

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: 55

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 12 years (2011)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: CEO & President of ALFA, S.A.B. de C.V.

Previous Positions: CEO of ALFA, S.A.B. de C.V. | CEO of Sigma | President of CAINTRA | CEO of Terza

Public Boards: 5 Total | Axtel (Co-Chairman) | Nemark (Co-Chairman) | CT Axtel (Co-president) | Cydsa (Member) | Vitro (Member)

Other Boards (Private / Industry / Academic): UDEM (Chairman)

Previous Boards: N/A

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

*Alpek and ALFA are part of the same corporate group.

*Axtel and CT Axtel are part of the same corporate group.



NOMINEE:

Name: Rodrigo Fernández Martínez

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 47

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 11 years (2012)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: President 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: 2 Total | Lamosa (Member) | Wharton (LatAm Executive Member)

Other Boards (Private / Industry / Academic): UDEM (Member)

Previous Boards: CAINTRA (Chairman) | CONMÉXICO (Member)

Education: BA from UVA | MBA from Wharton

KEY QUALIFICATIONS:

Relevant Expertise: Strategic Planning | Finance | Operations

Relevant Industries: Consumer Goods | Petrochemicals



NOMINEE:

Name: Armando Garza Sada

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 66

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 12 years (2011)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: Member of the Board

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

Public Boards: 8 Total | ALFA (Member) | Nemark (Co-Chairman) | CTAxcel (Co-president) | Axtel (Member) | Lamosa (Member) | Liverpool (Member) | CEMEX (Member) | BBVA México (Alternate)

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

Previous Boards: KOF (Member) | FEMSA (Member) | Cydsa (Member) | Grupo Proeza (Member) | Gigante (Member) | Tecnológico de Monterrey (Member) | MVS (Member) | Mexican Stock Exchange (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

*Alpek and ALFA are part of the same corporate group.

*Axtel and CTAxcel are part of the same corporate group.



NOMINEE:

Name: Ana Laura Magaloni Kerpel - INDEPENDENT

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Female

Age: 60

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 1 year (2022)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: Partner at Magaloni Abogados | Editorialist for Grupo Reforma | Spokesperson at Hora de Opinar

Previous Positions: Dean of CIDE Law School | Visiting Researcher at the European Law Research Center of Harvard | Visiting Professor of the International and Cooperative Law Research at Berkeley

Public Boards: 1 Total | BBVA México (Member)

Other Boards (Private / Industry / Academic): Nuestro Futuro A.C. (President) | Gatopardo Magazine (Member) | Cívica A.C. (Member)

Previous Boards: Impunidad Cero (Advisory Member) | Mexicanos Contra la Corrupción y la Impunidad (Member)

Education: BA from ITAM | PhD from Universidad Autónoma de Madrid | Studies from the Judicial Specialization Center of the Mexican Supreme Court

KEY QUALIFICATIONS:

Relevant Expertise: Public Policy | Constitutional Rights | ESG

Relevant Industries: N/A



NOMINEE:

Name: Francisco José Calderón Rojas – INDEPENDENT

Role: Member of the Board | Member of the Audit and Corporate Practices Committee

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 57

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 11 years (2012)

Attendance Record ('24): 100%

Committee Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: CFO of Grupo Franca Industrias, S.A. de C.V.

Previous Positions: N/A

Public Boards: 3 Total | BBVA México (Regional Advisor) | Citibanamex (Regional Advisor) | FEMSA (Alternate Member)

Other Boards (Private / Industry / Academic): Franca Industrias (Member) | UDEM (Member)

Previous Boards: N/A

Education: BA from ITESM | MBA from UCLA

KEY QUALIFICATIONS:

Relevant Expertise: Finance | Strategic Planning

Relevant Industries: Consumer Goods | Petrochemicals



NOMINEE:

Name: Andrés E. Garza Herrera – **INDEPENDENT**

Role: Member of the Board | Member of the Audit and Corporate Practices Committee

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 55

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 11 years (2012)

Attendance Record ('24): 100%

Committee Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: Vicepresident of the Board of Qualita

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

Public Boards: N/A

Other Boards (Private / Industry / Academic): Xignux (Member) | CONMÉXICO (Member) | Ciudad de los Niños (President) | UDEM (Member)

Previous Boards: N/A

Education: BA from ITESM | MBA from San Diego University | Global Leadership Program at IMD Business School

KEY QUALIFICATIONS:

Relevant Expertise: Finance | Strategic Planning

Relevant Industries: Consumer Goods | Automotive



NOMINEE:

Name: Merici Garza Sada

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Female

Age: 65

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 11 years (2012)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: Investor

Previous Positions: N/A

Public Boards: N/A

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

Previous Boards: ALFA (Member)

Education: BA from ITESM | MA from Stanford

KEY QUALIFICATIONS:

Relevant Expertise: N/A

Relevant Industries: Petrochemicals



NOMINEE:

Name: Pierre Francis Haas García – **INDEPENDENT**

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 71

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 11 years (2012)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: N/A

Previous Positions: Managing Director, Energy of NAX Group | Director of Advisory Services at Hartree Partners LP | CEO of KOSA | CEO of PMI | CEO of Pemex Gas | Partner at McKinsey & Co. for Houston and Los Angeles

Public Boards: N/A

Other Boards (Private / Industry / Academic): Paris Energy Club (Member)

