

estafeta[®]



2024
Sustainability
Report

estafeta[®]

2024 ***Sustainability*** ***Report***



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01

REPORT
SCOPE

GRI 2-1, 2-3, 2-5, 2-14

This document constitutes the 12th Sustainability Report of Estafeta Mexicana, S.A. de C.V., presenting the company's main Environmental, Social, and Governance (ESG) results and commitments for the period from January 1 to December 31, 2024.

We obtained the information from internal management systems, which reflects our nationwide operations. It is aligned with the standards of the Global Reporting Initiative (GRI), the Road Transportation sector standards of the Sustainability Accounting Standards Board (SASB), the Ten Principles of the United Nations Global Compact, and the United Nations Sustainable Development Goals (SDGs). The report has not undergone external verification by a third party.

The company's highest governing body plays a critical role in overseeing and supporting the preparation and disclosure of the Sustainability Report, which addresses material topics, actions, and outcomes across the four pillars of Estafeta's Sustainability Model.

**Ownership and Legal Structure**

Variable Capital Stock Corporation
(Sociedad Anónima de Capital Variable)

Sector

Logistics

Core Activity

Logistics, courier, and parcel delivery services

Coverage

National and international (220 countries)

Address

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President & CEO

Jens P. Grimm

Website

www.estafeta.com

Sustainability Website

<https://www.estafeta.com/sostenibilidad>

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02

MESSAGE FROM
**THE PRESIDENT
& CEO**

GRI 2-16, 2-22, 203-1

The year 2024 has been one of transformation and consolidation for Estafeta Mexicana. We faced significant challenges while also achieving milestones that strengthened our commitment to sustainability, operational excellence, and our higher purpose of connecting people and businesses.

For more than 40 years, we have proven that a Mexican company can compete under the highest quality standards while maintaining a deep sense of pride and belonging that drives us to go further. Our care for our people, attentive listening to our customers, and responsible engagement with our operating communities reflect this spirit.

In terms of governance, we strengthened our ethical, transparent, and responsible culture. We reinforced our **Anti-Corruption Policy**, trained all our employees on regulatory compliance, and consolidated internal communication and reporting mechanisms that ensure confidentiality and proper follow-up on any report.



SOMOS PARTE DE TU HISTORIA

Jens P. Grimm

Presidente & CEO
Estafeta Mexicana, S.A. de C.V.

On the social front, we reaffirmed our commitment to the health and road safety of our drivers while investing in the training of our middle management, providing them with key tools for effective team leadership. We also promoted community development through the **Estafeta Academic and Sociocultural Center** and various social programs aimed at generating a positive and sustainable impact.

Environmentally, we expanded our electric fleet and advanced in measuring our **Carbon Footprint**, with the goal of implementing a medium-term comprehensive strategy to reduce emissions and actively contribute to the protection of the planet.

The **Board of Directors** actively oversees our sustainability strategy, reviewing progress and approving key guidelines to ensure that our decisions

remain aligned with the organization's social, environmental, and governance commitments.

Looking ahead, Estafeta will continue strengthening its capabilities to respond to our customers' needs while reaffirming our commitment to people, communities, and the planet.

I deeply appreciate the dedication of the entire Estafeta team and the trust of our customers. **Together, we will continue building a high-quality service and a sustainable future for all.**

03

ORGANIZATION
PROFILE

GRI 2-1, 2-2, 2-6, 2-28, 2-29, 203-1, 416-1, 418-1

- ESTAFETA IN NUMBERS
- NATIONAL PRESENCE
- ESTAFETA COMPANIES
- SERVICE PORTFOLIO
- OUR CUSTOMERS
- AWARDS, DISTINCTIONS, AND CERTIFICATIONS
- INDUSTRY COLLABORATION

Estafeta Mexicana S.A de C.V is a 100% Mexican company with 45 years of experience offering full logistics solutions. Our customer proximity, technological innovation, and commitment to sustainability set us apart. Our values serve as the foundation for all aspects of our operations, reflected in practices such as safeguarding the integrity of our employees, customers, and communities; keeping our promises; optimizing resources; and remaining agile in the face of change—all with the goal of connecting Mexico.



estafeta®

More than 2,500 Contact Points

nationwide, including company-owned retail outlets, franchisees, and strategic partners

ESTAFETA IN NUMBERS



+ 6,500
Vehicles



11
Digital Channels
to connect customers with
our specialists



More than **2,500**
Contact Points
nationwide, including
company-owned retail
outlets, franchisees,
and strategic partners



+ 12,700
Employees



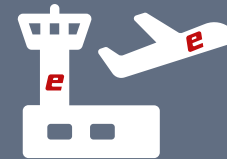
Coverage in
220
Countries



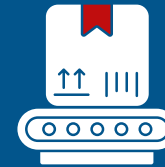
1
Customs Office
in San Luis Potosí



10
Electric Bicycles



12
Air Stations



3 Logistic Hubs:
San Luis Potosí, Tijuana
Veracruz and Mexico City



45
Electric Vehicles



6 Boeing 734-400
Cargo Aircraft



126
Operation Centers



6 Warehouses:
TULE, SMO I
SMO III, Azcapopark,
Monterrey and Guadalajara



1
Bonded Warehouse

MISSION

To provide courier, parcel, and logistics services that meet industry standards of quality and service, supported by a vast air and ground transportation network, an innovative technology platform, and highly skilled, customer-oriented employees.

VISION

To be Mexico's premier strategic partner for logistics solutions.

Higher Purpose

“Bringing people together and connecting businesses moves us.”

VALUES



Safety

We protect the integrity of our employees, customers, their shipments, and community.



Joy to Serve

We honor promises, we solve, we are agile, we are available, and we go above and beyond.



Human-Centered Spirit

We are a team of integrity, conducting ourselves with respect, trust, humility, and fairness to leave an indelible impression on our communities.



Efficiency—Less is More

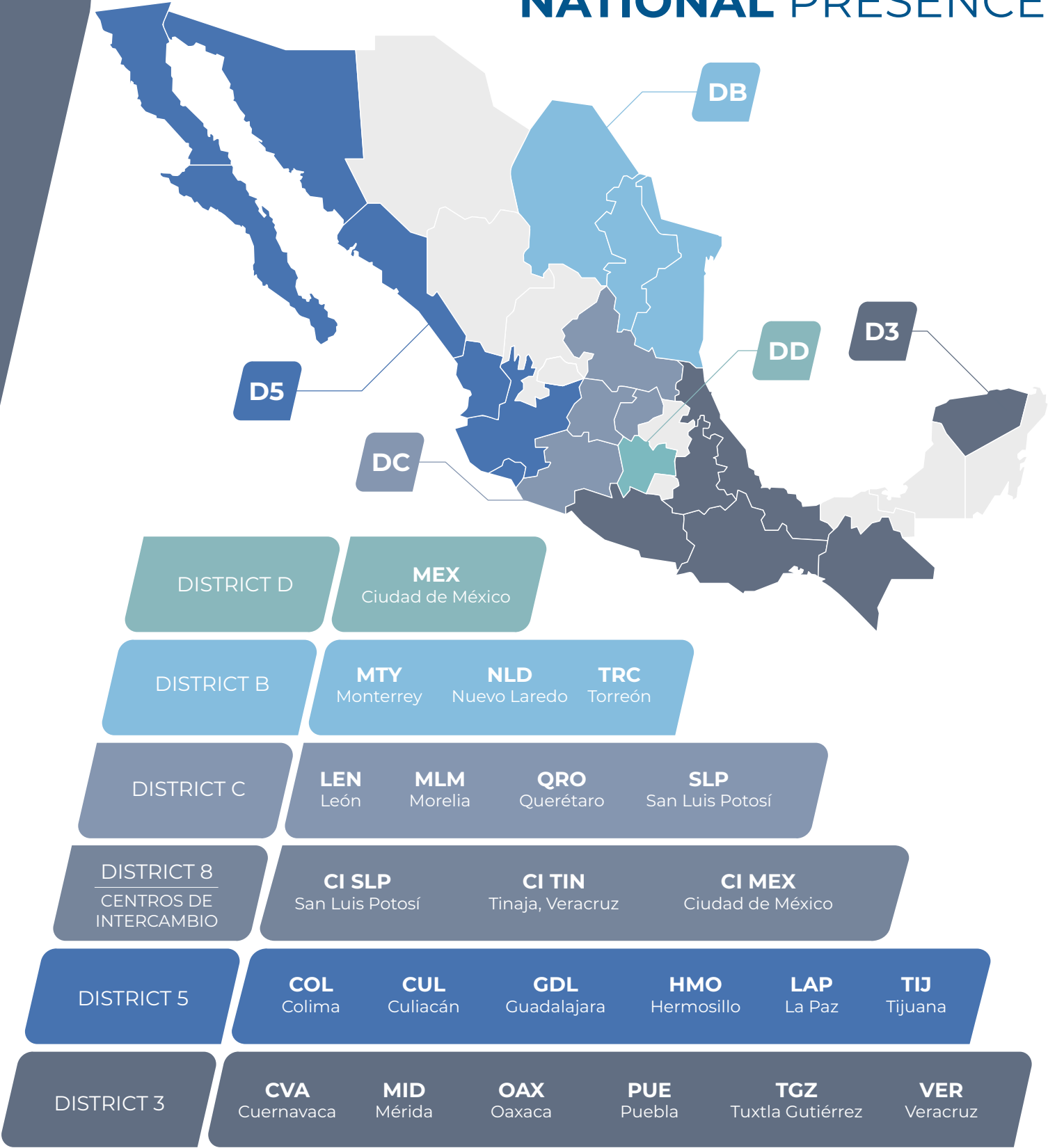
We act with responsibility and discipline, allocating resources to meet our commitments.



Connecting with the Future

We embrace change with agility, putting our full potential and resources to promote transformation.

NATIONAL PRESENCE



ESTAFETA COMPANIES

GRI 2-2

Estafeta operates under a synergistic model, combining various business units to meet our customers' needs.

- Autotransportes de Distribución y Consolidación, S.A. de C.V.
- Centros de Intercambio de Carga Expres Estafeta, S.A. de C.V.
- Consolidación Logística e Inmobiliaria, S.A. de C.V.
- Estafeta Carga Aérea, S.A. de C.V.
- Estafeta Mexicana, S.A. de C.V.
- Estafeta Soluciones Logísticas, S.A. de C.V.
- Mensajería Metropolitana, S.A. de C.V.
- Mitesq Mexicano, S.A. de C.V.
- Translogística, S.A. de C.V.
- Transportadora Terrestre, S.A. de C.V.
- Tratasa de México, S.A. de C.V.



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Estafeta Mexicana S.A. de C.V.

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Centros de Intercambio de Carga Expres Estafeta S.A. de C.V.

estafeta[®]
Soluciones Logísticas

estafeta[®]
Supply Chain

MITES

estafeta[®]
cargo

estafeta[®]
Mensajería Metropolitana, S.A. de C.V.

ADC
AUTOTRANSPORTES
DE DISTRIBUCIÓN Y CONSOLIDACIÓN
S.A. de C.V. Servicio Público Federal

TRA
TRANSLOGÍSTICA
S.A. de C.V. Servicio Público Federal

TT
TRANSPORTADORA TERRESTRE
S.A. de C.V. Servicio Público Federal

SERVICE PORTFOLIO

GRI 2-1, 2-6

Estafeta offers a comprehensive range of logistics solutions designed to cover the different stages of the supply chain. Our portfolio includes courier, parcel, freight, warehousing, distribution, reverse logistics, and specialized services adapted to the needs of both domestic and international customers. We divide our integrated solutions into three categories to address each segment of the distribution chain:



International Shipments and Freight Forwarding

- **Global Express**
Air delivery of documents and parcels to more than 220 countries.
- **USA Economy**
Ground delivery of documents and parcels to the United States.
- **Merkalink®**
Import service charged to the recipient for purchases made in the United States.
- **Crossborder**
Comprehensive import and freight solution designed for online stores, marketplaces, and 3PLs, enabling deliveries from the United States, Europe, and Asia.
- **Freight Forwarding**
We are part of the world's largest and more reliable freight forwarding network with more than 11,097 representative offices across 196 countries.
 - Air
 - Air Cargo
 - Customs Office
 - Maritime
 - Ground



Supply Chain

- Warehousing
- VAS, UVA
- Fulfillment
- Own M&P Distribution Network
- Own and Outsourced FTL Distribution Network
- Own LTL Distribution Network
- Own Specialized Spare Parts Distribution Network
- Own Specialized Porteo Distribution Network
- Own Big Ticket Network
- Own Cross Dock Porteo
- Reverse Logistics
- WMS (Warehouse Management System)
- TMS (Transport Management System)
- Health and Documentation Advisory Services
- Certified Disposal Services
- Value-Added Services (Labelling, Kit Assembly, Special Packaging, Kitting, etc.)
- Multifunctional Teams operating in extended, night, or mixed shifts.

Strategic Locations

- Monterrey
- Azcapotzalco I
- Tule - Tultepec
- SMO I- San Martín Obispo
- SMO III-San Martín Obispo
- Cuautitlán



Distribution

Courier and Parcel Services: delivery of envelopes and parcels directly to the customer's door across the country, or to Estafeta PUDOS (Pick-up and Drop-off points) depending on the customer's preference.

- **Air Service**
12:30 p.m. – Next business day
Next Day – Open delivery time
- **Ground Service**
Two Days – Open delivery time
Ground – 3 to 5 business days, open delivery time

OUR CUSTOMERS

GRI 2-29, 416-1, 418-1

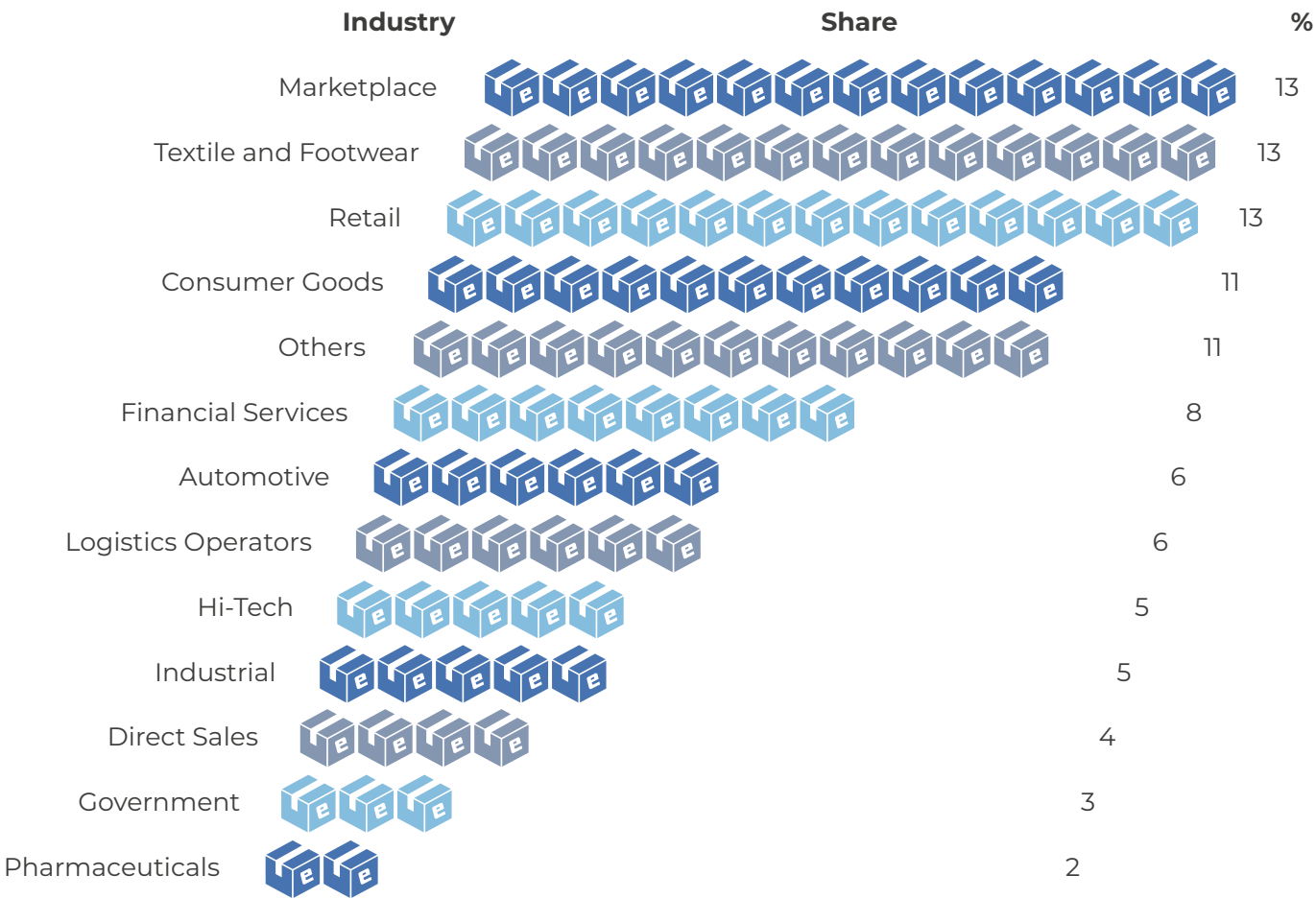
Estafeta holds a 30% market share alongside the two global sector leaders with the strongest presence in Mexico. In 2024, we achieved a 6% increase in sales compared to 2023.

