

Community commitment

FEMSA's Corporate Policy

FEMSA

A decorative graphic on the right side of the page consists of a grid of squares. Each square is bisected by a diagonal line from the bottom-left to the top-right. The triangles are filled with three colors: a dark red, a medium red, and a grey. The pattern is arranged in a way that creates a sense of depth and movement, with the squares appearing to recede into the distance.

Community commitment

POLICY

We recognize our commitment to contribute to the development of communities through our business 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 comply with the guidelines 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.




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4. We establish communication mechanisms for internal audiences (Officers and Employees), the communities where we operate and key stakeholders, on the technical, environmental, social, political and regulatory aspects of our operations.
5. We develop relationships with the communities and other entities of the society where we operate, focused on generating community improvements.
6. We encourage the use 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.

Definitions



For purposes of these policies, 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, Xpental.

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

FEMSA, *Fomento Económico Mexicano, S.A.B. de C.V.* including all 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 Corporate Policies, a set of policies and standards that are authorized by Chief Executive Officer FEMSA, or by the Board of Directors, accordingly, to indicate the minimum guidelines that Business Units must follow.

FEMSA Ethics Line, is a formal mechanism that is used by Officers 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 and FEMSA Corporate Policies, as well as to address any doubts or concerns.

www.femsa.com

FEMSA Corporate Policies
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