



**ESG BOOKLET
2020**



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INTRODUCTION

The ESG booklet aims to provide a consolidated overview of Alpek’s ESG performance. Metrics included in this booklet cover our activities during the period from Jan 1st to Dec 31st for the years indicated.

This ESG booklet presents further detail through performance data tables and comments that were not included in our Sustainability / ESG Annual Reports.

Note to users: Some of the performance data included in this booklet is also included in our Annual Reports. This document should be read in conjunction with the Sustainability/ESG Report as it is not a substitute for these. Read the full and previous Annual Reports at www.alpek.com

OUR APPROACH TO REPORTING

GRI 102-49

In Alpek, as part of our risk management process, we constantly monitor trends, growth opportunities and resources that can help us achieve our ESG goals. In 2020, the ESG landscape became more important than ever as the COVID-19 crisis highlighted many global issues that we have begun to better address. ESG funds have been outperforming traditional investments during this crisis, which may be a turning point for how we do business. We revisited our Purpose as a company and carefully analyzed the methodologies and frameworks we can use for both improving our reporting process and boost the successful execution of our ESG Strategy. Readers of our Annual Report 2020 will find the information disclosed under the following structure, through which we explain how we identify ESG risks, what we do to address them, which targets we have or will set to improve, and the governance of each priority issue.



REPORTING FRAMEWORK

Since 2015, we have been reporting our ESG and sustainability information under the GRI methodology, now GRI Standards. However, as of this year we decided to evolve in our reporting, through an adapted approach of the TCFD recommendations, answering the GRI Standards and integrating the SASB Standards we could accurately respond.

We decided to combine the GRI Standards with other methodologies, such as the *SASB Standards* and the *S&P Global CSA Indicators*. Consequently, the reporting framework that the *Task Force on Climate-related Financial Disclosures* (TCFD) provides is quite effective, and we have adapted it to aid us in the process of executing our ESG Strategy, as well as to contribute to the UN Sustainable Development Goals.

REPORTING FRAMEWORKS	WHERE TO FIND THEM	WHAT THEY ARE
GRI Standards	GRI reporting Index 2020	The Global Reporting Initiative (known as GRI) is an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption.
SASB Chemicals Sector Standards	https://www.sasb.org/wp-content/uploads/2018/11/SASB-Standards-Application-Guidance-2018-10.pdf	SASB Standards enable businesses around the world to identify, manage and communicate financially-material sustainability information to their investors.
TCFD Reporting Framework	https://www.tcfhub.org/getting-started/	The TCFD has developed a framework to help public companies and other organizations more effectively disclose climate-related risks and opportunities through their existing reporting processes.
United Nations Sustainable Development Goals	https://sdgs.un.org/es/goals	The Sustainable Development Goals by 2030 are the blueprint to achieve a better and more sustainable future. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice.
CDP Carbon Disclosure Project	https://www.cdp.net/en/	CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Over the past 20 years we have created a system that has resulted in unparalleled engagement on environmental issues worldwide. Find out more about how we work.
S&P Global CSA	https://www.spglobal.com/esg/csa/	The CSA applies a best-in-class approach to assess the management of ESG issues in companies and industries around the world. Based on their performance, companies receive scores ranging from 0 to 100 and percentile rankings for approximately 20 financially relevant sustainability criteria across economic, environmental, and social dimensions.

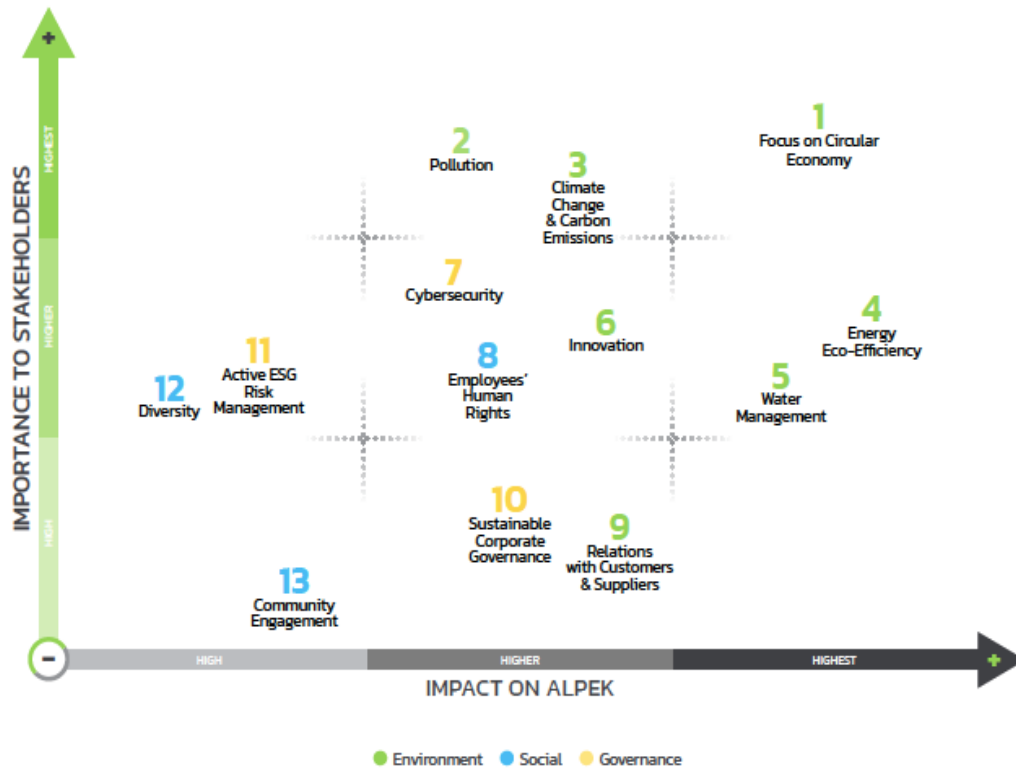
MATERIALITY

OUR PRIORITY ISSUES

GRI 104-46 & 104-47 | CSA 1.2.1 & 1.3.3

As part of Alpek’s ESG Risk Management, we have adopted a dynamic approach towards our Materiality Matrix, through which we carry out an extensive analysis of ESG and industry trends, and how our stakeholders perceive our performance. This resulted in the new matrix shown below, that depicts the most pressing issues Alpek will be addressing in the coming years, without leaving aside those that are perceived as necessary for our industry.

CURRENT MATERIALITY MATRIX 2020



PRIORITY ISSUES	
1	Focus on Circular Economy
2	Pollution
3	Climate Change and Carbon Emissions
4	Energy Eco-Efficiency
5	Water Management
6	Innovation
7	Cybersecurity
8	Employees' Human Rights
9	Relations with Customers and Suppliers
10	Sustainable Corporate Governance
11	Active ESG Risk Management
12	Diversity
13	Community Engagement

HOW OUR CURRENT PRIORITY ISSUES COMPARE TO PREVIOUS ONES

GRI 104-47 | CSA 1.2.1 & 1.3.3

We have observed some similarities between our previously defined priority issues in 2015 and the new ones. The fundamental difference is the shift from a broad perspective into a focused one.

This table shows the priority issues that are no longer in our materiality matrix, why, and how we will be addressing the issues that may cover them in one way or another, and whenever applicable.

CURRENT PRIORITY ISSUES	PREVIOUS PRIORITY ISSUES	FUNDAMENTAL DIFFERENCE
Focus on Circular Economy Pollution Climate Change and Carbon Emissions	Climate Change and Emissions Strategy	We have found that these issues continue to be material for our operations, now embedded also into a circular economy and fighting pollution approach.
Cybersecurity Active ESG Risk Management	Operations and Risk Strategy Relations with NGOs and Regulatory Agencies	ESG risks have become part of the overall risk strategy of the company. This entails our effective engagement and collaboration with associations, regulator and other institutions in order to identify the current trends in ESG.
Sustainable Corporate Governance	Investor Relations Corporate Governance CSR Management	These previous issues have now migrated into a sustainable focus on governance, in which the governance bodies are fully engaged in the ESG strategy execution, aligned with the business goals.
Employees' Human Rights Diversity	Labor practices Health and Safety	Advocating for human rights within our operations involves many more elements than only fair labor practices.
Innovation Relations with Customers and Suppliers	Distribution of Wealth Customer and Supplier Relations	This issue has to do with the economic indirect impacts that are embedded in our communities' development, local suppliers and executives hiring, and others.
PRIORITY ISSUES WITH NO CHANGE		
Energy Eco-Efficiency Water Management Community Engagement		

STAKEHOLDER ENGAGEMENT

GRI 102-40 to 102-45 | CSA 1.3.3

As mentioned above, we have continuous engagement with all our stakeholders through diverse channels to understand their needs, apply their recommendations when needed, and communicate information regarding our ESG Strategy. This engagement happens in many ways and at different levels across Alpek, from the Board of Directors to regulators and members in local communities. In 2020, we also reviewed the approach and scope we have established with several stakeholders, which resulted in a clearer description of who they are and the relationship we hold with them.



