

TRAXIÓN

LIFE IN MOTION

**DIVERSITY AND
INCLUSION POLICY
GRUPO TRAXIÓN, S.A.B.
DE C.V.**

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1. INTRODUCTION

At Traxión we are convinced that our workforce has differentiated cultural, social and personal traits that reflect the diversity of the markets in which we operate. The inclusion of these differences allows us to better connect with our clients' needs and consequently design and implement innovative and successful solutions, which is why we value and promote diversity and inclusion as a success factor of our business.

- We are open to diversity, understood as the plurality of identities that characterize the groups and societies that make up humanity and is manifested in the variety of aspects such as social background, ethnic origin, academic training, professional experience, gender, sexual orientation, age, religion, political stance, style of thought, customs, traditions and languages.
- Inclusion is part of our lives, adding our differences to obtain the best of each perspective. We create favorable conditions for the participation of all employees, regardless of their identity as individuals. We provide everyone with conditions free of discrimination and with equal opportunities in access, permanence, remuneration, development and promotion in employment.

2. OBJECTIVE

Promote a work culture that fosters diversity in all areas, ensuring labor equality, non-discrimination and inclusion of all employees.

3. SCOPE

This policy applies to all employees who are part of Traxión and its affiliates.

4. PRINCIPLES

There are different guiding principles that define how we think and act at Traxión.

4.1. Inclusive language

At Traxión we seek to promote respectful and equal relationships among all employees and to prevent violence and discrimination against any person.

That is why we promote the use of inclusive language in verbal and written communications, both internal and external. We avoid sexist and discriminatory language. We promote a language free of prejudice.

4.2. Non-discrimination

We explicitly prohibit any distinction, exclusion, restriction or preference based on the following aspects:

Social origin	Ethnicity or race	Skin color	Physical appearance
Physical condition	Health status	Pregnancy	Social status
Economic condition	Legal status	Migratory status	Academic background
Professional Experience	Gender	Gender Identity	Sexual orientation
Marital status	Age	Religion	Political position
Sports preferences	Style of thinking	Customs	Traditions
Languages			

We also prohibit any expression of homophobia, misogyny, xenophobia, racial segregation, antisemitism, racism and other related forms of intolerance that are understood as discrimination.

4.3. Harassment-free work environment

Our work environment is defined by respectful treatment at all levels of the organization. This principle applies at all times and in all areas of work interaction.

We prohibit any action, situation or insinuation of harassment within Traxión and its affiliates. We condemn and severely punish sexual harassment, both physical and verbal.

Likewise, we do not tolerate harassment in the workplace. No employee should be harassed by others because of any aspect of his or her personal identity.

All employees refrain from criticism and mockery of others, understanding that such actions are detrimental to their dignity and performance. Therefore,

conduct that alters or interferes with the work or performance of another employee and that creates an intimidating or hostile work environment is prohibited.

4.4. Labor equity

We treat people with respect and value their capabilities and contributions, without distinction, exclusion or preference based on bias or prejudice.

We provide equal opportunities, establishing systems of talent attraction, professional development, remuneration and recognition based on merit.

4.5. Traxión public reporting helpline

We provide our employees and other stakeholders, internal and external to the company, with the public reporting helpline to report any concerns regarding non-compliance, in an anonymous and confidential way.