

# ELECTION OF BOARD OF DIRECTORS

## SUPPORTING DOCUMENT

### I. BOARD MEMBERSHIP CRITERIA

Alpek believes that there are general qualifications that all Directors must exhibit and other key qualifications and experiences that should be represented on the Board as a whole, but not necessarily by each individual Director.

#### I.I. QUALIFICATIONS REQUIRED OF ALL DIRECTORS

Alpek requires that each Director be a recognized person of high integrity with a proven record of success in his or her field and be able to devote the time and effort necessary to fulfill his or her responsibilities to the Company. Each Director must demonstrate innovative thinking, familiarity with and respect for corporate governance requirements and practices, and a commitment to ESG. In addition, intangible qualities are considered, including the individual's ability to ask difficult questions and, simultaneously, to work collegially.

#### I.II. KEY QUALIFICATIONS & EXPERIENCES TO BE REPRESENTED

Alpek has identified key qualifications and experiences that are important to be represented on the Board as a whole, in light of the Company's business and ESG strategies, as well as expected future business needs. This summarizes which key qualifications and experiences are essential to our Company's business:

- **Relevant Expertise:** Operations, Finance, Strategic Planning, ESG, Risk Management & Public Policy
- **Relevant Industries:** Petrochemicals, Consumer Goods, Automotive & Construction

### II. BIOGRAPHICAL INFORMATION ON DIRECTOR NOMINEES

Included in each Director nominee's biography that follows is a description of the key qualifications and experiences of such nominee.

Alpek believes that the combination of the various qualifications and experiences of the Director nominees would contribute to an effective and well-functioning Board and that, individually and as a whole, the Director nominees possess the necessary qualifications to provide effective oversight of the business and quality advice and counsel to the Company's management.



## NOMINEE:

**Name:** Álvaro Fernández Garza

**Role:** Chairman of the Board

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 57

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 15 years (2011)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Chairman & CEO of Sigma Foods, S.A.B. de C.V.

**Previous Positions:** CEO of Sigma Alimentos | CEO of Terza

**Public Boards:** 5 Total | Sigma Foods (Chairman) | Axtel (Co-Chairman) + CTaxtel (Chairman) | Nemark (Chairman) | Cydsa (Member) | Vitro (Member)

**Other Boards (Private / Industry / Academic):** UDEM (Chairman) | Consejo Mexicano de Negocios (Member)

**Previous Boards:** CAINTRA (President)

**Education:** BA from Notre Dame University | MBA from ITESM | MBA from Georgetown University

## KEY QUALIFICATIONS:

**Relevant Expertise:** Strategic Planning | Finance | Operations

**Relevant Industries:** Consumer Goods | Petrochemicals | Automotive | Industrial | Telecommunications

\*Axtel and CTaxtel are part of the same Company.



## NOMINEE:

**Name:** Rodrigo Fernández Martínez

**Role:** Member of the Board

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 50

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 14 years (2012)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** CEO of Sigma Alimentos, S.A. de C.V.

**Previous Positions:** CEO of Sigma Americas | COO of Sigma Alimentos | CFO of Sigma Alimentos | Central Marketing Officer of Sigma Alimentos

**Public Boards:** N/A

**Other Boards (Private / Industry / Academic):** UDEM (Member) | Lamosa (Member) | Wharton (LatAm Executive Committee Member)

**Previous Boards:** CAINTRA (Chairman) | CONMÉXICO (Member) | CONCAMIN (Member) | CCE (Member)

**Education:** BA from UVA | MBA from Wharton

## KEY QUALIFICATIONS:

**Relevant Expertise:** Strategic Planning | Finance | Operations | Marketing

**Relevant Industries:** Consumer Goods | Petrochemicals



## NOMINEE:

**Name:** Armando Garza Sada – **INDEPENDENT**

**Role:** Member of the Board

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 68

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 15 years (2011)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Member of the Board of Directors of Alpek

**Previous Positions:** Chairman of the Board of Nemak | Chairman of the Board of ALFA | President of CAINTRA | CEO of Terza

**Public Boards:** 5 Total | Sigma Foods (formerly ALFA) (Member) | Nemak (Member) | Axtel + CTaxtel (Member) | | Liverpool (Member) | Lamosa (Member) | BBVA México (Alternate Member)

**Other Boards (Private / Industry / Academic):** Banco de México (Regional Member)

**Previous Boards:** KOF (Member) | FEMSA (Member) | Cydsa (Member) | Grupo Proeza (Member) | Gigante (Member) | Tecnológico de Monterrey (Member) | MVS (Member) | Bolsa Mexicana de Valores, S.A.B. de C.V. (Member)

**Education:** BA from MIT | MBA from Stanford

## KEY QUALIFICATIONS:

**Relevant Expertise:** Strategic Planning | Finance | Operations

**Relevant Industries:** Consumer Goods | Petrochemicals | Automotive | Construction | Telecommunications | Industrial

\*Axtel and CTaxtel are part of the same Company.