Our focus is on two primary customer segments: Occasional Customers and Account Customers. Our segmentation concentrates on purchase volume, the business lines acquired, and the specific industries in which our customers operate.

Segmenting customers by industry allows us to provide customized solutions that precisely meet their unique requirements.



Industry Share 2024



The health and safety of our customers remain our top priority throughout every phase of our delivery service. We have established standardized operating protocols to guarantee safe and reliable deliveries, incorporating identity validation and secure delivery processes. Furthermore, we implement a robust continuous monitoring system for our drivers, taking advantage of GPS and telemetry technology to mitigate risks during transit.

We conduct regular evaluations of these protocols to mitigate potential risks that may jeopardize customer safety all through the logistics process. While we currently lack a comprehensive impact assessment system for all services, the controls implemented effectively encompass most of our operations.

In alignment with our dedication to privacy and information security, we implement rigorous measures to ensure the protection of personal data, adhering to the Federal Law on the Protection of Personal Data Held by Private Parties. This ensures the confidential and secure management of our customers' data during the logistics process.

Customer Satisfaction

At Estafeta, customer satisfaction reflects the level of trust and positive experience our users have when interacting with our services. We use two primary metrics to assess it:

NPS
(Net Promoter Score)

Measures the likelihood that customers will recommend our services.

CSAT
(Customer Satisfaction Score)

Measures how satisfied a customer is right away after a transaction.

These indicators allow us to monitor customer perception and guide our actions toward continuous improvement. Thanks to our commitment to customer experience, both indicators showed positive progress in 2024 compared with the previous year.

Net Promoter Score (NPS)			Customer Satisfaction Score (CSAT)		
Customer Type	2023	2024	Service Channel	2023	2024
Sender	27%	37%	Telephone Agent	95%	95%
Recipient	57%	61%	Chatbot	79%	84%

Ensuring accessibility to communication channels is fundamental so that all customers can easily contact us and receive support. In 2024, we worked on developing and strengthening multiple communication channels and services.

Automation

- AI Chatbot**
Friendlier, enriched responses enabled through connection with the Pull Tracking API.
- Optical Character Recognition (OCR)**
Waybill identification through a photo, eliminating the need for customers to type tracking numbers into the chatbot.
- Interactive Voice Response (IVR) with Voice Recognition**
Fully integrated from the start of the call, enhancing the customer experience.
- Phone Detection**
Automatic recognition of customers from their second call, allowing continuity at the point where they left off in the process.
- Information Repetition**
Customers have the option to request that information be repeated.
- Automated Quotation**
This service handles requests for 1 to 300 waybills through IVR, and it sends quotations via SMS.

Geolocation

- Address Geolocation**
Improves accuracy and efficiency in route assignment when generating a new pickup order.
- Identification of Addresses Linked to Customer Number by Postal Code**
This process optimizes the pickup process by utilizing geographic references.

Data Integration

- Mobile Number Identification and Update**
Ensures effective communication via SMS.
- Personalized SMS Messages**
Key information sent directly to customers, including pickup orders, locations, quotations, or service reports.

We have enhanced our website, allowing for real-time content updates, including the ability to notify customers promptly when contingencies impact service delivery.

We have successfully launched a new online store to enhance the customer purchasing experience. The platform provides enhanced services, including

pickup and optional insurance, broadening our service offerings, and driving a 30% increase in sales through this channel.

We have successfully expanded our partner network by 20%, which allows us to attract a greater number of requests from small businesses eager to join.

AWARDS, DISTINCTIONS, AND CERTIFICATIONS

OEA CERTIFICATION (Authorized Economic Operator)

Granted by Mexico's Tax Administration Service (SAT) to strengthen the security of the foreign trade logistics chain. This certification was awarded to Mensajería Metropolitana, S.A. de C.V., as a certified business partner under the courier and parcel category, and to Centros de Intercambio de Carga Expres Estafeta, S.A. de C.V., under the bonded warehouse category.



CTPAT CERTIFICATION (Customs-Trade Partnership Against Terrorism)

A voluntary supply chain security program led by U.S. Customs and Border Protection (CBP), aimed at strengthening international trade logistics security. Awarded to Mensajería Metropolitana, S.A. de C.V., and Autotransportes de Distribución y Consolidación, S.A. de C.V.



INTERNATIONAL AIR TRANSPORT ASSOCIATION (IATA)

Estafeta Carga Aérea, S.A. de C.V. is a member authorized to transport goods by air.



IATA OPERATIONAL SAFETY AUDIT (IOSA)

An international evaluation system designed to assess the management and operational control systems of air transport. Estafeta Carga Aérea, S.A. de C.V. holds this certification from IATA.



NMX-CC-9001-IMNC-2015/ ISO 9001:2015

Quality Management System for Estafeta Soluciones Logísticas, S.A. de C.V., covering warehouses located in San Martín Obispo Park I, San Martín Obispo Park III, Monterrey, Azcapotzalco, and Tule



TOTEM AWARD

Granted by the National Advertising Association (ANP) for the campaign **"Podemos con el paquete completo" (We Can Handle the Whole Package)**, recognizing the creativity and strategy of Estafeta's brand positioning.



PREMIO NACIONAL DE SEGURIDAD VIAL

NATIONAL ROAD SAFETY AWARD

Certification as a Safe Company awarded by the National Private Transport Association (ANTP).



TRANSPORTE Limpio

TRANSPORTE LIMPIO (CLEAN TRANSPORTATION PROGRAM)

An award from Mexico's Secretariat of Environment and Natural Resources (SEMARNAT) for excellent environmental performance, given to Autotransportes de Distribución y Consolidación, S.A. de C.V., Transportadora Terrestre, S.A. de C.V. y Translogística, S.A. de C.V.

SECTORAL COLLABORATIONS

GRI 2-28



We recognize the value of dialogue and interinstitutional collaboration in driving the sustainable development of the logistics sector. For this reason, we participate in various chambers and industry associations with the objective of sharing best practices and staying at the forefront of key issues such as logistics innovation, regulatory frameworks, talent development, and environmental sustainability. These partnerships strengthen our business vision and facilitate the exchange of knowledge with other key players in the industry.

- American Chamber of Commerce of Mexico, A.C. (AMCHAM)
- Mexican Association of Logistics Operators (*Asociación de Operadores Logísticos de México, AOLM*)
- International Air Transport Association (*Asociación Internacional de Transporte Aéreo*) (IATA)
- Mexican Association of Freight Forwarders (*Asociación Mexicana de Agentes de Carga, AMACARGA*)
- Mexican Association of Shipping Agents (*Asociación Mexicana de Agentes Navieros, AMANAC*)
- Mexican Courier and Parcel Association (*Asociación Mexicana de Mensajería y Paquetería, AMMPAC*)
- Mexican Association of Human Resources Management (*Asociación Mexicana en Dirección de Recursos Humanos, A.C., AMEDIRH*)
- National Association of Private Transportation (*Asociación Nacional de Transporte Privado, ANTP*)
- Mexican-German Chamber of Commerce and Industry (*Cámara Mexicano-Alemana de Comercio e Industria, CAMEXA*)
- National Chamber of Air Transportation (*Cámara Nacional de Aerotransportes, CANAERO*)
- National Chamber of Freight Transportation (*Cámara Nacional de Autotransporte de Carga, CANACAR*)
- National Chamber of the Transformation Industry (*Cámara Nacional de la Industria de la Transformación, CANACINTRA*)
- Mexico Competitiveness Center (*Centro de Competitividad de México, CCMX*)
- Automotive Cluster of Nuevo León (*Clúster Automotriz de Nuevo León, CLAUT*)
- Employers' Confederation of Mexico (*Confederación Patronal de la República Mexicana, COPARMEX*)
- International Federation of Freight Forwarders Associations (*Federación Internacional de Asociaciones de Transitarios, FIATA*)
- World Cargo Alliance (WCA)



04

OUR
ORGANIZATION

GRI 2-6, 2-9, 2-13, 2-16, 2-22, 2-23, 2-24, 2-25, 2-26, 2-29, 3-1, 3-2, 3-3, 203-2, 204-1, 205-3, 408-1, 409-1, 418-1

- STRATEGIC SUSTAINABILITY APPROACH
- CORPORATE GOVERNANCE
- DATA GOVERNANCE AND INFORMATION SECURITY
- ETHICAL CONDUCT
- SUPPLY CHAIN
- *ESTAFETA CONTIGO*: WHISTLEBLOWING CHANNEL

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



STRATEGIC SUSTAINABILITY APPROACH

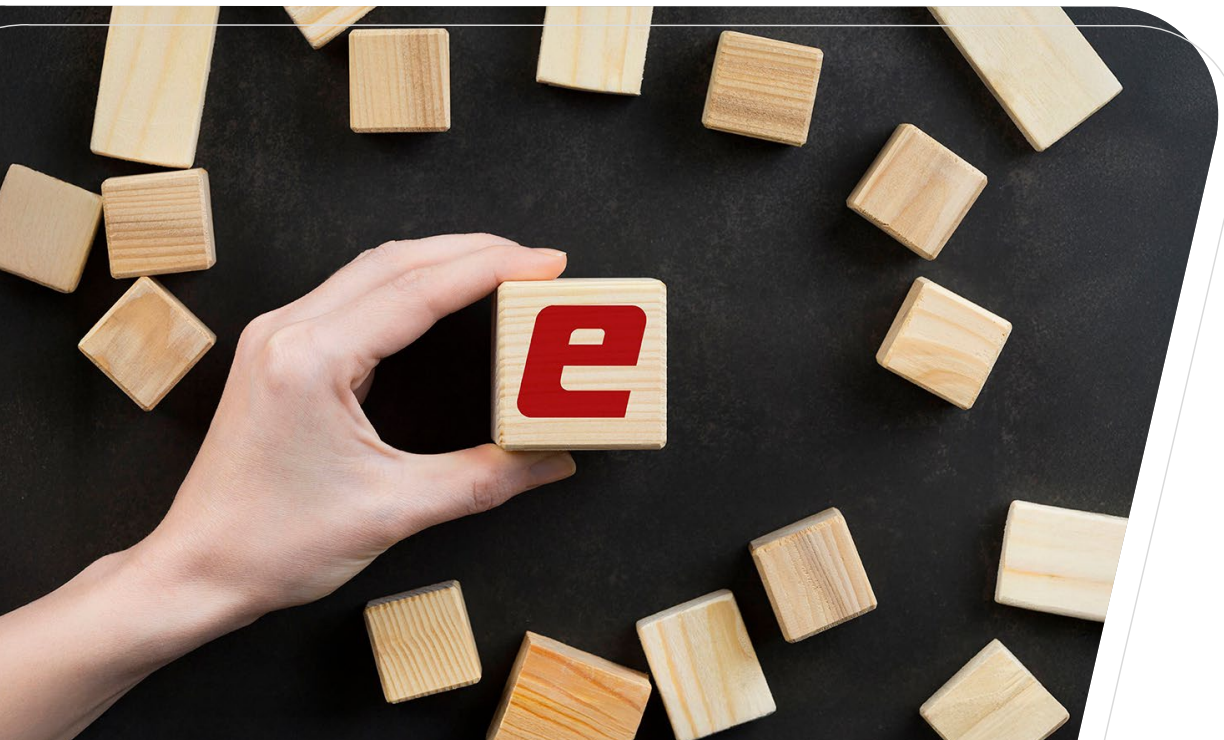
GRI 2-16, 2-22, 2-29, 3-1, 3-2

In the first half of 2024, we conducted a comprehensive review of our materiality matrix, which was originally established in 2022. This process involved a thorough analysis of global trends, media insights, and sector benchmarks, complemented by the collection of internal and external inputs.

We prioritized the identified topics based on two key criteria: their importance as perceived by our stakeholders and their current or potential impact on the business.

This prioritization allowed us to systematically categorize material issues based on their impact on risk mitigation and their significance for Estafeta's strategic growth.

The highest governing body conducts regular reviews and validations of the materiality analysis outcomes, along with the sustainability strategy that stems from it. Their engagement enhances the incorporation of sustainability into strategic decision-making, ensuring that the issues tackled are consistently aligned with the organization's core values, mission, and overarching purpose.



MATERIALITY MATRIX

IMPORTANCE TO STAKEHOLDERS

Significant Material Topics for Risk Mitigation

- Corporate Citizenship
- Labor Standards
- Climate Change

Priority Material Topics to Be Addressed Through Strategy

- Customer Service and Product
- Professional Development
- Innovation and Technology
- Ethics and Transparency
- Local Communities

Moderate Material Topics for Ongoing Monitoring

- Diversity and Inclusion
- Value Chain
- Philanthropy (Donations and Volunteering)
- Customer Satisfaction and Engagement
- Human Rights
- Waste Management
- Road Safety Education
- Economic Performance
- Occupational Health and Safety
- Water Footprint
- Cybersecurity (Data Privacy)
- Employees' Financial Security

Major Material Topics for Stakeholder Engagement

- Business Purpose and Strategy
- Carbon Footprint
- Environmental Education
- Risk and Crisis Management
- Eco-efficient Operations
- Environmental Management
- Environmental Compliance

IMPORTANCE TO THE COMPANY

This process allowed us to focus our efforts on key issues aligned with Estafeta’s Strategic House, a strategy that stems from our higher purpose and vision, under the framework of HAVING, DOING, and BEING.



Significant material issues to mitigate risks	Estafeta Projects	Priority material issues to address from the strategy	Estafeta Projects
• Corporate Citizenship • Labor Standards • Climate Change	• Materiality analysis • Sustainability Model • Risk Management • Digitalization and Process Optimization	• Customer Service and Product • Professional Development • Innovation and Technology • Ethics and Transparency • Local Communities	• Profitable Customer Relationships • Quality Service to increase customer trust • PUDOS • Regulatory Compliance • Estafeta Codes of Ethics and Conduct • Policies and Processes

Moderate material topics for continuous monitoring	Estafeta Projects	Major material issues to engage stakeholders	Estafeta Projects
• Diversity and Inclusion • Value Chain • Philanthropy (donations and volunteering) • Satisfaction and Commitment • Human Rights • Waste Management • Road Safety Education • Economic Performance • Occupational Health and Safety • Water Footprint • Cybersecurity (data privacy) • Financial Security of Employees	• Diversity, Equity, and Inclusion Committee • Standardization of Suppliers • NOM 035 • Estafeta Volunteer Program • In-Kind Donations • Data Governance • Personal Data Protection Policy • Road Safety Committees • Internal Environmental Compliance Audits • Comprehensive Waste Management Plan • Carbon Footprint Committee	• Purpose and Business Strategy • Carbon Footprint • Environmental Education • Risk and Crisis Management • Eco-efficient Operations • Environmental Management • Environmental Compliance	• Environmental Education • Enbio® • Green Shipments • Customer Carbon Footprint

SUSTAINABILITY MODEL

Our Sustainability Model is structured around four key pillars:

- OUR PEOPLE
- OUR ORGANIZATION
- OUR COMMUNITIES
- OUR PLANET



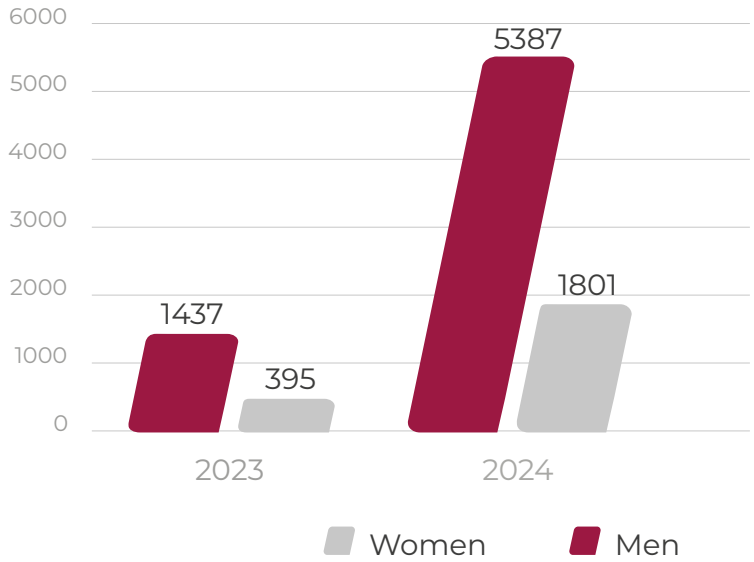
These axes define our actions, initiatives, and commitments, aligning them with our material topics, the Sustainable Development Goals (SDGs), and the Ten Principles of the United Nations Global Compact. The model advocates for a strategy that aligns corporate values with social and environmental accountability.



To ensure that all employees understand the impact of their actions within and beyond the company, new hires receive comprehensive Sustainability training. This initiative reinforces a conscious and

committed organizational culture aligned with social, environmental, and ethical practices under our **Sustainability Model**.

