

**Proposal of members of FEMSA’s Corporate Practices and Nominating Committee to be presented to the Annual Ordinary General Shareholders’ Meeting of Fomento Económico Mexicano, S.A.B. de C.V. (“FEMSA”) on March 27, 2026 (the “Meeting”).**

The following is a list of members proposed to comprise our Corporate Practices and Nominating Committee, which will be presented to the Meeting for its consideration.

**Ricardo E.  
Saldívar  
Escajadillo**  
  
**Chairman**

Age as of December 31, 2025: 73 years old.

Nationality: Mexican.

Classification of the type of director: Independent.

Public companies’ directorships: - Axtel, S.A.B. de C.V.  
- Grupo Industrial Saltillo, S.A.B. de C.V.  
- FEMSA  
- Sigma Foods, S.A.B. de C.V.

Other Current Directorships: - ITESM. Chairman.

Career and Experience: He is currently a private investor. He served as Chief Executive Officer and Chairman of the Board of The Home Depot Mexico. Previously held various executive positions at Grupo Alfa, as well as serving as Chairman of the Board of Universidad Tecmilenio.

His leadership and vision bring a clear understanding of the retail industry, complemented by extensive knowledge of management, innovation and technology, as well as experience in public companies, corporate governance and Latin American markets.

Education: - Mechanical Engineering Administrator from ITESM.  
- Master of Science in Systems Engineering from Georgia Tech Institute.  
- Diploma in Business Administration from IPADE.

Gibu Thomas

Age as of December 31, 2025: 54 years old.

Nationality: India.

Classification of the type of director: Independent.

Public companies' directorships: FEMSA

Career and Experience: Former Executive Vice President and President, Online for Estée Lauder Companies, Inc., where he led the company's global 4.5 Billion Online business, including e-commerce, technology infrastructure, digital media, mobile and omnichannel. Previously, he was Senior Vice President, Head of Global E-commerce at PepsiCo, Inc. where he was responsible for the holistic strategic direction and execution of the company's global e-commerce business. He also served as Senior Vice President, Mobile and Digital and Senior Vice President, Strategy, Global E-commerce for Walmart, Inc. Earlier in his career, he was a serial entrepreneur in Silicon Valley, Helping to build multiple innovative startups.

He is a highly talented and respected e-commerce and digital transformation expert with leadership and management skills and vast knowledge in sales, innovation, and technology.

Education: - Bachelor's degree in Computer Science Engineering from College of Engineering, Trivandrum.  
- MBA from Stanford Graduate School of Business.



Jaime A. El  
Koury

Age as of December 31, 2025: 72 years old.

Nationality: American.

Classification of the type of director: Independent.

Public companies' directorships: Grupo Bimbo, S.A.B. de C.V.

Career and Experience: Acts as General Counsel of the Financial Oversight and Management Board for Puerto Rico. He was a partner at Cleary Gottlieb Steen & Hamilton, LLP, one of the leading international law firms.

Mr. Jaime A. El Koury has extensive experience in the international corporate and financial sector, having participated in numerous significant transactions. His extensive career provides the Board of Directors with in-depth knowledge of the industry, banking and finance, risk prevention, corporate governance, regulatory compliance, and Latin American markets.

Education: - Bachelor's degree (B.A.) from Yale University.  
- Law degree from Yale Law School.