

2021 Booklet

ENVIRONMENTAL,
SOCIAL AND GOVERNANCE

ESG





ALPEK 2021 ESG BOOKLET

TABLE OF CONTENTS

DISCLAIMER	2
INTRODUCTION	4
OUR APPROACH TO REPORTING	4
REPORTING FRAMEWORK	4
MATERIALITY	5
SOCIAL	8
WORKFORCE	8
EMPLOYEE ENGAGEMENT	11
HUMAN CAPITAL DEVELOPMENT	12
OUR PEOPLE'S SAFETY	13
HUMAN RIGHTS	14
COMMUNITY ENGAGEMENT	16
VALUE CHAIN	17
ENVIRONMENTAL	17
MATERIALS	18
PRODUCTION	18
BIODIVERSITY	19
WASTE GENERATION	20
ENERGY CONSUMPTION	21
EMISSIONS	23
SBTI REPORTING CO2 EMISSIONS BY SCOPE	25
WATER MANAGEMENT	26
GOVERNANCE	27
BOARD OF DIRECTORS	27
BOARD'S OVERSIGHT	28
RISK ANALYSIS AND IDENTIFICATION	30
POLICIES	30
UNITED NATIONS GLOBAL COMPACT	31
CODE OF BUSINESS CONDUCT	32
CORPORATE GOVERNANCE	35
BOARD STRUCTURE	35
BOARD DIVERSITY	37
BOARD EFFECTIVENESS	37
FINANCIAL INFORMATION	38
TAXES	39
GLOSSARY	40
COVERAGE	41
GRI INDEX	43
THIRD PARTY VERIFICATIONS	60
CERTIFICATIONS	60

DISCLAIMER

- Since 2012, Alpek has been publishing an Integrated Sustainability Report. In 2020, Alpek released its first ESG Booklet in order to deliver more detail and information about its key ESG indicators. This is the second booklet published with information for 2021. This document also intends to report Alpek's progress and performance to contribute to the UN Sustainable Development Goals (SDGs) and its alignment to TCFD, GRI, S&P CSA, CDP and SASB.

ALPEK 2021 ESG BOOKLET



- As part of Alpek's efforts to continuously improve the quality of its ESG disclosure, our Occupational Safety, Carbon Emissions, Energy, Water Management and Pollution indicators have been adjusted to comply with updated international standards. To make 2021 directly comparable to latest results (2019 and 2020), these indicators have been updated using the same calculation basis that was used for 2021. This will be indicated throughout the document.
- Some of the data included in this booklet is also included in our Annual Reports. This document should be read in conjunction with the Sustainability/ESG Reports as it is not a substitute for these. Read the full and previous Annual Reports at www.alpek.com. Some of the data of previous years published may vary from the data shown in this Booklet and/or the Annual Report 2021 due to updated standards associated with the data collection process.



ALPEK 2021 ESG BOOKLET

INTRODUCTION

The ESG Booklet aims to provide a consolidated overview of Alpek's ESG performance. Metrics included in the booklet cover our activities during the period from Jan 1st to Dec 31st for the previous years indicated (2019-2021). This ESG booklet presents further detail through performance data tables and comments that were not included in our Sustainability / ESG Annual Reports in order to comply with our commitment of continuous improvement on the transparency of our ESG activities. This booklet, as well as Alpek's Annual Report 2021, contains the information of 100% of Alpek's subsidiaries regarding:

- Environmental metrics: Emissions, energy management, water management, and waste.
- Social metrics: Employee data, performance, training and development, health and safety rates.
- Governance metrics: Board oversight, performance and evaluation, and governance processes.

OUR APPROACH TO REPORTING

GRI 102-49

Climate-related and ESG considerations are critical to managing risk and seizing opportunities in today's global capital markets. Alpek is committed to transparently and systematically integrating climate-related considerations into its business decisions.

In 2021, we worked on strengthening our ESG Strategy and management processes, identifying trends, growth opportunities and resources that helped us establish our ESG goals. After we revisited our Purpose as a company last year, in 2021 we carried out an even more intensive process to further define our priority aspects, that resulted in adjusting the previous 13 priority issues down to 12. We continued to carefully analyze the methodologies and frameworks we can use for both improving our reporting process and boost the successful execution of our ESG Strategy and came to the conclusion that we are on the right path to do it.

We have confirmed that the adaptation we have developed of the TCFD Framework for reporting is an effective way for us to implement our ESG Strategy, as well as report on it.



REPORTING FRAMEWORK

CSA 1.3.2

Since 2015, we have been reporting our ESG and sustainability information under the GRI methodology, now GRI Standards. However, as of 2020 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 are also publishing data for S&P CSA, CDP and the FTSE4Good Index, among others.

ALPEK 2021 ESG BOOKLET



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 ¹	WHAT THEY ARE
GRI Standards	GRI Standards Index 2021	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 MATERIAL ISSUES

GRI 102-46 & 102-47 | CSA 1.2.1 , 1.2.2, 1.3.3

As part of Alpek's ESG Risk Management, in 2020 we adopted a dynamic approach towards our materiality, through which we carry out an extensive analysis of ESG and industry trends, and how our stakeholders perceive our performance in a ongoing way.

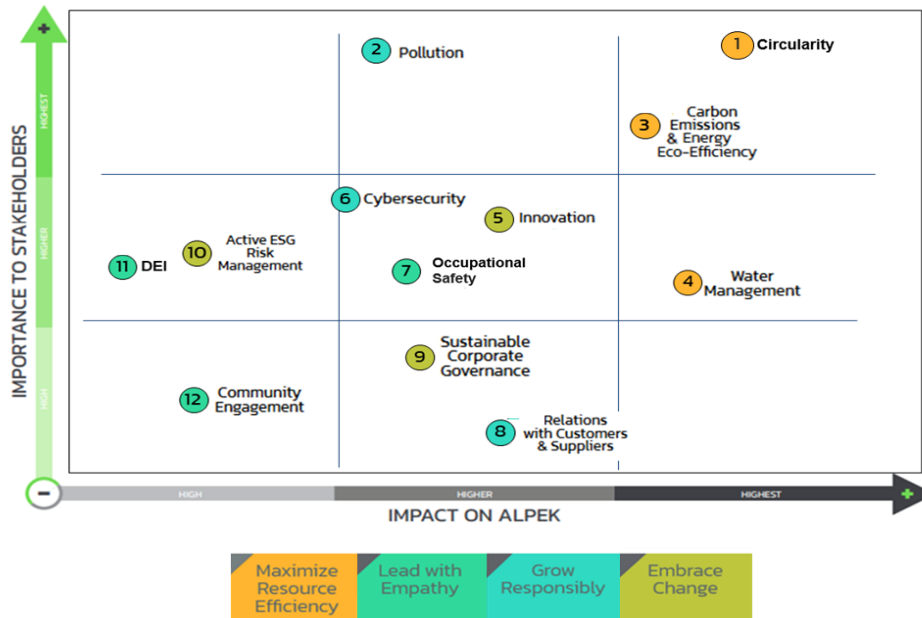
In 2021, we worked on an even deeper analysis to be able to establish targets for each material issue. This process entailed to establish deeper communication with our leaders and top executives, in order to understand and integrate our personnel opinions, perspectives and even ongoing projects, and match them with the 13 priority issues identified in 2020. We obtained two important results:



ALPEK 2021 ESG BOOKLET

- An updated Materiality Matrix with 12 material issues
- Set targets for each of them

CURRENT MATERIALITY MATRIX 2021



PRIORITY ISSUES	
1	Circularity
2	Pollution
3	Carbon Emissions & Energy Eco-Efficiency
4	Water Management
5	Innovation
6	Cybersecurity
7	Occupational Safety
8	Relations with Customers and Suppliers
9	Sustainable Corporate Governance
10	Active ESG Risk Management
11	Diversity, Equity & Inclusion (DEI)
12	Community Engagement



ALPEK 2021 ESG BOOKLET

HOW CURRENT PRIORITY ISSUES COMPARE WITH PREVIOUS ONES

GRI 102-47 | CSA 1.2.1, 1.2.2, 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
Occupational Safety	Employees Human Rights	We have identified that the most important issue regarding our employees in our operations is to make sure we ensure world class safety, facilities, and programs so we can help them improve their quality of life and provide the best working conditions.
Diversity, Equity and Inclusion (DEI)	Diversity	In 2021 we gained a deeper understanding of what diversity, equity and inclusion mean, and how they are complimentary to each other. This means we will work on these 3 aspects to build an effective inclusion strategy.
Carbon Emissions & Energy Eco-efficiency	Climate Change & Carbon Emissions Energy Eco-Efficiency	Regarding our operations, every initiative we implement to improve on our energy usage and consumption, inevitably links to an improvement on emissions reduction.
MATERIALITY ISSUES WITH NO CHANGE		
Circularity		
Pollution		
Water Management		
Innovation		
Cybersecurity		
Relations with Customers and Suppliers		
Sustainable Corporate Governance		
Active ESG Risk Management		
Community Engagement		



ALPEK 2021 ESG BOOKLET

SOCIAL WORKFORCE

We present our workforce breakdown by several diversity factors, which is the first step towards developing a comprehensive DEI (Diversity, Inclusion and Equity) strategy. In late 2021, we developed Alpek's DEI Policy, this policy has been released at the beginning of 2022, and provides the guidelines that will get us closer to a more inclusive and equal company.

GRI 102-8 | CSA 3.2.1

Employee Breakdown by Type (Number of employees)	2019	2020	2021
Total Employees	5,874	6,283	6,396
Executive Management ¹	216	203	217
Management ²	2,071	2,148	2,156
Non-management ³	3,587	3,932	4,023
Female	907	969	1,038
Executive Management ¹	25	28	36
Management ²	651	671	689
Non-management ³	231	270	313
Male	4,967	5,314	5,358
Executive Management ¹	191	175	181
Management ²	1,420	1,477	1,467
Non-management ³	3,356	3,662	3,710

1.- Executive includes Top management positions (Directors, VPs, Senior positions and its equivalents)

2.- Management includes all administrative positions (from assistants to middle management, and its equivalents)

3.- Non-Management includes operative personnel (non-unionized and unionized employees, and its equivalents)

GRI 102-8 | CSA 3.2.2

Female Employee Breakdown by Position (Number of employees)	2019	2020	2021
Total Female Employees	907	969	1,038
In All Executive Management	25	28	36
In Junior and Middle Executive Management	25	26	34
In Top Executive Management	0	2	2
% Female Employee In STEM-related positions / total workforce	NA ¹	NA ¹	15%
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	275

1.- This information was not previously disclosed.