Hours of Training in Sustainability



TOTAL NATIONWIDE	
2023	1,832
2024	7,188

STAKEHOLDER GROUPS

GRI 2-29, 3-1

We uphold an ongoing dialogue with our stakeholders through a range of communication and engagement strategies. This interaction is essential for establishing trust and enhancing our materiality analysis process, enabling us to identify, comprehend, and prioritize the most relevant issues from their perspective. With this information, we make informed decisions that align our sustainability strategy with their expectations and environmental trends.

Although the current materiality analysis was conducted in 2022, its development incorporated contributions from key stakeholder groups through surveys, interviews, focus groups, and the analysis of sectoral information. The communication channels described in this section continue to be essential for monitoring their expectations and ensuring the continuous update of our strategic topics.

Stakeholder Group	Impact	Communication and Engagement Mechanisms
 Customers	Direct	• Complaints received via: www.estafeta.com/contacto • Customer Satisfaction Surveys • Social Media and Web Content • Bots • Whatsapp (+52) 55 5270 8300 • Traditional Channels (+52) 55 5270 8300 and (800) 3782 338 • Multichannel/Omnichannel Platform • Digital Media

 Employees	Direct	• “Estafeta Contigo” Whistleblowing Line www.lineadedenuncia.com/estafetacontigo (800) 0624 729 estafetacontigo@lineadedenuncia.com • Feedback through PADDE • Orienta PAE Estafeta Helpline • Internal Communications and Notice Boards • Corporate Social Network
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Stakeholder Group	Impact	Communication and Engagement Mechanisms
 Shareholders	Direct	• Board Meetings • Sustainability Report • Financial Report
 Franchises	Direct	• Monthly Meetings • Newsletters • Bulletins
 Suppliers	Indirect	• On-site Visits • Regular Meetings • Supplier Selection, Evaluation, and Development Process • Supplier Code of Ethics and Conduct
 Government	Indirect	• Meetings with Business Chambers and Associations • Participation in Forums and Committees
 Community	Indirect	• Semi-annual Meetings • Participatory Community Assessments • Estafeta Academic and Sociocultural Centers
 Civil Society Organizations	Indirect	• Calls for In-kind Donations • Email Communication • Fundación Estafeta
 Competitors	Indirect	• Participation in Industry Fairs, Forums, and Events

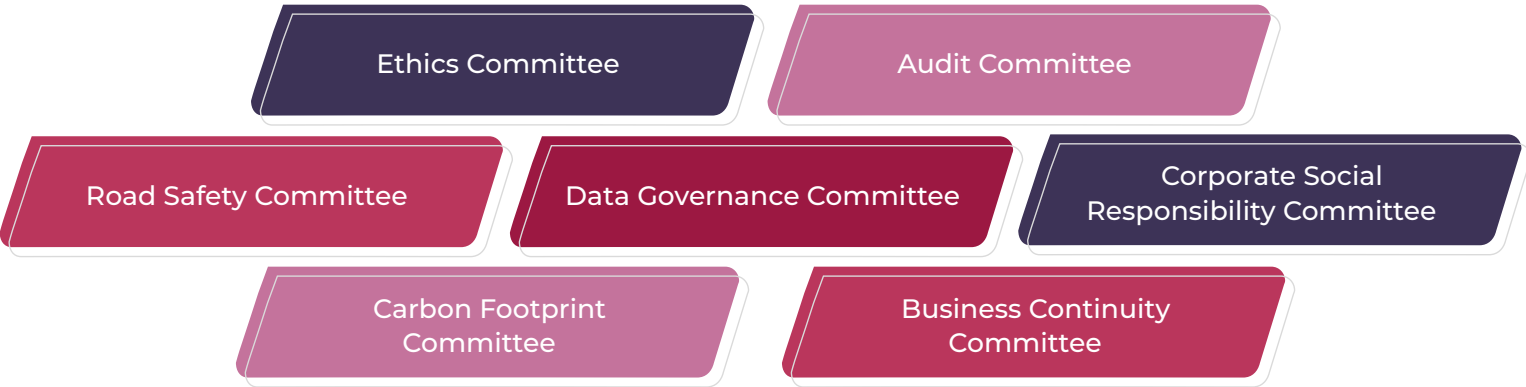
CORPORATE GOVERNANCE

GRI 2-9, 2-13, 2-16

We have a solid Corporate Governance structure that ensures regulatory compliance, accountability, responsible decision-making, and the implementation of our sustainability strategy. Specialized committees closely monitor compliance with our codes, policies, and processes.



Estafeta Committees



In 2024, we strengthened our monitoring and accountability mechanisms to ensure transparency across the organization while also reinforcing our corporate culture. An example of this was the renewal of our Anti-Corruption Policy, through which we achieved full training coverage for all employees on this matter.

TRAINING HOURS ON ANTI-CORRUPTION POLICY		
TOTAL HOURS	WOMEN	MEN
14,383	3,744	10,639

We strengthened the regulation of Estafeta's authorized distributors, which enabled us to improve the average price of our services offered through these platforms. As a result, we achieved a 5% increase in sales.

DATA GOVERNANCE AND INFORMATION SECURITY

GRI 2-9, 2-23, 2-24, 3-3

At Estafeta, Data Governance is an integral part of our Enterprise Data Strategy, aimed at transforming the business by leveraging responsibly managed and governed data. This approach promotes decision-making based on accurate, traceable, and high-quality information.

During the reporting period, we strengthened our data management policies and processes, aligning them with regulatory frameworks such as the General Data Protection Regulation (GDPR) and Mexico's Federal Law on the Protection of Personal Data Held by Private Parties (LFPDPPP). These guidelines safeguard the rights of our stakeholders, ensuring legal compliance and preventing negative impacts associated with the misuse of personal or sensitive data.

Key Actions and Achievements

- Publication and update of five Data Design and Modelling Policies.
- We have implemented operational catalogue domains and expanded Master Data Management (MDM) to include customers and materials.
- Update of the master data dictionary and formalization of Data Owner and Data Steward roles.
- We are executing quality cycles on priority datasets.
- Immersive training for the Data Champions team through the Data Day event.
- Near real-time availability of data for advanced analytical models.
- The processes for data collection and responding to authorities have been formalized.



The Data Directorate, in collaboration with Internal Communication, implemented a change management plan that aligns with the DAMA-DMBOK framework, with the objective of strengthening maturity across data knowledge areas. Information sessions, educational capsules, and strategic actions supported this effort by reinforcing an organizational culture that prioritizes data governance.

We apply our information security policies, processes, and privacy notice (www.estafeta.com/aviso-de-privacidad) to employees, suppliers, and customers. We review these annually and supplement them with risk assessments, ongoing vulnerability monitoring, continuous training, and both internal and external audits.

Additional Achievements in Information Security:

- Implementation of 52 IT security policies and processes
- Real-time protection and monitoring of approximately 4,900 endpoints
- Removal of sensitive data visibility in delivery staff operating systems, ensuring the protection of customer information

TRAINING HOURS IN INFORMATION SECURITY		
TOTAL TRAINING HOURS NATIONWIDE	WOMEN	MEN
8,346	3,135	5,211

One of the emerging risks we mitigate through Data Governance is the non-transparent use of Artificial Intelligence (AI). At Estafeta, we have found that quickly using AI without strong data governance can lead to problems like revealing sensitive information or making automated decisions that do not match our values. For this reason, we have begun laying the foundations for

ethical and responsible AI, supported by certified data, with full traceability and proper governance.

At Estafeta, Data Governance is not a project with a defined end date but rather an evolving program that seeks continuous maturity. It drives constant improvement in processes that rely on data and strengthens corporate governance as a pillar of a transparent, efficient, and responsible organization.

ETHICAL BEHAVIOR

GRI 2-16, 2-23, 2-24, 205-2



Business Ethics is a fundamental pillar of our organizational culture and sustainability. Our commitment to ethical compliance is reflected in our codes, policies, and processes; in the way we conduct our business; in the integrity of our employees; and in the trust-based relationships we build with our stakeholders.

Estafeta has a **Code of Ethics and Conduct** applicable to all employees and executives and a **Supplier Code of Ethics and Conduct** that extends these principles to our suppliers and business partners. Both documents are publicly available at <https://www.estafeta.com/sostenibilidad>.

These documents establish the values and principles that guide our decisions, as well as guidelines on conflicts of interest, anti-corruption practices, fair treatment, third-party relationships, and regulatory compliance.



HOURS OF TRAINING IN BUSINESS ETHICS					
TOTAL HOURS NATIONWIDE	WOMEN	MEN	AVERAGE HOURS PER EMPLOYEE	AVERAGE HOURS WOMEN	AVERAGE HOURS MEN
70,693	14,887	55,806	1.84	1.80	1.84

All employees receive training
on these topics upon joining the company and on a regular basis thereafter.

TOTAL HOURS OF BUSINESS ETHICS TRAINING BY STAFF AREA										
STAFF AREA	OPERATIONS		ADMINISTRATION		COMMERCIAL		MIDDLE MANAGEMENT		EXECUTIVES (DIRECTORS, MANAGERS, BOARD)	
COURSE	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Anti-Corruption Foreign Laws / FCPA / UK Bribery Act / OECD Anti-Bribery Convention	0	0	6	8	0	0	2	2	40	20
Estafeta Code of Ethics and Conduct 2024	21,306	1,210	4,488	2,986	1,202	1,906	1,790	586	340	134
Anti-Corruption Compliance	78	1	28	4	3	9	70	49	57	69
Criminal Procedure Law / Corporate Compliance	0	0	360	126	0	9	117	99	45	18
Harassment Complaint Investigation	0	0	16	0	0	0	0	0	4	0
Applicable Transportation Laws	210	0	0	0	0	0	0	0	0	0
Anti-Corruption Guidelines and Practices	12,702	762	3,402	2,318	836	1,268	1,348	442	240	96
Anti-Corruption Policy	2,834	155	1,403	1,012	312	447	592	208	107	45
Anti-Corruption Policy in Operational Centers	224	2	16	8	18	22	26	6	2	2
Policy on Criminal Prevention Compliance and Goods Control	0	0	18	10	0	0	0	2	2	0
Prevention of Unlawful Acts in Companies and Anti-Corruption Policy	0	0	102	70	0	0	14	4	4	0
Business Vision	586	258	588	418	66	52	186	42	16	2
TOTALS	37,940	2,388	10,427	6,960	2,437	3,713	4,145	1,440	857	386

SUPPLY CHAIN

GRI 2-6, 203-2, 204-1, 408-1, 409-1

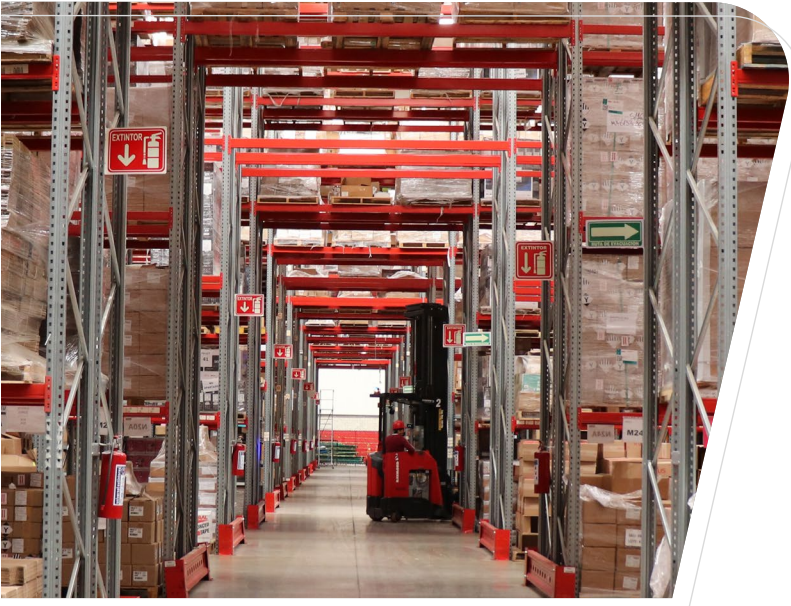
We promote responsible practices throughout our supply chain. All our suppliers sign the Supplier Code of Ethics and Conduct, along with their conflict-of-interest declaration, to ensure they are informed about ethical business conduct and the reporting mechanisms available to them. This Code includes fundamental commitments regarding human rights, including the explicit prohibition of child labor, forced labor, and any form of abuse or labor exploitation.

All suppliers are assessed using the Request For Information (RFI) process, which collects information about their operations, finances, environmental practices, social responsibility, and compliance with regulations to find and evaluate any potential risks to finances, reputation, capacity, or infrastructure, and to take appropriate actions.

In the Strategic Supply Management, there are 191 suppliers, of which 32% are local and 68% are national.

Strategic customers are also checked against the U.S. Office of Foreign Assets Control (OFAC) lists to make sure we obey the law and manage risks effectively in our supply chain.

In addition, suppliers are classified as **local**, **national**, and **by size**, based on different criteria, with the objective of ensuring operational efficiency, quality, and competitiveness, as well as business continuity. Hiring local and national suppliers generates indirect economic benefits by strengthening regional development, fostering employment in the communities where we operate, and boosting the local economy—all in line with our commitment to sustainable development.



ESTAFETA CONTIGO: WHISTLEBLOWING CHANNEL

GRI 2-16, 2-25, 2-26, 205-3

Estafeta has a whistleblowing line, Estafeta Contigo, operated by an external provider and available 24/7 online, by phone, and via email. Whistleblowers have the option to provide their contact information or to file a report anonymously. The external provider sends the reports to Estafeta’s Ethics Committee, which looks into the cases, takes action to prevent issues, and encourages a culture based on values.

Estafeta Contigo Contact Information



Estafeta Contigo (800) 0624 729



estafetacontigo@lineadenuncia.com



www.lineadenuncia.com/estafetacontigo

“We received and analyzed a total of 299 reports in 2024.”



ISSUES REPORTED THROUGH THE ESTAFETA CONTIGO WHISTLEBLOWING LINE

ISSUE	2020	2021	2022	2023	2024
Labor	199	246	281	265	204
Assets and Property	19	29	16	22	17
Third-Party Relations	9	12	18	14	31
Customer Service	23	20	19	42	14
Sale of Shipping Guides	1	12	1	1	4
Health, Safety, and Environment	4	5	14	1	11
Harassment	4	8	13	9	9
Shipment Theft	1	8	8	13	5
Deliveries and pickups	0	0	5	15	4
TOTAL	260	340	375	382	299

05

OUR PEOPLE

GRI 2-7, 401-1, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7,
403-8, 404-1, 404-2, 404-3, 405-1
SASB TR-RO-000.C, SASB-TR-RO-320 a.3

- ESTAFETA CULTURE
- ESTAFETA TALENT
- DIVERSITY, EQUITY, AND INCLUSION
- TRAINING
- ROAD SAFETY
- HEALTH AND SAFETY
- EMPLOYEE SUPPORT PROGRAM

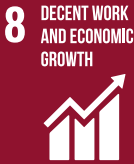


ESTAFETA CULTURE

GRI 404-3

Innovation and the development of long-term relationships with employees, customers, and strategic partners define our culture. This culture fosters an initiative-taking, resilient, and collaborative attitude, as well as a sense of belonging that strengthens the pride of being part of the *red force*.

Encouraging innovation, meeting objectives, and living the company's values are fundamental. To this end, we have three mechanisms designed to recognize our talent, driving continuous improvement and a sense of belonging, while creating an environment where people feel valued, inspired to contribute new ideas, and committed to the company's results. These are the Gerd Grimm Innovation Award, the Quarterly R3 Recognition, and Heroes with Courage.



GERD GRIMM INNOVATION AWARD 2024

 **140**
Registered Ideas

 **8**
Finalist Ideas

 **3**
Winning Projects



Semiannual

HÉROES CON VALOR



109
Employees recognized

by their peers for honoring our values and exceeding expectations in the daily roles during 2024.



Quarterly

R3 RECONOCIMIENTO TRIMESTRAL

163
Employees recognized

by corporate and district management for their outstanding performance and achievement of objectives during 2024.

