

CODE OF CONDUCT

1. Purpose

- 1.1. At Grupo Styropek and its subsidiaries, we are committed to the creation of sustainable economic and social value through our operations. To achieve this, this Code of Conduct consolidates the principles of conduct that we must follow as part of this great organization.
- 1.2. Our ambition to improve the quality of everyday life in an extraordinary way is only possible through a spirit of leadership aligned to the values of accountability, integrity, innovation, customer focus, collaboration, and commitment to excellence. The same values are the pillar of our daily actions, accompanied by a high level of effort and perseverance to overcome obstacles and achieve our goals. All the above, while complying with the laws and regulations of the places where we operate.

2. Scope

- 2.1. Our employees, contractors, customers, suppliers, and shareholders are the clear example of how we live our culture, while at the same time they have the responsibility to comply with the principles of the Code of Conduct of Styropek Group and its subsidiaries, as well as our policies, procedures, and official communications.

3. Responsibilities

- 3.1. Human Capital Director
 - To disseminate and promote the contents of this Code.
 - To authorize, comply with and enforce the provisions of this Code.
- 3.2. Managing Director
 - To authorize, comply with and enforce the provisions of this Code.
- 3.3. Collaborators and stakeholders.
 - To respect and comply with the guidelines of this Code.
- 3.4. Internal Control
 - To support the updating and publication of this Code.
- 3.5. Corporate Internal Audit
 - To verify compliance with the guidelines established in this Code as part of its normal business review program.

CODE OF CONDUCT

4. Guidelines

4.1. Anticorruption

At Styropek Group and its subsidiaries we are committed to guide our actions with integrity, so we ensure that our employees at all levels of the organization and stakeholders act within the framework of our Anti-Corruption Policy (PO-STY-GLOBAL-FIN-02), as well as local and international standards and guidelines against corruption, fraud, bribery, and money laundering.

In order to avoid involvement in acts of money laundering or financial terrorism, we guarantee the monitoring of all our accounts and transaction records, as well as promoting among our employees not to do business with those related to such acts.

4.2. Conflict of interest

Employees have the duty to act transparently and ethically in accordance with the interests of the Styropek Group and its subsidiaries, as well as to avoid being involved in acts of conflict of interest, in accordance with the Conflict-of-Interest Policy (PO-STY-GLOBAL-RHS-05).

In the event of a commitment to participate in this type of act, should be reported and the corresponding area shall observe the case, guaranteeing transparency and clarity.

4.3. Internal and confidential information

The company's internal and unpublished information has an impact on the value of our shares and is therefore confidential. Employees at all levels shall protect such information from theft, misuse, and loss by not disclosing it or using it for personal gain, even if our employment relationship with Styropek Group and its subsidiaries has ended.

Likewise, we respect the personal information belonging to collaborators, customers, and stakeholders, which shall not be published without consent and is collected and consolidated in accordance with the regulations of the countries in which we operate only for business purposes.

4.4. Financial and accounting information

We have systems and areas responsible for the evaluation and monitoring for a correct and transparent reporting of financial and accounting information in accordance with the norms and laws of the countries in which we operate, thus protecting the interests of shareholders and investors.

CODE OF CONDUCT

- 4.5. Intellectual property, information, and communication technology
Intellectual property, information and communication technology are key pieces for the functioning of the operation; therefore, they shall be respected and used with due caution, avoiding access by an unauthorized person, obtaining benefits unrelated to Styropek Group and its subsidiaries, and possible damage to the reputation of the company, damage to third parties and benefit for illegal activities.

Non-institutional communication made through social networks by our collaborators shall clearly demonstrate that it is of a personal nature and is not represented by Styropek Group and its subsidiaries.

- 4.6. Gifts and hospitality
The acceptance and offering of gifts, hospitality and entertainment as consideration is regulated and delimited within our Conflict-of-Interest Policy.
(PO-STY-GLOBAL-RHS-05).

- 4.7. Tender
The process of selection and acquisition of goods and/or services with third parties shall be fair, transparent, and auditable, having a relationship with suppliers based on respect and trust because it has a high impact on our expenses and the quality of our products.

- 4.8. Political position
At Styropek Group and its subsidiaries we maintain political neutrality, so we do not make contributions to politicians, political parties, or political activist groups. We also respect the participation of our collaborators in political activities that do not interfere with their work performance, and we prohibit the use of the name and image of Styropek Group and its subsidiaries or any other form of corporate identity by collaborators for political purposes.

- 4.9. Human rights
We support and respect the principles established in the Universal Declaration of Human Rights, a conviction that extends to our employees, suppliers, customers, contractors, and stakeholders, who we seek to commit to our values, Code of Conduct and Human Rights Policy (PO-STY-GLOBAL-RHS-04) and to treat them fairly, with dignity and respect.

We foster a human rights-conscious culture that promotes equal employment opportunities, diversity and inclusion and seeks to avoid violations of these principles, discrimination, abuse, harassment, and any form of illegal labor, such as child labor, based on the international standards of the 10 principles of the United Nations Global Compact, while complying with the laws and regulations of the countries in which we operate.

CODE OF CONDUCT

4.10. Dealing with third parties

- Shareholders: We are committed to creating value for our shareholders, considering the sustainable growth of the company and our governance principles.
- Community: We get involved with the community through volunteering activities that promote the integral wellbeing of our neighbors.
- Customers: We seek to exceed the changing needs of our customers through high quality products, competitive prices and a treatment attached to the Styropek Group and its subsidiaries values.
- Suppliers: We appreciate relationships with suppliers who share our ethical principles and values, seeking the benefit for both parties under a fair and honest conduct, while complying with the rules that apply to both.
- Competitors: We deal fairly with competitors and support free and fair competition under the laws of the countries in which we operate and our ethical principles, so we reject any anti-competitive act.
- Creditors: We respect our creditors by creating fair conditions and repaying debts on time.
- Public sector: We collaborate with, assist and respect government authorities in the exercise of their powers.
- Employees: We live a culture in which our employees are the key to our success, where we promote well-being, equity, safe work environments and communication.

4.11. Community and environment

We promote a culture of environmental care and conservation inside and outside our facilities, we invest in innovation and technology development to boost process efficiency, and we strictly comply with the environmental regulations to which our industry is subject.

We are involved with the community through volunteering that promote the safety of our neighbors, encourage education programs, and promote environmental awareness.

CODE OF CONDUCT

4.12. Safety, health, and welfare

At Styropek Group and its subsidiaries we prioritize the health and well-being of our collaborators, suppliers, contractors, and stakeholders through a culture that promotes physical and mental well-being by complying with the Safety, Health, Environmental Protection, Quality and Sustainability Policy, as well as the laws and regulations related to the safety, health, and well-being of our employees in the countries in which we operate.

5. Authorizations

Name	Position	Date of Authorization
Carlos von der Meden	Human Capital and IT Director	Oct-15-23
Andreas Plettner Rutishauser	President	Oct-15-23

Through the Transparency Mailbox you can report situations that do not comply with our CODE OF CONDUCT.

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