



Hub Group Expands Mexico Intermodal & Logistics Capabilities through Joint Venture with EASO

Investor Presentation

OCTOBER 2024



DISCLOSURE

CERTAIN FORWARD-LOOKING STATEMENTS

Statements in this presentation that are not historical facts are forward-looking statements, provided pursuant to the safe harbor established under the Private Securities Litigation Reform Act of 1995. These forward-looking statements are not guarantees of future performance and involve risks, uncertainties and other factors that might cause the actual performance of Hub Group to differ materially from those expressed or implied by this discussion and, therefore, should be viewed with caution. Further information on the risks that may affect Hub Group's business is included in filings it makes with the SEC from time to time, including those discussed under the "Risk Factors" section in Hub Group's most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. Hub Group assumes no obligation to update any such forward-looking statements.

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ABOUT HUB GROUP

Hub Group offers comprehensive transportation and logistics management solutions. Keeping our customers' needs in focus, Hub Group designs, continually optimizes, and applies industry-leading technology to our customers' supply chains for better service, greater efficiency, and total visibility. As an award-winning, publicly traded company (Nasdaq: HUBG) with over \$4 billion in revenue, our nearly 6,000 employees and drivers across the globe are always in pursuit of "The Way Ahead" – a commitment to service, integrity and innovation. For more information, visit [hubgroup.com](https://www.hubgroup.com).



About EASO

Business Overview

- Founded in 1972 and headquartered in Mexico City, EASO is a family-led, premier intermodal and trucking logistics provider in Mexico
- The Company is the largest intermodal carrier in Mexico, specializing in intermodal, dedicated trucking, truckload and freight brokerage services
- Through a network of terminals across Mexico, EASO serves the entire Mexican domestic market and main logistics hubs in the U.S. using its intermodal cross-border network
- Customers are large Fortune 500 customers in the consumer staples and food & beverage sectors
- EASO maintains long-term relationships with Class 1 railroads, enabling seamless connectivity across Mexico and into the U.S. and Canada
- EASO estimates full year 2024 revenue of \$115 million
- Strong performance over the past 3 years stemming from expansion of intra-Mexico and cross-border intermodal capabilities, accelerated by positive nearshoring trends:
 - Nearshoring initiatives have fostered a substantial increase in U.S. to Mexico trade, driving expansion in manufacturing activity within Mexico, increasing the demand for logistics services
 - USMCA has served as a pivotal catalyst in increasing trade volumes, harmonizing regulations, and driving infrastructure as well as environmental improvements
 - The growth of e-commerce has spurred a surge in demand for trucking and freight brokerage services, with customers demanding faster deliveries



Transaction Overview

CATEGORY	HIGHLIGHTS
Structure	<ul style="list-style-type: none">• Joint venture with Hub Group acquiring majority interest in EASO
Accretion	<ul style="list-style-type: none">• Immediately accretive to Hub Group’s 2024 EPS• Expected cross-sell and operational synergies will further enhance Hub’s financial results
Synergies	<ul style="list-style-type: none">• Cross-sell intra-Mexico and cross-border capabilities to Hub customers• Cross-sell Hub services to EASO customers enabling service offering expansion• Leverage (and expand) EASO-Hub drayage capabilities• Reduce cost of capital for EASO enabling additional investment• Redeploy idle Hub assets (e.g., tractors, containers)• Expand margin through pricing improvements and cost reduction opportunities• Implement Hub IT systems to improve customer experience and support volume growth
Integration	<ul style="list-style-type: none">• Coordinate with U.S. and Mexico sales teams to drive cross-selling opportunities• Utilize EASO drayage capabilities for existing Hub intra-Mexico drayage• Integrate Hub Group’s technology and systems to support growth• Expand equipment footprint to support growth• The founding family will continue leading and managing the joint venture, with support from their existing management team and Hub Group



Transaction Rationale



Significantly Scales End-to-End Transportation Offering

- Joint venture will be the largest cross-border and intra-Mexico IMC
- Boosts Hub's cross-border service offering through EASO's expertise in intra-Mexico intermodal and transportation services
- Adds significant scale to Hub's intermodal business as EASO is the largest intermodal carrier in Mexico; will drive insourcing and expansion of Hub Mexico drayage operations
- Supports EASO equipment repositioning in the U.S. and the utilization of Hub equipment in Mexico



Expands Geographical Footprint Across the Border

- Mexico is the largest importer of goods into the U.S. with Mexico's government committing \$38.6B in infrastructure investment to support increased growth
- Increases Hub's physical footprint in Mexico with EASO's network of terminals throughout the country
- Leverages EASO's local market knowledge and expertise to establish new customer relationships and expand Hub's intra-Mexico and cross-border business
- Adds strong Mexican-based leadership with the proven ability to execute on complex strategic initiatives



