



Sustainability

FEMSA's Corporate Policy

AUGUST 2021

FEMSA

■ Sustainability

POLICY

At **FEMSA** we carry out responsible business practices seeking to generate the social, environmental, and economic conditions necessary to operate today and grow over time in harmony with the environment, and with our stakeholders.

1. We manage, identify, and periodically update material issues for FEMSA's sustainability, guided by our commitment to our people, the planet, and communities in which we operate, including those that represent risks or opportunities for the achievement of business objectives. in the short, medium, or long term, and the alignment of these with the expectations that our stakeholders have about our business.
2. We integrate into the plan, strategy and business model of FEMSA a sustainability strategy focused on our people, planet, and community, based on our FEMSA Code of Ethics.
3. We evaluate priority business processes, identify risks and opportunities, and promote the integration of best sustainability practices in each of them.



■ 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, Xpertal.

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

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

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