These are some of the ways we engaged with Stakeholders in 2020:

Stakeholder	Communication channel	Frequency	Main concerns and issues	How we have responded
Employees	Daily Safety Talks Organizational climate survey Face-to-face meetings Quality and performance scorecard Transparency helpline Communication and safety teams Email	Permanent	Health and Safety Home office and flexible working schemes COVID Safety procedures Goals, training, and objectives status	Brief and important EHS topics are communicated to prevent exposure to hazards. Adapting the working schemes Providing all the safety measures The status of the objectives, an overview of the business and important topics that occurred in the quarter are presented
Customers	Press releases Face-to-face meetings Website On-site visits Surveys Phone Calls / Email Response on CDP and S&P Global CSA platforms	Permanent	Product quality and new products Commercial issues Commercial issues Delivery in time and form, technical services Quality and HSE Policy Objectives	We address every concern by communicating clearly and in the most transparent way possible. We also implement improvements to products and services on an ongoing basis.
Suppliers	Phone Calls / Email Face-to-face meetings On-site visits Website Talks and training	Permanent	Requisitions, delivery times and payments Suppliers' assessment and relations with the company Information about HSE Commercial and Quality issues Budgets Logistics	We address every issue with our suppliers through training, meetings for clarifications, as well as speaking with the companies responsible for our safety, logistics, budgets and other processes and their compliance
Shareholders	Shareholders' Meeting Quarterly and annual reports Dialogue and in-person meetings	Monthly Quarterly Annually	Responsible Care Objectives Accidents and Safety issues CAPEX, OPEX Establishment and accomplishment of KPIs	Through a constant dialogue and reports, we address any concern our shareholders may have.
Communities & Society	Community development programs On-site visits Grievance mechanisms Community committees Engagement with local authorities Job fairs Open door policy Community Advisory Panels	Permanent	Safety measures, contingency management, and drills Environmental care Coordination of operational issues Recycling programs Environmental education Jobs opening Social actions and donations Knowing about the projects, programs and activities the company is carrying out.	Every claim is treated as a Non-Conformance, followed by establishing action to solve it permanently. In late 2020 we started the development of our Community Engagement Policy, to establish engagement guidelines. We also helped our direct and indirect communities with COVID-related support.
Other	On-site visits Educational talks Communication with Local Authorities	Permanent	Safety Events in Universities and Job Fairs	We respond to every concern, question or suggestion through the appointed channels

PILLAR 1 | LEAD WITH EMPATHY

WORKFORCE

Priority Issues: 8. Employees' Human Rights & 12. Diversity

In 2020, we dove deeper into our processes and strengthened our data gathering process, to enhance the transparency providing more details of our workforce and labor practices. This led us to respond to diverse ESG platforms in a more effective way, and to identify the data that we still lack, and the initiatives needed to be implemented. Here you will find detailed information on our workforce breakdown by several diversity factors. Also, in late 2020 we started developing the policies that will provide the corresponding guidelines that will get us closer to a more sustainable operation. For example, even when each of our Business Units had their own Health, Safety and Environment policies, we developed one with a global scope, since we understand the importance of governance and commitment by the Top Management, so we can align efforts and grow together. Regarding Diversity, it is important to highlight that we have increased our female staff by 13% from 2018 to 2020, and we will continue with this trend. We understand that diversity makes us stronger, and this will be a focus point for the coming years.

GRI 102-8 | CSA 3.2.1

Employee breakdown by Type (Number of employees)	2018	2019	2020
Total Employees	5,797	5,874	6,283
Executive Management	215	216	206
Management	1,926	2,071	2,145
Non-management	3,656	3,587	3,932
Female	862	907	968
Executive Management	22	25	44
Management	597	651	656
Non-management	243	231	268
Male	4,935	4,967	5,315
Executive Management	193	191	176
Management	1,329	1,420	1,475
Non-management	3,413	3,356	3,664

GRI 102-8 | CSA 3.2.2

Female Employee breakdown by Position (Number of employees)	2018	2019	2020
Total Female Employees	862	907	968
In All Executive Management	22	25	44
In Junior and Middle Executive Management	22	25	42
In Top Executive Management	0	0	2
In STEM-related positions of total workforce	NA ¹	NA ¹	608
In Management positions in revenue-generating functions (e.g. sales and production, excluding support functions such as HR, IT, Legal, etc.)	NA ¹	NA ¹	22

1. Due to changes in the current methodology this information is not available.

GRI 405-1 | CSA 3.2.3

Employee breakdown by Country (Number of employees)	2018	2019	2020
Total Employees	5,797	5,874	6,283
Executive Management	215	216	206
Management	1,926	2,071	2,145
Non-management	3,656	3,587	3,932
Mexico	3,300	3,205	3,168
Executive Management	141	145	139
Management	1,080	1,091	1,064
Non-management	2,079	1,969	1,965
Canada	67	71	69
Executive Management	1	3	0
Management	21	21	22
Non-management	45	47	47
United States	1,171	1,326	1,602
Executive Management	35	27	21
Management	432	492	597
Non-management	704	807	984
Argentina	391	387	403
Executive Management	13	18	16
Management	130	113	117
Non-management	248	256	270
Chile	268	262	318
Executive Management	9	9	8
Management	54	55	60
Non-management	205	198	250
Brazil	600	623	617
Executive Management	16	14	8
Management	209	299	252
Non-management	375	310	357
United Kingdom	0	0	99
Executive Management	0	0	9
Management	0	0	31
Non-management	0	0	60
Shanghai – Singapore	0	0	7
Executive Management	0	0	4
Management	0	0	2
Non-management	0	0	0

GRI 405-1 | CSA 3.2.4

Employee breakdown by Age (Number of employees)	2018	2019	2020
Total Employees	5,797	5,874	6,283
Over 50 years old	1,316	1,383	1,539
Male	1,201	1,239	1,389
Female	115	144	150
30-50 years old	2,990	3,009	3,326
Male	2,521	2,524	2,769
Female	469	485	557
Under 30 years old	1,491	1,482	1,418
Male	1,213	1,204	1,144
Female	278	278	274

GRI 401-1 | CSA 3.5.1

Employee Hiring and Rates (Number of hired employees)	2018		2019		2020	
Total new employees	716	12%	861	15%	473	8%
Over 50 years old	31	2%	73	5%	47	3%
Male	27	2%	56	5%	36	3%
Female	4	3%	17	12%	11	7%
30-50 years old	289	10%	315	10%	225	7%
Male	234	9%	255	10%	181	7%
Female	55	12%	60	12%	44	8%
Under 30 years old	396	27%	473	32%	201	14%
Male	334	28%	402	33%	148	13%
Female	62	22%	71	26%	53	19%

GRI 401-1 | CSA 3.5.6

Employee Turnover (% of total employees)	2018	2019	2020
Voluntary Rate	0.68	0.47	0.60
Turnover Rate	2.94	2.74	1.20

EMPLOYEE ENGAGEMENT

Priority Issues: 8. Employees' Human Rights & 12. Diversity

What is not measured cannot be improved. In 2020 we carried out employee and engagement assessments so we can support their professional and personal growth. Through diverse methodologies such as the Development Model in Styropek, or Alpek's Talent Development Platform in our Caprolactam Business Unit, as well as Organizational Culture Surveys, we carry out an integral process of setting goals, targets and commitments that allow our employees to feel like the essential part of the company.

GRI 404-3 | CSA 3.5.4

Employee Engagement (% Actively engaged employees)	2018	2019	2020
Employee Engagement Score	74%	70%	82%
Data coverage of Alpek Employees	86%	87%	78%

GRI 102-41 | CSA 3.2.6

Employee Freedom of Association (% of employees)	2018	2019	2020
Employees represented by an independent trade union or by collective bargaining	50.9%	59.5%	57.8%

OUR PEOPLE'S SAFETY

Priority Issues: 8. Employees' Human Rights & 12. Diversity

Health and Safety are of utmost importance for our employees' integrity and development. We constantly invest in security measures, as well as health campaigns to ensure a safe workplace. In 2020, we mainly focused our efforts on addressing the COVID-19 contingency, which we handled in a disciplined manner and resulted in no contagions within our facilities.

Every Business Unit has a Health and Safety system in place and mechanisms to respond to every emergency, as well as occupational medical care, periodic examinations, and monitoring of health programs. Our TRIR has decreased from since 2018 by 43%, which is a major achievement.

GRI 403-3, 403-9 & 403-10 | SASB RT-CH-320a.1 | CSA 3.7.2 & 3.7.3

Personal Safety Overview	2018 ⁽¹⁾	2019	2020
Total Recordable Incidents (number of incidents)	124	85	62
Incapacitating Incidents (number of incidents)	74	21	37
Non incapacitating Incidents (number of incidents)	50	64	25
Fatalities (number of incidents)	0	0	0
Lost days (number of days)	1,544	1,891	1,058
Loss ratio (200,000 worked hours)	20.55	31.24	15.99
TRIR - Total Recordable Incident Rate (200,000 hours worked)	1.65	1.40	0.94
LTIFR - Total Time Injury Frequency Rate (1,000,000 hours worked)	4.93	1.73	2.80
Hours Worked by Alpek Employees (number of hours)	15,024,124	12,106,363	13,231,077

(1) Due to changes in the current methodology this information has changed.

