



appendix³³

About this Report

The content of this 2022 Integrated Annual Report is based on FEMSA's business strategy and our Sustainability Strategy Framework, including our 2030 sustainability goals and our most recent ESG materiality assessments. This report was developed through an in-depth consultation process with relevant subject matter experts across the organization. The report was then reviewed by representatives from each business unit with feedback incorporated. Our senior management team reviews the final report prior to publication.

Reporting Scope

In addition to our annual financial reports, FEMSA has been separately publishing non-financial results related to the economic, social, environmental and governance impacts of our operations since 2004. Every year, we strive to continuously improve the transparency and completeness of our annual disclosures. For the first time in this year's annual report, we are pleased to take additional steps toward more formally presenting an integrated picture of both our financial and non-financial information. This approach is intended to provide a balanced view of our strategy, operational performance and levers of value creation over the short-, medium- and long-term.

Specifically, our materiality assessment (see page 33) directly informed our report development process, and as such, this report is organized according to the pillars of our strategic sustainability framework and the related priority topics that our stakeholders identified as being of highest importance.

We retained Ernst & Young, an independent entity to verify select non-financial information in this report. As such, we include a limited assurance statement with more information on the conclusions of this engagement on page 139.

Disclosure Frameworks

Our report is presented in alignment with the following widely accepted disclosure frameworks.

- **GRI:** The Global Reporting Initiative is an independent standards organization that helps businesses understand and communicate their economic, environmental and social impacts related to business performance.
- **SASB:** The Sustainability Accounting Standards Board is an independent, nonprofit organization with a mission to develop and disseminate sustainability accounting standards that help public corporations disclose material, decision-useful information to investors.
- **TCFD:** The Task Force on Climate-related Financial Disclosures is a set of recommendations to enable stakeholders to better understand the financial system's exposures to climate-related financial risks.
- **UNGC:** FEMSA has been a United Nations Global Compact (UNGC) participant since 2005, and as such, we work to align our company's operations and strategies with its 10 principles. This 2022 Integrated Annual Report serves as our annual UNGC Communication on Progress (CoP).

This report should be read in conjunction with our financial filings, available at <https://femsa.gcs-web.com/>. Previous years' annual reports are available at <https://femsa.gcs-web.com/financial-reports/annual-reports>.



33 The information included in the Appendix is provided in good faith and is intended to enhance understanding of the organization's non-financial performance. Although the information is believed to be correct at the time of publication, we cannot accept any liability for any loss or damage caused by any person or organization acting or failing to act as a result of the information contained herein.



Stakeholder Engagement

The sentiment of being **By your side, always** is perhaps best exemplified through our approach and commitment to proactive and meaningful stakeholder engagement. We understand the importance of maintaining open communication channels and feedback mechanisms with all our stakeholder groups. The results of these ongoing interactions are incorporated into our strategic planning processes and represent an important vehicle for helping us to live our sustainability strategy.

Stakeholder Group	Examples of Communication Channels	Examples of Topics of Interest	FEMSA Response
Shareholders & Investors	<ul style="list-style-type: none"> Global conferences, meetings, roadshows FEMSA Annual General Meeting Quarterly results and conference calls Filings and annual disclosures FEMSA Ethics Line 	<ul style="list-style-type: none"> Company quarterly performance Financial and sustainability performance Updates on strategic initiatives Macroeconomic environment concerns Regulatory compliance 	<ul style="list-style-type: none"> Transparent and timely reporting Steady and resilient financial performance Progress against 2030 sustainability goals
Customers & Consumers	<ul style="list-style-type: none"> Marketing events and expos Customer satisfaction surveys B2B and D2C platforms Website, Contact Us pages, social media FEMSA Ethics Line 	<ul style="list-style-type: none"> Product quality, pricing, availability Sustainable products and services Customer satisfaction and experience Productivity and efficiency Supply chain constraints 	<ul style="list-style-type: none"> Agile solutions to customer needs Innovative products and services Continuous improvement plans
Collaborators & their Families, Labor Unions	<ul style="list-style-type: none"> Organizational Climate Diagnostic survey Employee/manager feedback sessions Website, intranet, emails, Annual Report Townhall meetings and quarterly/annual meetings FEMSA Ethics Line 	<ul style="list-style-type: none"> Career development and training Compensation/collective agreements Occupational health and safety Diversity, equity and inclusion Community responsibility and sustainability 	<ul style="list-style-type: none"> Inclusive recruitment and hiring practices Training and upskilling on ESG issues Safety, health and wellbeing programs
Community	<ul style="list-style-type: none"> Partnerships and collaborations Visits to local plants and operations MARRCO Website, social media, Annual Report FEMSA Ethics Line 	<ul style="list-style-type: none"> Job opportunities Sponsorships and donations Educational and social wellbeing programs Compliance with local legislation Environment, health & safety impacts of operations 	<ul style="list-style-type: none"> Social programs in each business unit Food and monetary donations Volunteer programs
Suppliers	<ul style="list-style-type: none"> Email and content platform: http://compartefemsa.com/ Supply chain sustainability assessments and risk management evaluations, e.g., EcoVadis Supplier satisfaction surveys Meetings to assess service levels FEMSA Ethics Line 	<ul style="list-style-type: none"> Collaboration opportunities Compliance on sustainability issues Supply chain constraints Sustainable sourcing Billing and collection 	<ul style="list-style-type: none"> Supplier loyalty programs ESG training and Scope 3 GHG reductions Continuous improvement projects



Stakeholder Group	Examples of Communication Channels	Examples of Topics of Interest	FEMSA Response
Regulators & Business associations	<ul style="list-style-type: none"> Forums, congresses or conferences Advocacy initiatives/public-private alliances MARRCO Public policy advisory FEMSA Ethics Line 	<ul style="list-style-type: none"> Renewable energy/GHG emissions Changes in legislation Community development Safety standards and compliance Health and wellness 	<ul style="list-style-type: none"> Discussions and trainings Designing policies and initiatives Compliance with safety standards and laws
Civil society organizations	<ul style="list-style-type: none"> Forums and congresses Press releases and announcements Website, social media, Annual Report MARRCO FEMSA Ethics Line 	<ul style="list-style-type: none"> Support, donations and sponsorships Community development Advocacy and public policy Healthy lifestyles and the environment Early childhood 	<ul style="list-style-type: none"> Training and development centers Crowdfunding platforms Investment opportunities
Media	<ul style="list-style-type: none"> Forums and congresses Press releases and announcements Website, social media, Annual Report MARRCO FEMSA Ethics Line 	<ul style="list-style-type: none"> Financial information Products and services Technology and digital innovation Sustainability performance Institutional positioning on key issues 	<ul style="list-style-type: none"> Open and transparent communication Media outreach strategies Collaboration on communication initiatives
Educational institutions	<ul style="list-style-type: none"> Events, meetings and dialogues Outreach programs Website, social media, Annual Report Content sharing and project launches FEMSA Ethics Line 	<ul style="list-style-type: none"> Strategic alliances and support Donations and sponsorships Collaboration ideas and opportunities 	<ul style="list-style-type: none"> Joint research initiatives Collaborative projects Arts & culture festivals

Key Memberships & Associations

We seek to build global alliances and collaboration opportunities through our associations with like-minded organizations that further support our mission of generating economic and social value through our companies and institutions.



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key ESG data

ESG Data Table⁽ⁱ⁾

Unless otherwise indicated, content for 2022 in the data tables below covers the period Jan. 1, 2022 – Dec. 31, 2022.

Our People				
Disclosure	Units	2022	2021	2020
Investment				
Our People investment ⁽ⁱⁱ⁾	\$ Million Mexican Pesos	4,100	NA	NA
Our People investment	\$ Million Dolars	210	NA	NA
Employment				
Collaborators				
Total collaborators	# of collaborators	354,346	320,808	323,542
External collaborators	# of collaborators	64,034	66,042	76,415
Internal collaborators	# of collaborators	290,312	254,766	247,127
Gender				
Internal collaborators - Men	%	59	60	62
Internal collaborators - Women	%	41	40	38
Age group				
Internal collaborators - 18-29 years old	%	58	62	58
Internal collaborators - 30-50 years old	%	25	23	25
Internal collaborators - 51-59 years old	%	16	14	16
Internal collaborators - 60+ years old	%	1	1	1
Country				
Argentina	# of collaborators	4,222	2,305	2,167
Austria	# of collaborators	71	-	-
Brazil	# of collaborators	37,566	30,563	30,281
Chile	# of collaborators	13,141	12,263	12,069
Colombia	# of collaborators	22,820	17,238	15,448
Costa Rica	# of collaborators	2,001	1,802	1,480



Our People				
Disclosure	Units	2022	2021	2020
Total collaborators				
Country				
Ecuador	# of collaborators	4,519	4,329	4,258
Germany	# of collaborators	3,294	-	-
Guatemala	# of collaborators	3,805	3,542	3,768
Luxemburg	# of collaborators	13	-	-
Mexico	# of collaborators	252,250	241,835	245,157
Netherlands	# of collaborators	13	-	-
Nicaragua	# of collaborators	1,214	1,303	1,135
Panama	# of collaborators	1,614	1,672	1,650
Peru	# of collaborators	588	480	530
Switzerland	# of collaborators	1,498	-	-
United States of America	# of collaborators	3,996	2,526	1,306
Uruguay	# of collaborators	1,686	894	898
Collective bargaining agreements				
Number of unionized collaborators	# of collaborators	214,434	186,324	179,086
% of collaborators unionized ⁽ⁱⁱⁱ⁾	%	74	73	72
% of unionized collaborators covered by a contract, pact or collective bargaining agreement	%	100	100	100
New employee hires				
Total number of new employee hires during the reporting period	# of collaborators	174,670	NA	NA
Gender				
New employee hires - Men	%	48	NA	NA
New employee hires - Women	%	52	NA	NA



Our People				
Disclosure	Units	2022	2021	2020
New employee hires				
Age group				
New employee hires - 18-29 years old	%	64	NA	NA
New employee hires - 30-50 years old	%	31	NA	NA
New employee hires - 51-59 years old	%	4	NA	NA
New employee hires - 60+ years old	%	1	NA	NA
Parental leave				
Total number of employees that took parental leave	# of collaborators	4,251	9,449	2,312
Employees that took parental leave - Men	# of collaborators	1,041	NA	NA
Employees that took parental leave - Women	# of collaborators	3,210	NA	NA
% of employees that returned to work in the reporting period after parental leave ended	%	86	78	97
% of employees that returned to work in the reporting period after parental leave ended - Men	%	93	NA	NA
% of employees that returned to work in the reporting period after parental leave ended - Women	%	84	NA	NA
% of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	%	73	53	80
% of employees that returned to work after parental leave ended that were still employed 12 months after their return to work - Men	%	80	NA	NA
% of employees that returned to work after parental leave ended that were still employed 12 months after their return to work - Women	%	70	NA	NA
Diversity, Equity and Inclusion ^(iv)				
Employees working at the end of 2022				
Total employees 60+ years old	# of collaborators	4,700	3,000	3,200
Total employees with disabilities	# of collaborators	2,000	1,800	930
Total refugee	# of collaborators	1,500	475	200