GRI 405-1 | CSA 3.2.3

Employee Breakdown by Country (Number of employees)	2019	2020	2021
Total Employees	5,874	6,283	6,396
Executive Management ¹	216	203	217

ALPEK 2021 ESG BOOKLET



Management ²	2,071	2,148	2,156
Non-management ³	3,587	3,932	4,023
Mexico	3,205	3,168	3,384
Executive Management ¹	145	139	124
Management ²	1,091	1,064	1,134
Non-management ³	1,969	1,965	2,126
Canada	71	69	70
Executive Management ¹	3	-	2
Management ²	21	22	24
Non-management ³	47	47	44
United States	1,326	1,602	1,515
Executive Management ¹	27	21	43
Management ²	492	597	534
Non-management ³	807	984	938
Argentina	387	403	400
Executive Management ¹	18	16	15
Management ²	113	117	121
Non-management ³	256	270	264
Chile	262	318	300
Executive Management ¹	9	8	8
Management ²	55	60	66
Non-management ³	198	250	226
Brazil	623	617	618
Executive Management ¹	14	8	13
Management ²	299	252	238
Non-management ³	310	357	367
United Kingdom	0	99	102
Executive Management ¹	0	9	10
Management ²	0	31	34
Non-management ³	0	59	58
Shanghai – Singapore	0	7	7
Executive Management ¹	0	2	2
Management ²	0	5	5
Non-management ³	0	-	-

CSA 3.2.3

Total Workforce Distribution by Race¹

Total Workforce Distribution (as % of total employees)	2019 ²	2020 ²	2021
Asian	NA	NA	1%
White	NA	NA	28%
Hispanic or Latino	NA	NA	60%
Indigenous or Native	NA	NA	0%
African American or Black	NA	NA	4%



ALPEK 2021 ESG BOOKLET

Other, please specify two or more races	NA	NA	4%
Non-Identified	NA	NA	3%
Total % (Total Alpek's Workforce 2021: 6,396 employees)	NA	NA	100%

1.- Races classified according to CSA report.

2.- Previously only considered USA workforce, 2021 includes global workforce.

Junior, Middle, and Senior Management Workforce Distribution ³ (as % of Junior, Middle, and Senior Management Workforce ³)	2019 ²	2020 ²	2021
Asian	NA	NA	2%
White	NA	NA	38%
Hispanic or Latino	NA	NA	57%
Indigenous or Native	NA	NA	0%
African American or Black	NA	NA	2%
Other, please specify two or more races	NA	NA	1%
Non-Identified	NA	NA	-
Total % (Total Alpek's junior, middle and senior management identified 2021: 324 employees) ³	NA	NA	100%

1.- Races classified according to CSA report .

2.- Previously only considered USA workforce, 2021 includes global workforce.

3.- Includes junior, middle and senior management, i.e. it includes "executive management" and some employees from "management" mentioned in tables above, therefore, total may differ.

CSA 3.2.4

Alpek Employees with a Disability (Number of employees)	2019	2020	2021
With a disability	9	9	9



ALPEK 2021 ESG BOOKLET

GRI 405-1 | CSA 3.2.4

Employee Breakdown by Age (Number of employees)	2019	2020	2021
Total Employees	5,874	6,283	6,396
Over 50 years old	1,383	1,415	1,574
Male	1,239	1,275	1,332
Female	144	140	242
30-50 years old	3,009	2,968	3,514
Male	2,524	2,477	2,921
Female	485	491	593
Under 30 years old	1,482	1,900	1,308
Male	1,204	1,563	1,105
Female	278	337	203

GRI 401-1 | CSA 3.5.1

Employee Hiring and Rates (Number of new hired employees in its division)	2019		2020		2021	
Total new employees	861	15%	473	8%	1749	27%
Over 50 years old	73	5%	47	3%	153	10%
Male	56	5%	36	3%	133	10%
Female	17	12%	11	7%	20	8%
30-50 years old	315	10%	225	7%	690	20%
Male	255	10%	181	7%	553	19%
Female	60	12%	44	8%	137	23%
Under 30 years old	473	32%	201	14%	906	69%
Male	402	33%	148	13%	780	71%
Female	71	26%	53	19%	126	62%

GRI 401-1 | CSA 3.5.6

Employee Turnover (% of total employees)	2019	2020	2021 ¹
Voluntary Rate	0.47	0.60	1.19
Turnover Rate	2.74	1.20	2.11

EMPLOYEE ENGAGEMENT

What is not measured cannot be improved. Throughout 2020 and 2021 we carried out employee and engagement assessments so we can support their professional and personal growth feel like the essential part of the company. We also continued to support the freedom of association of our employees, as the law dictates in the countries we operate in.



ALPEK 2021 ESG BOOKLET

GRI 404-3 | CSA 3.5.4

Employee Engagement (% Actively engaged employees)	2019	2020	2021
Employee Engagement Score	70%	82%	74%
Data coverage of Alpek Employees	87%	78%	68%

GRI 102-41 | CSA 3.2.6

Employee Freedom of Association (% of employees)	2019	2020	2021
Employees represented by an independent trade union or by collective bargaining	59.5%	57.8%	58.1%

HUMAN CAPITAL DEVELOPMENT

During 2021 we implemented diverse training and development initiatives and programs that boosted our staff technical, leadership and personal skills, so they continue improving their own professional growth. Some of these programs included training on environmental impacts of operations, *Design Thinking* approach implementation in the workplace, a safe return to the offices and facilities, and several courses on skills upgrade.

GRI 404-1, 404-3 | CSA 3.4.1

Training & Development (Average Training Hours per Employee)	2019	2020 ¹	2021
Average Training Hours Employees	55	13	25
Female	37	16	41
Male	90	15	22
Non-management	40	9	48
Management and Executives	55	18	35
Average amount spent per FTE, USD	579	216	360

1.- In 2020 the average training hours per employee decreased to 13 due to the pandemic.



ALPEK 2021 ESG BOOKLET

OUR PEOPLE'S SAFETY

We constantly invest in our employees' health and safety. From running vaccination campaigns to weight-loss contests, we try to ensure a safe and healthy workplace. In 2020 and 2021, we mainly focused our efforts on addressing the COVID-19 contingency.

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 improved 16% from 2020 to 2021, which is a major achievement.

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

Total Personal Safety Overview (Employees + Contractors)	2019	2020 ^{1,2}	2021 ^{1,2}
Total Recordable Incidents (number of incidents)	85	66	64
Incapacitating Incidents (number of incidents)	21	39	42
Non incapacitating Incidents (number of incidents)	64	27	22
Fatalities (number of incidents)	0	0	0
Lost days (number of days)	1,891	0	1102
Loss ratio (200,000 worked hours)	31.2	11.7	10.5
TRIR – Total Recordable Incident Rate (200,000 hours worked)	1.40	0.73	0.61
LTIR – Total Time Injury Rate (200,000 hours worked)	0.34	0.43	0.40
LTIFR – Total Time Injury Frequency Rate (1,000,000 hours worked)	1.73	2.15	1.99
Hours Worked by Alpek Employees (number of hours)	12,106,363	18,115,015	21,077,638

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- Personal safety Data of 2020 and 2021 Includes Employees + Contractors working in all our sites; Plants, Offices and Warehouses.

Contractors Safety Overview	2019	2020 ^{1,2}	2021 ^{1,2}
Total Recordable Incidents (number of incidents)	NA ¹	18	14
Incapacitating Incidents (number of incidents)	NA ¹	10	9
Non incapacitating Incidents (number of incidents)	NA ¹	8	5
Fatalities (number of incidents)	NA ¹	0	0
TRIR – Total Recordable Incident Rate (200,000 hours worked)	NA ¹	0.68	0.39
LTIR – Total Time Injury Rate (200,000 hours worked)	NA ¹	0.38	0.25
LTIFR – Total Time Injury Frequency Rate (1,000,000 hours worked)	NA ¹	1.91	1.27
Hours Worked by Contractors (number of hours)	NA ¹	5,230,414	7,073,967

1.- This information was not previously disclosed.

PROCESS SAFETY EVENTS TIER 1

CSA 3.7.6

Process Safety events Tier 1	2019	2020	2021
Total Recordable Incidents (number of incidents)	ND	ND	1.89

OHS PROGRAMS

GRI 403-1, 403-10, 403-2, 403-7, 403-8, 403-9 | CSA 3.7.2

Alpek's Business Units all have implemented OHS programs in order to comply with their safety requirements within operations. These activities include:



ALPEK 2021 ESG BOOKLET

- Hazard identification and analysis
- Action plans to reduce, mitigate and eliminate safety hazards
- Emergency internal and external action plans
- Measuring of the TRR (Total Recordable Rate)

All employees are involved in the safety processes, either through direct participation or access to communication channels and consultation to the programs that structure the OHS system. Alpek aims at their participation, contribution, and consultation through the following OHS programs (among others):

- Internal Commission for Accident Prevention
- Participation in Campaigns and SMS Awareness Training
- Effective participation in the record of deviations
- Effective participation in behavioral audits
- Participation in the Daily Safety Dialogues
- Participation in the Disclosure of Hazard and Risk Assessments
- Disclosure and Consultation of the PCMSO Program (Occupational Health Medical Control Program)
- Dissemination and Consultation of the PPRA Program (Environmental Risk Prevention Program)
- Disclosure and Consultation of Preliminary Risk Analysis
- Preparation and Consultation of Task Safety Analyzes
- Transparency Channel - (Reports, complaints and doubts about lack of integrity, ethics, transparency in the Company).