In 2020, the average training hours per employee decreased to 13 due to the pandemic. However, some of the active training programs included Design Thinking for Innovation, Cultural Transformation Workshops, Leadership Development, and Impact and Responsibility, through which our employees strengthened their skills. This resulted in an increase in submitted innovation projects and an improvement in leadership and technical skills.

GRI 404-1 & 403-10 | CSA 3.4.1

Training & Development (Average Training Hours per Employee)	2018	2019	2020
Employees	38	55	13
Female	35	37	16
Male	50	90	15
Non-management	32	40	9
Management and Executives	40	55	18

HUMAN RIGHTS

Priority Issues: 8. Employees' Human Rights & 12. Diversity

CSA 3.3.2

From effectively executing anti-bribery and corruption practices, to providing constant training on our values, our purpose, and how we do business, we make sure ethics are ingrained in our Company culture. In 2020, we deployed an Alpek Code of Ethics as well as a Human Rights Policy, to enhance our commitment as a Company to our employees' and communities' human rights.

Every Business Unit carries out their own Human Rights due diligence process, in which they consider the following elements:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining
- Safe and Hygienic working conditions
- Prohibition of child labor
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- No harsh treatment is allowed

The following are the results from our Transparency Helpline from 2018 to 2020:

GRI 205-2 & 205-3 | CSA 1.4.6, 1.4.7 & 3.7.1

Corruption & Bribery Cases Overview (Number of complaints and/or issues)	2018	2019	2020
Corruption and Bribery	1	3	4¹
Discrimination	0	0	0
Resolved complaints			75%

(1) One of the cases is still active thus it has not been resolved.

GRI 401-3 | CSA 3.7.1

Maternity and Paternity Leave (Number of Cases)	2018 ¹	2019	2020
Maternity leave		48	22
Paternity leave		61	81
Reincorporation after Maternity or Paternity leave		77	61
Reincorporation Rate		71%	59%

(1) This information was not previously disclosed.

COMMUNITY ENGAGEMENT

Priority Issues: 13. Community Engagement

As part of our efforts to work closely with our peers and regulators to boost sustainable development, we participate in diverse business Chambers and Associations. This is the best way to engage with our industry stakeholders, and have our concerns addressed by the authorities. We also carry out philanthropic activities every year to support our communities and those in need. In 2020, we focused our efforts on the COVID-19 contingency.

GRI 102-13

Chambers and Associations Participation (Name of the institutions)	
Argentina	
Asociación Argentina de Poliestireno (AAPE)	Cámara exportadores (CERA)
American Chamber of Commerce Arg (Amcham)	Comité industrial Medio Ambiente Campana-Zarate (CICACZ)
Asociación Nacional de Industrias de Materiales Aislantes (ANDIMA)	Cámara Industria PET Argentina (CIPETAR)
Asociación Civil Argentina Pro Reciclado del PET (ARPET)	Cámara de Industria Química y Petroquímica (CIQyP)
Cámara Argentina de Industria Plástica (CAIP)	Cámara importadores (CIRA)
Cámara Argentina de la Industria de reciclados plásticos (CAIRPLAS)	Instituto Argentino del Envase
Cámara Argentina de la Industria Petroquímica	Instituto Petroquímico Argentino (IPA)
Cámara Comercio Argentina-Mexicana	Unión Industrial Zarate
Brazil	
Associação Brasileira da Indústria do PET (ABIPET)	Sindicato das Indústrias de Produtos Químicos para Fins Industriais,
Asociación Industrial Química Brasileña (ABIQUIM)	Resinas Sintéticas, Tintas e Vernizes do Estado de Pernambuco (Siquimpe)
Brazilian Association of Producers of Artificial and Synthetic Fibers (ABRAFAS)	
Canada	
Assoc for Dev.& Innovation in Chemistry in Quebec	Engineering Association - Quebec
Canada Chamber of Commerce - Quebec	Montreal East Industry Association
Canadian Payroll Association	Mutuelle (Montreal) PetroChemical Coaliton
Chemist Association - Quebec	Technology Professionals Assoc - Quebec
Chile	
Cámara Chilena de la Construcción (CChC)	Centro de Envases y Embalajes de Chile (CENEM)
Cámara Chileno-Mexicana	
Mexico	
AISTAC - Asociación de Industriales del Sur de Tamaulipas	Cámara Nacional de la Industria de Transformación (CANACINTRA)
Asociación Nacional de Industrias del Plástico (ANIPAC)	Comisión de la Industria del Plástico, Responsabilidad y Desarrollo Sustentable (CIPRES)
Asociación Nacional de la Industria Química (ANIQ)	Confederación Patronal de la República Mexicana (COPARMEX)
Asociación Petroquímica y Química Latinoamericana (APLA)	Instituto Mexicano de Ingenieros Químicos (IMIQU)
Cámara de la Industria de Transformación de Nuevo León (CAINTRA)	Plan de Manejo para el Reciclaje de EPS (RENNUEVA)



Chambers and Associations Participation (Name of the institutions)	
United Kingdom	
British Plastics Federation	Northeast England Process Industry Cluster
Chemical Industry Assoc	PET Container Recycling Europe
Committee of PET Manufacturers in Europe	RECOUP Plastics Recycling
Northeast England Chamber of Commerce	
United States	
Wayne County, IN Economic Development Corporation	Indiana Chamber of Commerce
Berkely County, SC Chamber of Commerce	Indiana Recycling Coalition
Carolinas Recycling Association	MS Economic Council
Central SC Alliance	National Association for PET Container Resources
EPS Industry Alliance (EPSIA)	Society for Human Resources Management
Fayetteville-Cumberland County Economic Development Corp.	The Recycling Partnership
Hancock County, MS Community Development Foundation	Wayne County IN Chamber of Commerce
Hancock County, MS Youth Leadership	Wayne County, IN Economic Development Corporation

CSA 3.6.2

Total Philanthropic Contributions (Thousand U.S. dollars)	2018 ¹		2019		2020	
Charitable donations			2,741	100%	1,947	92%
Community investments			-	0%	162	8%

(1) This information was not previously disclosed

PILLAR 2 & 3 | EMBRACE CHANGE & GROW RESPONSIBLY

MATERIALS AND WASTE GENERATION

Priority Issues: 1. Focus on Circular Economy and 2. Fight Pollution

The responsibility of our procurement processes as well as the correct disposal of our waste and products is essential to fight pollution and continue advancing towards a circular economy business model. In 2020, as part of our long-term strategy we continued to emphasize Foster a Circular Economy as one of the main strategic priorities for the future of our company. We continue to consolidate our leadership in the rPET industry, as well as the promotion of recycling within our industry.

GRI 301-1

Materials used by Weight or Volume (tons)	2018 ¹	2019 ¹	2020
Total material used			6,473
Raw materials			5,611
PTA			2,596
MEG			773
Paraxylene			2,241
Acetic Acid			129
Propylene			446
Styrene			246
Bio MEG			14
Partially oriented yarn (POY)			28

(1) This information was not previously disclosed.

GRI 301-2

Recycled Materials Used (tons)	2018	2019	2020
Recycled materials (bottles to flakes)	72.3	99.1	99.1

GRI 306-4 | CSA 2.3.5 | SASB RT-CH-150a.1

Non-Hazardous Waste (tons)	2018	2019	2020
Waste Generated	39,672	68,654	78,347
Used/recycled/sold	24,517	32,507	45,037
Total Disposed	15,155	36,147	33,310

GRI 306-2 & 306-4 | CSA 2.3.9 | SASB RT-CH-150a.1

Hazardous Waste (tons)	2018	2019	2020
Waste Generated	1,480	2,749	1,801
Used/recycled/sold	172	222	463
Total Disposed	1,308	2,526	1,338

PRODUCTION

Priority Issue: 9. Relations with Customers and Suppliers

Production by Country (million tons)	2018 ¹	2019	2020
Argentina		0.18	0.18
Brazil		0.89	1.02
Canada		0.11	0.12
Chile		0.02	0.02
Mexico		2.48	2.41
United Kingdom		0	0.25
United States		2.10	2.15
Total	5.63	5.78	6.15

(1) This information was not previously disclosed.

Production by Segment (million tons)	2018 ¹	2019	2020
Polyester		4.89	5.37
Plastics & Chemicals		0.89	0.78
Total	5.63	5.78	6.15

(1) This information was not previously disclosed.

Production by Product (million tons)	2018 ¹	2019	2020
Polyester Chain (PTA, PET and Fibers)		4.89	5.37
Polypropylene (PP)		0.49	0.45
Expandible Polystyrene (EPS)		0.28	0.27
Other Chemicals		0.12	0.06
Total	5.63	5.78	6.15

(1) This information was not previously disclosed.

PILLAR 4 | MAXIMIZE RESOURCE EFFICIENCY

EMISSIONS

Priority Issues 1. Focus on Circular Economy 2. Fight Pollution & 3. Carbon Emissions

We report on our emissions generation aiming to reduce them as much as possible, and work towards a net-zero operation. In the meantime, and while we set up our corporate goals for emissions reductions, our Business Units have been implementing their own goals through process optimization and machinery improvement, as well as the improvement of transportation fleets. Emissions reduction or carbon neutrality is one of the focus points in the short-term, and 2020 was the year in which all the BU united in order to better understand how we can do this together.

