

2022 GRI CONTENT INDEX



COCA-COLA
FEMSA

2022 GRI CONTENT INDEX

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
2-1	Organizational details	<p>Coca-Cola FEMSA, S.A.B. de C.V.</p> <p>Variable Capital Stock Company</p> <p>Location: Mario Pani, Av. Santa Fe 100, Contadero, Cuajimalpa de Morelos, 05348 Ciudad de México, CDMX</p> <p>Countries of operation: Argentina, Brazil, Colombia, Costa Rica, Guatemala, México, Nicaragua, Panamá, Uruguay and Venezuela (as of December 31, 2017, Venezuela is reported as an investment in shares, that is, as a non-consolidated operation).</p>	<p>2022 Integrated report p.12, 111.</p> <p>https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf</p>
2-2	Entities included in the organization's sustainability reporting		<p>2022 Integrated report p. 112</p> <p>https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf</p>
2-3	Reporting period, frequency and contact point	<p>The information contained in this report corresponds to the period from January 1 to December 31, 2022.It includes data from the countries where Coca-Cola FEMSA, S.A.B. de C.V. has operations or a majority share. Its operations encompass franchise territories in Mexico, Brazil, Guatemala, Colombia, and Argentina, and, nationwide, in Costa Rica, Nicaragua, Panama, and Uruguay.</p> <p>For comparability purposes, non-financial quantitative data for 2022, 2021, 2020, 2019 and 2018 do not include Venezuela since, as of December 31, 2017, Venezuela is a deconsolidated operation and reports as an investment in shares. The 2017 data also does not include the Philippines.</p> <p>Coca-Cola FEMSA publishes its Integrated Report each year (including sustainability information). The numbers in the income statement include the information for the twelve months across all KOF territories. The information presented corresponds to the period from January 1 to December 31, 2022</p> <div><div>Points of contact: Investor Relations: Jorge Collazo Lorena Martin Marene Aranzabal José Enrique Solís kofmxinves@kof.com.mx</div><div>Sustainability: Luis Darío Ochoa Rosaura Castañeda Fernanda Turcott Daniel Insulza Yunuen Velázquez sostenibilidad@kof.com.mx</div></div>	<p>2022 Integrated report 2022 p. 94, 111, 112</p> <p>https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf</p>
2-4	Restatements of information	<p>This year we changed the methodology we use to calculate our PET collection index to only include direct and subcontracted collection to be certain as to who collected the material.</p>	<p>2022 Integrated report p.58</p> <p>https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf</p>

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2-5	External assurance	<p>Our highest governing body requests an external verification, which was carried out this year by Ernst & Young (EY), as mentioned in the Independent Verification Report, attached to our Annual Integrated Report.</p> <p>Ernst & Young maintains independence and confirms that they have the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.</p>	<p>2022 Integrated report p.107-110 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf</p>																																																																													
2-6	Activities, value chain and other business relationships		<p>2022 Integrated report p.12, 13 and 17.</p> <p>https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf</p>																																																																													
2-7	Employees	<p>Total number of collaborators Total employees (internal): 80,447 Total employees (internal + third party collaborators): 97,213</p> <p>Percentage of employees by gender Female (internal): 11,478 (14.3%) Male internal): 68,969 (85.75)</p> <p>Employees by gender and region</p> <table><tr><td>Country</td><td>Female</td><td>Male</td></tr><tr><td>Total</td><td>11,478</td><td>68,969</td></tr><tr><td>Uruguay</td><td>163</td><td>499</td></tr><tr><td>Costa Rica</td><td>206</td><td>1055</td></tr><tr><td>Panama</td><td>121</td><td>1,154</td></tr><tr><td>Nicaragua</td><td>100</td><td>669</td></tr><tr><td>Argentina</td><td>318</td><td>2,144</td></tr><tr><td>Guatemala</td><td>241</td><td>2827</td></tr><tr><td>Colombia</td><td>955</td><td>2,396</td></tr><tr><td>Brazil</td><td>3,805</td><td>18,229</td></tr><tr><td>Mexico</td><td>5,569</td><td>39,996</td></tr></table> <p>Women in management roles</p> <table><tr><td>Country</td><td>Total mgmt positions</td><td>Junior mgmt</td><td>Top mgmt</td></tr><tr><td>Total</td><td>28.4%</td><td>29.0%</td><td>21.6%</td></tr><tr><td>Uruguay</td><td>51.0%</td><td>55.0%</td><td>0</td></tr><tr><td>Costa Rica</td><td>41.9%</td><td>46.2%</td><td>0</td></tr><tr><td>Panama</td><td>31.0%</td><td>34.3%</td><td>0</td></tr><tr><td>Nicaragua</td><td>31.8%</td><td>31.6%</td><td>0</td></tr><tr><td>Argentina</td><td>25.7%</td><td>22.4%</td><td>42.9%</td></tr><tr><td>Guatemala</td><td>27.9%</td><td>27.6%</td><td>16.7%</td></tr><tr><td>Colombia</td><td>30.4%</td><td>28.9%</td><td>33.3%</td></tr><tr><td>Brazil</td><td>27.9%</td><td>29.5%</td><td>21.7%</td></tr><tr><td>Mexico</td><td>27.3%</td><td>28.0%</td><td>20.6%</td></tr></table>	Country	Female	Male	Total	11,478	68,969	Uruguay	163	499	Costa Rica	206	1055	Panama	121	1,154	Nicaragua	100	669	Argentina	318	2,144	Guatemala	241	2827	Colombia	955	2,396	Brazil	3,805	18,229	Mexico	5,569	39,996	Country	Total mgmt positions	Junior mgmt	Top mgmt	Total	28.4%	29.0%	21.6%	Uruguay	51.0%	55.0%	0	Costa Rica	41.9%	46.2%	0	Panama	31.0%	34.3%	0	Nicaragua	31.8%	31.6%	0	Argentina	25.7%	22.4%	42.9%	Guatemala	27.9%	27.6%	16.7%	Colombia	30.4%	28.9%	33.3%	Brazil	27.9%	29.5%	21.7%	Mexico	27.3%	28.0%	20.6%	<p>2022 Integrated report 2022 p. 87</p> <p>https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf</p>