Some of the activities covered by the OHS programs are:

- Industrial Activities (operational maneuvers, equipment inspection, maintenance, electricity services, process control, activity releases, area round, sample collection)
- Activity in Mechanical Workshops (maintenance, cargo handling, lubrication, calibration, repair, cutting and welding)
- Transport (internal and external circulation of employees)
- Logistics (storage, material handling, packaging, production planning, supply and distribution)
- Laboratory (chemical, physical-chemical analysis, control materials, processes and products)
- Engineering (project design, construction monitoring, construction inspection, techniques to optimize processes)
- Patrimonial (preservation of patrimonial assets, people access control, internal security)
- Health Service (urgent and emergency care, occupational medical care, periodic examinations, issuing technical reports, monitoring of health programs)
- Emergency Assistance (claims handling, fire, explosions, leakage, spill, occupational accidents)
- Warehousing (Receipts of materials, storage of products, movement of materials and distribution)

HUMAN RIGHTS

CSA 3.3.2

From effectively executing anti-bribery and corruption practices, to providing constant training on our values and how we do business, we make sure ethics are ingrained in our Company culture. We have deployed an Alpek Code of Conduct 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



ALPEK 2021 ESG BOOKLET

- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- No harsh treatment is allowed

All cases of human rights' violations can be communicated through our Integrity and Transparency Helpline (please see the process at the end of this document) and are addressed in a timely manner. In 2021, we had zero cases of this nature, and we intend to continue that way.

We also make sure that our employees that become new parents take the proper leave time with their newborn child. In 2021, 75% of employees that made use of this benefit returned to work.

GRI 401-3 | CSA 3.7.1

Maternity and Paternity Leave (Number of Cases)	2019	2020	2021
Maternity leave	48	22	21
Paternity leave	61	81	129
Reincorporation after Maternity or Paternity leave	77	61	113
Reincorporation Rate	71%	59%	75%



ALPEK 2021 ESG BOOKLET

COMMUNITY ENGAGEMENT

CSA 3.6.1 CORPORATE CITIZENSHIP STRATEGY

In 2021, we confirmed community engagement to be one of our material issues. This led us to identify the tenets of the relations with our communities, which are:

- Building educational platforms for the youth: This we do through talks about environmental care in schools, as well as being active donators to ALFA Fundación's Extra academic Centers for Talent, in which they provide exceptional education to younglings of vulnerable communities.
- Working on our communities' safety: All our facilities carry out diverse safety training for the surrounding communities in case of an emergency related to the company's operations.
- Spreading environmental care awareness: This is carried out through talks in schools, forums, and local authorities.

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 2021, we continued to focus our efforts on helping our communities through 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 - Quebec	Engineering Association - Quebec
Canada Chamber of Commerce - Quebec	Montreal East Industry Association
Canadian Payroll Association	Mutuelle (PetroChemical Companies Coalition) - Montreal
Chemist Association - Quebec	Technology Professionals Assoc - Quebec
Chile	
Cámara Chilena de la Construcción (CChC)	Corporación Chilena para el Desarrollo y Administración de Estándares
Cámara Chileno-Mexicana	Intelligent Information System of Latin America (IISLA)
Centro de Envases y Embalajes de Chile (CENEM)	
Mexico	
AISTAC – Asociación de Industriales del Sur de Tamaulipas	Cámara Nacional de la Industria de Transformación (CANACINTRA)
Asociación Nacional de Industrias del Plástico (ANIPAC)	Cámara Nacional de Comercio (CANACO)



ALPEK 2021 ESG BOOKLET

Asociación Nacional de la Industria Química (ANIQ)	Comisión de la Industria del Plástico, Responsabilidad y Desarrollo Sustentable (CIPRES)
Alianza por la Eficiencia Energética (ALENER)	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)
Cámara Nacional de la Industria Textil (CANAINTEXT)	Emerging Textiles
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 Recycling Coalition
Berkely County, SC Chamber of Commerce	MS Economic Council
Carolinas Recycling Association	National Association for PET Container Resources
Central SC Alliance	National Council of Textile Organizations
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
Indiana Chamber of Commerce	

CSA 3.6.2

Total Philanthropic Contributions (Million U.S. dollars)	2019	2020	2021
Charitable donations	NA ¹	NA ¹	1.5
Community investment	NA ¹	NA ¹	0.4
Total Philanthropic Contributions	2.7	1.9	1.9

1.- This information was not previously disclosed.

Total Philanthropic Activities Distribution (Million U.S. dollars)	2019 ¹	2020 ¹	2021
Total cash contributions	NA ¹	NA ¹	1.8
Total in-kind giving	NA ¹	NA ¹	0.1

1.- This information was not previously disclosed.

VALUE CHAIN

CSA 3.8.1

Reaching out to our customers regarding the quality, sustainability and performance of our products is extremely important. In 2021, the majority of our Business Units implemented customer satisfaction assessments, resulting in a 90% average on satisfaction parameters. We aim to continue improving to meet our customers expectations.

ENVIRONMENTAL



ENVIRONMENTAL INVESTMENTS

CSA 2.2.4

During the last five years, Alpek has invested more than US \$116 million in environmental projects to reduce emissions, waste generation, water, and energy consumption.

MATERIALS

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 2021 we drove deeper into our processes in each Business Unit and began the identification of the areas in which circular design can be improved upon.

GRI 301-1, 306-4 | CSA 2.3.5 | SASB RT-CH-150a.1

Main Raw Materials used by Weight or Volume (million tons)	2019 ¹	2020	2021
PTA	NA ¹	2,596	2,181
MEG	NA ¹	2,241	1,749
Paraxylene	NA ¹	773	848
Propylene	NA ¹	446	458
Styrene	NA ¹	246	211
Acetic Acid	NA ¹	129	107
Main Raw Materials	NA¹	6,431	5,554

1.- This information was not previously disclosed.

GRI 301-2

Recycled Materials Used (ktons)	2019	2020	2021
Recycled materials (bottles to flakes)	99.1	99.1	108.3

PRODUCTION

To accurately measure Alpek's intensities (energy, emissions, water), we calculate our production in metric tons.

Production by Country (million tons)	2019	2020	2021
Argentina	0.18	0.18	0.20
Brazil	0.89	1.03	1.11
Canada	0.11	0.12	0.13
Chile	0.02	0.02	0.02
Mexico	2.48	2.74	2.52
United Kingdom	-	0.25	0.21
United States	2.10	2.13	2.16
Total	5.78	6.46	6.35

ALPEK 2021 ESG BOOKLET



Production by Segment (million tons)	2019	2020	2021
Polyester	4.89	5.49	5.25
Plastics & Chemicals	0.89	0.97	1.10
Total	5.78	6.46	6.35

Production by Product (million tons)	2019	2020	2021
Polyester Chain (PTA, PET and Fibers)	4.89	5.49	5.25
Polypropylene (PP)	0.49	0.45	0.46
Expandible Polystyrene (EPS)	0.28	0.30	0.43
Other Chemicals	0.12	0.22	0.21
Total	5.78	6.46	6.35

BIODIVERSITY

CSA 2.5

We are aware of the importance and the impact that the biodiversity has in our day to day. Although Alpek's direct operations are not in close proximity to critical biodiversity and do not put in risk any critical ecosystem, we participate in reforestation programs and support the preservation of wild life.



ALPEK 2021 ESG BOOKLET

WASTE GENERATION

As Pollution is one of our material issues, we constantly monitor the waste generated by our processes. In 2021, we reused about 8,000 tons of packaging and other materials in our operations, which reduced the consumption of new materials.

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

Non-Hazardous Waste (ktons)	2019	2020	2021 ¹
Waste Generated	69	78	83
Used/recycled/sold	33	45	48
Total Disposed	36	33	36

1.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) resulted in an increase in our total waste generation for 2021 vs. 2020.

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

Hazardous Waste (ktons)	2019	2020	2021 ¹
Waste Generated	2.7	1.8	2.3
Used/recycled/sold	0.2	0.5	0.7
Total Disposed	2.5	1.3	1.5

1.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) resulted in an increase in our total waste generation for 2021 vs. 2020.

WASTE INTENSITY

Hazardous & Non-Hazardous Waste Intensity (kg of total waste / tons produced)	2019	2020	2021 ¹
Waste Generated	12.4	12.3	13.5
Used/recycled/sold	5.7	7.0	7.6
Disposed	6.7	5.3	5.9

1.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) resulted in an increase in our total waste generation for 2021 vs. 2020.



ALPEK 2021 ESG BOOKLET

ENERGY CONSUMPTION

The road towards the increased use of 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)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Argentina	0.7	0.7	0.8
Brazil	3.9	4.2	4.5
Canada	0.5	0.5	0.5
Chile	0.2	0.2	0.2
Mexico	17.9	17.0	17.6
United Kingdom	0.0	0.8	0.6
United States	10.4	9.5	10.5
Total	33.5	33.0	34.7

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total energy consumption for 2021 vs. 2020.

GRI 302-1 to 302-5 | CSA 2.3.3

Energy Consumption by Segment (million GJ)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Polyester	28.1	29.1	29.2
Plastics & Chemicals	5.4	3.8	5.5
Total	33.5	33.0	34.7

1.- Due to M&A at the end of 2020 and some changes in the current methodology, this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total energy consumption for 2021 vs. 2020.

CSA 2.3.3

Energy Consumption by Product (million GJ)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Polyester Chain (PTA, PET and Fibers)	28.1	29.1	29.2
Polypropylene (PP)	1.2	1.1	1.2
Expandible Polystyrene (EPS)	0.4	0.7	1.5
Other Chemicals	3.9	2.0	2.8
Total	33.5	33.0	34.7

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total energy consumption for 2021 vs. 2020.

Energy Consumption by Fuel (million GJ)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Natural gas	14.7	13.3	15.2
Coal	0.3	-	-



ALPEK 2021 ESG BOOKLET

Diesel	0.4	0.4	0.4
Fuel oil	0.0	0.0	0.0
Gasoline	0.0	0.0	0.0
Ethanol	0.1	0.1	0.0
Others	0.0	0.0	0.0
Total Direct Consumption	15.5	13.8	15.7
Electricity	7.1	7.1	7.6
<i>% Renewable Electricity</i>	<i>NA³</i>	<i>NA³</i>	<i>13%</i>
Steam	10.9	12.0	11.5
Indirect Energy Consumption	18.0	19.1	19.1
Total Energy Consumption	33.5	33.0	34.7

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total energy consumption for 2021 vs. 2020.