Our People				
Disclosure	Units	2022	2021	2020
Women				
% of women in executive positions	%	27	24	20
% of women in the total workforce ⁽ⁱⁱⁱ⁾	%	41	40	38
% of women in senior management positions, i.e. a maximum of two levels below CEO or comparable positions (as a % of total senior management positions)	%	16	NA	NA
Occupational Health and Safety				
Worker training on occupational health and safety				
Total number of collaborator training hours	# of hours	645,626	490,481	712,488
Workers covered by an occupational health and safety management system				
% of employees who are covered by OHSM system	%	100	100	100
% of workers who are not employees but whose work and/or workplace is controlled by the organization who are covered by OHSM system	%	100	100	100
Fatalities as a result of work-related injury				
Fatalities of direct employees	# of fatalities	2	1	NA
Fatalities of third-party collaborators	# of fatalities	8	3	NA
Injuries as a result of work-related injury				
Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 hours of direct employees	LTIFR/million hours	5.38	6.03	4.9
Lost Time Injury Frequency Rate (LTIFR) per 100 employees of direct employees	LTIFR/100 employees	1.34	1.53	1.25
Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 hours of third-party collaborators (contractors) ^v	LTIFR/million hours	3.75	NA	NA
Lost Time Injury Frequency Rate (LTIFR) per 100 employees of third-party collaborators (contractors) ^v	LTIFR/100 employees	0.02	NA	NA
Work-related illness incidence				
Work-related illnesses incidence rate per 1,000,000 hours of direct employees	Illnesses/million hours	0.08	0.05	0.09
Work-related illnesses incidence rate per 100 employees of direct employees	Illnesses/100 employees	0.02	0.01	0.02
Investment in Occupational Health and Safety				
Total investment in occupational health and safety	\$ Million Mexican Pesos	1,758	NA	NA



Our People				
Disclosure	Units	2022	2021	2020
Training and Education				
Investment in collaborator training	\$ Million Mexican Pesos	293	268	169
Total hours of training for employees ^(vi)	# of hours	7,011,819	10,833,617	8,573,290
Employee category - Hours of training				
Directors	# of hours	5,606	NA	NA
Management	# of hours	74,312	NA	NA
Employees	# of hours	1,323,783	NA	NA
Unionized	# of hours	3,646,240	NA	NA
Outsourcing	# of hours	88,273	NA	NA
Interns	# of hours	13,674	NA	NA
Store leaders	# of hours	696,354	NA	NA
Commission agents	# of hours	1,163,577	NA	NA
Average hours of training per year per employee	# of hours-employee/year	20	34	27
Programs for upgrading employee skills and transition assistance programs				
Total participations on Human Rights training	# of participations	32,585	NA	NA
Total participations on Culture and leadership	# of participations	95,811	NA	NA
Total participations on Technical knowledge	# of participations	530,360	NA	NA
Total participations on Health and safety	# of participations	171,390	NA	NA
Total participations on trained on Sustainability	# of participations	7,866	NA	NA
Total collaborators trained on Human Rights	# of collaborators	32,595	NA	NA
Total collaborators trained on Code of Conduct	# of collaborators	59,180	NA	NA
Total collaborators trained on Discrimination and harassment in the workplace	# of collaborators	22,862	NA	NA
Total hours of training for employees - Human Rights	# of hours	72,910	NA	NA
Total hours of training for employees - Culture and leadership	# of hours	305,595	NA	NA
Total hours of training for employees - Technical knowledge	# of hours	5,972,715	NA	NA
Total hours of training for employees - Health and safety	# of hours	645,626	NA	NA
Total hours of training for employees - Sustainability	# of hours	14,974	NA	NA

**Our People**

Disclosure	Units	2022	2021	2020
Employees receiving regular performance and career development reviews				
Total employees receiving regular performance and career development reviews (for example 360°, 9box)	# of collaborators	8,890	NA	NA
Integral Wellbeing				
Total investment in Integral Wellbeing ^(vii)	\$ Million Mexican Pesos	1,776	NA	NA
Total of social development activities developed	# of activities	5,312	5,057	3,512
Total of social development activities developed - Social	# of activities	1,767	1,335	2,126
Total of social development activities developed - Health	# of activities	1,136	2,242	713
Total of social development activities developed - Labor	# of activities	1,485	907	448
Total of social development activities developed - Economic	# of activities	434	257	81
Total of social development activities developed - Formative	# of activities	490	316	144
Total of collaborators participating in social development activities	# of participations	296,964	405,664	677,424
Total volunteerings performed	# volunteerings	2,679	2,979	1,533
Total of volunteers that participated in a volunteering	# volunteers collaborators	100,743	104,810	58,027
Total hours dedicated to volunteering	# of hours	735,570	360,173	1,059,944
Organizational climate assessment				
Result of the organizational climate assessment ^(viii)	%	87	88	NA
% of eligible employees who participated in the organizational climate assessment	%	70	86	NA
Human Rights				
Elegible work centers evaluated				
Work centers evaluated in occupational risks (including human rights)	# work centers	52	272	237
Work centers evaluated in occupational risks (including human rights) - accumulated	# work centers	561	509	237



Our People				
Disclosure	Units	2022	2021	2020
Human Rights				
Employee training on human rights policies or procedures				
Total number of hours of employee training on human rights policies or procedures	# of hours	72,910	NA	NA
Total employee training on human rights policies or procedures	# of collaborators	32,585	NA	NA
Non-discrimination				
Incidents of discrimination and corrective actions taken				
Total number of complaints received for Discrimination during the reporting period. (see GRI 406-1 for actions taken)	# of incidents	88	NA	NA
Total number of complaints received for Harassment during the reporting period. ^(ix)	# of incidents	1,417	NA	NA
Our Community				
Investment				
Our Community investment	\$ Million Mexican Pesos	833	NA	NA
Our Community investment	\$ Million Dolars	43	NA	NA
Local Communities				
Operations with local community engagement, impact assessments, and development programs				
Percentage of operations	%	100%	100%	NA
Total of community wellbeing initiatives				
Total investment on community wellbeing initiatives	\$ Million Mexican Pesos	260	245	NA
Total of people benefited directly by community wellbeing initiatives	# people benefited	3,702,343	2,976,818	NA
Procurement Practices				
Supplier information				
Total number of suppliers ^(x)	# of suppliers	53,998	NA	NA
Argentina	# of suppliers	1,340	NA	NA
Brazil	# of suppliers	9,653	NA	NA



Our Community				
Disclosure	Units	2022	2021	2020
Procurement Practices				
Supplier information				
Chile	# of suppliers	3,570	NA	NA
Colombia	# of suppliers	6,015	NA	NA
Costa Rica	# of suppliers	1,120	NA	NA
Ecuador	# of suppliers	527	NA	NA
Guatemala	# of suppliers	875	NA	NA
Mexico	# of suppliers	31,673	NA	NA
Nicaragua	# of suppliers	453	NA	NA
Panama	# of suppliers	803	NA	NA
Peru	# of suppliers	-	NA	NA
United States of America	# of suppliers	17	NA	NA
Uruguay	# of suppliers	855	NA	NA
Number of local suppliers	# of suppliers	52,695	NA	NA
Proportion of spending on local suppliers				
% of countries with Purchase from Local Suppliers > 90% at the level: Business/Country	%	67	64	NA
Our Planet ^(xi, xvi)				
Investment ^(xii)				
Our Planet investment	\$ Million Mexican Pesos	7,166	673	890
Our Planet investment	\$ Million Dollars	366	32	44
Materials				
Total materials used	tonnes	627,680	548,516	326,828
Virgin materials used	tonnes	472,466	399,129	225,053
Recycled materials used	tonnes	155,214	149,387	101,775
Virgin materials used in product	tonnes	40,405	75,649	47,861
Recycled materials used in product	tonnes	46,262	42,886	28,338



Our Planet				
Disclosure	Units	2022	2021	2020
Materials				
Virgin materials used in packaging	tonnes	432,061	323,480	177,192
Recycled materials used in packaging	tonnes	108,953	106,500	73,437
Main Packaging Materials - Wood/Paper fiber packaging	tonnes	5,893	3,376	NA
Main Packaging Materials - Wood/Paper fiber packaging - Recycled	%	32	21	NA
Main Packaging Materials - Metal (e.g.aluminum or steel) packaging	tonnes	33,608	33,780	NA
Main Packaging Materials - Metal (e.g.aluminum or steel) packaging - Recycled	%	63	66	NA
Main Packaging Materials - Glass packaging ^(xiii)	tonnes	135,711	85,295	NA
Main Packaging Materials - Plastic packaging	tonnes	363,902	306,844	249,954
Main Packaging Materials - Plastic packaging - Recycled	tonnes	86,018	83,455	73,028
Main Packaging Materials - Plastic packaging - Recycled	%	24	27	29
Main Packaging Materials - Plastic recyclable - Packaging	tonnes	329,029	276,008	249,892
Main Packaging Materials - Plastic recyclable - Packaging	%	90	90	99
Energy consumption within the organization				
Total energy consumed	GJ	22,892,310	21,186,268	16,902,143
Total energy consumed from renewable sources	GJ	6,303,486	6,044,978	5,850,564
Total energy consumed from non-renewable sources	GJ	16,588,824	15,141,290	11,051,579
Indirect energy	GJ	10,795,014	9,893,049	9,607,001
Indirect energy from renewable sources	GJ	6,259,078	6,021,761	5,827,728
Indirect energy from non-renewable sources	GJ	4,535,936	3,871,288	3,779,273
Sustainability-Linked Bond:				
KPI 2: Percentage of total electricity consumption coming from renewable sources.	%	58.0	60.9	53
See "Sustainability-Linked Bond Framework (SLB)" section				