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2-7		<div><div>Women in management positions in revenue-generating functions</div><table><tr><td>Country</td><td>%</td><td>Country</td><td>%</td></tr><tr><td>Total</td><td>15.9%</td><td>Total</td><td>11.6%</td></tr><tr><td>Uruguay</td><td>14.3%</td><td>Uruguay</td><td>19.7%</td></tr><tr><td>Costa Rica</td><td>16.7%</td><td>Costa Rica</td><td>10.5%</td></tr><tr><td>Panama</td><td>0.0%</td><td>Panama</td><td>5.4%</td></tr><tr><td>Nicaragua</td><td>0.0%</td><td>Nicaragua</td><td>7.7%</td></tr><tr><td>Argentina</td><td>33.3%</td><td>Argentina</td><td>9.1%</td></tr><tr><td>Guatemala</td><td>18.8%</td><td>Guatemala</td><td>5.7%</td></tr><tr><td>Colombia</td><td>29.2%</td><td>Colombia</td><td>24.5%</td></tr><tr><td>Brazil</td><td>15.7%</td><td>Brazil</td><td>14.5%</td></tr><tr><td>Mexico</td><td>14.0%</td><td>Mexico</td><td>10.1%</td></tr></table></div> <div>Share of women in management positions in revenue-generating functions: 18%</div> <div>Share of women in STEM-related positions: 11.6%</div> <div>Share in total workforce and share in all management.</div> <div><table><tr><td></td><td>Share in total workforce (as % of total workforce)</td><td>Share in all management positions, including junior, middle and senior management (as % of total management workforce)</td></tr><tr><td>Country</td><td></td><td></td></tr><tr><td>Mexico</td><td>56%</td><td>59%</td></tr><tr><td>Brazil</td><td>27%</td><td>17%</td></tr><tr><td>Colombia</td><td>4%</td><td>7%</td></tr><tr><td>Guatemala</td><td>4%</td><td>3%</td></tr><tr><td>Argentina</td><td>3%</td><td>6%</td></tr><tr><td>Panama</td><td>2%</td><td>1%</td></tr><tr><td>Costa Rica</td><td>2%</td><td>3%</td></tr><tr><td>Nicaragua</td><td>1%</td><td>1%</td></tr><tr><td>Venezuela</td><td>1%</td><td>1%</td></tr></table></div>	Country	%	Country	%	Total	15.9%	Total	11.6%	Uruguay	14.3%	Uruguay	19.7%	Costa Rica	16.7%	Costa Rica	10.5%	Panama	0.0%	Panama	5.4%	Nicaragua	0.0%	Nicaragua	7.7%	Argentina	33.3%	Argentina	9.1%	Guatemala	18.8%	Guatemala	5.7%	Colombia	29.2%	Colombia	24.5%	Brazil	15.7%	Brazil	14.5%	Mexico	14.0%	Mexico	10.1%		Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)	Country			Mexico	56%	59%	Brazil	27%	17%	Colombia	4%	7%	Guatemala	4%	3%	Argentina	3%	6%	Panama	2%	1%	Costa Rica	2%	3%	Nicaragua	1%	1%	Venezuela	1%	1%	
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2-8	Workers who are not employees		2022 Integrated report p. 87 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf																																																																													
2-9	Governance structure and composition	Executive: 0 Non executive: 8 Independent: 8 Average Tenure: 10.9 Gender: 14 male, 2 female Attendance: 70%	2022 Integrated report p. 103 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Coca-Cola FEMSA 2022 20-F form p. 57, 59-66 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf Coca-Cola FEMSA Bylaws https://www.sec.gov/Archives/edgar/data/910631/000162828022008868/ex1112312021final.htm																																																																													
2-10	Nomination and selection of the highest governance body	-	Coca-Cola FEMSA 2022 20-F form p. 57 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf Coca-Cola FEMSA Bylaws https://www.sec.gov/Archives/edgar/data/910631/000162828022008868/ex1112312021final.htm																																																																													

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2-11	Chair of the highest governance body	-	2022 Integrated report p. 103 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Coca-Cola FEMSA Bylaws https://www.sec.gov/Archives/edgar/data/910631/000162828022008868/ex1112312021final.htm Coca-Cola FEMSA 2022 20-F form p.58 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf
2-12	Role of the highest governance body in overseeing the management of impacts	At Coca-Cola FEMSA, our Risk Management Methodology is based on criteria established in the Committee of Sponsoring Organizations of the Treadway Commission (COSO) updated Internal Control—Integrated Framework (2013 Framework) and the ISO (International Organization for Standardization) 31000 Risk Management - Guidelines. Best practices are included in our Risk Management Methodology: description of the risk, likelihood, and impact; description of risk appetite; prioritization of identified risks; and description of mitigation action (control activities). These risks are evaluated and registered in our Risk and Controls Matrix.	