3.- This information was not previously disclosed.

ENERGY INTENSITY

Energy Consumption intensity (GJ / Ton Produced)	2019	2020	2021
Intensity	5.9	5.2	5.5



ALPEK 2021 ESG BOOKLET

EMISSIONS

CO₂ EMISSIONS

In 2021 we set an emissions reduction target for 2030 and 2050: We have committed to reduce by 27.5% our CO₂ emissions, which means that all our processes and energy sources alternatives must improve to achieve the desired target. We improved on our data gathering process and calculation methodology. We also screened our Scope 3 emissions, so that we could submit a Science-based Target for the three scopes, 1,2 and 3.

SCOPE 1

CSA 2.3.1

Scope 1 Emissions by Country (million CO ₂ tons)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Argentina	0.02	0.02	0.03
Brazil	0.22	0.22	0.22
Canada	0.02	0.02	0.02
Chile	0.01	0.01	0.01
Mexico	0.54	0.34	0.46
United Kingdom	0.00	0.03	0.02
United States	0.40	0.31	0.34
Total	1.20	0.94	1.08

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total CO₂ emissions for 2021 vs. 2020.

Scope 1 Emissions by Segment (million CO ₂ tons)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Polyester	0.86	0.78	0.83
Plastics & Chemicals	0.35	0.15	0.26
Total	1.20	0.94	1.08

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total CO₂ emissions for 2021 vs. 2020.

Scope 1 Emissions by Product (million CO ₂ tons)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Polyester Chain (PTA, PET and Fibers)	0.86	0.78	0.83
Polypropylene (PP)	0.01	0.01	0.01
Expandible Polystyrene (EPS)	0.01	0.02	0.05
Other Chemicals	0.33	0.12	0.20
Total	1.20	0.94	1.08

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total CO₂ emissions for 2021 vs. 2020.

SCOPE 2

CSA 2.3.1

Scope 2 Emissions by Country (million CO ₂ tons)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
--	-------------------	---------------------	---------------------



ALPEK 2021 ESG BOOKLET

Argentina	0.03	0.03	0.03
Brazil	0.02	0.02	0.02
Canada	0.00	0.00	0.00
Chile	0.00	0.00	0.00
Mexico	0.84	0.85	0.84
United Kingdom	0.00	0.01	0.01
United States	0.39	0.38	0.36
Total	1.29	1.29	1.27

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total CO2 emissions for 2021 vs. 2020.

Scope 2 Emissions by Segment (million CO ₂ tons)	2019¹	2020^{1,2}	2021^{1,2}
Polyester	1.09	1.12	1.08
Plastics & Chemicals	0.19	0.17	0.20
Total	1.29	1.29	1.27

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total CO2 emissions for 2021 vs. 2020.

Scope 2 Emissions by Product (million CO ₂ tons)	2019¹	2020^{1,2}	2021^{1,2}
Polyester Chain (PTA, PET and Fibers)	1.09	1.12	1.08
Polypropylene (PP)	0.12	0.13	0.13
Expandible Polystyrene (EPS)	0.02	0.03	0.04
Other Chemicals	0.05	0.01	0.03
Total	1.29	1.29	1.27

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total CO2 emissions for 2021 vs. 2020.

TOTAL CO₂ EMISSIONS INTENSITY

Scope 1 and 2 Emissions intensity (Ton CO ₂ Emissions / Tons Produced)	2019	2020	2021
Intensity	0.4	0.3	0.4

OTHER GHG EMISSIONS

GRI 305-1 & 305-2 | CSA 2.3.6, 2.3.7, 2.3.8 & 2.3.10 | SASB RT-CH-110a.1 & RT-CH-120a.1

GHG Emissions by Gas (tons)	2019	2020	2021
NOx	779	455	498
SOx	95	263	30
Hazardous Air Pollutants (HAPs)	396	295	283
Volatile Organic Compounds (VOCs)	816	674	711
Chemical Oxygen Demand	295	292	296



ALPEK 2021 ESG BOOKLET

SBTi REPORTING CO2 EMISSIONS BY SCOPE

During 2021 we started to calculate our inventories based on the methodology required for SBTi in order to have a certified target (Science-based Target Initiative).

This initiative aligns with the Paris Agreement to maintain the global temperature rise no more than 2°C, and we as company have committed to contribute to this effort. In 2021 we reviewed our emissions inventories so we could effectively align with the SBTi methodology and reach the reduction targets we have committed to:

Reduction of 27.5% of our Scope 1 and 2 emissions, and 13.5% Scope 3 emissions by 2030 (2019 base)

The data on the following table may vary due to the integration of the emissions of all plants acquired (regardless of the year), to meet the SBTi criteria.

SCOPE 1, 2 & 3 EMISSIONS

CO ₂ Emissions by Scope (SBTi based) (Millions of tons)	2019	2020	2021
Scope 1	1.27	0.94	1.08
Scope 2	1.32	1.30	1.27
Total Scope 1 & 2	2.59	2.24	2.35
Scope 3	19.01	19.66	22.47

CSA 2.6.9

By the end of 2021, we achieved a reduction of 9% of our S1&2 emissions comparing to 2019.



ALPEK 2021 ESG BOOKLET

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. As ~70% of our withdrawals are used for cooling processes, and this water is returned to its sources complying with the discharge quality standards applicable, we have reassessed our strategies to be more focused on water consumption.

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

Water Consumption (Million m ³)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Total Withdrawals	113	116	153
Total Discharges	92	89	100
Total Consumption	21	28	53

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total water use for 2021 vs. 2020.

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

Water Withdrawals by Source (Million m ³)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Fresh surface water, including rainwater, rivers, and lakes	106.2	109.9	145.5
Municipal Water	1.1	1.5	2.8
Brackish surface water	-	-	-
Groundwater - renewable	2.6	1.5	2.1
Groundwater - non-renewable	-	-	-
Produced/Entrained water	0.9	0.9	1.0
Third-party sources	2.2	2.5	1.3
Total	113	116	153

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total water use for 2021 vs. 2020.

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

Water Discharges by Destinations (Million m ³)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Fresh surface water	87.0	83.3	92.2
Brackish surface water	3.9	3.9	4.3
Groundwater	-	-	-
Third-party destinations	1.0	1.6	3.0
Total	92	89	100

1.- Due to M&A at the end of 2020 and some changes in the current methodology this information has been revised and adjusted.

2.- The addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) and the higher production of CPL, resulted in an increase in our total water use for 2021 vs. 2020.

Water Management (million cubic meters)	2019 ¹	2020 ^{1,2}	2021 ^{1,2}
Treated	10.7	19.7	92.7 ²
Recycled	2.5	2.5	0.3



ALPEK 2021 ESG BOOKLET

Total Treated water	13.2	22.2	93.0
----------------------------	-------------	-------------	-------------

1. Addition of 2 new plants at the end of 2020 (M&A NOVA EPS business) increased water withdrawals and discharges for 2021. Alpek is actively working on improving their performance.
2. Increment explained by improvement to water treatment data gathering methodology.

WATER INTENSITY

Water Intensity (m ³ / Tons Produced)	2019¹	2020¹	2021¹
Total Withdrawals	19.5	18.0	24.1
Total Consumption	3.6	4.3	8.2

WATER INCIDENTS

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

Water Related Incidents or Situations (number of incidents)	2019	2020	2021
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

WATER RISK MANAGEMENT

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

Water Risk Management (Million m ³)	2019	2020	2021
Operating Sites in Water Stress Areas (Number)	2.0	2.0	1.0
Water Withdrawals in Water Stress Operating Sites			
million cubic meters	1.5	1.5	0.47
% of total withdrawals	1.3%	1.4%	0.3%
Water Consumptions in Water Stress Operating Sites			
million cubic meters	1.0	0.9	0.47
% of total withdrawals	4.8%	4.5%	1%

GOVERNANCE

BOARD OF DIRECTORS

2020 and 2021 were pivotal years 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 ESG Champions at the BU level who along with the corporate ESG Team, have helped further in the development of an ESG Strategy aligned with the business objectives.

GRI 405-1 | CSA 1.1.4





ALPEK 2021 ESG BOOKLET

Board of Directors Composition (Number of Board Members)	2019	2020	2021
Female	1	1	1
Male	10	10	10
Total	11	11	11

Board of Directors Independence Composition (Number of Board Members)	2019	2020	2021
Independent	5	5	5
Independent Proprietary	2	2	2
Related Proprietary	2	2	2
Patrimonial	2	2	2
Total	11	11	11
Audit and Corporate Practices Committee	3	3	3

CSA 1.1.5

Board of Directors Assistance (% of Assistance to all Board Meetings)	2019	2020	2021
Assistance	98%	100%	98%
Committees	98%	100%	100%

CSA 1.1.6

Board of Directors Tenure (% of Assistance to all Board Meetings)	2019	2020	2021
10+	0	0	0
8-10	8	8	8
6-7	0	0	0
3-5	0	1	1
0-2	3	2	2

BOARD'S OVERSIGHT

Alpek's Board of Directors oversees our management and overall strategy. In fulfilling this responsibility, the Board oversees our enterprise-level approach to major risks facing the company and identifies strategic opportunities.

The Board and its Chairman oversee the ESG-related progress, followed by our CEO, who leads the ESG strategy . Our CFO, who is also the ESG Officer , is responsible for the effective management and execution of the strategy across all the BUs.

To support this effort, in 2021 we consolidated our ESG Taskforce, formed by CEO, ESG officer, our IRO who is the ESG Director, the Human Capital Director, and the top executives from all the BUs. The objective of this group is to determine and oversee ESG initiatives and metrics, identify and mitigate ESG risks, and turn them into opportunities for the company's growth.

During Alpek's Board of Directors meetings, the management team presents the progress on all the initiatives and objectives that are strategic to the company, but also that involve impacts on ESG priority issues, for example; growth in our rPET capacity as an effort in conjunction with our partners to foster a circular economy, innovation projects in which we have enhanced our efforts in exploring technologies to make our processes and products across all the Business Units more sustainable.

