

## Diversity, Equity and Inclusion

### 1. Purpose

1.1 At Alpek we are committed to the creation of diverse and inclusive environments inside and outside of the organization. This policy is supported by the *Alpek Code of Conduct (PO-ALPEK-CH-02)*. To achieve our commitment we will continue to leverage the different backgrounds and experiences to foster an inclusive work environment in which people of diverse backgrounds, expertise, and ways of thinking can thrive and succeed.

### 2. Scope

2.1 This policy is applicable to:

- Alpek and its subsidiaries in all countries where it holds operations.
- Every employee, executive, director or board member of the company, notwithstanding hierarchical levels or roles (duties).
- Suppliers, contractors, subcontractors and individuals that do not represent the company but provide a service to the organization will be notified of the existence of this Policy and will be encouraged to observe it.

### 3. Responsibilities

3.1. Group President:

- Comply with and help enforce the statements of this document.

3.2. ALPEK Employee / Individual having any relationship with ALPEK:

- Comply with and ensure compliance of the guidelines specified in this policy.

3.3. Corporate Internal Audit:

- Validate compliance of this policy.
- Evaluate the situations that might occur and are not specified in this document and recommend corresponding actions.
- Keep the guidelines of this policy up to date.

3.4. Human Capital:

- Spread and promote the contents of this policy.

### 4. Guidelines and Procedures

- Encourage diversity, equity and inclusion in the workplace.
- Create a working environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees are recognized and valued.

This commitment includes communicating employees about their rights and responsibilities under the diversity, equity and inclusion policy. Responsibilities include employees conducting themselves to help the organization provide equal opportunities in employment, and prevent bullying, harassment, victimization, and unlawful discrimination.

- Give serious consideration to all of bullying, harassment, victimization and unlawful discrimination by fellow employees, customers, suppliers, visitors, and any others during the organization’s work activities. Alpek and its subsidiaries are aware of the regulations where these assaults amount to being a criminal matter and will act on consequence.
- Decisions concerning employees should be based on merit, contemplating any necessary and limited exceptions allowed under the UN Global Compact.
- Review and update employment practices and procedures when necessary to ensure the compliance of this policy.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, and disability in encouraging diversity, equity and inclusion.

## 5. Compliance and enquiries

5.1 Any person having information of any act that goes against this policy that such acts are occurring, will immediately report it anonymously through the Integrity and Transparency Helpline, or in person before his/her superiors and Human Capital, provided they are not involved, who will take appropriate actions.

Alpek Integrity and Transparency Helpline <https://www.alpek.com/transparency-helpline/>

*General Premise: All Alpek subsidiaries must be aligned with the regulatory framework established in the Alpek Policies. The policies of each subsidiary may have different conditions, but never less restrictive than the framework established by the Alpek Policy.*

## 6. Approvals

Name	Position	Date of Approval
José de Jesús Valdez Simancas	Chief Executive Officer	April 4 <sup>th</sup> , 2022
José Armando Ramos Cantú	Senior Vice President Human Capital	April 4 <sup>th</sup> , 2022