2-13	Delegation of responsibility for managing impacts		TCFD Report https://coca-colafemsa.com/en/report-results-tcf/
2-14	Role of the highest governance body in sustainability reporting	Our Board of Directors not only supervises Coca-Cola FEMSA's Integrated Report (including sustainability information), strategy, and ESG corporate governance topics, but also plays an active role integrating risk management and material ESG opportunities in our core business strategy, aligned with our company's vision and values. Our senior leadership team is responsible for applying our company's ESG Framework managing the ESG risks related to our company's impacts on the economy, the environment, and people, and regularly updating our Board of Directors on these topics. Formed in 2022, our ESG Committee is comprised of part of our company's senior leadership team, including our CEO.	2022 Integrated report p. 51 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
2-15	Conflicts of interest		Coca-Cola FEMSA 2022 20-F form p.81-82 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf
2-16	Communication of critical concerns		Code of Ethics https://coca-colafemsa.com/wp-content/uploads/2022/09/KOF_Codigo_de_etica_english_ALTA_sep_2022.pdf 2022 Integrated report p. 51 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
2-17	Collective knowledge of the highest governance body	New additions to our Board of Directors are focused, among other things, on expanding the knowledge of our Board on ESG topics, including the recent incorporation of two of our directors.	Coca-Cola FEMSA 2022 20-F form p.57-68 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf
2-18	Evaluation of the performance of the highest government body		Coca-Cola FEMSA 2022 20-F form p. 67 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf Coca-Cola FEMSA Bylaws https://www.sec.gov/Archives/edgar/data/910631/000162828022008868/ex1112312021final.htm
2-19	Remuneration policies		Coca-Cola FEMSA 2022 20-F form p. 68-70 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf
2-20	Process to determine remuneration		Coca-Cola FEMSA 2022 20-F form p. 68-70 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
2-22	Statement on sustainable development strategy	Our sustainable development strategy is reflected in our Chairman's and CEO's Letter to Stakeholders, CFO Interview, and Our Strategy and ESG Framework sections of Coca-Cola FEMSA's Integrated Report.	2022 Integrated report p. 5, 9 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
2-23	Policy commitments		https://coca-colafemsa.com/wp-content/uploads/2022/09/KOF_Codigo_de_etica_english_ALTA_sep_2022.pdf https://coca-colafemsa.com/wp-content/uploads/2022/02/Suppliers-Guiding-Principles_en.pdf Policy https://coca-colafemsa.com/wp-content/uploads/2022/02/Human-and-Labor-Rights_v3.pdf https://coca-colafemsa.com/wp-content/uploads/2022/02/Anti-corruption_v3.pdf https://coca-colafemsa.com/wp-content/uploads/2022/02/Sustainability-_v3.pdf https://coca-colafemsa.com/wp-content/uploads/2022/02/Environment_v3.pdf https://coca-colafemsa.com/wp-content/uploads/2022/02/Community-commitment_v3.pdf
2-24	Embedding policy commitments	We have an Environmental Management System (EMS) that includes environmental policies and procedures that intend to identify, address and minimize environmental risks, as well as to implement appropriate strategies for the use of clean and renewable energy, efficient use of water and waste management throughout the value chain of all of our operations. We have programs that seek to reduce energy use and diversify our portfolio of clean and renewable energy sources to reduce greenhouse gas emissions and contribute to the fight against climate change. In addition, we establish short-, medium-, and long-term goals and indicators for the use, management and confinement of energy, air emissions, water discharges, solid waste and disposal of hazardous materials. All of our bottling facilities are ISO14001 certified, 77.0% are Zero Waste certified	2022 Integrated report p. 21, 51, 64, 65, 74, 75, 76 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Coca-Cola FEMSA 2022 20-F form p. 34 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf
2-25	Processes to remediate negative impacts		2022 Integrated report p. 49, 100, 101, 102, 105 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
2-26	Mechanisms for seeking advice and raising concerns		2022 Integrated report p. 105, 111 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf KOF Ethics Line: https://coca-colafemsa.com/wp-content/uploads/2022/09/KOF_Codigo_de_etica_english_ALTA_sep_2022.pdf
2-27	Compliance with laws and regulations	We do not believe that our business activities pose a material risk to the environment, and we believe that we are in material compliance with all applicable environmental laws and regulations.	Coca-Cola FEMSA 2022 20-F form p. 33 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf
2-28	Membership associations		Association Membership https://coca-colafemsa.com/wp-content/uploads/2023/07/asociaciones_2022_julio_2023_Final_english.pdf Institutional Relations Policy https://coca-colafemsa.com/en/institutional-relations-policy/
2-29	Approach to stakeholder engagement	At Coca-Cola FEMSA, we engage and maintain constant communication with a variety of stakeholders. These stakeholders include nonprofit organizations, investors, industries, specialized institutions, governments, consumers, clients, suppliers, collaborators, society, and the media, among others.	2022 Integrated report p. 21, 22, 25, 26, 51, 52, 64, 74, 99. https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
2-30	Collective bargaining agreements		2022 Integrated report p. 88 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Human and Labor Rights Policy https://coca-colafemsa.com/wp-content/uploads/2022/02/Human-and-Labor-Rights_v3.pdf

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3-1	Process to determine material topics		2022 Integrated report p. 25 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf https://coca-colafemsa.com/en/report-results-tcfd/
3-2	List of material topics		2022 Integrated report p. 25 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf https://coca-colafemsa.com/en/report-results-tcfd/
3-3	Management of material topics		2022 Integrated report p. 25 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf TCFD Report https://coca-colafemsa.com/en/report-results-tcfd/
201-1	Direct economic value generated and distributed	Human Capital Return on Investment: 1.86151	
201-3	Defined benefit plan obligations and other retirement plans	Our company's benefits include flexible hours and hybrid work schemes for positions whose functions allow it. We also provide lactation rooms to support breastfeeding at work, flexible hours and places of work, and parental leave in accordance with specific country regulations to support new mothers and fathers. Similarly, we offer support for health eventualities, medical care at work sites, and food subsidies.	2022 Integrated report p. 80-84, 88 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
203-1	Infrastructure investments and services supported		2022 Integrated report p. 64-66, 71, 73, 82, https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
203-2	Significant indirect economic impacts		2022 Integrated report p. 64-66 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
205-2	Communication and training about anti-corruption policies and procedures	100% of our employees have to adhere to our company's anticorruption process and policies.	2022 Integrated report p. 105, https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Code of Ethics, p. 12, 30, 39 https://coca-colafemsa.com/wp-content/uploads/2022/09/KOF_Codigo_de_etica_english_ALTA_sep_2022.pdf Anticorrruption Policy https://coca-colafemsa.com/wp-content/uploads/2022/02/Anti-corruption_v3.pdf
