revenue divided by total RTM for the company Agheso.</p>
Load factor	TR-RO-000.B	Not available
Number of employees, number of truck drivers	TR-RO-000.C	Agheso: 17 employees, 8 truck drivers. Transmodal: 69 employees

GRI Content Index

Declaration of use

Transmodal S.A de C.V. has prepared the information cited in this table of contents for the period from January 1 to December 31, 2025 with reference to the GRI Standards

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
GENERAL CONTENTS (GRI 2: General Contents 2021)					
Organization					
Organizational profile	GRI 2	2-1 Organization Details	Transmodal Holding S.A. de C.V., made up of the business units Transmodal (3PL), Diversified (warehousing in the USA), Agheso (diesel fleet) and TGN (natural gas fleet).	Consolidated holdings (4 entities)	Pages 3-6
Organizational profile	GRI 2	2-2 Entities included in the sustainability reporting	Transmodal (3PL), Diversified, Agheso, and TGN. It is reported on a consolidated basis as Transmodal Holding; each company is referenced individually as information is available. Convention: 'Transmodal' refers exclusively to the 3PL unit; 'Transmodal Holding' or 'the Group' refers to the consolidated entity.	Consolidated holdings (4 entities)	Page 8
Organizational profile	GRI 2	2-3 Reporting period, frequency and point of contact	Period: January 1 to December 31, 2025. Frequency: Annual. Contact: quejasysugerencias@transmodal.com.mx	Consolidated holdings (4 entities)	Pages 8
Organizational profile	GRI 2	2-6 Activities, value chain and other business relationships	Third-party logistics services, intermodal rail transport, trucking (natural gas and diesel), and warehousing. Coverage: 12 Mexican states, 12 U.S. regions, and 5 major intermodal routes.	Consolidated holdings (4 entities)	Pages 4, 6
Employees	GRI 2	2-7 Employees	100% of staff on permanent contracts. Full breakdown by work schedule and region pending for 2026.	In development	Page 34

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
Strategy, policies and practices					
Strategy	GRI 2	2-22 Declaration on the sustainable development strategy	Letter from the CEO Eduardo Herrero G., consolidating the ESG strategy and the reduction commitments to 2034.	Consolidated holdings (4 entities)	Page 7
Ethics and integrity	GRI 2	2-16 Communicating critical concerns	2 road incidents reported to the highest governing body (land fleet operations). 0 cases of information leaks, 0 legal violations and fines, 0 chronic illnesses reported.	Partial coverage (Transmodal 3PL + Agheso + TGN)	Pages 24, 28, 40
Regulatory compliance	GRI 2	2-27 Compliance with legislation and regulations	0 fines or penalties resulting from information security breaches. 0 non-monetary penalties under competition laws. 0 fines from authorities.	Partial coverage (Mexico operations)	Pages 36, 40-41
Service fulfillment	GRI 2	2-27 SMETA Audit	Incorporation into the SEDEX platform and SMETA audit of 4 pillars (Labor Standards, Health and Safety, Work Ethics and Environment) without critical findings.	Transmodal 3PL	Page 24
Governance					
Workers' committees	GRI 2	2-30 Collective bargaining agreements	Establishment of the first Workers' Committee in 2025, guaranteeing the right to free association and collective bargaining.	Transmodal 3PL	Page 41

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
MATERIAL TOPICS (GRI 3: Material Topics 2021)					
Determination of material topics					
Materiality	GRI 3	3-1 Process for determining material issues	Methodology in three phases: (1) Identification based on GRI, SASB and Mexican regulations; (2) Consultation with Senior Management, operational staff and key clients; (3) Prioritization with a scale of 0-100 and a materiality threshold of 60 points.	Partial coverage (Transmodal 3PL + Agheso)	Page 10
Materiality	GRI 3	3-2 List of material topics	Updated Materiality Matrix with 26 topics distributed across three ESG pillars; identification of Top Priority Topics and Management and Monitoring Topics.	Partial coverage (Transmodal 3PL + Agheso)	Page 10
ENVIRONMENTAL PILLAR					
Energy and GHG emissions					
GHG emissions	GRI 305	305-1 Direct GHG emissions (Scope 1)	259.8 tons CO2e in 2025 (49.6% reduction vs. 2023 baseline, retroactively recalculated using the full perimeter). Includes fugitive emissions (Diversified - R-717 refrigerant), fuel consumption of TGN/Agheso fleets and utility vehicles. GHG Protocol methodology, EPA Hub 2025 factors.	Consolidated holdings (4 entities)	Pages 12, 13, 15
GHG emissions	GRI 305	305-2 Indirect GHG emissions from power generation (Scope 2)	1,195.6 tons CO2e in 2025. Veracruz Administrative Headquarters (Transmodal 3PL): 14.97 tons CO2e (12.3% reduction vs. 2023). Diversified Chicago Warehouse: main source of Scope 2 emissions. SEN Mexico emission factor: 0.444 tons CO2e/MWh.	Consolidated holdings (4 entities)	Pages 12, 14, 15
GHG emissions	GRI 305	305-5 Reduction of GHG emissions	Total Scope 1 + 2 emissions: 1,455.4 tons CO2e in 2025 (15% reduction vs. baseline year 2023, recalculated with the full perimeter of Holdings). Target: 50% absolute reduction by 2034 for Scope 1 and 2. Actions: eco-efficient driving, electric forklifts, energy conservation.	Consolidated holdings (4 entities)	Pages 13, 15

