



sustainability  
**report**  
preview

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## DISCLAIMER

- This document is a preview of Alpek's 2025 performance for the shareholders prior to Alpek's Annual Shareholders' Meeting. Some of the indicators published in this document may be subject to final adjustments, and the final data will be published in Alpek's official 2025 Sustainability Report.
- 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.
- As part of Alpek's efforts to continuously improve the quality of its Sustainability disclosure, the CO<sub>2</sub> Emissions information is presented under the SBTi criteria basis.
- You can always find all updated policies, financial reports, and Sustainability reports at: [www.alpek.com](http://www.alpek.com)

## 1. INTRODUCTION

The 2025 Sustainability Report aims to provide comprehensive information on Alpek's performance. This document includes metrics covering activities from January 1<sup>st</sup> to December 31<sup>st</sup>, 2025, along with historical data for the specified years, in line with Alpek's commitment to enhancing transparency in its sustainability efforts. The information encompasses:

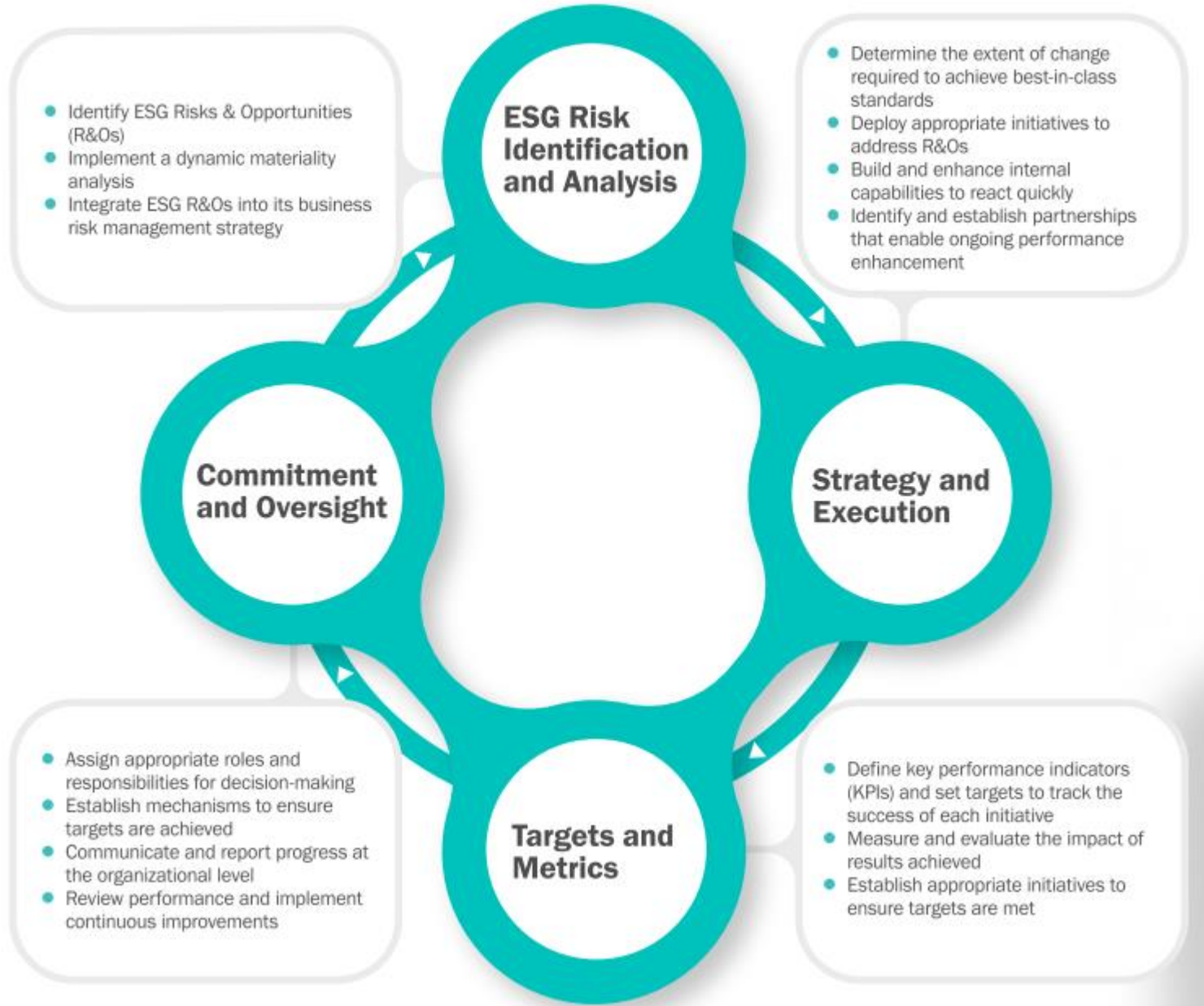
- **Environmental metrics:** Biodiversity, emissions, and waste.
- **Social metrics:** Workforce data, and health & safety.
- **Governance metrics:** Board of directors, policies, and corporate governance.

## 2. ALPEK'S ESG OPERATIONAL FRAMEWORK

### 2.1. STRATEGY & RISK MANAGEMENT

As part of Alpek's ESG Risk Management framework, the Company has adopted a dynamic materiality approach through which it conducts a comprehensive analysis of ESG- and industry-related trends, as well as their relevance from a stakeholder perspective. This process is supported by ongoing dialogue with stakeholders, enabling Alpek to respond effectively to their expectations and requirements while proactively managing potential impacts on the organization.