205-3	Confirmed incidents of corruption and actions taken	The foundation of our organizational culture, the Code of Ethics communicates our values, contemplates our main behaviors, promotes good behavior inside and outside of our organization, and guides our correct decision-making based on ethical principles. Our recently updated Code includes important topics such as Human Rights, Inclusion and Diversity, Discrimination, Violence and Harassment, Conflicts of Interest, Misuse of Information, and Anti-corruption. At Coca-Cola FEMSA, we conduct business practices in accordance with the law, in an honest and ethical manner, with zero tolerance for bribery, rejecting, reporting, and fighting any act of corruption and extortion.	2022 Integrated report p. 105, https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Code of Ethics p. 12, 30, 39 https://coca-colafemsa.com/wp-content/uploads/2022/09/KOF_Codigo_de_etica_english_ALTA_sep_2022.pdf https://coca-colafemsa.com/wp-content/uploads/2022/02/Anti-corruption_v3.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
207-1	Approach to tax		Global Tax Compliance Standard https://coca-colafemsa.com/wp-content/uploads/2023/07/Norma-global-_Tax-Compliance-Commitment-.pdf 2022 Total Tax Contribution https://coca-colafemsa.com/wp-content/uploads/2023/07/Tax-Contribution-2022.pdf
207-2	Tax governance, control, and risk management		2022 Integrated report p.100-102, 104 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Coca-Cola FEMSA 2022 20-F form p. 6-13 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf Global Tax Compliance Standard https://coca-colafemsa.com/wp-content/uploads/2023/07/Norma-global-_Tax-Compliance-Commitment-.pdf 2022 Total Tax Contribution https://coca-colafemsa.com/wp-content/uploads/2023/07/Tax-Contribution-2022.pdf
207-3	Stakeholder engagement and management of concerns related to tax		Coca-Cola FEMSA 2022 20-F form p.6-13 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf Global Tax Compliance Standard https://coca-colafemsa.com/wp-content/uploads/2023/07/Norma-global-_Tax-Compliance-Commitment-.pdf 2022 Total Tax Contribution https://coca-colafemsa.com/wp-content/uploads/2023/07/Tax-Contribution-2022.pdf
301-1	Materials used by weight or volume	Total PET (Tons): 321,200 % of recycled content: 27%. Total Paper (Tons): 947.17 % of recycled content: 1%.	Integrated Report: pg. 58, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
301-2	Recycled input materials used	Aluminum (Tons): 31,800 % recycled content: 70% Glass (Tons): 87,400 % of recycled content: 30% (Tons)	
301-3	Reclaimed products and their packaging materials	In 2022, 31.5% of our sales come from reusable packaging. This year, we continued our efforts in PET collection and use of recycled resin across our operations, collecting 26% of the PET we put in the market and using 27% recycled resin across our beverage portfolio	Integrated Report: pg. 58, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
302-1	Energy consumption whitin the organization	Total energy use (MWh) 1,157,062.073 Electricity from non-renewable sources (MWh) 208,715.1727 Electricity from renewable sources (MWh) 411,187.0136	Integrated Report: pg. 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
302-3	Energy intensity	5.97 energy efficiency Liters of beverage produced per MJ	Integrated Report: pg. 57 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
302-4	Reduction of energy consumption	We invested US\$146.84 million in energy efficiency initiatives, focused on operating with steam and executing our top 20 climate action strategies across our operations. climate action strategies across all of our operations. Since 2015, these initiatives have enabled us to increase our energy efficiency by 5.97%. We also increased the use of renewable energy in our operations reaching 66%.	Integrated Report: pg. 27, 55-57, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
302-5	Reductions in energy requirements of products and services		
303-1	Interactions with water as a shared resource	We defined a social water management strategy to guarantee this resource for current and future generations. To develop this strategy, we conducted a cross-cutting analysis of water risk within our company through the Water Risk Assessment, supported by our alliance with The Coca-Cola Company, FEMSA, FEMSA Foundation, The Coca-Cola Company Foundation, and several consulting firms.	Integrated Report: pg. 60-63 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
303-2	Management of water discharge-related impacts	100% of the water we discharge from our manufacturing operations is processed in water treatment plants to meet local and The Coca-Cola Company's requirements to ensure sufficient water quality to support aquatic life.	Integrated Report: pg. 60-63 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
303-3	Water withdrawal	Total water consumption (thousand megaliters): 30.24 Well Consumption (thousand megaliters): 19.28 Municipal Water Consumption (thousand megaliters): 9.32 Rainwater Consumption (thousand megaliters): 0.01 Surface Water Consumption (thousand megaliters): 1.64 Water consumption intensity (WUR) liter of water consumed over liter of beverage produced: 1.47	Integrated Report: pg. 61, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
303-5	Water consumption		
303-4	Water discharge	Total water discharged: (thousand megaliters): 8.56 Water discharged to sewer (thousand megaliters): 3.94 Water discharged to river (ML): 4.62	Integrated Report: pg. 61, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
304-3	Habitats protected or restored	Aligned with our objectives, we set short- and long-term goals and indicators in our operations to: a) Protect biodiversity, promoting the protection and conservation of endemic ecosystems. b) Promote the reforestation of ecosystems. c) Promote urban tree planting. In 2022, more than 43 thousand hectares were impacted with conservation, protection and reforestation projects.	Integrated Report: pg. 62 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Environmental policy pg. 2 https://coca-colafemsa.com/wp-content/uploads/2022/02/Sustainability-_v3.pdf
305-1	Direct (Scope 1) GHG Emissions	Scope 1 emissions in metric tons of CO ₂ e: 554,500.00 Ton of CO ₂ e	Integrated Report: pg. 55, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 emissions in metric tons of CO ₂ e: 52,110.00 Ton of CO ₂ e	Integrated Report: pg. 55, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions in metric tons of CO ₂ e: 3,182,150.00 Ton of CO ₂ e	Integrated Report: pg. 55, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
305-5	Reduction of GHG emissions		Integrated Report: pg. 53-59 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf TCFD Report https://coca-colafemsa.com/en/report-results-tcfd/
306-1	Waste generation and significant waste-related impacts	We certified 37 bottling plants as Zero Waste, achieving 77% progress in our bottling plants. This year we recycled 98.5% of our industrial solid waste and improved our waste ratio to 6.31 grams of waste per liter of beverage.	Integrated Report: pg. 58-59, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
306-2	Management of significant waste-related impacts	This year, we continued to reinforce our PET collection and the use of recycled resin in all our operations, collecting 26% of the PET we place on the market and using 27% recycled resin across our beverage portfolio.	Integrated Report: pg. 58-59 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