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
GHG emissions	GRI 2	2-4 Re-expression of information	The 2023 and 2024 GHG inventories were retroactively recalculated to reflect the consolidated perimeter of Transmodal Holding (4 entities), ensuring year-on-year comparability in accordance with the GHG Protocol Corporate Standard.	Consolidated holdings (4 entities)	Page 12
Sustainability criteria - life cycle	GRI 305	305-4 Intensity of GHG emissions	Information under development. By 2026, the CO2e ratio per tonne-kilometer will be reported as a service intensity metric.	In development	Page 57
Materials and waste					
Waste	GRI 306	306-3 Waste generated	Hazardous and special handling waste: 105.3 kg. Recyclable municipal solid waste: 20.4 tons (PET, LDPE, HDPE, cardboard, office paper, polystyrene, multilayer packaging). Comprehensive management plan established in 2025.	Transmodal 3PL (Veracruz)	Page 16
Waste	GRI 306	306-4 Waste not intended for disposal	20.4 tons of recyclable waste were recovered through recycling. Participation in Plastianguis CDMX and Plastimagen with ANIQ-CIPRES to promote a circular economy.	Consolidated holdings (4 entities)	Pages 16, 17
Waste	GRI 306	306-5 Waste intended for disposal	Information partially available. Proper disposal of 105.3 kg of hazardous and special handling waste is ensured through an authorized provider. Details by disposal method: pending for 2026.	In development	Page 16
Sustainability criteria - life cycle	GRI 301	301-3 Reused products and packaging materials	Report on pallets and containers recovered and reincorporated into service: information under development for 2026 report.	In development	Page 57

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
Water					
Water consumption	GRI 303	303-4 Water Discharge	Information not available until 2026. Wastewater treatment is part of the responsibilities of the service provider Grupo Más.	In development	Page 22
Water consumption	GRI 303	303-5 Water consumption	Information not available until 2026. Baseline will be established in the next reporting cycle.	In development	Page 22
Biodiversity					
Biodiversity	GRI 3	3-3 Management of material issues	Strategic alliance with a Veracruz-based NGO (Fundación Tepez A.C.). Conservation program on the coasts of Veracruz: mangrove and coastal ecosystems.	Transmodal 3PL (Veracruz)	Page 18
Biodiversity	GRI 304	304-1 Operations centers in or adjacent to protected areas	Transmodal 3PL offices are located adjacent to a reef area. A strategy to preserve this area will be developed in 2026-2027.	In development	Page 58
Biodiversity	GRI 304	304-2 Significant impacts of activities, products and services on biodiversity	Indirect impacts of GHG emissions on terrestrial and marine ecosystems. Mitigation actions: 7,227 sea turtle hatchlings (Kemp's ridley and green) reintegrated, 63 nests rescued, 177 native coconut palms planted in Nautla, 601 kg of trash collected in coastal cleanups.	Transmodal 3PL (Veracruz)	Pages 18, 19
Environmental training					
Organizational environmental culture	GRI 404	404-1 Average training hours per year per employee - Environmental	11 environmental training sessions (approx. 4 hours) with over 50% participation; 1 self-directed ESG course. Topics: Responsible Sourcing, SDGs, Sustainable Transport, Energy Saving, Sustainability Policy, Waste Management, Recycling, Eco-efficient Driving.	Transmodal 3PL	Page 20

