



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 regulations 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.



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Definitions

For the purposes of this Coca-Cola FEMSA Policy, the following terms will have the meanings established herein, both when used in singular or plural.

Board of Directors, the Board of Directors of Coca-Cola FEMSA.

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.

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.

Coca-Cola FEMSA Ethics Committee, a body formed by a representative of Human Resources, Internal Audit, Legal, Finance and the Compliance Officer, which ensures compliance with Coca-Cola FEMSA Code of Ethics, ensures the dissemination, understanding and use of both the Coca-Cola FEMSA Code of Ethics and KOF Ethics Line and guidance in dealing with reports, questions and concerns received in the KOF Ethics Line.

Coca-Cola FEMSA Suppliers Guiding Principles, are the basic standards that must be met by those who intend to be or are suppliers of Coca-Cola FEMSA, including any modification or update that Coca-Cola FEMSA makes to the document from time to time and is communicated to them by email.

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

Internal Regulations, Coca-Cola 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 effects.



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

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 are led by a Director; except when the Internal Regulations refer to the person responsible for compliance (Compliance Officer), the Coca-Cola FEMSA Ethics Committee or any functional area of an Operation, in which cases the term "Operation" will be understood as the business units of Coca-Cola FEMSA considered by country. The countries in which we operate are Mexico, Costa Rica, Panama, Guatemala, Nicaragua, Colombia, Venezuela, Brazil, Argentina and Uruguay.

Third Parties, it means any natural or legal person who is not part of Coca-Cola FEMSA and who has or intends to have a commercial or contractual relationship with Coca-Cola FEMSA, excluding final consumers and candidates for Employees.