Our Planet				
Disclosure	Units	2022	2021	2020
Energy consumption within the organization				
Direct energy	GJ	12,097,296	11,293,219	7,295,142
Direct energy fixed source from renewable sources	GJ	20,312	22,198	22,533
Direct energy fixed source from non-renewable sources	GJ	1,399,317	1,342,793	1,768,130
Direct energy mobile source from renewable sources	GJ	24,096	1,019	303
Direct energy mobile source from non-renewable sources	GJ	10,635,570	9,927,209	5,504,176
Energy intensity				
Energy intensity (GJ/ total revenues)	GJ/ \$ Million Mexican Pesos	34	38	34
Water consumption				
Total water withdrawn from all sources	1,000 m ³	37,210	34,298	31,938
Total volume of groundwater	1,000 m ³	19,399	18,413	27,197
Total volume of third-party water	1,000 m ³	16,164	14,261	4,741
Total volume of surface water	1,000 m ³	1,637	1,624	N/A
Total volume of produced water	1,000 m ³	10	NA	NA
CO₂ Emissions				
Total CO₂ Emissions (tCO₂e)	tonnes of CO ₂ -eq	1,732,708	1,539,449	948,464
Scope 1 CO₂ emissions (direct)	tonnes of CO ₂ -eq	1,258,178	1,133,191	496,138
Scope 1 CO ₂ emissions (direct fixed source) ^(xiv)	tonnes of CO ₂ -eq	475,572	441,639	102,346
Scope 1 CO ₂ emissions (direct mobile source)	tonnes of CO ₂ -eq	782,606	691,552	393,791
Scope 2 CO ₂ emissions (indirect)	tonnes of CO ₂ -eq	474,530	406,258	452,326
Scope 3 CO ₂ emissions (Category : Business travel)	tonnes of CO ₂ -eq	9,369	3,503	NA
Emissions intensity (tCO₂e/total revenue)	tonnes of CO ₂ -eq / \$ Million Mexican Pesos	2.5	2.7	1.9
Waste				
Total waste	tonnes	289,692	285,948	260,932
Total hazardous waste	tonnes	8,992	4,621	13,235
Total non-hazardous waste	tonnes	280,700	281,327	247,697
Total non-hazardous waste diverted from landfill	tonnes	192,949	150,733	128,303



Our Planet				
Disclosure	Units	2022	2021	2020
Waste				
Sustainability-Linked Bond:				
KPI 1: Percentage of total operational waste diverted from landfills.	%	68.7	53	53
See "Sustainability-Linked Bond Framework (SLB)" section				
Total waste (hazardous and non-hazardous) recycled or reused	tonnes	172,699	153,156	139,740
Total waste (non-hazardous) landfilled	tonnes	87,751	130,595	119,977
Total waste (hazardous and non-hazardous) incinerated (with energy recovery)	tonnes	21,335	NA	NA
Total waste (hazardous and non-hazardous) incinerated (without energy recovery)	tonnes	304	NA	NA
Total hazardous waste with final disposal (confinement) or with special handling waste	tonnes	7,604	2,198	1,216
Management of significant waste- related impacts				
Percentage of Coca-Cola FEMSA plants with zero waste certification	%	77	NA	NA
Governance^(xi)				
Disclosure		2022	2021	2020
Anti-corruption				
Training				
Total governance body members that were communicated about anti-corruption topics (Code of Ethics, which includes anti-corruption issues)	# of governance body members	17	18	18
% of governance body members that were communicated about anti-corruption policies and procedures	%	100	100	100
Memberships and affiliations				
Total of memberships and affiliations ^(xv)	# of memberships	766	475	321



Governance				
Disclosure	Units	2022	2021	2020
Ethics				
Code of Ethics				
Total number of complaints received for alleged violations of the Code of Ethics	# of complaints	3,927	4,410	3,457
Total number of complaints received for alleged violations of the Code of Ethics that were investigated, resolved and closed	# of complaints	3,014	3,597	2,849
% of complaints received for alleged violations of the Code of Ethics that were investigated, resolved and closed	%	77	81	82
Total number of complaints received for alleged violations of the Code of Ethics that continue under investigation	# of complaints	913	813	608
% of complaints received for alleged violations of the Code of Ethics that continue under investigation	%	23	18	18
% of anonymous complaints	%	72	NA	NA
% of non-anonymous complaints	%	28	NA	NA
Complaints received for alleged violations of the Code of Ethics by category				
Work environment (Human Resources)	# of complaints	3,183	3,562	2,633
Operations	# of complaints	568	830	788
Financial Information	# of complaints	135	18	36
Doubts and guidance	# of complaints	41	NA	NA
Appropriate corrective measures taken in closed cases by category				
Administrative Act	# of cases	247	NA	NA
Feedback	# of cases	999	NA	NA
No action required	# of cases	857	NA	NA
Review of Policies and/or Processes	# of cases	147	NA	NA
Suspension	# of cases	9	NA	NA
Dismissal	# of cases	407	NA	NA
Training	# of cases	64	NA	NA
Others	# of cases	284	NA	NA



Notes:

- i. NA: Not Available
 - ii. In 2022, the investment of the Our People pillar included the cost of health insurance for our employees, which is done annually but was not included in this total in previous years.
 - iii. % based on total internal collaborators.
 - iv. Includes only internal collaborators.
 - v. Includes contractors from AlPunto, Coca-Cola FEMSA and Health Division.
 - vi. An in-depth analysis was conducted derived from the variation found in the hours reported in 2021, compared to those reported in 2020 and 2022. It was identified that one external database generated a failure pulling mixed information of several years and not only of 2021; The hours reported in 2021 were 14,244,673, but the correct figure was 10,833,617. This year, that external database was stopped to use only reports that can be generated from our different learning platforms.
 - vii. In 2022, investment in Integral Wellbeing includes the cost of medical expenses insurance for our collaborators, which is done annually but was not included in this total in previous years.
 - viii. Mercer Sirota Employee Engagement Survey of the benchmark for high-performance companies was 89.
 - ix. Includes workplace harassment and sexual harassment. Actions taken are detailed in GRI 406-1.
 - x. Total suppliers may differ from the total detailed by country since the same supplier may be in several countries.
 - xi. Unless otherwise indicated, the Our Planet and Governance section of the Key ESG Data section does not include Envoy or Valora.
 - xii. Includes Coca-Cola FEMSA Green Bond.
 - xiii. Glass packaging is 100% virgin.
 - xiv. 2021 Scope 1 GHG emissions have been updated to include fugitive emissions such as refrigerant-specific gases.
 - xv. Considers associations, institutions, companies and organizations with which there was some type of association or relationship. Organizations in which two or more Business Units or corporate areas are affiliated are discounted. In 2022, information on more countries is included, particularly for FEMSA Foundation, Proximity and Envoy. Payment of fees is the criterion for the selection of associations.
 - xvi. For purposes of these metrics, Coca-Cola FEMSA considered owned and third-party distribution centers managed by KOF. Plants acquired during the year 2022 will report on these metrics in the 2023 Integrated Report.
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GRI content index

GRI Standard	Disclosure	Location
GENERAL DISCLOSURES		
GRI 102: General Disclosures		
1. Organizational Profile		
1. The organization and its reporting practices		
2-1	Organizational details	See "Stock Markets and Symbols" section.
2-2	Entities included in the organization's sustainability reporting	See "Financial Performance Summary" section.
2-3	Reporting period, frequency and contact point	See "About this report, Reporting Scope" section.
2-4	Restatements of information	2021 Scope 1 GHG emissions have been updated to include Refrigerant Gases consumptions. Total hours of training for employees reported in 2021 was updated. See "Total hours of training for employees", in "Key ESG data".
2-5	External assurance	See "ESG Independent Limited Assurance Report" section.
2. Activities and workers		
2-6	Activities, value chain and other business relationships	See "How We Create Value" section. See "Dear Shareholders" section. See "Management Discussions & Analysis" section. See "Key ESG Data" Economic table, under the GRI 204: Procurement Practices, section.
2-7	Employees	See "Corporate Structure" section.
2-8	Workers who are not employees	See "Key ESG Data. Our People" section.
3. Governance		
2-9	Governance structure and composition	See "Corporate Governance" section. See webpages: https://femsa.gcs-web.com/es/corporate-governance/board-of-directors https://femsa.gcs-web.com/es/corporate-governance/committees
2-10	Nomination and selection of the highest governance body	See "Governance. Corporate Responsibility" section. See webpage: https://femsa.gcs-web.com/es/corporate-governance/board-of-directors
2-11	Chair of the highest governance body	See "Governance. Corporate Responsibility" section. See webpage: https://femsa.gcs-web.com/es/corporate-governance/board-of-directors



GRI Standard	Disclosure	Location
2-12	Role of the highest governance body in overseeing the management of impacts	See "Governance. Corporate Responsibility" section. See webpages: https://www.femsa.com/en/about-femsa/corporate-governance/ https://femsa.gcs-web.com/corporate-governance/ https://www.femsa.com/en/sustainability/sustainability-strategy/our-vision/ https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/ https://www.femsa.com/en/sustainability/sustainability-strategy/strategy/
2-13	Delegation of responsibility for managing impacts	See "Governance." section. See "Sustainability Governance" section. See webpages: https://www.femsa.com/en/about-femsa/corporate-governance/ https://femsa.gcs-web.com/corporate-governance/
2-14	Role of the highest governance body in sustainability reporting	See "Governance." section. See "Sustainability Governance" section. See webpages: https://www.femsa.com/en/about-femsa/corporate-governance/ https://femsa.gcs-web.com/corporate-governance/
2-15	Conflicts of interest	See our "Code of Ethics": https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf
2-16	Communication of critical concerns	FEMSA has developed an Ethical Compliance System, managed by an independent firm and available 24 hours a day, 365 days a year, open to collaborators as well as other stakeholders, through four different channels, all of them confidential and anonymous: telephone, webpage, e-mail, and chat. In 2022, a total of 3,927 cases were reported through the Ethics Line and reviewed, of which 914 are still under investigation and 3,014 were resolved and closed. See "FEMSA Ethical System" section. See "Whistleblower system website" https://secure.ethicspoint.com/domain/media/en/gui/80470/index.html See "Code of Ethics" https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf



GRI Standard	Disclosure	Location
2-17	Collective knowledge of the highest governance body	The reliability and transparency of our corporate governance policies at FEMSA are essential to our long-term success. As always, we remain committed to reporting our results with objectivity and integrity, complying with the requirements of the Mexican Generally Accepted Accounting Principles, and exercising our responsibilities throughout the company in accordance with the highest business ethics principles. Our corporate governance principles provide a framework for the operation of our company as we strive to work in the best interests of our shareholders. See "Governance" section. See webpages: https://femsa.gcs-web.com/es/corporate-governance/responsible-corporate-governance https://www.femsa.com/en/about-femsa/corporate-governance/
2-18	Evaluation of the performance of the highest governance body	See web page Corporate Governance > "Corporate Practices and nominations Committee" https://femsa.gcs-web.com/corporate-governance/committees See Corporate Governance Principles and Best Practices Survey: https://femsa.gcs-web.com/static-files/6c659c77-1427-444b-83b2-d64846b971c1
2-19	Remuneration policies	Our Corporate Practices Committee, composed entirely of independent directors, reviews, and recommends management compensation programs to ensure that they are aligned with shareholders' interests and corporate performance. See "Governance > Corporate Practices and Nomination Committee": https://femsa.gcs-web.com/corporate-governance/committees
2-20	Process to determine remuneration	Our Corporate Practices Committee, composed entirely of independent directors, reviews, and recommends management compensation programs to ensure that they are aligned with shareholders' interests and corporate performance. See "Governance > Corporate Practices and Nomination Committee": https://femsa.gcs-web.com/corporate-governance/committees
2-21	Annual total compensation ratio	Not disclosed
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	See "Dear Shareholders." section. See "Our Sustainability Strategy" section.