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
SOCIAL PILLAR					
Employment and labor standards					
Compliance with labor standards	GRI 401	401-1 New employee hires and staff turnover	Turnover rate 2025: Transmodal 3PL 16%, Agheso 75%. New hires: 8 women and 13 men. Breakdown by age and region and voluntary/involuntary separation for 2026 pending.	Partial coverage (Transmodal 3PL + Agheso)	Page 34
Health and safety at work					
Health, safety and hygiene	GRI 403	403-1 Occupational health and safety management system	Zero workplace accidents by 2025. Formal consolidation of the Civil Protection Brigade with official certification; first aid protocols, fire extinguisher handling and mass evacuation.	Partial coverage (Transmodal 3PL + Agheso)	Pages 25, 26, 28, 29
Health, safety and hygiene	GRI 403	403-3 Occupational Health Services	Implementation of the Internal Civil Protection Unit (UIPC) with specialized brigades in First Aid, Evacuation, Search and Rescue, and Firefighting.	Transmodal 3PL (Veracruz)	Page 25
Health, safety and hygiene	GRI 403	403-5 Training of workers on health and safety at work	Training and certification in First Aid and Civil Protection for the team at the Veracruz administrative headquarters.	Transmodal 3PL (Veracruz)	Pages 25, 29
Health, safety and hygiene	GRI 403	403-6 Promotion of worker health	Monthly program 'Mind in Motion' with 9 informational materials on mental health, stress management, self-esteem, emotional intelligence, psychological first aid, and anxiety. 12 materials on responsible alcohol consumption. Compliant with NOM-035-STPS-2018.	Transmodal 3PL	Pages 26, 27
Health, safety and hygiene	GRI 403	403-9 Workplace Accident Injuries	There were 0 work-related injuries during 2025 at Transmodal and Agheso; with transport lines outside the Group, there were 2 road accidents with no fatalities.	Partial coverage (Transmodal 3PL + Agheso)	Pages 25, 28

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
Diversity and equal opportunities					
Inclusion and diversity	GRI 405	405-1 Diversity in governing bodies and employees	Female participation: 46.4%. Age distribution: <30 years 33%, 30-50 years 61%, >50 years 6%. This figure exceeds the national average for the transportation sector in Mexico (22.7% INEGI).	Transmodal 3PL	Pages 32-34
Inclusion and diversity	GRI 405	405-2 Ratio of basic salary and remuneration of women versus men	Total company compensation ratio: 52%. By category: Managerial 60%, Middle Management 101%, Analysts 85%, Executives 93%. Robust equity in middle management and executives. Senior Management and Support Staff: N/A due to current structure.	Transmodal 3PL	Page 60
Inclusion and diversity	GRI 406	406-1 Cases of discrimination and corrective actions taken	Zero reported cases of discrimination during 2025. Updated DEI policy with control mechanisms and talent metrics. 100% competency-based recruitment.	Transmodal 3PL	Pages 33
Human rights in the value chain					
Human rights	GRI 407	407-1 Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	No supplier identified as posing risks to freedom of association and collective bargaining.	Transmodal 3PL only (3PL providers)	Page 30
Human rights	GRI 408	408-1 Operations and suppliers with significant risk of child labor cases	No suppliers identified with child labor risks.	Transmodal 3PL only (3PL providers)	Page 30
Human rights	GRI 409	409-1 Operations and suppliers with significant risk of forced or compulsory labor cases	No suppliers were identified with risky forced labor practices (document withholding, security deposits, etc.). The SMETA 4-pillar audit yielded no critical findings.	Transmodal 3PL	Pages 24, 30

