Forza ESG Report

Presented in 2026

For the Fiscal Year 2025

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1. Commitment with our future

Forza is committed to integrating Environmental, Social, and Governance (ESG) principles into the core of its operations and long-term business strategy.

Through continuous improvement initiatives, Forza works to strengthen workplace safety, employee development, compliance, transparency, and sustainable operational practices across all areas of the organization.

As part of its environmental commitment, Forza is focused on reducing its long-term environmental impact through greater operational efficiency and future investments in sustainable transportation solutions.

We continues to invest in employee wellbeing, community engagement, and responsible governance practices to ensure sustainable value creation for customers, employees, partners, and the communities it serves.



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2. Company Profile

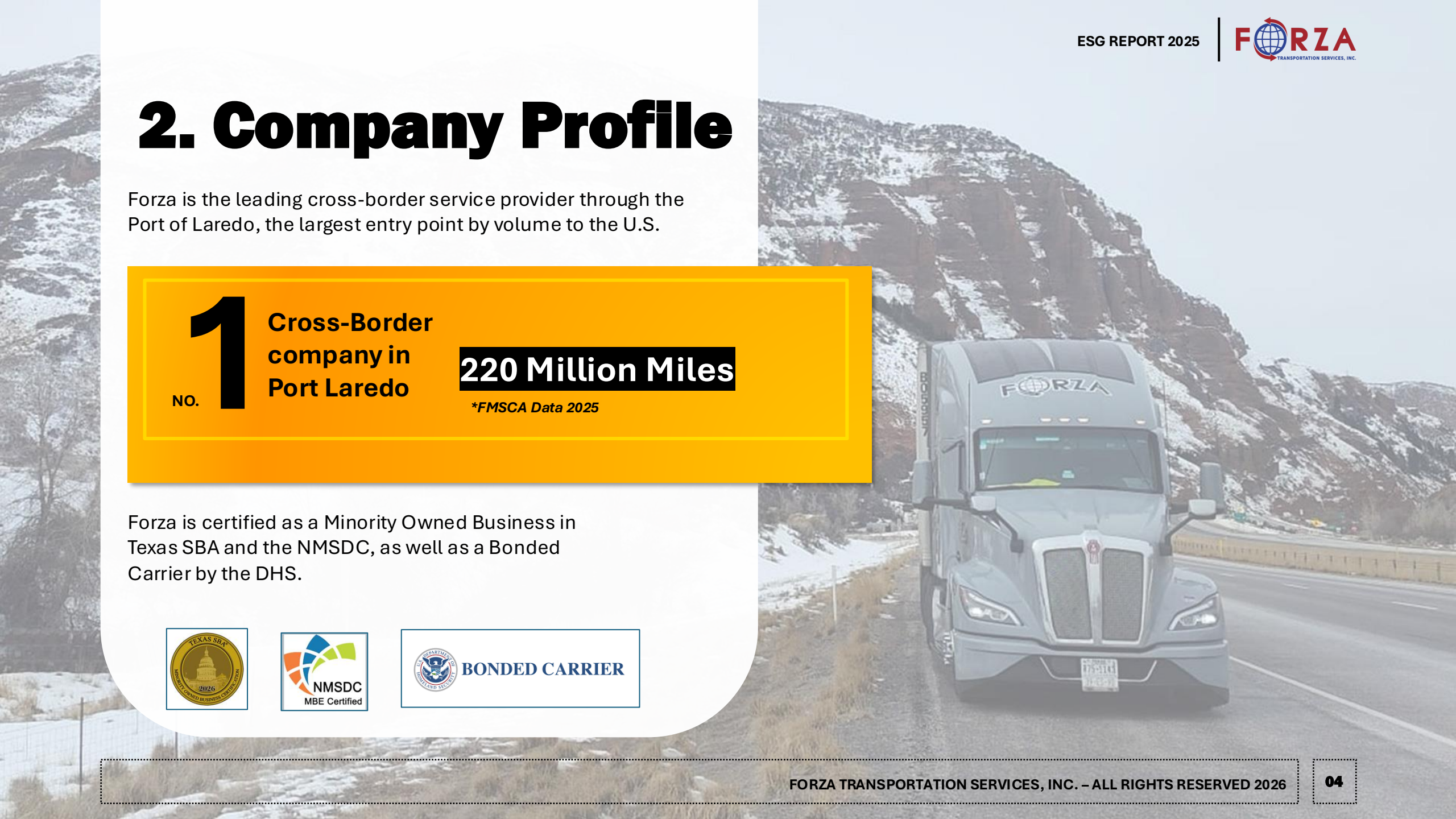
Forza is the leading cross-border service provider through the Port of Laredo, the largest entry point by volume to the U.S.

NO. 1 **Cross-Border company in Port Laredo**

220 Million Miles

**FMSCA Data 2025*

Forza is certified as a Minority Owned Business in Texas SBA and the NMSDC, as well as a Bonded Carrier by the DHS.



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Capacity and staff

2,000 POWER UNITS

Models 2022-2026

7,000

'53 DRY VAN TRAILERS

Models 2021-2026

550

'53 REEFER TRAILERS

Models 2022-2026

2,100

DRIVERS

CDL & B1

956

HEADCOUNT

USA & Mexico

LOCATION	M	W
LAREDO	164	28
NUEVO LAREDO	125	37
SALINAS VICTORIA	205	40
TREBOL PARK	199	83
QUERETARO	58	17



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3. ESG Governance & Management Systems



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3.1 ESG Governance Structure

ESG Oversight and Accountability

At Forza, ESG oversight is integrated into the company's operational and strategic decision-making processes.

Leadership recognizes that environmental, social, and governance practices are essential to maintaining long-term growth, operational efficiency, and trust with employees, customers, and business partners.

Through ongoing monitoring of sustainability initiatives, safety performance, compliance standards, and workforce development, Forza ensures that ESG objectives remain aligned with the company's mission and business goals.



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Leadership Responsibilities

Forza's leadership team plays a central role in guiding the company's ESG strategy and ensuring that sustainability principles are incorporated into everyday operations. Executive leadership is responsible for establishing ESG priorities, allocating resources for sustainability initiatives, and promoting a culture of accountability and continuous improvement.

Leadership also supports long-term investments in cleaner technologies, operational efficiency, employee development, and community engagement initiatives that strengthen the company's social and environmental impact.

In addition to defining strategic goals, leadership is responsible for monitoring ESG-related risks and opportunities within the transportation and logistics industry. This includes evaluating emerging technologies, infrastructure needs, environmental regulations, and workforce expectations.

By actively supporting innovation, safety, and responsible growth, Forza's leadership helps position the company as a forward-looking transportation partner committed to sustainable operations and industry advancement.

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Environmental Sustainability Committee

Health, Safety & Compliance Committee

Social Responsibility & Community Engagement Committee

Governance & Ethics Committee

ESG Strategy & Reporting Committee

Committees

Forza supports ESG implementation through internal collaboration between departments responsible for safety, operations, human resources, and sustainability initiatives. These internal working groups contribute to the development, execution, and monitoring of ESG-related programs by identifying opportunities for operational improvements, environmental performance enhancements, and employee engagement initiatives.

The company's internal ESG collaboration structure encourages communication between leadership and operational teams to ensure sustainability objectives are practical, measurable, and aligned with day-to-day business activities.

Committees and cross-functional teams regularly review progress related to fleet upgrades, energy efficiency, workplace safety, training programs, and community impact efforts.

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3.2 Policies & Commitments

Our policies and commitments reflect the foundation of our approach to responsible and sustainable business practices. Through clear standards, ethical leadership, and accountability across our operations, we strive to create long-term value for our employees, customers, suppliers, communities, and stakeholders.

These policies guide our decision-making and reinforce our commitment to operating with integrity, transparency, and respect for people and the environment.

The following policies outline the principles that support our sustainability strategy, including environmental stewardship, human rights protection, ethical conduct, anti-bribery and anti-corruption measures, and responsible supplier relationships.

Together, they help ensure that our operations align with industry best practices and contribute to a more sustainable and responsible future.

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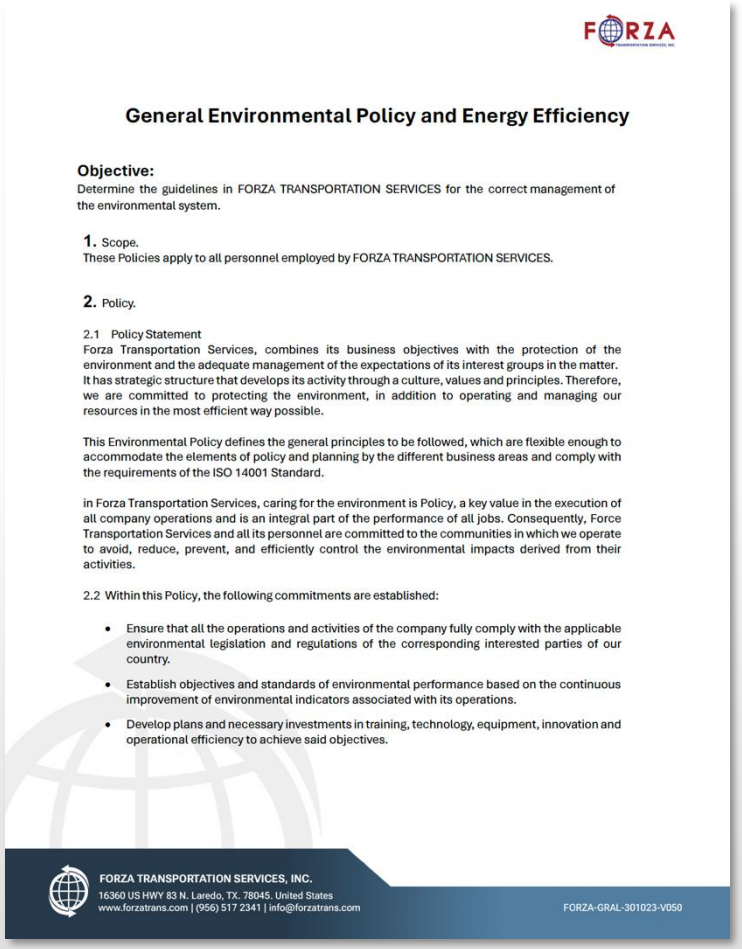
Environmental Policy

Forza Transportation Services, combines its business objectives with the protection of the environment and the adequate management of the expectations of its interest groups in the matter.

It has strategic structure that develops its activity through a culture, values and principles. Therefore, we are committed to protecting the environment, in addition to operating and managing our resources in the most efficient way possible.

This Environmental Policy defines the general principles to be followed, which are flexible enough to accommodate the elements of policy and planning by the different business areas and comply with the requirements of the ISO 14001 Standard.

in Forza, caring for the environment is Policy, a key value in the execution of all company operations and is an integral part of the performance of all jobs. Consequently, Forza and all its personnel are committed to the communities in which we operate to avoid, reduce, prevent, and efficiently control the environmental impacts derived from their activities.



General Environmental Policy and Energy Efficiency

Objective:
Determine the guidelines in FORZA TRANSPORTATION SERVICES for the correct management of the environmental system.

1. Scope.
These Policies apply to all personnel employed by FORZA TRANSPORTATION SERVICES.

2. Policy.

2.1 Policy Statement
Forza Transportation Services, combines its business objectives with the protection of the environment and the adequate management of the expectations of its interest groups in the matter. It has strategic structure that develops its activity through a culture, values and principles. Therefore, we are committed to protecting the environment, in addition to operating and managing our resources in the most efficient way possible.

