



CORPORATE SOCIAL RESPONSIBILITY POLICY

Monday, March 27, 2023

ALEXIM is committed to fostering a socially responsible culture and leadership that contributes to sustainable value creation through good corporate governance practices, strengthening transparent dialogue with our stakeholders: shareholders, society, employees, clients, and suppliers. We always strive to ensure that economic development aligns with our social commitment and respect for the environment.

To this end, ALEXIM commits to:

For Shareholders

- Ensuring compliance with their economic, environmental, and social expectations.
- Providing transparent and truthful information.
- Offering accessible channels to regularly communicate business results.

For Employees

- Maintaining a suitable work environment where employees can identify opportunities for improvement, enhance their strengths, generate idea-sharing spaces, and freely express their opinions, breaking down barriers to communication on strategic business topics.
- Offering the necessary conditions to balance their personal and work lives.
- Respecting recognized human and labor rights in national and international legislation, based on equal opportunities and non-discrimination, rejecting child labor, forced or compulsory labor, and respecting freedom of association and collective bargaining.
- Acknowledging their efforts in achieving results and involving them in the organization's continuous improvement.

For Clients

- Promoting a distinctive experience by providing excellent service, optimizing digital and in-person channels, and enhancing post-sales service. This approach accelerates sustainable growth, offering a wide range of products and services to meet all our clients' needs.

- Providing accurate and clear information about products, services, and usage conditions.

For Suppliers

- Treating our suppliers as allies and strategic partners within our value chain, implementing commitments tailored to their needs, contributing to their development, and basing our relationship on good faith, ethics, transparency, economy, fairness, responsibility, and equal treatment.

For Society

- Reducing the consumption of resources generated by our operations to lower our environmental impact.
- Managing company waste responsibly in compliance with legal regulations, striving to reduce waste generation and applying best practices in segregation, storage, disposal, and reuse.
- Respecting and complying with national and international environmental regulations, promoting environmental awareness campaigns in communities near our operational locations, and participating in environmental committees in areas where our facilities are located.

The executives at ALEXIM are committed to managing corporate social responsibility and assume responsibility for monitoring compliance with this policy.