## ESG Operative Framework



### 3. REPORTING FRAMEWORKS

For over a decade now, Alpek has consistently reported its sustainability information, including Environmental, Social, and Governance (ESG) data, using the Global Reporting Initiative (GRI) methodology, currently known as the GRI Standards. In 2020, the company strengthened its reporting approach to enhance the accuracy, relevance, and comparability of its disclosures by adopting a multi-framework methodology. This approach integrates elements from the GRI Standards, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the Sustainability Accounting Standards Board (SASB) Standards, allowing Alpek to provide comprehensive and decision-useful sustainability information to its stakeholders. Furthermore, Alpek participates in prominent sustainability assessments and indices, including the S&P Global Corporate Sustainability Assessment (CSA), CDP, among others.

Reporting Framework	Additional Information	Description
<b>Global Reporting Initiative (GRI) Standards</b> 	<a href="https://www.globalreporting.org/standards/">https://www.globalreporting.org/standards/</a>	The Global Reporting Initiative is an independent international standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption.
<b>SASB Chemicals Sector Standards</b> 	<a href="https://www.sasb.org/wp-content/uploads/2018/11/SASB-Standards-Application-Guidance-2018-10.pdf">https://www.sasb.org/wp-content/uploads/2018/11/SASB-Standards-Application-Guidance-2018-10.pdf</a>	SASB Standards provide industry-based disclosures guidance that enables companies to identify, manage, and communicate financially material sustainability information to their investors.
<b>Task Force on Climate-related Financial Disclosures (TCFD) Reporting Framework</b> 	<a href="https://www.tcfhub.org/getting-started/">https://www.tcfhub.org/getting-started/</a>	The TCFD has developed a framework for climate-related financial disclosures consisting of four pillars: Governance, Strategy, Risk Management and Metrics & Targets. The framework is designed to help public companies and other organizations effectively disclose climate-related risks and opportunities through their existing reporting processes.
<b>United Nations Sustainable Development Goals</b> 	<a href="https://sdgs.un.org/">https://sdgs.un.org/</a>	The Sustainable Development Goals consist of 17 goals that were adopted by all United Nations Member States in 2015 as part of the by 2030 Agenda for Sustainable Development. They are the blueprint to achieve a better and more sustainable future, addressing the global challenge such as poverty, inequality, climate change, environmental degradation, peace and justice.
<b>CDP</b> 	<a href="https://www.cdp.net/en/">https://www.cdp.net/en/</a>	CDP, formerly Carbon Disclosure Project, is a global non-profit organization that operates an environmental disclosure system for companies, cities, states, and regions to manage and disclose their environmental impacts, particularly related to climate change, water security, and deforestation.
<b>S&amp;P Global Corporate Sustainability Assessment (CSA)</b> 	<a href="https://www.spglobal.com/esg/csa/">https://www.spglobal.com/esg/csa/</a>	The CSA applies a best-in-class approach to assess the management of financially relevant ESG issues across economic, environmental, and social dimensions. Based on performance, companies receive scores ranging from 0 to 100, as well as percentile rankings for approximately 20 financially relevant sustainability criteria.

## 4. MATERIALITY

In 2025, Alpek conducted a double materiality analysis (DMA) to prepare for the upcoming disclosure requirements under the Corporate Sustainability Reporting Directive (CSRD). This analysis identifies which topical disclosure requirements need to be communicated. Double materiality considers both impact and financial materiality. A topic is considered material when it either reflects significant environmental or social impacts or generates, or has the potential to generate, material financial effects.

The assessment aims to identify, understand, and prioritize the material Environmental, Social, and Governance (ESG) impacts, risks, and opportunities (IROs) relevant to Alpek. To achieve this, the company gathered input from internal and external stakeholders, as well as proxy sources, regarding key sustainability topics and their associated actual and potential IROs. The results of the double materiality analysis provide a foundation for strategic planning and decision-making related to managing the most material sustainability topics and their corresponding IROs.

### 4.1. DOUBLE MATERIALITY METHODOLOGY

#### **Phase 1** – Assess Current State

- Review the company's sustainability data and documentation
- Identify and map relevant internal and external stakeholders

#### **Phase 2** – Engage Stakeholders

- Outline potential Impacts, Risks, and Opportunities (IROs)
- Gather insights through interviews and surveys with stakeholders
- Summarize and analyze feedback

#### **Phase 3** – Evaluate Impacts, Risks, and Opportunities

- Confirm and score IROs based on impact and financial materiality

#### **Phase 4** – Prioritize and Align Topics

- Determine which IROs are material and link them to ESRS topics
- Integrate findings into corporate strategy and risk management

#### **Monitor and yearly review**

*Alpek remains committed to engaging with all stakeholders to gather feedback continuously. This feedback will inform an ongoing materiality identification process.*

### 4.2. MATERIALITY PROCESS

This double materiality assessment was conducted collaboratively by Alpek and a third-party global sustainability consulting firm with over 50 years of experience. The process included identifying and classifying key stakeholder groups, both internal and external, to gain a deeper understanding of actual and potential negative impacts, as well as related risks and opportunities. IROs were then identified and categorized. Each risk and opportunity was evaluated based on the likelihood of occurrence and the magnitude of associated financial effects. Material IROs are those that exceed a reasonable threshold of severity and likelihood for impacts, or significance and likelihood for financial risks and opportunities.

After performing the DMA, 20 material topics were identified with varying levels of impact and financial materiality.