GRI Standard	Disclosure	Location
2-23	Policy commitments	FEMSA currently has its Code of Ethics, Supplier Guiding Principles, Human and Labor Rights Corporate Policy, Sustainability Corporate Policy, Environment Corporate Policy, Community Commitment Corporate Policy, and Anti-Corruption Corporate Policy. See webpages: https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/ https://www.femsa.com/en/sustainability/sustainability-strategy/our-commitment/ FEMSA's values: https://www.femsa.com/en/about-femsa/organizational-culture/ Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf Supplier Guiding Principles: https://www.femsa.com/wp-content/uploads/2022/08/FEMSA_Suppliers-Guiding-Principles.pdf
2-24	Embedding policy commitments	See "Dear stakeholders", "Our Sustainability Strategy", "Our People", "Our Community", "Our Planet", "FEMSA Foundation", "Governance" sections for information on how we embed policy commitments for responsible business conduct throughout our activities and business relationships.
2-25	Processes to remediate negative impacts	See "Dear stakeholders", "Our Sustainability Strategy", "Our People", "Our Community", "Our Planet", "FEMSA Foundation", "Governance" sections for information on our managerial and programmatic approach to addressing key environmental, social and governance issues. See "Stakeholder Engagement" section. See "FEMSA Ethical System" section
2-26	Mechanisms for seeking advice and raising concerns	See "FEMSA Ethical System" section. Whistleblower system website: https://secure.ethicspoint.com/domain/media/en/gui/80470/index.html Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf
2-27	Compliance with laws and regulations	FEMSA received no significant fines or sanctions for non-compliance with laws/regulations in 2022, including social, economic, or environmental issues. During 2022, 1,317 minor compliance incidents were identified throughout the countries and point of sales in which we operate (excluding Valora and Envoy), including topics such as product and service information and labeling, marketing communications, environmental (6 minor incidents), labor legislation, among others. <i>(By "significant", we mean the fine/penalty individually costs more than \$10,000 USD (or equivalent in Mexican Pesos, by "minor", we mean the fine/penalty individually costs less than \$10,000 USD)</i>
2-28	Membership associations	See "Memberships and Associations" section. See "Key ESG Data. Our Community" section.



GRI Standard	Disclosure	Location
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	At FEMSA we engage with a variety of stakeholders and maintain constant communication with them. These stakeholders include nonprofit organizations, investors, industries, specialized institutions, governments, consumers, clients, suppliers, collaborators, society, and the media, among others. See "Materiality" section See "Stakeholder Engagement" section. See webpage: https://www.femsa.com/en/sustainability/sustainability-strategy/estrategy/
2-30	Collective bargaining agreements	See "Key ESG Data > Our People" section.
3-2	List of material topics	See "Materiality" section. See "FEMSA Priority Topics" section. See webpages: https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/ https://www.femsa.com/en/sustainability/sustainability-strategy/estrategy/
3-3	Management of material topics	See "Dear stakeholders", "Our Sustainability Strategy", "Our People", "Our Community", "Our Planet", "FEMSA Foundation", "Governance" sections for information on how we embed policy commitments for responsible business conduct throughout our activities and business relationships.
MATERIAL TOPICS		
Our Planet Topics		
Management Approach		
3-3	Management of material topics	See "Materiality" section. See "Our Planet" section - Climate Action section. - Water Management section. - Circular Economy section. FEMSA is committed to promote the reforestation of ecosystems, promote urban tree-planting, end all deforestation and protect biodiversity, promoting the protection and conservation of endemic ecosystems.



GRI Standard	Disclosure	Location	
Materials			UNGC
301-1	Materials used by weight or volume	"Key ESG Data" Our Planet table, section.	7,8,9
301-2	Recycled input materials used	FEMSA seeks the elimination of non-recyclable single-use plastic in our operation, ensure that our packaging uses recycled inputs and is recyclable at the end of its useful life, promote the elimination, reduction, recyclability, and recycled content in our suppliers packaging and maximizes the recyclability and recycled content of our own-brand products. We have associated programs regarding the use of packing. For example, to increase the use of reusable packaging, the use of recyclable packaging, to phase out single-use plastic packaging, to increase the use of recycled material as packaging solutions, to ensure that recyclable packaging is actually recycled and investing in R&D resources to sustainable packaging and alternative solutions. See "Sustainable Products & Services" section.	
Energy			UNGC
302-1	Energy consumption within the organization	See "Climate Action" section "Key ESG Data" Our Planet section.	7,8,9
302-3	Energy intensity		7,8
302-4	Reduction of energy consumption		
302-5	Reductions in energy requirements of products and services		7,8,9
Water and Effluents			UNGC
303-1	Interactions with water as a shared resource	See "Materiality" section.	7,8,9
303-2	Management of water discharge-related impacts	See "Our Planet" section. See "Water Management" section	
303-3	Water withdrawal		
303-4	Water discharge	Key ESG Data" Our Planet section.	
303-5	Water consumption		
Emissions			UNGC
305-1	Direct (Scope 1) GHG emissions	See "Climate Action" section. "Key ESG Data" Our Planet section	7,8
305-2	Energy indirect (Scope 2) GHG emissions		
305-3	Other indirect (Scope 3) GHG emissions		
305-4	GHG emissions intensity		8
305-5	Reduction of GHG emissions		8,9



GRI Standard	Disclosure	Location	
Waste			UNGC
306-1	Waste generation and significant waste-related impacts	See "Materiality" section.	7,8,9
306-2	Management of significant waste-related impacts	See "Our Planet" section. - Circular Economy section.	
306-3	Waste generated	"Key ESG Data" Our Planet section.	
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		
Supplier Environmental Assessment			UNGC
308-1	New suppliers that were screened using environmental criteria	We promote best practices in human rights, environment, community, ethics, and values among our suppliers through our code of ethics, "Supplier Guiding Principles". We ensure that all our suppliers are aware of these practices.	7,8,9
308-2	Negative environmental impacts in the supply chain and actions taken	As of December 2022, no negative environmental impacts in the supply chain were identified or investigated during the reporting period. See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf	7,8,9
Our PeopleTopics			
Management Approach			
3-3	Management of material topics	See "Materiality" section. See "Our People" section. - Human and Labor Rights section. - Diversity, Equity, and Inclusion section. - Integral Wellbeing section. See "Corporate Governance" section.	



GRI Standard	Disclosure	Location	
Anti-corruption			UNGC
205-1	Operations assessed for risks related to corruption	<p>As we do every year, we reviewed and updated our Code of Ethics and shared it with all our collaborators. In addition, we have an online certification on the Code of Ethics, which was taken by collaborators in some of our Business Units.</p> <p>Our Business Code of Ethics covers all areas of professional conduct and is applicable to all our employees, including our Chief Executive Officer, Chief Financial Officer, and Principal Accounting Officer. All of our employees are required to sign a statement indicating their understanding of and adherence to these policies.</p> <p>See “Code of Ethics” https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf</p> <p>See “Ethics & Legality Culture” section. See “Governance” section.</p>	10
205-2	Communication and training about anti-corruption policies and procedures	<p>The Secretary of the Board ensures that the members of the Board of Directors annually sign the Commitment Letter to comply with FEMSA’s Code of Ethics, which includes Anti-corruption statements.</p> <p>During 2022, we conducted training sessions for our collaborators on topics such as anti-corruption, anti-money laundering, personal data protection, among others, in which FEMSA’s strategic areas participated.</p> <p>In addition to the Code of Ethics, we have Corporate Policies which are an essential part of our corporate governance. These policies establish the guidelines we should follow to conduct ourselves with integrity and responsibility, becoming a reference for our Culture.</p> <p>These policies are mandatory for FEMSA and all its employees. To ensure compliance, we have established controls to prevent, identify, investigate, sanction and remedy any possible risk of violation.</p> <p>See “Anti-Corruption FEMSA’s Corporate Policy” : https://www.femsa.com/wp-content/uploads/2022/01/Anti-Corruption-FEMSA.pdf</p> <p>See “Governance” section.</p>	
205-3	Confirmed incidents of corruption and actions taken	<p>Our collaborators must disclose any instances of corruption or misbehavior as soon as they are identified. To correct the situation and prevent it from happening again, an external inquiry is conducted with the necessary follow-up steps, such as disciplinary actions, among others.</p> <p>In addition to our Code of Ethics, FEMSA’s perspective on bribery and corruption is reflected in the “Anti-Corruption FEMSA’s Corporate Policy”, procedures, and training was available to all employees on the risks of bribery and corruption and how to avoid them.</p> <p>See our 20-F form. https://femsa.gcs-web.com/es/financial-reports/20fs</p>	