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2.2 Within this Policy, the following commitments are established:

- Ensure that all the operations and activities of the company fully comply with the applicable environmental legislation and regulations of the corresponding interested parties of our country.
- Establish objectives and standards of environmental performance based on the continuous improvement of environmental indicators associated with its operations.
- Develop plans and necessary investments in training, technology, equipment, innovation and operational efficiency to achieve said objectives.

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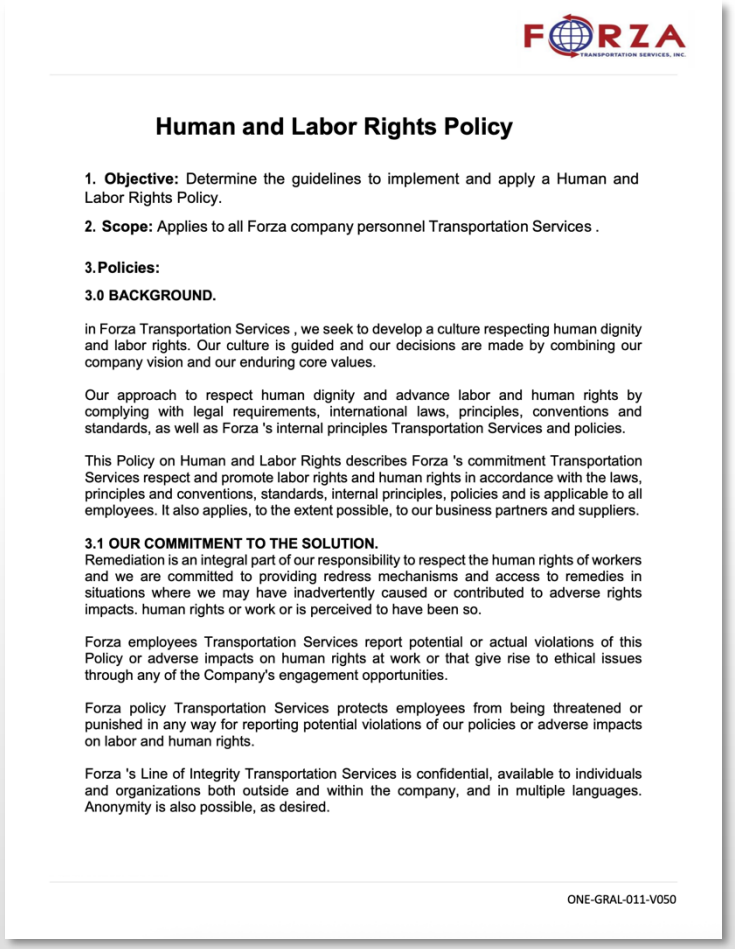
Read our full document: https://forzatrans.com/sustainability/

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Human and Labor Rights Policy

In Forza Transportation Services , we seek to develop a culture respecting human dignity and labor rights. Our culture is guided and our decisions are made by combining our company vision and our enduring core values.

Our approach to respect human dignity and advance labor and human rights by complying with legal requirements, international laws, principles, conventions and standards, as well as Forza 's internal principles Transportation Services and policies.



Human and Labor Rights Policy

1. **Objective:** Determine the guidelines to implement and apply a Human and Labor Rights Policy.

2. **Scope:** Applies to all Forza company personnel Transportation Services .

3.Policies:

3.0 BACKGROUND.

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Our approach to respect human dignity and advance labor and human rights by complying with legal requirements, international laws, principles, conventions and standards, as well as Forza 's internal principles Transportation Services and policies.

This Policy on Human and Labor Rights describes Forza 's commitment Transportation Services respect and promote labor rights and human rights in accordance with the laws, principles and conventions, standards, internal principles, policies and is applicable to all employees. It also applies, to the extent possible, to our business partners and suppliers.

3.1 OUR COMMITMENT TO THE SOLUTION.
Remediation is an integral part of our responsibility to respect the human rights of workers and we are committed to providing redress mechanisms and access to remedies in situations where we may have inadvertently caused or contributed to adverse rights impacts. human rights or work or is perceived to have been so.

Forza employees Transportation Services report potential or actual violations of this Policy or adverse impacts on human rights at work or that give rise to ethical issues through any of the Company's engagement opportunities.

Forza policy Transportation Services protects employees from being threatened or punished in any way for reporting potential violations of our policies or adverse impacts on labor and human rights.

Forza 's Line of Integrity Transportation Services is confidential, available to individuals and organizations both outside and within the company, and in multiple languages. Anonymity is also possible, as desired.

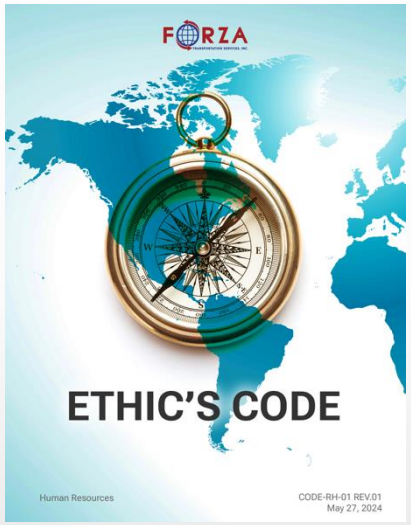
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Read our full document: https://forzatrans.com/sustainability/

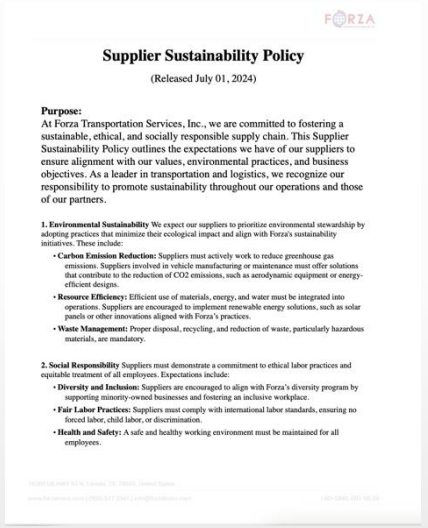
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Ethics

A family of policies and documents help us determine the best course of action for decision making, along with a much-needed standard on the ethical business relationship Forza has with its suppliers.



Code of Ethics and Conduct



Supplier Sustainability Policy

(Released July 01, 2024)

Purpose:
At Forza Transportation Services, Inc., we are committed to fostering a sustainable, ethical, and socially responsible supply chain. This Supplier Sustainability Policy outlines the expectations we have of our suppliers to ensure alignment with our values, environmental practices, and business objectives. As a leader in transportation and logistics, we recognize our responsibility to promote sustainability throughout our operations and those of our partners.

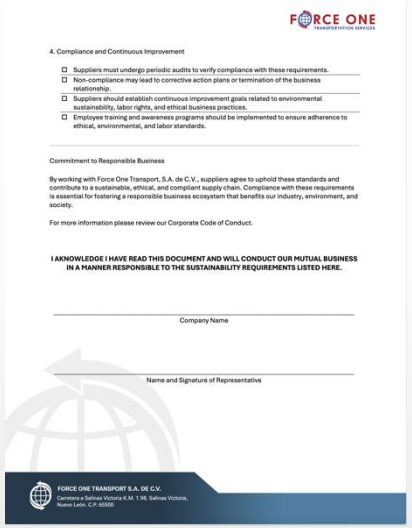
1. Environmental Sustainability We expect our suppliers to prioritize environmental stewardship by adopting practices that minimize their ecological impact and align with Forza's sustainability initiatives. These include:

- **Carbon Emission Reduction:** Suppliers must actively work to reduce greenhouse gas emissions. Suppliers involved in vehicle manufacturing or maintenance must offer solutions that contribute to the reduction of CO2 emissions, such as aerodynamic equipment or energy-efficient designs.
- **Resource Efficiency:** Efficient use of materials, energy, and water must be integrated into operations. Suppliers are encouraged to implement renewable energy solutions, such as solar panels or other innovations aligned with Forza's practices.
- **Waste Management:** Proper disposal, recycling, and reduction of waste, particularly hazardous materials, are mandatory.

2. Social Responsibility Suppliers must demonstrate a commitment to ethical labor practices and equitable treatment of all employees. Expectations include:

- **Diversity and Inclusion:** Suppliers are encouraged to align with Forza's diversity program by supporting minority-owned businesses and fostering an inclusive workplace.
- **Fair Labor Practices:** Suppliers must comply with international labor standards, ensuring no forced labor, child labor, or discrimination.
- **Health and Safety:** A safe and healthy working environment must be maintained for all employees.

Supplier Sustainability Policy



4. Compliance and Continuous Improvement

- ☐ Suppliers must undergo periodic audits to verify compliance with these requirements.
- ☐ Non-compliance may lead to corrective action plans or termination of the business relationship.
- ☐ Suppliers should establish continuous improvement goals related to environmental sustainability, labor rights, and ethical business practices.
- ☐ Employee training and awareness programs should be implemented to ensure adherence to ethical, environmental, and labor standards.

Commitment to Responsible Business

By working with Force One Transport, S.A. de C.V., suppliers agree to uphold these standards and contribute to a sustainable, ethical, and compliant supply chain. Compliance with these requirements is essential for fostering a responsible business ecosystem that benefits our industry, environment, and society.

For more information please review our Corporate Code of Conduct.

I AKNOWLEDGE I HAVE READ THIS DOCUMENT AND WILL CONDUCT OUR MUTUAL BUSINESS IN A MANNER RESPONSIBLE TO THE SUSTAINABILITY REQUIREMENTS LISTED HERE.

Company Name

Name and Signature of Representative

FORCE ONE TRANSPORT S.A. DE C.V.
Carretera a Salinas Victoria K.M. 1.96, Salinas Victoria, Nuevo León. C.P. 65500

Supplier ESG Self-Assesment

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3.3 Risk Management

ESG Risk Identification Process

Forza Transportation Services maintains a proactive approach to identifying and managing Environmental, Social, and Governance (ESG) risks across its operations. The company regularly evaluates potential risks related to environmental impact, driver and employee safety, regulatory compliance, ethical business conduct, and stakeholder relationships.

Risk identification is integrated into operational reviews, management discussions, customer requirements, and industry monitoring to ensure emerging ESG concerns are recognized and assessed in a timely manner.

The company encourages open communication across all levels of the organization, enabling employees, supervisors, and management teams to report potential ESG-related issues and opportunities. Identified risks are evaluated based on their potential impact, likelihood, and relevance to business operations, allowing leadership to prioritize mitigation efforts and allocate resources effectively.

