



Sustainability

Booklet

2024

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DISCLAIMER

- This document is a **preview** of Alpek's 2024 Sustainability performance for the shareholders prior to Alpek's Annual Shareholders' Meeting. Some of the indicators published in this document are **estimates** and the **final data will be published in Alpek's official 2024 Integrated Report**.
- As part of Alpek's efforts to continuously improve the quality of its Sustainability disclosure, the CO₂ Emissions information is presented under the SBTi criteria basis.
- This document also intends to report a preview of 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.
- You can always find all updated policies, financial reports and ESG reports at: www.alpek.com

INTRODUCTION

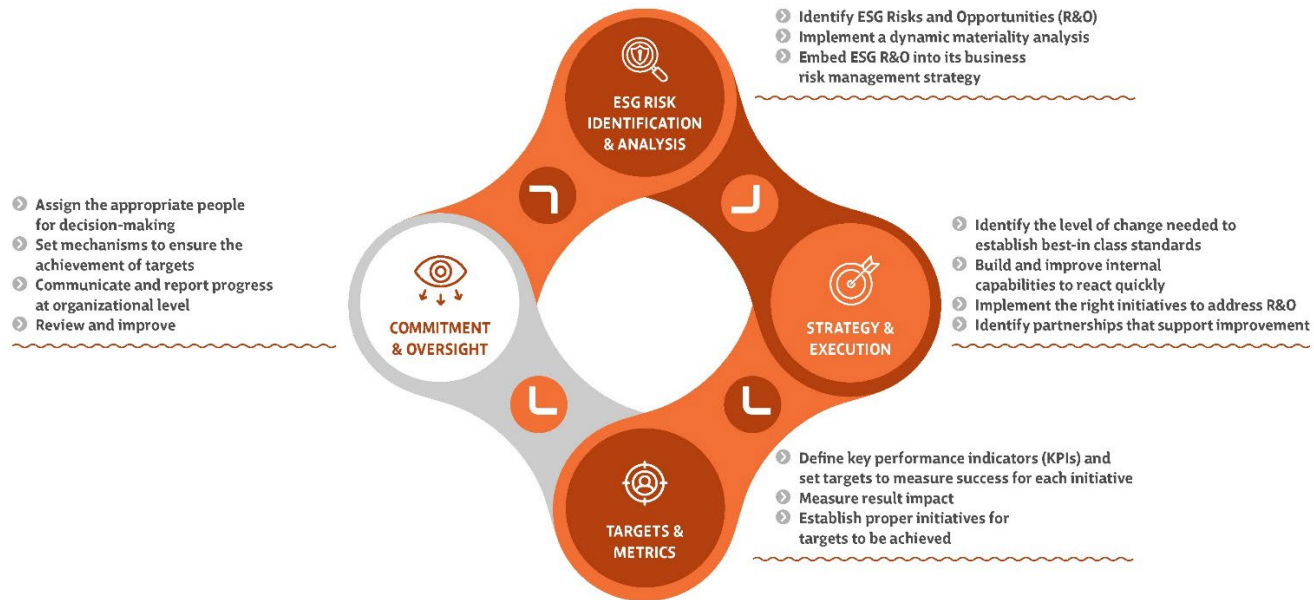
This 2024 booklet aims to provide a consolidated preview of Alpek’s Sustainability performance. Metrics included in this document cover activities during the period from Jan 1st to Dec 31st of 2024. This booklet presents initial detail through performance data tables and comments which will be included in Alpek’s Integrated Annual Report in order to comply with our commitment of continuous improvement on the transparency of the company’s ESG activities. This contains information regarding:

- Environmental metrics: Emissions and waste
- Social metrics: Workforce data, health and safety rates
- Governance metrics: Board oversight, performance and evaluation, and governance processes

ESG APPROACH

As part of Alpek’s ESG Risk Management, the company has adopted a dynamic materiality approach through which it conducts a comprehensive analysis of environmental, social and governance KPI’s and industry trends, and how it is perceived by its stakeholders. This process includes ongoing dialogue with stakeholders, which allows an adequate response to be given to their demands and expectations, while also managing the impact in their organization.