CSA 2.3.1

Scope 1 Emissions by Country (million CO ₂ tons)	2018 ¹	2019	2020
Argentina		0.03	0.03
Brazil		0.13	0.17
Canada		0.01	0.02
Chile		0.00	0.01
Mexico		0.26	0.22
United Kingdom		0	0.03
United States		0.37	0.29
Total	1.29	0.80	0.77

Scope 1 Emissions by Segment (million CO ₂ tons)	2018 ¹	2019	2020
Polyester		0.64	0.65
Plastics & Chemicals		0.16	0.12
Total	1.29	0.80	0.77

(1) This information was not previously disclosed.

Scope 1 Emissions by Product (million CO ₂ tons)	2018 ¹	2019	2020
Polyester Chain (PTA, PET and Fibers)		0.64	0.65
Polypropylene (PP)		0.07	-
Expandible Polystyrene (EPS)		0.01	0.01
Other Chemicals		0.07	0.10
Total	1.29	0.80	0.77

(1) This information was not previously disclosed.

CSA 2.3.2

Scope 2 Emissions by Country (million CO ₂ tons)	2018 ¹	2019	2020
Argentina		0.02	0.03
Brazil		0.14	0.02
Canada		0.02	0.00
Chile		0.01	0.00
Mexico		1.06	0.95
United Kingdom		0	0.02
United States		0.37	0.42
Total	1.13	1.62	1.44

(1) This information was not previously disclosed.

Scope 2 Emissions by Segment (million CO ₂ tons)	2018 ¹	2019	2020
Polyester		1.42	1.24
Plastics & Chemicals		0.20	0.20
Total	1.13	1.62	1.44

(1) This information was not previously disclosed.

Scope 2 Emissions by Product (million CO ₂ tons)	2018 ¹	2019	2020
Polyester Chain (PTA, PET and Fibers)		1.42	1.24
Polypropylene (PP)		0.02	0.10
Expandible Polystyrene (EPS)		0.02	0.07
Other Chemicals		0.17	0.03
Total	1.13	1.62	1.44

(1) This information was not previously disclosed.

GRI 305-1 & 305-2 | CSA 2.3.6, 2.3.7 & 2.3.10 | SASB RT-CH-110a.1 & RT-CH-120a.1

GHG Emissions by Gas (tons)	2018	2019	2020
Methane (CH ₄)	NA ¹	768	707
Nitrous Oxide (N ₂ O)	NA ¹	1,275	1,423
NO _x	409	779	455
Sox	263	95	263
Hazardous Air Pollutants (HAPs)	369	396	295
Volatile Organic Compounds (VOCs)	840	816	674
Particulates (PM)	175	146	150

(1) This information was not previously disclosed.



Environmental Incidents or Situations (Number of Incidents)	2018	2019	2020
Non-compliance associated with environmental permits, standards, and regulations	0	0	0
Governed by national, state, and local statutory permits and regulations	0	0	0

ENERGY CONSUMPTION

1. Focus on Circular Economy, 3. Climate Change and Carbon Emissions & 4. Energy Eco-Efficiency

The road towards the use of more alternative energies is long, but we are on the right path to do it. One of our business goals is to be more process-efficient, which involves this issue.

GRI 302-1 to 302-5 | CSA 2.3.3

Energy Consumption by Country (million GJ)	2018	2019	2020
Argentina	0.77	0.73	0.70
Brazil	0.01	3.81	4.26
Canada	-	0.48	0.51
Chile	0.08	0.17	0.17
Mexico	17.36	18.27	18.42
United Kingdom	0	0	0.84
United States	10.63	10.33	10.34
Total	28.85	33.79	35.24

GRI 302-1 to 302-5 | CSA 2.3.3

Energy Consumption by Segment (million GJ)	2018	2019	2020
Polyester	19.01	27.71	31.12
Plastics & Chemicals	9.84	6.08	4.12
Total	28.85	33.79	35.24

CSA 2.3.3

Energy Consumption by Product (million GJ)	2018	2019	2020
Polyester Chain (PTA, PET and Fibers)	19.01	27.71	31.12
Polypropylene (PP)	1.32	1.10	1.07
Expandible Polystyrene (EPS)	0.90	0.80	0.76
Other Chemicals	7.62	4.18	2.29
Total	28.85	33.79	35.24

GRI 302-1 to 302.5 | CSA 2.3.3

Energy Consumption by Type (million GJ)	2018	2019	2020
Natural gas	20.62	26.11	27.31
Coal	0.07	0.00	0.01
Diesel	0.02	0.00	0.02
Fuel oil	0.07	0.00	0.00
Gasoline	0.00	0.00	0.00
Ethanol	0.00	0.11	0.10
Others	2.02	0.25	0.00
Total Direct Consumption	22.80	26.47	27.44
Electricity	7.10	7.32	7.24
Steam	0.89	0.12	0.56
Indirect Energy Consumption	7.99	7.44	7.80
Total Consumption	30.79	33.91	35.24
Internally Produced Energy with NG	4.90	11.86	13.65
Total Electricity and Steams Consumption	12.90	18.92	21.45
Total Energy Cost (U.S. \$M)	279.69	240.74	211.46

WATER CONSUMPTION

Priority Issue: 5. Water Management

Water care and conservation is one of the main issues in the international agenda and the Sustainable Development Goals. We join the global community efforts in its proper management to achieve these goals. In 2020, we gave ourselves the task to better understand our withdrawal, discharges, and consumption data, to further develop a water management strategy and be more efficient in its usage. We found that ~70% of our withdrawals are used for cooling processes, so, this water is returned to its sources complying with the discharge quality standards applicable. This means that our real water consumption is minimal compared to the withdrawals, and it is something worth highlighting.

GRI 303-5 | CSA 2.3.4 | SASB RT-CH-140a.1

Water Consumption (million cubic meters)	2018	2019	2020
Total Withdrawals	92.95	114.59	104.46
Total Discharges	NA ¹	92.98	84.52
Total Consumption	NA¹	21.61	19.94

(1) This information was not previously disclosed.

GRI 303-3 | CSA 2.3.4 | SASB RT-CH-140a.1

Water Withdrawals by Source (million cubic meters)	2018	2019	2020
Fresh surface water, including rainwater, rivers and lakes	88.30	107.81	100.69
Brackish surface water	0	0	0
Groundwater - renewable	0	0	0
Groundwater - non-renewable	3.7	3.53	1.37
Produced/Entrained water	-	-	-
Third-party sources	0.95	3.25	2.40
Total	92.95	114.59	104.46

GRI 303-4 | CSA 2.3.4 | SASB RT-CH-140a.1

Water Discharges by Destinations (million cubic meters)	2018 ¹	2019	2020
Fresh surface water		90.71	82.07
Brackish surface water		1.09	0.98
Groundwater		-	-
Third-party destinations		1.18	1.47
Total	NA¹	92.98	84.52

(1) This information was not previously disclosed.



Water Management (million cubic meters)	2018 ¹	2019	2020
Treated		10.67	10.60
Recycled		2.53	2.50
Total Treated water		13.20	13.10

(1) This information was not previously disclosed.

GRI 303 | CSA 2.3.4 | SASB RT-CH-140a.2

Water Related Incidents or Situations (Number of Incidents)	2018	2019	2020
Non-compliance associated with environmental permits, standards, and regulations	0	0	0
Governed by national, state, and local statutory permits and regulations	0	0	0

GRI 303 | CSA 2.6 | SASB RT-CH-140a.1

Water Risk Management (million cubic meters)	2018 ¹	2019	2020
Operating Sites in Water Stress Areas (Number)		2	2
Water Withdrawals in Water Stress Operating Sites			
million cubic meters		1.45	1.46
% of total Withdrawals		1.3%	1.4%
Water Consumption in Water Stress Operating Sites			
million cubic meters		1.04	0.89
% of total Consumption		4.8%	4.5%

(1) This information was not previously disclosed.

PILLAR 5 | SUSTAINABLE CORPORATE GOVERNANCE

BOARD OF DIRECTORS

Priority Issues: 10. Sustainable Corporate Governance & 11. Active ESG Risk Management

2020 was a pivotal year to prove our leadership and resilience as a Company. Our Board Members and Top Management were the base of the pyramid that held it all together. In order to ensure the proper implementation of our initiatives, our Directors appointed an ESG Champion who then developed an ESG Strategy aligned with the business objectives.

GRI 405-1 | CSA 1.1.4

Board of Directors Composition (Number of Board Members)	2018	2019	2020
Female	1	1	1
Male	9	10	10
Total	10	11	11

GRI 405-1

Board of Directors Independence Composition (Number of Board Members)	2018	2019	2020
Independent	5	5	5
Independent Proprietary	1	2	2
Related Proprietary	2	2	2
Patrimonial	2	2	2
Total	10	11	11
Audit and Corporate Practices Committee	3	3	3

CSA 1.1.5

Board of Directors Assistance (% of Assistance to all Board Meetings)	2018	2019	2020
Assistance	91%	98%	100%

CSA 1.1.6

Board of Directors Tenure (% of Assistance to all Board Meetings)	2018	2019	2020
10+	0	0	0
8-10	8	8	8
6-7	0	0	0
3-5	0	0	2
0-2	2	3	1

TAXES

Priority Issue: 11. Active ESG Risk Management

We are a company that complies with all regulations applicable to our industry. Timely payment of taxes is one of the main activities we carry out to fulfill our corporate civic duty.

