

Sustainability

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 formed 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.

► Sustainability


POLICY

We carry out business practices seeking to generate the social, environmental and economic conditions necessary to operate today and grow over time in harmony with the environment.

1. We integrate into the business plan a sustainability strategy focused on our people, planet, and community, based on our FEMSA Code of Ethics.
2. We evaluate priority business processes, identify risks and areas of opportunity, and assess the integration of sustainability best practices in each of them.
3. We identify and manage sustainability strategy issues, guided by a commitment to our people, the planet and communities, including those that pose a risk to the achievement of business objectives in the short, medium or long-term.



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
Monterrey, N.L. México
May 2020

All rights reserved. No part of this document
may be reproduced, in any form or by any means
without the prior written permission of FEMSA.

FEMSA