ESG OPERATIVE FRAMEWORK



REPORTING FRAMEWORK

Since 2015, Alpek has consistently reported its Environmental, Social, and Governance (ESG) and sustainability information using the Global Reporting Initiative (GRI) methodology, now known as GRI Standards. However, in 2020, the company made a strategic shift in its reporting approach. Alpek adopted an adapted framework that combines elements from the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, aligns with the GRI Standards, and integrates the Sustainability Accounting Standards Board (SASB). This comprehensive approach ensures accurate and meaningful reporting.

In addition to the above, Alpek actively publishes data for other prominent sustainability indices, including S&P CSA, CDP, and the FTSE4Good Index, among others.

Reporting Frameworks	Where to find them	What they are
GRI Standards 	https://www.globalreporting.org/standards/	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.tcfdhub.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/	The Sustainable Development Goals by 2030 are the blueprint to achieve a better and more sustainable future. They address the global challenges the company faces, 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.
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

ALPEK'S MATERIAL ISSUES

During 2023, Alpek demonstrated its commitment to align its sustainability management to leading international standards by updating its materiality matrix and transitioning to a double materiality assessment.

The analysis involved evaluating Alpek's sustainability stewardship maturity through effective allocation of resources and implemented programs. Simultaneously, the process evaluated risk exposure, considering Alpek's operational impacts on society and environment, as well as financial outcomes.

DOUBLE MATERIALITY MATRIX

Materiality Matrix

14 Material ISSUES

GROW RESPONSIBLY

1. Climate Change Strategy
2. Circularity and Product Responsibility
3. Environmental Management
4. Water Management

LEAD WITH EMPATHY

5. Occupational Safety
6. Human Rights
7. Diversity, Equity and Inclusion (DEI)
8. Social Impact

UPHOLD HIGHEST STANDARDS

9. Sustainable Corporate Governance
10. Cybersecurity
11. Compliance and Transparency

EMBRACE CHANGE

12. ESG Risk and Impact Management
13. Innovation and Sustainable Development
14. Value Chain Management



SOCIAL

WORKFORCE

Enclosed is an overview of Alpek’s workforce composition by several diversity aspects, which allows the company to better plan its long-term strategy regarding its people.

Employee Breakdown by Type (Number of employees)	2022 ⁴	2023	2024
Total Employees	7,259	5,930	5,514
Management ¹	334	365	319
Administrative ²	1,954	1,790	1,752
Operative ³	4,971	3,775	3,443
Female	1,191	1,090	1,032
Management ¹	55	68	62
Administrative ²	615	587	591
Operative ³	521	435	379
Male	6,068	4,840	4,482
Management ¹	279	297	257
Administrative ²	1,339	1,203	1,161
Operative ³	4,450	3,340	3,064

1.- Management positions (from junior managers to directors)

2.- Administrative positions (from assistants to supervisors and its equivalents)

3.- Operative (non-unionized and unionized operative employees)

4.-Alpek reclassified its employees from "Executive Management", "Management" and "Non-management" to: "Management", "Administrative" and "Operative" to facilitate a better understanding of the breakdown of the different levels in the organization. Therefore prior published years might differ.

Female Employee Breakdown by Position (Number of employees)	2022	2023	2024
Total Female Employees	16%	18%	19%
Management (Junior, Middle and Top Management)	16%	19%	19%
In Top Management	5%	6%	6%
In Middle Management	10%	12%	10%
In Junior Management	21%	23%	25%
Administrative	31%	33%	34%
Operative	10%	12%	11%
Share of women in management positions in revenue-generating functions (as % of all such managers)	12%	27%	30%
Share of women in STEM-related positions (as % of total STEM positions)	14%	15%	16%

Employee Breakdown by Country (Number of employees)	2022⁴	2023	2024
Total Employees	7,259	5,930	5,514
Management ¹	334	365	319
Administrative ²	1,954	1,790	1,752
Operative ³	4,971	3,775	3,443
Mexico	3,331	2,171	2,092
Management ¹	143	143	130
Administrative ²	907	868	936
Operative ³	2,281	1,160	1,026
Canada	69	71	64
Management ¹	2	9	6
Administrative ²	23	18	21
Operative ³	44	44	37
United States	1,712	1,566	1,375
Management ¹	99	124	101
Administrative ²	501	438	375
Operative ³	1,112	1,004	899
Argentina	413	419	370
Management ¹	20	18	17
Administrative ²	108	119	109
Operative ³	285	282	244
Chile	267	276	251
Management ¹	1	5	3
Administrative ²	70	42	41
Operative ³	196	229	207
Brazil	624	548	507
Management ¹	14	14	14
Administrative ²	159	162	133
Operative ³	451	372	360
United Kingdom	103	106	101
Management ¹	7	10	9
Administrative ²	31	45	47
Operative ³	65	51	45
Oman	620	627	607
Management ¹	32	18	11
Administrative ²	112	58	52
Operative ³	314	551	544
Saudi Arabia	64	68	68