GRI Standard	Disclosure	Location	
Employment			
401-1	New employee hires and employee turnover	See "Key ESG Data" Our People section.	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	At FEMSA we look for employees who are committed and passionate about serving others, to whom we offer working conditions and benefits that exceed those of the law. We also offer a work environment of constant learning, growth, and development. FEMSA fosters employees' health and wellbeing. Depending on the business unit, different programs or initiatives in the following areas may apply: flexible working hours, working-from-home arrangements, part-time working options, childcare facilities or contributions, breast-feeding/lactation facilities or benefits, paid parental leave (for female and male employees), among others.	
401-3	Parental leave	See "Key ESG Data" Our People section	
Labor Management Relations			
402-1	Minimum notice period regarding operational changes	Notices of operational changes are made in accordance with the applicable laws of the countries in which we operate.	
Occupational Health and Safety			UNGC
403-1	Occupational health and safety management system	All FEMSA's Business Units have Industrial Safety and Occupational Health management systems according to their activities and line of business. They are also in compliance with FEMSA's Corporate Policies and the legal framework of the countries in which we operate. Their main objective is to create safe workplaces and healthy lifestyles.	
403-2	Hazard identification, risk assessment, and incident investigation	All FEMSA's Business Units have certified professionals in charge of the administration of the Occupational Health and Safety Management Systems, such as the following: <ul style="list-style-type: none"> - Compliance with applicable regulations according to their line of business. - Compliance with internal Occupational Health and Safety policies. - Identification and mitigation of risks in the work centers. - Compliance with the Industrial Safety and Occupational Health programs. - Monitoring the health and safety of employees. - Management of different communication mechanisms so that collaborators, clients and third parties can report activities or unsafe conditions and/or acts at work. - Corporate-level internal evaluations to monitor compliance with management systems. 	6



GRI Standard	Disclosure	Location
403-3	Occupational health services	<p>At FEMSA we have medical care services that contribute to the supervision and surveillance of our collaborators' health in a preventive manner. These include early detection of illnesses associated with working conditions, as well as providing quality medical care to collaborators who present any discomfort during their workday.</p> <p>Main Activities:</p> <ul style="list-style-type: none"> - Medical attention to collaborators. - Application of entrance and periodic medical examinations. - Elaboration of clinical history according to exposure risks. - Emergency medical attention. - Accident investigation. - Evaluations of the work environment (industrial hygiene). - Vaccination campaigns. - Periodic reviews are scheduled to audit and contribute to the improvement of the quality and compliance of the service.
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>At FEMSA there are Industrial Safety and Occupational Health Committees made up of representatives from all the Business Units, through which different topics are addressed, such as:</p> <ul style="list-style-type: none"> - Updates in Safety and Health programs. - KPIs (Indicators of Absenteeism, Risk Premium, Fatalities) - Update of policies and guidelines - Communication of relevant health and safety information. <p>We have various tools, including Organizational Climate Surveys, to understand our collaborators' perceptions towards management systems, work environment, relationships with their supervisors, processes, and assigned tasks.</p>
403-5	Worker training on occupational health and safety	<p>See "Protect Physical, Mental & Emotional Health" section.</p> <p>"Key ESG Data" Our People section.</p>



GRI Standard	Disclosure	Location	
403-6	Promotion of worker health	See "Protect Physical, Mental & Emotional Health" section "Key ESG Data" Our People section. FEMSA promotes different health care programs internally and in collaboration with public and private institutions depending of the Business Units, such as the following: - Vaccination Campaigns. - Nutritional Consultations. - Psychosocial support consultations. - Workshops oriented to the promotion of mental health. - Awareness and prevention campaigns (e.g. breast cancer, prostate cancer, smoking, cardiovascular risk factors, etc.). - Activities that promote physical activity(for example running, cycling, etc.).	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See "Protect Physical, Mental & Emotional Health" section. FEMSA is committed to providing safe workspaces and supporting healthy lifestyles for all employees. To achieve this, we have implemented Occupational Health and Safety Programs across all business units, using the expertise of Occupational Health and Occupational Risk Prevention professionals to continuously improve our processes. These Management Systems serve as a fundamental tool towards achieving our goals.	
403-8	Workers covered by an occupational health and safety management system	100% of our collaborators are covered by an occupational health and safety management system.	
403-9	Work-related injuries	"Key ESG Data" Our People section.	
403-10	Work-related ill health		
Training and Education			UNGC
404-1	Average hours of training per year per employee	"Key ESG Data" Our People section.	6
404-2	Programs for upgrading employee skills and transition assistance programs	See "Career Development and Continuous Learning" section. In Mexico, we promote the Life and Development Program (PLAVIDE). It is designed so that personnel approaching retirement, along with their families, prepare for this new stage, understanding that it is a natural process in life.	
404-3	Percentage of employees receiving regular performance and career development reviews	"Key ESG Data" Our People section	



GRI Standard	Disclosure	Location	
Diversity and Equal Opportunity			UNGC
405-1	Diversity of governance bodies and employees	<p>"Key ESG Data" Our People section.</p> <p>See "Diversity, Equity and Inclusion" section.</p> <p>See "Corporate Responsibility" section.</p>	6
Non-discrimination			UNGC
406-1	Incidents of discrimination and corrective actions taken	<p>Our Human Resources area include the FEMSA's Code of Ethics, and its topics contained such as discrimination and harassment, in all course inductions for all employees. Additionally, specifically training programs are executed to reinforce these topics throughout the reporting year. In 2022, a total of 22,862 collaborators reinforced their knowledge on Discrimination and harassment in the workplace.</p> <p>Our collaborators must disclose any instances of discrimination as soon as they are discovered. To correct the situation and prevent future incidents, an internal inquiry is conducted with the necessary follow-up steps, such as disciplinary actions, among others. FEMSA's Code of Ethics reflects the company's perspective on discrimination incidents and how to avoid them.</p> <p>In the reporting year, 88 incidents on "Discrimination and/or any lack of Inclusion and Diversity" were reported through our Whistleblower system and 54 were closed as of December 31, 2022. Of these 54 reports, feedback was provided in 28, no necessary actions in 8, the employment relationship was terminated in 6, an administrative report was issued in 2 and training was provided in 1.</p> <p>In the reporting year, 1,417 incidents on "Abuse of Authority/Workplace Harassment" were reported through our Whistleblower system and 1,064 were closed as of December 31, 2022. Of these 1,064 reports, feedback was provided in 414, no necessary actions in 254, the employment relationship was terminated in 162, an administrative report was issued in 97, suspension was taken in 6, Policy/Process Review in 29, training was provided in 16, and other in 86.</p>	6
Freedom of Association and Collective Bargaining			UNGC
407-1**	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>FEMSA and its Business Units comply with all laws designed to preserve the right to exercise freedom of association and collective bargaining. FEMSA has not identified any operations at which those rights are at significant risk. During 2022, 52 work centers were evaluated for occupational risks (including human rights). In 2022, no risks have been identified in FEMSA's Business Units in relation to human rights. We expect the same ethical conduct from our business partners.</p> <p>See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf</p> <p>See Suppliers Guiding Principles: https://www.femsa.com/en/press-room/documents/suppliers-guiding-principles/</p>	3



GRI Standard	Disclosure	Location	
Child Labor			UNGC
408-1**	Operations and suppliers at significant risk for incidents of child labor	<p>We value, respect, and protect the people who work at FEMSA and do not allow child or forced 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.</p> <p>See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf</p> <p>See Suppliers Guiding Principles: https://www.femsa.com/en/press-room/documents/suppliers-guiding-principles/</p>	5
Forced or Compulsory Labor			UNGC
409-1**	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>We value, respect, and protect the people who work at 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.</p> <p>See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf</p> <p>See Suppliers Guiding Principles: https://www.femsa.com/en/press-room/documents/suppliers-guiding-principles/</p>	4
Security Practices			
410-1	Security personnel trained in human rights policies or procedures	"Key ESG Data" Our People section.	
Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	<p>As of December 2022, no incidents of violations involving the rights of indigenous peoples were identified or investigated during the reporting period.</p> <p>See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf</p>	



GRI Standard	Disclosure	Location
Human Rights Assessment		
412-1**	Operations that have been subject to human rights reviews or impact assessments	FEMSA and its Business Units comply with all laws designed to preserve the right to exercise freedom of association and collective bargaining. FEMSA has not identified any operations at which those rights are at significant risk. During 2022, 52 work centers were evaluated for occupational risks (including human rights). In 2022, no risks have been identified in FEMSA's Business Units in relation to human rights. We expect the same ethical conduct from our business partners. See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf See Suppliers Guiding Principles: https://www.femsa.com/en/press-room/documents/suppliers-guiding-principles/
412-2	Employee training on human rights policies or procedures	"Key ESG Data" Our People section.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The "Suppliers Guiding Principles" were prepared based on FEMSA's Code of Ethics and Corporate Policies. They outline the minimum required expectations for suppliers' behavior in key areas of Human and Labor Rights, Sustainability, Culture of Lawfulness, Information Security. It is the supplier's responsibility, in its relationship with FEMSA, to adopt the necessary methods and practices to comply with the Guiding Principles contained in this document. The "Suppliers Guiding Principles" shall be complied with by all current and potential FEMSA suppliers participating in the different operations and supply chains. The term "supplier" includes individuals and legal entities that provide goods, render services, are distributors, agents, intermediaries, representatives, as well as any third party acting on behalf of and/or representing FEMSA. See Suppliers Guiding Principles: https://www.femsa.com/en/press-room/documents/suppliers-guiding-principles/



GRI Standard	Disclosure	Location	
Our CommunityTopics			
Management Approach			
3-3	Management of material topics	See "Materiality" section See "Our Community" section. - Community Wellbeing section. - Economic Development section. - Sustainable Sourcing, section.	
Economic Performance			
201-1	Direct economic value generated and distributed	See "Key ESG Data" Our Community section.	
201-2	Financial implications and other risks and opportunities due to climate change	See "Governance > Climate-Related Risks and Opportunities" section. See "TCFD Index" section.	
201-3	Defined benefit plan obligations and other retirement plans	FEMSA and its Business Units have a Benefits Plan that exceeds those stipulated by Mexican law. It includes benefits for family and financial planning, and other benefits focused on improving employees' quality of life. There are also retirement programs, one of which focuses on voluntary retirement contributions. One of these programs is the "Cultivemos" program, which is a retirement benefit plan in which for every peso that an employee voluntarily saves, the company will contribute another peso to the fund. Employees can later tap into these savings at the time of retirement. This benefit and the proportion of the company's contribution are based on the employee's seniority.	
201-4	Financial assistance received from government	Given that FEMSA operates in different countries, the legal frameworks on financial assistance received from the government are different. FEMSA is committed to always operate within the legal framework in every country and to be an example of good practices for the private sector, namely go above and beyond of that framework.	
Market Presence			UNGC
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed	7
202-2	Proportion of senior management hired from the local community	Not disclosed	
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	See "Our Community" section.	
203-2	Significant indirect economic impacts	"Key ESG Data" Our Community section	



