



HEALTH AND SAFETY

Objective

At **Coca-Cola FEMSA**, we take necessary actions to prevent and mitigate risks, injuries, and/or work-related illnesses, promoting and fostering the safety, health, and well-being of our employees, strategic partners, third parties, and the communities where we operate and interact.

General guidelines

1. We promote a culture of self-care, prevention, improvement, and comprehensive well-being among our employees and third parties, ensuring safe conditions for both their work and facilities. We have secure and healthy processes and procedures through management systems and models, considering input and participation from employees through open, proactive, and transparent dialogue.
2. We internally manage occupational safety and health measures to prevent risks, injuries, occupational diseases, and the deterioration of the health of our employees and third parties, arising from exposure to hazardous processes and risk factors at work that could affect their physical and mental health. We identify and communicate lessons learned and best practices.
3. As part of our continuous improvement efforts, we assess the risks, requirements, and implications of safety and health in processes, systems, projects, and developments, incorporating international standards, local regulations, and The Coca-Cola Company standards into our safety and health management system. This assessment allows us to prioritize and implement action plans to address changes in the operating environment, taking into account the needs of employees and other stakeholders.



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General guidelines

4. We define objectives, goals, and indicators for occupational safety and health. Additionally, we evaluate performance and improvement, reporting the results in accordance with internal guidelines related to these issues.
5. We develop capabilities through training and awareness programs and activities so that employees and third parties can perform their roles safely and healthily, actively promoting participation, recognition, feedback, and accountability in occupational safety and health matters.
6. We implement occupational health and safety strategies and initiatives, essential to manage risks and opportunities in a sustainable manner, as well as the definition and allocation of the necessary resources.
7. The projects and progress of our occupational health and safety management are periodically reported to the Board of Directors and its Committees, respectively, to stakeholders, as well as to the Sustainability Committee, chaired by our CEO and comprised of members of the executive team.