ALPEK 2021 ESG BOOKLET



GRI 102-15 | CDP C1.1a

Position of individuals on the board with responsibility for climate-related issues	
Board Chair	Alpek's Chairman is independent of the management and has the highest authority on the board of directors to provide the vision, direction, and strategies to the company. Alpek's Chairman ensures that the business has a clear knowledge of its exposure to climate-related risks.
Board-Level Committee	Alpek's Audit & Corporate Practices Committee, appointed by the Board of Directors, consists of three independent members of the board and has the direct responsibility of supervising the effective strategies to address Climate Change issues and risks (including circular economy, energy eco-efficiency, and CO2 emissions). The Committee is also in charge of financial and administrative matters, and is evaluating the supervision of all other ESG-related matters.
Chief Executive Officer (CEO)	Alpek's CEO leads business continuity, opportunities, and impacts and is actively involved in managing climate-related risks and opportunities. In 2021 we worked on improving our ESG Strategy, positioning the contribution against climate change as a relevant factor considered into our growth catalysts. This means climate-related risks and opportunities are now fully integrated into the decision-making process, with our CEO and Top Management leading a more sustainable operation.
Chief Financial Officer (CFO)	Alpek has appointed its CFO as the ESG Officer to implement and coordinate our ESG Strategy throughout the Company. It also started the consolidation of the ESG Taskforce, formed by top executives from every Business Unit. Along with the ESG Officer, the ESG Taskforce is responsible for establishing and overseeing environmental initiatives and metrics of the company, identifying risks and opportunities (financial and others), building and implementing strategies, as well as gathering and analyzing information to be reported to Alpek's Board of Directors. Our Innovation Department reports to the CFO, and along with ESG Department, it is constantly working on improving and developing products and solutions that are more sustainable.



ALPEK 2021 ESG BOOKLET

RISK ANALYSIS AND IDENTIFICATION

ESG risk factors influence investment processes and decision-making and cover many issues that traditionally have not been part of financial analysis yet are likely to have increasing operational and financial impacts. Alpek has started assessing climate-related risks through a multidisciplinary risk management process, as well as taking into account the considerations of several global analyses. More than 95% of all manufactured products rely on chemistry and the chemical sector supplies ingredients and solutions for many of the products on which society depends.

Demand for chemical products is expected to increase to meet the needs of a growing global population, this represents enormous business opportunities, and at the same time, challenging operational, physical and transition internal risks that Alpek must address to capitalize on the opportunities while minimizing the environmental impacts associated with the business growth. In 2020, the company identified climate-related risks based on the TCFD recommendations. Additionally, some of its customers have set more stringent targets for emissions reductions in their value chain. To meet these requirements, Alpek may need to invest significantly in improving its infrastructure, equipment, and/or new technologies.

These risks are constantly monitored and updated since we are aware that climate-related risks change continuously.

GRI Standards: 305-1 to 7.

SASB RT-CH-110a.1., RT-CH-110a.2.

CSA 1.3.2, 1.3.3, 2.6.1

TYPE OF RISK	CLIMATE-RELATED RISK	RISK DESCRIPTION
Transition	Current regulation	Environmental institutions require disclosure of our annual water and energy consumption, and emissions generation, failure to disclose could result in the imposition of sanctions, third party actions and investigation by authorities. The Health, Safety and Environmental department in each facility monitors and reports its water and energy consumption, emissions, and waste generation.
	Emerging regulation	Implementation of economic instruments such as CO ₂ taxation in countries where the company operates, ban of single-use plastics, among others.
	Market	Some consumers perceive PET as another plastic, though increasingly the mindset is changing. This could have adverse effects on demand.
	Reputation	In recent years, society has placed greater concern over the impact that products have on the environment from their production process until they are discarded. One of the key solutions to reducing their impact is to ensure a circular economy by recycling them and making them infinitely recyclable.
Physical	Acute	Alpek's operations are highly dependent on the availability and costs of its main raw materials, as well as its energy sources. The availability and prices of raw materials and energy can be negatively affected by various factors, including interruptions in production by suppliers; natural disasters (such as hurricanes in the Gulf of Mexico) or other climate events.
	Chronic	The chronic physical risks identified are very similar to the acute physical risks, as well as the regulatory changes in our industry. Further analysis is being made to prepare our facilities to better withstand climate-related events.

POLICIES

As part of our ESG Risk Management processes, we develop and publish the policies that enable the compliance of the ESG Strategy.

GRI 102-7 | CSA 1.4.2, 1.7, 2.2.2, 3.4

Links



ALPEK 2021 ESG BOOKLET

[Conflict of Interest Policy](#)

[Code of Conduct](#)

[Safety, Health and Well-Being Policy](#)

[Human Rights Policy](#)

[Anticorruption Policy](#)

[Environmental Policy](#)

[Diversity, Inclusion, Equity Policy](#)

UNITED NATIONS GLOBAL COMPACT

Links

[UN Global Compact - Alpek](#)

[Letter of Commitment](#)



ALPEK 2021 ESG BOOKLET

CODE OF BUSINESS CONDUCT

Our Code of Conduct is the main document that dictates the guidelines for all company's and employees' behavior.

INTEGRITY AND TRANSPARENCY HELPLINE (HUMAN RIGHTS & CODE OF CONDUCT)

GRI 102-17, 406-1 | CSA1.4.2, 1.4.5

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 integrity and 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 Integrity and 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.

Integrity and Transparency Helpline **alfa**

TRANSPARENCY IS EVERYONE'S JOB.

You can help by reporting any lack of transparency or integrity in any of our companies.

24/7 SERVICE

MEX 01.800.265.2532
USA 1.866.482.1957
CAN 1.866.238.2860

+52.812.353.9583

transparency@alfa.com.mx

www.alfa.com.mx/transparency.html

Sigma Alpek Nemak Axtel Newpek

Internal Audit **alfa**

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

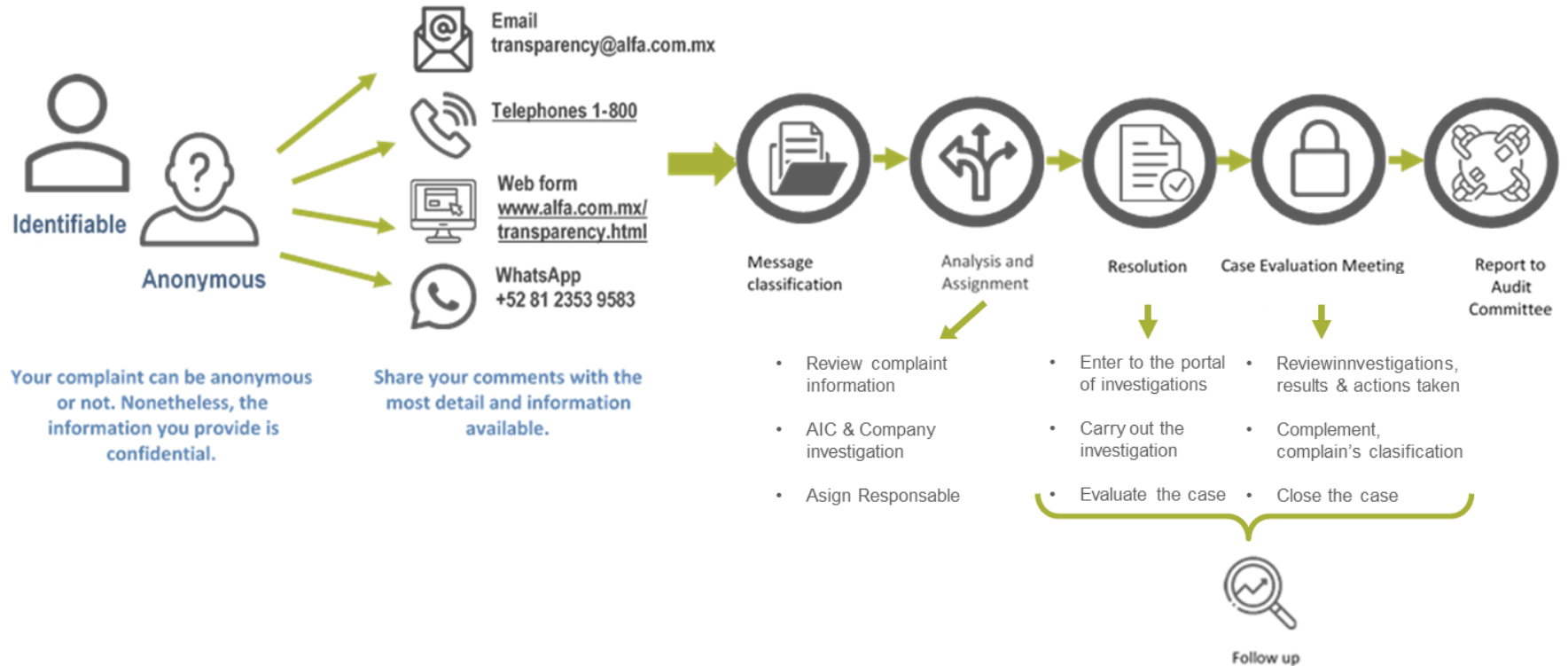
DUE DILLIGENCE PROCESS

CSA 1.4.2, 1.4.5, 3.3.4



ALPEK 2021 ESG BOOKLET

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



- All Alpek's sites are governed by this Due Diligence Process
- The Internal Audit of Alfa does the investigation and analysis.
- Depending on the complaint, additional company personnel may be involved to help the investigation.
- Violation or non-compliance, or the making of any act in violation of our Code of Conduct and/or Human Rights Policy, will result in disciplinary action, which may include termination of employment.



ALPEK 2021 ESG BOOKLET

HUMAN RIGHTS & CODE OF CONDUCT

Alpek has a Human Rights Policy which is one of the public documents/controls that we implement to mitigate as much as possible any violation of Human rights in our operations.

