

Human and Labor Rights

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 colors alternating in a regular fashion across the grid.

Human and Labor Rights

POLICY

At **FEMSA**, we recognize that Human and Labor rights are the set of prerogatives based on human dignity, the effective realization of which is essential for the integral development of the person.

Respect for Human Rights

1. We respect the Human and Labor rights of our Employees, having as a fundamental principle the respect for human dignity above any other business consideration.

Regulatory Compliance

2. We comply with international labor standards, labor and social security legislation and any other related legislation, as well as with individual and collective contracts, agreements, conventions or labor covenants in the countries where we operate.



Human and Labor Rights

Freedom of Association and Trade-Union Freedom

3. We respect the right of Employees to freedom of association or affiliation to a labor union, as well as the right to form or join, voluntarily and freely, a labor union without fear of retaliation or intimidation.
4. We respect the autonomy, institutionality, internal administration and ancestry that trade union organizations have with their members.
5. We attend to the collective work relations with the legitimate trade union organizations that affiliate and represent their Employees.

No forced labor

6. We prohibit any employment relationship that is not voluntarily agreed upon and reject any form of unpaid work, servitude, slavery or mandatory retention of documents as a condition of employment.

No to child labor

7. We support the elimination of child labor and comply with the relevant local legislation on the employment of minors.



Human and Labor Rights

No to discrimination

8. We maintain work environments free from discrimination, we make no distinction, exclusion, restriction or preference that is not objective, rational nor proportional, and which has a purpose the obstruction, restriction, reduction or nullification of the acknowledge and exercise of the human rights and freedom for any reason, including origin, race, marital status, age, opinion, gender, creed, tribe, association or affiliation to a union, ethnicity, social or economic class, pregnancy, gender identity, sexual orientation, health condition, disability or nationality.




No to harassment, violence and bullying

9. We encourage dignified and respectful treatment of Employees, and therefore we reject, condemn, prohibit and punish all types of harassment, violence and bullying.

Occupational health and safety

10. We put the physical and mental integrity and safety of our Employees above any economic and operational considerations.
11. We promote a culture of prevention and self-care that allows the adoption of healthy lifestyles and the creation of favorable organizational environments, through the identification, analysis and prevention of psycho-social risk factors.
12. We promote working conditions that protect the physical and mental health of our Employees by creating wellness and quality of life programs, as well as healthy and safe work environments, processes and facilities.

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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