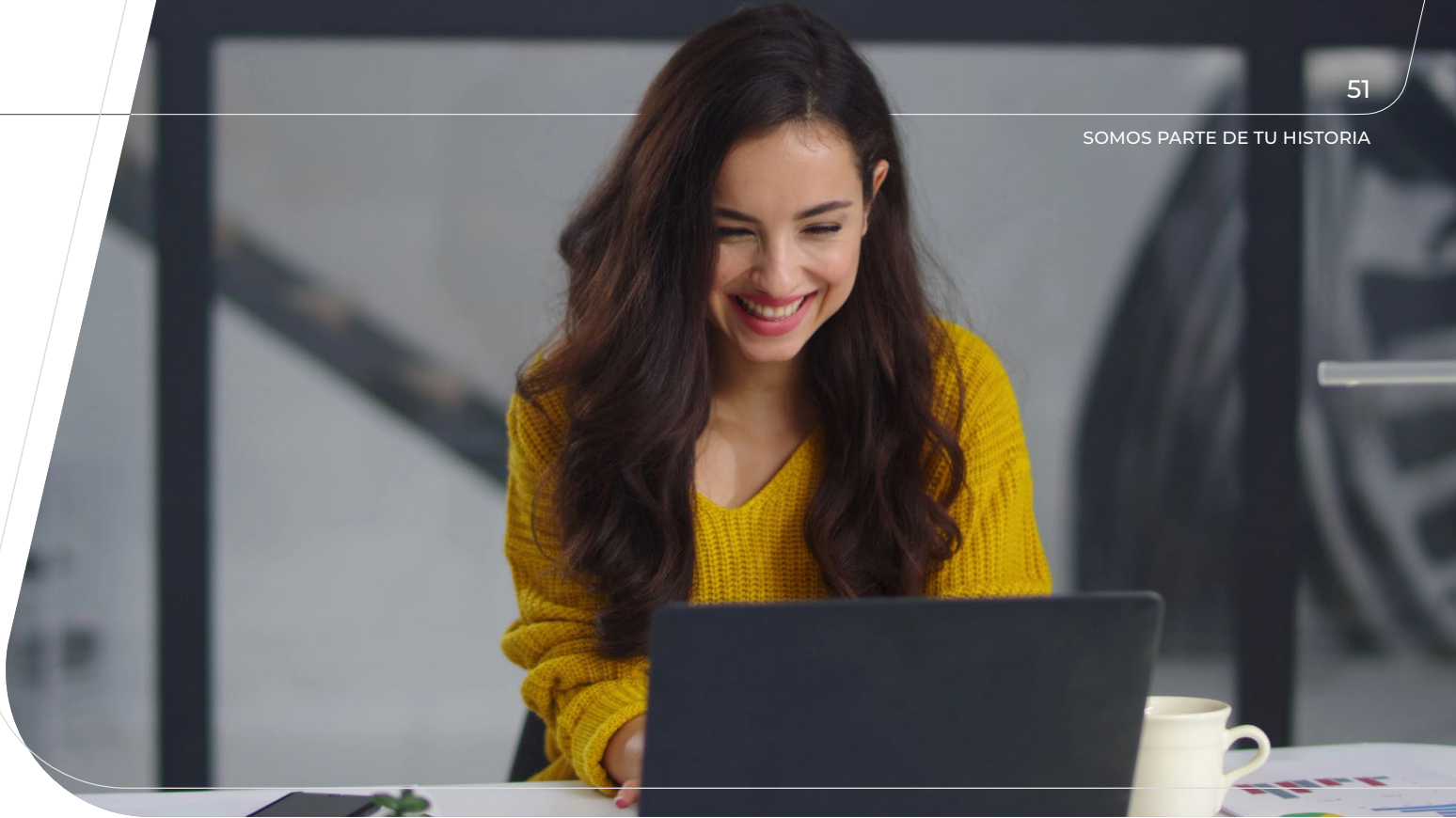
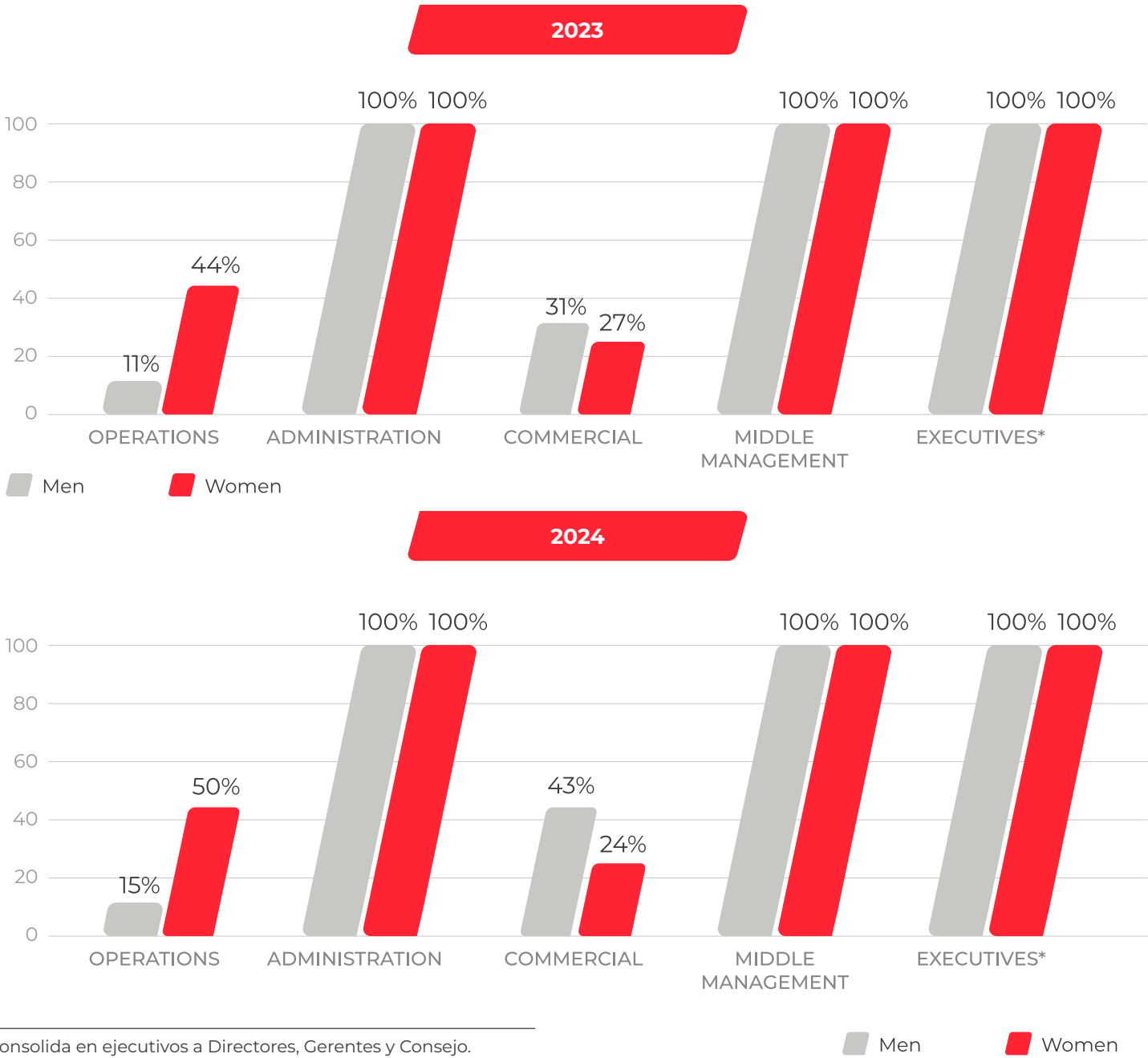


FEEDBACK AND PROMOTIONS

Providing timely and constructive feedback is key to encouraging talent development. We foster transparent communication between leadership and team members via a structured feedback mechanism within the Estafeta Self-

Service, Performance, and Development Platform (PADDE). This process enables the identification of improvement areas, strengthens behaviors that align with our institutional values, and fosters the professional development of every individual.

PORCENTAJE DE COLABORADORES QUE RECIBIERON RETROALIMENTACIÓN



“In 2024, we had 1,085 internal promotions, representing 16% of all hires made during the year.”

We drive internal growth by recognizing talent.

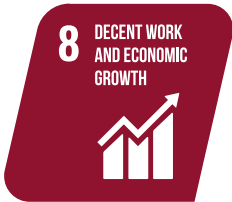
Each promotion is transparent, equitable, and based on objective criteria that consider both technical skills and leadership competencies, as well as commitment to the company's culture.

ESTAFETA TALENT

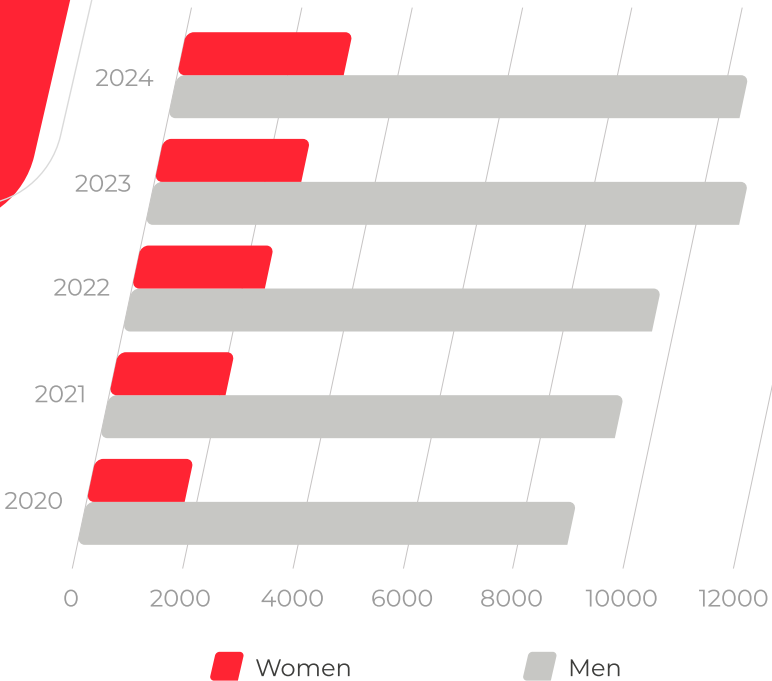
GRI 2-7, 401-1 SASB TR-RO-000.C

Human talent is a key pillar in Estafeta's development.

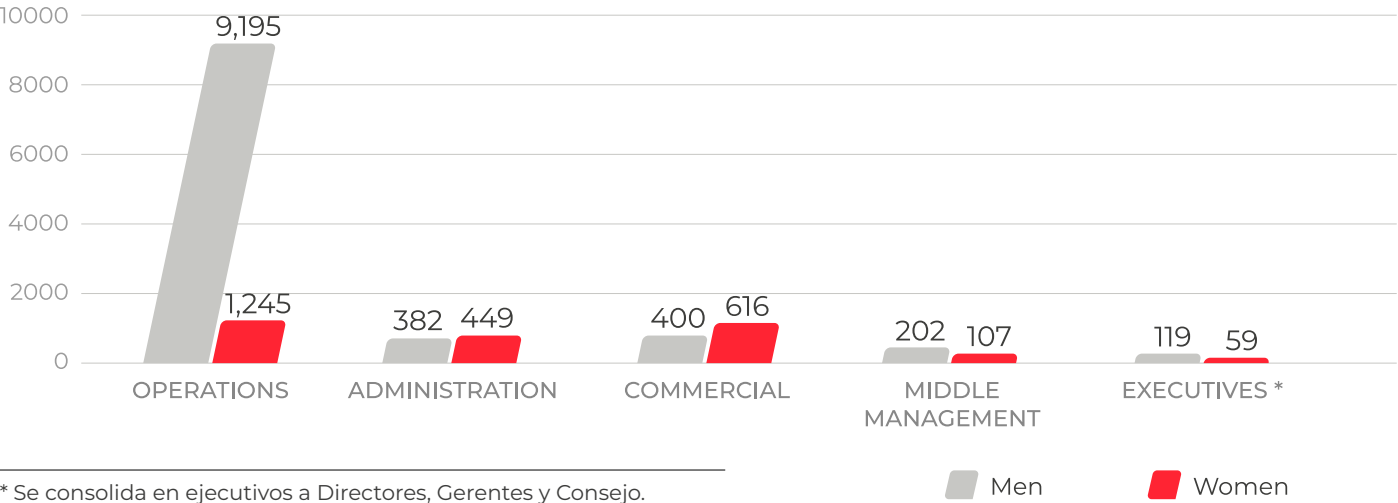
Our 12,774 employees make every achievement possible through their commitment, experience, and Joy to Serve.



GROWTH IN THE LAST FIVE YEARS BY GENDER

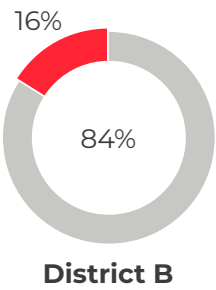
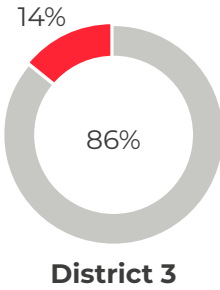
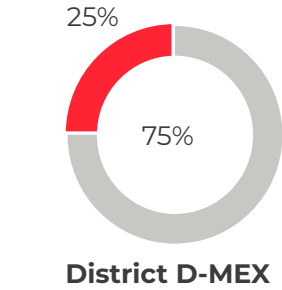
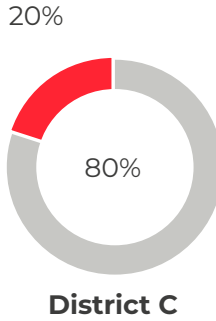
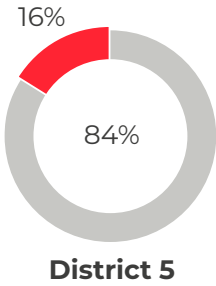
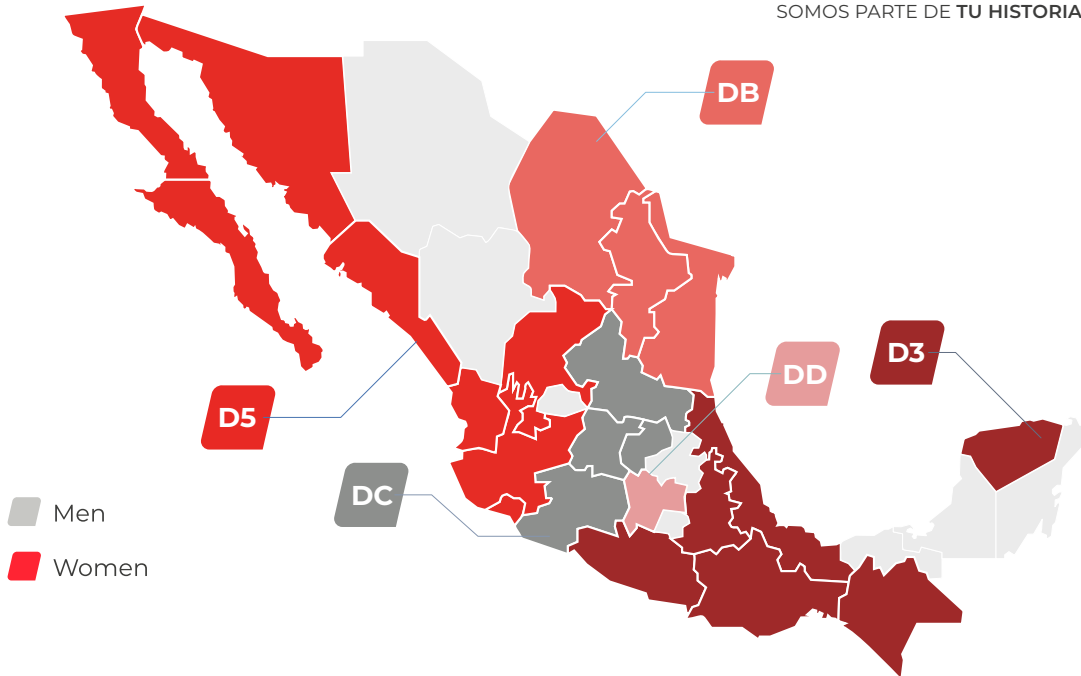


TOTAL EMPLOYEES BY AREA



* Se consolida en ejecutivos a Directores, Gerentes y Consejo.

We distribute our red force across all regions of the country, enabling us to respond efficiently to the needs of our customers nationwide.



District 5				
REGION		MEN	WOMEN	TOTAL
COL	Colima	202	46	248
CUL	Culiacán	267	44	311
GDL	Guadalajara	720	125	845
HMO	Hermosillo	274	41	315
LAP	La Paz	57	13	70
TIJ	Tijuana	185	44	229
TOTAL		1,705	313	2,018

District C				
REGION		MEN	WOMEN	TOTAL
LEN	León	256	60	316
MLM	Morelia	260	43	303
QRO	Querétaro	317	80	397
SLP	San Luis Potosí	895	262	1,157
TOTAL		1,728	445	2,173

District 3				
REGION		MEN	WOMEN	TOTAL
CVA	Cuernavaca	431	72	503
MID	Mérida	377	68	445
OAX	Oaxaca	110	20	130
PUE	Puebla	381	56	437
TGZ	Tuxtla Gutiérrez	273	32	305
VER	Veracruz	492	76	568
TOTAL		2,064	324	2,388

District D-MEX		
MEN	WOMEN	TOTAL
3,484	1,145	4,629

District B				
REGION		MEN	WOMEN	TOTAL
MTY	Monterrey	667	133	800
NLD	Nuevo Laredo	293	45	338
TRC	Torreón	357	71	428
TOTAL		1,317	249	1,566

92% of our employees have permanent or open-ended contracts, demonstrating our commitment to providing stability for our talent and fostering long-term professional development.