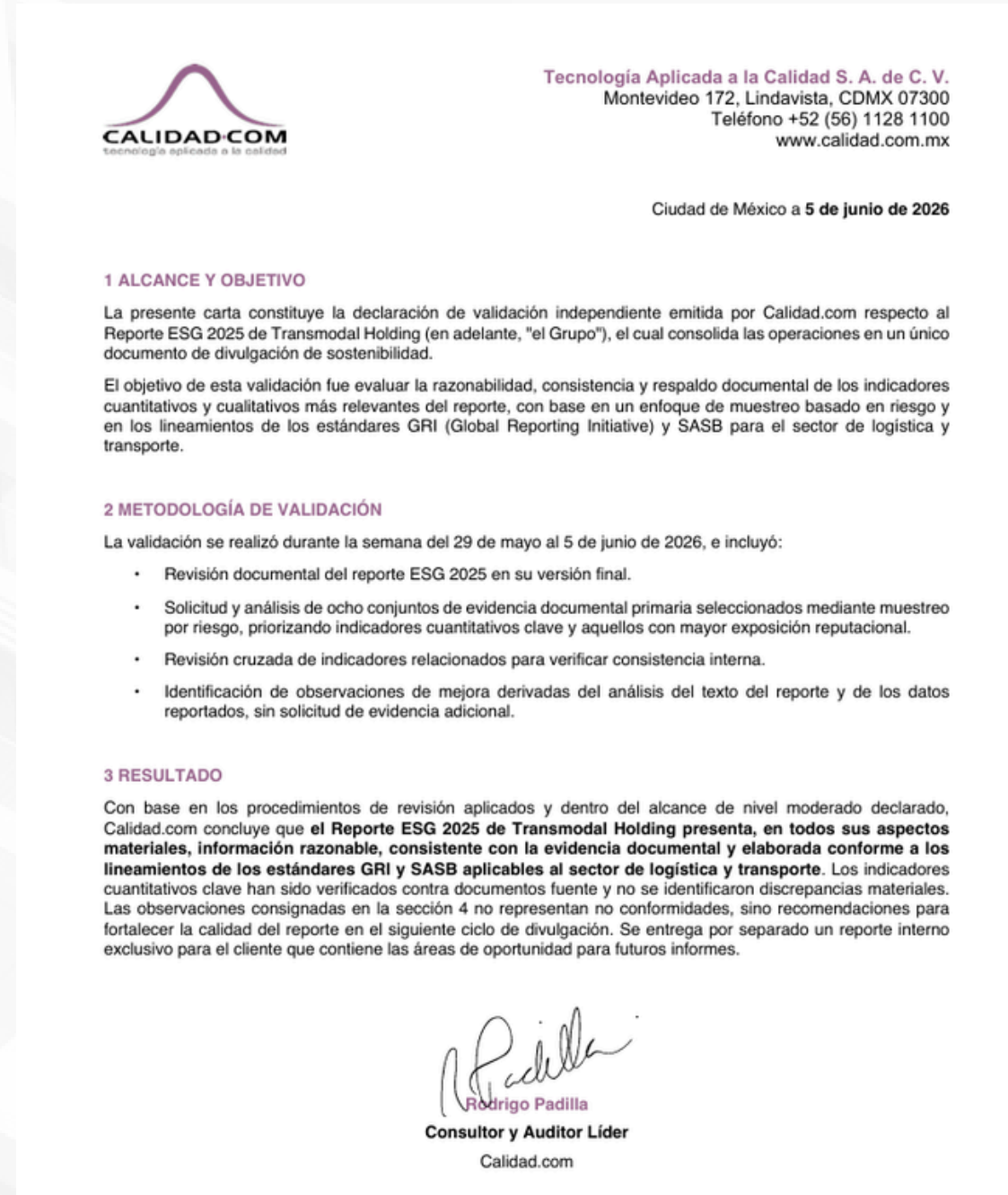
Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
Social evaluation of suppliers					
Human rights / Supply	GRI 414	414-1 New suppliers who have passed selection filters according to social criteria	Responsible Sourcing Policy implemented in February 2025. Evaluation of new supplier (Prolimp) under social criteria = 100% of new office suppliers evaluated.	Transmodal 3PL	Pages 30, 31
Human rights / Supply	GRI 414	414-2 Negative social impacts in the supply chain and measures taken	13 transportation companies and 1 office supply provider were evaluated under ESG criteria. 6 transportation companies stood out for their practices. No suppliers were identified with risky practices related to human rights, labor rights, freedom of association, or child labor.	Transmodal 3PL only (3PL providers)	Pages 30, 31
Local communities					
Community Relations	GRI 3	3-3 Management of material issues - Communities	Communication channels: 'Express Yourself 24/7' for employees and quejasysugerencias@transmodal.com.mx for customers. Humanitarian support for affected communities in the Poza Rica region through support for the Yépez Foundation.	Transmodal 3PL	Pages 19, 40
Community Relations	GRI 413	413-1 Operations with local community involvement	Environmental education program: 1,894 people made aware. Volunteer work with clients (Plastianguis CDMX, Plastimagen). Coastal cleanup and wildlife protection brigades. Humanitarian aid in Poza Rica.	Transmodal 3PL (Veracruz)	Pages 17-19
Community Relations	GRI 413	413-2 Operations with significant negative impacts	No significant negative impacts on local communities were identified during 2025.	Transmodal 3PL	Page 61