Management ¹	4	2	2
Administrative ²	8	6	5
Operative ³	52	60	61
Other Countries - Management²	56	78	79
United Arab Emirates	45	66	70
Ireland	1	1	-
Spain	1	1	-
Germany	1	1	1
Austria	1	1	1
Shanghai	6	6	6
Singapore	1	1	-
Peru	-	-	1
Denmark	-	1	68

1.- Management positions (From junior managers to Directors)

2.- Administrative positions (from assistants to supervisors and its equivalents)

3.- Operative (non-unionized and unionized operative employees)

4.- Alpek reclassified its employees from "Executive Management", "Management" and "Non-management" to: "Management", "Administrative" and "Operative" to facilitate a better understanding of the breakdown of the different levels in the organization. Therefore prior published years might differ.

TOTAL WORKFORCE DISTRIBUTION BY RACE¹

Total Workforce Distribution (as % of total employees)	2022	2023 ²	2024
Asian	1%	13%	15%
White	22%	35%	30%
Hispanic or Latino	57%	45%	49%
Indigenous or Native American	0%	1%	1%
African American or Black	4%	5%	4%
Others, two or more races	14%	1% ³	1%
Non-Identified	1%	0%	0%
Total Alpek Workforce (%)	100%	100%	100%

1.- Races classified according to CSA report.

2.- At 2022, Alpek acquired Octal. In 2023 Alpek carried out a more accurate race classification for this new headcount.

Employee Breakdown by Age (Number of employees)	2022	2023	2024
Total Employees	7,259	5,930	5,514
Over 50 years old	1,816	1,364	1,268
Male	1,625	1,194	1,116
Female	191	170	152
30-50 years old	4,121	3,547	3,319
Male	3,380	2,865	2,664
Female	741	682	655
Under 30 years old	1,322	1,019	927
Male	1,063	781	702
Female	259	238	225

Alpek Employees with a Disability (Number of employees)	2022	2023	2024
With a disability	15	16	20

PEOPLE'S SAFETY

Alpek consistently invests in the health and safety of its employees. From running vaccination campaigns to organizing outdoor volunteer activities, the company strives to ensure a safe and healthy workplace. Each business unit has a comprehensive Health and Safety system in place, including mechanisms to respond to emergencies, provide occupational medical care, conduct periodic examinations, and monitor health programs

Total Personal Safety Overview (Employees + Contractors)	2020	2021	2022	2023	2024
Total Recordable Incidents (number of incidents)	68	64	66	47	49
Fatalities (number of incidents)	0	0	1	0	0
TRIR – Total Recordable Incident Rate (200,000 hours worked)	0.73	0.61	0.57	0.42	0.51

ENVIRONMENTAL

EMISSIONS

EMISSIONS REPORTED UNDER SBTi CRITERIA

Science Based Target Initiative (SBTi) validated and approved the company’s GHG emissions reduction target, which can be found at www.alpek.com/esg/targets and is summarized below. This initiative aligns with the Paris Agreement to maintain the global temperature rise to no more than 2°C, where Alpek has committed to contribute to this effort.

2030 Target: Reduction of 27.5% of our Scope 1 and 2 emissions, and 13.5% Scope 3 emissions (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:

CO ₂ Emissions by Scope (SBTi based) ¹ (Millions of tons)	2019 ²	2020	2021	2022	2023 ²	2024
Scope 1	1.33	1.10	1.16	0.95	0.81	0.81
Scope 2	1.47	1.43	1.47	1.40	1.20	1.08
Total Scope 1 & 2	2.80	2.54	2.63	2.35	2.02	1.89
Scope 3	20.95	21.31	24.65	25.11	22.24	TBC

1.- This base includes the history of the newly acquired sites since 2019
 2.- Figures adjusted to reflect newly acquired sites or updates

By the end of 2024, Alpek achieved a reduction of Scope 1 and 2 emissions of 6.2% vs. 2023, and 32.4% compared to its base year.