2021	
ESTAFETA EMPLOYEE	OUTSOURCING
Permanent Contract	
9,493	0
1,930	0
Fixed-Term Contract	
98	94
49	87
Internship/Professional Practice	
1	0
2	0
11,754	

2023	
ESTAFETA EMPLOYEE	OUTSOURCING
Permanent Contract	
7,965	0
2,103	0
Fixed-Term Contract	
2,471	0
233	0
Internship/Professional Practice	
3	0
1	0
12,776	

2022	
ESTAFETA EMPLOYEE	OUTSOURCING
Permanent Contract	
9,710	0
2,246	0
Fixed-Term Contract	
52	0
19	0
Internship/Professional Practice	
0	0
0	0
12,027	

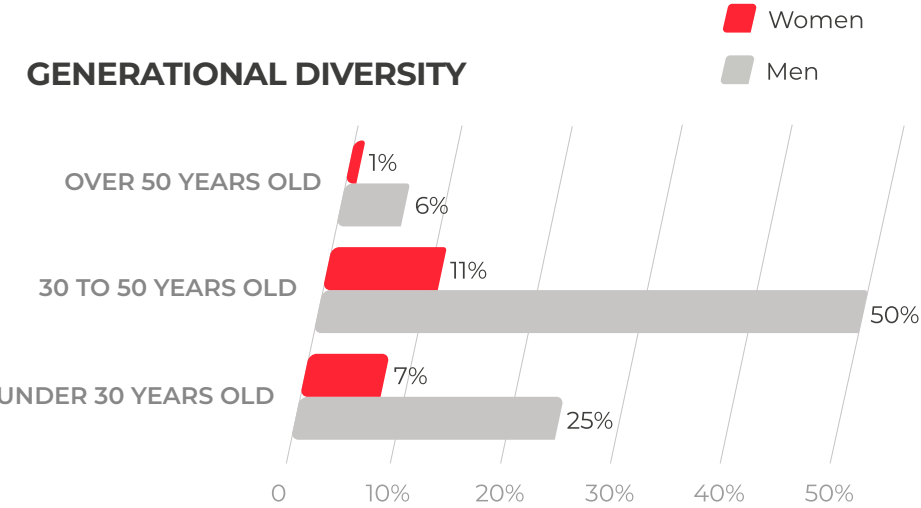
2024	
ESTAFETA EMPLOYEE	OUTSOURCING
Permanent Contract	
9,360	0
2,353	0
Fixed-Term Contract	
937	0
123	0
Internship/Professional Practice	
1	0
0	0
12,774	

DIVERSITY, EQUITY, AND INCLUSION

GRI 405-1

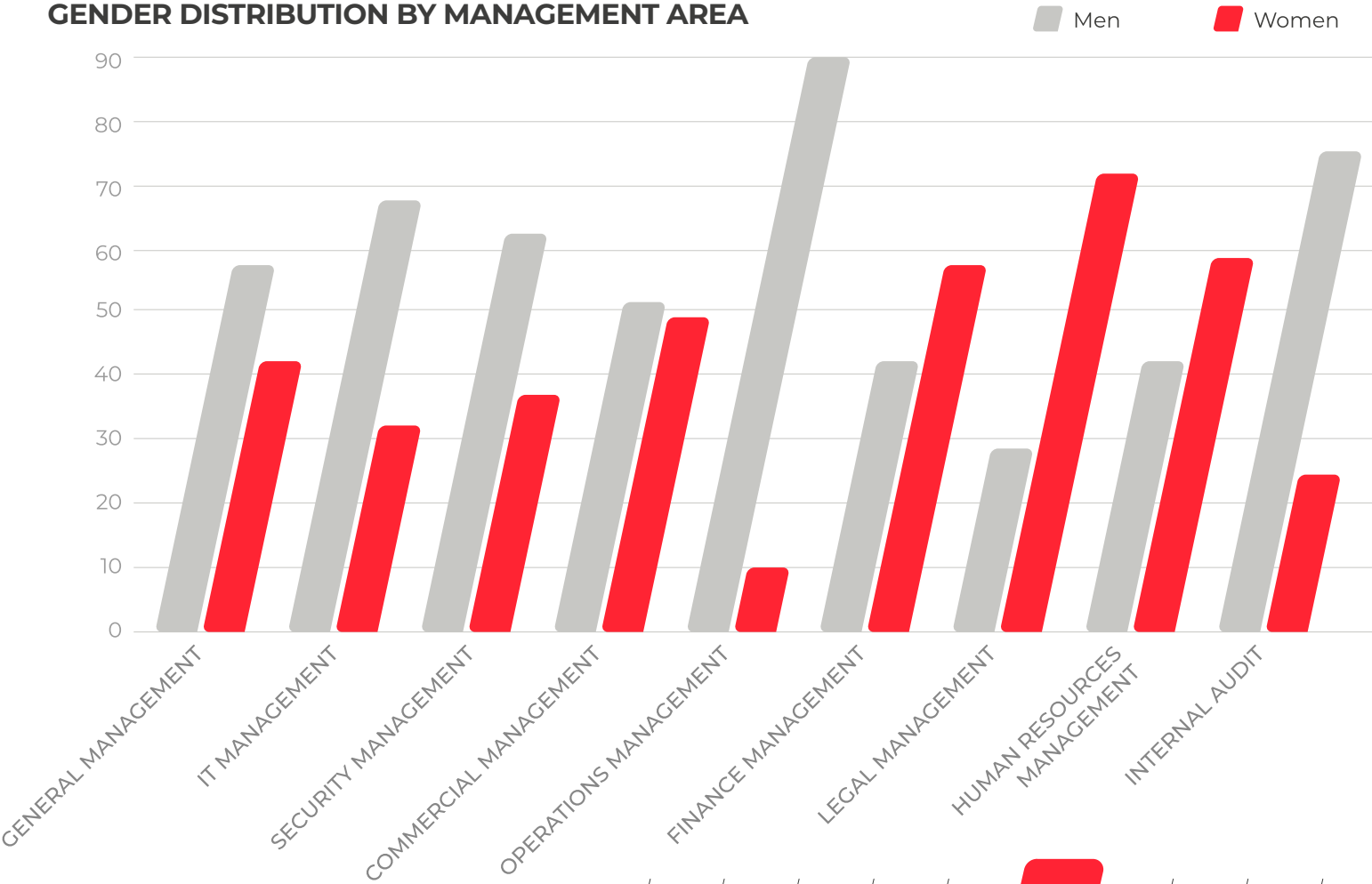


GENERATIONAL DIVERSITY

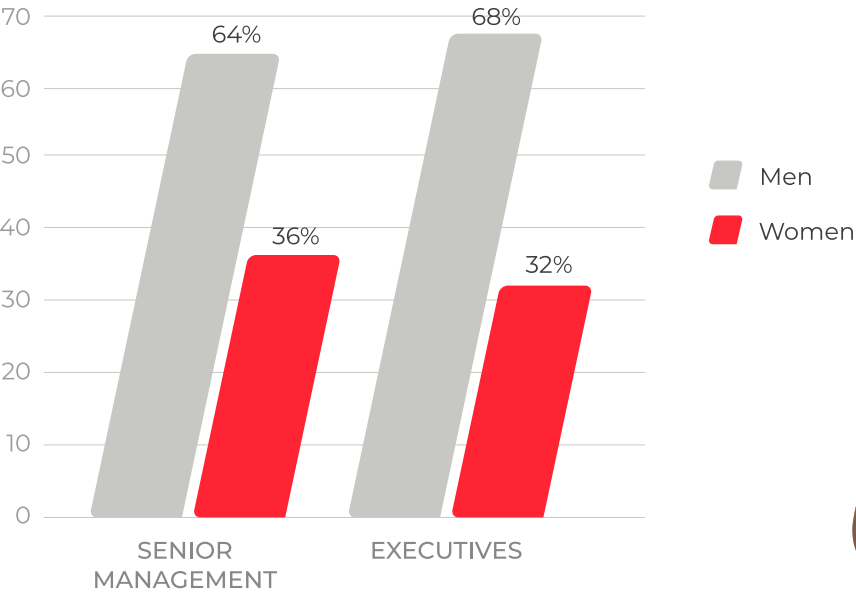


For Estafeta, working with a focus on **Diversity, Equity, and Inclusion** is both a matter of ethics and a strategy to drive innovation and improve organizational performance.

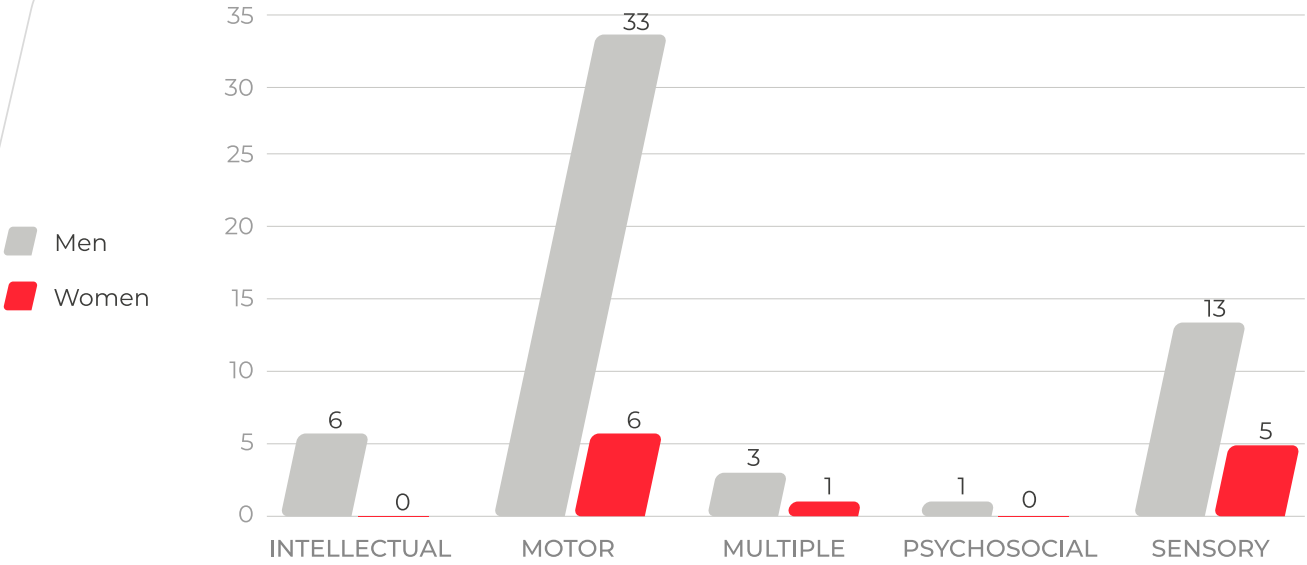
GENDER DISTRIBUTION BY MANAGEMENT AREA



WOMEN IN MANAGEMENT AND LEADERSHIP



TALENT WITH DISABILITIES ATESTAFETA



“A total of 3,390 hours of training were provided in Human Rights and 659 hours in Diversity, Equity, and Inclusion.”

HOURS OF TRAINING IN HUMAN RIGHTS		
MEN	WOMEN	TOTAL
2,534	856	3,390

HOURS OF TRAINING IN DIVERSITY, EQUITY, AND INCLUSION		
MEN	WOMEN	TOTAL
308	351	659

TRAINING

GRI 404-1, 404-2

At Estafeta, we prioritize the growth of our team through ongoing training initiatives. In 2024, we allocated 251,719 training hours, targeting all levels within the organization. The agenda encompassed leadership, customer service, risk management,

business ethics, health and safety, and digital competencies. We have enhanced our induction programs, elevated technical training, and fortified middle management.

TRAINING HOURS					
TOTAL HOURS NATIONWIDE	MEN	WOMEN	AVERAGE HOURS PER EMPLOYEE	AVERAGE HOURS MEN	AVERAGE HOURS WOMEN
251,719	201,719	50,000	14.70	16.10	14.39

TRAINING HOURS—ESTAFETA UNIVERSITY					
TOTAL HOURS NATIONWIDE	MEN	WOMEN	AVERAGE HOURS PER EMPLOYEE	AVERAGE HOURS MEN	AVERAGE HOURS WOMEN
203,080	163,396	39,684	12.34	13.06	12.18

STAFF AREA	TRAINING HOURS BY STAFF AREA			
	ON-SITE		VIRTUAL	
	MEN	WOMEN	MEN	WOMEN
BOARD	1	0	3	0
EXECUTIVES	92	21	152	52
MANAGERS	2,145	475	2,128	882
MIDDLE MANAGEMENT	10,110	2,202	14,750	4,460
OPERATIONS	37,001	2,346	96,261	6,080
ADMINISTRATION	3,992	1,874	25,651	18,104
COMMERCIAL	970	911	8,463	12,593
TOTAL	54,311	7,829	147,408	42,171

In 2024, we launched the nationwide rollout of the **Certification for Operational Leaders (CLOE) Program**, aimed at Supervisors, Coordinators, and Regional Operations Managers. We designed this program to strengthen technical competencies, enhance service quality, minimize errors and risks,

and improve operational efficiency. As part of this effort to consolidate excellence in our operations, more than **300 leaders** were certified. Building on this achievement, in 2025 the program will be extended to the Commercial area.

ROAD SAFETY

GRI 403-2 SASB TR-RO-320 a.3

Road Safety is a strategic pillar for Estafeta, supported by the Institutional Road Safety Program, implemented since 2011. The program's objective is to promote a Road Safety Culture at all levels of the organization. In 2024, the program achieved the following results:

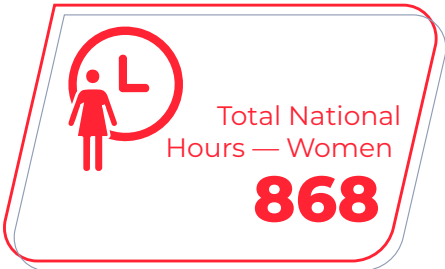
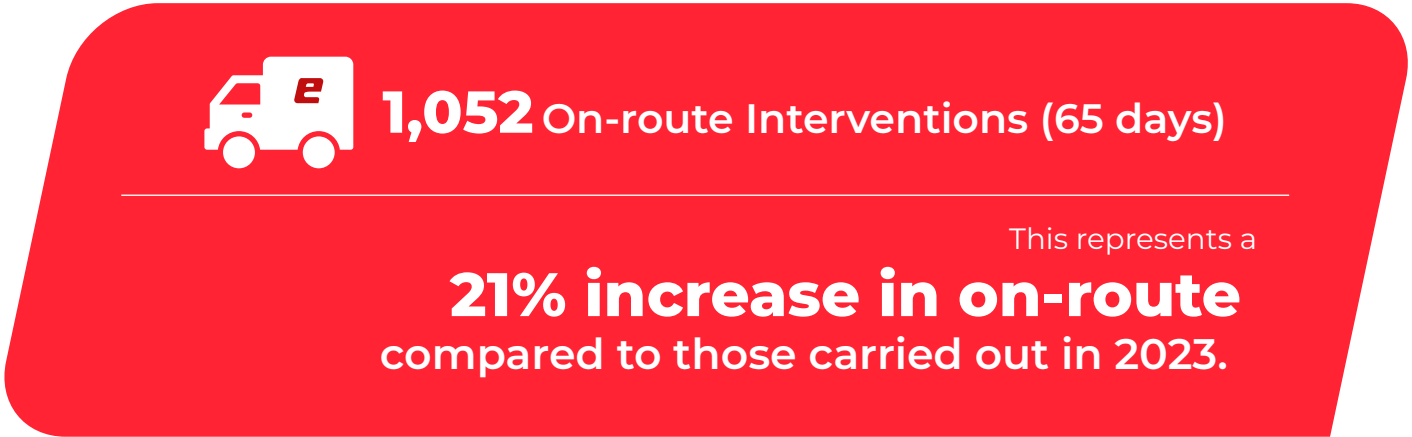
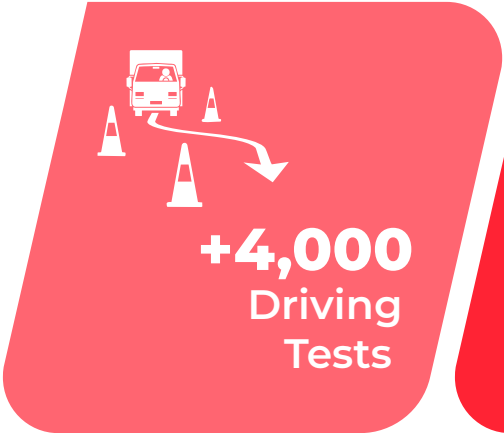
- 6% reduction in driver responsibility in road accidents
- 85% reduction in fatalities
- 13% reduction in injuries
- 33% reduction in total losses

Road Safety Committees are responsible for overseeing the implementation and compliance of the program, as well as establishing preventive actions aligned with the causes of accidents identified by region and operational site. All of this is reinforced by a solid institutional disciplinary model with nationwide scope.



The Road Audit area plays a key role in ensuring safety, operational efficiency, and regulatory compliance. Through systematic review processes, traffic incident analysis, field audits, and performance indicators, it identifies risks, opportunities for improvement, and driver strengths.