CSA 1.7.3

Effective Tax Rate (U.S. \$ million)	2018	2019	2020
Income before taxes	943	488	253
Income tax rate	30%	30%	30%
Statutory income tax rate expenses	283	147	76
Taxes for permanent differences between accounting-taxable income	765	390	197
Total income tax	(178)	(98)	(57)
Effective tax rate	19%	20%	22%
Comprised as follows:			
Current income tax	(107)	(127)	(91)
Deferred income tax	(71)	29	34
Total income tax	(178)	(98)	(57)

POLICIES

Priority Issue: 11. Active ESG Risk Management

CSA 1.7, 2.2 & 3.4

Links
Conflict of Interest Policy
Code of Conduct
Safety, Health and Well-Being Policy
Human Rights Policy
Anticorruption Policy
Environmental Policy

UNITED NATIONS GLOBAL COMPACT

Priority Issue: 11. Active ESG Risk Management

Links
UN Global Compact - Alpek
Letter of Commitment

TRANSPARENCY HELPLINE (CODE OF CONDUCT & HUMAN RIGHTS)

GRI 102-8, 406-1

As part of the process of engaging in the most transparent and effective ways with our stakeholders, we have a specific process.

Alfa and Alpek Policy Highlight

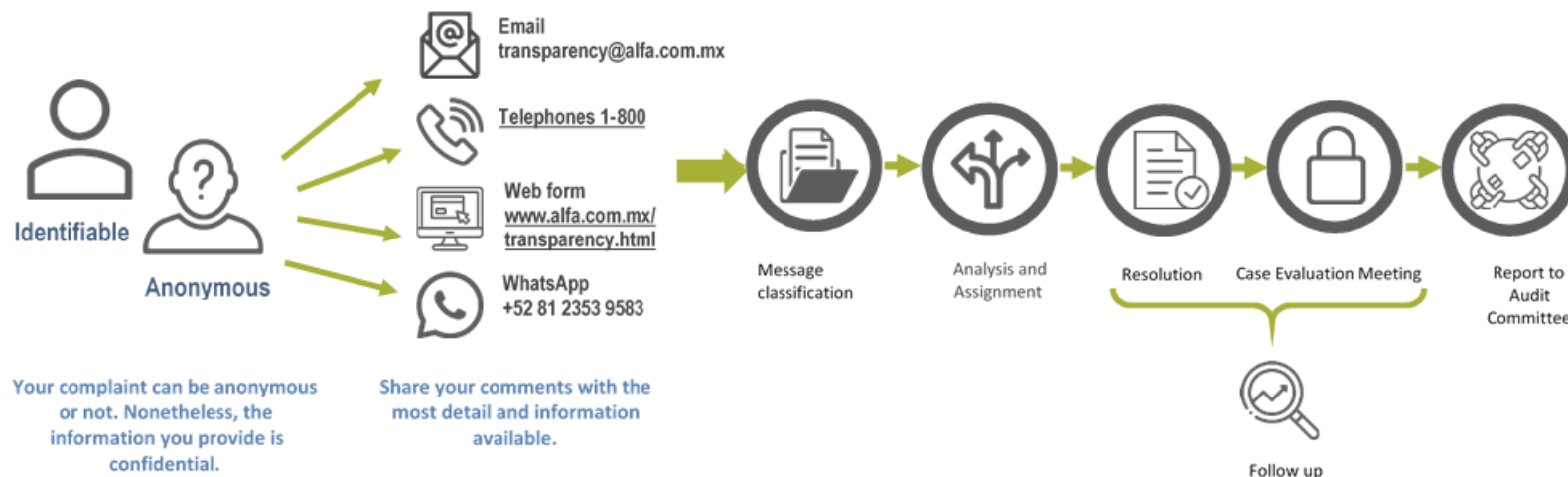
- We listen to complaints from all stakeholders.
- Alfa and Alpek are committed to processing them with transparency, fairness, keeping information confidential and protecting the whistleblower.
- Alpek uses Alfa’s transparency hotline as a third party.
- Complaints can be submitted by email, website, WhatsApp, and phone helplines.
- There is a minimum of information required for the complaint to be processed:
 - Name or anonymous
 - Person and company that is being reported
 - Date of the complaint
 - Details of the complaint
- The companies will protect the identities of the participants and will hold and manage them confidentially.

All our companies are supported by the Alfa Transparency Helpline

- Alfa’s Internal Audit department manages the Integrity and Transparency Helpline, as they have the proper operational processes and infrastructure required for its functioning.
- All complaints are monitored until their conclusion.
- It offers free and accessible multilingual communication channels to file complaints.
 - 1-800 Phone available in 31 countries
 - Emails received in any language
 - Website <http://www.alfa.com.mx/transparency.html> and <http://www.alpek.com/transparency-mailbox.html>
 - WhatsApp in various countries
- Integrity and Transparency Helpline communication and presence:
 - Internet: Websites of Alfa & subsidiaries
 - Pocket Calendars and Posters
 - Business documents: orders, requests, invoices, etc.
 - Annual company campaigns: Screensavers, mailing, videos, posters.

Country	Phone
Argentina	0800-444-5685
Brazil	0800-892-2016
Chile	800-914-378
Canada	1-866-238-2860
Mexico LD	52-818-748-2991
Mexico	01-800-265-2532
USA	1-866-482-1957

How our complaint-case is processed, through the transparency helpline:



- The Internal Audit of Alfa does the investigation and analysis.
- Depending on the complaint, additional company personnel may be involved to help the investigation.

LONG-TERM PERFORMANCE ALIGNMENT

CSA 1.1.8 & 1.1.9

Salaries and benefits received by our senior officers that were paid or accrued by us in 2020 and 2019 were Ps. \$347 million and Ps. \$413 million, respectively, consisting of base salary, benefits, and variable compensation programs. We currently have a stock plan in place for our Executive Officers under which awards are granted and payable over a five-year period. The cash amounts payable during such period are based on quantitative and qualitative metrics such as financial results, the stock value of Alpek and Alfa, executive tenure in the Company, among others. The Board of Directors of Alfa has appointed a technical committee to manage the plan, and it reviews the estimated cash settlement of this compensation at the end of each year.

DUAL-CLASS SHARES

CSA 1.1.8 & 1.1.14

There are no dual-class shares in the company.

MANAGEMENT OWNERSHIP REQUIREMENTS

CSA 1.1.10 & 1.1.11

No, there are no share ownership requirements, and to the best of our knowledge, none of our officers own more than 1% of our common shares.

GOVERNMENT OWNERSHIP

CSA 1.1.12

To the best of our knowledge, there is no Government ownership.

FAMILY OWNERSHIP

CSA 1.1.13

Founding individuals or family members individually do not have more than 5% of the voting rights.

GLOSSARY

Topic	Definition
Major operating sites	A site or grouping of sites that produce or manage petroleum, chemical, or manufactured products where such products, their production or their exploration processes have the potential to cause significant impact on the environment or the safety and health of employees, neighbors, or consumers.
Senior management	Includes employees who are group leaders, senior level leaders or in other management positions.
Areas of water stress and scarcity	Includes areas of med-high, high and very high-water stress based on World Resources Institute aqueduct data
Protected areas	Includes World Heritage Sites, Ramsar sites, IUCN Category I-II, Natura 2000 sites. See bp.com/protected-areas for details
COD	The capacity of water to consume oxygen during the decomposition of organic matter and the oxidation of inorganic chemicals such as Ammonia and nitrite. COD measurements are commonly made on samples of waste waters or of natural waters contaminated by domestic or industrial wastes. In wastewater treatment, the COD is used as an index to assess the effect discharged wastewater will have on the receiving environment.
Hazardous waste	Waste that is classified as hazardous (or the regulatory equivalent) by the local regulatory authority.
Non-hazardous waste	Waste that is not classified as hazardous (or the regulatory equivalent) by the local regulatory authority.
Oil spill	Any liquid hydrocarbon release of more than, or equal to, one barrel (159 liters, equivalent to 42 US gallons)
Sustainable emissions reduction	Sustainable Emission Reductions (SERs) result from actions or interventions that have led to ongoing reductions in Scope 1 (direct) and/or Scope 2 (indirect) GHG emissions (carbon dioxide and methane) such that GHG emissions would have been higher in the reporting year if the intervention had not taken place. SERs must meet three criteria: BP made a specific intervention that has reduced GHG emissions, BP must be able to quantify the reduction and it is expected to be ongoing. Reductions are reportable for a 12-month period from the start of the intervention/action.
Fatality	A fatality is any death of an employee or contractor as a result of a work-related incident.
Tier 1 process safety event	Losses of primary containment of greatest consequence – causing harm to a member of the workforce, costly damage to equipment or exceeding defined quantities
Tier 2 process safety event	Losses of primary containment of lesser consequence than tier 1
Loss of primary containment (LOPC)	An unplanned or uncontrolled release of oil, gas or other hazardous materials from a tank, vessel, pipe, truck, rail car or other equipment used for storage, separation, processing, or transfer.

