



# Community commitment

FEMSA's Corporate Policy

AUGUST 2021

**FEMSA**

# ■ Community commitment

## POLICY

At **FEMSA** we reaffirm our commitment to contribute to the development of communities where we operate through our business and social management, which is an example of the principles and values we have practiced since our origin.

1. We establish business strategies that lead to the economic growth of the company, our Employees and their families, improvement of the quality of life of the communities in which we operate.
2. We seek to have a social license to operate in our communities where we are located, for this we comply with the guidelines and processes established in the "Risk Care and Community Relationship Model" (MARRCO in Spanish).
3. We set up initiatives in the area of community participation.



## Community commitment



4. We establish communication mechanisms for internal audiences (Directors and Employees), the communities where we operate and key stakeholders, on the technical, cultural, environmental, social, political, and regulatory aspects of our operations.
5. We create, maintain, and strengthen relationships with the communities and other entities of the society where we operate, focused on generating community development.
6. We promote the employment and contracting of local services, under equal circumstances, as well as the purchase of products, supplies and raw materials from the regions and communities in which we operate, all while ensuring strict adherence to Human Rights.

## ■ Definitions

For purposes of this policy, the following terms shall have the meanings set forth herein, when used in both the singular and plural form:

**Business Unit**, this is the segment of the business that groups several companies controlled by FEMSA. Businesses serving other segments of FEMSA's business are included as a business unit. Each business unit is usually headed by a CEO. Example: FEMSA Trade, Coca-Cola FEMSA, FEMSA Strategic Business, FEMSA Services, Xpental.

**Employees**, unionized and non-unionized workers in FEMSA's companies.

**FEMSA**, Fomento Económico Mexicano, S.A.B. de C.V. including all its Subsidiaries.

**FEMSA Code of Ethics**, a document that contains FEMSA's ethical principles, unifies criteria and establishes a common reference framework that gives direction for acting in an integral manner, it is also a useful work tool that guides correct and value-driven decision-making.

**FEMSA's Corporate Governance and Regulations**, area reporting to the Legal department of FEMSA.

**FEMSA Corporate Policies**, documents that contain the general principles that govern the actions of FEMSA and its Employees in a relevant topic or area, keep order and consistency between Business Units and / or mitigate critical or high-impact risks that affect the Units. of Business, are authorized by the Chief Executive Officer FEMSA, or by the Board of Directors, as appropriate.

**FEMSA Ethics Line**, is a formal mechanism that is used by Directors and Employees, as well as by Third Parties with whom FEMSA has a relationship in the development of its operations, to report any breach and/or possible risk of breach of FEMSA's Code of Ethics, FEMSA Corporate Policies, and other Internal Guidelines as well as to address any doubts or concerns.

[www.femsa.com](http://www.femsa.com)

FEMSA Corporate Policies  
Monterrey, N.L. México  
August 2021

All rights reserved. No part of this document  
may be reproduced, in any form or by any  
means without the prior written permission  
of FEMSA.

**FEMSA**