

Name: Antonio del Valle Ruiz

Position and type of director: Honorary and Life Chairman of the Board of Directors without membership, Patrimonial Related

Member of the Board of Directors since: 2000

Professional experience: Private Accountant, graduated from the Banking and Commercial School, has the degree of Business Executive Director granted by the Pan-American Institute of Senior Business Management (IPADE). He is Honorary Chairman for Life of Kaluz, S.A. de C.V. and Grupo Financiero Ve por Más, S.A. de C.V. and is a member of several boards of directors, among which are, Telefónicas de México, S.A. de C.V., Industrias Monterrey, S.A. de C.V., Grupo México, S.A.B. de C.V., Escuela Bancaria y Comercial and Fundación ProEmpleo. Mr. Antonio del Valle Ruiz is the father of Messrs. María de Guadalupe, Antonio, Francisco Javier and Juan Pablo del Valle Perochena.

Name: Juan Pablo del Valle Perochena

Position and type of director: Chairman of the Board of Directors, Patrimonial Related

Member of the Board of Directors since: 2002

Professional experience: Industrial Engineer graduated from Universidad Anáhuac, with a Master's degree in Business Administration from Harvard Business School. Chairman of the Board since 2011. Chairman of Elementia Materiales, S.A.P.I. de C.V. He is a board member of Fortaleza Materiales, S.A.P.I. de C.V. and Sitios Latinoamericanos, S.A.B. de C.V. Participates in the following associations: Chairman's International Advisory Council of the Americas Society, as well as Co- Chairman of the Latin American Conservation Council.

Name: Antonio del Valle Perochena

Position and type of director: Patrimonial

Member of the Board of Directors since: 2002

Professional experience: Bachelor of Business Administration, graduated from the Anahuac University where he also completed a Master's degree in Management. In addition, he has a postgraduate degree in Senior Management from the Pan-American Institute of Senior Business Management (IPADE) and a specialization in literature from the Universidad Iberoamericana. Chairman of the Board of Directors of Grupo Financiero Ve por Más, SA de CV and of Kaluz, the controlling company of Orbia. Member of the Board of Directors of Banco Ve por Más, S.A., Controladora GEK, S.A.P.I. de C.V., Afianzadora Sofimex, S.A. and Byline Bank. In addition, he is part of the Board of Trustees of the National Institute of Medical Sciences and Nutrition "Salvador Zubirán", Pro Bosque de Chapultepec Trust, Colmex Foundation Board of Trustees, Mexican Institute for Competitiveness, A.C. and as of February 2019 to February 2023 were the Chairman of the Consejo Mexicano de Negocios, an organization group that brings together the 60 most important companies with Mexican capital.

Name: Maria de Guadalupe del Valle Perochena

Position and type of director: Patrimonial

Member of the Board of Directors since: 2005

Professional experience: Degree in Economics, graduated from the Anáhuac University. In addition, she has a postgraduate degree in Senior Management from the Pan-American Institute of Senior Business Management (IPADE).

Member of the Board of Directors of Kaluz, Banco Ve por Más, S.A. and Controladora GEK, S.A.P.I. de C.V. She worked in the finance and marketing functions of Banco de Santander and Bital, and supervises the investments of the "Family Office" of the family of del Valle Perochena.

Name: Francisco Javier del Valle Perochena

Position and type of director: Patrimonial

Member of the Board of Directors since: 2021

Professional experience : He has a degree in Business Administration from the Anáhuac University, a master's degree in economics and business from the same university and an AD-2 in Senior Management from the Pan-American Institute of Senior Business Management (IPADE). Chairman of the Board of Grupo Lehen and Innova Schools México, and member of the Board of Directors of Elementia Materials, S.A.B. de C.V.). In 2010 he entered the educational sector founding SAE Institute Latin America, a university specialized in creative media, he is also a member of the Board of Directors of Grupo Financiero Ve por Más, Cuprum, Grupo Inter Council, Consejo Empresarial Alianza del Pacífico, Educación para Compartir, Consejo Consultivo de

Banamex, Consejo de la Comunicación y Endeavor México. In 2019 he opened the Artek Institute specialized in digital technologies and innovation Committed to society, he supports different causes, such as sponsorship of high-performance athletes, campaigns and initiatives focused on the care and preservation of the environment, and housing programs.