The company encourages open communication across all levels of the organization



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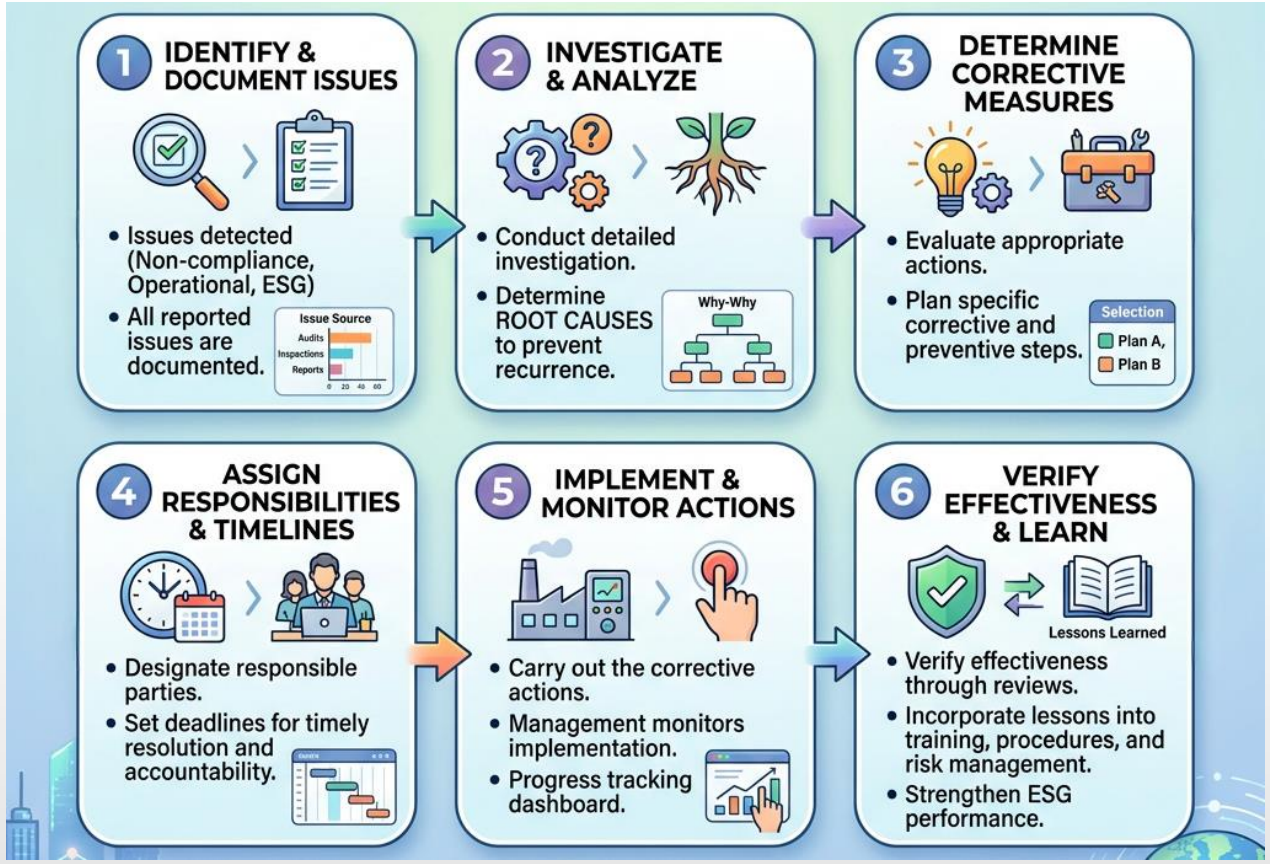
Compliance Monitoring

Forza is committed to maintaining compliance with all applicable laws, regulations, industry standards, and customer requirements. Compliance monitoring activities include regular reviews of operational practices, safety performance metrics, driver qualification requirements, environmental obligations, and internal policies.

Management teams monitor key performance indicators and conduct periodic assessments to verify adherence to established procedures and regulatory expectations.

The company also promotes a culture of accountability through employee training, documented policies, and ongoing communication regarding legal and ethical responsibilities.

Compliance findings are reviewed by leadership to identify trends, address potential gaps, and support continuous improvement initiatives throughout the organization.



Forza ESG risk management process

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4. Environmental



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4.1 Environmental Management

Forza Transportation Services has established science-based environmental objectives and targets aligned with its commitment to the Science Based Targets initiative (SBTi). These targets support the company's long-term strategy to reduce greenhouse gas (GHG) emissions across its operations and value chain while contributing to global climate goals.

Near-Term Target (2030)

Forza is committed to reducing its absolute Scope 1 and Scope 2 GHG emissions by 50% by 2030 from a 2024 baseline year. In addition, the company is working to significantly reduce its Scope 3 emissions through fleet efficiency improvements, supplier engagement, equipment modernization, renewable energy adoption, and logistics optimization initiatives.



Key programs supporting the 2030 target include:

- Fleet fuel-efficiency technologies (aerodynamic devices, tire pressure management, idle reduction systems).
- Solar energy deployment at operational facilities.
- Solar-powered auxiliary systems on trucks.
- Driver fuel-efficiency training and performance programs.
- Progressive fleet electrification and evaluation of alternative fuel technologies.
- Enhanced emissions monitoring and reporting through SmartWay, CDP, and internal environmental management systems.

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Long-Term Net-Zero / Absolute Zero Commitment

Forza has also committed to achieving long-term net-zero (absolute zero) emissions in line with SBTi guidance. This commitment requires deep decarbonization across Scope 1, Scope 2, and relevant Scope 3 emissions through:

- Transition to zero-emission transportation technologies.
- Expansion of renewable energy generation and procurement.
- Continuous improvements in operational efficiency.
- Collaboration with customers, suppliers, and industry partners to reduce value-chain emissions.
- Integration of climate considerations into business planning and capital investment decisions.

Progress toward these objectives is monitored through annual GHG inventories, executive management review, sustainability reporting, and participation in recognized programs such as the , , and . These environmental objectives are reviewed periodically to ensure alignment with evolving climate science, regulatory requirements, and stakeholder expectations.

Forza commitment to an absolute Zero future is an example of visionary actions towards a better tomorrow in the transportation industry

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4.2 Emissions & Climate Impact

The 2025 data represents a **notable shift in performance dynamics**, marking the strongest indication yet that the organization is beginning to balance growth with efficiency. Total miles reached **139.4 million**, continuing the upward trajectory seen in prior years and confirming ongoing operational expansion.

Fuel consumption also increased to **17.9 million gallons**, which is consistent with higher activity levels; however, the rate of increase appears more controlled compared to previous growth spikes.

From an efficiency standpoint, **MPG improved to 7.79**, rebounding from the dip observed in 2024. This improvement is significant because it suggests that underlying efficiency initiatives—whether through fleet upgrades, routing optimization, or operational discipline—are starting to deliver measurable results.

While the gain may appear incremental in absolute terms, it becomes much more impactful when applied across such a large and growing mileage base.

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The organization is no longer purely scaling operations; it is beginning to **scale more intelligently**, with improved fuel efficiency and reduced emissions intensity.

Most importantly, **total emissions (TCO2e) declined to 182,574**, despite the increase in miles traveled. This is a critical development, as it represents the first clear instance in the dataset where **emissions decrease while activity increases**. This decoupling is often a key milestone in sustainability performance, indicating that efficiency gains and possibly cleaner technologies are beginning to offset the environmental impact of growth.

Overall, 2025 stands out as a **strategic inflection point**. The organization is no longer purely scaling operations; it is beginning to **scale more intelligently**, with improved fuel efficiency and reduced emissions intensity. This positions the business to continue expanding while making meaningful progress toward sustainability and cost optimization objectives.

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YEAR	MILES	GALLONS	**MPG**	TCO2e
2025	139363062	17879916	**7.79**	182574

The data shows a **rapid expansion of operations**, with total miles increasing more than **4x from 2019 to 2025**, which is the primary driver behind the sharp rise in fuel consumption and emissions.

While **fuel efficiency (MPG) demonstrates gradual improvement over time**, these gains have not been sufficient to fully offset the environmental impact of growth. This is most evident between **2021 and 2024**, where emissions increased significantly despite relatively stable efficiency levels.

However, **2025 marks an important inflection point**: MPG improves while total emissions decline, even as miles continue to grow. This suggests that **operational optimizations, technology improvements, or better fleet management practices are beginning to take effect**.

- Growth has been **the dominant force** shaping performance.
- Efficiency improvements have been **incremental but meaningful.**
- **2025 signals the first decoupling of growth and emissions**, indicating a shift toward more sustainable scaling.

This trend positions the organization well to **accelerate efficiency strategies and emissions reduction initiatives** while continuing to expand operations.

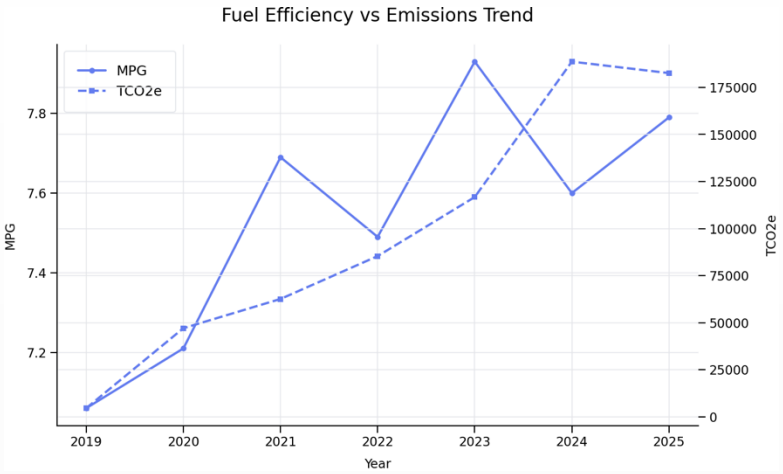


FIG 1. FUEL EFFICIENCY VS EMISSIONS TRENDS

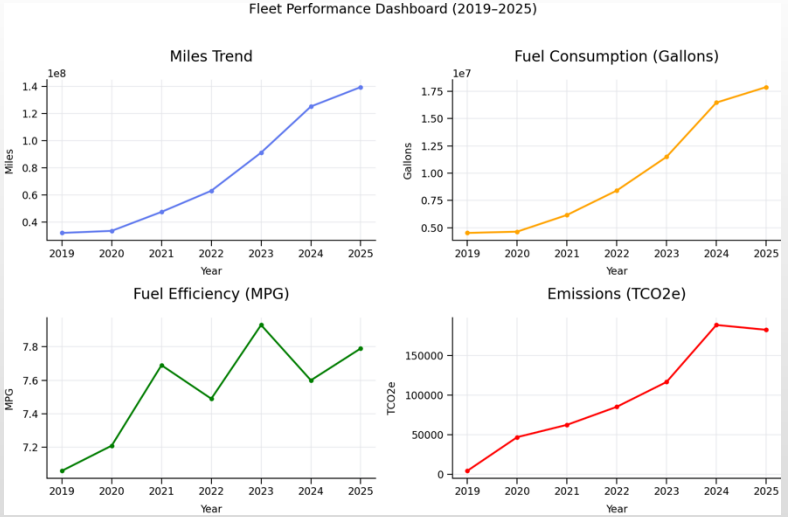


FIG 2. FLEET PERFORMANCE DASHBOARD (2019-2025)

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4.2 Emissions & Climate Impact

Forza's sustainability strategy toward its 2030 goals is centered on improving operational efficiency, reducing environmental impact, and investing in cleaner energy solutions across its transportation network.

The company is implementing a gradual transition strategy that combines fleet modernization, fuel-efficiency improvements, and the phased electrification of its operations.

On parallel, Forza is investing in renewable energy initiatives, including the integration **of solar panel systems** to support operational facilities and future charging infrastructure. These initiatives are designed to increase energy efficiency, reduce dependence on traditional power sources, and support the company's long-term vision of greater grid independence.

Through a balanced and scalable approach, Forza seeks to align operational growth with responsible environmental stewardship while advancing toward its long-term ESG and sustainability objectives for 2030.