GRI INDEX

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
GENERAL DISCLOSURES					
1: Organizational Profile					
102-1	Name of the organization	ALPEK S.A.B de C.V.			Fully
102-2	Activities, brands, products, and services	Annual Report 2020, pages 4 and 5.			Fully
102-3	Location of headquarters	San Pedro Garza García, Nuevo León, México.			Fully
102-4	Location of operations	Annual Report 2020, page 5.			Fully
102-5	Ownership and legal form	ALPEK S.A.B de C.V.			Fully
102-6	Markets served	Annual Report 2020, pages 4 and 5.			Fully
102-7	Scale of the organization	Annual Report 2020, page 5.			Fully
102-8	Information on employees and other workers	Annual Report 2020, pages 25 to 28. ESG Booklet 2020, Workforce			Fully
102-9	Supply chain	Annual Report 2020, pages 37 to 38, and 48.	Relations with customers and suppliers		Fully
102-10	Significant changes to the organization and its supply chain	Annual Report 2020, pages 6 to 9.	Relations with customers and suppliers		Fully
102-11	Precautionary Principle or approach	Annual Report 2020, pages 6 to 9, and 19 to 22.	Active ESG Risk Management		Fully
102-12	External initiatives	Annual Report 2020, pages 29 and 30.	Community Engagement	Goal 17: Partnerships for the goals	Fully
102-13	Membership of associations	ESG Booklet 2020, Community Engagement	Community Engagement	Goal 17: Partnerships for the goals	Fully
2: Strategy and Analysis					
102-14	Statement from senior decision-maker	Annual Report 2020, pages 6 to 9.	Sustainable Corporate Governance		Fully
102-15	Key impacts, risks, and opportunities	Annual Report 2020, pages 6 to 9.	Sustainable Corporate Governance		Fully
3: Ethics and Integrity					
102-16	Values, principles, standards, and norms of behavior	Annual Report 2020, page 16.		Goal 16: Peace, justice, and strong institutions	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
102-17	Internal and external pro ethics mechanisms related to enhance the integrity of the organization	ESG Booklet 2020, Human Rights	Employees' Human Rights Community Engagement Active ESG Risk Management	Goal 16: Peace, justice, and strong institutions	Fully
4: Governance					
102-18	Governance structure	Annual Report 2020, page 45.	Sustainable Corporate Governance		Fully
102-19	Delegating authority	The Board of Directors relies on the CEO, General Management, as well as the Finance Division for the issues of investment viability, strategic positioning of the company. Alpek also has an area specifically responsible for maintaining communication with its shareholders and investors. For the other areas, the directors of each one report directly to the General Management.	Sustainable Corporate Governance		Fully
102-20	Executive-level responsibility for economic, environmental, and social topics	The CFO is responsible at the executive level for the economic, and management positions for environmental and social topics.	Sustainable Corporate Governance		Fully
102-21	Consulting stakeholders on economic, environmental, and social topics	The concerns expressed by our stakeholders through our various means of communication, are transmitted to the highest governing body through the executive or managerial positions of each area of the company.	Sustainable Corporate Governance Active ESG Risk Management	Goal 16: Peace, justice, and strong institutions	Fully
102-22	Composition of the highest governance body and its committees	Annual Report 2020, page 44.	Sustainable Corporate Governance Active ESG Risk Management	Goal 5: Gender equality Goal 16: Peace, justice, and strong institutions	Fully
102-23	Chair of the highest governance body	Annual Report 2020, page 44.	Sustainable Corporate Governance	Goal 16: Peace, justice, and strong institutions	Fully
102-24	Nominating and selecting the highest governance body	The members of the Board of Directors are chosen based on their professionalism, business trajectory, leadership, experience and alignment with Alpek's values. No distinction is made for diversity factors such as gender, race, nationality and / or personal beliefs.	Sustainable Corporate Governance	Goal 5: Gender equality Goal 16: Peace, justice, and strong institutions	Fully
102-25	Conflicts of interest	Alpek has a Conflict of Interest policy for the members of the Board of Directors and for its employees. This establishes that the responsibilities and duties of the members of the Board are governed by the Mexican Securities Market Law (LMV), applicable in Mexico to securities issuers, considering the Code of Professional Ethics of the Mexican Stock Market Community, the Code of Best Corporate Practices, and the internal regulations of the Mexican Stock Exchange. In accordance with the LMV,	Active ESG Risk Management	Goal 16: Peace, justice, and strong institutions	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
		the members of the Board have a duty of diligence, so they must always act in good faith in the best interest of the company. They must keep confidentiality with respect to information and / or public matters of the company, as well as refrain from participating and being present in the deliberation and voting on matters that represent a conflict of interest. By policy, those members of the Board who may have a conflict of interest in the decision on any matter, must inform the Chairman and the other members, as well as refrain from participating in the discussion and exercising their vote at the meetings. In the case of employees, Alpek's policy states that they should avoid any situation in which their interests differ from those of the company. All employees who may have interests or relationships with current or potential suppliers or customers should inform their immediate supervisor.			
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report 2020, pages 8, and 18 to 23.	Sustainable Corporate Governance Active ESG Risk Management		Fully
102-27	Collective knowledge of the highest governance body	Each year, the learning dynamic within Alpek is strengthened in all areas of the company, including our management team. This year, thanks to the Materiality Analysis carried out, which directly involved managers and whose results were presented to them as a way of informing Alpek's future strategy, we managed to strengthen the company's ESG strategy.	Sustainable Corporate Governance Active ESG Risk Management		Fully
102-28	Evaluating the highest governance body's performance	There are several evaluation methods for directors that measure various factors: attendance to meetings of the Board and the committees to which they belong, up to their participation in the deliberations and the effectiveness of the strategic decisions taken.	Sustainable Corporate Governance Active ESG Risk Management		Fully
102-29	Identifying and managing economic, environmental, and social impacts	Annual Report 2020, pages 8, 16 and 19 to 23.	Sustainable Corporate Governance Active ESG Risk Management	Goal 16: Peace, justice, and strong institutions	Fully
102-30	Effectiveness of risk management processes	The Board of Directors follows the procedures in accordance with those established by the corporate governance standards contemplated in the Mexican Securities Market Law and the Code of Best Corporate Practices. In addition, it relies on the Audit, Corporate Practices, and Planning and Finance committees to review the company's strategy, administration and results, which include environmental and social issues. The evaluation is based on the fulfillment of Alpek's criteria, its commercial strategy and its investment policy: businesses related to current operations, strengthening of the competitive position, attractive markets (profitability and growth), generation of synergies and guaranteeing the competitiveness of the value chain.	Sustainable Corporate Governance Active ESG Risk Management		Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
102-31	Review of economic, environmental, and social topics	These issues are considered and analyzed at the meetings of the Board of Directors, which are held quarterly four times a year. It is important to note that the guidelines established in our Code of Ethics, as well as the 10 principles of the United Nations Global Compact are considered in all decisions and actions taken by the members of the Board.	Sustainable Corporate Governance Active ESG Risk Management		Fully
102-32	Highest governance body's role in sustainability reporting	Chief Financial Officer & Department.	Sustainable Corporate Governance		Fully
102-33	Communicating critical concerns	This is carried out during the quarterly meetings held by the Council.	Sustainable Corporate Governance		Fully
5: Stakeholder's Engagement					
102-40	List of stakeholder groups	ESG Booklet 2020, Stakeholder Engagement	Active ESG Risk Management	Goal 17: Partnerships for the goals	Fully
102-41	Percentage of employees in collective bargaining agreements	ESG Booklet 2020, Workforce	Employees' Human Rights	Goal 8: Decent work and economic growth	Fully
102-42	Identifying and selecting stakeholders	ESG Booklet, Stakeholder Engagement	Active ESG Risk Management	Goal 17: Partnerships for the goals	Fully
102-43	Approach to stakeholder engagement	ESG Booklet, Stakeholder Engagement	Active ESG Risk Management	Goal 17: Partnerships for the goals	Fully
102-44	Key topics and concerns raised	ESG Booklet, Stakeholder Engagement	Active ESG Risk Management	Goal 17: Partnerships for the goals	Fully
6: Reporting Practices					
102-45	Entities included in the consolidated financial statements	Annual Report 2020, page 54.	Sustainable Corporate Governance Active ESG Risk Management		Fully
102-46	Defining report content and topic Boundaries	Annual Report 2020, pages 19 to 21.	Active ESG Risk Management		Fully
102-47	List of material topics	Annual Report 2020, page 21.	Active ESG Risk Management		Fully
102-48	Restatements of information	It is explained on each page where there were restatements of information.			Fully
102-49	Changes in reporting	Annual Report 2020, page 18.			Fully
102-50	Reporting period	January 1 st , 2020 to December 31 st , 2020.			Fully
102-51	Date of most recent report	February 28th, 2020.			Fully
102-52	Reporting cycle	Annual.			Fully
102-53	Contact point for questions regarding the report	Sabino Parra, Compliance Alpek, Phone +52 818748 1111.			Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
102-54	Claims of reporting in accordance with the GRI Standards	This is our sixth year of reporting under the Global Reporting Initiative methodology, and the third in its standards version. The chosen option for reporting is Core.			Fully
102-55	GRI content index	Present.			Fully
102-56	External assurance	No external verification.			Fully

