

FEMSA Corporate Policy

Occupational health and safety

July 2024



FEMSA


	Occupational health and safety	Section: Our People
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Scope


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

The Occupational health and safety 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 the well-being of our employees, third parties, and the communities where we operate. That is why we guarantee the promotion of a preventive culture in Health and Safety. In order to fulfill this commitment continuously, we consider Occupational Health and Safety as part of our business strategy.

1. We promote Occupational Health and Safety with a focus on co-responsibility and self-care.
2. We have an updated Occupational Health and Safety Management System that complies with national and international standards, with the applicable legislation of each country where we operate, and with the applicable Internal Guidelines.
3. We maintain updated processes that guarantee the protection of physical and mental health, managing physical and psychosocial risks, and potential incidents and occupational diseases in our work centers.
4. We establish open and effective communication channels with our employees and stakeholders that help us to establish objectives in Occupational Health and Safety issues.
5. We have awareness programs on Occupational Health and Safety for Employees and Third Parties, as well as permanent training programs in this discipline for all Employees, providing the necessary resources for their adequate instruction, training and performance.
6. We define objectives and indicators, as well as report transparently and periodically to our Board of Directors and its respective Committees, stakeholders, as well as to

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the Sustainability Committee in which our General Director and members of the management team participate, on projects, progress and performance in Health and Safety in accordance with our Internal Guidelines.

7. We encourage the participation of all employees in the prevention and reporting of health and safety incidents and illnesses through effective and accessible communication channels.
8. We investigate the root cause of workplace accidents and/or occupational illnesses occurring in the workplace, and establish remediation plans.
9. We continuously evaluate the effectiveness of our processes and systems, defining and integrating the necessary improvements to meet the changes in the context in which we operate, considering the needs of our employees and stakeholders.

Definitions


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

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.

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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 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.

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.

References

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

[Code of Ethics](#)


[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.

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.

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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 the occupational health and safety 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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