In 2024, the following were carried out:



COMMITTEES	ACTIONS
Road Safety Steering Committee	• Monthly road safety content focused on the main causes of accidents.
Road Safety Management Committee	• Weekly preventive content through the model “Let’s take a minute for safety, not for silence.”
Regional Road Safety Committees (30 nationwide)	• Preventive Road Safety Talks with partners

- 100% evaluation of candidates for operator positions, ensuring that their profile is suitable and aligned with the company's operational standards.
- Comprehensive training for 100% of operators through a 16-hour theoretical-practical induction course covering key topics such as traffic interaction, human factors, driver behavior, health, fatigue management, substance use, and road signage.
- After 65 days of employment, all operators undergo an on-route audit to verify the correct application of the knowledge acquired during induction.
- After one year with the company, operators participate in reverse maneuver practices, which represented the leading cause of accidents recorded in 2024.

The Road Simulator has been a key tool in training drivers under controlled and safe conditions. Since it began operating, it has visited Mexico City, San Luis Potosí, Monterrey, Guadalajara, Tijuana, Veracruz, Querétaro, and León, training more than **600 employees** and generating over **10,000 training hours**, contributing to the promotion of **82 assistants** to driver positions.

Road Audit has strengthened operator training and raised safety standards across the entire logistics chain by focusing on risk prevention and developing a safe and responsible mobility culture that aligns with sustainability objectives and operational excellence.



Since 2008, we have participated in initiatives aimed at preventing road safety issues and achieving related goals, such as the National Road Safety Award organized by the Asociación Nacional de Transporte Privado (ANTP), and we have consistently obtained the Safe Company Certification each year.

This award recognizes drivers and companies that foster best practices in support of Road Safety in freight transport, both in cities and on highways. In 2024, we received the XXV National Road Safety Award, with 46 operators certified as safe drivers by the ANTP.



1 8 first places

2 17 second places

3 21 third places

BIENESTAR EVENT

In 2024, we launched the Bienestar Event to enhance Road Safety and acknowledge the dedication of our drivers, successfully recognizing over 2,000 Zero-Accident operators. This event also seeks to promote healthy lifestyle habits, self-care, and road safety awareness among our drivers, their families, and the community. It represents a valuable opportunity to strengthen ties among the company, employees, and their families, consolidating our commitment to their overall well-being.



Results 2024



2,729

drivers recognized as
Zero Accidents



108

events
nationwide



11,196

attendees

HEALTH AND SAFETY

GRI 403-1, 403-2,403-3, 403-4, 403-5, 403-6, 403-7, 403-8
SASB TR-RO-320 a.3



At Estafeta, we strengthen occupational risk management, accident prevention, and the active promotion of well-being. We achieve these goals by implementing training programs and safety protocols and conducting regular evaluations to ensure adequate working conditions. The foundation of safe, sustainable, and human-centered logistics is our commitment to caring for our people.

Through the Health Management System, strategies are designed and implemented throughout the year. As part of our commitment to Occupational Health and Safety, in 2024 Estafeta voluntarily joined the Healthy and Safe Work Environments (ELSSA) strategy led by the Mexican Social Security Institute (IMSS). This collaboration enables the identification of priority risks, the application of preventive measures, and the strengthening of a safety culture across our operations.

The Health and Safety Commission, made up of administrative and operational staff, conducts verification inspections throughout the year with the objective of identifying and controlling workplace risk conditions. Based on internal studies that analyze potential risks, the Commission determines the frequency of regular inspections.

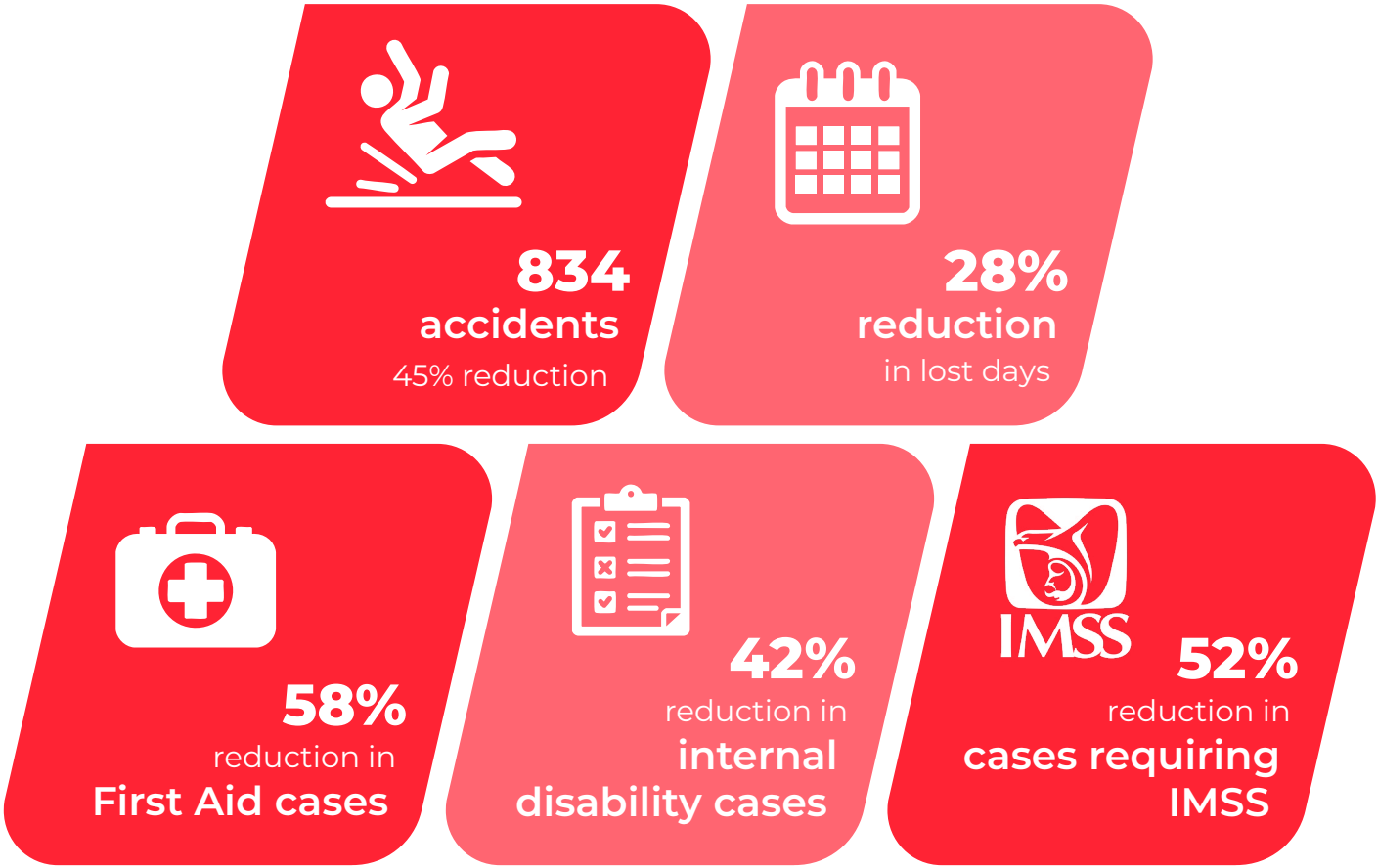
In addition, extraordinary inspections are carried out in cases such as accidents, occupational illnesses, process changes, reports of hazardous conditions by employees, or any other situation that, in the judgment of the Commission, warrants it.

More than
30 health
specialists

128 healt Day
nationwide

“68% of our unit operators were medically evaluated across the country.”

2024 vs 2023 reduction



Training enables us to ensure that every employee has the necessary tools to protect their own life, the lives of their colleagues, and the community, while also safeguarding business continuity. In 2024, we delivered 36,114 hours of training in Occupational Health and Safety.

Through specialized programs, we strengthened risk awareness, the correct use of personal protective equipment, and the ability to respond effectively to emergencies.



TRAINING HOURS IN OCCUPATIONAL HEALTH AND SAFETY

TOTAL HOURS NATIONWIDE	WOMEN	MEN	AVERAGE HOURS PER EMPLOYEE	WOMEN	MEN
36,114	7,528	28,586	5.1	5.96	4.94

STPS STANDARD	TRAINING TOPIC
NOM-002-STPS-2010 Fire prevention and protection NOM-026-STPS-2008 Safety colors and signs, Civil Protection	Brigade Training Use of Fire Extinguishers Signage
NOM-001-STPS-2008 Buildings, facilities, and installations NOM-019-STPS-2011 Health and Safety Commissions	Order and Cleanliness Health and Safety Commission
NOM-030-STPS-2009 Preventive Health and Safety Services	Safety Rules
NOM-017-STPS-2008 Personal Protective Equipment	Use, Handling, and Maintenance of Personal Protective Equipment
NOM-004-STPS-1999 Safety Systems and Devices for Machinery NOM-006-STPS-2023 Storage and Handling of Materials Using Machinery	Machinery and Equipment (ionizing and non-ionizing) Forklifts
NOM-005-STPS-1998 Handling, Transport, and Storage of Hazardous Substances NOM-018-STPS-2015 Hazard Communication and Risk Management for Chemical Substances	Use, Handling, and Control of Chemical Substances
Accident Reduction	High-Risk Work Lighting, Noise, and Vibrations Psychosocial Risk Factors Ergonomics

EMPLOYEE ASSISTANCE PROGRAM

GRI 403-3, 403-6

At Estafeta, we understand that the overall well-being of our people is a strategic component of the company's sustainability. Through our Employee Assistance Program (EAP), we provide tools and free, confidential access to psychological services, legal advice, financial guidance, and medical, nutritional, and veterinary care. This program not only meets the requirements of NOM-035-STPS-2018 regarding Psychosocial Risk Factors at Work but also shows our dedication to creating a caring, preventive environment that supports healthy workplaces.

Reporte de uso 2024



4,648
people
used the service



45.17%
annual use

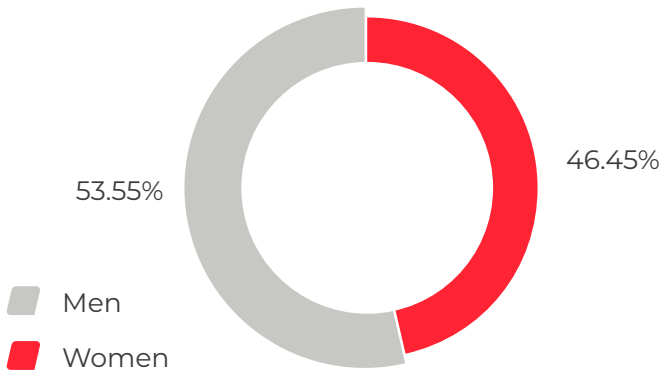


1,593
Employees
trained
through webinars

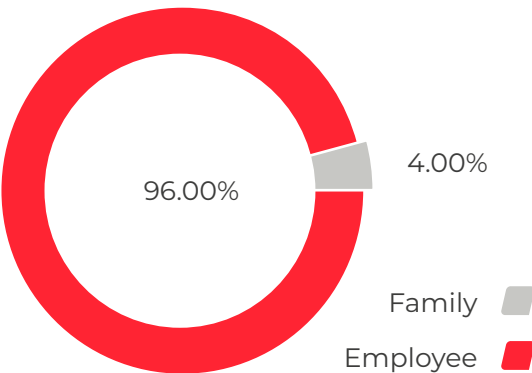


21
internal
publications

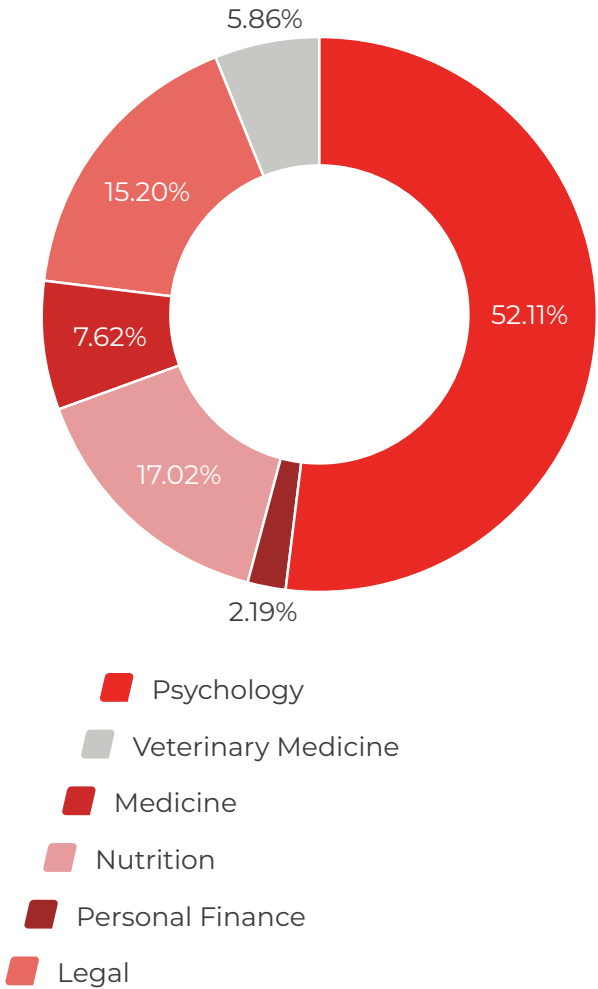
% of use by gender



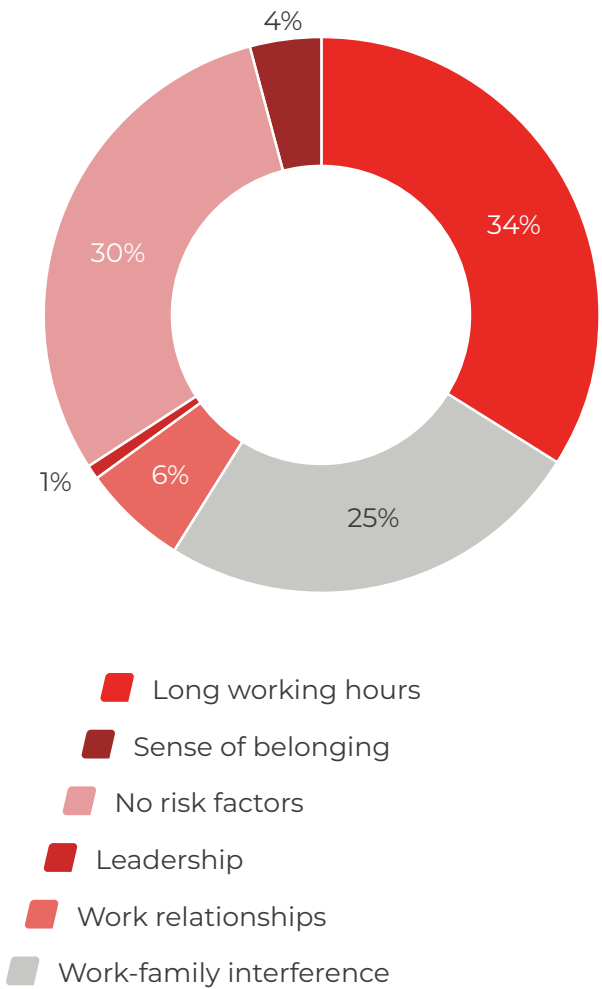
User type



Usage by Dimension



Psychological Risk Factors



06

OUR COMMUNITIES

GRI 203-2, 413-1

- SOCIAL PROGRAMS
- ESTAFETA ACADEMIC AND SOCIOCULTURAL CENTER
(Centro Académico y Sociocultural de Estafeta)

In 2024, we strengthened our corporate volunteering programs, in-kind donations, collection drives, and disaster relief mobilization. These initiatives allow us to strategically channel our logistical and human capabilities, creating connections that transform and build a resilient and sustainable community.



2



4



10



SOCIAL PROGRAMS

GRI 413-1

Volunteering

Volunteering is one of the most meaningful ways in which our employees live Estafeta's values. Through structured programs and targeted campaigns, we promote the participation of our team in social and environmental causes.



Voluntario

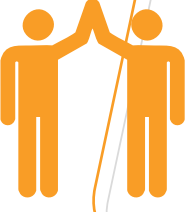
2 ZERO HUNGER



10 REDUCED INEQUALITIES







 **305** Volunteers

 **134** Men

 **171** Women



 **1,861** Hours

 **20** Events

 **12** beneficiary institutions



Blood Donation with the Mexican Red Cross, resulting in **43 donors** and benefiting 129 people.



Reforestation initiatives in Mexico City and San Luis Potosí, planting **1,350 trees** with the support of *ProMéxico Indígena* and *Proforestal*.



Animal welfare promotion through the cleaning and walking of dogs, as well as encouraging **responsible adoption** in collaboration with the *Fundación Antonio Haghenbeck y de la Lama I.A.P.*



Educational, cultural, and environmental activities with children from Fundación La Gaviota I.A.P. and Estafeta children during the Summer Course, where topics such as road safety were also promoted.

In addition, the following internal collection drives were organized, involving employees from all areas and regions. These campaigns aim to gather different supplies for specific needs:



Collection of 3,355 new toys delivered to the Juguetón campaign of Fundación Azteca.