Name: Divo Milan Haddad

Position and type of director: Independent

Member of the Board of Directors since: 2002

Professional experience: General Director of Strategic Research, Pro-Invest, and Dimmag Invest (Panama Real Estate). Chairman of the Board of Directors of: Inmobiliaria del Norte, Pro-Invest, (Commercial Real Estate), Dimmag Invest, Círculo de Crédito (Risk Rating Agency), Círculo Laboral (Labor Database), Grupo Aradam (Food Franchise) and Quonia (Spanish Real Estate Company). Member of the Board of Directors of NetCapital (Technological School) and Orbia.

Name: Guillermo Ortiz Martínez

Position and type of director: Independent

Member of the Board of Directors since: 2010

Professional experience: Graduated from the National School of Economics of the National Autonomous University of Mexico. He later obtained a Master's and Ph.D. in Economics from Stanford University in the United States.

Currently, Dr. Ortiz is a Senior Advisor and member of the Board of Directors of BTG Pactual, and is also a member of the Group of Thirty, the Council of the Center for Financial Stability, and the Institute for Globalization and Monetary Policy at the Federal Reserve Bank of Dallas. He is the founder of GO & Asociados, an economic consulting company created in 2009. Dr. Ortiz was Chairman of BTG Pactual Latin America ex-Brazil from 2016 to 2018 and Chairman of the Board of Directors of Grupo Financiero Banorte-Ixe from 2011 to 2014. Additionally, he is a member of the Board of the Mexican companies Aeropuertos del Sureste, Orbia, Vitro and Betterware. Dr. Ortiz was Governor of the Bank of Mexico between January 1998 and December 2009 and Secretary of Finance and Public Credit between December 1994 and December 1997.

Name: Alma Rosa Moreno Razo

Position and type of director: Independent

Member of the Board of Directors since: 2018

Professional experience: Degree in Economics, graduated from Instituto Tecnológico Autónomo de México. In addition, she has a master's degree in Economics from the Colegio de México and doctoral studies from the University of New York. She was President of the Tax Administration System from 1999 to 2000. She was Ambassador of Mexico to the United Kingdom of Great Britain and Northern Ireland, from 2001 to 2004, Director of Administration at Grupo Financiero Banorte from 2004 to 2009 and from 2009 in the middle of 2018 would be an official at Pemex. As of July 2023, also is an independent director of Grupo Edilar.

Name: Maria Teresa Altagracia Arnal Machado

Position and type of director: Independent

Member of the Board of Directors since: 2019

Professional experience: Industrial Engineer from the Universidad Católica Andrés Bello in Venezuela, has a Master's Degree in Business Administration (MBA) from Columbia University and is a member of the International Women's Forum.

María Teresa Arnal is a seasoned senior executive with nearly three decades of dynamic domestic and international leadership across diverse facets of innovation and technology. Renowned for her expertise in general management, digital transformation, strategy, marketing, technology, digital platforms, entrepreneurship, ecommerce, and fintech, Maria Teresa has left an indelible mark within global tech enterprises like Microsoft, Google and Stripe.

As a visionary team builder and catalyst for high-performance, she specializes in fostering forward-thinking business initiatives, nurturing and scaling startups, and guiding established companies toward sustainable and innovative futures.

Her influence extends beyond immediate responsibilities as an influential figurehead and thought leader, being recognized as one of the founding members of the digital industry in Mexico and Latam and has shared insights as a distinguished speaker at various industry, multilateral, and governmental events.