Part of our mitigation of violation of Human Rights plans is the implementation of: Our Human Rights Policy, full compliance with national and international labor regulations, our commitment to the UN Global Compact Principles, and our adherence to the ILO Convention recommendations. This ensures that all our sites have the necessary measures implemented to respect our employees and nearby communities' human rights.

The following are the results from our Integrity and Transparency Helpline:

GRI 205-2 & 205-3 | CSA1.4.2, 1.4.6, 1.4.7, 1.4.8, 3.7.1

Breaches of Code of Conduct (Number of complaints and/or issues)	2019	2020	2021
Anti-corruption – Bribery - Government	3	4	12
Discrimination	0	0	3
Resolved complaints during the year in analysis	NA ¹	75%	73%

1.- This information was not previously disclosed.

GRI 412 | CSA 3.3.3

Human Rights Overview (Number of complaints and/or issues)	2019	2020	2021
Total Complaints	0	0	0
Resolved complaints	-	-	-



ALPEK 2021 ESG BOOKLET

CORPORATE GOVERNANCE

A strong corporate governance process, supported by policies and clear statutes are fundamental to build a sustainable governance body.

CEO COMPENSATION – SUCCESS METRICS

CSA 1.1.8

Short term compensation is a 3-factor combination multiplied to give us the result: 1) Number of months (based on the executive level) fixed; 2) Company bonus factor (CBF); 3) Performance matrix, takes into account the results of the strategic objectives compared to peers.

CBF is calculated using EBITDA, the budget EBITDA is considered the target and if the company reaches the factor to use its 80%, the target includes a range +/- x%, the X% is calculated depending on the historic results of the company.

CEO LONG-TERM PERFORMANCE ALIGNMENT

CSA 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.

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.
DUAL-CLASS SHARES	CSA 1.1.8 & 1.1.14	There are no dual-class shares in the company.
STOCK SERIES AND RIGHTS	CSA 1.1.14	Alpek only have 1 series "A", all the shares have the same rights.

BOARD STRUCTURE

Our board oversees our responsible corporate citizenship, ensuring that our business conduct is ethical and properly governed by focusing on among others.

CSA 1.1.1



ALPEK 2021 ESG BOOKLET

The company is conformed of a 1 tier system. consisting of executive, non-executive and independent directors.

BOARD MEMBERS TYPE | INDEPENDENT "BOARD INDEPENDENCE STATEMENT"

ALPEK DEFINES INDEPENDENT DIRECTORS IN ACCORDANCE WITH THE MEXICAN SECURITY LAW (ARTICLE 29) AND THE CODE OF CORPORATE BEST PRACTICES PUBLISHED BY THE MEXICAN SECURITIES COMMISSION AND THE MEXICAN CEE (ADVISORY CORPORATE COUNCIL).

By legal provision, the Independent Council **cannot** be composed by the following persons:

- I. The relevant managers or employees of the company or of the legal entities that make up the business group or consortium to which it belongs, as well as the commissioners of the latter.
- II. Have been an employee or manager of the company during the last twelve months prior to the date of his appointment.
- III. Without being an employee or manager of the company, have significant influence^[1] or power of command^[2] over the managers of the same.
- IV. Being an advisor to the company or partner or employee of firms that act as advisers or consultants to the company or its affiliates and whose income depends significantly^[3] on this contractual relationship.
- V. Clients, service providers, suppliers, debtors, creditors, partners, directors or employees of a company that is a client, service provider, supplier, debtor or major creditor^[4]. It is considered that a client, service provider or supplier is important, when the company's sales represent more than ten percent of the total sales of the client, the service provider or the supplier, during the twelve months prior to the date of the appointment. Likewise, it is considered that a debtor or creditor is important, when the amount of the credit is greater than fifteen percent of the assets of the company itself or of its counterpart.
- VI. Being an employee of a foundation, university, civil association or civil society that receives important donations from society^[5].
- VII. Being a General Director or high-level official of a company in whose board of directors the General Director or a high-level official of the company in question participates;
- VIII. Those who are relative^[6] or related by consanguinity, affinity or civil up to the fourth degree, as well as the spouses, the common-law wife and the common-law partner, of any of the natural persons referred to in sections I to IV of this article.

It should be noted that in the preceding paragraphs when speaking of a company, the legal entity or persons that make up the business group to which the company belongs must be included.

A shareholder who does not exercise significant influence, or command power, or is linked to the management team of the company, may be considered as an independent director.

1. Significant influence is considered to be the ownership of rights that allow, directly and indirectly, to exercise the vote of at least 20% of the capital stock.
2. It is the ability to decisively influence the agreements adopted in assembly or councils or in management.
3. If they represent significant income if it represents more than 10% of the advisor's income.



ALPEK 2021 ESG BOOKLET

4. A customer or supplier is considered important when sales to or from the company represent more than 10% of the customer's or supplier's total sales, respectively. Likewise, it is considered that a debtor or creditor is important when the amount of the credit is greater than 15% of the assets of the company or its counterpart.
5. Important donations are considered to be those that represent more than 15% of the total donations received by the institution.
6. This assumption applies to the spouse and up to the fourth degree in the cases of consanguinity and affinity, for the cases of items i and ii; and to the spouse and up to the first degree in cases of consanguinity and affinity, for the cases set forth in subsections iii to vi.

BOARD DIVERSITY

CSA 1.1.3

Regarding diversity in the Board, in early 2022 Alpek welcomed a new female member as an independent member. This action is in concordance with Alpek's commitment on diversifying the Board's scope and expertise, as well as improving its composition and effectiveness.

BOARD EFFECTIVENESS

CSA 1.1.5

In our By-laws document, page 11, we declare that: "Independent board members and, where applicable, their alternates, will be selected based on their experience, ability, and professional reputation, further considering that due to their characteristics they can perform their duties free of conflicts of interest and without being subject to personal, financial, or economic interests. Independent board members who cease to be independent during their term, must make the Board of Directors aware of this fact no later than during the next meeting of the Board."



ALPEK 2021 ESG BOOKLET

FINANCIAL INFORMATION

Alpek had an outstanding year regarding its financial performance. This drives us to keep improving in our ESG practices, and provide always better solutions for our customers.

CSA 1.1.4

Key Metrics (U.S. \$ million)	2019	2020	2021	Ch. (%)
Volume¹ (ktons)	4,385	4,801	4,798	4,385
Polyester	3,490	3,918	3,796	3,490
Plastics & Chemicals	895	883	1,002	895
Production (ktons)	4,385	6,390	6,366	4,385
Polyester	3,490	5,339	5,251	3,490
Plastics & Chemicals	895	1,051	1,115	895
Revenues	6,125	5,326	7,697	6,125
Polyester	4,718	3,976	4,828	4,718
Plastics & Chemicals	1,407	1,192	2,342	1,407
EBITDA	834	565	1,146	834
Polyester	428	324	618	428
Plastics & Chemicals	218	229	503	218
Others	188	11	25	188
Comparable EBITDA²	705	601	963	705
Polyester	474	372	458	474
Plastics & Chemicals	231	218	480	231
Others		11	25	
Net Income (Controlling Interest)	342	150	385	342
CAPEX	270	162	227	270

1. Excludes intracompany sales

2. Excludes inventories, carry-forward effects, and non-operating, one-time (gains) losses



ALPEK 2021 ESG BOOKLET

TAXES

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)	2019	2020	2021
Income before taxes	488	253	708
Income tax rate	30%	30%	30%
Statutory income tax rate expenses	147	76	212
Taxes for permanent differences between accounting-taxable income	390	197	506
Total income tax	-98	-57	-202
Effective tax rate	20%	23%	29%
Comprised as follows:			
Current income tax	-127	-91	-212
Deferred income tax	29	34	10
Total income tax	-98	-57	-202

st

ENVIRONMENTAL,
SOCIAL AND GOVERNANCE





ALPEK 2021 ESG BOOKLET

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.



ALPEK 2021 ESG BOOKLET

COVERAGE

This report covers the operation performance of all companies under Alpek SAB, where Alpek holds ownership of 50 percent or more of total shares.

CSA 2.1.1

GENERAL COVERAGE

Coverage (% of Sites)	2019	2020	2021
Environmental	100%	100%	100%
Social	100%	100%	100%

COVERAGE OF ENVIRONMENTAL INDICATORS

Environmental Indicators (% of Sites)	2019	2020	2021
Materials	100%	100%	100%
Production	100%	100%	100%
CO2 Emissions: Scope 1	100%	100%	100%
CO2 Emissions: Scope 2	100%	100%	100%
Scope 1 and Scope 2 Intensity	100%	100%	100%
Other GHG Emissions	100%	100%	100%
SBTI Emissions Scope 1, Scope2 and Scope 3	100%	100%	100%
Energy Consumption	100%	100%	100%
Energy Intensity	100%	100%	100%
Water Withdrawals	100%	100%	100%
Water Discharges	100%	100%	100%
Water Consumption	100%	100%	100%
Water Recycling	100%	100%	100%
Water Intensity	100%	100%	100%
Hazardous Waste	100%	100%	100%
Non- Hazardous Waste	100%	100%	100%
Waste Intensity	100%	100%	100%



ALPEK 2021 ESG BOOKLET

COVERAGE OF SITES

Environmental Indicators (% of Sites)	2019	2020	2021
ALPEK, S.A.B. de C.V.	✓	✓	✓
Grupo Petrotemex, S.A. de C.V.	✓	✓	✓
DAK Americas LLC	✓	✓	✓
DAK Mississippi Inc,	✓	✓	✓
Clear Path Recycling, Co.	✓	✓	✓
DAK Resinas Americas México, S.A. de C.V.	✓	✓	✓
DAK Americas Exterior, S.L.	✓	✓	✓
DAK Americas Argentina, S.A.	✓	✓	✓
Compagnie Selenis Canada Inc.	✓	✓	✓
Companhia Integrada de Textil de Pernambuco	✓	✓	✓
Companhia Petroquímica de Pernambuco	✓	✓	✓
Alpek Polyester UK LTD	✓	✓	✓
Tereftalatos Mexicanos, S.A. de C.V.	✓	✓	✓
Akra Polyester, S.A. de C.V.	✓	✓	✓
Indelpro, S.A. de C.V.	✓	✓	✓
Polioles, S.A. de C.V.	✓	✓	✓
Grupo Styropek, S.A. de C.V.	✓	✓	✓
Styropek México. S.A. de C.V.	✓	✓	✓
Styropek of Canada Corporation	✓	✓	✓
Styropek USA, Inc.	✓	✓	✓
BVPV Styrenics LLC	✓	✓	✓
Beaver Valley	✓	✓	✓
Painesville	✓	✓	✓
Styropek Exterior, S.L.	✓	✓	✓
Styropek do Brasil, Ltda.	✓	✓	✓
Styropek, S.A.	✓	✓	✓
Styropek Chile S.p.A.	✓	✓	✓
Aislapol, S.A.	✓	✓	✓
Unimor, S.A. de C.V.	✓	✓	✓
Univex, S.A.	✓	✓	✓
NEG Natural. S.A. de C.V.	✓	✓	✓
NEG Power, S.A. de C.V.	✓	✓	✓