## NOMINEE:

**Name:** Francisco José Calderón Rojas – **INDEPENDENT**

**Role:** Member of the Board | Member of the Audit Committee

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 59

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 14 years (2012)

**Attendance Record ('25):** 100%

**Committee Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** President of Franca Industrias, S.A. de C.V. and Franca Servicios S.A. de C.V.

**Previous Positions:** CFO of Franca Industrias, S.A. de C.V. | Servicios Administrativos de Monterrey, S.A de C.V.

**Public Boards:** 1 Total | FEMSA (Member)

**Other Boards (Private / Industry / Academic):** BBVA México (Regional Council) | UDEM (Member)

**Previous Boards:** FEMSA (Alternate Member) | Coca Cola FEMSA (Alternate Member) | BBVA Bancomer

Grupo Financiero (Member) | Banamex (Regional Council) | Cruz Roja de Monterrey (Member)

**Education:** BA from ITESM | MBA from UCLA

## KEY QUALIFICATIONS:

**Relevant Expertise:** Finance | Strategic Planning

**Relevant Industries:** Consumer Goods | Retail | Petrochemicals | Real Estate



## NOMINEE:

**Name:** Andrés Enrique Garza Herrera – **INDEPENDENT**

**Role:** Member of the Board | Chairman of the Audit Committee

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 58

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 14 years (2012)

**Attendance Record ('25):** 100%

**Committee Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** President of Consejo Nuevo León

**Previous Positions:** CEO of Qualtia Alimentos | Strategic Planning Director at Xignux | Business Unit Director at Arnecom Industrias

**Public Boards:** 0 Total | N/A

**Other Boards (Private / Industry / Academic):** Xignux (Member) | Ciudad de los Niños (Chairman) | Pure Water Technologies (Member) | Consejo Nuevo León (President)

**Previous Boards:** Qualtia (President)

**Education:** BA from ITESM | MBA from the University of San Diego | Global Leadership Program at IMD (Switzerland)

## KEY QUALIFICATIONS:

**Relevant Expertise:** Finance | Strategic Planning

**Relevant Industries:** Consumer Goods | Automotive



## NOMINEE:

**Name:** Cecilia Montserrat Ramiro Ximénez – **INDEPENDENT**

**Role:** Member of the Board | Member of the Corporate Practices Committee

## DEMOGRAPHIC INFORMATION:

**Gender:** Female

**Age:** 53

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 3 years (2023)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Country Manager UGT Renewables

**Previous Positions:** External Strategy Advisor of Thermion | Senior External Advisor of IMCO | Chairperson NER of OECD Network of Economic Regulators | Commissioner of Mexican Energy Regulatory Commission (CRE) | Energy Director of the Mexican Institute for Competitiveness (IMCO) | Advisor to the CFO of PEMEX

**Public Boards:** Total 2 | BlackRock Mexico (Member) | Fibra MX (Member)

**Other Boards: (Private / Industry / Academic):** COTEMAR (Member) | ArcelorMittal México (Member) | Iniciativa Climática México (Member) | International Women's Forum (Member) | COMEXI (Member) | Wilson Center (Member)

**Previous Boards:** N/A

**Education:** BA in Economics from ITAM | MS in Economics from University College London | GradDip in Finance from Harvard Extension School – Cambridge | GradDip in Corporate Social Responsibility from Harvard Business School

## KEY QUALIFICATIONS:

**Relevant Expertise:** Strategic Planning | Administration | Finance | Public Policy

**Relevant Industries:** Energy | Consumer Goods | Petrochemicals



## NOMINEE:

**Name:** José de Jesús Valdez Simancas – **INDEPENDENT**

**Role:** Member of the Board

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 73

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 3 years (2023)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Member of the Board of Alpek