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Tractor and trailer configuration

Tractor Configuration

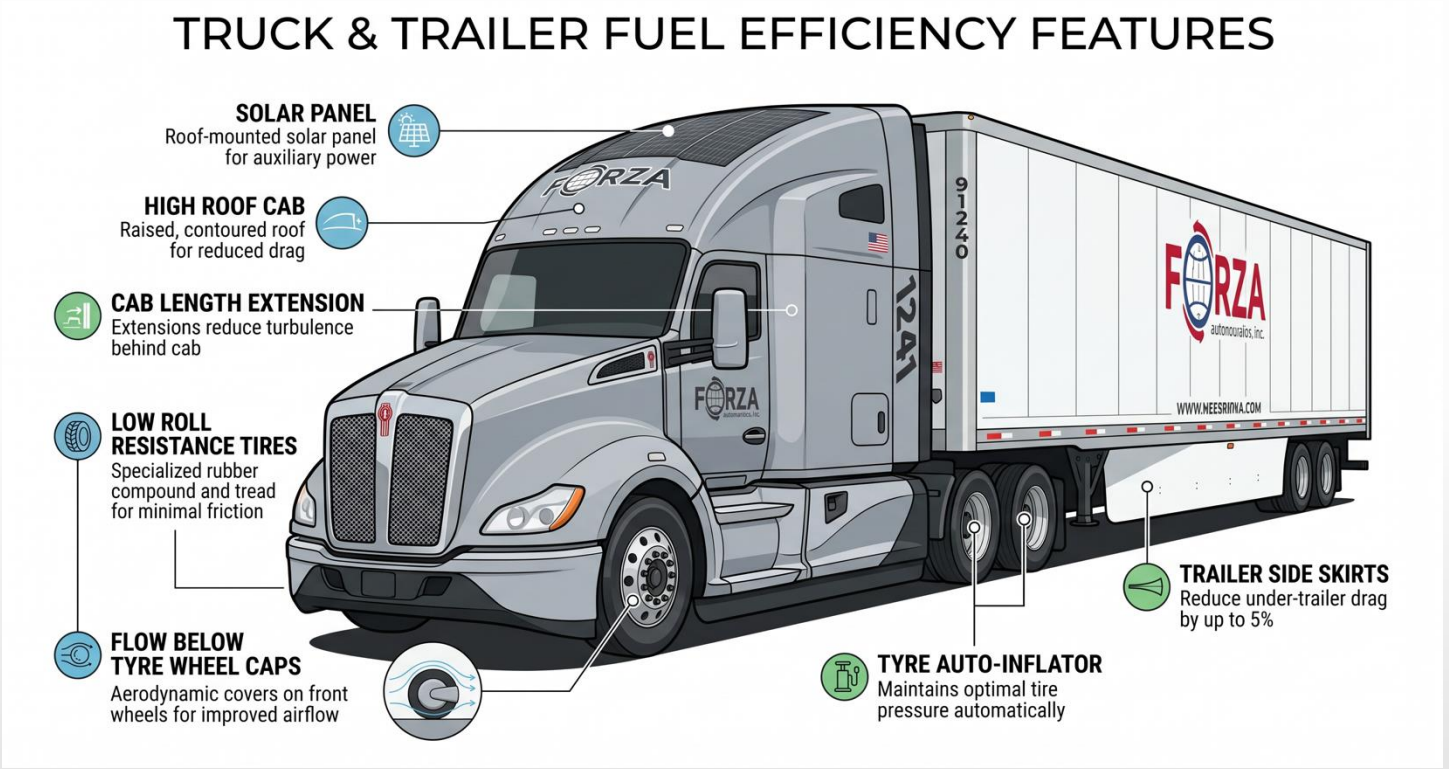
1. 73" Sky-rise
2. 25" Cab Extension
3. Side Covers
4. Wheel Covers
5. HALO Self-Inflating
6. Flow-Below Spoilers
7. Wheel Caps
8. Low roll resistance tires
9. Dedicated A.C. APU
10. Solar Panels

Trailer Configuration

1. Trailerblade Deflector
2. Aeroflaps mudguards
3. Rocket tail spoilers

SOLAR PANEL A.C. Unit
Solar panel powers A.C. to get up to 10 hours of temp. control without idling.

HALO Auto-inflation
The HALO Auto-Tire Inflation System keeps the correct pressure and extends tire life up to 20%



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HALO System

Forza has partnered with Aperia Tech to implement the HALO automatic tire inflation system across active fleet operations as part of its commitment to safety, operational efficiency, and sustainability.

The HALO system continuously monitors and maintains optimal tire pressure while vehicles are in motion, helping reduce irregular tire wear, improve fuel efficiency, and minimize maintenance-related downtime. Proper tire inflation also contributes to safer driving conditions by improving vehicle handling and reducing the risk of tire-related incidents on the road.

As part of Forza's broader ESG and operational strategy, the integration of the HALO system supports long-term environmental and performance goals by reducing fuel consumption and extending tire lifespan, which helps decrease waste generation and overall operating costs. This technology also enhances fleet reliability and supports preventive maintenance practices by ensuring vehicles operate at peak efficiency throughout their routes.

Through investments in innovative technologies such as HALO, Forza continues advancing toward smarter, safer, and more sustainable transportation operations aligned with its long-term 2030 sustainability objectives.

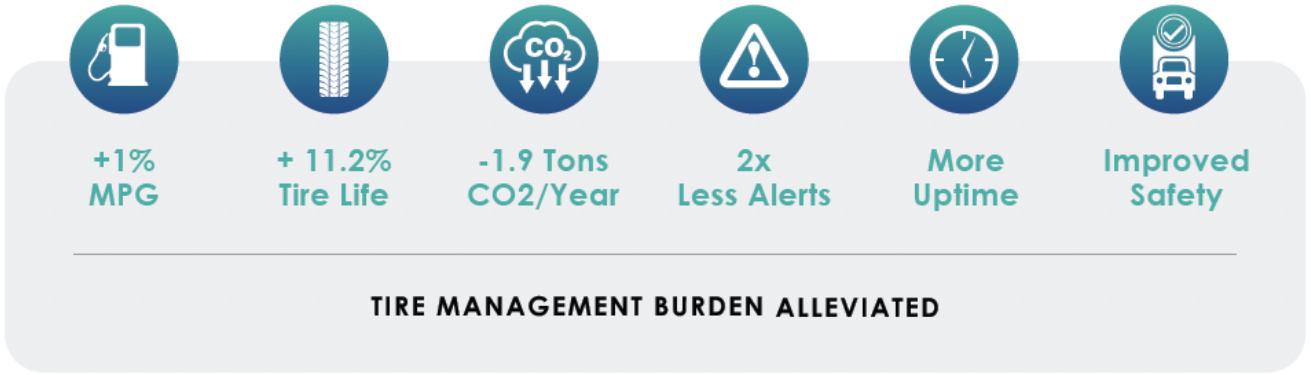


Fig 1. HALO System attributes (Aperia)





Fig 2. Forza was part of the Aperia booth at TMC 2025 showcased as a success story

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The First Electric Truck In Texas

8th in the US

Our strategic push into new techonologies give us a chance to develop exciting services where Sustainability meets performance.
This further our commitment to innovate and create greater value for our clients.

- **200 Miles Range**
- **70 MPH**
- **3 Hr. Charge Time**
- **25° Uphill Torque**



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Solar Energy & Batteries

Off-Grid Independence

As we expand further into Sustainability Best Practices, our facilities upgrade
Into new strategies to reduce our carbon footprint and increase our competitive profile in the industry.

- **2025 Installation**
- **990KW**
- **Solar Parking Lot**
- **Solar Panels in Workshop**

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4.3 Resource Management

Energy Consumption

Forza is committed to reducing energy consumption by implementing energy-efficient technologies and promoting responsible operational practices across its facilities. This includes the use of LED lighting, energy-efficient equipment, preventive maintenance programs, and encouraging employees to switch off lights, computers, and machinery when not in use. By continuously monitoring energy usage and identifying opportunities for improvement, Forza minimizes unnecessary electricity consumption and reduces its overall environmental footprint.



Water Usage

Forza supports responsible water management by encouraging efficient water use throughout its operations. The company promotes routine inspections to detect and repair leaks, installs water-saving fixtures where possible, and raises employee awareness about water conservation practices. These initiatives help reduce unnecessary water consumption, preserve local water resources, and reinforce Forza's commitment to sustainable business operations.

Paper Reduction Initiatives

Forza actively reduces paper consumption by embracing digital processes and minimizing the need for printed documents. Electronic communication, digital recordkeeping, online approvals, and paperless reporting help decrease paper waste while improving operational efficiency. When printing is necessary, employees are encouraged to use double-sided printing and recycle paper whenever possible, supporting the company's goal of promoting environmental best practices.

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4.4 Waste Management

Hazardous Waste Handling

Forza is committed to the safe handling and management of hazardous waste by following established environmental regulations and industry best practices. Hazardous materials are properly identified, stored in designated containment areas, and handled by trained personnel to minimize the risk of spills, contamination, and environmental harm. Through proper segregation, documentation, and disposal procedures, Forza ensures that hazardous waste is managed responsibly and in compliance with applicable legal requirements.