ALPEK 2021 ESG BOOKLET

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 2021, pages 8 and 9.			Fully
102-3	Location of headquarters	San Pedro Garza García, Nuevo León, México.			Fully
102-4	Location of operations	Annual Report 2021, page 5.			Fully
102-5	Ownership and legal form	ALPEK S.A.B de C.V.			Fully
102-6	Markets served	Annual Report 2021, pages 8, 13 and 15.			Fully
102-7	Scale of the organization	Annual Report 2021, pages 8, 13 and 15.	Diversity, Equity and Inclusion		Fully
102-8	Information on employees and other workers	ESG Booklet 2021, pages 8 to 9.	Relationship with customers and suppliers		Fully
102-9	Supply chain	Annual Report 2021, page 31.	Relationship with customers and suppliers		Fully
102-10	Significant changes to the organization and its supply chain	Annual Report 2021, page 31.	Active ESG Risk Management		Fully
102-11	Precautionary Principle or approach	Annual Report 2021, pages 3 to 7.	Community Engagement		Fully
102-12	External initiatives	Annual Report 2021, pages 19 and 28.	Community Engagement	Goal 17: Partnerships for the goals	Fully
102-13	Membership of associations	ESG Booklet 2021, pages 16 and 17.	Diversity, Equity and Inclusion	Goal 17: Partnerships for the goals	Fully
2: Strategy and Analysis					
102-14	Statement from senior decision-maker	Annual Report 2021, pages 3 to 7.	Sustainable Corporate Governance		Fully
102-15	Key impacts, risks, and opportunities	Annual Report 2021, pages 3 to 7. ESG Booklet 2021, page 29.	Sustainable Corporate Governance	Goal 13: Climate Action	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
102-17	Internal and external pro ethics mechanisms related to enhance the integrity of the organization	ESG Booklet 2021, pages 31 and 32.	Diversity, Equity and Inclusion Community Engagement	Goal 5: Gender Equality Goal 16: Peace, justice, and strong institutions	Fully

ALPEK 2021 ESG BOOKLET



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
			Active ESG Risk Management		
4: Governance					
102-18	Governance structure	Annual Report 2021, pages 36 to 39.	Sustainable Corporate Governance		Fully
102-19 TCFD: Governance	Delegating authority	Annual Report 2021, page 34. The Board of Directors relies on the CEO, General Management, as well as the Finance Division for the issues of investment viability, and 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	Annual Report 2021, pages 33 and 34.	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. We dedicate several channels to gather their opinions about our ESG performance, and implement a dynamic materiality approach so that we are in constant communication with them.	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 2021, pages 38 and 39.	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 2021, pages 38 and 39.	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

ALPEK 2021 ESG BOOKLET



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
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, 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.	Sustainable Corporate Governance Active ESG Risk Management	Goal 16: Peace, justice, and strong institutions	Fully
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report 2021, pages 4 to 7.	Sustainable Corporate Governance		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. In 2021 we strengthened the collective knowledge on ESG of our Top Management in order to develop the targets set for our 12 material issues. We aim to continue with this practice, improving in every ESG area.	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 2021, pages 3 and 7, 18 to 22.	Sustainable Corporate Governance Active ESG Risk Management	Goal 16: Peace, justice, and strong institutions	Fully

ALPEK 2021 ESG BOOKLET



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
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
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, named our ESG Director in 2021.	Sustainable Corporate Governance		Fully
102-33	Communicating critical concerns	This is carried out during the quarterly meetings held by the Board.	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 2021, page 12.	Employees' Human Rights	Goal 8: Decent work and economic growth	Fully
102-42	Identifying and selecting stakeholders	ESG Booklet 2020, Stakeholder Engagement.	Active ESG Risk Management	Goal 17: Partnerships for the goals	Fully
102-43	Approach to stakeholder engagement	ESG Booklet 2020, Stakeholder Engagement.	Active ESG Risk Management Community Engagement	Goal 17: Partnerships for the goals	Fully
102-44	Key topics and concerns raised	ESG Booklet 2020, Stakeholder Engagement.	Active ESG Risk Management Community Engagement	Goal 17: Partnerships for the goals	Fully
6: Reporting Practices					
102-45	Entities included in the consolidated financial statements	Annual Report 2021, page 56.	Sustainable Corporate Governance Active ESG Risk Management		Fully



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
102-46	Defining report content and topic Boundaries	ESG Booklet 2021, pages 6 and 7.	Active ESG Risk Management		Fully
102-47	List of material topics	ESG Booklet 2021, pages 6 and 7.	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	It is explained on each page where there were restatements of information.			Fully
102-50	Reporting period	January 1 st , 2021 to December 31 st , 2021.			Fully
102-51	Date of most recent report	February 28th, 2021.			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
102-54	Claims of reporting in accordance with the GRI Standards	This is our seventh year of reporting under the Global Reporting Initiative methodology, and the fourth 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 2021, pages 12 and 13, 23 to 25.		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 2021, pages 12 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 2021, pages 23 to 25. ESG Booklet 2021, page 30..	Carbon Emissions and Energy Eco-efficiency	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	Occupational Safety	Goal 8: Decent work and economic growth	Fully



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
		"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%			
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, Equity and Inclusion	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	Annual Report 2021, page 27. Country Minimum wage ratio - Alpek vs. legal minimum wage: Mexico 3.30 to 1, United States 2.07 to 1.	Diversity, Equity and Inclusion	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 2021, page 28.	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				

ALPEK 2021 ESG BOOKLET



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
203-1	Infrastructure investments and services supported	Annual Report 2021, page 28.	Community Engagement	Goal 17: Partnerships for the goals	Fully
203-2	Significant indirect economic impacts	Annual Report 2021, page 28.	Community Engagement	Goal 17: Partnerships for the goals	Fully
204: Procurement Process					
103-1	Explanation of the material topic and its Boundary	Annual Report 2021, page 31.	Relations with customers and suppliers	Goal 12: Responsible consumption and production	Fully
103-2	The management approach and its components			Goal 13: Climate Action	
103-3	Evaluation of the management approach				
204-1	Proportion of spending on local suppliers	Approximately 56% of our spending comes from local suppliers.	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 2021, page 34. 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 2021, page 34.	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				



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-3	Evaluation of the management approach				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2021 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 2021, pages 23 and 30.	Circularity 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 2021, pages 17 and 18.	Circularity	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
301-2	Recycled input materials used	ESG Booklet 2021, pages 17 and 18.	Circularity Pollution	Goal 8: Decent work and economic growth Goal 12: Responsible consumption and production	Fully
301-3	Reclaimed products and their packaging materials	In 2021 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 2021, page 24.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
302-1	Energy consumption within the organization	Annual Report 2021, page 24. ESG Booklet 2021, pages 20 to 21.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate Action	Fully
302-2	Energy consumption outside of the organization	Annual Report 2021, page 24. ESG Booklet 2021, pages 20 to 21.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
302-3	Energy intensity	Annual Report 2021, page 24. ESG Booklet 2021, pages 20 to 21.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
302-4	Reduction of energy consumption	Annual Report 2021, page 24. ESG Booklet 2021, pages 20 to 21.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
303: Water and Effluents					
103-1	Explanation of the material topic and its Boundary	Annual Report 2021, page 25.	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 2021, page 25.	Water Management	Goal 6: Clean water or sanitation	Fully
303-2	Management of water discharge-related impacts	Annual Report 2021, page 25.	Water Management	Goal 6: Clean water and sanitation	Fully
303-3	Water withdrawal	Annual Report 2021, page 25. ESG Booklet 2021, page 26.	Water Management	Goal 6: Clean water and sanitation	Fully
303-4	Water discharge	ESG Booklet 2021, page 26.	Water Management	Goal 6: Clean water and sanitation	Fully
303-5	Water consumption	ESG Booklet 2021, page 26.	Water Management	Goal 6: Clean water and sanitation	Fully
304: Biodiversity					
103-1	Explanation of the material topic and its Boundary	Non material 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	Fully



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
				Goal 14: Life below water Goal 15: Life on land	
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 2021, page 41. ESG Booklet 2020, Emissions Generation	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
305-1	Direct (Scope 1) GHG emissions	Annual Report 2021, page 41. ESG Booklet 2021, pages 23 to 24.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
305-2	Energy indirect (Scope 2) GHG emissions	Annual Report 2021, page 41. ESG Booklet 2021, pages 23 to 24.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
305-3	Other indirect (Scope 3) GHG emissions	Annual Report 2021, page 41. ESG Booklet 2021, pages 23 to 24.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
305-4	GHG emissions intensity	ESG Booklet 2021, pages 23 to 24.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
305-5	Reduction of GHG emissions	Annual Report 2021, page 41.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
305-6	Emissions of ozone-depleting substances (ODS)	Alpek does not emit these substances.	Carbon Emissions and Energy Eco-Efficiency	Goal 13: Climate action	Fully
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Annual Report 2021, page 41. ESG Booklet 2021, pages 23 to 24.	Climate Change and Carbon Emissions	Goal 13: Climate action	Fully
306: Effluents and Waste					
103-1	Explanation of the material topic and its Boundary	Annual Report 2021, pages 33 to 35.	Focus on Circular Economy Pollution	Goal 9: Industry, Innovation and Infrastructure 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 2021, page 20.	Circularity Pollution	Goal 12: Responsible consumption and production	Fully
306-3	Significant spills	On April 21 st , due to a power outage that was out of the control of the plant, our plant of EPS Argentina had a spill of 11 tons of styrene of which only 1.7 tons reached Paraná River, equivalent to 0.001% with respect to the total river flow rate per minute. This spill didn't have significant consequences.	Pollution	Goal 12: Responsible consumption and production Goal 14: Life below water	Fully