## 4.3. NEW DOUBLE MATERIALITY MATRIX 2025

### Environment

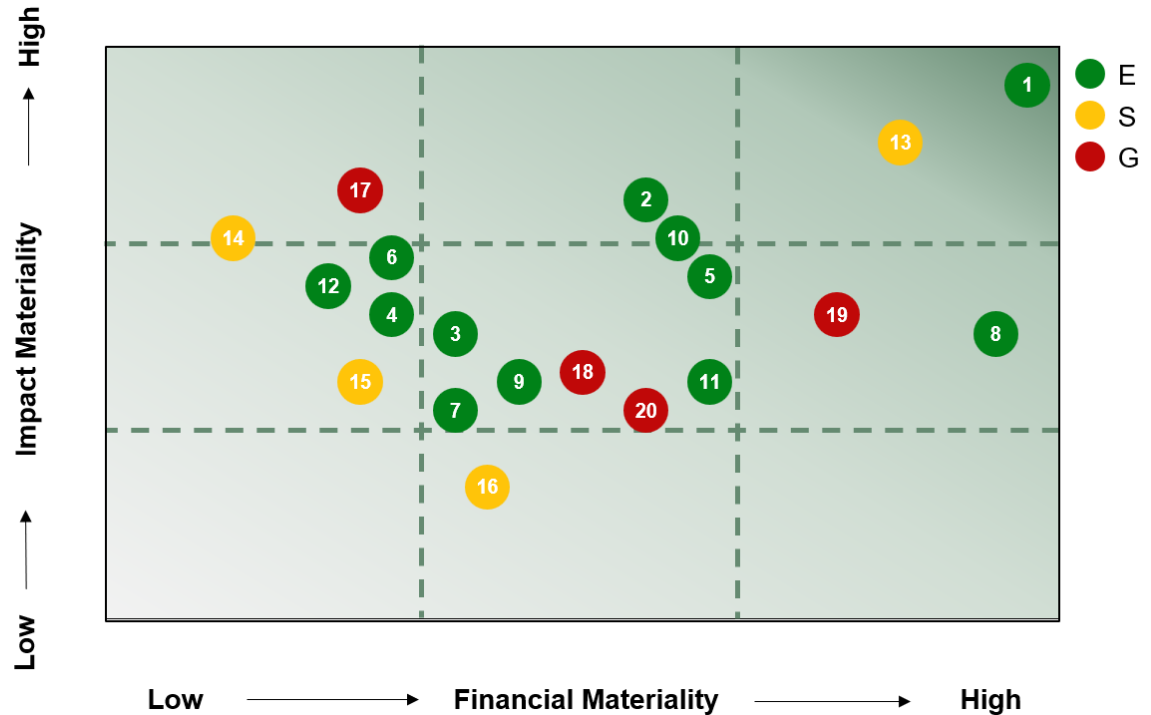
- 1 Climate Change
- 2 Energy
- 3 Microplastics
- 4 Pollution of soil
- 5 Pollution of air
- 6 Pollution of water
- 7 Substances of Very High Concern
- 8 Water Use / Consumption
- 9 Biodiversity Impacts
- 10 Resource outflows related to products
- 11 Resource inflows including resource use
- 12 Waste

### Social

- 13 Working Conditions
- 14 Equal treatment and working opportunities
- 15 Affected communities
- 16 Information related to impacts for consumers

### Governance

- 17 Supply Chain Management
- 18 Cybersecurity
- 19 Corruption and Bribery
- 20 Business Conduct



## 5. SOCIAL

### 5.1. WORKFORCE

Enclosed is an overview of Alpek's workforce composition across various diversity dimensions. In line with our ongoing commitment to developing a comprehensive Diversity, Equity, and Inclusion (DEI) strategy, the company has prioritized transparency in reporting all permissible data, as allowed by local laws in each region where we operate.

## 5.1.1. EMPLOYEE BREAKDOWN BY POSITION

Employee Breakdown by Type (Number of employees)	2023	2024	2025
<b>Total Employees</b>	<b>5,930</b>	<b>5,514</b>	<b>5,147</b>
Management <sup>1</sup>	365	319	303
Administrative <sup>2</sup>	1,790	1,752	1,680
Operative <sup>3</sup>	3,775	3,443	3,164
<b>Female</b>	<b>1,090</b>	<b>1,032</b>	<b>997</b>
Management <sup>1</sup>	68	62	65
Administrative <sup>2</sup>	587	591	573
Operative <sup>3</sup>	435	379	359
<b>Male</b>	<b>4,840</b>	<b>4,482</b>	<b>4,150</b>
Management <sup>1</sup>	297	257	238
Administrative <sup>2</sup>	1,203	1,161	1,107
Operative <sup>3</sup>	3,340	3,064	2,805

- 1.- Management positions (from junior managers to executive management)  
 2.- Administrative positions (from assistants to supervisors and its equivalents)  
 3.- Operative (non-unionized and unionized operative employees)

## 5.1.2. EMPLOYEE BREAKDOWN BY COUNTRY

Employee Breakdown by Country (Number of employees)	2023	2024	2025
<b>Total Employees</b>	<b>5,930</b>	<b>5,514</b>	<b>5,147</b>
Management <sup>1</sup>	365	319	307
Administrative <sup>2</sup>	1,790	1,752	1,676
Operative <sup>3</sup>	3,775	3,443	3,164
<b>Mexico</b>	<b>2,171</b>	<b>2,092</b>	<b>2,112</b>
Management <sup>1</sup>	143	130	138
Administrative <sup>2</sup>	868	936	958
Operative <sup>3</sup>	1,160	1,026	1,016
<b>Canada</b>	<b>71</b>	<b>64</b>	<b>65</b>
Management <sup>1</sup>	9	6	5
Administrative <sup>2</sup>	18	21	22
Operative <sup>3</sup>	44	37	38
<b>United States</b>	<b>1,566</b>	<b>1,375</b>	<b>1,053</b>
Management <sup>1</sup>	124	101	81
Administrative <sup>2</sup>	438	375	320