WASTE MANAGEMENT

WASTE GENERATION BREAKDOWN

Waste Generation Breakdown (% over Total Waste Generation)	2022	2023	2024
Hazardous Waste Generated	1.7%	1.6%	1.8%
Non-Hazardous Waste Generated	98.3%	98.4%	98.2%
Total Waste Generated	100.0%	100.0%	100.0%

NON-HAZARDOUS WASTE GENERATION

Non-Hazardous Waste Disposal (thousand tons)	2022	2023	2024
Total Generated	103.7	108.3	96.2
Total Recycled / Reused	30.9	30.0	22.3
Total Disposed	72.8	78.3	73.9

HAZARDOUS WASTE GENERATION

Hazardous Waste Disposal (thousand tons)	2022	2023	2024
Total Generated	1.8	1.8	1.8
Total Recycled / Reused	0.5	0.5	0.7
Total Disposed	1.3	1.2	1.1

WASTE INTENSITY

Hazardous & Non-Hazardous Waste Intensity (tons total waste / ktons produced)	2022	2023	2024
Waste Generated	16.9	20.0	16.5
Waste Used/recycled/sold	5.0	5.6	3.9
Waste Disposed	11.9	14.5	12.6

WATER MANAGEMENT

WATER CONSUMPTION

Water Withdrawals & Discharges (Million m ³)	2022	2023 ^{1,2}	2024 ¹
Total Withdrawals	149.2	133.9	140.4
Total Discharges	93.8	113.8	144.2
Total Consumption	55.4	20.2	(3.8)

1.- The variation in consumption between 2024 & 2023 against 2022 is attributed to inconsistencies in the discharge measurement systems at certain plants.

2.- Update based on number reassessment.

WATER WITHDRAWAL BY SOURCE

Water Withdrawal by Source (Million m ³)	2022 ¹	2023 ¹	2024
Fresh surface water, including rainwater, rivers, and lakes	141.7	126.9	134.0
Municipal Water	1.5	1.5	1.5
Brackish surface water	-	-	-
Groundwater – renewable	0.9	0.7	0.5
Groundwater – non-renewable	-	-	-
Produced/Entrained water	1.1	0.9	1.0
Third-party sources	4.1	3.9	3.4
Total	149.2	133.9	140.4

1.- Update based on number reassessment.

WATER DISCHARGE BY DESTINATION

Water Discharge by Destination (Million m ³)	2022 ¹	2023	2024
Fresh surface water	86.2	101.4	132.6
Brackish surface water	5.0	7.4	6.8
Groundwater	-	-	-
Third-party destinations	2.6	5.0	4.8
Total	93.8	113.8	144.2

1.- Update based on number reassessment.

WATER INTENSITY

Water Intensity (m ³ / Tons Produced)	2022 ¹	2023 ¹	2024
Total Withdrawals	23.9	24.4	23.7
Total Consumption	8.9	3.7	(0.6)

1.- Update based on number reassessment.

GOVERNANCE

BOARD OF DIRECTORS

Board of Directors Composition (Number of Board Members)	2022	2023	2024
Female	2	3	3
Male	9	11	11
Total	11	14	14

Board of Directors Independence Composition (Number of Board Members)	2022	2023	2024
Independent	5	8	8
Independent Proprietary	2	1	1
Related Proprietary	2	3	3
Patrimonial	2	2	2
Total	11	14	14
Audit and Corporate Practices Committee	3	3	3

Board of Directors Attendance (% of attendance)	2022	2023	2024
Board Meetings	98%	98%	96%
Corporate Practices Committees	92%	92%	100%

2024 BOARD OF DIRECTORS BREAKDOWN

Name	Gender	Age (Years)	Tenure (Years)	Type (Independent, Related, Patrimonial)	Attendance Board Meetings	Attendance CPC ¹
Alejandro Mariano Werner	M	58	2	Independent	100%	-
Álvaro Fernández Garza	M	56	14	Related Proprietary	100%	-
Ana Laura Magaloni Kerpel	F	61	3	Independent	100%	-
Andrés E. Garza Herrera (Member of Audit and CPC)	M	57	13	Independent	100%	100%
Armando Garza Sada (Chairman of the Board)	M	67	14	Related Proprietary	100%	-
Cecilia Montserrat Ramiro Ximénez	F	52	2	Independent	100%	-
Enrique Zambrano Benítez (Chairman of Audit and CPC)	M	69	13	Independent	100%	100%
Francisco José Calderón Rojas (Member of Audit and CPC)	M	58	13	Independent Proprietary	100%	100%
Jaime Zabludovsky Kuper	M	68	6	Independent	100%	-
José Antonio Rivero Larrea	M	72	7	Independent	80%	-
José de Jesús Valdez Simancas	M	72	2	Related Proprietary	100%	-
Merici Garza Sada	F	66	13	Patrimonial	60%	-
Pierre Francis Haas García	M	73	13	Independent	100%	-
Rodrigo Fernández Martínez	M	49	13	Patrimonial	100%	-