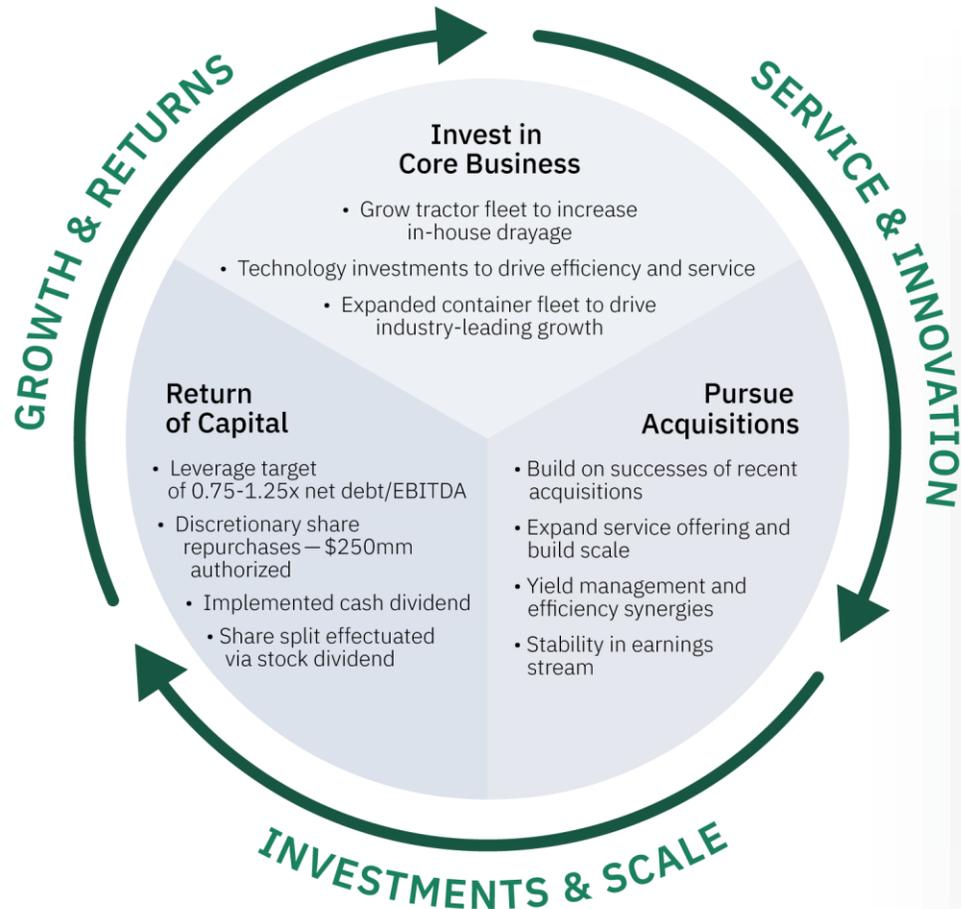
Enables Cross-Selling Opportunities

- In 2023, Mexico attracted more than \$106B in foreign direct investment announcements with \$42B originating from U.S.-based companies
- Significant pipeline of blue-chip customers looking for a full-service cross-border solution
- U.S. and Mexico sales teams to drive various cross-selling initiatives such as cross-border intermodal services



JOINT VENTURE WITH EASO

Aligns with Hub Group's Capital Allocation Strategy



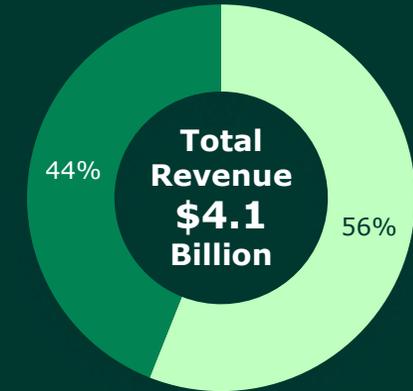
Driving Scale in High-Growth, Cross-Border Industry

- Significant uptick in cross-border activity has resulted in Mexico becoming the #1 trade partner with the U.S.
- Joint venture will be the largest intermodal and cross-border carrier in Mexico

Revenue by Segment

(% of total revenue)

Pro Forma LTM 6/30/2024

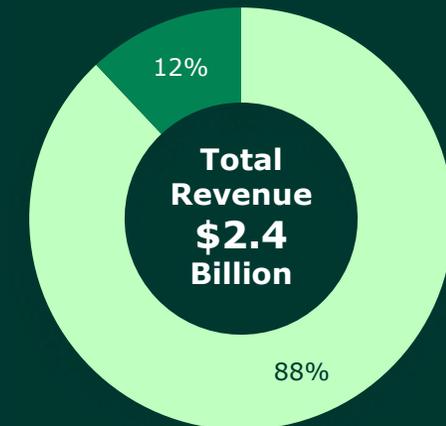


- Intermodal & Transportation Solutions
- Logistics

Intermodal & Transportation Solutions Revenue

(% of total revenue)

Pro Forma LTM 6/30/2024



- Intermodal
- Dedicated





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