GRI Standard	Disclosure	Location
Procurement Practices		
204-1	Proportion of spending on local suppliers	<p>FEMSA has a supply chain comprised of 53,998 suppliers. % of purchases from local suppliers (local providers are those that operate in the country they serve) 67%.</p> <p>FEMSA identify critical suppliers using different elements such as High-volume suppliers, Critical component suppliers and Non-substitutable suppliers.</p> <p>The members of our value chain are aware of, committed to, and comply with the FEMSA Supplier Guiding Principles, included our agricultural suppliers. For example, in our OXXO Stores, Andatti Coffee, an Exclusive Brand of CAFFENIO (FEMSA Company), promotes the protection of biodiversity in the coffee-growing area of Veracruz, México. COSECHA Program has been supporting the development of coffee growers that are part of CAFFENIO value chain in the productive areas of Veracruz for more than 10 years. In alliance with Pronatura Veracruz (an environmental organization), CAFFENIO has been training, reforestation, and certifying coffee farms that meet the criteria to be a Protected Conservation Area. For these efforts, on 2021, CAFFENIO received the "Los Bóscares Award" in the Supply Chain with Zero Deforestation category with the project "Protection of biodiversity in the coffee-growing area of the High Mountains, Veracruz."</p> <p>See "Key ESG Data" Our Community section.</p>
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See our 20-F form. https://femsa.gcs-web.com/financial-reports/20fs
Tax		
207-1	Approach to tax	See our 20-F form. https://femsa.gcs-web.com/financial-reports/20fs
207-2	Tax governance, control, and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	



GRI Standard	Disclosure	Location	
Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	At FEMSA, community relations are managed at the country level to adapt to local circumstances. By 2022, 100% of FEMSA's Business Units developed community actions. See "Our Community" section. "Key ESG Data" Our Community section.	
413-2	Operations with significant actual and potential negative impacts on local communities	The internal methodology developed by FEMSA's Risk Management and Community Relationship Model (MARRCO) allows us to identify risks and opportunities to create value and optimize our actions and programs. MARRCO supports the development of capabilities through multidisciplinary teams in our plants and distribution centers. See "Our Community" section. "Key ESG Data" Our Community section.	
Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	We promote good practices in the areas of human rights, environment, community, ethics and values among our suppliers through our code of ethics, "Supplier Guiding Principles", and we seek to ensure that they are all aware of them. See "Sustainable Sourcing" section. "Key ESG Data" Our Community section.	
414-2	Negative social impacts in the supply chain and actions taken		
Public Policy			UNGC
415-1	Political contributions	Given that FEMSA operates in different countries, the legal frameworks on political contributions vary. FEMSA is committed to always operating within each country's legal boundaries to be an example of good practices for the private sector, and go above and beyond that framework. Additionally, in the case of Mexico, FEMSA has signed the Code of Ethics established by the Consejo Coordinador Empresarial (Business Coordination Council), which prohibits donations to promote either political campaigns, candidates, or committees. Nevertheless, FEMSA's Code of Business and Code of Ethics forbids any contribution that could be considered corruption according to each operating country's laws.	10
Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Our production processes comply with the highest quality standards and our ingredients comply with the local standards of each of our operations, as well as with the standards of other regulatory agencies. See "Supporting Healthy Lifestyles" section.	
416-2*	Incidents of non-compliance concerning the health and safety impacts of products and services	As of December 2022, no incidents of non-compliance concerning the health and safety impacts of products and services were identified or investigated during the reporting period. See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf	



GRI Standard	Disclosure	Location
Marketing and Labelling		
417-1	Requirements for product and service information and labelling	In order to enable our consumers to make informed choices, our product labels feature clear and accessible nutritional content information. See "Supporting Healthy Lifestyles" section
417-2*	Incidents of non-compliance concerning product and service information and labeling	FEMSA received no significant fines or sanctions for non-compliance with laws or regulations in 2022, including social, economic, or environmental issues. During 2022, 425 minor compliance incidents of non-compliance concerning product and service information and labeling were identified throughout the countries and point of sales in which we operate (excluding Valora and Envoy). <i>(By "significant", we mean the fine/penalty individually costs more than US\$ 10,000 (or equivalent in Mexican Pesos, by "minor", we mean the fine/penalty individually costs less than US\$ 10,000")</i>
417-3*	Incidents of non-compliance concerning marketing communications	FEMSA received no significant fines or sanctions for non-compliance with laws/regulations in 2022, including social, economic, or environmental issues. During 2022, 22 minor compliance incidents of non-compliance concerning marketing communications were identified throughout the countries and point of sales in which we operate (excluding Valora and Envoy). <i>(By "significant", we mean the fine/penalty individually costs more than US\$ 10,000 (or equivalent in Mexican Pesos, by "minor", we mean the fine/penalty individually costs less than US\$ 10,000")</i>
Customer Privacy		
418-1*	Substantiated complaints concerning breaches of customer privacy and losses of customer data	As of December 2022, no incidents of breaches of customer privacy and losses of customer data were identified or investigated during the reporting period. See Code of Ethics: https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf

DETAILS AND DISCLAIMERS:

*The information contained in this document is provided in good faith and is intended to enhance understanding of the organization's non-financial performance. Although the information is believed to be correct at the time of publication, we cannot accept any liability for any loss or damage caused by any person or organization acting or failing to act as a result of the information contained herein.

**At FEMSA we designed a Labor Intelligence System to prevent and mitigate labor risks. This system is based on a methodology that generates risk scenarios to be weighted according to the probability of occurrence and level of impact for the organization. To obtain the definition of risks, we evaluate the workplace with respect to different human rights issues such as child labor, working hours, discrimination, among others.



TCFD index

With the intention of not only answering our stakeholders' concerns, but also to prepare FEMSA for future climate-related challenges, we worked on identifying and quantifying the main risks and opportunities related to climate change, as well as their potential financial impacts over the short, medium, and long term. This exercise will allow us to adapt our operations and be ready to mitigate climate-related impacts following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Governance

The organization's governance around climate-related risks and opportunities

Annual Report 2022, please see the following sections:

- o "Dear Shareholders" section.
- o "Corporate Responsibility" section.
- o "Sustainability Governance" section.
- o "Ethical & Socially Responsible Behavior" section.

Strategy & Risk Management

Strategy: The identification of actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

Risk Management: The processes used by the organization to identify, assess, and manage climate-related risks

FEMSA, in conjunction with its Business Units, is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations on key disclosures focused on the resilience of the organization's strategy, considering climate-related scenarios. As an initial effort, we identified and quantified the main climate-related risks and opportunities of Coca-Cola FEMSA, OXXO, OXXO GAS, and Solistica.

We evaluated physical and transition risks, and opportunities in line with TCFD recommendations through a 5-step methodology:

1. Taxonomy of risks and opportunities.
2. Definition of Climate Scenarios and time horizons.
3. Identification of variables associated to climate scenarios.
4. Estimation of risk and opportunities parameters.
5. Calculation of climate Value at Risk.

Multidisciplinary groups in each BU (conformed by areas such as Sustainability, Strategic Planning, Operations, Real Estate, Marketing, Finance, Corporate Affairs, etc.), worked together and identified, prioritized, and quantified the main climate-related risks and opportunities.

As a result of the review of recommended scenarios, and the multidisciplinary work sessions, we considered three scenarios in our analysis, using a combination of those presented by the International Energy Agency (IEA), the Intergovernmental Panel on Climate Change (IPCC) and the Network for Greening the Financial System (NGFS). This combination will help us to assess physical and transition risks and opportunities within various temperatures complying with the TCFD recommendations:

1. **"Net Zero" Scenario, global temperature rises 1.5°C,**
Assumption: Net zero emissions are reached globally by 2050.
Climate Scenarios selected: a) IPCC (SSP1 – 1.9), b) IEA (NZE), c) NGFS (Net Zero 2050)
2. **"Moderate Transition" Scenario, global temperature rises 1.7°C,**
Assumption: Only developed economies reach net zero by 2050 and the rest by 2070.
Climate Scenarios selected: a) IPCC (SSP1 – 2.6), b) IEA (SDS), c) NGFS (Below 2°C)
3. **"No Ambition" Scenario, global temperature rises 2.8°C,**
Assumption: There is no date to reach Net Zero, and therefore the Paris Agreement is not fulfilled.
Climate Scenarios selected: a) IPCC (SSP2 – 4.5), b) IEA (Stated Policies), c) NGFS (Determined Contributions)



Time horizons

We used three scenarios to define three-time horizons to help us understand the potential impact of climate-related risks and opportunities on our business. We chose these for the scenario analysis due to relatively abundant data available for reference and their compatibility with our business plans and timelines. These are also aligned with national and international objectives on climate change: **“Short-term” period 2030, “Medium-Term” period 2040 and “Long-term” period 2050.**

Each of the three scenarios and time horizons presents its own social, political-regulatory, economic, and technological-energy context, presenting important differences and consequences regarding climate change.

The IPCC and EIA scenarios are recommended by TCFD, with widespread market adoption. The vast majority of physical climate models follow the IPCC Representative Concentration Pathways (RCPs). NGFS scenarios are compatible with the Financial Stability Board and provide comprehensive databases of market variables. The three sets of scenarios are consistent and must be updated frequently.

Summary of risks and opportunities identified.

The next table summarizes the main risks and opportunities that were identified, but also quantified.

Type	Category	Risk/Opportunity	Financial Impact	Climate scenarios and time horizons with the greatest impact
Physical Risk	Chronic	Decrease in rain	High	No ambition by 2050. Main basins will drop their levels dramatically and water scarcity might cause a decrease in production.
	Acute	Extreme temperatures	Low	No ambition by 2040. The increase in temperature will impact on energy consumption of our refrigeration and air conditioning equipment at our sales points.
		Increase in flooding	Low	Net Zero by 2050. Supply chain and distribution will have significant impacts. Also, the damage on infrastructure will represent some losses.
Transition Risk	Policy	Operating limits	Medium	Net Zero by 2050. High carbon pricing and limitation on fossil fuels use will represent high costs on production, distribution, and commercialization for most of our businesses.
		Changes in the regulation of products and/or services	Low	Net Zero by 2050. Change in regulation could mean high investment costs to adapt and comply with new requirements.
	Market	Change in customer behavior	Medium	Net Zero by 2050. Customer will look for greener options which could mean significant volume losses for our businesses.
		Cost increase in raw materials	Medium	Net Zero by 2050. The cost increase in key raw materials will increase operational costs.
		Entry of new competitors	Low	Net Zero by 2050. The global energy transition implies the gradual implementation in the energy markets of new low-emission energy sources, meaning new competitors mainly for Retail Service Stations



Type	Category	Risk/Opportunity	Financial Impact	Climate scenarios and time horizons with the greatest impact
Opportunities	Resource efficiency	Improvement in the efficiency of production facilities and processes	Medium	Net Zero by 2050. The use of energy efficient equipment could represent savings for businesses.
		Recycling	Low	Net Zero by 2050. The use and expansion of recycling processes to introduce recycled materials into a new production cycle as well as selling them to third parties would bring potential financial benefits to the businesses.
		Reduction of water use and consumption	Low	Net Zero by 2050. Projects to decrease water consumption will bring savings to the business
	Energy Source	Low carbon energy sourcing	Low	Net Zero by 2050. Using low-emission energy sources could represent a reduction in its associated costs, since in the context of these scenarios, the prices associated with renewable energies would tend to decrease in the medium and long term.
	Market	Use of incentives from public sector	Low	Net Zero by 2030. Tax deduction in the Income Tax (ISR) that is exercised when making investments in equipment that generates renewable energy or energy efficient equipment.
	Products and services	Development and/or expansion of low-emission goods and services	Low	Net Zero by 2030. The business could quickly adapt to new customer preferences.

