



Sexual and Discriminatory Harassment Policy

May 2026

This document was approved by HSL Supply Chain Mexico, S.A. de C.V.'s Board of Directors and is publicly available on our website. All employees are informed about the contents of this document.

Sexual and Discriminatory Harassment Policy

1. Policy Statement

HSL Supply Chain Mexico, S.A. de C.V. (the “Company”) is committed to providing a work environment that is free from discrimination, harassment, sexual harassment, workplace violence, bullying, intimidation and retaliation. This Policy is intended to support compliance with applicable Mexican labor, anti-discrimination, workplace violence, occupational health and safety, and related laws and standards, including the Ley Federal del Trabajo, the Ley Federal para Prevenir y Eliminar la Discriminación, the Ley General de Acceso de las Mujeres a una Vida Libre de Violencia, NOM-035-STPS-2018, and other applicable federal, state and local laws and regulations. Nothing in this Policy limits any rights or protections available under applicable law. All supervisors and managers are responsible for helping enforce this Policy and for promptly escalating concerns as described below.

2. Applicability

This Policy applies to all Company employees and applicants, and also applies, where relevant, to directors, officers, managers, supervisors, contractors, consultants, temporary workers, suppliers, customers, visitors, truck drivers and other third parties when interacting with Company personnel or participating in work-related activities. It applies at Company offices, warehouses, processing sites, distribution facilities, customer or supplier sites, Company vehicles, during business travel, training, business meetings, work-related social events, and through electronic communications, including email, messaging applications and social media. Failure to comply with this Policy may result in disciplinary action, up to and including termination of employment or business relationship, subject to applicable law.

3. Prohibited Conduct

A. Definitions.

- **Discrimination and Discriminatory Harassment** - Any distinction, exclusion, restriction, preference, statement, conduct, communication, decision or treatment based on a protected category that has the purpose or effect of impairing equal treatment or creating an intimidating, hostile, offensive or abusive work environment. Protected categories include ethnic or national origin, skin color, culture, race, sex, gender, age, disability, social, economic, health or legal condition, religion, physical appearance, genetic characteristics, immigration status, pregnancy, language, opinions, sexual orientation, gender identity or expression, political affiliation, marital status, family situation or responsibilities, criminal history, veteran or military status, and any other category protected by applicable law.
- **Hostigamiento** - The exercise of power in a relationship of real subordination in the workplace, expressed through verbal, physical or both types of conduct.

- **Sexual Harassment (Acoso Sexual)** - A form of violence involving abusive power that, even without a relationship of subordination, creates a defenseless or risk situation for the person subjected to it, regardless of whether it occurs once or repeatedly. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, sexual comments, messages, images or jokes, physical contact, or other verbal, visual, electronic or physical conduct of a sexual nature.
- **Workplace Violence** - Acts of harassment, mistreatment, bullying, threats, intimidation or abusive conduct against an employee or other covered person that may harm the person's integrity, dignity, health or working conditions.

B. Sexual or Discriminatory Harassment: Directors, officers, employees, contractors and non-employees under the Company's control must not engage in discrimination, discriminatory harassment, sexual harassment, hostigamiento, acoso sexual, workplace violence, bullying, threats, intimidation or retaliation. Conduct may violate this Policy even if it does not violate applicable law, and will be assessed based on all relevant circumstances, including the perspective of a reasonable person in the complainant's circumstances.

C. Retaliation: Retaliation against anyone for making a good-faith report, raising a concern, requesting guidance, refusing to participate in prohibited conduct, or cooperating in an investigation is prohibited. A good-faith report is protected even if the concern is ultimately not substantiated. Knowingly false or malicious reports may result in discipline.

4. Reporting Sexual or Discriminatory Harassment

Any employee, applicant, contractor, consultant or other covered person who believes that they have been subjected to Sexual Harassment, Discriminatory Harassment, workplace violence or retaliation, or who has knowledge of such conduct involving others, should promptly report the incident. Reports may be made to a supervisor, Human Resources, the Legal Department, or by email to EthicsHelp@hudsonshipping.com or etica@hsl-logistics.com. If a report involves a direct supervisor, the report should be made to another manager, Human Resources or the Legal Department. Managers and supervisors who receive a report or become aware of potential misconduct must promptly escalate the matter to Human Resources or the Legal Department. Reports may be made orally or in writing and may be made anonymously where permitted by law and practicable.

5. Policy Publication and Training

Management will inform employees, new employees and applicants for employment of this Policy and their right and responsibility to report Sexual Harassment, Discriminatory Harassment, workplace violence and retaliation. The Policy will be made available to employees on the Company's intranet site or through other appropriate means. The Company will provide appropriate training and will maintain and implement any related procedure or protocol required under applicable law.

6. Investigation of Reports and Corrective Action

The Company will promptly review and, as appropriate, investigate reports alleging Sexual Harassment, Discriminatory Harassment, workplace violence or retaliation. Investigations will be conducted impartially and confidentially to the extent practicable. The Company may take interim measures to protect individuals involved in a report or investigation. Employees are expected to cooperate in investigations and preserve relevant information. Corrective action, up to and including termination of employment or business relationship, will be taken as warranted and subject to applicable law.

7. Reporting Violations and External Rights

Employees should immediately report any known or suspected violations of this Policy to their supervisor, Human Resources, the Legal Department, or the reporting channels listed above. Nothing in this Policy prohibits any person from filing a complaint with, reporting to, or cooperating with competent labor, anti-discrimination, criminal or other governmental authorities. Retaliation against employees who report concerns in good faith or cooperate with an investigation is prohibited.

8. Roles and Responsibilities

Employees and management are responsible for understanding and complying with this Policy. Managers and supervisors have a particular responsibility to model appropriate conduct, respond promptly to concerns, report potential violations to Human Resources or the Legal Department, support investigations and ensure that appropriate corrective measures are implemented.

9. Policy Review

This Policy shall be reviewed by HSL Supply Chain Mexico, S.A. de C.V.'s Board of Directors and Corporate Social Responsibility team in full on an annual basis. More frequent reviews will take place in response to organizational or legislative changes. Management will undertake these reviews with all changes being communicated to employees after implementation.

Next scheduled review: May 2027

10. Acknowledgements

Read and approved by:
Board of Directors
HSL Supply Chain Mexico, S.A. de C.V.
May 2026

[Date:]
Read and Approved
Employee [Name:]

This Policy may be amended from time to time with or without notice by the Company.