



BIOGRAPHICAL INFORMATION AND EXPERIENCE OF DIRECTOR NOMINEES

Álvaro Fernández Garza

Role	Chairman of the Board of Directors of Nemak
Gender	Male
Age	57
Geographic location	Mexico
Tenure	17 years (2010)
Attendance record ('25):	100%

CEO and Chairman of the Board of Directors of Sigma Foods (previously 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 (UDEM). 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	49
Geographic location	Mexico
Tenure	6 years (2021)
Attendance record ('25):	50%

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	Investor
Gender	Male
Age	61
Geographic location	Mexico
Tenure	11 years (2015)
Attendance record ('25):	100%

Member of the Board of Directors of Grupo Franca and Casino de Monterrey.



Antón Mauricio Fernández Zambrano

Role	Commercial VP of Sigma Foodservice
Gender	Male
Age	43
Geographic location	Mexico
Tenure	5 years (2021)
Attendance record ('25):	100%

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	70
Geographic location	Mexico
Tenure	11 years (2015)
Attendance record ('25):	75%

Member of the Board of Directors of Corporación EG, Cydsa, Bancrea, 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	Investor
Gender	Male
Age	68
Geographic location	Mexico
Tenure	27 years (1999)
Attendance record ('25):	100%

Member of the Board of Directors of Sigma Foods (previously Alfa), Alpek, Controladora Axtel, Axtel, BBVA México, Banco de México (Regional Member), Lamosa, and Liverpool.



Fabiola Garza Sada

Role	Investor
Gender	Female
Age	55
Geographic location	Mexico
Tenure	11 years (2015)
Attendance record ('25):	100%

Member of the Board of Directors of Alfa Fundación.

Jorge Eugenio Guajardo González

Role	Independent Advisor
Gender	Male
Age	56
Geographic location	United States
Tenure	N/A
Attendance record ('25):	N/A

Former Ambassador of Mexico to China from 2007 to 2013. Previously served as Consul General of Mexico in Austin, Texas, and as Director of Social Communication for the Government of the State of Nuevo León. Currently a Partner at DGA Group in Washington, D.C., advising multinational companies on international trade, political risk and geopolitical strategy, with a focus on the United States, Latin America and China.

Gary Lapidus

Role	Independent Investor and Advisor
Gender	Male
Age	64
Geographic location	United Kingdom
Tenure	11 years (2015)
Attendance record ('25):	100%

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	57
Geographic location	Mexico
Tenure	1 year (2025)
Attendance record ('25):	100%

Member of the Board of Directors of Fibra Uno, US-MX of UCSD, HSBC Holdings, Grupo Chedraui, UNICEF México and Global Adaptation Center. He is also a member of the Global Adaptation Commission and serves as Senior Advisor to Emant Consulting.

Alejandra Palacios Prieto

Role	Independent Advisor on Business Strategy, M&A, and
Gender	Regulatory Compliance Female
Age	50
Geographic location	Mexico
Tenure	1 year (2025)
Attendance record ('25):	100%

Member of the Board of Directors of Sigma Foods (previously 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	50
Geographic location	Mexico
Tenure	11 years (2015)
Attendance record ('25):	100%

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



Board of Directors

	Automotive Industry	Innovation	Global	ESG	Audit & Risk Management	Operations	Finance	Public Policy	Strategic Planning
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	●			●					
Jorge Eugenio Guajardo González Independent	●		●	●				●	●
Gary Lapidus Independent	●		●		●		●		●
José Antonio Meade Kuribreña Member of the Audit and Corporate Governance Committee Independent			●	●	●		●	●	●
Alejandra Palacios Prieto Independent			●	●			●	●	●
Adrián G. Sada Cueva Member of the Audit and Corporate Governance Committee Independent	●	●	●	●	●	●	●	●	●



PROPOSED COMPENSATION

Beginning March 4, 2026, 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\$145,000.00 per meeting attended; (ii) for each member of the Board of Directors who is not a Mexican citizen, a sum of US\$22,500.00 per meeting attended, and (iii) for each of the three members of the Audit and Corporate Governance Committee, a sum of Ps\$115,000.00 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.