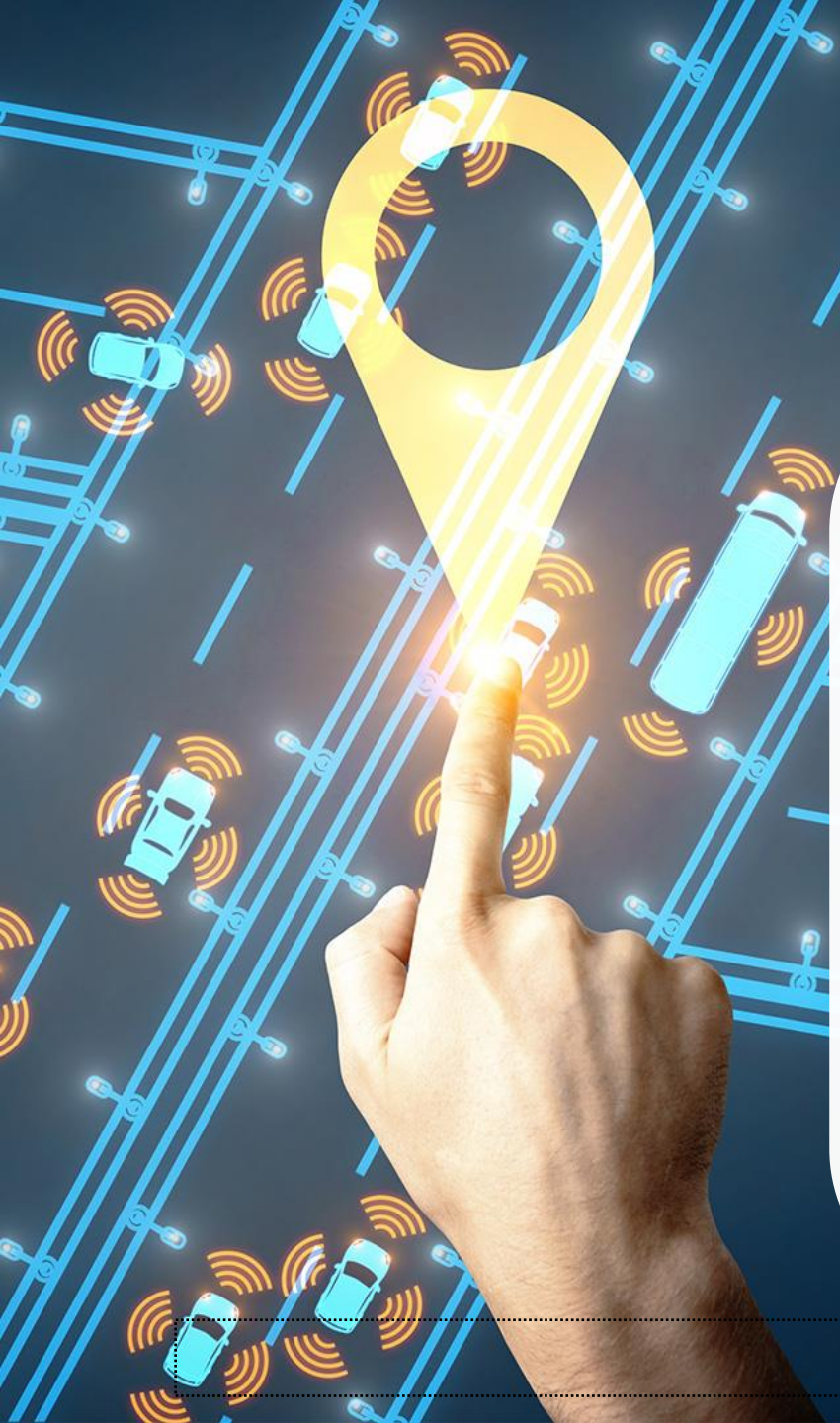
Oil and Lubricant Disposal

Forza promotes the responsible disposal of used oils and lubricants by collecting and storing these materials in approved containers before they are transferred to authorized recycling or disposal facilities. Preventive measures are in place to avoid leaks and spills during handling, helping protect soil and water resources from contamination. By following proper waste management practices, Forza reduces environmental risks while supporting the recycling and recovery of valuable resources whenever possible.

Tire Recycling Programs

Forza supports sustainable waste management by ensuring that used tires are collected and sent to authorized recycling or recovery facilities whenever they reach the end of their service life. Rather than disposing of tires in landfills, the company prioritizes recycling initiatives that allow materials to be repurposed for applications such as rubber products, construction materials, or energy recovery. These efforts help reduce waste, conserve natural resources, and contribute to a more circular approach to resource management.

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4.5 Sustainable Transportation Initiatives

Route optimization

Forza continuously optimizes transportation routes using advanced dispatch planning, GPS tracking, and real-time traffic analysis to minimize unnecessary mileage, reduce transit times, and improve fuel efficiency. These practices help lower greenhouse gas emissions while ensuring reliable, on-time deliveries across the US and Mexico.

Idle reduction programs

Forza promotes driver awareness, monitoring engine idle time through telematics, and equipping its fleet with solar-powered air conditioning.

Telematics and fuel monitoring

Forza utilizes advanced telematics systems to monitor vehicle performance, fuel consumption, driver behavior, speed, and operational efficiency in real time. This data-driven approach enables the company to identify improvement opportunities, optimize fuel usage, reduce emissions, and support continuous operational excellence.

Preventive maintenance programs

Regular inspections, scheduled servicing, tire pressure management, engine diagnostics, and component replacement help maximize fuel economy, extend vehicle life, reduce unexpected breakdowns, and minimize environmental impact.

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4.6 Environmental Certifications & Compliance



SmartWay
Excellence Winner

ECOVADIS
Since 2024

Transporte Limpio
Since 2025

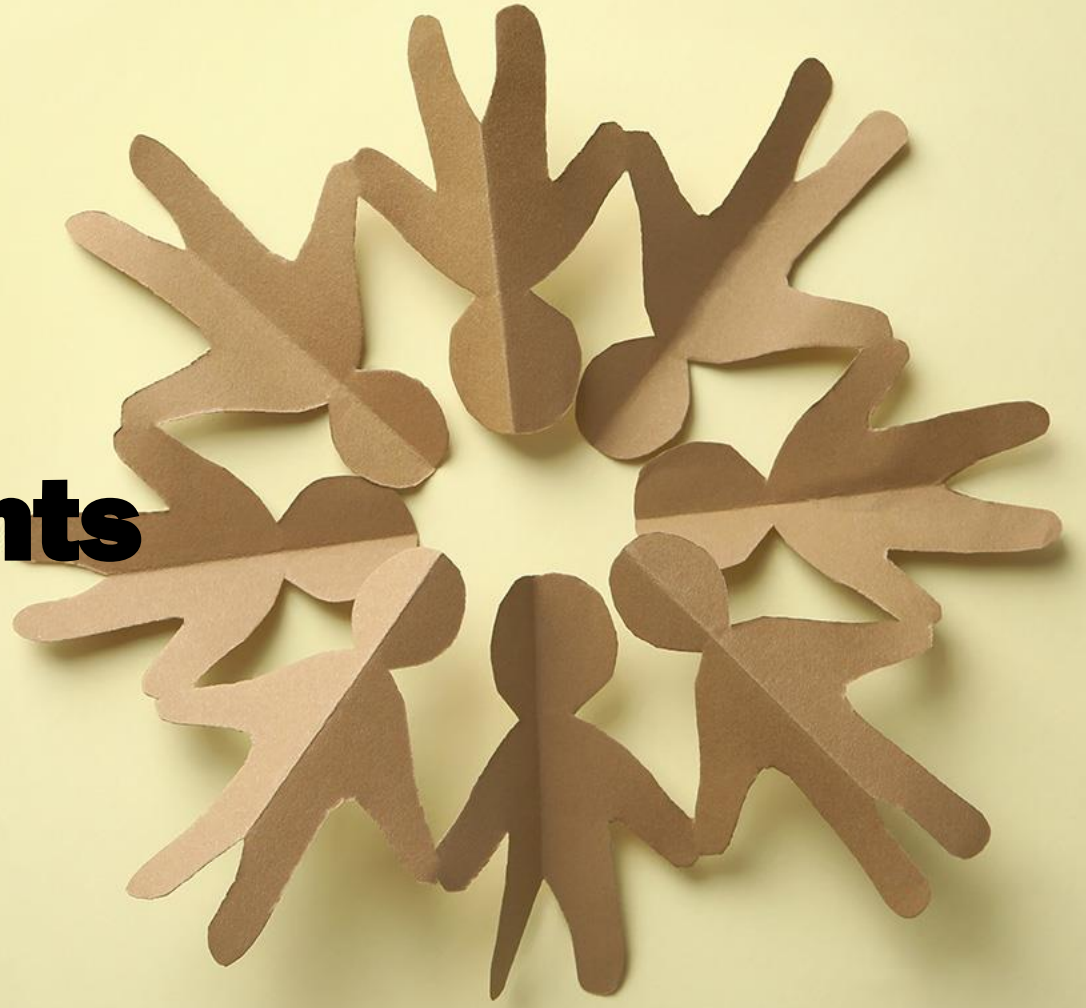
CDP
Since 2025

SAQ 5.0
Since 2023



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5. Labor & Human Rights



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5.1 Workforce Overview

956

HEADCOUNT

LOCATION	M	W
LAREDO	164	28
NUEVO LAREDO	125	37
SALINAS VICTORIA	205	40
TREBOL PARK	199	83
QUERETARO	58	17

2,100

DRIVERS

Forza is committed to complying with all applicable international labor standards and local employment laws in every jurisdiction where it operates. The company maintains fair employment practices that promote equal opportunity, lawful working conditions, and respect for employee rights while ensuring compliance with wage, working hour, and safety.



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5.2 Working Conditions



Fair wages and compensation

The company regularly reviews market conditions and industry benchmarks to maintain attractive salary structures for employees and professional drivers. Compensation programs are designed to recognize experience, performance, responsibility, and professional development while promoting long-term employee retention and satisfaction.

Working hours and rest policies

Forza promotes responsible scheduling practices that help prevent fatigue, support employee well-being, and enhance operational safety. For professional drivers, routes and dispatch operations are managed in accordance with applicable **Hours of Service (HOS)** regulations and company procedures to encourage adequate rest periods and safe vehicle operation.

Benefits and wellness initiatives

Forza recognizes that employee well-being is essential to maintaining a safe, healthy, and productive workforce. In addition to offering competitive employee benefits, the company provides comprehensive wellness initiatives that include access to an on-site dietitian who promotes healthy nutrition and lifestyle habits, a company physician who provides primary medical care and health assessments, qualified nursing staff who support preventive healthcare and occupational health services, and a psychologist who offers confidential mental health support and emotional well-being resources.

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5.3 Health & Safety

Employees receive ongoing training on safe work practices, emergency preparedness, hazard recognition, personal protective equipment (PPE), ergonomics, and regulatory compliance. Forza's occupational safety programs are aligned with applicable OSHA requirements and industry best practices, reinforcing the company's commitment to protecting employees, contractors, visitors, and business partners while fostering a strong culture of safety throughout the organization.

Driver safety initiatives

Driver safety is a core operational priority at Forza and is supported through a comprehensive program focused on prevention, education, and continuous performance improvement. Professional drivers receive regular training covering defensive driving techniques, Hours of Service (HOS) compliance, cargo securement, pre-trip and post-trip inspections, emergency response procedures, and safe driving practices under varying weather and road conditions. These initiatives help reduce accident risks while promoting responsible and professional driving behavior.

To further enhance safety, Forza utilizes advanced fleet technologies, including GPS tracking, telematics, in-cab safety systems, and driver performance monitoring to identify coaching opportunities and encourage continuous improvement.

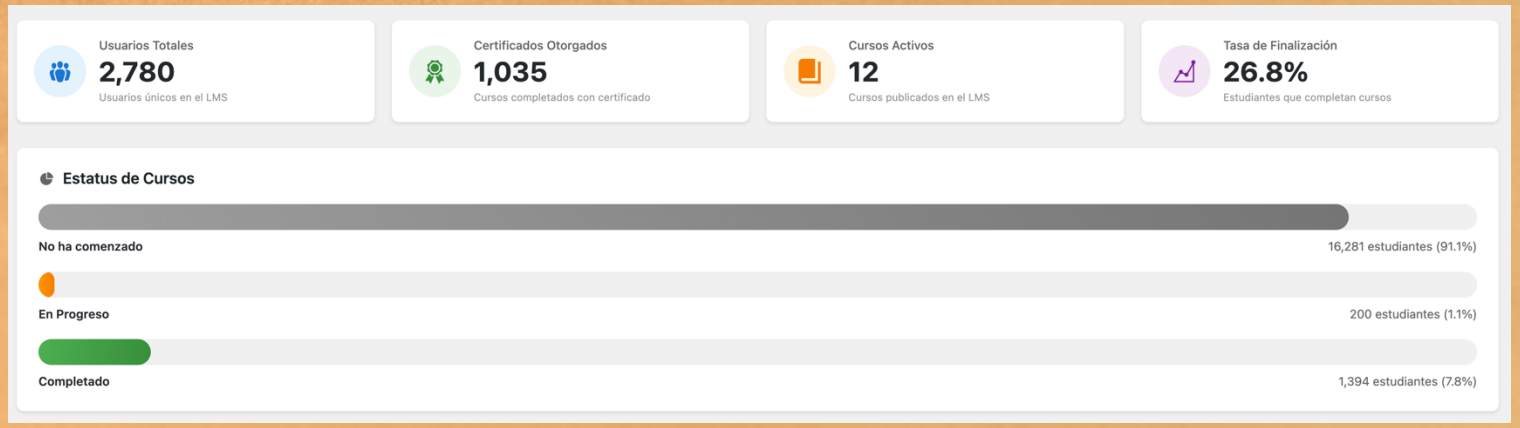
Preventive maintenance programs, fatigue management practices, safety scorecards, and ongoing communication between drivers, dispatchers, and safety personnel ensure that every trip is conducted with the highest standards of safety, protecting drivers, customers, cargo, and the communities in which Forza operates.