Previous Boards: Petronor, S.A. | Repsol, S.A. | Pacific Midstream

Education: BA from Vanderbilt University | Masters in Economics from Cambridge University

KEY QUALIFICATIONS:

Relevant Expertise: Finance | Strategic Planning | International Commerce | ESG

Relevant Industries: Petrochemicals | Energy | Automotive | Commodity Trading



NOMINEE:

Name: Montserrat Ramiro Ximénez – INDEPENDENT

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Female

Age: 51

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: New (2023)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: Independent Consultant of the Mexican Electricity Market

Previous Positions: External Strategy Advisor of Thermion Energy | Senior External Advisor of IMCO |

Chairperson NER of OECD Network of Economic Regulators | Commissioner of Energy Regulatory

Commission | Energy Director of IMCO | Advisor to the CFO of PEMEX

Public Boards: Total 1 | BlackRock Mexico (Member)

Other Boards: (Private / Industry / Academic): OECD (Member) | COTEMAR (Member) | Iniciativa

Climática México (Member) | Women on Boards (Member) | International Women's Forum (Member) |

Comexi (Member)

Previous Boards: N/A

Education: BA in Economics from ITAM | MS in Economics from UCL | 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

Relevant Industries: Energy | Consumer Goods | Petrochemicals | Regulatory Affairs



NOMINEE:

Name: José Antonio Rivero Larrea – INDEPENDENT

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 70

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 5 years (2018)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: Chairman of the Board of Compañía Minera Autlán

Previous Positions: Member of the Regional Board of Nafinsa

Public Boards: Total 1 | Compañía Minera Autlán (Chairman)

Other Boards (Private / Industry / Academic): CAMIMEX (Executive Member) | CANACERO (Executive Member) | UDEM (Member) | Museo Acero (Member) | Fundación de Empresarios por la Educación Básica (Member)

Previous Boards: N/A

Education: BA from ITESM | MBA from ITESM

KEY QUALIFICATIONS:

Relevant Expertise: Finance | Strategic Planning | Operations | Administration | M&A | ESG

Relevant Industries: Petrochemicals | Automotive | Energy



NOMINEE:

Name: José de Jesús Valdez Simancas – Related Proprietary

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 71

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: New (2023)

Attendance Record ('24): 75%

KEY EXPERIENCE:

Position: Senior Advisor of ALFA

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: N/A

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

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 57

Race: Hispanic

Geographic Location: Washington, D.C.

BOARD-RELATED INFORMATION:

Tenure: New (2023)

Attendance Record ('24): 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 | Undersecretary 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 Zabłudovsky Kuper – INDEPENDENT

Role: Member of the Board

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 67

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 4 years (2019)

Attendance Record ('24): 100%

KEY EXPERIENCE:

Position: VP of IQOM Inteligencia Comercial

Previous Positions: Executive President of Consejo Mexicano de la Industria de Productos de Consumo, A.C. (CONMÉXICO) | Negotiator of NAFTA | Sub-Secretary of TLC International Negotiations |

Ambassador of Mexico of the FTAEU

Public Boards: Total 1 | Fibrahotel (Member)

Other Boards (Private / Industry / Academic): IQOM (Member) | COMEXI (Member) | Xignux (Member) |

Baja Ferries (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: Enrique de Jesús Zambrano Benítez – **INDEPENDENT**

Role: Member of the Board | Chairman of the Audit and Corporate Practices Committee

DEMOGRAPHIC INFORMATION:

Gender: Male

Age: 67

Race: Hispanic

Geographic Location: Mexico

BOARD-RELATED INFORMATION:

Tenure: 11 years (2012)

Attendance Record ('24): 100%

Committee Attendance Record ('24): 75%

KEY EXPERIENCE:

Position: Chairman of Grupo Proeza, S.A. de C.V.

Previous Positions: CEO of Grupo Proeza

Public Boards: Total 1 | BBVA México (Member)

Other Boards (Private / Industry / Academic): Areya (Chairman) | Grupo Coppel (Member) | ITESM (Trustees Board Member)

Previous Boards: CFE (Member)

Education: BS from ITESM & MIT | MBA from Stanford

KEY QUALIFICATIONS:

Relevant Expertise: Operations | Finance | Audit & Risk Management | Strategic Planning

Relevant Industries: Automotive | Consumer Goods (Food & Beverage) | Petrochemical | Agribusiness



III. PROPOSED BOARD

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

PROPOSED BOARD OF DIRECTORS

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|---------------------------------|------------------------|
| - Álvaro Fernández Garza | Chairman |
| - Rodrigo Fernández Martínez | Member |
| - Armando Garza Sada | Member |
| - Ana Laura Magaloni Kerpel | Member (INDEPENDENT) |
| - Francisco José Calderón Rojas | Member (INDEPENDENT) |
| - Andrés E. Garza Herrera | Member (INDEPENDENT) |
| - Merici Garza Sada | Member |
| - Pierre Francis Haas García | Member (INDEPENDENT) |
| - Montserrat Ramiro Ximénez | Member (INDEPENDENT) |
| - José Antonio Rivero Larrea | Member (INDEPENDENT) |
| - José de Jesús Valdez Simancas | Member |
| - Alejandro Mariano Werner | Member (INDEPENDENT) |
| - Jaime Zabludovsky Kuper | Member (INDEPENDENT) |
| - Enrique Zambrano Benítez | Member (INDEPENDENT) |
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| - Carlos Jiménez Barrera | Secretary of the Board |