<b>Employee Breakdown by Country</b> (Number of employees)	<b>2023</b>	<b>2024</b>	<b>2025</b>
Operative <sup>3</sup>	1,004	899	652
<b>Argentina</b>	419	370	288
Management <sup>1</sup>	18	17	14
Administrative <sup>2</sup>	119	109	91
Operative <sup>3</sup>	282	244	183
<b>Chile</b>	276	251	268
Management <sup>1</sup>	5	3	2
Administrative <sup>2</sup>	42	41	38
Operative <sup>3</sup>	229	207	228
<b>Brazil</b>	548	507	502
Management <sup>1</sup>	14	14	15
Administrative <sup>2</sup>	162	133	116
Operative <sup>3</sup>	372	360	371
<b>United Kingdom</b>	106	101	96
Management <sup>1</sup>	10	9	8
Administrative <sup>2</sup>	45	47	42
Operative <sup>3</sup>	51	45	46
<b>Oman</b>	627	607	608
Management <sup>1</sup>	18	11	10
Administrative <sup>2</sup>	58	52	53
Operative <sup>3</sup>	551	544	545
<b>Saudi Arabia</b>	68	68	71
Management <sup>1</sup>	2	2	2
Administrative <sup>2</sup>	6	5	5
Operative <sup>3</sup>	60	61	64
<b>Other Countries - Management<sup>2</sup></b>	78	79	84
United Arab Emirates	66	70	78
Ireland	1	0	0
Spain	1	0	0
Germany	1	1	0
Austria	1	1	0
Shanghai	6	6	6
Singapore	1	0	0
Peru	0	1	0
Denmark	1	1	0

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)

## 5.1.3. EMPLOYEE BREAKDOWN BY AGE

Employee Breakdown by Age (Number of employees)	2023	2024	2025
<b>Total Employees</b>	<b>5,930</b>	<b>5,514</b>	<b>5,147</b>
Over 50 years old	1,364	1,268	1,253
Male	1,194	1,116	1,095
Female	170	152	158
30-50 years old	3,547	3,319	3,209
Male	2,865	2,664	2,538
Female	682	655	671
Under 30 years old	1,019	927	685
Male	781	702	517
Female	238	225	168

## 5.1.4. WORKFORCE BREAKDOWN BY RACE

Total Workforce Distribution (as % of total employees)	2023	2024	2025
Asian	13%	15%	15%
White	35%	30%	29%
Hispanic or Latino	45%	49%	50%
Indigenous or Native American	1%	1%	2%
African American or Black	5%	4%	4%
Others, two or more races	1%	1%	1%
Non-Identified	0%	0%	0%
Total Alpek Workforce (%)	100%	100%	100%

Note: Races classified according to CSA report.

## 5.1.5. WORKFORCE BREAKDOWN BY RACE AT MANAGEMENT LEVEL

<b>Junior, Middle, and Senior Management Workforce Distribution</b> (as % of Junior, Middle, and Senior Management employees)	<b>2023</b>	<b>2024</b>	<b>2025</b>
Asian	11%	10%	7%
White	32%	32%	30%
Hispanic or Latino	45%	52%	54%
Indigenous or Native American	1%	1%	0%
African American or Black	1%	1%	3%
Others, two or more races	7%	4%	5%
Non-Identified	-	0%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Note: Races classified according to CSA report.

## 5.1.6. WORKFORCE BREAKDOWN BY DISABILITY

<b>Alpek Employees with a Disability</b> (Number of employees)	<b>2023</b>	<b>2024</b>	<b>2025</b>
With a disability	16	20	6

## 5.2. HUMAN CAPITAL MANAGEMENT

### 5.2.1. TRAINING AND DEVELOPMENT

<b>Training &amp; Development</b> (Average Training Hours per Employee)	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Average Training Hours   Employees</b>	<b>34</b>	<b>29</b>	<b>25</b>
Female	32	24	26
Male	34	30	25
Operative	25	26	23
Administrative and Management	49	32	28
<b>Average amount spent per FTE, USD</b>	<b>626<sup>1</sup></b>	<b>597<sup>1</sup></b>	<b>477</b>

1.- Values were updated to include all training programs.

## 5.2. EMPLOYEE DEVELOPMENT PROGRAMS

Employee development is a core element of Alpek’s corporate culture. The company is committed to offering structured programs and initiatives that continuously strengthen workforce capabilities, supporting a culture of learning, growth, and innovation.

### Leadership, Digital, and Cultural Capacity Building

During 2025, Alpek delivered multiple training programs across its business units focused on strengthening leadership, team communication, and project management skills, while also reinforcing organizational culture and supporting employees in adapting to new digital tools, processes, and technologies.

Training related to digital transformation reached 1,580 participants, helping employees strengthen capabilities needed in an increasingly digital workplace. In addition, 1,739 employees participated in culture-focused training, covering topics such as integrity, open and authentic communication, and other behaviors that promote a collaborative and respectful work environment. The Company also continued to support employees’ academic development through scholarship programs for professional certifications, diplomas, and master’s degrees, benefiting 21 employees during the year.

These initiatives contributed to the professional development of employees and supported overall organizational effectiveness.