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5.4 Training & Development

At Forza, continuous training is a fundamental part of building a safe, ethical, and high-performing organization. Ongoing learning equips employees and drivers with the knowledge and skills needed to perform their responsibilities safely, comply with regulatory requirements, embrace company values, and adapt to evolving industry standards. By investing in employee development, Forza strengthens operational excellence, enhances customer service, promotes a culture of continuous improvement, and supports long-term organizational success.



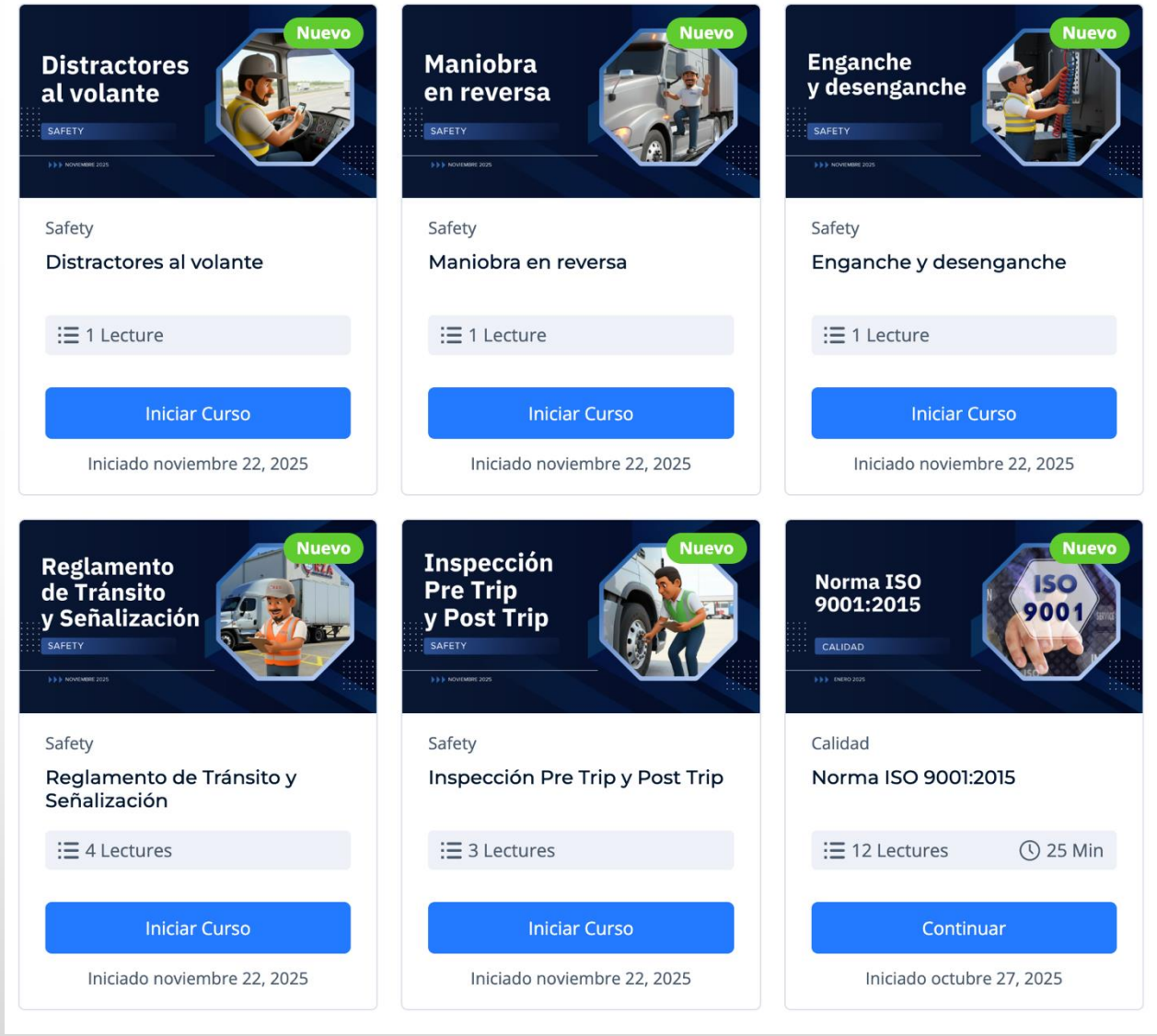


Internal Dashboard of Forza University, here it shows some of the progress the employees and drivers have on their assigned courses.

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Forza University is Forza's dedicated e-learning platform, designed to provide employees and drivers with accessible, standardized, and continuous training. The platform delivers courses on topics such as safety, compliance, ethics, security, operational excellence, and professional development, allowing personnel to complete training anytime and from any location.

By leveraging digital learning, Forza ensures consistent knowledge delivery, supports regulatory compliance, tracks training completion, and promotes a culture of continuous learning throughout the organization.



Some of the courses at Forza University

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5.5 Diversity, Equity & Inclusion

Equal Opportunity Policies

Forza is committed to providing equal employment opportunities for all employees and job applicants, ensuring that employment decisions are based solely on qualifications, performance, and business needs. The company promotes a fair and respectful workplace where individuals have equal access to recruitment, training, career development, compensation, and advancement opportunities, regardless of personal characteristics protected by applicable laws.

Anti-Discrimination Measures

Forza maintains a workplace free from discrimination, harassment, and unfair treatment by implementing clear policies, employee training, and reporting procedures. The company encourages a culture of respect, professionalism, and accountability, ensuring that all concerns are addressed promptly and fairly. These measures help foster a safe and inclusive work environment where every employee is treated with dignity and respect.

Inclusive Hiring Practices

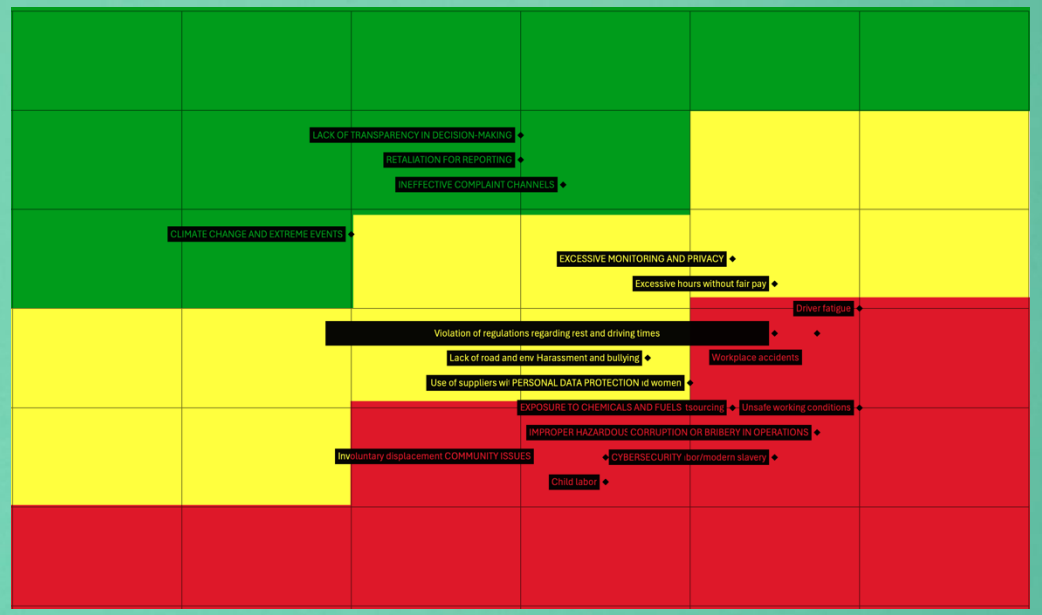
Forza is dedicated to attracting and hiring a diverse workforce by promoting inclusive recruitment practices that provide equal consideration to all qualified candidates. The company strives to eliminate bias throughout the hiring process by using objective selection criteria and evaluating applicants based on their skills, experience, and potential. By fostering diversity and inclusion, Forza strengthens its workforce, encourages innovation, and reflects the communities it serves.



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5.6 Human Rights

Forza is committed to respecting and protecting internationally recognized human rights throughout its operations and business relationships. The company promotes a workplace founded on dignity, equality, fairness, and mutual respect while maintaining zero tolerance for forced labor, child labor, human trafficking, discrimination, harassment, or any form of exploitation. Through its Code of Ethics and Code of Conduct, employee training, and compliance programs, Forza reinforces its commitment to ethical labor practices, safe working conditions, and respect for the rights of all employees, contractors, suppliers, and business partners.



Human Rights risk map where we can visualize the top priorities for Forza

Human rights Risk Map priorities:

- Driver Fatigue
- Excesive hours without fair pay
- Excesive Monitoring and privacy
- Innefective Complaint channels
- Retialation for reporting
- Lack of transparency in decision-making



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6. Ethics

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6.1 Business Ethics Program

Ethical Business Conduct

Forza is committed to conducting business with integrity, transparency, and accountability in all aspects of its operations. The company maintains high ethical standards by promoting honest business practices, compliance with applicable laws and regulations, and zero tolerance for fraud, bribery, corruption, or conflicts of interest. Employees are expected to act responsibly, make ethical decisions, and uphold the values outlined in the company's Code of Ethics and Code of Conduct.

Employee Code Acknowledgment Process

All Forza employees are required to review and acknowledge the company's Code of Ethics and Code of Conduct as part of their onboarding process and ongoing compliance training. Through the Forza University e-learning platform, employees complete mandatory training modules and formally acknowledge their understanding of the company's ethical expectations, workplace standards, and compliance requirements. This process helps ensure that all personnel are aware of their responsibilities and remain committed to maintaining an ethical and compliant work environment.



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Ethics training programs

Forza's training program is delivered through the Forza University e-learning platform, providing employees with accessible and standardized learning opportunities. The program places a strong emphasis on the company's Code of Ethics and Code of Conduct, ensuring that all personnel understand and uphold Forza's core values and compliance expectations.

Training content is developed in alignment with the CTPAT (Customs Trade Partnership Against Terrorism) and IoT (International Operations and Trade) frameworks, reinforcing security awareness, ethical business practices, regulatory compliance, and operational excellence throughout the organization.





Screeshots of the Ethics training course, available in Forza University

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6.2 Anti-Corruption

Anti-Bribery Controls

As a participant aligned with the Customs Trade Partnership Against Terrorism (CTPAT) program, Forza recognizes that ethical business practices are fundamental to maintaining a secure and trusted international supply chain. The company's security policies integrate integrity standards with supply chain security requirements, helping reduce the risk of fraud, bribery, cargo theft, smuggling, and other activities that could compromise our cargo.

Conflict of Interest Management

Employees must avoid situations in which personal, financial, or external business interests could improperly influence—or appear to influence—their professional judgment or business decisions. Employees are expected to disclose any actual, potential, or perceived conflicts of interest so they can be evaluated and managed appropriately. The company prohibits the use of corporate resources, confidential information, or business relationships for personal gain and requires procurement and commercial decisions to be based on objective, fair, and transparent criteria.

