

An aerial photograph of a wind farm at sunset. The sky is filled with vibrant orange and red clouds. In the foreground, a large white wind turbine with a blue 'Vestas' logo on its nacelle is prominent. A dirt road leads from the bottom left towards the turbines, which recede into the distance. The landscape is a mix of green fields and dense shrubbery.

FEMSA Corporate Policy

Sustainability

Last updated: July 2024
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FEMSA

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Scope

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

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 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 the communities in which we operate, including those that represent risks or opportunities for the achievement of the business objectives in the short, medium, or long term, and the alignment of these with the expectations that our stakeholders have of 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 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.

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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.

References

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

01.01.1 Code of Ethics

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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 filing 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 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.