Collection of hygiene items, food, and toys for companion animals.



Fundraising drive to support two national athletes from *Fundación Olmea* who represented Mexico in the First Deaf Baseball World Cup in Taipei, Taiwan.



161.25 kg of plastic caps, donated to AMANC SLP and *Fundación de Alba* in Mexico City, supporting the purchase of medicines and other needs for people battling cancer.



Collection drive for the purchase of school supplies, delivered to *Proyecto DUQ A.C.*

Each volunteering and collection activity was accompanied by internal awareness processes, led by the corresponding partners, with the goal of training employees and strengthening their sense of belonging.

In-Kind Donations

As part of our commitment to the responsible use of resources, through in-kind donations we were able to give a second life to products unclaimed by customers. We assessed, classified, and channeled these goods to institutions instead of discarding or destroying them. These actions reflect our

commitment to minimizing waste, reducing environmental impact, and amplifying our social contribution. All donations were carried out in coordination with formally established institutions, ensuring transparency in delivery and a direct impact on the community.



Disaster Relief Mobilization

Estafeta has developed specific protocols to act quickly and efficiently in emergency situations. Our infrastructure allows us to mobilize humanitarian aid in coordination with different partner organizations.

IN 2024, IN PARTNERSHIP WITH FUNDACIÓN ESTAFETA, WE ACHIEVED THE FOLLOWING:

Mobilized 9 pallets with 32 boxes of food packages, hygiene, and cleaning kits from Mexico City to Acapulco for the *Centro Nacional de Apoyo para Contingencias Epidemiológicas y Desastres A.C. (CENACED)*.

Delivered 3 pallets of hydration supplies from Mexico City to Acapulco, supporting the community of Coyuca de Benítez through *CENACED*.

Transported 4,000 books from Mexico City to the *Feria del Libro y la Rosa* in Tepotzotlán.

Moved 7 pallets of grains from *Fundación Haciendas del Mundo Mayo* to the *Pueblos Amuzgo, Mixteco, Tlapaneco, and Náhuatl de la Costa Chica de Guerrero A.C.*

Delivered 150 filters and cleaning kits from *Fomento Social Banamex (FSB)* and *Cooperación Comunitaria A.C.*

These types of interventions consolidate the concept of Human Logistics, through which we leverage our capabilities to connect aid with those who need it most in the shortest possible time.



ESTAFETA ACADEMIC AND SOCIO-CULTURAL CENTER

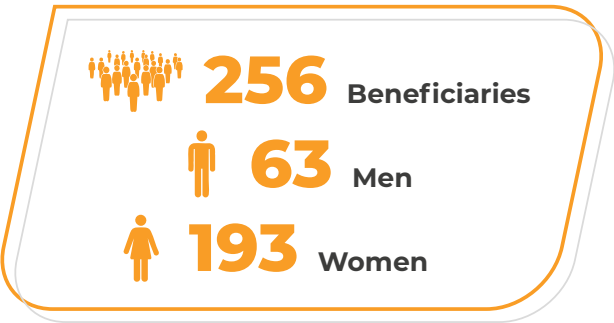
GRI 203-2

The Estafeta Academic and Socio-Cultural Center (CASCE) is one of the clearest expressions of our commitment to the social, educational, and cultural development of our communities. Conceived as a space for learning, dialogue, and the strengthening of social fabric, CASCE reflects Estafeta’s vision of creating shared value beyond its logistics operations.

Located at Calzada de Guadalupe 455, Barrio de San Sebastián, San Luis Potosí, S.L.P., C.P. 78000, this center hosted multiple activities in 2024, welcoming employees, their families, civil society organizations, and the broader community.

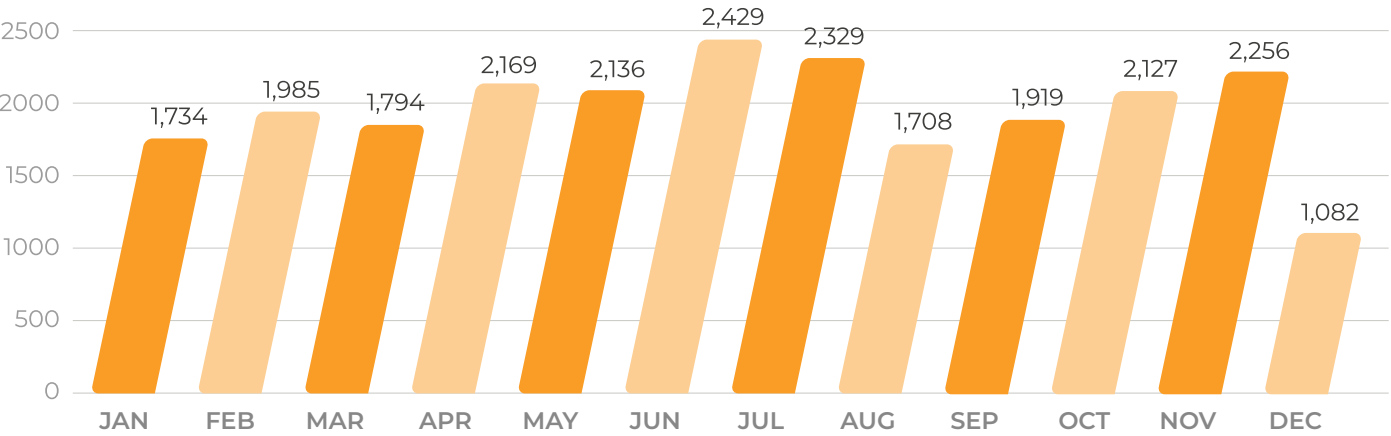


In 2024
We delivered
23,668 hours of
training.



Beneficiaries by gender			
TYPE OF BENEFICIARY	MEN	WOMEN	TOTAL
Employee	0	1	1
Employee's family	4	0	4
Community	50	166	216
Civil Society Organizations	6	9	15
Volunteering teachers	3	17	20
TOTAL	63	193	256

TRAINING HOURS 2024 GENERATED AT CASCE

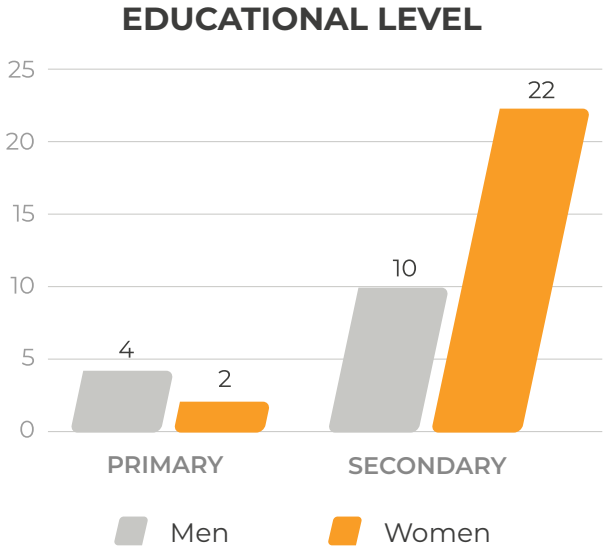


Education

We have enhanced our collaboration with the *Instituto Estatal de Educación para Adultos* (IEEA) by establishing ourselves as an extension center for exam administration, successfully facilitating 38 individuals in obtaining their basic education certificates. In 2025, we will take a further step by transitioning to a virtual platform, utilizing our robust infrastructure to broaden educational access and connect with a larger audience pursuing their academic goals.

In 2024, we expanded CASCE’s training initiatives beyond its physical location using technology, developing the concept of **CASCE on the Move**. Through virtual workshops, we delivered sessions focused on providing practical knowledge to our employees and their families.

As a result, we trained 354 participants, delivered 1,156 hours of training, and graduated 111 people.



WORKSHOP	TOTAL PARTICIPANTS		TRAINING HOURS		TOTAL GRADUATES	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Mexican Sign Language	30	17	152	143	3	8
Healthy Nutrition	59	126	162	380	10	23
Summer Course: Road Safety	27	23	119	84	16	14
Mental Health: An Encounter with Myself	31	41	45	71	14	23
Total	147	207	478	678	43	68

Through CASCE, employees from different areas in the city of San Luis Potosí received training. The in-person workshops allowed them to disconnect from their work and engage in meaningful learning experiences such as Teamwork and Nutrition.

WORKSHOPS DELIVERED BY CASCE VOLUNTEERS				
WORKSHOP	AREAS TRAINED	MEN	WOMEN	TOTAL
Emotional Disconnection: Crafts and Soap Making	Sales Custom-Bonded Facility Operations	14	8	22
Nutrition	Sales Custom-Bonded Facility Operations	51	11	62
TOTAL		65	19	84



Entrepreneurship

Through six craft markets, we promoted purpose-driven entrepreneurship and fostered opportunities for artisanal work, using our workplaces as venues. In this way, we provided CASCE participants with a concrete platform to showcase and sell their creations.

6 Events

average \$2,547.50 income per event

12 people directly impacted per event



4 workshops supported through the craft markets: jewelry-making, patchwork, soap-making, and knitting

Inclusion

In collaboration with the *Asociación Pro-Personas con Parálisis Cerebral (APAC)*, we advanced the goal of social inclusion through the participation of its users in various CASCE workshops such as jewelry-making, baking, and crafts. This initiative directly benefited 2 women and 5 men and indirectly benefited 8 family members.

APAC trained CASCE volunteers to conduct these workshops, equipping them with the necessary skills to effectively work with students with cerebral palsy.

People benefited

2 Women

5 Men

8 Family members



Environmental Care

Promoting environmental care and sustainable nutrition, CASCE grows and harvests food that is used by the community for personal consumption and as ingredients for cooking classes.

With the support of *Plantifor* as a partner in this urban garden, seasonal vegetables such as chili, tomato, and corn were cultivated, along with aromatic herbs including lavender, rue, and rosemary.

“Con el apoyo de Plantifor, logramos cosechar 42 kilogramos de verduras de temporada.”

HARVEST	VEGETABLE	KILOGRAMS
March to June		12 kg
		2 kg
		1 kg
July to September		15 kg
		4 kg
October to December		8 kg

Communication and Publication

3 videos titled Healthy Wednesdays, created by a CASCE volunteer from the nutrition area.

Employees who graduated from the workshop produced eleven videos in Mexican Sign Language to demonstrate their commitment to creating inclusive workplaces.

14 announcements were published on the internal social network, with support from CASCE volunteers, to commemorate

- World Water Day (*Día Mundial del Agua*)
- International Mother Earth Day (*Día Internacional de la Madre Tierra*)
- World Recycling Day (*Día Mundial del Reciclaje*)
- World Bicycle Day (*Día Mundial de la Bicicleta*)
- World Environment Day (*Día Mundial del Medio Ambiente*)
- World Day Against Child Labor (*Día Mundial contra el Trabajo Infantil*)
- World Tree Day (*Día Mundial del Árbol*)

CASCE Academic Offering



EDUCATION	ENTREPRENEURSHIP
State Institute for Adult Education (<i>Instituto Estatal de Educación para Adultos</i>)	Baking
English	Tailoring
Music - Guitar	Patchwork
Reading Club	Crafts
Physical Conditioning	Crafts with Recycled Materials
Personal Development	Jewelry-Making
Mexican Sign Language	Resin
Kung-Fu	Knitting
Ballroom Dance	Photography

07

OUR PLANET

GRI 302-1, 302-3, 302-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 306-4, 306-5
SASB TR-RO-110a.1

- CARBON FOOTPRINT
- ENERGY
- WATER FOOTPRINT
- SUSTAINABLE TRANSPORTATION
- RESPONSIBLE RESOURCE MANAGEMENT

At Estafeta, we work on initiatives that promote energy efficiency, clean mobility, the rational use of resources, and the reduction of emissions. In 2024, we strengthened our environmental strategy in the areas of carbon footprint measurement, energy, water footprint, sustainable transportation, and responsible resource management.

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION





CARBON FOOTPRINT

GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6 SASB TR-RO-110a.1

We carried out the measurement of our carbon footprint, breaking it down by region and incorporating Scope 3 emissions for the second year. This year, we also began aligning with the methodology of the **Global Logistics Emissions Council (GLEC)**. This information will enable us to define our future decarbonization targets, design effective mitigation strategies, and meet global climate objectives.



Emissions by Scope—2024

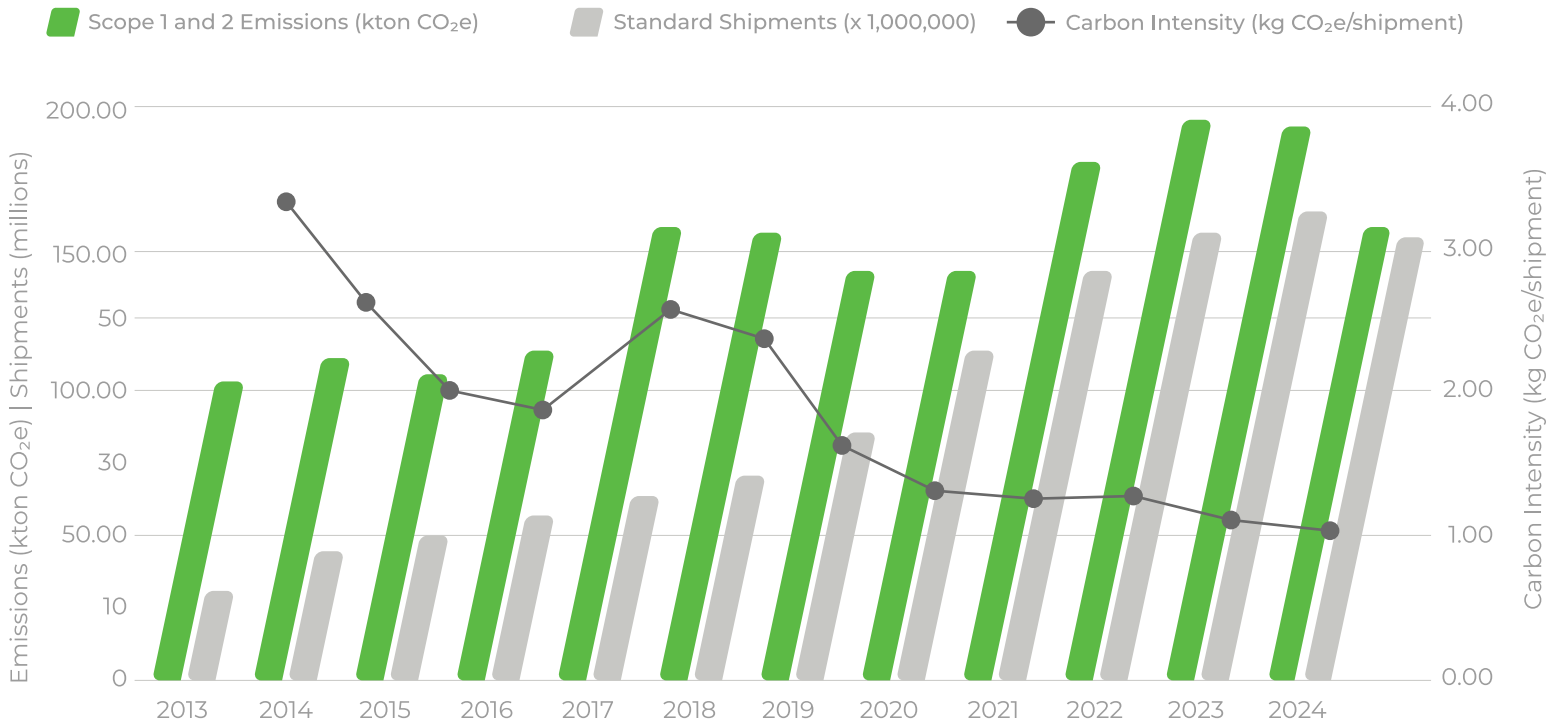
Scope 1
161,515.57 ton CO₂e

Scope 2
6,008.02 ton CO₂e

Scope 3
38,656.06 ton CO₂e

We have been measuring our Scope 1 and Scope 2 emissions for more than 10 years, linking them to our operations. This historical record represents a fundamental tool for evaluating our environmental performance, identifying opportunities for improvement, and making informed decisions within our sustainability strategy.

Historical Emissions Efficiency



This year, we took a significant step forward in our commitment to continuous improvement by integrating an emissions intensity estimate (for Scopes 1, 2, and 3) under the Global Logistics Emissions Council (GLEC) framework. This was made possible through the collection of key data on total shipments sent directly and the distances traveled by our consolidated loads. This achievement strengthens our alignment with international standards in the logistics sector.

The results indicate the amount of greenhouse gases emitted per unit transported, taking into account the type of transport, the distance traveled, and the weight or volume of the load.

Total Emissions
206,179,646,987.11 gCO₂e

Transport Activity
475,456,628,442 ton-km

=

0.43 g CO₂e/ton - km

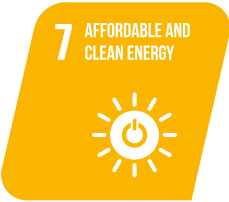
For every ton of goods transported one kilometer, 0.43 g of CO₂ equivalent is generated.