Ethic's Report

Employees and public can use our reporting channels to bring awareness on possible corruption acts.

https://www.forzatrans.com/report

report@forzatrans.com



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6.3 Data Privacy & Cybersecurity

Information Security Practices

As part of its commitment to the Customs Trade Partnership Against Terrorism (CTPAT) program, Forza incorporates cybersecurity and information security measures into its overall supply chain security strategy. These controls help protect transportation management systems, cargo information, tracking platforms, and operational data from unauthorized access or manipulation, supporting the secure movement of goods across international borders.

Customer and Employee Data Protection

Forza recognizes the importance of protecting the personal and confidential information entrusted to the company by its customers, employees, and business partners. Personal data is collected, processed, stored, and retained only for legitimate business purposes and is protected through appropriate technical and organizational safeguards. The company limits access to sensitive information to authorized personnel, promotes secure handling of physical and electronic records, and requires employees to maintain the confidentiality of information obtained during the course of their work.

In alignment with CTPAT security principles and applicable data protection regulations, Forza continuously works to strengthen its data protection practices through employee training, access controls, secure information management procedures, and incident response protocols. These measures help reduce the risk of unauthorized disclosure, identity theft, cyber incidents, and other threats that could affect the confidentiality and security of customer and employee information.

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7. Sustainable Procurement



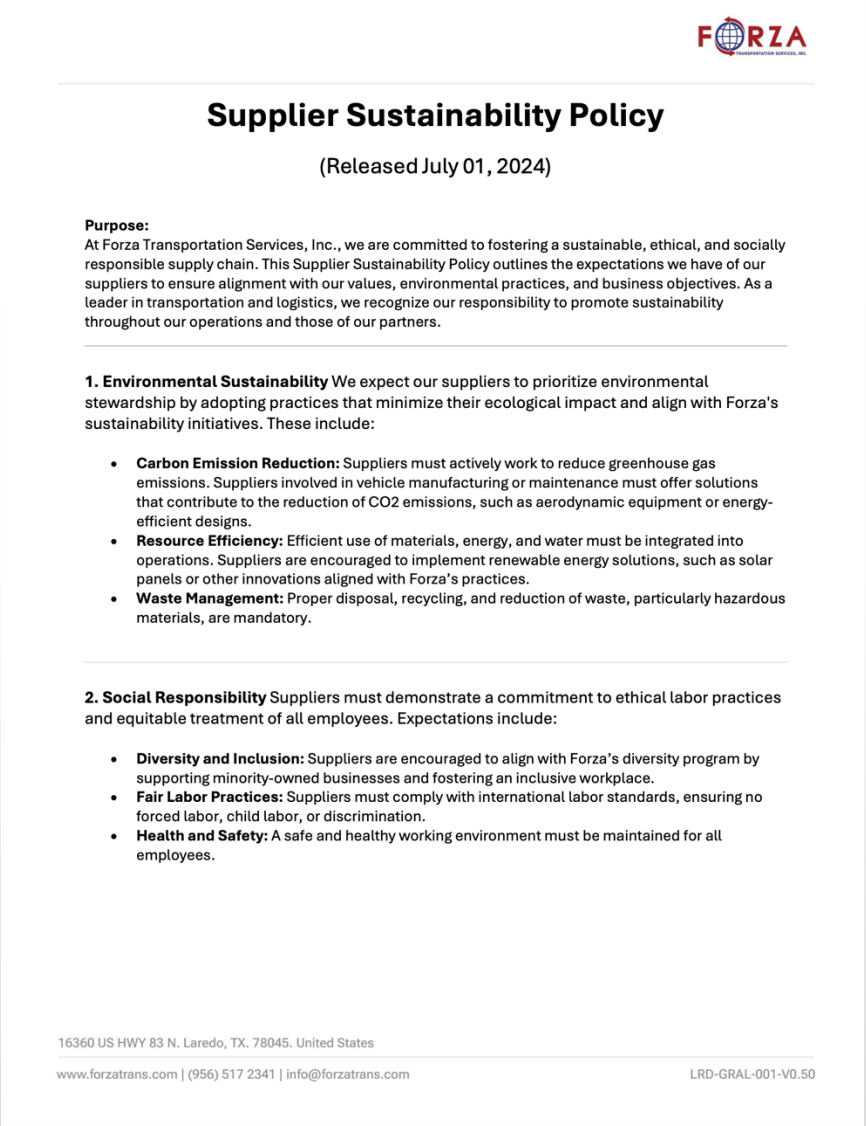
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7.1 Supplier Management

At Forza Transportation Services, Inc., we are committed to fostering a sustainable, ethical, and socially responsible supply chain. This Supplier Sustainability Policy outlines the expectations we have of our suppliers to ensure alignment with our values, environmental practices, and business objectives. As a leader in transportation and logistics, we recognize our responsibility to promote sustainability throughout our operations and those of our partners.

Download our policy at

https://forzatrans.com/supplier-sustainability/



FORZA

Supplier Sustainability Policy

(Released July 01, 2024)

Purpose:
At Forza Transportation Services, Inc., we are committed to fostering a sustainable, ethical, and socially responsible supply chain. This Supplier Sustainability Policy outlines the expectations we have of our suppliers to ensure alignment with our values, environmental practices, and business objectives. As a leader in transportation and logistics, we recognize our responsibility to promote sustainability throughout our operations and those of our partners.

1. Environmental Sustainability We expect our suppliers to prioritize environmental stewardship by adopting practices that minimize their ecological impact and align with Forza's sustainability initiatives. These include:

- **Carbon Emission Reduction:** Suppliers must actively work to reduce greenhouse gas emissions. Suppliers involved in vehicle manufacturing or maintenance must offer solutions that contribute to the reduction of CO2 emissions, such as aerodynamic equipment or energy-efficient designs.
- **Resource Efficiency:** Efficient use of materials, energy, and water must be integrated into operations. Suppliers are encouraged to implement renewable energy solutions, such as solar panels or other innovations aligned with Forza's practices.
- **Waste Management:** Proper disposal, recycling, and reduction of waste, particularly hazardous materials, are mandatory.

2. Social Responsibility Suppliers must demonstrate a commitment to ethical labor practices and equitable treatment of all employees. Expectations include:

- **Diversity and Inclusion:** Suppliers are encouraged to align with Forza's diversity program by supporting minority-owned businesses and fostering an inclusive workplace.
- **Fair Labor Practices:** Suppliers must comply with international labor standards, ensuring no forced labor, child labor, or discrimination.
- **Health and Safety:** A safe and healthy working environment must be maintained for all employees.

16360 US HWY 83 N. Laredo, TX. 78045. United States

www.forzatrans.com | (956) 517 2341 | info@forzatrans.com LRD-GRAL-001-V0.50

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8. Social Impact & Community Engagement



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Veterans Job Fair 2025

Forza was honored to participate in the Workforce Solutions Job Fair held in Laredo, Texas, in November 2025, where we had the opportunity to connect with former members of the armed forces and their families. The event allowed our team to meet talented individuals whose leadership, discipline, and commitment strongly align with the values that drive our company and operations every day. We were especially proud to share **career opportunities** within the transportation and logistics industry while learning more about the experiences and professional goals of the **veterans in attendance.**

At Forza, we recognize the tremendous value that veterans bring to the workforce through their dedication, adaptability, and strong work ethic. Participating in events such as the Workforce Solutions Job Fair reflects our ongoing commitment to supporting the military community and creating meaningful career pathways for those transitioning into civilian professions. We are grateful for the opportunity to engage with these individuals and their families and look forward to continuing to build relationships that strengthen both our company and the communities we serve.



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Tejano Achiever Award 2025

LEAGUE *of* UNITED LATIN AMERICAN CITIZENS



In 2025, Roberto Perez, CEO of Forza, was presented with the **Tejano Achiever Award** by the League of United Latin American Citizens (LULAC), for his accomplishments in International Commerce and his impact on the development of the Laredo region.

Formed in 1929, LULAC empowers the hispanic community through education, civic participation, and leadership development. With the help of world-class leaders like Mr. Roberto, they provide scholarships, sponsor events, and promote connections among youth to foster a brighter future for their community.

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Sports sponsorship

Sports sponsorship plays an important role in creating positive social impact within local communities, especially when supporting small soccer teams and youth development programs. In cities such as Laredo, Texas, community-based soccer organizations provide opportunities for young athletes to develop discipline, teamwork, leadership, and healthy lifestyles through organized sports. Sponsorships from local companies help make these programs more accessible by supporting uniforms, equipment, travel expenses, training resources, and operational needs that many small teams would otherwise struggle to afford.

Forza's support of local soccer initiatives, including the UPSL team Forza Laredos, reflects the company's commitment to community engagement and youth development.

Through sports sponsorship, Forza helps create a positive environment where athletes can grow both on and off the field while **strengthening community pride and unity.**

The presence of a competitive UPSL team also inspires younger generations by providing local role models and opportunities to pursue higher levels of athletic achievement. Beyond competition, **these programs contribute to social inclusion, community connection, and the promotion of positive values that benefit families and the broader Laredo community.**



Upper photo: Forza Laredos players using the three uniform kits.



Middle: Amateur local tournament with employees.



Bottom: Kid's league soccer team sponsorship.

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Philanthropic Programs

Forza aspires to have a deep impact on society and change the lives of many through a spirit of service, humility, and compassion toward the communities we serve. We believe that success is measured not only by operational growth, but also by the positive influence we create through meaningful action, community support, and long-term social responsibility initiatives.

We have contributed over USD 250,000 during 2025 to charities, nonprofit initiatives, and church organizations, including support for the Pope Francis Center in Detroit.

Forza also provides assistance for disaster relief efforts in both the United States and Mexico, continuing to deliver humanitarian aid and logistical support throughout the year. By leveraging our transportation capabilities and operational network, the company supports emergency response initiatives, supply distribution, and relief coordination during times of crisis.



Photos: Pope Francis Center and housing building.

Down: An example of our charity advertising .





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8.2 Wellness Programs

UMF
UNIDAD MEDICA FORZA

Forza's Medical Unit is dedicated to protecting the health, safety, and well-being of our truck drivers and employees through a comprehensive health program.

Our team provides preventive and ongoing medical services, including compliance with **Hours of Service (HOS)** regulations to help prevent driver fatigue, periodic pulmonary function evaluations, diabetes screening and monitoring, blood pressure and cardiovascular assessments, fitness-for-duty evaluations, health counseling, and wellness education.

By combining preventive care with continuous health monitoring, Forza promotes safer driving, improves employee well-being, reduces occupational health risks, and supports a healthier, more productive workforce while ensuring compliance with applicable transportation and occupational health standards.











Seminars and educational material in yards.

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8.2 Wellness Programs

Examen Medicos	Ene	Feb	Mar	Abr	May	Jun	Jul	Ago	Sep	Oct	Nov	Dic	YTD
CANTIDAD DE EXAMEN INGRESO	59	52	62	86	118	115	99	93	99	68	62	63	**976**
CANTIDAD VALORACION MEDICA RESET SEMANAL	10	18	9	10	12	18	16	8	8	4	15	8	**136**
CANTIDAD VALORACION MEDICA RESET MENSUAL	60	78	85	78	76	71	82	530	81	79	256	181	**1657**
CANTIDAD DE PRUEBAS TOXICOLOGICAS ALEATORIO	78	70	77	88	115	106	101	123	129	70	145	59	**1161**
CANTIDAD DE PRUEBAS TOXICOLÓGICAS DE NUEVO INGRESO	59	52	62	86	118	115	99	93	99	68	62	63	**976**
CANTIDAD DE PRUEBAS TOXICOLÓGICAS	137	122	139	174	233	221	200	216	228	138	207	122	**2137**

Upper Table: Forza Medical Unit administer drug screenings for new hires and weekly and monthly checkups.