306-3	Waste generated	Total industrial waste: 129,770.46 Ton or 100%. Recycled industrial waste: 127,837.84 Ton or 95.5%. Waste destined for disposal: 1,932.62 Ton or 1.5%.	Integrated Report: pg. 58, 108 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		
307-1	Non-compliance with environmental legislation and regulations	We have not had any non-compliances regarding any environmental laws or regulations.	Coca-Cola FEMSA 2022 20-F form p.33 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf
308-1	New suppliers that were screened using environmental criteria	<p>Our significant Tier 1 suppliers belong to those categories that have direct contact with our products. We classify significant suppliers as those who have the greatest impact, such as sweeteners, CO₂ as an ingredient, PET, glass, and HDPE. The rest of these categories are considered indirect, such as technology, services, etc. At Coca-Cola FEMSA, we have two evaluation processes for our suppliers:</p> <ol style="list-style-type: none">1. The Coca-Cola Company evaluates significant Tier 1 suppliers, ensuring they comply with the protocols of our Supplier Guiding Principles (SGP). Since this type of evaluation is taken into account for supplier selection, they are fully aligned with our SGP.2. Coca-Cola FEMSA evaluates the remaining Tier 2 categories (indirect suppliers), promoting social and environmental performance in evaluations with Ecovadis and Ikus. These evaluations seek continuous development by our value chain, maintaining work plans that are reviewed with our indirect suppliers to determine their progress and improve their ESG capabilities. <p>Total number of significant suppliers (Tier-1 and non Tier-1)=340 % of significant suppliers assessed=45.59%</p>	
308-2	Negative environmental impacts in the supply chain and actions	<p>17 suppliers were assessed for environmental impacts</p> <p>At the end of fiscal year 2022, no significant environmental impacts were identified in the supply chain.</p> <p>Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment: 100%</p> <p>Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment: 8%</p>	2022 Integrated report p.76 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION	
401-1	New employee hires and employee turnover	For our full breakdown of turnover numbers by age group, gender and region please see page our Integrated Report p.106	2022 Integrated report p. 106 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf	
		New hires		INTERNAL HIRES
		Total 14,645		Internal hires per gender
		Uruguay 118		Male 85%
		Costa Rica 256		Female 15%
		Panama 102		
		Nicaragua 138		Internal hires per age
		Argentina 413		18-34 71%
		Guatemala 2,543		35-44 22%
		Colombia 725		45-60 7%
Brazil 174	60+ 0%			
Mexico 10,176				
		Internal hires per management level		
	New hires by age group:	Male	Female	Strategic leader 0%
	<30:	57%	12%	Tactical Leader 2%
	30-50:	24%	6%	People Leader 5%
	>50:	1%	0%	Individual Contributor 38%
				Operatives 54%
	New hires per gender			
	Men 83%			
	Women 17%			
	New Hires per age			
	18-34 82%			
	35-44 15%			
	45-60 3%			
	60+ 0%			
	New Hires per management level			
	Strategic leader 0%			
	Tactical Leader 0%			
	People Leader 1%			
	Individual Contributor 24%			
	Operatives 75%			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We improved our Employee Value Proposition (EVP). Aligned with our purpose, we developed a clear and comprehensive narrative, where we defined our total rewards strategy that focuses not only on our people’s compensation schemes, but also on their development and wellbeing. Benefits include flexible hours, home office for administrative positions and other roles where their function allows, lactation rooms to support breastfeeding at work, and parental leave in accordance with the specific country’s regulations.	2022 Integrated report p. 80 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf	
401-3	Parental leave	Return rate Total: 98.5% Male: 97.4% Female: 98.7% Retention rate Total: 78.7% Male: 80.6% Female: 63.6%	2023 Integrated report p. 80 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf	
402-1	Minimun notice periods regarding operational changes	Notices of significant operational changes are done in compliance with applicable laws in the countries where we operate		

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
403-1	Occupational health and safety management system	<p>Our Occupational Health & Wellbeing Management System establishes the vision, strategy, objectives, elements, and activities through which we improve the quality of work life for our employees across our company’s work centers and strategic business units. Complying with our legal, ethical, scientific, and organizational framework, this system encompasses our health processes and programs that we apply according to applicable risk matrices, local legislation, and operational needs.</p> <p>We continued with the certification of our Safety and Health System in manufacturing plants based on the ISO 45001 standard, and we improved the performance of external audits by The Coca-Cola Company.</p> <p>In 2022, we achieved a 25% decrease in major and critical findings compared to 2021. This year, a new safety audit model was incorporated throughout the system that includes elements of compliance, safety strategy-based management, and culture and leadership. Under this new model, 66% of the operations had satisfactory results, and 33% of the operations had opportunities for improvement. At the corporate level, FEMSA’s internal audit had zero findings.</p> <p>All policies, programs and work safety initiatives reach all of Coca-Cola FEMSA’s employees in manufacturing plants and distribution centers as well as sales and distribution personnel. Also, third party workers and contractors are also that participate in activities within our work centers are also covered.</p>	2022 Integrated report p. 72, 90 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
403-2	Hazard identification, risk assessment, and incident investigation	<p>Our safety strategy includes five pillars with 13 strategic actions associated with our key activities.</p> <p>Strategic action number 5. 5. Management and development of third parties - contractors.</p> <p>At Coca-Cola FEMSA, our Corporate Occupational Health area is responsible for proposing relevant revisions and updates to our two Health & Wellbeing Policies:</p> <ul style="list-style-type: none">• Global Safety and Occupational Health Policy• Human Rights Policy <p>In addition to this annual corporate review, which is sent for approval to our Director of Social and Labor Development and Global Director of Human Resources, our company’s internal audit area reviews these policies for dissemination and implementation across our operations.</p> <p>At Coca-Cola FEMSA, all contractors/third parties receive safety orientations based on risks identified by each working center, available on pamphlets and Hazard Identification and Risk and Control Assessment (IPERC) matrices for quick consultation.</p> <p>IPERC matrices are evaluated annually or whenever an incident is registered and new dangers are identified during floor inspections. These documents are reviewed during internal and external audits, received annually.</p> <p>Complaints for breaches of our Code of Ethics are received through KOF Ethics Line, which is managed by an external company. Employees, customers, suppliers, third parties or any person who has a relationship with Coca-Cola FEMSA can make complaints anonymously.</p>	2022 Integrated report p. 70, 72, 90, 105 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