ENERGY

GRI 302-1,302-3, 302-4

We expanded our electric fleet by integrating new units into our operations. This not only reduces our emissions but also improves energy efficiency and strengthens our commitment to sustainable logistics.

We continuously monitor our electricity consumption as part of our commitment to operational efficiency and responsible resource management. During the reporting period, we recorded and analyzed consumption at our main facilities, enabling us to identify opportunities for improvement and implement actions aimed at reducing our environmental impact.

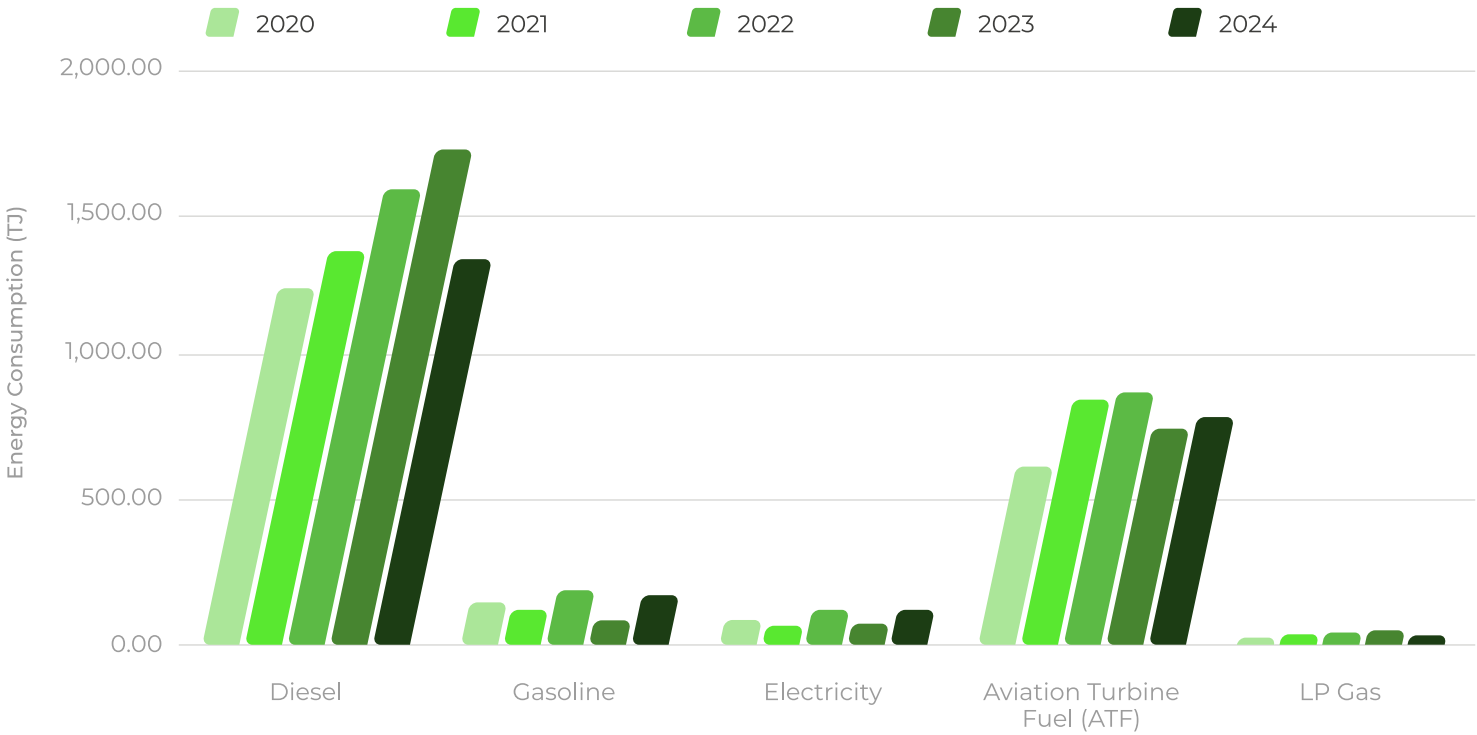


Energy Consumption in 2024

Source of consumption	Diesel	Gasoline	Electricity	Aviation Turbine Fuel (ATF)	LP Gas
Energy consumed (GJ)	1,308,474.2	69,069.640	48,713.30	799,784.71	10,049.90
Total Consumption (GJ)					2,236,091.82



Historical Performance of Key energy Sources



Fuel Consumption	2020	2021	2022	2023	2024
Diesel	1,236.96	1,402.27	1,575.41	1,678.86	1,308.47
Gasoline	70.90	68.46	76.47	56.27	69.07
Electricity	37.10	28.84	31.76	56.18	48.71
Aviation Turbine Fuel (ATF)	663.08	869.13	880.32	767.78	799.78
LP Gas	10.65	13.28	15.84	15.88	10.05

In line with the Global Logistics Emissions Council (GLEC) methodology, we estimated the carbon intensity associated with our transportation activities. This enables us to measure the energy efficiency of our logistics processes with greater accuracy and to advance decision-making aimed at reducing emissions.

Energy Consumed
2,236,091,829,847.37 kJ

Transport Activity
475,456,628,442 ton-km

=

4.70 kJ per
ton - km

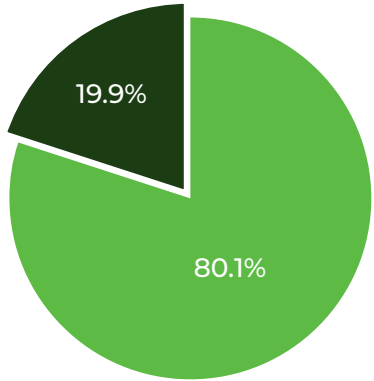
WATER FOOTPRINT

GRI 303-5

Understanding water consumption in our activities allows us to identify opportunities for savings, mitigate adverse effects on the communities where we operate, and move toward a more sustainable and efficient operation.

Source	Consumptio (m³)
Potable	58,776.62
Combustibles	13,836.15

- Potable Water
- Fuel-Related



SUSTAINABLE TRANSPORTATION

Operational efficiency and emissions reduction are key pillars of our sustainability strategy. In 2024, we continued optimizing our routes and controlling fuel consumption—actions that allow us to advance toward cleaner and more responsible logistics.

One of our main achievements has been the ongoing renewal of our fleet. Currently, Euro VI and EPA 10 technology equip 85% of our units.



Average Service Life of Units

TR1 6 years
TR2 5 years

Scheduled Maintenance

TR1 every 25,000 km
TR2 every 15,000 km



PUDOS: Sustainable Pickup and Delivery

Our Pick-up and Delivery Options (PUDOS) network continues to grow as a sustainable solution that reduces travel distances and consolidates deliveries at a single point. This alternative makes shipping easier for customers while improving the efficiency of our routes.

- We operated 519,273 shipments, representing a 49% increase compared to 2023.
- We consolidated 1,981 active locations, including convenience stores and contact points in neighborhoods, residential areas, and towns.

“A total of 37,615 pickups were made during the year, averaging 10 items per pickup, significantly reducing the environmental impact per shipment.”



Through EnBio®, our customers can offset the carbon footprint of their shipments by contributing to the purchase of certified carbon credits. We have offset a total of 28,818 tons of CO₂e since its launch in 2022.

This program enables our customers to take an active role in our sustainable solutions. The growing year-over-year participation reflects increasing environmental awareness among customers who choose responsible options.

RESPONSIBLE RESOURCE MANAGEMENT

GRI 306-4, 306-5

At Estafeta, we recognize that proper waste management is essential to reducing the environmental impact of our operations. For this reason, we promote strategies for the reuse, recycling, and reconditioning of materials from our operations, aligned with a more circular and efficient logistics model.

Tire Reuse

Through retreading or **re-grooving/recutting**, we **extend** the service life of tires and **reduce** waste generation.

In partnership with Michelin, in 2024 **we renewed 2,426 tires**, avoiding the emission of 64 tons of CO₂.

With *Bandag de México* and *Sistemas y Controles del Transporte S.A. de C.V.* **we renewed 1,315 tires**, contributing to a more efficient use of resources.



Used Battery Management

Used batteries are delivered to authorized recyclers who recover lead and acid, preventing soil and water contamination and enabling the recovered lead to be reused in the production of new batteries.

A total of **1,644 batteries** were delivered to authorized recyclers.



Recycling and Reconditioning

Alternators, starters, brakes, hydraulic systems, and transmissions are reconditioned instead of being discarded, generating cost savings and significantly reducing solid metal waste.

In 2024 **182 parts** were reconditioned.



08

GRI

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STATEMENT OF USE:

Estafeta Mexicana, reporting period January 1 to December 2024.

GRI 1 used:

GRI 1: Foundations 2021

GRI STANDARD	GRI	DESCRIPTION	CONTENT	PAGE	COMENTARIO
GRI 1 FOUNDATIONS 2021					
GRI 2 GENERAL DISCLOSURES 2021					
1. The Organization and Its Reporting Practices					
GRI 2: General Disclosures 2021	2-1	Organizational details	Scope of the Report Organizational Profile Services Portfolio	4, 6, 10	
	2-2	Entities included in the organization's sustainability reporting	Estafeta Companies	6, 9	
	2-3	Reporting period, frequency and point of contact	Scope of the Report	4	
	2-5	External verification	Scope of the Report	4	
2. Activities and Employees					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Our Services Supply Chain	10, 22	
	2-7	Employees	Estafeta Talent	27	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and its composition	Corporate Governance Data Governance and Information Security	20	
	2-13	Delegation of responsibility for managing impacts	Corporate Governance	20	
	2-14	Role of the highest governance body in sustainability reporting	Scope of the Report	4	
	2-16	Communication of critical concerns	Message from the CEO Strategic Sustainability Approach Corporate Governance Ethical Behavior <i>Estafeta with You</i> : Reporting Channel	5, 16, 20, 21, 23	
4. Strategy, Policies and Practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Message from the CEO Strategic Sustainability Approach	5, 16	
	2-23	Commitments and policies	Data Governance and Information Security Ethical Behavior	20, 21	
	2-24	Incorporation of commitments and policies	Data Governance and Information Security Ethical Behavior	20, 21	
	2-25	Processes to remediate negative impacts	<i>Estafeta Contigo</i> : Whistleblower Channel	23	
	2-26	Mechanisms for seeking advice and raising concerns	<i>Estafeta Contigo</i> : Whistleblower Channel	23	
	2-28	Membership associations	Sectoral Collaborations	14	

GRI STANDARD	GRI	DESCRIPTION	CONTENT	PAGE	COMENTARIO
GRI 2 GENERAL DISCLOSURES 2021					
5. Stakeholder Engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Our customers Strategic Sustainability Approach Stakeholder Groups	11, 16, 19	
GRI 3 MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1	Material Topic Determination Process	Strategic Sustainability Approach Stakeholders	16, 19	
	3-2	List of material topics	Strategic Sustainability Approach	16	
	3-3	Handling material issues	Data Governance and Information Security	20	
THEMATIC STANDARDS					
GRI 200 ECONOMIC STANDARDS					
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Message from the CEO Infrastructure and National Presence	5, 6	
	203-2	Significant indirect economic impacts	Supply Chain Academic and Sociocultural Center of Estafeta	22, 38	
GRI 204: Supply Chain Practices	204-1	Proportion of spending on suppliers	Supply Chain	22	
GRI 205: Anti-corruption 2016	205-2	Communication and training on anti-corruption policies and procedures	Ethical Behavior	21	
	205-3	Confirmed incidents of corruption and measures taken	Estafeta Contigo: Whistleblower Channel	23	In 2024, no cases of corruption were detected.
GRI 300 ENVIRONMENTAL STANDARDS					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy	43	
	302-3	Energy intensity	Energy	43	
	302-4	Reduction of energy consumption	Energy	43	

GRI 300 ENVIRONMENTAL STANDARDS					
GRI 303: Water and Effluents 2018	303-5	Water consumption	Water footprint	44	
	305-1	Direct GHG emissions (scope 1)	Carbon footprint	42	
GRI 305: Emissions 2016	305-2	Indirect GHG emissions associated with energy (scope 2)	Carbon footprint	42	
	305-3	Other indirect GHG emissions (scope 3)	Carbon footprint	42	
	305-4	GHG emission intensity	Carbon footprint	42	
	305-5	Reduction of GHG emissions	Carbon footprint	42	
	305-6	Emissions of Ozone-Depleting Substances (ODS)	Carbon footprint	42	
GRI 306: Waste 2020	306-4	Waste not intended for disposal	Responsible Resource Management	45	
	306-5	Waste intended for disposal	Responsible Resource Management	45	
GRI 400 SOCIAL STANDARDS					
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Estafeta Talent	27	
	401-3	Parental leave	Our People		During 2024, 182 men and 83 women took parental leave.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	32	
	403-2	Hazard identification, risk assessment, and incident investigation	Road Safety Occupational Health and Safety	30, 32	
	403-3	Occupational health services	Occupational Health and Safety Employee Assistance Program	32, 34	
	403-4	Employee participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	32	
	403-5	Employee training on occupational health and safety	Occupational Health and Safety	32	

GRI 400 SOCIAL STANDARDS					
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of employee health	Occupational Health and Safety Employee Assistance Program	32, 34	
	403-7	Prevention and mitigation of occupational health and safety impacts linked by business relationships	Occupational Health and Safety	32	
	403-8	Coverage of the occupational health and safety management system	Occupational Health and Safety	32	
GRI 404: Training and Education 2016	404-1	Average training hours per year per employee	Training	29	
	404-2	Programs to develop employee competencies and transition assistance programs	Training	29	
	404-3	Percentage of employees who receive regular performance and professional development evaluations	Estafeta Culture	25	
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity in governing bodies and employees	Diversity, Equity, and Inclusion	28	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Supply chain	22	
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply chain	22	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Social Programs	36	
GRI 416: Health and safety of customers	416-1	Evaluation of the impacts of product and service categories on health and safety	Our customers	11	
GRI 418: Customer Privacy	418-1	Fundamental complaints related to violations of customer privacy and loss of customer data	Our customers	11	

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SASB CODE	TOPIC	ACCOUNTING PARAMETER	SECTION OF THE REPORT	PAGE
SASB TR-RO-110a.1	Greenhouse gas emissions	Global gross Scope 1 emissions	Carbon footprint	42
SASB TR-RO-320 a.3	Working conditions of the driver	Description of the approach to managing short-term and long-term health risks for drivers	Road Safety Occupational Health and Safety	30

SASB CODE	ACTIVITY PARAMETER	SECTION OF THE REPORT	PAGE
SASB TR-RO-000.C	Number of employees, Number of truck drivers	Estafeta Talent	27

SDG TARGETS AND GLOBAL COMPACT AXES TO WHICH ESTAFETA’S SUSTAINABILITY MODEL IS ALIGNED

Human Rights/Labor Standards		
	2.1	By 2030, end hunger and ensure access for all people, in particular the poor and those in vulnerable situations, including infants, to safe, nutritious, and sufficient food all year round.
	3.4	By 2030, reduce premature mortality from non-communicable diseases by one-third through prevention and treatment and promote mental health and well-being.
	3.5	Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.
	3.6	By 2020, halve the number of global deaths and injuries from road traffic accidents.
	4.3	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university.
	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational ones, for employment, decent jobs, and entrepreneurship.
	4.6	By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.
	4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture’s contribution to sustainable development.
	4.a	Build and upgrade education facilities that are child, disability, and gender sensitive and provide safe, non-violent, inclusive, and effective learning environments for all.

	5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
	5.1	End all forms of discrimination against women and girls in every part of the world.
	5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
	5.5	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
	8.1	Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7% gross domestic product growth per annum in the least developed countries.
	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high-value-added and labor-intensive sectors.
	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and individuals with disabilities, and equal pay for work of equal value.
	8.7	Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.
	8.8	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
	10.2	By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status.
	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies, and practices and promoting appropriate legislation, policies, and action in this regard.
	16.2	End abuse, exploitation, trafficking, and all forms of violence against and torture of children.

Environment

	6.4	By 2030, significantly improve water-use efficiency in all sectors and ensure sustainable withdrawals and supplies of freshwater to combat water scarcity, thereby substantially reducing the number of people affected by it.
	6.6	By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes.
	6.a	By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programs, including water harvesting, desalination, water efficiency, wastewater treatment, recycling, and reuse technologies.
	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix.
	7.3	By 2030, double the global rate of improvement in energy efficiency.
	13.3	Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.
	15.2	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests, and substantially increase afforestation and reforestation globally.

Anti-corruption

	8.1	Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7% gross domestic product growth per annum in the least developed countries.
	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high-value-added and labor-intensive sectors.

Anti-corruption

	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and individuals with disabilities, and equal pay for work of equal value.
	8.7	Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.
	8.8	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
	9.2	Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.
	9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.
	10.2	By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status.
	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies, and practices and promoting appropriate legislation, policies, and action in this regard.
	16.2	End abuse, exploitation, trafficking, and all forms of violence against and torture of children.

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