



# SUSTAINABILITY

## Objective

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.



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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.

**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.

**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.

**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.