ECONOMIC PERFORMANCE

201: Economic Performance

103-1	Explanation of the material topic and its Boundary.	Annual Report 2020, pages 4 and 32 to 25, and 40.		Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure	Fully
103-2	The management approach and its components.				
103-3	Evaluation of the management approach.				
201-1	Direct economic value generated and distributed	Annual Report 2020, pages 4 and 32.		Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure	Fully
201-2	Financial implications and other risks & opportunities due to climate change	Annual Report 2020, pages 32 to 35, and 40.	Climate Change and Carbon Emissions	Goal 13: Climate action	Fully
201-3	Defined benefit plan obligations and other retirement plans	The pension plans, support for education and medical assistance are available to 100% of Alpek's employees. The pension system is a fixed contribution plan to which the company and employees contribute the same amount, which ranges from 4 to 17% of the employee's total salary and varies according to applicable labor regulations. The resources to cover these benefits are contributed 100% by the company. Indelpro: Started in 2007 a fund called "grow" by 4%. Akra: Started in 2007 with a program in "Old mutual" from 4% to 17%. Alpek Polyester: Started in 2007 a fund called "Old mutual" of 4% of base salary. Univex: They do not have any additional program besides the AFORE. Polioles: Started in 2007 a fund called "Skandia" and is a contribution between 4% to 13.44%	Employees' Human Rights	Goal 8: Decent work and economic growth	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
201-4	Financial assistance received from government	Alpek does not receive any financial aid from governments.			Fully
202: Market Presence					
103-1	Explanation of the material topic and its Boundary.		Diversity	Goal 8: Decent work and economic growth	Fully
103-2	The management approach and its components.				
103-3	Evaluation of the management approach.				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Country Minimum wage ratio - Alpek vs. legal minimum wage: Mexico 3.30 to 1, United States 2.07 to 1. There is no difference between Alpek minimum wages for men and women.	Diversity	Goal 4: Gender equality	Fully
202-2	Proportion of senior management hired from the local community	Approximately 90% of managers come from the same community where the operation is located.	Community Engagement	Goal 8: Decent work and economic growth	Fully
203: Indirect economic impacts					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, pages 29 and 30.	Community Engagement	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
203-1	Infrastructure investments and services supported	Annual Report 2020, pages 29 and 30.	Community Engagement	Goal 2: Zero Hunger Goal 5: Gender equality Goal 7: Affordable and clean energy Goal 11: Sustainable cities and communities	Fully
203-2	Significant indirect economic impacts	Annual Report 2020, pages 29 and 30.	Community Engagement	Goal 1: No poverty Goal 2: Zero Hunger Goal 3: Good health and well-being	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
				Goal 8: Decent work and economic growth Goal 10: Reduced inequalities Goal 17: Partnerships for the goals	
204: Procurement Process					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, pages 37 and 38.	Relations with customers and suppliers	Goal 12: Responsible consumption and production	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
204-1	Proportion of spending on local suppliers	Annual Report, page 37.	Relations with customers and suppliers	Goal 12: Responsible consumption and production	Fully
205 Anti-Corruption					
103-1	Explanation of the material topic and its Boundary		Sustainable Corporate Governance	Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components		Active ESG Risk Management		
103-3	Evaluation of the management approach				
205-1	Operations assessed for risks related to corruption	All our plants.	Active ESG Risk Management	Goal 16: Peace, justice and strong institutions	Fully
205-2	Communication and training about anti-corruption policies and procedures	ESG Booklet 2020, Humans Rights COMPLEMENT: In 2020 we developed and published our corporate Anticorruption Policy. Even when we had been abiding and complying with Alfa's Anticorruption Policy, we decided to establish our own in order to enhance our efforts on the subject.	Sustainable Corporate Governance Active ESG Risk Management	Goal 16: Peace, justice and strong institutions	Fully
205-3	Confirmed incidents of corruption and actions taken	ESG Booklet 2020, Human Rights	Active ESG Risk Management	Goal 16: Peace, justice and strong institutions	Fully
206: Anti-Competitive Behavior					
103-1	Explanation of the material topic and its Boundary			Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2020 there was no legal action against Alpek related to this aspect.		Goal 16: Peace, justice and strong institutions	Fully
ENVIRONMENT					
301: Materials					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, pages 33 to 35.	Focus on Circular Economy Pollution	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
301-1	Materials used by weight or volume	ESG Booklet 2020, Materials and Waste Generation	Focus on Circular Economy	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
301-2	Recycled input materials used	ESG Booklet 2020, Materials and Waste Generation	Focus on Circular Economy Pollution	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
301-3	Reclaimed products and their packaging materials	In 2020 there were no reclaimed products and their packaging materials.	Pollution	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
302: Energy					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, page 42.	Energy Eco-Efficiency	Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
302-1	Energy consumption within the organization	Annual Report 2020, page 42. ESG Booklet 2020, Energy Consumption	Energy Eco-Efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
302-2	Energy consumption outside of the organization	Annual Report 2020, page 42. ESG Booklet 2020, Energy Consumption	Energy Eco-Efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
302-3	Energy intensity	Annual Report 2020, page 42. ESG Booklet 2020, Energy Consumption	Energy Eco-Efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
302-4	Reduction of energy consumption	Annual Report 2020, page 42. ESG Booklet 2020, Energy Consumption	Energy Eco-Efficiency	Goal 7: Affordable and clean energy Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production Goal 13: Climate action	Fully
303: Water and Effluents					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, page 43.	Water Management	Goal 6: Clean water or sanitation	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
303-1	Interactions with water as a shared resource	Annual Report 2020, page 43.	Water Management	Goal 6: Clean water or sanitation	Fully
303-2	Management of water discharge-related impacts	Annual Report 2020, page 43.	Water Management	Goal 6: Clean water and sanitation	Fully