CONSULTAS	Ene	Feb	Mar	Abr	May	Jun	Jul	Ago	Sep	Oct	Nov	Dic	YTD
CANTIDAD DE CONSULTAS COLABORADORES	375	388	654	621	582	758	935	822	188	153	454	244	**6174**
1A VEZ	59	52	62	86	118	115	99	93	99	68	62	63	**976**
SUBSECUENTE	316	336	592	535	464	643	836	729	89	85	387	181	**5193**
Turno 1	375	388	654	621	582	758	935	822	188	153	449	244	**6169**
Turno 2	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Turno 3	0	0	0	0	0	0	0	0	0	0	0	0	**0**
MASCULINO	375	336	570	607	559	679	856	772	174	143	428	213	**5712**
FEMENINO	0	52	84	14	23	79	79	50	14	10	21	31	**457**
Semana 1	97	33	166	132	142	91	228	246	38	31	150	51	**1405**
Semana 2	75	80	130	152	173	257	245	160	47	33	74	63	**1489**
Semana 3	119	144	123	105	164	171	229	258	34	28	168	51	**1594**
Semana 4	47	131	151	170	92	210	100	11	69	41	57	68	**1147**
Semana 5	38	0	82	62	92	29	133	0	0	20	0	11	**467**
CONTROL DE EMBARAZOS	0	0	0	0	0	0	0	0	0	0	0	0	**0**
CONTROL DIABETICOS E HIPERTENSOS	10	18	9	10	12	18	16	8	8	4	15	8	**136**

Upper Table: Current records indicate a strong use of medical consultations. Some of the services provided are diabetes and hypertension checkups.

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8.3 Partnerships

Rio Grande International Study Center

Board Member

RGISC has formed partnerships and alliances with a diversity of groups to improve the environmental health of the community. Working with these groups and agencies, RGISC acts as a catalyst in promoting changes in community attitudes and behavior. RGISC operates on a modest budget provided by foundation grants, sponsorships, memberships and donations.





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Texas A&M International University

Zero-Emissions Vehicle Study

Forza is actively participating in a Zero-Emission Vehicle pilot project at Port Laredo focused on evaluating the feasibility of electric and natural gas vehicles for on-road and cross-border drayage operations.

As a key industry partner, Forza provides critical real-world operational data that supports the validation of vehicle performance within border logistics environments, helps identify the infrastructure requirements necessary for successful implementation, and assesses the potential economic impacts of zero-emission transportation solutions on the broader logistics and trucking industry.



From left to right : Andrea Vazquez, Daniel Covarrubias, Roberto Perez, Karyme Castillo. Meeting with the Texas A&M Transportation Institute.

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9. Certifications, Audits & Compliance

SBTi
Near Zero Goals
In process of Net-Zero

Supplier Leadership On Climate Transition
Since 2024

Texas Small Business Association

Minority Business Enterprise
National Minority Supplier Development Council

Bonded Carrier
U.S. Customs and Border Protection

Find out more at https://forzatrans.com/certifications/

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10. Future ESG Goals & Roadmap

Short-term Sustainability Targets

- Strengthen ESG governance and reporting processes aligned with EcoVadis standards.
- Report to CDP and SBTi's.
- Enhance driver and employee health & safety programs.
- Expand employee training focused on ethics, compliance, and sustainability awareness.
- Increase community engagement and social responsibility initiatives.
- Strengthen supplier evaluation and sustainable procurement practices.



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10. Future ESG Goals & Roadmap

Long-term Sustainability Targets

- Gradually expand Forza's electric fleet operations.
- Develop infrastructure that supports greater energy efficiency and long-term grid independence.
- Increase the use of clean and renewable energy solutions within operations.
- Maintain continuous improvement in workplace safety, employee wellbeing, and ethical business practices.



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11. Appendices

METHODOLOGY

Forza's ESG reporting methodology is based on internationally recognized sustainability frameworks and evidence-based reporting practices.

The methodology follows the core EcoVadis principles of evaluating a company's sustainability management system through three main pillars:

- **Policies** — documented commitments, codes, and ESG policies
- **Actions** — implementation measures, programs, training, and operational controls
- **Results** — performance indicators, metrics, monitoring, and continuous improvement

Forza's reporting structure is designed around the four EcoVadis assessment themes:

- **Environment** — emissions, fuel efficiency, waste management, environmental compliance, and sustainability initiatives
- **Labor & Human Rights** — employee wellbeing, health & safety, training, diversity, and labor practices
- **Ethics** — business integrity, compliance, anti-corruption, and responsible conduct
- **Sustainable Procurement** — supplier standards, responsible sourcing, and supply chain management



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METHODOLOGY

The reporting process is supported by:

- Internal policies and documented procedures
- Quantitative KPI tracking and operational data
- Supporting evidence and records
- Cross-functional stakeholder participation
- Continuous improvement and corrective action monitoring

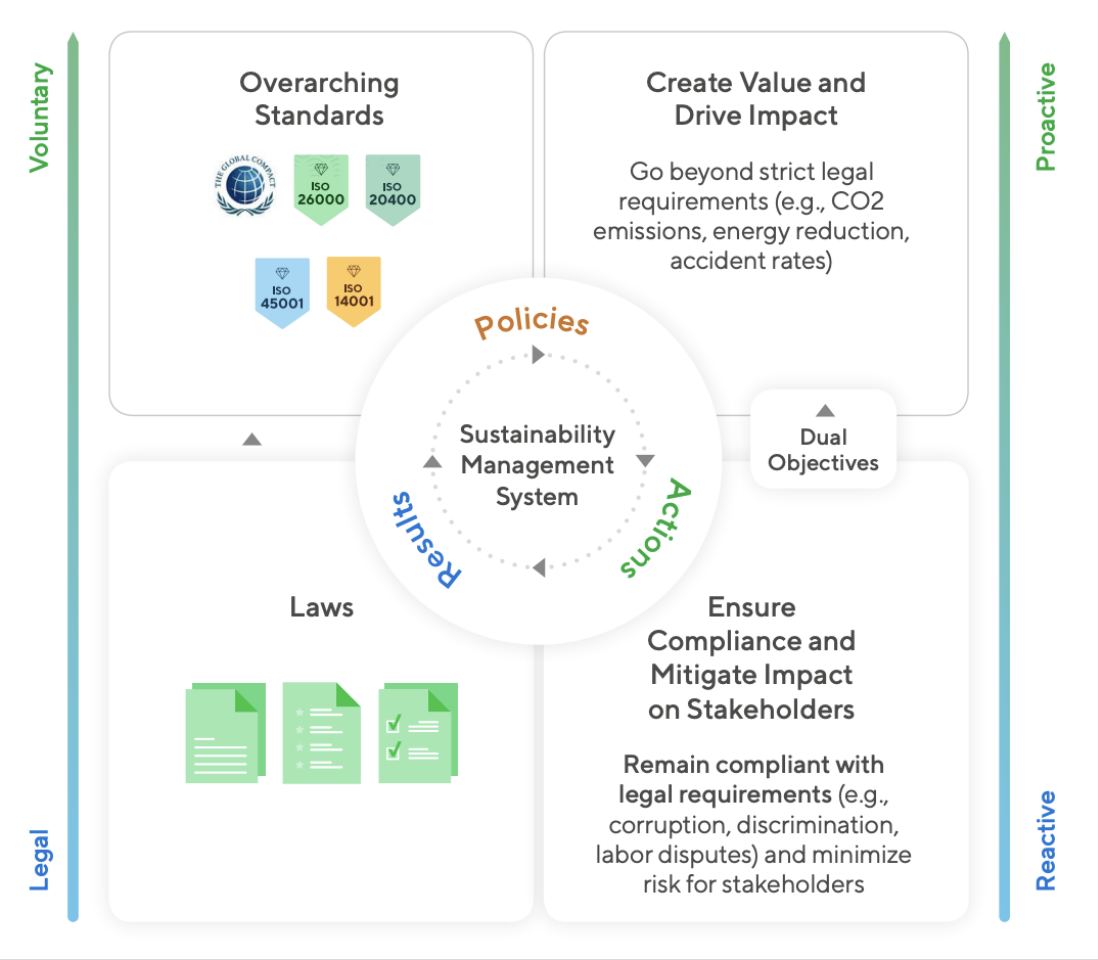


FIGURE: ECOVADIS FRAMEWORK

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11. Appendices

GLOSSARY

A

- **Audit**
  A formal review or inspection used to verify compliance, performance, and accuracy of ESG-related processes and reporting.

B

- **Board Governance**
  The system by which a company is directed and controlled, including oversight of ethics, risk management, and ESG strategy.

C

- **Carbon Footprint**
  The total amount of greenhouse gas emissions generated directly or indirectly by company operations.
- **Compliance**
  Following applicable laws, regulations, and internal policies related to labor, safety, environment, and ethics.
- **Corporate Social Responsibility (CSR)**
  Business practices focused on contributing positively to society, employees, and communities.

D

- **Diversity & Inclusion (D&I)**
  Policies and practices that promote equal opportunities and representation within the workplace.

E

- **Environmental (E)**
  The environmental component of ESG, including emissions, energy use, waste management, and sustainability initiatives.
- **ESG (Environmental, Social, and Governance)**
  A framework used to evaluate a company's sustainability, ethical impact, and governance practices.
- **Ethics**
  Principles and standards that guide responsible and honest business conduct.

G

- **Governance (G)**
  The management structure, policies, and oversight systems that ensure accountability, transparency, and ethical decision-making.
- **Greenhouse Gas Emissions (GHG)**
  Gases released into the atmosphere that contribute to climate change, such as carbon dioxide (CO_2).

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H

- **Health & Safety**
  Programs and procedures designed to protect employees, contractors, and communities from workplace hazards.

M

- **Materiality Assessment**
  A process used to identify the ESG topics most important to stakeholders and the business.

S

- **Social (S)**
  The social component of ESG, covering employee wellbeing, labor practices, community engagement, and human rights.
- **Stakeholders**
  Groups or individuals affected by the company's operations, such as employees, customers, suppliers, and communities.
- **Sustainability**
  Operating in a way that balances economic growth, environmental protection, and social responsibility for long-term success.

T

- **Transparency**
  Open and accurate communication regarding company operations, policies, and ESG performance.

W

- **Workplace Culture**
  The shared values, behaviors, and environment that shape employee experience within the company.

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GHG US Fleet updated to 2025 (USA).

YEAR	MILES	GALLONS	MPG	TCO2e	DIFFERENCE % MPG
2019	31900006	4520681	7.06	4639.844	
2020	33412791	4636009	7.21	47102.764	2.12
2021	47391792	6163703	7.69	62628.635	6.66
2022	62968033	8403250	7.49	85382.075	-2.6
2023	91072637	11489429	7.93	116746.554	5.87
2024	125,069,419	16,460,841	7.6	188664.694	-4.16
2025	139363062	17879916	7.79	182574	2.5

SOURCE: IFTA DOCUMENTS FOR 2025

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For more information, please visit

https://forzatrans.com/sustainability/

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