Consistently recognized for contributions to the technology ecosystem, she earned a place among the top 50 influential individuals in Ibero American technology by the Hispanic Executive Technology Council (HITEC) in 2011, 2019, 2020, 2021, and 2022. Her commitment to collaborative platforms extends to fostering tech entrepreneurship, investing in startups, and contributing as a mentor in Endeavor.

Bringing her extensive experience to the boardroom, she has served on the boards of private and public companies, including current positions as an Independent Member of the Board of Directors for Orbia (BMV: Orbia), Walmart de Mexico y CentroAmerica (BMV: Walmex), Millicom International Cellular (NASDAQ: TiGO), and board advisory roles at Sigma Alimentos and Salud Digna, the largest NFP health provider in Mexico serving over 3 million Mexicans annually.

Name: Jack Goldstein Ring

Position and type of director: Independent

Member of the Board of Directors since: 2020

Professional experience: Degree in Business Administrator from the Universidad de Los Andes in Colombia and has a Master's Degree in Business Administration from Babson College. He has attended several continuing education courses at Oxford University and Harvard University. Founder, Managing Partner and Sole Owner of Alfa International (Investment Manager). He served as CEO and President of Sanford Management, a company dedicated to managing a portfolio of multi-sector companies based mainly in Latin America. He was also President of Filmtex, a major market player in the plastics industry. He has been an advisor to several companies and charitable foundations, including Bavaria (today SAB Miller), the Colombian-American Chamber of Commerce, the Ministry of Foreign Trade, and the Julio Mario Santo Domingo Foundation. He also served as President of the Genesis Foundation and member of the Advisory Committee of the Banco de la República de Colombia.

Name: Edward Mark Rajkowski

Position and type of director: Independent

Member of the Board of Directors since: 2021

Professional experience: Degree in Accounting from Lehigh University in Bethlehem, Pennsylvania, United States. From 2016 to 2020, he was CFO of Xylem, where he helped engineer the company's transformation into a leading global provider of water technology solutions and put sustainability at the heart of the company's strategy. Before joining Xylem, he was Strategic Advisor to West Rock Company, a global specialty chemicals and packaging company that was formed from the merger of Mead Westvaco and Rock Tenn. He was previously Chief Financial Officer of Mead Westvaco, where he led all areas of Finance, Strategy, Corporate Development, IT and Shared Services, and played a key role in executing the company's merger with Rock Tenn in 2015. Previously, he held various Senior financial and operational positions at Eastman Kodak Company, including General Manager of Worldwide Operations for the Film and Digital Imaging Systems Group. He began his career at Price Waterhouse Coopers LLP, where his last position was Managing Partner of the Upstate New York Technology group and Partner of the firm's business advisory and audit services group. He is also a member of the board of directors of ACCO Brands, one of the world's largest providers of branded academic, consumer and business products.

Name: Mihir Arvind Desai

Position and type of director: Independent

Member of the Board of Directors since: 2021

Professional experience: Professor Desai is the Mizuho Financial Group Professor of Finance at Harvard Business School and Professor of Law at Harvard Law School. Professor Desai's areas of specialization include fiscal policy, international finance, and corporate finance. His scholarly publications have appeared in leading economics, finance, and law journals. His work has emphasized the proper design of fiscal policy in a globalized environment, the links between corporate governance and the application of tax burdens, and the internal capital markets of multinational companies. His research papers have been cited in The Economist, BusinessWeek, The New York Times, and several other publications. He is a Research Associate in the Public Economics and Corporate Finance Programs at the National Bureau of Economic Research, and served as co-director of the NBER India program. His professional experience includes working at CS First Boston (1989-1991), McKinsey & Co. (1992), and advising various companies and government organizations. He received his Ph.D. in Political Economy from Harvard University, his MBA as a Baker Scholar from Harvard Business School and a BA in History and Economics from Brown University