403-2	Hazard identification, risk assessment, and incident investigation	<p>Moreover, in our work centers, there are mailboxes or physical or digital cards to anonymously communicate any observed condition or unsafe act.</p> <p>Our Safety area has circulated throughout our company our “14 Life Saving Rules”.</p> <ul style="list-style-type: none">• Rule #2 states that in the face of any observe risky situation, something must be said/done. Every worker has the authority to stop the activity if it is perceived as risky or he/she does not feel safe while performing it.• Rule # 3 states that every employee is responsible for carrying out activities and tasks for which he or she has received the proper training and is fiscally capable of carrying them out, to avoid any risk. Part of our safety culture is based on psychological safety, so workers feel safe to report any unsafe condition; from there the organization can learn and minimize or eliminate such risks. <p>We continued the implementation of our Incident Management Process, contemplating a differentiated classification by four levels of incidents to manage and learn based on risk consequence and probability. Thus far, 100% of our operations have already migrated and implemented this new standard of Incident Management and Prevention for Serious and Potentially Incidents.</p> <p>Starting in 2022, we expanded beyond our traditional metrics, incorporating objectives and leading indicators related to Serious and Fatal Incidents and Potentially and Fatal Incidents. These leading indicators are designed to help us detect risks and manage mitigation strategies for serious incidents. Our Behavior-Based Safety program is linked to this metric, and employees are now contributing to a reduction in this indicator across our organization. In 2022, a baseline of Serious Incidents and Potentially Serious Incidents was built and is now included in our performance tables.</p>	
403-3	Occupational health services	<p>Likewise, we aim to ensure the infrastructure and safety elements of our vehicles, developing the processes and environments necessary for employees to manage the risks they face every day. This strategy has required us to accelerate investment in road safety to develop the capacities of our collaborators and third parties, and to acquire equipment such as road simulators, advanced telemetry systems and monitoring devices, and security vehicle infrastructure. We continually seek to discover best practices and improve road safety in the many communities and countries where we operate, proactively sharing our knowledge with external entities that allow us to deploy these practices more widely, from our communities to companies, governments and non governmental organizations.</p>	2022 Integrated report p. 71 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Our security strategy process includes employee participation in the accountability process.</p> <p>Consistent with our comprehensive approach to our people’s wellbeing, we further developed a conscious leadership program. The goal of this program is to migrate the concept of health from a purely medical to a more holistic approach to wellbeing, including physical health, emotional wellbeing, spiritual self-development, and conscious leadership. During the year, the program reached middle management across our Colombia, Guatemala, and Mexico operations, and is expected to reach our Argentina, Brazil, Costa Rica, Nicaragua, Panama, and Uruguay operations during the coming year.</p> <p>We further implemented a powerful online survey tool to gather greater information about our employee voice, and we launched several surveys that gave us valuable employee insights for our strategy. We also continued researching new technologies that could help us to enjoy a better employee experience, including the exploration and functionality testing of an HR chatbot.</p> <p>At Coca-Cola FEMSA, the Corporate Occupational Health area is responsible for propose relevant revisions and updates to our two Health and Wellness Policies:</p> <ul style="list-style-type: none">• Global Occupational Health and Safety Policy• Human Rights Policy <p>In addition to this annual review at the corporate level, which is sent for the approval of our Director of Social and Labor Development, and the Global Director of Human Resources, the Internal Audit area reviews these policies before disseminating and implementing them in all operations.</p>	2022 Integrated report p.70, 82, 91 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
403-5	Worker training on occupational health and safety	<p>As part of our training, we continued to provide and develop new training programs relating to safety. We developed six safety modules for our QSE Academy and 20 modules for our RTM Academy, which will be available for implementation across all of our operations during 2023.</p> <p>The main topics for 2022 were road risks—focused on motorcycle safety and transport vehicle driving—and essential topics such as Safety Fundamentals, Safety Culture, Serious and Fatal Incident Prevention Program, and Roles and Responsibilities. Road simulators are among our main capabilities development tools that we aim to implement across our operations. In 2022, we invested over US\$2 million in simulators, with more than 10 in operation. These simulators enable us to imitate the handling of heavy vehicles (primary and secondary fleet); motorized vehicles (motorcycles); work at elevated heights; emergency situations in critical systems; and other relevant operational processes. To further develop this infrastructure, we acquired road simulators in Argentina, Brazil, Guatemala, Mexico, and Uruguay this year. Through this continuous investment, we have become not only one of the private companies with the highest capacity for simulation training, but also an industry benchmark for safety simulation.</p> <p>Consistent with our comprehensive approach to our people’s wellbeing, we further developed a conscious leadership program. The goal of this program is to migrate the concept of health from a purely medical to a more holistic approach to wellbeing, including physical health, emotional wellbeing, spiritual self-development, and conscious leadership. During the year, the program reached middle management across our Colombia, Guatemala, and Mexico operations, and is expected to reach our Argentina, Brazil, Costa Rica, Nicaragua, Panama, and Uruguay operations during the coming year.</p> <p>INTEGRAL WELLNESS</p> <p>Our priority is that our collaborators enjoy health in all dimensions of their lives. That is why we offer options for physical, emotional and family well-being. We recognize your effort, commitment and contribution to the generation of value for our business.</p>	2022 Integrated report p. 73, 81, 82 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