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
303-3	Water withdrawal	Annual Report 2020, page 43. ESG Booklet 2020, Water Consumption	Water Management	Goal 6: Clean water and sanitation Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
303-4	Water discharge	ESG Booklet 2020, Water Consumption	Water Management	Goal 6: Clean water and sanitation	Fully
303-5	Water consumption	ESG Booklet 2020, Water Consumption	Water Management	Goal 6: Clean water and sanitation	Fully
304: Biodiversity					
103-1	Explanation of the material topic and its Boundary	Nonmaterial for our operations.		Goal 6: Clean water and sanitation Goal 14: Life below water Goal 15: Life on land	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Certain Alpek operations are located close to areas of high biodiversity. In the United States, our Columbia plant is located 24 km from the Congaree National Park, while the Zarate plant in Argentina, is less than 25 km from the Paraná Delta Biosphere Reserve. Given that these are high-value areas for water and biodiversity, these facilities implement activities that contribute to water conservation and nearby habitats, such as funding habitat recovery and giving talks on species conservation.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
304-2	Significant impacts of activities, products, and services on biodiversity	Alpek operations do not affect these areas.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
304-3	Habitats protected or restored	See standard 304-1.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our operations do not affect vulnerable or endangered species.		Goal 6: Clean water or sanitation Goal 14: Life below water Goal 15: Life on land	Fully
305: Emissions					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, page 41. ESG Booklet 2020, Emissions Generation	Climate Change and Carbon Emissions	Goal 3: Good health and well-being	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-2	The management approach and its components			Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	
103-3	Evaluation of the management approach				
305-1	Direct (Scope 1) GHG emissions	Annual Report 2020, page 41. ESG Booklet 2020, Emissions Generation.	Climate Change and Carbon Emissions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-2	Energy indirect (Scope 2) GHG emissions	Annual Report 2020, page 41. ESG Booklet 2020, Emissions Generation	Climate Change and Carbon Emissions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-3	Other indirect (Scope 3) GHG emissions	Annual Report 2020, page 41. ESG Booklet 2020, Emissions Generation	Climate Change and Carbon Emissions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-4	GHG emissions intensity	ESG Booklet 2020, Emissions Generation	Climate Change and Carbon Emissions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-5	Reduction of GHG emissions	Annual Report 2020, page 41.	Climate Change and Carbon Emissions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
				Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	
305-6	Emissions of ozone-depleting substances (ODS)	Alpek does not emit these substances.	Climate Change and Carbon Emissions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Annual Report 2020, page 41. ESG Booklet 2020, Emissions Generation	Climate Change and Carbon Emissions	Goal 3: Good health and well-being Goal 12: Responsible consumption and production Goal 13: Climate action Goal 14: Life below water Goal 15: Life on land	Fully
306: Effluents and Waste					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, pages 33 to 35.	Focus on Circular Economy Pollution	Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
306-2	Waste by type and disposal method	ESG Booklet 2020, Materials and Waste Generation	Focus on Circular Economy Pollution	Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production	Fully
306-3	Significant spills	In 2020 there were no spills from our operations.	Pollution	Goal 3: Good health and well-being Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production Goal 14: Life below water	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
306-4	Transport of hazardous waste	No hazardous waste was transported in 2020.	Pollution	Goal 3: Good health and well-being Goal 12: Responsible consumption and production	Fully
306-5	Water bodies affected by water discharges and/or runoff	In 2020 there were no bodies of water or habitats affected by Alpek's operations.	Pollution	Goal 6: Clean water or sanitation Goal 12: Responsible consumption and production Goal 15: Life on land	Fully
307: Environmental Compliance					
103-1	Explanation of the material topic and its Boundary			Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
307-1	Non-compliance with environmental laws and regulations	In 2020 there were no sanctions regarding this aspect.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
308: Supplier Environmental Assessment					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, pages 37 and 38.	Relations with Customers and Suppliers	Goal 8: Decent work and economic growth, Goal 12: Responsible consumption and production	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
308-1	New suppliers that were screened using environmental criteria	No new suppliers screened in 2020.	Relations with Customers and Suppliers	Goal 8: Decent work and economic growth, Goal 12: Responsible consumption and production	Fully
308-2	Negative environmental impacts in the supply chain and actions taken	No negative impacts have been found.	Relations with Customers and Suppliers	Goal 8: Decent work and economic growth, Goal 12: Responsible consumption and production	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
SOCIAL					
401: Employment					
103-1	Explanation of the material topic and its Boundary			Goal 5: Gender equality Goal 8: Decent work and economic growth	Partially
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
401-1	New employee hires and employee turnover	ESG Booklet 2020, Workforce		Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Non-management workers have bonuses, vacation bonuses, pantry bonuses, savings funds, recognition for years of service and pension plan. Temporary and part-time employees do not have the pension plan.		Goal 8: Decent work and economic growth	Fully
401-3	Parental leave	ESG Booklet 2020, Our People's Safety	Employees' Human Rights	Goal 5: Gender equality Goal 8: Decent work and economic growth	Partially
402: Labor / Management Relations					
103-1	Explanation of the material topic and its Boundary.			Goal 8: Decent work and economic growth	Fully
103-2	The management approach and its components.				
103-3	Evaluation of the management approach.				
402-1	Minimum notice periods regarding operational changes	The minimum term is two weeks.		Goal 8: Decent work and economic growth	Fully
403: Occupational Health and Safety					
403-1	Occupational health and safety management system	All our plants have certifications in health and safety management systems, according to the health and safety regulations of their countries.	Employees' Human Rights	Goal 8: Decent work and economic growth	Fully
403-2	Hazard identification, risk assessment, and incident investigation	In accordance with the established management systems, the appropriate risk identification procedure is carried out at each plant. For direct workers (Scope 1), some of these actions are: start the day with the identification that the safety team is complete and in optimal conditions; Walk through the plant for risk identification; Documented procedures on how to act if one is detected; Review Checklist (Pause, Think, Act). For indirect workers but who are in our facilities (Scope 2), the same applies, in addition to having evaluations that we perform on their employers so	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
		that they provide adequate safety measures. Not all plants carry out this exercise with Scope 2 workers. All workers must report the incident or risk immediately to take corrective action.			
403-3	Occupational health services	Annual Report 2020, page 26. ESG Booklet 2020, Our People's Safety	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-4	Worker participation, consultation, and communication on occupational health and safety	Workers have various means of communication to convey any concern or need in occupational health and safety issues. No worker starts working at the plant if he does not take an induction course for his work and the risks that it may have.	Employees' Human Rights	Goal 8: Decent work and economic growth	Fully
403-5	Worker training on occupational health and safety	In 2020, specific trainings were carried at each site, according to the country where it is located. Training in health and safety was intensified as a response to the COVID-19 contingency.	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-6	Promotion of worker health	Annual Report 2020, page 26. ESG Booklet 2020, Our People's Safety	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report 2020, page 26. ESG Booklet 2020, Our People's Safety	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-8	Workers covered by an occupational health and safety management system	100% of our employees are covered by our plans established in the health and safety systems.	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-9	Work-related injuries	Annual Report 2020, page 26. ESG Booklet 2020, Our People's Safety	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-10	Work-related ill health	Annual Report 2020, page 26. ESG Booklet 2020, Our People's Safety	Employees' Human Rights	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
404: Training and Education					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, page 27.		Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
103-2	The management approach and its components				

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-3	Evaluation of the management approach				
404-1	Average hours of training per year per employee	Annual Report 2020, page 27. ESG Booklet 2020, Human Rights		Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
404-2	Programs for upgrading employee skills and transition assistance programs	Annual Report 2020, page 27.		Goal 8: Decent work and economic growth	Fully
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Booklet 2020, Workforce.		Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
405: Diversity and Equal Opportunities					
103-1	Explanation of the material topic and its Boundary			Goal 1: No poverty, Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
405-1	Diversity of governance bodies and employees	ESG Booklet 2020, Board of Directors, Workforce		Goal 1: No poverty Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
405-2	Ratio of basic salary and remuneration of women to men	Information not available by the end of 2020.		Goal 1: No poverty Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities	Fully
406: Non-Discriminatory					
103-1	Explanation of the material topic and its Boundary			Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components	Annual Report 2020, page 28.			
103-3	Evaluation of the management approach				
GRI 406-1	Incidents of discrimination and corrective actions taken	ESG Booklet 2020, Transparency Helpline		Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
				Goal 16: Peace, justice and strong institutions	
407: Freedom of Associations and Collective Bargaining					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, page 28.	Relations with Customers and Suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We have not identified any supplier or operation with this risk.	Relations with Customers and Suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
408: Child Labor					
103-1	Explanation of the material topic and its Boundary.		Relations with Customers and Suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components.				
103-3	Evaluation of the management approach.				
408-1	Operations and suppliers at significant risk for incidents of child labor.	We have not identified any supplier or operation with this risk.	Relations with Customers and Suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
409: Forced or Compulsory Labor					
103-1	Explanation of the material topic and its Boundary		Relations with Customers and Suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have not identified any supplier or operation with this risk.	Relations with Customers and Suppliers	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
410: Security Practices					
103-1	Explanation of the material topic and its Boundary		Employees' Human Rights	Goal 8: Decent work and economic growth	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-2	The management approach and its components			Goal 16: Peace, justice and strong institutions	
103-3	Evaluation of the management approach				
410-1	Security personnel trained in human rights policies or procedures				
411: Rights of Indigenous People					
103-1	Explanation of the material topic and its Boundary	Non-material for our operations.		Goal 2: Zero Hunger	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
411-1	Incidents of violations involving rights of indigenous people	In 2020, there were no incidents related to indigenous people.		Goal 2: Zero Hunger	Fully
412: Human Rights Assessments					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, pages 25 to 26.	Employees' Human Rights		Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
412-2	Employee training on human rights policies or procedures	In 2020, 2,153 employees received training in human rights, which represents 44% of our total workforce, with an average of 13 hours of training per employee.	Employees' Human Rights		Fully
413: Local Communities					
103-1	Explanation of the material topic and its Boundary		Community engagement	Goal 1: No poverty Goal 2: Zero Hunger	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
413-1	Operations with local community engagement, impact assessments, and development programs	Although some of our operations have established programs to reach out and engage with their communities, in 2020 we set up the target to develop our community engagement policy and framework, so that all plants have the necessary guidelines to have a proper and successful relationship with their communities.	Community engagement	Goal 1: No poverty Goal 2: Zero Hunger	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
413-2	Operations with significant actual and potential negative impacts on local communities	None found.	Community engagement	Goal 1: No poverty Goal 2: Zero Hunger	Fully
414: Supplier Social Assessment					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, page 37.	Relations with Customers and Suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
414-1	New suppliers that were screened using social criteria.	No new suppliers screened in 2020.	Relations with Customers and Suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
414-2	Negative social impacts in the supply chain and actions taken.	None found.	Relations with Customers and Suppliers	Goal 5: Gender equality Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
415: Public Policy					
103-1	Explanation of the material topic and its Boundary			Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
415-1	Political contributions	Alpek does not grant contributions to parties or political representatives.		Goal 16: Peace, justice and strong institutions	Fully
416: Customer Health and Safety					
103-1	Explanation of the material topic and its Boundary	Annual Report 2020, page 37.	Relations with Customers and Suppliers	Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
416-1	Assessment of the health and safety impacts of	Annual Report 2020, page 37.	Relations with Customers and Suppliers	Goal 16: Peace, justice and strong institutions	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
	product and service categories				
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2020 there were no cases of non-compliance with this concept.	Relations with Customers and Suppliers	Goal 16: Peace, justice and strong institutions	Fully
417: Marketing and Labeling					
103-1	Explanation of the material topic and its Boundary	Non-material for our operations.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
417-1	Requirements for product and service information and labeling	Non-material for our operations.		Goal 12: Responsible consumption and production Goal 16: Peace, justice and strong institutions	Fully
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2020 there were no cases of non-compliance with this concept.		Goal 16: Peace, justice and strong institutions	Fully
417-3	Incidents of non-compliance concerning marketing communications	Not applicable.			Fully
418: Customer Privacy					
103-1	Explanation of the material topic and its Boundary		Relations with Customers and Suppliers Cybersecurity	Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	In 2020 there were no claims related to the violation of privacy or customer data breaches.	Relations with Customers and Suppliers Cybersecurity	Goal 16: Peace, justice and strong institutions	Fully
419: Social-Economic Compliance					
103-1	Explanation of the material topic and its Boundary			Goal 16: Peace, justice and strong institutions	Fully

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
419-1	Non-compliance with laws and regulations in the social and economic area				
		In 2020 there were no breaches of the laws in the social and economic fields.		Goal 16: Peace, justice and strong institutions	Fully