## 5.3. TALENT ATTRACTION & RETENTION

### 5.3.1. EMPLOYEE HIRING BREAKDOWN BY AGE

Employee Hiring by Age (Number of employees)	2022		2023		2024		2025	
	Count	%	Count	%	Count	%	Count	%
<b>Total filled vacancy positions</b>	<b>1,557</b>	<b>21%</b>	<b>1,087</b>	<b>18%</b>	<b>778</b>	<b>14%</b>	<b>582</b>	<b>11%</b>
Over 50 years old	170	2%	121	2%	54	1%	36	1%
Male	132	2%	97	2%	41	1%	26	1%
Female	38	1%	24	0%	13	0%	10	0%
30-50 years old	724	10%	461	8%	304	6%	310	6%
Male	580	8%	349	6%	250	5%	238	5%
Female	144	2%	112	2%	54	1%	72	1%
Under 30 years old	663	9%	505	9%	420	8%	236	4%
Male	497	7%	384	6%	231	4%	171	3%
Female	166	2%	121	2%	189	3%	65	1%

### 5.3.2. INTERNAL AND EXTERNAL EMPLOYEE HIRING

External and Internal Employee Hiring (Number of employees)	2022		2023		2024		2025	
	Count	%	Count	%	Count	%	Count	%
<b>Total filled vacancy positions</b>	<b>1,557</b>	<b>21%</b>	<b>1,087</b>	<b>18%</b>	<b>673</b>	<b>12%</b>	<b>582</b>	<b>11%</b>
Internal Hiring	633	9%	307	5%	252	5%	209	4%
Male	511	7%	225	4%	194	4%	148	3%
Female	122	2%	82	1%	58	1%	61	1%
External Hiring	924	13%	780	13%	421	8%	373	7%
Male	698	10%	605	10%	328	6%	287	5%
Female	226	3%	175	3%	93	2%	86	2%

Note: NA stands for information not previously disclosed.

### 5.3.3. PERFORMANCE APPRAISAL

Performance evaluation is a key component of Alpek’s approach to workforce development and effectiveness. The Company applies different performance appraisal methodologies across business units and employee levels to ensure consistent and meaningful assessments that support professional growth and align individual performance with Alpek’s strategic objectives. Performance evaluations are conducted at least annually for executive management and management positions.

How does it work at Alpek?	
Management by Objectives	Each year, executive management and employees jointly define objectives aligned with departmental goals and the Company’s overall strategy
360° Feedback	Alpek’s 360° feedback process gathers confidential input from supervisors, peers, and direct reports, offering a well-rounded view of performance as well as helping identify strengths and opportunities for improvement.

### 5.3.4. EMPLOYEE SUPPORT PROGRAMS

Alpek is committed to fostering a supportive and inclusive work environment that enhances employee well-being and professional development. To support this objective, the company implements a range of programs and policies aimed at strengthening work-life balance and enabling long-term career growth.

**Key Initiatives:**

- Flexible Work Arrangements, including remote work, part-time roles, and adaptable schedules.
- Paid parental leave is provided to all employees, including in countries where such benefits are not legally mandated. Female employees are entitled to between 4 and 24 weeks of paid leave, while male employees receive between 5 days and 5 weeks, depending on local regulations.
- Dedicated lactation rooms and related support are available to promote a family-friendly workplace.
- OrientaMe Program offers access to professional therapy, personalized nutrition guidance, and financial and tax advisory services.

Through these initiatives, along with additional benefits, Alpek continues to foster a workplace culture focused on employee well-being, engagement, and long-term success.

## 5.3.5. MATERNITY AND PATERNITY LEAVE CASES

Maternity and Paternity Leave (Number of Cases)	2022	2023	2024	2025
Maternity leave	55	36	35	66
Paternity leave	102	67	107	145
<b>Reincorporation after Maternity or Paternity leave</b>	<b>87</b>	<b>86</b>	<b>122</b>	<b>137</b>
<b>Reincorporation Rate</b>	<b>55%</b>	<b>83%</b>	<b>86%</b>	<b>65%</b>

## 5.3.6. EMPLOYEE ENGAGEMENT RATE

In 2025, Alpek continued implementing its customized employee engagement survey to enhance the quality and relevance of workforce insights. The survey was conducted across operations in nine countries and captured the perspectives of more than 4,800 employees. It assessed topics such as happiness, stress, energy levels, purpose, job satisfaction, and work-life balance, addressing key aspects of employee well-being. Following an 86% response rate in 2024, participation increased to 93%, reflecting even stronger employee engagement.

## 5.3.7. FREEDOM OF ASSOCIATION

Employee Freedom of Association (% of employees)	2023	2024	2025
Employees represented by an independent trade union or by collective bargaining	35%	36%	35%

## 5.4. SUPPORTING COMMUNITIES

### 5.4.1. CORPORATE CITIZENSHIP STRATEGY

Supporting local communities is a key component of Alpek’s strategy and is carried out through initiatives focused on education, environmental awareness, social welfare, and health, reflecting the needs and context of the communities in which the company operates. Through these efforts, Alpek contributes to strengthening social well-being while advancing the “Lead with Empathy” pillar of its sustainability model.

## Progress 2025

As part of its “Lead with Empathy” approach, Alpek continued strengthening its engagement with local communities through initiatives focused on education, environmental awareness, social welfare, and health:

**Supporting Education and Youth Development:** Alpek promoted education through scholarships for students, partnerships with universities and technical institutions, participation in job fairs and academic events, and support for school infrastructure, including the construction and improvement of classrooms and educational spaces. The Company also contributed to student development by sponsoring academic activities, conferences, and internship programs, and by engaging with schools through site visits and career talks.

