

SUSTAINABILITY

Politic

Goal

At **Coca-Cola 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.

General guidelines

1. We manage, identify, and periodically update material issues for **Coca-Cola 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 **Coca-Cola FEMSA** a sustainability strategy focused on our people, planet, and community, based on our **Coca-Cola 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.



For purposes of this policy, the following terms shall have the meanings set forth herein, when used in both the singular and plural form:



Coca-Cola FEMSA, Coca-Cola FEMSA, S.A.B.
de C.V. including all its Subsidiaries.



Coca-Cola FEMSA Code of Ethics, a document that contains **Coca-Cola 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.



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



KOF Ethics Line, is a formal mechanism that is used by Directors and Employees, as well as by Third Parties with whom **Coca-Cola FEMSA** has a relationship in the development of its operations, to report any breach and/or possible risk of breach of **Coca-Cola FEMSA's** Code of Ethics, **Coca-Cola FEMSA** Corporate Policies, and other Internal Guidelines as well as to address any doubts or concerns.



Internal Guidelines, FEMSA Code of Ethics, **Coca-Cola FEMSA** Corporate Policies, global standards, processes, procedures, work regulations, and any other internal document authorized by management to have such effect.



Operation, each of **Coca-Cola FEMSA's** business units, considered by country or by group of countries according to **Coca-Cola FEMSA's** organizational management, and which is led by a Chief Operating Officer; except when the Internal Guidelines refer to the Legal Compliance Officer (LCO- Legal Compliance Officer), the **Coca-Cola FEMSA** Ethics Committee or any functional area of an Operation, in which case the term "Operation" will be understood as the business units of **Coca-Cola FEMSA** considered by country.



Coca-Cola FEMSA Corporate Policies, documents that contain the general principles that govern the conduct of **Coca-Cola FEMSA** and its Employees in a relevant topic or area, keep order and consistency between Operations and / or mitigate critical or high-impact risks that affect the Operations, and which are authorized by the **Coca-Cola FEMSA** Chief Executive Officer, or by the Board of Directors, as applicable.