

FEMSA Corporate Policy

Environment

July 2024

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FEMSA

	Environment	Section: Our Planet
	Date Approved: September 2017	Last Revision Date: July 2024

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Scope

This FEMSA Corporate Policy is mandatory for FEMSA and all of its Employees.

This Policy applies to all our operations including, but not limited to, retail, manufacturing, distribution, administrative and corporate areas, and its principles must be promoted throughout the life cycle of our products and services, as well as in our mergers and acquisitions and with our suppliers, customers, Joint Ventures, strategic and business partners, whether potential or current.

The environmental regulatory framework applied to suppliers is contained in the FEMSA Supplier Guiding Principles, which were developed based on the FEMSA Code of Ethics and Corporate Policies.

Policy

At FEMSA, we are committed to conducting our activities in a responsible manner, taking into account environmental impact and sustainable development. We understand and manage the environmental risks and opportunities of our operations throughout the value chain.

1. We have programs that seek to make our energy consumption more efficient and diversify our energy portfolio by incorporating renewable energies in our operations, in order to reduce greenhouse gas emissions and contribute to climate change mitigation.

We understand the role we have, together with the rest of the actors in society, in mitigating climate change and, consequently, we carry out programs that allow us to reduce the generation of greenhouse gases in the value chain, while adapting our business models to their possible impacts.

2. We ensure that our operations implement technological solutions and/or actions that preserve the quality and quantity of water resources, using water efficiently and promoting its availability for the communities in which we operate and for our operations.

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3. We promote the efficient use of materials and resources to reduce their consumption, reduce waste generation, facilitate the collection, recycling and responsible management of waste, through innovative designs and the implementation of a circular economy model in our products, services, equipment and facilities.
4. We have periodic diagnostic processes, as well as risk and opportunity management plans for environmental impacts associated with emissions to air, energy, water and waste from our operations and value chain.
5. We conduct our operations in compliance with all applicable laws and regulations in the countries where we operate and are committed with the implementation of environmental management systems, as well as obtaining internal and external certifications in accordance with internationally recognized norms and applicable industry standards.
6. We are committed to protecting biodiversity, promoting the protection and conservation of endemic ecosystems, contributing to non-deforestation, and encouraging reforestation and urban tree planting.
7. Aligned with FEMSA's objectives, we are committed to continuous improvement and establish short- and long-term goals and indicators in our operations to:
 - a) Reduce greenhouse gas emissions.
 - b) Migrate our energy matrix to clean and renewable energies.
 - c) Use energy efficiently.
 - d) Have a sustainable water management, using it efficiently and carrying out activities that promote its care and conservation.
 - e) Promote the collection, reuse and recycling of materials and the reduction, reuse and recycling of waste.
 - f) Use recycled content in the materials used in our products.
 - g) Reduce the quantity and ensure the quality of wastewater discharges.
 - h) Integrally manage the waste generated.
 - i) Establish programs to reduce atmospheric emissions.
8. Based on our objectives, we clearly define roles and responsibilities to ensure their achievement.

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9. We have training and awareness programs and activities for our employees, suppliers, customers and communities in which we operate, which allow them to identify their impact on the environment, as well as enable and promote a culture of care and preservation of the environment. We enable dialogue and complaint channels to address and manage the needs of our stakeholders.

10. Projects and progress in our environmental management are periodically reported to the Board of Directors and its Committees, stakeholders, as well as to FEMSA's Sustainability Committee comprised of the Chairman of FEMSA's Board of Directors, our General Director, and members of our management team.

Definitions

For the purposes of this Corporate Policy, the following terms will have the meanings established herein, both when used in singular or plural.

Board of Directors, the Board of Directors of FEMSA.

Business Unit, business segment with its own objectives that groups several companies controlled by FEMSA. Business serving other segments of FEMSA's business are considered as Business Unit.

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

Ethics Committee, a body formed by a representative of Human Resources, Internal Audit, Legal, Finance and the Chief Legal Compliance Officer FEMSA or the Compliance Officer of the corresponding Business Unit, which ensures compliance with FEMSA Code of Ethics, ensures the dissemination, understanding and use of both FEMSA Code of Ethics and FEMSA Ethics Line and guidance in dealing with reports, questions and concerns received in the Ethics Line.

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.

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

FEMSA Suppliers Guiding Principles, are the basic standards that must be met by those who intend to be or are suppliers of FEMSA, including any modification or update that FEMSA makes to the document from time to time and is communicated to them by email.

Internal Regulations, FEMSA Code of Ethics, FEMSA Corporate Policies, corporate standards, corporate procedures, operating policies, operating standards, operating procedures, work regulations, and any other internal document authorized by management to have such effect.

Joint Venture or JV, means the companies, corporations, associations, organizations and business chambers and other legal entities, in which FEMSA has a shareholding or social participation of less than 100%, or representation of its members less than 100%.

References

To complement compliance with this Corporate Policy, Employees must also consult the following Internal Regulations:

[Code of Ethics](#)

[Sustainability Corporate Policy](#)

[Supplier Guiding Principles](#)

Report

Any non-compliance or possible risk of non-compliance with legal provisions, the Code of Ethics and other FEMSA Internal Guidelines must be reported to the FEMSA Ethics Line, the Ethics Committee or the Human Resources area of the Business Unit.

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Corrective measures

The non-compliance of this Corporate Standard will be subject to corrective measures. The severity of such measure will depend on the seriousness and impact of the non-compliance, which may include the Employee dismissal, regardless of filling a complaint with the competent authorities, as the case may be, in accordance with the applicable legislation.

When there is any doubt about the existence of a breach of this Corporate Standard, the corresponding Ethics Committee will proceed to assess whether the breach materialized and, where appropriate, to validate and assess the seriousness and impact of the breach in accordance with the available evidence before the corrective measure is imposed to the potential offender.

With the organizational support that is deemed necessary, the corrective measures will be determined and applied in accordance with the procedure established by the FEMSA Ethics Committee.

If a breach occurs or is presumed to occur, it must be reported immediately through the FEMSA Ethics Line.

Approval, compliance and updates

This document has been approved by FEMSA's CEO and by the Business Units' CEOs.

The functional areas responsible for Sustainability at FEMSA and its affiliated businesses are tasked with:

- Ensuring the application and compliance of this corporate policy,
- Establishing necessary controls and continuously monitoring them to prevent any risk of non-compliance, and
- Reviewing and, if necessary, updating this corporate policy to ensure its relevance considering the diverse situations within our business and the environment in which we operate.

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