1.- CPC: Corporate Practices Committee

BOARD CODE OF ETHICS

Alpek's code of ethics of the board is based on the Mexican Stock Exchange suggestions, a copy of the document is in the following [link \(spanish\)](#).

BOARD DIVERSITY

Regarding diversity on the Board, in early 2023, Alpek welcomed Montserrat Ramiro as a new independent member, following the previous year's addition of Dr. Ana Laura Magaloni. This addition helps prioritize and focus Alpek's business strategy with a sustainability outlook. Dr. Magaloni, a renowned lawyer with extensive knowledge of Human Rights and Diversity, Equity, and Inclusion (DEI), and Ms. Ramiro, an expert in energy and renewable sources with over 25 years of experience, bring valuable expertise to the Board. This action aligns with Alpek's commitment to diversifying the Board's scope and expertise and improving its composition and effectiveness. Currently, Alpek's Board of Directors is comprised of 21% female members.

BOARD OVERSIGHT

Alpek’s Board of Directors oversees the company’s management and overall strategy. In fulfilling this responsibility, the Board adopts an enterprise-level approach to understand major risks facing the company and identify strategic opportunities.

The Board and its Chairman oversee all relevant ESG-related progress, with the CEO leading the company’s ESG strategy. Alpek’s CFO, who also serves as the appointed Sustainability Officer, is responsible for the effective management and execution of the strategy across all business units.

To support this effort, the company has established an ESG Taskforce, managed by the Sustainability Officer, Sustainability Director, Senior Vice President of Human Capital, and the Presidents of all business units. The objective of this group is to determine and oversee ESG initiatives and metrics, identify and mitigate ESG risks, and align opportunities for the company’s growth.

During Alpek’s Board of Directors meetings, the management team presents progress on all strategic initiatives and objectives, including those impacting ESG priority issues. Examples include: Alpek’s rPET capacity growth, efforts to foster a circular economy in collaboration with partners, tracking decarbonization goals, and innovation projects aimed at making processes and products across all business units more sustainable.

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 for 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 CO ₂ emissions). The Committee is also in charge of financial and administrative issues 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. Alpek’s CEO has highlighted sustainability as a key growth pillar for the company. He has been a critical leader in enforcing ESG KPI goals throughout the organization and advocating for greater transparency and visibility. With a special focus on climate-related risks and opportunities, Alpek continues to pursue a sustainable future, with its CEO and top management leading efforts towards more sustainable operations.
Chief Financial Officer (CFO)	Alpek has appointed its CFO as the Sustainability Officer to implement and coordinate the company’s ESG strategy. Additionally, the company has consolidated an ESG Taskforce, comprising top executives from each business unit. Together with the Sustainability Officer, the ESG Taskforce is responsible for establishing and overseeing environmental initiatives and metrics, identifying financial and other risks and opportunities, developing and implementing strategies, and gathering and analyzing information for reporting to Alpek’s Board of Directors. The Innovation and Sustainability Departments, which report to the CFO, are continuously working on improving and developing products and solutions to enhance Alpek’s sustainable portfolio and operations.

POLICIES & INITIATIVES

As part of Alpek’s Integrated Risk Management processes, it developed and published policies and initiatives that support compliance across all operations.

POLICIES

Links
Human Rights
Diversity Equity and Inclusion (DEI)
Code of Ethics
Code of Conduct
Conflict of interest
Whistleblower
Anticorruption
Tax
Information Security
ESG
Environmental
Water management
Safety, Health and Well-Being
Board Code of Ethics
Supplier Code of Conduct
Responsible Investment

INITIATIVES

Links
UN Global Compact - Alpek
UN Global Compact Letter of Commitment
Science Based Targets Initiative (SBTi) – Alpek’s approval
Women Empowerment Principles (WEPs)

CODE OF BUSINESS CONDUCT

Alpek’s Code of Conduct is the main document that dictates the guidelines for all the company’s and employees’ behavior. This document is closely tied to policies on Human Rights and the Code of Ethics, to ensure proper attention to employee wellbeing. Please refer to the “Human Rights and Code of Ethics” section for further details that support the Code of Business Conduct.

