

TRAXIÓN

LIFE IN MOTION

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

July 2024

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1. OBJECTIVE

At Traxión we strive to promote a work culture that encourages diversity in every respect, ensuring labor equality, non-discrimination, and the inclusion of all employees by establishing specific guidelines to carry out activities that are congruent with our values.

2. SCOPE

This policy applies to all of Traxión’s companies, affiliates, and subsidiaries and all company officials, executives, employees, and motor unit operators are obliged to adhere to it; it also applies to business partners and related third parties with a contractual relationship with Traxión.

3. REFERENCES

3.1. Internal

- Code of Ethics
- Anti-corruption and Integrity Policy
- Compliance Policy
- Code of Ethics and Conduct for Partners, Suppliers, and Contractors
- Conflict of Interest Policy for Labor Relations.

3.2. External

- Does not apply.

4. DEFINITIONS

Term	Description
a. Harassment	Harassment can occur in any situation and can affect any individual, regardless of social, educational, and/or economic background. It refers to practicing constant violent or intimidating acts aimed at destabilizing a victim.
b. Diversity	Refers to the originality and plurality of identities that are characteristic of humanity’s groups and societies.
c. Dignity	Refers to the right afforded to all human beings to be respected and valued as individual and social beings, with all

Term	Description
	their characteristics and specific conditions, solely because they are people.
d. Equality	Refers to impartiality in the way women and men are treated with regards to their rights, benefits, obligations, and possibilities.
e. Inclusion	Refers to the attitude, trend, or policy for integrating all people in society, in order for them to be able to participate in and contribute to it, and to benefit from this process.
f. Inclusive Language	Refers to any verbal or written expression that preferably uses neutral vocabulary.
g. Non-discrimination	The principle of non-discrimination refers to the assurance of equal treatment among individuals, whether or not they belong to a single community, country, or region.

5. GUIDELINES

5.1. General Guidelines

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, which is understood as the plurality of identities that characterize the groups and societies that make up humanity and is manifested in a variety of aspects such as social background, ethnic origin, academic training, professional experience, gender, sexual orientation, age, religion, political views, thought styles, customs, traditions, and languages.

We live inclusion, by combining our differences to obtain the best of each perspective. We create favorable conditions in which all employees can participate, regardless of their identity as individuals. We provide everyone with employment that is free of discrimination and offers equal opportunities in terms of access, permanence, remuneration, development, and promotion.

5.2. Principles

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

a) Inclusive Language

At Traxión we seek to promote respectful and equal relationships among all employees and to prevent violence and discrimination against any person. This is why we promote the use of inclusive language in all verbal and written communications, both internally and externally. We avoid sexist and discriminatory language. We promote a language free of prejudice.

b) Non-discrimination

We explicitly prohibit any distinctions, exclusions, restrictions, or preferences based on the following characteristics:

Characteristics			
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 views
Sports preferences	Thinking style	Customs	Traditions
Language			

We also prohibit any expression of homophobia, misogyny, xenophobia, racial segregation, antisemitism, racism, and other related forms of intolerance considered to be discriminatory.

c) Harassment-free work environment

Our work environment is defined by respectful relationships 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 across 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 must refrain from criticizing or mocking others, in the understanding that such actions are detrimental to dignity and performance. Therefore, all behaviors that alter or interfere with the work or performance of another employee and create an intimidating or hostile work environment are prohibited.

d) Labor Equality

We treat people with respect and value their capabilities and contributions, with no distinctions, exclusions, or preferences based on bias or prejudice.

We provide equal opportunities, establishing a system for talent attraction, professional development, remuneration, and recognition based on merit.

5.3. Traxión Reporting Line (Whistleblowing Line)

We provide our employees with the Traxión Reporting Line to report any concerns regarding non-compliance with this policy anonymously and confidentially.

6. SANCTIONS

Any Traxión employee who does not comply with the policies and guidelines included in the scope of this document will be subject to disciplinary measures which, depending on the seriousness of the event, could include the following:

1. Verbal reprimand
2. Administrative reprimand
3. Work suspension without pay
4. Termination of the work contract, attributable to the employee
5. Criminal or legal procedures, as applicable.

In case of non-compliance by any authorized third-party offering a good or service to Traxión and its Subsidiaries or that has any kind of interaction with them, the disciplinary measures that the company deems adequate with be applied on a case-by-case basis. These may include anything from an economic penalty,

being temporarily or permanently banned from working with the company, and any corresponding legal actions.

7. LIABILITY / OWNERSHIP

Traxión's Corporate Department of Human Capital is the owner of this policy and is the party mainly responsible for its content, for updating it, and for requesting the approval of the company's Board of Directors.

This policy includes an illustrative but not exhaustive list of guidelines, it is the responsibility of the company's officials, employees, and business partners to contact the Compliance Division (oficina.cumplimiento@traxion.global), which will then send a copy of the request to the Human Capital Department for the inclusion of specific guidelines not included in this document.

7.1. Approval

This policy was approved by the Company's Board of Directors at its meeting on July 19, 2024.

8. APPENDICES

- Does not apply.