



FEMSA Corporate Policy

# Community commitment

Last updated: July 2024

Review date: June 2026

**FEMSA**

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## Scope

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

The community commitment 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 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 that purpose we comply with the regulations 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.
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 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.

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## 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.

**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.

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## References

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

01.01.1 Code of Ethics

## 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.

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## 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 sustainability at FEMSA and its affiliated businesses must:

- 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.