- **Promoting Environmental Awareness and Action:** Environmental stewardship remained a priority in 2025. Alpek organized and supported recycling campaigns, awareness talks in schools, PET and plastic collection drives, and initiatives such as bottle-exchange programs and environmental education activities. Employees and volunteers participated in reforestation projects, river and beach clean-ups, and community campaigns to promote recycling and responsible waste management.
- **Enhancing Social Welfare and Community Support:** Alpek contributed to improving quality of life in surrounding communities through donations of food, clothing, toys, blankets, computers, wheelchairs, and other essential goods, as well as support for vulnerable populations, including children, the elderly, and families affected by natural disasters or economic hardship. The Company also supported charitable organizations, community shelters, and social development programs, including initiatives aimed at people with disabilities and low-income families.
- **Supporting Health and Safety Initiatives:** The Company supported healthcare and well-being by contributing medical equipment to hospitals, sponsoring health awareness campaigns, supporting cancer-related initiatives, and promoting preventive health activities. Additional efforts included campaigns to raise awareness of occupational health, ergonomics, and disease prevention, as well as support for community safety and emergency preparedness initiatives.
- **Encouraging Community Engagement:** Alpek sponsored and participated in local sports tournaments, youth championships, cultural festivals, and community events that promote inclusion, healthy lifestyles, and social integration. Employees also took part in volunteer activities such as preparing meals for vulnerable populations, fundraising initiatives, and holiday donation drives.

Through these initiatives, Alpek continued to expand its positive impact in the communities where it operates. In 2025, the Company contributed more than \$260,000 USD in donations, including both cash and in-kind support, among other contributions. These efforts benefited around 32,700 people, while more than 2,300 employees and external volunteers participated in community and social initiatives throughout the year.

## 5.5. PEOPLE'S SAFETY

Alpek prioritizes the health and safety of its employees and contractors across all operations. The Company maintains comprehensive Occupational Health and Safety (OHS) management systems designed to prevent workplace injuries and illnesses, ensure regulatory compliance, and promote a safe and healthy working environment.

**During 2025, Alpek reduced its Total Recordable Incident Rate (TRIR) by approximately 10% compared to the previous year, reflecting ongoing efforts to reinforce preventive measures, incident analysis, and employee engagement in safety practices.**

### 5.5.1. TOTAL WORKFORCE SAFETY

Total Personal Safety Overview (Employees + Contractors)	2022	2023	2024	2025
Total Recordable Incidents (number of incidents)	66	47	49	45
Incapacitating Incidents (number of incidents)	42	30	34	29
Non incapacitating Incidents (number of incidents)	24	17	15	16
Fatalities (number of incidents)	1	0	0	0
<b>TRIR – Total Recordable Incident Rate</b> (200,000 hours worked)	0.57	0.42	0.51	0.47
<b>LTIR – Total Time Injury Rate</b> (200,000 hours worked)	0.36	0.27	0.35	0.30
<b>Hours Worked by Alpek Employees</b> (number of hours)	23,156,390	22,419,503	19,379,039	19,229,124

## 6. ENVIRONMENTAL

### 6.1. BIODIVERSITY COMMITMENT

Alpek recognizes the critical role that biodiversity plays in sustaining ecosystem services essential for business continuity, including the availability of raw materials and the stability of surrounding natural environments. Building on its biodiversity risk assessment, the Company seeks to identify and manage its most significant biodiversity-related dependencies and impacts, supporting informed decision-making and long-term resilience.

#### 6.1.1. NO DEFORESTATION COMMITMENT

Alpek recognizes the importance of preserving natural habitats and is committed to conducting its operations responsibly, taking into account the potential ecological impacts on forests and land use across its sites and throughout its value chain. The Company seeks to minimize its impact on forested areas by promoting responsible sourcing practices and complying with applicable environmental regulations.

### 6.2. EMISSIONS

#### 6.2.1. REPORTED EMISSIONS

##### CO<sub>2</sub> 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](http://www.alpek.com/esg/targets) and is summarized below. Alpek’s commitment aligns with the Paris Agreement, aiming to limit global temperature rise to no more than 2°C.

##### Alpek’s SBTi GHG emissions reduction target:

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

The data in the following table may vary due to the integration of emissions from all acquired plants, regardless of the year, in order to meet the SBTi criteria:

CO <sub>2</sub> Emissions by Scope (SBTi based) (Tons CO <sub>2</sub> e)	2019 <sup>1</sup>	2022	2023	2024	2025
Scope 1	1,327,552	1,135,242	813,231	812,775	840,126
Scope 2	1,471,694	1,410,957	1,204,707	1,080,276	1,030,278
<b>Total Scope 1 &amp; 2</b>	<b>2,799,246</b>	<b>2,546,199</b>	<b>2,017,938</b>	<b>1,893,051</b>	<b>1,870,403</b>

**By the end of 2025, we achieved a reduction of CO<sub>2</sub> Scope 1 & 2 emissions of:**

**~1% vs. 2024**

**and ~33% comparing to our 2019 SBTi Base**

## 6.3. WASTE MANAGEMENT

### 6.3.1. NON-HAZARDOUS WASTE GENERATION

Non-Hazardous Waste Disposal (ktons)	2022	2023	2024	2025
<b>Total Generated</b>	<b>104</b>	<b>108</b>	<b>96</b>	<b>76</b>
Total Recycled / Reused	31	30	22	17
<b>Total Disposed</b>	<b>73</b>	<b>78</b>	<b>73</b>	<b>59</b>

### 6.3.2. NON-HAZARDOUS WASTE DISPOSAL DESTINATION

Non-Hazardous Waste Disposal Destination (ktons)	2022	2023	2024	2025
Landfill	60	66	64.4	50.7
Incineration with energy recovery	3.8	0	8.8	0.9
Composted	8.7	- <sup>1</sup>	- <sup>1</sup>	- <sup>1</sup>
Confined	0.2	3.8	0	0
Other	0.1	8.2	0.6	7.7
<b>Total Disposed</b>	<b>73</b>	<b>78</b>	<b>73.9</b>	<b>59.3</b>

<sup>1</sup>- According to CSA definition, Composted waste is considered recycled waste.