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

As part of the process of engaging in the most transparent and effective ways with Alpek’s stakeholders, the company follows a specific process.

Alfa and Alpek Policy Highlight

- The company listens 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.

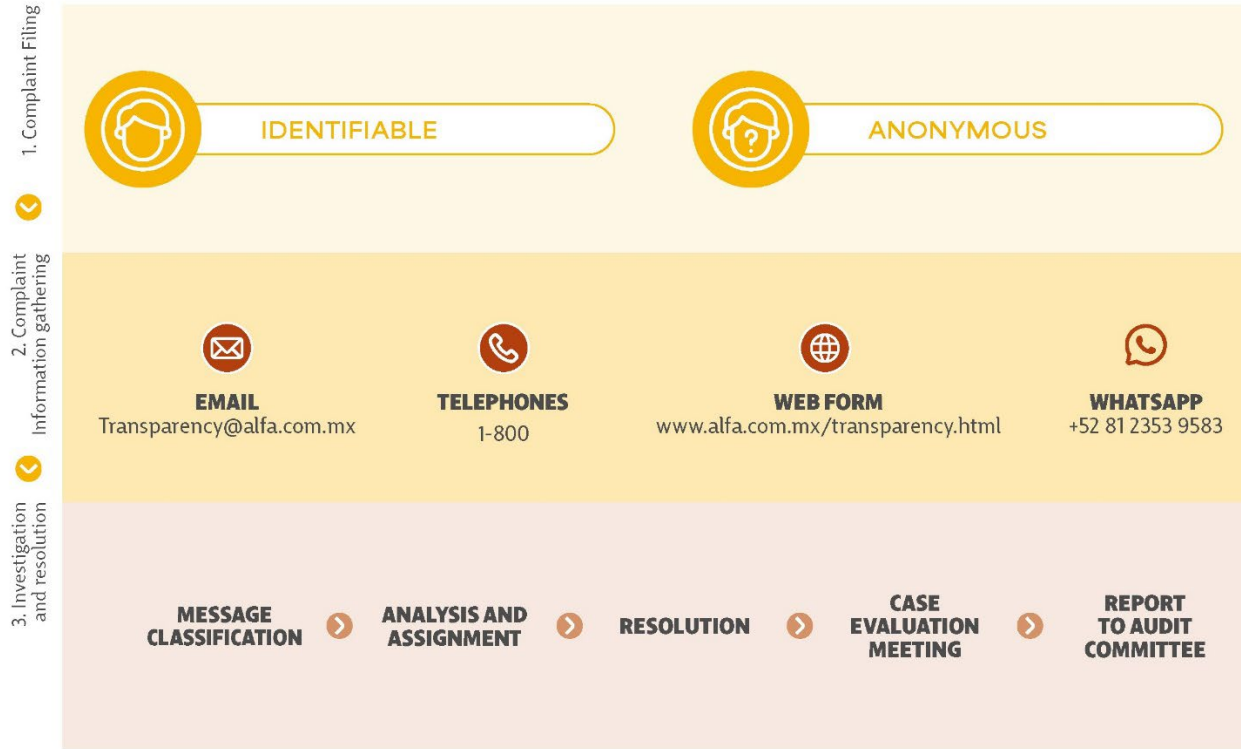
All business units are supported by the Alfa Integrity and Transparency Helpline

- 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
 - Site <http://www.alfa.com.mx/transparency.html> and <http://www.alpek.com/transparency-mailbox.html>
 - WhatsApp in various countries
- Integrity and Transparency Helpline communication and presence:
 - Internet: Websites of Alfa & subsidiaries
 - Pocket Calendars and Posters
 - Business documents: orders, requests, invoices, etc.
 - Annual company campaigns: Screensavers, mailing, videos, posters.

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

DUE DILLIGENCE PROCESS

How Alpek’s 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 in helping 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.

BOARD STRUCTURE

Alpek’s board oversees its responsible corporate citizenship, ensuring that its business conduct is ethical and properly governed. The company is comprised 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.
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 EFFECTIVENESS

In the company's By-laws document, page 11, Alpek declares 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."