

# SAFETY, HEALTH, AND WELL-BEING POLICY

## 1. Objectives

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.

We are committed to continuously improving safety performance for both employees and contractors, maintaining high standards across all operations. We aim to maintain a low Total Recordable Incident Rate (TRIR) year after year, while working every day to achieve zero incidents and striving to be recognized among the leading companies in safety performance within our industry.

We are also committed to complying with all applicable environmental, health, and safety laws, regulations, and internal standards across all regions where we operate. This policy and its related procedures are periodically reviewed and updated to reflect regulatory changes, emerging risks, operational learnings, and industry best practices.

Alpek aims to proactively identify, assess, and mitigate risks throughout its operations, as part of an ongoing commitment to continuous improvement. Our objective is to strengthen a culture of prevention by promoting ongoing learning, eliminating performance barriers, and ensuring that all incidents and known risks are timely reported, properly classified, and effectively addressed.

We seek to ensure that 100% of employees and contractors continue receiving Environmental, Health, and Safety (EH&S) and good working practices training tailored to their specific job role, work location, required knowledge and skills, and applicable regulatory requirements, reinforcing our commitment to competence development and operational safety.

Alpek aims to foster a culture of safety and shared responsibility by ensuring that all employees and contractors are expected, encouraged, and empowered to identify and report unsafe or unhealthy work conditions without fear of reprisal. As part of this objective, all individuals are authorized to stop work when they perceive unsafe conditions and are encouraged to escalate risk concerns to their supervisors, reinforcing proactive risk management and prevention.

Alpek aims to ensure that 100% of its sites continue implementing and maintaining a Health and Safety Emergency Action Plan, conducting periodic occupational health and safety risk assessments, and performing regular equipment safety inspections or audits, as part of its commitment to risk management and regulatory compliance.

## 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. Responsibilities

### 3.1. Business Units Management:

- Ensure the effective implementation of this policy by assigning a responsible person or team for Safety, Health, and Well-being matters. They must monitor compliance, support continuous improvement initiatives, and oversee the management of incident indicators related to accidents, illnesses, and medical evaluations. They

are also responsible for forming and maintaining a Crisis Committee capable of responding to events that could impact people, the environment, assets, or corporate reputation.

### 3.2. Employees and Contractors:

- Are expected to comply with all safety, health, and well-being guidelines, to participate in required training, and to report unsafe conditions or behaviors without fear of reprisal. They are empowered to stop work when they perceive unsafe conditions and must escalate risk concerns to their supervisors.

### 3.3. Human Capital department:

- Coordinates the application of the Engagement and Well-being Survey at least every two years and ensures that results are integrated into short- and long-term improvement plans. It also supports the promotion of a culture of prevention, shared responsibility, and well-being.

## 4. Guidelines

- 4.1. 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.
- 4.2. Each Alpek Business Unit shall have a person responsible for safety, health and well-being issues to ensure the implementation, continuous improvement, and monitoring of guidelines, processes, and incident indicators related to accidents, illnesses, and medical examinations.
- 4.3. 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.
- 4.4. 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.
- 4.5. All employees and contractors receive Environmental, Health and Safety (EH&S) training tailored to their job role, location, required knowledge and skills, and applicable regulatory requirements.

## 5. Policy Review and Communication

- 5.1. This policy shall be reviewed at least once a year to ensure its continued relevance, effectiveness, and alignment with applicable regulations and organizational needs. In the event of any updates or modifications, Alpek is committed to promptly communicating any changes to all relevant stakeholders through appropriate internal communication channels.

All personal and personal health information collected in connection with this Policy will be handled in strict compliance with applicable data privacy laws and Alpek's data privacy policies.

### Approvals

Name	Position	Date of Approval
Teresa Quintero	Vice President Human Capital	April 14 <sup>th</sup> 2025
Jorge Pedro Young	Chief Executive Officer	April 14 <sup>th</sup> 2025

Through the Integrity and Transparency Helpline, you can anonymously report situations that do not comply with our Safety, Health, and Well-being Policy, including occupational health and safety incidents, risks, and concerns.

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