### 6.3.3. HAZARDOUS WASTE GENERATION

Hazardous Waste Disposal (thousand tons)	2022	2023	2024	2025
Total Generated	1.8	1.8	1.8	2.5
Total Recycled / Reused	0.5	0.5	0.7	1.3
<b>Total Disposed</b>	<b>1.3</b>	<b>1.2</b>	<b>1.1</b>	<b>1.2</b>

**6.3.4. HAZARDOUS WASTE DISPOSAL DESTINATION**

Waste Disposal Destination (ktons)	2022	2023	2024	2025
Landfill	0.3	0.1	0.1	0.1
Incineration with energy recovery	0.07	0.7	0.8	0.1
Composted	0.05	– <sup>1</sup>	– <sup>1</sup>	– <sup>1</sup>
Confined	0.2	0.2	0	0
Other	0.7	0.3	0.2	1.0
<b>Total Disposed</b>	<b>1.3</b>	<b>1.2</b>	<b>1.1</b>	<b>1.2</b>

1- According to CSA definition, Composted waste is considered recycled waste.

## 7. GOVERNANCE

### 7.1. BOARD OF DIRECTORS

#### 7.1.1. BOARD OF DIRECTORS COMPOSITION & INDEPENDENCE

Board of Directors Composition (Number of Board Members)	2022	2023	2024	2025
Female	2	3	3	1
Male	9	11	11	12
<b>Total</b>	<b>11</b>	<b>14</b>	<b>14</b>	<b>13</b>

Board of Directors Independence Composition (Number of Board Members)	2022	2023	2024	2025
Independent	5	8	8	8
Independent Proprietary	2	1	1	3
Related Proprietary	2	2	3	2
Patrimonial	2	3	2	0
<b>Total</b>	<b>11</b>	<b>14</b>	<b>14</b>	<b>13</b>
Audit and Corporate Practices Committee	3	3	3	6

#### 7.1.2. BOARD OF DIRECTORS ATTENDANCE

Board of Directors Attendance (% of attendance)	2022	2023	2024	2025
Board Meetings	98%	98%	96%	98%
Audit and Corporate Practices Committee	92%	92%	100%	100%

#### 7.1.3. BOARD OF DIRECTORS TENURE

Board of Directors Tenure (Board members distribution)	2021	2022	2023	2024	2025
10+	0	8	8	8	5
8-10	8	0	0	0	0
6-7	0	0	0	2	1
3-5	1	2	2	1	3
0-2	2	1	4	3	4

## 7.1.4. BOARD OF DIRECTORS BREAKDOWN

Name	Gender	Age (Years)	Tenure (Years)	Type (Independent, Related, Patrimonial)	Attendance Board Meetings	Attendance CPC <sup>1</sup>	Attendance Audit
Álvaro Fernández Garza (Chairman of the Board)	M	57	15	Related Proprietary	100%		
Rodrigo Fernández Martínez	M	50	14	Patrimonial	100%		
Armando Garza Sada	M	68	15	Independent	100%		
Francisco José Calderón Rojas	M	59	14	Independent	100%		100%
Andrés Enrique Garza Herrera	M	58	14	Independent	100%		100%
Cecilia Montserrat Ramiro Ziménez	F	53	3	Independent	100%	100%	
José de Jesús Valdéz Simanca	M	73	3	Independent	100%		
Alejandro Mariano Werner Wainfeld	M	59	3	Independent	100%	100%	
Jaime Zabludovsky Kuper	M	69	7	Independent	100%	100%	
Armando Garza Herrera	M	30	1	Independent	100%		
David Martínez Guzmán	M	68	1	Independent	100%		
Enrique Castillo Sánchez Mejorada	M	69	1	Independent	100%		
Guillermo Francisco Vogel Hinojosa	M	75	1	Independent	75%		100%

1.- CPC: Corporate Practices Committee

To ensure the effectiveness of Alpek’s board of directors, internal guidelines dictate a minimum of 75% attendance for all board members during the year and the board itself is considered a one-tier system.

## 7.2. BOARD CODE OF ETHICS

Code of Ethics for the Board is periodically reviewed and revised, following the guidelines of the Mexican Stock Exchange’s recommended code of professional ethics for all public companies participating in the stock market. This Code of Ethics adheres to strict global ethical principles and guides the actions of both the company and its individual board members. As the code of ethics is reliant on the country’s market guideline, where the native language is spanish, you will be able to find a copy of the Spanish version of the document in the following [link](#).

## 7.3. POLICIES

As part of Alpek’s ESG Risk Management processes, the company developed and published policies and initiatives that support compliance of its ESG Strategy across all operations.