As part of the project, FEMSA prepared RACI matrices for Coca-Cola FEMSA, OXXO, OXXO GAS and Solistica, which will allow the distribution of responsibilities, give structured monitoring, improve and align the strategy on an annual basis and continue to improve the identification, prioritization, and quantification of the main climate-related risks and opportunities.

To see more information, please see Annual Report 2022 sections:

- "Materiality"
- "Corporate Responsibility"
- "FEMSA Priority Topics"
- "Climate Action"
- "Water Management"
- "Board Committees"
- "Sustainability Governance"

Metrics and Targets

FEMSA Annual Report 2022, please see sections:

- "Our Sustainability Strategy"
- "Goals and Targets"
- "FEMSA Sustainability-Linked Bond Update"
- "Coca-Cola FEMSA Sustainability-Linked Bond Update"
- "Climate Action"
- "Water Management"



sustainability-linked bond framework (SLB)

In 2022 and 2021 FEMSA announced the placement of Mexican Peso-denominated and Euro-denominated sustainability linked notes in the Mexican and international capital markets, respectively.

The 2022 issuance was of Ps. 9,273,843,400.00. The issued bonds were purchased by 33 institutional investors and the issuance was oversubscribed 1.9x times. The transaction was completed through a dual-tranche format with the tickers FEMSA 22-2L and FEMSA 22L. The first tranche was issued at an annual fixed rate of 9.65% (Mbono+0.45%) for an amount of Ps. 8,446,384,600.00 due in 2032. The second tranche was issued at an annual variable rate of TIIE28 + 0.10% for an amount of Ps. 827,458,800.00 due in 2027.

Pursuant to the terms of both Bonds, they are linked to FEMSA's Sustainability Linked Bond Framework, which was adopted and published by the Company in connection to the 2021 issuance of its Euro-denominated sustainability linked notes in the international capital markets for €700 million in senior notes due in 2028, and €500 million in senior notes due in 2033. This Framework is aligned with the 2020 Sustainability Linked Bonds Principles ("SLBP"), as administered by the International Capital Market Association (ICMA³⁴), and it includes certain Sustainability Performance Targets of the Company which are aligned with its overall sustainability strategy priorities for 2030. As per the Bonds' terms, the Sustainability Performance Targets' satisfactory completion will be verified by an accredited third party and can be consulted in the following link:

<https://femsa.gcs-web.com/es/sustainable-finance/>.

The following five components form the basis of FEMSA's Sustainability-Linked Bond Framework:

1. Selection of key performance indicators (KPIs).
2. Calibration of sustainability performance targets (SPTs).
3. Bond characteristics.
4. Reporting.
5. Verification.



1. Selection of Key Performance Indicators (KPIs)

1.1. Zero Operational Waste to Landfill (Circular economy).

KPI 1: Percentage of total operational waste diverted from landfills³⁵.

SCOPE

This KPI applies to 100% of FEMSA's Business Units, including all organic growth over the bond's lifetime³⁶. As of 2022, this KPI has data coverage of 93% of the total of FEMSA's workplaces³⁷. We continue working on increasing the percentage of workplaces with information, however, Cooking Depot, Doña Tota, OXXO International, and Envoy Solutions have yet to be included for the sustainability performance objectives (SPT).

METHODOLOGY

This KPI is calculated in compliance with our Corporate Information Policy and our internal consolidation manual for non-financial information. The business units report the total waste generated by type on a quarterly and annual basis (Non-hazardous and Hazardous Waste) and the final disposal method. For Non-Hazardous Waste, the disposal methods consider reuse or (which includes composting or anaerobic digestion, incineration -with and without energy recovery-, disposed to landfill). For Hazardous Waste, the previous disposal methods apply along with special management disposal and confinement, all in accordance with environmental regulations.

- Total operational waste (in tonnes): is the sum of all waste types, excluding hazardous waste³⁸.
- Total waste recycled or reused (in tonnes): the sum of the final disposal of each type of operational waste classified as reused or recycled.

³⁵ Measured as tonnes of waste recycled or reused divided by tonnes of total operational waste.

³⁶ Inorganic growth is not included as part of the SPTs.

³⁷ A sample of the scope of the information was verified by Ernst & Young (EY) as an independent third party.

³⁸ Due to local regulatory requirements, it must be disposed to landfill and/or be incinerated without energy recovery.

³⁹ FEMSA may, in the future, utilize other sources of renewable energy, such as tidal energy, small-scale hydropower (less than 25MW), or biomass from sustainably sourced feedstock that does not compete with food sources. In some geographies, FEMSA may not be able to procure renewable energy via power purchase agreements or on-site generation or distributed energy; in these contexts, FEMSA may choose to purchase green tariffs or renewable energy credits. We will communicate the sources of renewable energy consumed in our annual reporting.

1.2. Renewable energy

KPI 2: Percentage of total electricity consumption coming from renewable sources.

SCOPE

This KPI applies to 100% of FEMSA's business units, including all organic growth over the bond's lifetime. By 2030 we expect to have an annual electricity consumption of more than 3.7 TWh (an increase of 40% from our 2020 consumption of 2.6 TWh).

During 2022, this KPI maintains data coverage of 99% across all of FEMSA's workplaces. Part of the workplaces that are not included in 2022, but that will be considered in the following reports on the sustainability performance objectives (SPT), correspond to Envoy Solutions.

METHODOLOGY

This KPI is calculated in compliance with our Corporate Information Policy and our internal consolidation manual for non-financial information. The Business Units report on a monthly, quarterly, and annual basis, the total electricity consumption by type (renewable or non-renewable).

- Total electricity consumption (in MWh): is the sum of all electricity consumption of FEMSA.
- Total electricity consumption of renewable energy (in MWh): is the sum of the total electricity consumption generated by renewable sources. As of March 2023, FEMSA uses the following generation technologies: wind energy, solar energy, and organic waste biomass (using only sugar cane bagasse as a feedstock)³⁹.

Currently, FEMSA does not use unbundled energy attribute certificates (e.g. renewable energy certificates ("RECs"), green electricity products or similar. Our strategy to reach our Renewable Energy targets will prioritize self-generation and power purchase agreements ("PPAs"). FEMSA may use other renewable energy sourcing methods in select markets in the future, only where self-generation or PPAs are not available or adequate for our operations.



2. Calibration of Sustainability Performance Targets (SPT)

2.1. Zero Operational Waste to Landfill (Circular economy)

SPT 1.1: Increase the percentage of waste diverted from landfills to 65% by 2025

SPT 1.2: Increase the percentage of waste diverted from landfills to 100% by 2030

BASELINE

In 2019, we established a plan to commit to zero operational waste to landfill by 2030. The baseline year for this plan is 2019, due to the validation of the data collection methodology used.

2022 Result

In 2022, information coverage increased to include Caffenio and Coca-Cola FEMSA Venezuela, and work was carried out on the implementation of the circular economy strategy to meet the goal. The waste generation average for Proximity OXXO stores was updated. Progress was shown from 2019 to 2022, improving from 15.9 kg/day/store (before COVID-19 Pandemic) to 10.3 kg/day/store.

Name	2018	2019 (baseline)	2020	2021	2022	2025 Target	2030 Target
KPI 1: Zero Operational Waste to Landfill⁴⁰	63% ⁴¹	52%	53%	53%	68.7%	65%	100%

2022 includes an updated waste generation average for OXXO stores, and information on Caffenio and Coca-Cola Venezuela.

2.2. Renewable energy

SPT 2.1: Increase the annual sourcing of renewable electricity to 65% by 2025

SPT 2.2: Increase the annual sourcing of renewable electricity to 85% by 2030

BASELINE

FEMSA set 2017 as the baseline year, in order to include a record of at least a 3-year baseline before setting the commitment year of 2021. The commitment was set in 2020 in order to align a 10-year timeframe for this target to the United Nations Sustainable Development Goals timeline.

2022 Result

During 2022, 210 renewable energy consumption points were included in different FEMSA Business Units.

Compared to 2021, in 2022 we have a decrease in the % of renewable energy due to the significant increase of proximity stores that are not able to receive renewable energy yet.

Name	2017 (baseline)	2018	2019	2020	2021	2022	2025 Target	2030 Target
KPI 2: Renewable Energy⁴²	22%	23%	48%	60%	61%	58%	65%	100%

⁴⁰ In 2022, KPI 1: Zero Operational Waste to Landfill, does not consider hazardous waste in the calculation.

⁴¹ The operational waste for OXXO stores is measured using a sample calculation method that was updated in 2022.

⁴² Historical data varies slightly from data reported on FEMSA's website, largely due to data for Venezuela being excluded from the reporting on our website. Venezuela is included for the purposes of the calculation of our SPT.



3. Bond Characteristics

Unless otherwise indicated in specific offering documents, FEMSA is not required to use its sustainability-linked bonds' net proceeds for investments in green or social projects.

If one of the SPTs has not been reached at the target observation date, as per the annual reporting published following the target observation date, FEMSA will have to pay a higher interest rate on its securities. The mechanism for payment of such interest rate will be specified in the final terms of the securities offered.

POTENTIAL CHANGES TO CALCULATION

Both KPIs apply to 100% of FEMSA business units at the issuance date of the Sustainability-Linked Bond and organic growth projections are applied for the following years.