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
306-4	Transport of hazardous waste	In 2021 approximately 1.5 ktons of hazardous waste were transported.	Pollution	Goal 12: Responsible consumption and production	Fully
306-5	Water bodies affected by water discharges and/or runoff	In 2021 there were no bodies of water or habitats significantly affected by Alpek's operations, spills, or runoffs.	Pollution	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 2021 there were no significant fines nor sanctions due to environmental regulation violations.		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 2021, page 31.	Relations with Customers and Suppliers	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				
308-1	New suppliers that were screened using environmental criteria	No new suppliers screened in 2021.	Relations with Customers and Suppliers	Goal 12: Responsible consumption and production Goal 13: Climate Action	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 12: Responsible consumption and production Goal 13: Climate Action	Fully
SOCIAL					
401: Employment					
103-1	Explanation of the material topic and its Boundary			Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				

ALPEK 2021 ESG BOOKLET



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
401-1	New employee hires and employee turnover	ESG Booklet 2021, page 11.		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 2021, page 15.		Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
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.	Occupational Safety	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 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.	Occupational Safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-3	Occupational health services	Annual Report 2021, page 26. ESG Booklet 2021, page 13.	Occupational Safety	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.	Occupational Safety	Goal 8: Decent work and economic growth	Fully

ALPEK 2021 ESG BOOKLET



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
403-5	Worker training on occupational health and safety	In 2021, 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.	Occupational Safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-6	Promotion of worker health	Annual Report 2021, page 26. ESG Booklet 2021, page 14.	Occupational Safety	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 2021, page 26. ESG Booklet 2021, page 14.	Occupational Safety	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.	Occupational Safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-9	Work-related injuries	Annual Report 2021, page 26. ESG Booklet 2021, page 13.	Occupational Safety	Goal 3: Good health and well-being Goal 8: Decent work and economic growth	Fully
403-10	Work-related ill health	Annual Report 2021, page 26. ESG Booklet 2021, page 13.	Occupational Safety	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			Goal 4: Quality education Goal 5: Gender equality Goal 8: Decent work and economic growth	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
404-1	Average hours of training per year per employee	ESG Booklet 2021, page 12.		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 2021, page 26. ESG Booklet 2021, page 12.		Goal 8: Decent work and economic growth	Fully
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Booklet 2021, page 12.		Goal 5: Gender equality	Fully
405: Diversity and Equal Opportunities					



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-1	Explanation of the material topic and its Boundary	Annual Report 2021, page 27.	Diversity, Equity and Inclusion	Goal 5: Gender equality	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
405-1	Diversity of governance bodies and employees	Annual Report 2021, page 27. ESG Booklet 2021, page 28.		Goal 5: Gender equality	Fully
405-2	Ratio of basic salary and remuneration of women to men	Information not available by the end of 2021.		Goal 5: Gender equality	Fully
406: Non-Discriminatory					
103-1	Explanation of the material topic and its Boundary	ESG Booklet 2021, page 32.		Goal 5: Gender equality	Fully
103-2	The management approach and its components			Goal 16: Peace, justice and strong institutions	
103-3	Evaluation of the management approach				
GRI 406-1	Incidents of discrimination and corrective actions taken	ESG Booklet 2021, page 32.		Goal 5: Gender equality Goal 16: Peace, justice and strong institutions	Fully
407: Freedom of Associations and Collective Bargaining					
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				
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.				



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
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 Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
410-1	Security personnel trained in human rights policies or procedures	We have not identified any supplier or operation with this risk.	Employees' Human Rights	Goal 8: Decent work and economic growth Goal 16: Peace, justice and strong institutions	Fully
411: Rights of Indigenous People					
103-1	Explanation of the material topic and its Boundary		Community Engagement		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 2021, there were no incidents or violations related to indigenous people.	Community Engagement		Fully
412: Human Rights Assessments					
103-1	Explanation of the material topic and its Boundary				Fully
103-2	The management approach and its components				

ALPEK 2021 ESG BOOKLET



Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-3	Evaluation of the management approach				
412-2	Employee training on human rights policies or procedures	During 2021 we worked on the deployment and communication of our Code of Ethics and the Human Rights Policy.			Fully
413: Local Communities					
103-1	Explanation of the material topic and its Boundary		Community engagement	Goal 17: Partnerships for the goals	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. We will work on this in the following years.	Community engagement	Goal 17: Partnerships for the goals	Fully
413-2	Operations with significant actual and potential negative impacts on local communities	None found.	Community engagement	Goal 17: Partnerships for the goals	Fully
414: Supplier Social Assessment					
103-1	Explanation of the material topic and its Boundary		Relations with Customers and Suppliers		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 2021.	Relations with Customers and Suppliers		Fully
414-2	Negative social impacts in the supply chain and actions taken.	None found.	Relations with Customers and Suppliers		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					



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
103-1	Explanation of the material topic and its Boundary	Annual Report 2021, page 30.	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 product and service categories	Annual Report 2021, page 30.	Relations with Customers and Suppliers	Goal 16: Peace, justice and strong institutions	Fully
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2021 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 2021 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	Goal 16: Peace, justice and strong institutions	Fully
103-2	The management approach and its components				
103-3	Evaluation of the management approach		Cybersecurity		



ALPEK 2021 ESG BOOKLET

Standard #	Standard	Answer / Location	Material Aspect	SDG 2030	Status
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	In 2021 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
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 2021 there were no breaches of the laws in the social and economic fields.		Goal 16: Peace, justice and strong institutions	Fully

THIRD PARTY VERIFICATIONS

KPI	Location	Third Party	2019 ¹	2020 ¹	2021 ¹
GHG emissions (CO ₂ S1&S2, CH ₄ , N ₂ O, HFCs, PCFs, NF, SF)	Cosoleacaque, Ver., Mexico	The Climate Registry	Verified	Under current verification	Next to verify
	Montreal, Quebec, Canada	The Climate Registry	-	Under current verification	Next to verify
	Fayetteville, NC, USA	The Climate Registry	Verified	Under current verification	Next to verify
	Columbia, SC, USA	The Climate Registry	Verified	Under current verification	Next to verify
	Bay St. Louis, MS, USA	The Climate Registry	Verified	Under current verification	Next to verify
	Charleston, SC, USA	The Climate Registry	Verified	Under current verification	Next to verify
	Richmond, IN, USA	The Climate Registry	-	-	Next to verify
	Reading, PA, USA	The Climate Registry	-	-	Next to verify

1.- Some of our sites have third-party verification each year, we have completed verification for 2018 and 2019. 2020's emissions verification is undergoing validation and will be completed during the last quarter of 2022 to continue with the verification of 2021 emissions. In 2020 our site in Canada was included in the verification. In 2021 2 new sites were also added to our verification list.

CERTIFICATIONS

Product	Location	Certification
PTA	Altamira, TS, México	ISO 9001, ISO 14001, Clean Industry
	Columbia, SC, USA	-
	Ipojuca, PE, Brazil	ISO 9001, ISO 14001, EcoVadis, Responsible Care
	Cosoleacaque, Ver, México	ISO 9001, ISO 14001, Clean Industry, BRCGS 6

ALPEK 2021 ESG BOOKLET



PET ¹	Columbia, SC, USA	ISO 9001, BRCGS 6, SMETA
	Ipojuca, PE, Brazil	ISO 9001, ISO 14001, EcoVadis, Responsible Care
	Bay St. Louis, MS, USA	ISO 9001, BRCGS 6
	Wilton, UK	ISO 9001, ISO 14001
	Zárate, BA, Argentina	ISO 9001
	Cosoleacaque, Ver, México	ISO 9001, BRCGS 6
	Fayetteville, NC, USA	ISO 9001, BRCGS 6
	Charleston, SC, USA	ISO 9001, BRCGS 6
	Montreal, Quebec, Canada	FSSC 22000
rPET	Pacheco, BA, Argentina	SMETA
	Fayetteville, NC, USA	SMETA
	Richmond, IN, USA	SMETA
	Reading, PA, USA	SMETA
Fibers	Charleston, SC, USA	ISO 9001
Filaments	Monterrey, NL, Mexico	ISO 9001, ISO 14001, Clean Industry, Oeko-Tex, CT-PAT
	Ipojuca, PE, Brazil	ISO 90001, ISO 14001, Responsible Care
PP	Altamira, TS, Mexico	ISO 9001, ISO 14001, Clean Industry, Responsible Care, ESR, GEI
EPS	Altamira, TS, Mexico	ISO 9001, Industria Limpia, UL GreenGuard Cert., FM approved, ICC ES
	Monaca, Pensilvania, USA	ISO 9001, ISO 14001, Factory Mutual (FM) Approvals; UL/ICC-ES
	Guaratingueta, SP, Brazil	ISO 9001
	Painesville, OH, USA	ISO 9001, ISO 14001, Factory Mutual (FM) Approvals; UL/ICC-ES
	Concon, Valpo, Chile	ISO 9001
	Gral. Lagos, SF, Argentina	ISO 9001
ARCEL®	Monaca, Pensilvania, USA	ISO 9001, ISO 14001
Molded EPS	Santiago, RM, Chile	ISO 9001, PEC, SEDEX
	Puerto Montt, Lagos, Chile	ISO 9001, BRCGS 6
	Punta Arenas, Patagonia, Chile	-
CPL & Fertilizers	Salamanca, GT, Mexico	ISO 9001
Other Chemicals	Lerma, MC, Mexico	ISO 9001, Clean Industry, IATF 16949

1.- Includes SPT production (Single Pellet Technology) in Charleston, SC; Cosoleacaque, VZ & Bay St. Louis, MS