



BIOGRAPHICAL INFORMATION AND EXPERIENCE OF DIRECTOR NOMINEES

Álvaro Fernández Garza

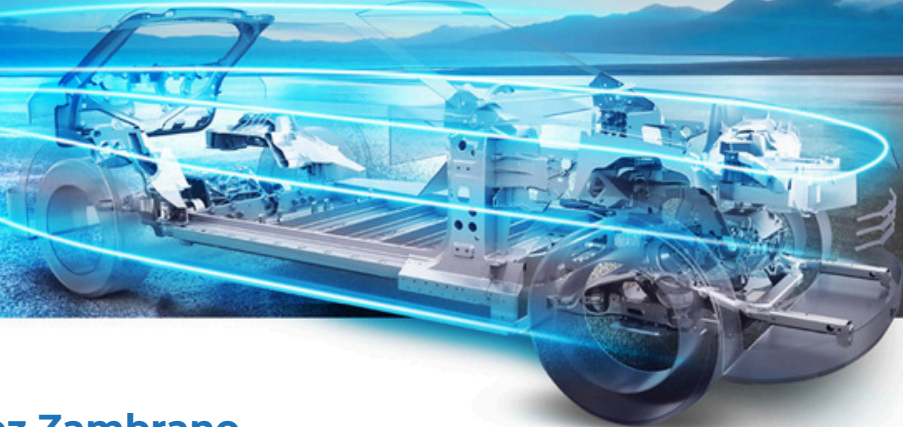
Role	Chairman of the Board of Directors of Nemak
Gender	Male
Age	56
Geographic location	Mexico
Tenure	16 years (2010)
Attendance record ('24):	100%
CEO and Chairman of the Board of Directors of Alfa, Co-Chairman of the Board of Directors of Axtel, and Chairman of the Board of Directors of Alpek, Controladora Axtel, and Universidad de Monterrey (UEM). Member of the Board of Directors of Cydsa, Vitro and the Mexican Business Council.	

Mónica Aspe Bernal

Role	CEO of AT&T México and Member of the Board of Directors of Volaris and Banamex
Gender	Female
Age	48
Geographic location	Mexico
Tenure	5 years (2021)
Attendance record ('24):	100%
Former Mexican Ambassador to the Organization for Economic Cooperation and Development (OECD), and the International Energy Agency (IEA). Former Undersecretary of Communications in Mexico's Ministry of Communications and Transportation.	

Juan Carlos Calderón Rojas

Role	Global Director of Employee Experience and Engagement at Sigma
Gender	Male
Age	60
Geographic location	Mexico
Tenure	10 years (2015)
Attendance record ('24):	75%
Member of the Board of Directors of Alfa, Coparmex Nuevo León, Grupo Franca y Movimiento Congruencia, Casino de Monterrey, and UDEM.	



Antón Mauricio Fernández Zambrano

Role	Commercial Director of Sigma Foodservice
Gender	Male
Age	42
Geographic location	Mexico
Tenure	5 years (2021)
Attendance record ('24):	75%

Former Member of the Board of Directors of the National Chemicals Association (ANIQ).

Eugenio Garza Herrera

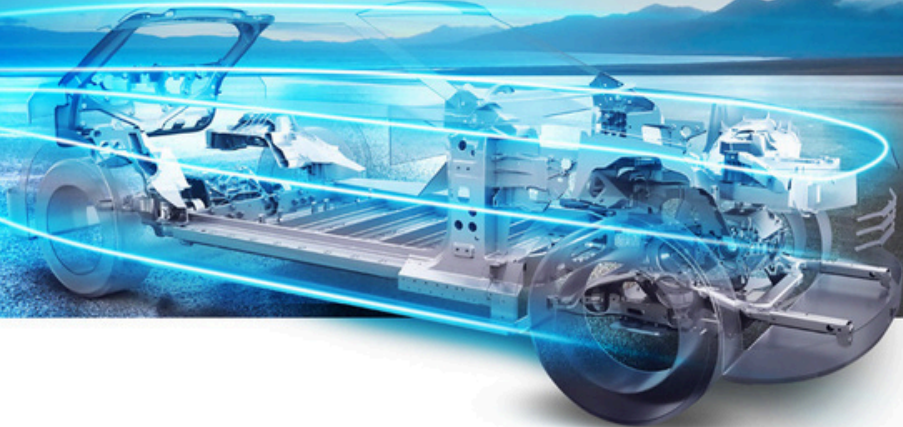
Role	Chairman of the Board of Directors of Xignux and Pak2Go
Gender	Male
Age	69
Geographic location	Mexico
Tenure	10 years (2015)
Attendance record ('24):	75%

Member of the Board of Directors of Corporación EG, Cydsa, México Evalúa, the Regional Board of Banco de México, and the Roberto Garza Sada Center for Art, Architecture and Design of the University of Monterrey (UDEM). Member of the Managing Board of Tec de Monterrey.

Armando Garza Sada

Role	Former Co-Chairman of the Board of Directors of Nemak
Gender	Male
Age	67
Geographic location	Mexico
Tenure	26 years (1999)
Attendance record ('24):	100%

Member of the Board of Directors of Alfa, Alpek, Controladora Axtel, Axtel, BBVA México, CEMEX, Lamosa, and Liverpool.



Fabiola Garza Sada

Role	Investor
Gender	Female
Age	54
Geographic location	Mexico
Tenure	10 years (2015)
Attendance record ('24):	100%

Member of the Board of Directors of Alfa Fundación.