403-6	Promotion of worker health	Our Occupational Health & Wellbeing Management System establishes the vision, strategy, objectives, elements, and activities through which we improve the quality of work life for our employees across our company's work centers and strategic business units. Complying with our legal, ethical, scientific, and organizational framework, this system encompasses our health processes and programs that we apply according to applicable risk matrices, local legislation, and operational needs.	2022 Integrated report p. 90 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Our health and safety goals are both internal and external: they are relevant to our people, our external partners and contractors, as well as neighboring communities.</p> <p>Coca-Cola FEMSA's Safety 0.0 Strategy is based on the understanding that safety is a fundamental value and element of our ambitions and organizational strategy. We believe and understand that nothing is more important than the safety and wellbeing of our people.</p> <p>Our overarching safety vision is "zero is possible." We aim to cause no harm or injury while people manufacture or supply our products or provide any of our services. To achieve this goal, we prioritize safety and give it high organizational relevance, empowering our leaders and recognizing that each employee is a fundamental contributor to our physical and psychological safety.</p> <p>Employee Support Program. Throughout 2022, we continued with our Employee Support Program across all of our operations. This emotional support program is designed to help our people and their families to cope with any situation that may cause stress, anxiety, and depression, among other emotional disturbances, and to give them psychological support.</p> <p>This program is part of our comprehensive welfare strategy to reduce psychosocial risk factors inside and outside of work through the counseling and attention of psychologists and other health professionals according to our people's different situations.</p>	2022 Integrated report p. 70, 90 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
403-8	Workers covered by an occupational health and safety	<p>We continued with the certification of our Safety and Health System in manufacturing plants based on the ISO 45001 standard, and we improved the performance of external audits by The Coca-Cola Company.</p> <p>Coca-Cola FEMSA has developed a management standard for contractors where we establish safety guidelines that contractors must fulfill before, during, and after providing services to our operations. The standard and the controls established within it are subject to internal and external audit processes.</p>	2022 Integrated report p. 72 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION	
403-9	Work-related injuries	Lost time incident rate (LTIR)	2022 Integrated report p. 72 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf	
		LTIR by country		
		Country		LTIR
		Total		0.61
		Uruguay		2.26
		Costa Rica		0.58
		Panama		0.45
		Nicaragua		1.03
		Argentina		1.76
		Guatemala		0.61
		Colombia		0.27
		Brazil		0.37
		Mexico		0.69
		LTIR by Country (own)		
		Country		LTIR
		Total		0.60
		Uruguay		0.86
		Costa Rica		0.40
		Panama		0.63
		Nicaragua		0.82
		Argentina		0.52
		Guatemala		0.90
		Colombia		0.21
		Brazil		0.33
		Mexico		0.71
		LTIR by country (third parties)		
		Country		LTIR
Total	0.64			
Uruguay	3.82			
Costa Rica	0.86			
Panama	0			
Nicaragua	1.18			
Argentina	3.06			
Guatemala	0.25			
Colombia	0.30			
Brazil	0.43			
Mexico	0.46			
Rates are calculated for every 200,000 hours worked				

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
403-9	Work-related injuries	Total incident rate (TIR)	2022 Integrated report p. 73 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
		TIR by country (total)	
		Country TIR	
		Total 0.90	
		Uruguay 2.41	
		Costa Rica 1.55	
		Panama 0.62	
		Nicaragua 1.30	
		Argentina 2.05	
		Guatemala 0.98	
		Colombia 0.90	
		Brazil 0.61	
		Mexico 0.89	
		TIR by country (own)	
		Country LTIR	
		Total 0.88	
		Uruguay 1	
		Costa Rica 1.44	
		Panama 0.86	
		Nicaragua 1.48	
		Argentina 0.86	
		Guatemala 1.40	
		Colombia 0.60	
		Brazil 0.68	
		Mexico 0.91	
		TIR by country (third party)	
		Country LTIR	
Total 0.95			
Uruguay 3.98			
Costa Rica 1.72			
Panama 0			
Nicaragua 1.18			
Argentina 3.28			
Guatemala 0.48			
Colombia 1.02			
Brazil 0.51			
Mexico 0.54			
Total Fatalities: 38			
Fatalities w/ responsibility:4			
Fatalities KOF employees: 0			
Fatalities third parties: 4			
Fatalities communities: 34			

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
403-9	Work-related injuries	Our safety strategy includes the identification of risks and occupational hazards.	2022 Integrated report p. 70, 72, 73, 82 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
		We also continued to analyze the gaps we identified in our labor risk assesments that we performed across our operations during 2021 to measure the working conditions of our people and possible impacts. During 2022, we not only identified gaps, but also implemented assertive plans to mitigate them. To this end, we focused on investments to improve the infrastructure of our work centers and guarantee optimal working conditions.	
		Road risks represent injury risks with significant consequences. These are determined through route plans where we identify the main dangers in the most commonly used roads, as well as conditions during the day and night. To minimize these risks and help our employees identify risky driving behaviors, we have implemented telemetry systems in our distribution fleet that delivers real time information related to acceleration, and sudden braking, allowing us to identify risky conduct that can be corrected via feedback and training.	
		We include all employees in this content.	
404-1	Average hours of training per year employee	Average hours of training per level of contribution	2022 Integrated report p. 84 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
		Total22	
		Strategic Leaders28	
		Tactical Leaders33	
		People Leaders34	
		Individual Contributors29	
		Operations contributions20	
		Interns10	
		Average hours of training per gender	
		Female27	
Male21			
Average hours of training per age group			
18-3425			
35-4420			
45-5918			
60+13			
Average invested amount per employee training and development: 97.26 monetary units (USD)			

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
404-1	Average hours of training per year employee	Total hours of health and safety training, by level of contribution:	
		Contribution level	
		Strategic Leaders166	
		Tactical Leaders3,292	
		People Leaders22,285	
		Individual Contributors55,951	
		Operations contributions257,815	
		Interns413	
		Total339,922	
		Total hours of health and safety training, by gender	
		Gender	
		Male291,730	
		Female48,194	
		Total hours of training in health and safety, by age range	
Age rangeHours			
18-34153,270			
35-44110,451			
45-5971,439			
60+4,763			
404-2	Programs for updating employee skills and transition assistance programs	Recognizing that we have many talented people across the company, we constantly reinvent ourselves and mobilize the entire organization to get the best out of our talent, unleash its full potential, and inject new capabilities. Among our initiatives, we designed and implemented accelerated development programs like the Lab Leadership Program for the LATAM Marketing and Supply Chain functions, and we continued promoting critical experiences for our people, enabling us to enjoy greater talent visibility and a better succession pipeline for key positions.	2022 Integrated Report p. 83, 84, 86 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
		Moreover, we kept on improving our talent management processes, assertively ensuring that we offer the best user experience. This year, we deployed our annual 9-Box Talent Assessment for 94% of our people leaders, tactical leaders, and strategic leaders throughout the organization. This evaluation helps us to assess our talent that has more than 6 months in their current position, through their performance and potential, and identify our key talents. We also applied a 360° DNA-oriented assessment of our managers and directors’ behavior. This survey was applied to 84% of our directors and managers to assess their behaviors regarding our DNA values.	