Links
<a href="#">Human Rights</a>
<a href="#">Diversity Equity and Inclusion (DEI)</a>
<a href="#">Code of Ethics</a>
<a href="#">Code of Conduct</a>
<a href="#">Conflict of interest</a>
<a href="#">Whistleblower</a>
<a href="#">Anticorruption</a>
<a href="#">Tax</a>
<a href="#">Information Security</a>
<a href="#">ESG</a>
<a href="#">Environmental</a>
<a href="#">Water management</a>
<a href="#">Safety, Health and Well-Being</a>
<a href="#">Supplier Code of Conduct</a>
<a href="#">Responsible Investment</a>

## 7.4. INITIATIVES

Links
<a href="#">UN Global Compact - Alpek</a>
<a href="#">Science Based Targets Initiative (SBTi) – Alpek’s approval</a>
<a href="#">Women Empowerment Principles (WEPs)</a>

## 7.5. CODE OF BUSINESS CONDUCT

Alpek’s Code of Business Conduct establishes the principles and standards that guide ethical behavior across the organization and applies to all employees. The Code is aligned with the Company’s Code of Ethics and Human Rights policies, reinforcing a culture of integrity, accountability, and respect for people. It also supports employee wellbeing and ethical decision-making by providing clear guidance on expected conduct in daily operations.

### 7.5.1. INTEGRITY AND TRANSPARENCY HELPLINE

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

#### Alpek Policy Highlight

- The company listens to complaints from all stakeholders.
- Alpek is committed to processing them with transparency, fairness, keeping information confidential and protecting the whistleblower.
- Complaints can be submitted by email, website, 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 company will protect the identities of the participants and will hold and manage them confidentially.

#### All business units are supported by the Alpek Integrity and Transparency Helpline

- All Alpek business units are supported by Alpek Internal Audit department, which oversees the operation of the Helpline.
- All complaints are monitored and followed up until resolution.
- It offers free and accessible multilingual communication channels to file complaints.
  - Phone available in 10 countries
  - Emails received in any language

- Site: <https://www.alpek.com/transparency-helpline/>
- Integrity and Transparency Helpline communication and presence:
  - Internet: Websites of Alpek & subsidiaries
  - Business documents: orders, requests, invoices, etc.
  - Annual company campaigns: Screensavers, mailing, videos, posters.



**Transparency Helpline**  
alpek

## ACTING WITH TRANSPARENCY DEFINES WHO WE ARE.

If you detect any misconduct, report it.  
Your communication strengthens our companies.

 8111348760       12300200179

 1-833-6485493       0800-444-5685

 <https://www.alpek.com/transparency-helpline/>

 [transparency@alpek.com](mailto:transparency@alpek.com)

## 7.5.2. DUE DILIGENCE PROCESS

Alpek has established a formal due diligence process to manage and address complaints received through its Integrity and Transparency Helpline. This process applies to all Alpek sites and ensures that concerns are handled in a consistent, transparent, and confidential manner.

### Due Diligence Process Steps

#### 1. Complaint Filing

Complaints may be submitted by any stakeholder on an identifiable or anonymous basis. Alpek provides multiple accessible reporting channels to ensure broad availability, including email, telephone hotlines, web-based forms allowing individuals to report concerns in a secure and confidential manner.

#### 2. Complaint Information Gathering

Once a complaint is received, relevant information is collected to enable proper review and handling. This includes the classification of the complaint and the verification of sufficient details to initiate the assessment process, while maintaining confidentiality and protecting the identity of the reporting party.

#### 3. Investigation and Resolution

Complaints are formally assessed and assigned for investigation. Alpek's Internal Audit function leads the investigation and analysis, with the involvement of additional company personnel when necessary. The process includes the evaluation of findings, resolution of the case, and, where applicable, escalation to the Audit Committee for review.

If a violation or non-compliance with Alpek's Code of Conduct and/or Human Rights Policy is confirmed, appropriate disciplinary actions are implemented, which may include corrective measures and, in severe cases, termination of employment.

- All Alpek's sites are governed by this Due Diligence Process
- The Internal Audit of Alpek 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 Alpek's Code of Conduct and/or Human Rights Policy, will result in disciplinary action, which may include termination of employment.

## 7.6. CORPORATE GOVERNANCE

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

### 7.6.1. CEO COMPENSATION – SUCCESS METRICS

Short-term compensation for Alpek’s CEO is measured through a formula that uses three multiplied factors to calculate the result at the end of the year. These factors are the following:

- 1) The number of months’ salary - fixed
- 2) The company bonus factor (CBF)
- 3) The performance matrix considers the results of the strategic objectives set forth at the beginning of the year

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 historical results of the company.

The performance matrix considers Environmental, Social, and Governance objectives set at the beginning of the year and cascaded down to the rest of the executive level.

### 7.6.2. CEO LONG-TERM PERFORMANCE ALIGNMENT

Salaries and benefits for all senior officers at Alpek include base salary, benefits, and variable compensation programs. Alpek has a stock plan for the CEO and top Executive Officers, under which awards are granted and payable over five years. The cash amounts payable during this period are based on quantitative and qualitative metrics such as financial results, the stock value of Alpek, and executive tenure in the company, among others. The Board of Directors has appointed a technical committee to manage the plan, which reviews the estimated cash settlement of this compensation at the end of each year.

### 7.6.3. MANAGEMENT OWNERSHIP

Alpek does not have any specific stock ownership requirements, and none of its officers, nor its CEO, own more than 1% of Alpek’s common shares.

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

## 7.7. 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 one-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<sup>[1]</sup> or power of command<sup>[2]</sup> 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<sup>[3]</sup> 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<sup>[4]</sup>. 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<sup>[5]</sup>.
- 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<sup>[6]</sup> 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.

## 7.8. 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."