Gary Lapidus

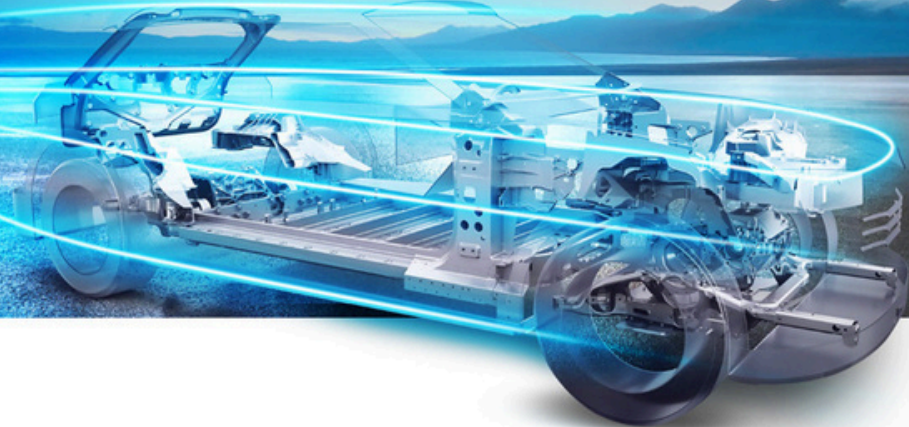
Role	Independent Investor and Advisor
Gender	Male
Age	63
Geographic location	United Kingdom
Tenure	10 years (2015)
Attendance record ('24):	75%

Former Institutional Investor-ranked automobile and auto parts Senior Research Analyst at Goldman Sachs Co. and Sanford C. Bernstein & Co. Former Director at Booz-Allen Hamilton.

José Antonio Meade Kuribreña

Role	Independent Advisor
Gender	Male
Age	56
Geographic location	Mexico
Tenure	N/A
Attendance record ('24):	N/A

Member of the Board of Directors of Alfa, Fibra Uno, US-MX of UCSD, HSBC Holdings, Grupo Chedraui, UNICEF México, Global Adaptation Center and member of the Global Adaptation Commission.



Alejandra Palacios Prieto

Role	Independent Advisor on Business Strategy, M&A, and Regulatory Compliance
Gender	Female
Age	49
Geographic location	Mexico
Tenure	N/A
Attendance record ('24):	N/A

Member of the Board of Directors of Alfa, Grupo Aeroportuario del Pacífico, Banco Bilbao Vizcaya Argentaria (BBVA) Mexico, School of Social Sciences and Government of Tecnológico de Monterrey, and International Women's Forum (IWF), Mexico chapter.

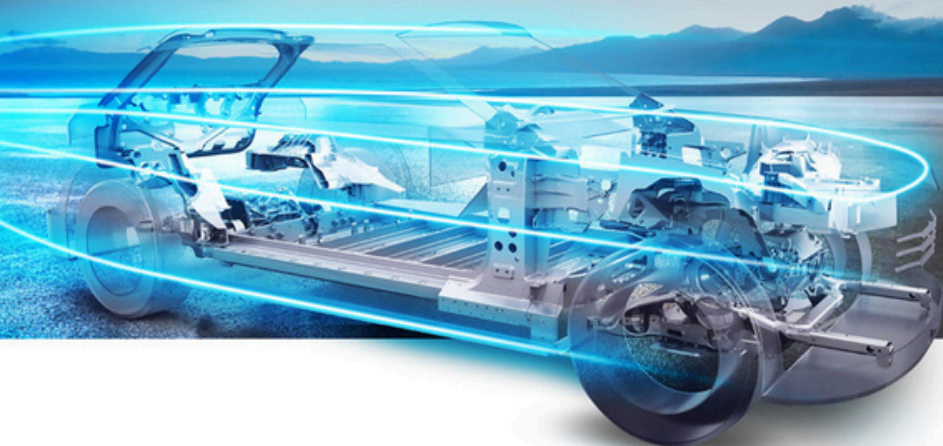
Adrián G. Sada Cueva

Role	CEO and Chairman of the Board of Directors of Vitro
Gender	Male
Age	49
Geographic location	Mexico
Tenure	10 years (2015)
Attendance record ('24):	75%

Member of the Board of Directors of Alfa, Mexican Business Council, Organización Vida Silvestre and Universidad de Monterrey (UEM). Former President of the Transformation Industry Chamber of Nuevo León (CAINTRA).

Carlos Jiménez Barrera

Role	Secretary
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PROPOSED BOARD SUMMARY



Álvaro Fernández Garza

Chairman of the Board of Directors
of Nemak | Independent



Mónica Aspe Bernal

Independent



Juan Carlos Calderón Rojas

Independent



Antón Mauricio Fernández Zambrano

Independent



Eugenio Garza Herrera

Chairman of the Audit and Corporate
Governance Committee | Independent



Armando Garza Sada

Independent



Fabiola Garza Sada

Independent



Gary Lapidus

Independent



José Antonio Meade Kuribreña

Independent



Alejandra Palacios Prieto

Independent



Adrián G. Sada Cueva

Independent



PROPOSED COMPENSATION

Beginning March 27, 2025, and continuing until the date of the next Ordinary Shareholders' General Meeting held by Nematik, S.A.B. de C.V., the proposed compensation, as honoraria, shall be as follows: (i) for each member of the Board of Directors who is a Mexican citizen, a sum of Ps\$130,000.00 per meeting attended; (ii) for each member of the Board of Directors who is not a Mexican citizen, a sum of US\$20,000.00 per meeting attended, and (iii) for each of the three members of the Audit and Corporate Governance Committee, a sum of Ps\$100,000.00 per committee meeting attended. In instances where a member participates in a meeting virtually, the proposed compensation shall be 50% of the corresponding compensation for each respective meeting.