		Brazil not only continued its training program for women to drive forklifts and maintain chillers, but also staffed a distribution center with 40% women employed since the start of its operations. In addition, the operation carried out training for women to provide them with opportunities in the market labor. On the other hand, Colombia launched the comprehensive initiative for Cinta Violeta women, incorporating female talent in different areas to promote their development and help them prevent gender violence.	

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
404-3	Percentage of employees receiving regular performance and career development reviews	97% of Coca-Cola FEMSA's employees was evaluated	2022 Integrated report p. 83 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
405-1	Diversity of governance bodies and employees	Please see 2-7 GRI Standard	Coca-Cola FEMSA 2022 20-F form p. 67 https://coca-colafemsa.com/wp-content/uploads/2023/04/20F-2022.pdf 2022 Integrated report p. 19, 22, 23, 52, 65, 67-69, 77, 85, 86, 103 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
406-1	Incidents of discrimination and corrective actions taken		2022 Integrated report p. 76, 105 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None of our operations have compromised our workers' right to freedom of association. As part of our commitment, FEMSA/KOF published a general consultation of our Labor & Human Rights policy, in which we state: "3. Freedom of Association and Trade-Union Freedom 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. We respect the autonomy, institutionality, internal administration and ancestry that trade union organizations have with their members. We attend to the collective work relations with the legitimate trade union organizations that affiliate and represent their Employees." For example, in our Mexico operation, unions representing our employees approved 100% of the collective bargaining through free and secret vote processes over the past few months.	2022 Integrated report p. 76 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Coca-Cola FEMSA Human and Labor Rights https://coca-colafemsa.com/wp-content/uploads/2022/02/Human-and-Labor-Rights_v3.pdf Supplier Guiding Principles - https://coca-colafemsa.com/wp-content/uploads/2022/02/Suppliers-Guiding-Principles_en.pdf
408-1	Operations and suppliers at significant risk for incidents of child labor	We value, respect, and protect the people who work at Coca-Cola FEMSA and do not allow child labor. We comply with all child labor laws and support the eradication of child labor and exploitation. We expect the same ethical conduct from our business partners.	2022 Integrated report p. 76 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Coca-Cola FEMSA Human and Labor Rights https://coca-colafemsa.com/wp-content/uploads/2022/02/Human-and-Labor-Rights_v3.pdf Supplier Guiding Principles - https://coca-colafemsa.com/wp-content/uploads/2022/02/Suppliers-Guiding-Principles_en.pdf
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We value, respect, and protect the people who work at Coca-Cola FEMSA and do not allow forced labor. We comply with all labor laws and support the eradication of forced or compulsory labor. We expect the same ethical conduct from our business partners.	2022 Integrated report p. 76 https://coca-colafemsa.com/wp-content/uploads/2023/04/KOF-2022-english-abr-4-11-00.pdf Coca-Cola FEMSA Human and Labor Rights https://coca-colafemsa.com/wp-content/uploads/2022/02/Human-and-Labor-Rights_v3.pdf Supplier Guiding Principles - https://coca-colafemsa.com/wp-content/uploads/2022/02/Suppliers-Guiding-Principles_en.pdf

GRI STANDARD G4-1	DISCLOSURE	ANSWER	LOCATION
412-1	Operations subject to reviews or impact assessments on human rights	Over the last three years we have evaluated 98% of our own operations; we have identified possible Human Rights risks and carried out different actions to mitigate 100% of these risks. Additionally, we evaluate 100% of our joint ventures with the objective of identifying possible Human Rights risks and mitigating each one of them.	https://coca-colafemsa.com/wp-content/uploads/2022/07/KOFs_Human_Rights_Commitment_ENG.pdf
412-2	Employee training on human rights policies or procedures	<p>During 2022 we provided 12,293 training hours on human resources topics to 7,977 people; in addition, we trained 275 of our employees who are part of our Integral Ethical System's investigative team. Among the issues covered were training in specialized techniques and protocols to address possible violations of our Code of Ethics such as workplace violence (discrimination, sexual harassment, etc.).</p> <p>Overt the last three years, we performed the SGP audit from The Coca-Cola Company throughout 100% of our bottling plants, 24% of which were conducted during 2022. These audits were carried out by a specialized external third party.</p>	Supplier Guiding Principles - https://coca-colafemsa.com/wp-content/uploads/2022/02/Suppliers-Guiding-Principles_en.pdf
414-1	New suppliers that were using social criteria	<p>Our significant Tier 1 suppliers belong to those categories that have direct contact with our products. We classify significant suppliers as those who have the greatest impact, such as sweeteners, CO₂ as an ingredient, PET, glass, and HDPE. The rest of these categories are considered indirect, such as technology, services, etc. At Coca-Cola FEMSA, we have two evaluation processes for our suppliers:</p> <ol style="list-style-type: none"> 1. The Coca-Cola Company evaluates significant Tier 1 suppliers, ensuring they comply the protocols of our Supplier Guiding Principles (SGP). Since this type of evaluation is taken into account for supplier selection, they are the most aligned with our ESG-related SGP. 2. Coca-Cola FEMSA evaluates the remaining Tier 2 categories (indirect suppliers), promoting social and environmental performance in evaluations Ecovadis/Ikus. These evaluations seek continuous development by our value chain, maintaining work plans that are reviewed with these suppliers to determine their progress and improve their ESG capabilities. <p>Total number of significant suppliers (Tier-1 and non Tier-1) = 340 % of significant suppliers assessed=45.59%</p>	
414-2	Negative social impacts in the supply chain and actions taken	<p>Number of suppliers assessed for social impact: 17</p> <p>Significant actual and potential negative social impacts identified in the supply chain: At the end of fiscal year 2022, no significant environmental impacts were identified in the supply chain.</p> <p>Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment: 100%</p> <p>Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment: 8</p>	