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
Customer health and safety					
Quality, safety and service compliance	GRI 416	416-1 Evaluation of the health and safety impacts of product or service categories	Transportation lines undergo safety audits under strict protocols for any unauthorized stops. Continuous monitoring of driving, en-route communication, and highway incident response mechanisms are in place. 54% of transportation lines are aligned with FMCSA standards.	Transmodal 3PL only (services contracted to LTs)	Pages 28, 35, 51
Quality, safety and service compliance	GRI 416	416-2 Non-compliance cases relating to health and safety impacts	0 failures or fines for non-compliance with services.	Transmodal 3PL	Page 36
Marketing and labeling					
Quality, safety and service compliance	GRI 417	417-1 Requirements for product and service information and labelling	Proactive communication model with clients: Quarter Business Review with strengths analysis, risk management and full real-time traceability via proprietary ERP.	Transmodal 3PL	Pages 35-37
Ethical sales and transparency	GRI 417	417-2 Cases of non-compliance related to information and labelling	0 cases of non-compliance.	Transmodal 3PL	Pages 36, 37
Ethical sales and transparency	GRI 417	417-3 Cases of non-compliance related to marketing communications	0 complaints on the official channel. NPS applied to 103 strategic clients of 3PL services and warehousing.	Partial coverage (Transmodal 3PL + Diversified)	Pages 37
Customer privacy					
Customer data privacy protection	GRI 3	3-3 Management of material issues - Customer privacy	In 2025, there is no defined procedure for specific policies regarding the processing of personal data (LFDPPP). The existing procedure for confidentiality monitoring is reported under the Information Technology Policy. Privacy notice: in implementation 2026.	Transmodal 3PL	Page 42
Customer data privacy protection	GRI 418	418-1 Substantiated claims relating to violations of customer privacy and loss of data	0 complaints received through the official channel. 0 cases of information leaks or privacy violations.	Transmodal 3PL	Page 42

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
PILLAR GOVERNANCE					
Anti-corruption					
Ethics	GRI 205	205-2 Communication and training on anti-corruption policies and procedures	100% of staff trained through informational materials on the Anti-Corruption Agreement and Code of Ethics. Confidential platform 'Express Yourself 24/7'.	Partial coverage (Transmodal 3PL + Agheso)	Pages 24, 40
Ethics	GRI 205	205-3 Confirmed corruption cases and measures taken	0 confirmed cases of corruption during 2025. 0 ethical incidents recorded in official channels.	Partial coverage (Transmodal 3PL + Agheso)	Pages 24
Unfair competition					
Competition and antitrust	GRI 206	206-1 Legal actions related to unfair competition and monopolistic practices	0 legal actions related to anti-competitive behavior or monopolistic practices during 2025.	Partial coverage (Transmodal 3PL + Agheso)	Pages 41
Competition and antitrust	GRI 3	3-3 Management of material issues - Competence	Currently, no specific monitoring or auditing activities are conducted regarding competition and antitrust practices. The internal Code of Ethics ensures compliance with competition regulations.	Solo Transmodal 3PL	Pages 40, 41
Corporate data protection and cybersecurity					
Company data protection	GRI 3	3-3 Management of material issues - Company data	Information Technology Policy with quarterly reviews. Business Continuity Plan. Incident Response Framework with three pillars: Proactive Containment, Recovery and Backup (90 days cloud retention), Governance and Accountability. Privacy Notice in implementation 2026.	Transmodal 3PL	Pages 42, 43
Company data protection	GRI 404	404-1 Average training hours per year per employee - Cybersecurity	5 cybersecurity training courses aligned with CTPAT during 2025. Topics: social engineering, phishing, safe use of AI, verification protocols.	Transmodal 3PL	Pages 44

Material theme	GRI Standard	GRI Content	Response / Reported Information	Reach	Location
Prevention and response to critical incidents					
Prevention and response to critical incidents	GRI 3	3-3 Management of material issues - Critical incidents	Protocol for road accidents: engine shutdown, photos of seals, driver inspection, third-party damages, container damage. Information leak protocol: proactive containment, recovery and backup, governance. Protocols for chronic illnesses and legal non-compliance: under development, 2026.	Partial coverage (Transmodal 3PL + Agheso + TGN)	Pages 28, 43
Prevention and response to critical incidents	GRI 2	2-16 Communicating critical concerns	2 road incidents (1 rollover with no injuries and spillage of approximately 500 cases of liquid soap, 1 collision with no injuries). 0 chronic illnesses/injuries. 0 legal violations and fines. 0 cases of information leaks.	Partial coverage (transport operations: Agheso + TGN + LTs Transmodal 3PL)	Pages 28, 42

This ESG Report has been validated by Calidad.com, ensuring the integrity and veracity of the content



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