

## Alpek's Responsible Investment Policy

### 1. OBJECTIVE

This Policy aims to outline the principles and practices that Alpek enforces to ensure integrity in its dealings and investments, as a responsible holding company.

Alpek has started to steer its projects towards a sustainable world, anchoring its actions to embrace the UN 2030 Agenda to achieve the Sustainable Development Goals (SDGs).

Moreover, this Policy considers the six principles for responsible investment of the Principles for Responsible Investment (PRI) initiative, in order to incorporate ESG issues into investment practice, in line with international efforts. These consider the credibility and significance of incorporating ESG Factors in business decision-making. Nowadays, the level of awareness about the financial and social benefits of integrating ESG issues is spreading, and the sophistication of its application is increasing. Alpek joins the national and international community in this endeavor.

### 2. SCOPE

This Policy is an integral part of Alpek's regulatory structure. It is applicable and must be adhered to by all employees, Alpek's Board of Directors, and any interested party who can influence or has an actual influence on the company's decision-making process.

### 3. ISSUING AREA

Finance Department

### 4. GLOSSARY

As used in this Policy, the following terms shall have the meanings stated:

#### ESG Factors

Environmental, social, and governance criteria to be considered when executing an organization's business strategy. These should be regarded from a risk management and impact mitigation perspective across all three dimensions.

#### UN 2030 Agenda

The UN's General Assembly resolution [A/RES/70/1 - Transforming our world: the 2030 Agenda for Sustainable Development](#) adopted on 25 September 2015.

#### Sustainable Development Goals (SDGs)

The 17 sustainable development goals included in the UN 2030 Agenda. The SDGs are the master plan to achieve a sustainable future for all. They are interconnected and incorporate global challenges that society faces daily, including poverty, inequality, climate change, environmental degradation, prosperity, peace, and justice.

### **Principles for Responsible Investment (PRI)**

An international network of investors backed by the United Nations working together to implement their six aspirational principles, often referred to as "the Principles".

### **Alpek**

ALPEK, S.A.B. de C.V., and its subsidiaries as applicable, depending on the relevant context thereof. When "Alpek" is mentioned throughout this policy, it will refer to Alpek, S.A.B. de C.V. and its subsidiaries.

## **5. RESPONSIBILITIES**

At all times, ALPEK is responsible for the company's investment decisions.

## **6. PRINCIPLES FOR RESPONSIBLE INVESTMENT DECISIONS**

We have adopted and adapted the PRI principles to our operation, which must always be considered in investment decision-making to ensure a responsible perspective, which are:

*"Principle 1. We will incorporate ESG matters into investment analysis and decision-making processes.*

*Principle 2. We will be an active holding company incorporating ESG issues into our ownership policies and practices.*

*Principle 3. We will seek appropriate disclosure on ESG issues by the entities we invest in.*

*Principle 4. We will promote acceptance and implementation of the Principles within our industry.*

*Principle 5. We will work together to enhance our effectiveness in implementing the Principles.*

*Principle 6. We will report on our activities and progress towards implementing these Principles."*

See: <https://www.unpri.org/about-us/what-are-the-principles-for-responsible-investment>

## **7. ALIGNMENT OF INTEREST**

- The alignment of interests across ALPEK's businesses is essential to ensure the success of investment programs, focus on company growth, and the sustainability of long-term relationships. It should be reflected in every aspect, including fund terms, governance, and investment practices.
- The guiding principle should always be that all parties' interests are served most effectively when everyone's objectives and motivations are transparent, understood, and aligned.
- Integrating a due diligence process in every decision-making process regarding new investments to consider Environmental, Social, and Governance factors and impacts will be made and thoroughly communicated to investors and investees.

## 8. ESG FACTORS TO CONSIDER IN INVESTMENT DECISION-MAKING

Alpek conducts its business considering certain ESG Factors, in the normal course of ALPEK's investment decision-making process it strives to:

- Promote regulatory compliance and ethical conduct of suppliers.
- Evaluate the environmental and social impacts of projects.
- Ensure strict compliance with applicable laws.
- Integrate these factors into various documents serving as contracts, agreements, collaborations, and/or partnerships.
- Identify and manage risks of non-compliance with ESG factors, compliance tasks, and responsibilities.
- Increase transparency in the reporting process.
- Conduct appropriate due diligence on projects.

The ESG factors that Alpek identifies as crucial to integrate into its investment decision-making process, albeit not exhaustive, include:

### 8.1 Environmental Factors

- Efficient management of natural resources.
- Care and preservation of biodiversity in and around our operational facilities.
- Ongoing environmental impact assessments.
- Introduction, utilization, and development of feasible green technologies in alignment with resources available at each facility and process.
- Development and implementation of contingency measures in cases of natural disasters.
- If negative environmental impacts are identified, compliance with mitigation and/or remediation measures required by applicable laws and governmental authorities.
- Strict adherence to current applicable environmental laws and regulations, such as land use, environmental permits from authorities, and feasibility of basic services.

### 8.2 Social Factors

- Respect and safeguard the human rights of stakeholders, including but not limited to, those of employees, contractors, and surrounding communities.
- Fair labor and operational practices.
- Internships, training, equipment, and immediate attention to address Health and Safety matters in corporate and operational facilities.
- Zero tolerance for child and forced labor across all our operations and those of our contractors.
- Respect for the surrounding communities and active collaboration for their development.
- Strict compliance with current applicable labor laws and regulations in each jurisdiction its businesses have operations.
- If adverse impacts on communities are identified, compliance with measures mandated to the company by the governmental authorities for the mitigation and/or remediation of such impacts.

### 8.3 Governance Factors

- Consider the best practices in corporate governance and the relationships between its stakeholders.
- Adherence to company's vision, mission, values and long term strategy.
- Fair benefits and compensation practices.
- Top Management's commitment to integrate and consider ESG factors based on international criteria within the business strategy.
- Development and implementation of internal company policies (such as Code of Ethics, Supplier Code of Conduct, Tax, etc).
- Ensure proper conduct among its stakeholders, regarding compliance with regulatory bodies.

## 9. EXCEPTIONS AND/OR MODIFICATIONS

The Finance Department shall analyze any situation not covered by this policy. If it constitutes an exception or modification to this policy, the Authorizers must approve them.

relations

### APPROVALS

Name	Position	Date of Approval
Jorge Pedro Young Cerecedo	Chief Executive Officer	February 21 2024
Jose Carlos Pons	Chief Financial Officer	February 21, 2024