

## SAFETY, HEALTH, AND WELL-BEING POLICY

### 1. Objective

At Alpek, we promote a culture of safety, health, and well-being for our employees, suppliers, contractors, and stakeholders by complying with the rules and regulations related to this policy, both internal to the organization and to the countries in which we operate.

### 2. Scope

This policy applies to the Board of Directors, executives, employees, interns, and those who, although not employees, act on behalf of Alpek.

### 3. Guidelines

- 3.1. All processes and policies related to the safety, health, and well-being of Alpek's stakeholders will be actively communicated through training, digital and print media.
- 3.2. Each Alpek Business Unit shall have a person responsible for Well-being, Safety, and Health issues to ensure the implementation, continuous improvement, and monitoring of guidelines, processes, and incident indicators related to accidents, illnesses, and medical examinations.
- 3.3. All Alpek Business Units shall have a Crisis Committee capable of responding adequately to events that threaten or affect Alpek's people, environment, reputation, and/or assets.
- 3.4. We evaluate the well-being of our employees through our Engagement and Well-being Survey, which is applied at least once every two years and whose results are taken into account in short- and long-term improvement plans.

*General Premise: All Business Groups and Companies shall align themselves with the regulatory framework established in the Alpek Policies. Company policies may have different conditions, but never less restrictive than the framework established by the Alpek Policy.*

### Approvals

Name	Position	Authorization Date
José Armando Ramos Cantú	Senior Vice President Human Capital	February 26 <sup>th</sup> 2021
José Carlos Pons de la Garza	Chief Financial Officer	February 26 <sup>th</sup> 2021
José de Jesús Valdez Simancas	Chief Executive Officer	February 26 <sup>th</sup> 2021

Through the Integrity and Transparency Helpline, you can report situations that do not comply with our Safety, Health, and Well-being Policy.

E-mail: [buzon@alfa.com.mx](mailto:buzon@alfa.com.mx) Webpage: <http://www.alfa.com.mx/CONT/transparency.htm> Phone Number (no cost): 01800-265-2532