**Previous Positions:** CEO of Alpek | CEO of Petrocel, Indelpro, and Polioles

**Public Boards:** Total 1 | Betterware de México (Member)

**Other Boards: (Private / Industry / Academic):** EGADE Business School (Member of Advisory Board)

**Previous Boards:** CAINTRA (Member) | ANIQ (Member)

**Education:** BS and MBA from ITESM | Master's Degree in Industrial Engineering from Stanford University

## KEY QUALIFICATIONS:

**Relevant Expertise:** Strategic Planning | Finance | Operations

**Relevant Industries:** Petrochemicals | Energy | Consumer Goods



## NOMINEE:

**Name:** Alejandro Mariano Werner Wainfeld – **INDEPENDENT**

**Role:** Member of the Board | Chairman of the Corporate Practices Committee

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 59

**Geographic Location:** Washington, D.C.

## BOARD-RELATED INFORMATION:

**Tenure:** 3 years (2023)

**Attendance Record ('25):** 100%

**Committee Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Founding Director at Georgetown Americas Institute

**Previous Positions:** Director of Western Hemisphere Department of the International Monetary Fund (IMF) |

Head of Corporate and Investment Banking at BBVA México | Subsecretary of Finance and Public Credit of Mexico (SHCP) | Director of Economic Studies of Banxico

**Public Boards:** Total 1 | Acciona Energia (Member)

**Other Boards: (Private / Industry / Academic):** BBVA Mexico (Member)

**Previous Boards:** PEMEX (Member) | NAFIN (Member) | Bancomext (Member) | Banobras (Member)

**Education:** BA in Economics from ITAM | PhD in Economics from MIT

## KEY QUALIFICATIONS:

**Relevant Expertise:** Finance | Public Policy

**Relevant Industries:** Banking



## NOMINEE:

**Name:** Jaime Enrique Zabłudovsky Kuper – **INDEPENDENT**

**Role:** Member of the Board | Member of the Corporate Practices Committee

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 69

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 7 years (2019)

**Attendance Record ('25):** 100%

**Committee Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** VP of IQOM Inteligencia Comercial

**Previous Positions:** Executive President of the Mexican Consumer Products Industry Council (CONMÉXICO) | Deputy Chief Negotiator for Mexico in the North American Free Trade Agreement (NAFTA) | Undersecretary for International Trade Negotiations | Ambassador of Mexico to the European Union and Chief Negotiator of the Mexico–European Union Free Trade Agreement

**Public Boards:** Total 1 | Fibrahotel (Member)

**Other Boards (Private / Industry / Academic):** IQOM (Member) | COMEXI (Member) | Baja Ferries (Member) | Xignux (Member) | Edificando Talento (Member) | Mar de Ulloa (Member)

**Previous Boards:** Pemex Producción y Exploración (Member) | EXI (Member) | Hotel Boutique de Todos Santos (Member)

**Education:** BA from ITAM | PhD from Yale

## KEY QUALIFICATIONS:

**Relevant Expertise:** Public Policy

**Relevant Industries:** Consumer Goods | Petrochemicals | International Commerce



## NOMINEE:

**Name:** Armando Garza Herrera – **INDEPENDENT**

**Role:** Member of the Board

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 30

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 1 year (2025)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Global Customer Manager at Sigma Alimentos

**Previous Positions:** Global Customer Manager at Sigma Alimentos | Associate at BCG

**Public Boards:** N/A

**Other Boards (Private / Industry / Academic):** N/A

**Previous Boards:** N/A

**Education:** BS from Cornell University

## KEY QUALIFICATIONS:

**Relevant Expertise:** Strategic Planning | Operations | Finance

**Relevant Industries:** Consumer Goods



## NOMINEE:

**Name:** David Martínez Guzmán – **INDEPENDENT**

**Role:** Member of the Board

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 68

**Geographic Location:** United States

## BOARD-RELATED INFORMATION:

**Tenure:** 1 year (2025)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Founder and Special Director of Fintech Advisory Inc.

**Previous Positions:** Vice President of Citibank

**Public Boards:** Total 2 | CEMEX (Member) | Vitro (Member)

**Other Boards (Private / Industry / Academic):** ICATEN (Member)

**Previous Boards:** N/A

**Education:** Mechanical and Electrical Engineering from UNAM | MBA from Harvard Business School

## KEY QUALIFICATIONS:

**Relevant Expertise:** Finance | Investments

**Relevant Industries:** Telecommunications



## NOMINEE:

**Name:** Enrique Castillo Sánchez Mejorada – **INDEPENDENT**

**Role:** Member of the Board

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 69

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 1 year (2025)

**Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Chief Executive Officer of Tejocotes 134, S.C.

**Previous Positions:** Chariman of the Board and CEO of IXE Grupo Financiero | President and VP of the Mexican Bankers Association | Senior Partner of Ventura Capital Privado

**Public Boards:** Total 5 | Grupo Hérdez (Member) | Southern Copper Corporation (Member) | Medica Sur (Member) | Sigma Foods, S.A.B. de C.V. (Member) | CNP Assurance Paris, France (Member)

**Other Boards (Private / Industry / Academic):** Grupo Invekra (Member) | Flo Networks Inc. (Member)

**Previous Boards:** Maxcom Telecomunicaciones (Member)

**Education:** BS from Universidad Anáhuac

## KEY QUALIFICATIONS:

**Relevant Expertise:** Investments | Audit & Risk Management | Finance

**Relevant Industries:** Banking | Consumer Goods | Medical



## NOMINEE:

**Name:** Guillermo Francisco Vogel Hinojosa – **INDEPENDENT**

**Role:** Member of the Board | Member of the Audit Committee

## DEMOGRAPHIC INFORMATION:

**Gender:** Male

**Age:** 75

**Geographic Location:** Mexico

## BOARD-RELATED INFORMATION:

**Tenure:** 1 year (2025)

**Attendance Record ('25):** 75%

**Committee Attendance Record ('25):** 100%

## KEY EXPERIENCE:

**Position:** Chairman of the Board of Grupo Collado | Vice Chairman of the World Board of Tenaris

**Previous Positions:** President of CANACERO (National Chamber of Iron and Steel Industry of Mexico) | VP of the American Iron and Steel Institute (AISI)

**Public Boards:** Total 2 | Banco Santander México (Member) | Operbus, S.A. de C.V. (Member)

**Other Boards (Private / Industry / Academic):** Innovare R&D (Member) | Europea Network Buisness Solutions, S.A. de C.V. (Member) | Club de Industriales (Member) | Mexican Business Coordinating Council (CCE) (Member) | Universidad Panamericana – IPADE (Member) | International Council of the Manhattan School of Music (Member) | US-Mexico CEO Dialogue (President)

**Previous Boards:** Chairman of the North American Steel Council | Director and Vice Chairman of the Board of the American Iron & Steel Institute

**Education:** BS from UNAM | MBA from UT

## KEY QUALIFICATIONS:

**Relevant Expertise:** Strategic Planning | Corporate Governance | International Affairs | Finance | Leadership

**Relevant Industries:** Industrial | Steel | Manufacturing | Consumer Goods | International Trade



### III. PROPOSED BOARD

ALPEK S.A.B. DE C.V.

#### PROPOSED BOARD OF DIRECTORS

- |                                      |  |
|--------------------------------------|--|
| - Álvaro Fernández Garza             | Chairman of the Board  |
| - Rodrigo Fernández Martínez         | Member   |
| - Armando Garza Sada                 | Member (INDEPENDENT)   |
| - Francisco José Calderón Rojas      | Member (INDEPENDENT)   |
| - Andrés Enrique Garza Herrera       | Member + Chairman of Audit Committee (INDEPENDENT)           |
| - Cecilia Montserrat Ramiro Ximénez  | Member (INDEPENDENT)   |
| - José de Jesús Valdez Simancas      | Member (INDEPENDENT)   |
| - Alejandro Mariano Werner           | Member + Chairman of Corp. Practices Committee (INDEPENDENT) |
| - Jaime Enrique Zabludovsky Kuper    | Member (INDEPENDENT)   |
| - Armando Garza Herrera              | Member (INDEPENDENT)   |
| - David Martínez Guzmán              | Member (INDEPENDENT)   |
| - Guillermo Francisco Vogel Hinojosa | Member (INDEPENDENT)   |
| - Enrique Castillo Sánchez-Mejorada  | Member (INDEPENDENT)   |
| - Carlos Jiménez Barrera             | Secretary of the Board                                       |

### IV. PROPOSED COMPENSATION

From March 3rd, 2026 to the date of the next ALPEK, S.A.B. de C.V. Ordinary General Shareholders' Meeting, (i) the proposed compensation, as honoraria, for each of the 13 members of ALPEK, S.A.B. de C.V.'s Board of Directors is of Ps\$145,000.00 for each meeting they attend (\$22,500 USD for Board Members with a foreign nationality and/or residence outside of Mexico); and (ii) the proposed compensation, as honoraria, for each of the members of the Audit and Corporate Practices Committees is of Ps\$115,000.00 for each committee meeting they attend.