For purposes of the Sustainability Performance Targets and the calculation of the Zero Operational Waste to Landfill and Renewable Energy Percentages, certain potential events, such as significant acquisitions or divestitures, or changes in the regulatory environment, can substantially impact the calculation of the KPI, and may require the restatement of the SPT and/or pro-forma adjustments of baselines or KPI scope. Any such readjustment will be communicated within FEMSA's annual reporting on the KPIs.

4. Reporting

Performance information will be kept public and available in the Annual Report until the Sustainability Performance Targets (SPT) for each Key Performance Indicator (KPI) are achieved. The report will contain:

- Information on the performance of the selected KPI;
- Verification assurance report relative to the SPT outlining the performance against the SPT and the related impact, and timing of such impact, on a bond's financial performance; and,
- Any relevant information enabling investors to monitor the progress of the SPT.

Information may also include when feasible and possible:

- Illustration of the positive sustainability impacts of the performance improvement; and/or
- Any re-assessments of KPIs and/or restatement of the SPT and/or pro-forma adjustments of baselines or KPI scope.

5. Verification

FEMSA's Sustainability-Linked Bond Framework has been reviewed by Sustainalytics who provided a second party opinion ("SPO"), confirming the alignment of the Framework with the Sustainability-Linked Bond Principles (SLBP) 2020 as administered by ICMA. The SPO will be made available on Sustainalytics website and in the following link:

<https://femsa.gcs-web.com/es/sustainable-finance/>.

Our performance on KPIs for waste diverted from landfills and renewable electricity consumption during 2022, was reviewed by Ernst & Young (EY) as an independent third party. For details of EY's review, please see **"ESG Independent Limited Assurance Report"** Section of this Report.



DISCLAIMER

This Framework does not constitute a recommendation regarding any securities of FEMSA or any affiliate of FEMSA. This Framework is not, does not contain and may not be deemed to constitute an offer to sell or a solicitation of any offer to buy any securities issued by FEMSA or any affiliate of FEMSA. In particular, neither this document nor any other related material may be distributed or published in any jurisdiction in which it is unlawful to do so, except under circumstances that will result in compliance with any applicable laws and regulations. Persons into whose possession such documents may come must inform themselves about, and observe any applicable restrictions on distribution. Any bonds or other securities that may be issued by FEMSA or its affiliates from time to time, including any Sustainability-Linked Securities, shall be offered by means of a separate prospectus or offering document in accordance with applicable laws, and any decision to purchase any such securities should be made solely on the basis of the information contained in any such prospectus or offering document provided in connection with the offering of such securities, and not on the basis of this Framework.

The information and opinions contained in this Framework are provided as of the date of this Framework and are subject to change without notice. Neither FEMSA nor any of its affiliates assumes any responsibility or obligation to update or revise such statements, regardless of whether those statements are affected by the results of new information, future events or otherwise. This Framework represents current FEMSA policy and intent, is subject to change and is not intended to, nor can it be relied on, to create legal relations, rights or obligations. This Framework is intended to provide non-exhaustive, general information. This Framework may contain or incorporate by reference public information not separately reviewed, approved or endorsed by the FEMSA and accordingly, no representation, warranty or undertaking, express or implied, is made and no responsibility or liability is accepted by the FEMSA as to the fairness, accuracy, reasonableness or completeness of such information. This Framework may contain statements about future events and expectations that are “forward looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of words such as “aim,” “anticipate,” “believe,” “drive,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “project,” “strategy,” “target” and “will” or similar statements or variations of such terms and other similar expressions. Forward-looking statements inherently involve risks and uncertainties that could cause actual results to differ materially from those predicted in such statements. None of the future projections, expectations, estimates or prospects in this document should be taken as forecasts or promises nor should they be taken as implying any indication, assurance or guarantee that the assumptions on which such future projections, expectations, estimates or prospects have been prepared are correct or exhaustive or, in the case of assumptions, fully stated in the Framework. No representation is made as to the suitability of any Sustainability-Linked Securities to fulfil environmental and sustainability criteria required by prospective investors.

This Framework does not create any legally enforceable obligations against FEMSA; any such legally enforceable obligations relating to any Sustainability-Linked Securities are limited to those expressly set forth in the legal documentation governing each such series of Sustainability-Linked Securities. Therefore, unless expressly set forth in such legal documentation, FEMSA’s failure to adhere or comply with any terms of this Framework, including, without limitation, failure to achieve any sustainability targets or goals set forth herein, will not constitute an event of default or breach of contractual obligations under the terms and conditions of any such Sustainability-Linked Securities. Factors that may affect FEMSA’s ability to achieve any sustainability goals or targets set forth herein include (but are not limited to) market, political and economic conditions, changes in government policy (whether with a continuity of the government or on a change in the composition of the government), changes in laws, rules or regulations, and other challenges.



ESG independent limited assurance report



Torre Equus
335 Ricardo Margain
Valle del Campestre
San Pedro Garza García, Nuevo León
C.P. 66265

Tel: (81) 8152 1800
Fax: (81) 8152 1839
ey.com.mx

INDEPENDENT LIMITED ASSURANCE REPORT

To the Board of Directors of Fomento Económico Mexicano, S.A.B. de C.V.:

Scope of our Work

We have been engaged by Fomento Económico Mexicano, S.A.B. de C.V. ("FEMSA" or the "Company") to perform a 'limited assurance engagement, as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on FEMSA's selected performance indicators ("Subject Matter") included and presented in the Annual Report 2022 (the "Report") and mentioned in the annex A; for the period ended December 31, 2022.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Fomento Económico Mexicano, S.A.B. de C.V.

In preparing the selected performance indicators, Fomento Económico Mexicano, S.A.B. de C.V. applied their internal developed criteria, as well as those based on what is set forth in the GRI Standards (Criteria).

Fomento Económico Mexicano, S.A.B. de C.V.'s responsibilities

Fomento Económico Mexicano, S.A.B. de C.V.'s management is responsible for selecting the Criteria, and for presenting the selected performance indicators in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.



ESG independent limited assurance report

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the selected performance indicators included in Annex A based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with Fomento Económico Mexicano, S.A.B. de C.V on February 16, 2023. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met 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.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.



ESG independent limited assurance report

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the selected performance indicators and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Interviews with the responsible persons to obtain an understanding of the data management systems and processes used to generate, disaggregate and report information related to each Criteria.
- Analytical procedures such as validations of ratios and proportions or expected results and trends considering the correct application of calculations and formulas in the documentation submitted for the Criterion in question.
- Inquiries to responsible persons regarding each of the Criteria to explain deviations from expected results and trends and to be able to correct or document them.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the selected performance indicators for the period ended December 31, 2022; for it to be based on the Criteria.

Other Information

The notification to the Global Reporting Initiative (GRI) about the publication of the Report, following the guidelines of the GRI standard 1: Foundation, Reporting with reference to the GRI Standards, Notify GRI (the organization shall notify GRI of the use of the GRI Standards and the statement of use by sending an email to reportregistration@globalreporting.org), is the responsibility of the Company and we have been informed that it will be done within 5 business days following the issuance of this conclusion.

Mancera, S.C.
A Member Practice of
Ernst & Young Global Limited



C.P.C. Carlos Alberto Rochín Casanova

March 28th 2023;
San Pedro Garza García, N.L. México.



ESG independent limited assurance report



Annex A FEMSA's performance indicators

Nombre del indicador	Alcance	Información reportada	Unidad	GRI
Direct energy consumption	FEMSA and its business units	12,097,296	Gigajoules (GJ)	302-1 a.
Indirect energy consumption	FEMSA and its business units	10,795,014	Gigajoules (GJ)	
Percentage of renewable electric energy consumed (SLB KPI2)	FEMSA and its business units	58	%/100	302-1 c.
Water withdrawal by source	FEMSA and its business units	37,210	Thousands of m ³ of Total water withdrawal	303-3 a ¹
		1,637	Thousands of m ³ of Total surface water withdrawal	
		19,399	Thousands of m ³ of Total groundwater withdrawal	
		0	Thousands of m ³ of Total abstraction of marine waters	
		10	Thousands of m ³ of Total produced water withdrawal	
		16,164	Thousands of m ³ of Total water withdrawn from third parties	
Direct GHG emissions (Scope 1)	FEMSA and its business units	1,258,178	Tons of CO2 equivalent	305-1 a.
Indirect GHG emissions (Scope 2)	FEMSA and its business units	474,530	Tons CO2 equivalent	305-2 b.
Total waste generated and method of disposal (SLB KPI11 - Waste diverted from landfill)	FEMSA and its business units	289,692	Tons Total number of wastes generated	306-3 a.
		192,949	Tons of non-hazardous waste diverted from landfills	306-4 b., c
		87,751	Tons of Non-hazardous waste sent to landfills	306-5
		68.7%	% Of non-hazardous operational waste diverted from landfill (KPI 1 - SLB)	IP ²
Accident frequency rate (LTIFR - Lost Time Injury Frequency Rate)	FEMSA and its business units	1.338	Accident frequency rate for employees (LTIFR - Lost Time Injury Frequency Rate) (per 100 employees)	403-9 a. iii) ³
		5.38	Accident frequency rate for employees (LTIFR - Lost Time Injury Frequency Rate) (per million hours)	
Occupational disease frequency rate	FEMSA and its business units	0.02	Occupational disease frequency rate (per 100 employees)	403-10 a. ii) ³
		0.08	Occupational disease frequency rate (per 1 million hours)	
Total hours of training	FEMSA and its business units	7,011,819	Hours of training	404-1 a. ⁴
Public reporting of Code of Conduct non-compliances/complaints.	FEMSA and its business units	3,927	Number of cases	102-17
Organizational climate survey results	FEMSA and its business units	87	%/100	IP ⁵
Fatalities attributable to the company	FEMSA and its business units	2	Number of fatalities	403-9 a.i 403-10 a.i
Female representation in executive positions.	FEMSA and its business units	27	%/100	405-1 b.i.
People benefited by our Community Wellness initiatives.	FEMSA and its business units	3,702,343	Number of direct beneficiaries	IP ⁶

¹ For reporting purposes, data is reported in thousands of cubic meters (m³)

² Of the total number of non-hazardous waste generated, the percentage represents those diverted from the sanitary landfill, which include: recycling, reuse, composting, incineration, among others.

³ The number reported excludes the absolute number of occupational accidents and illnesses

⁴ The number of total training hours are those used in the calculation of the average number of training hours per employee

⁵ Indicator reported according to the results of the survey designed with the methodology of an external supplier and compiled in the supplier's results presentation system. The result expresses the percentage of employees who provided a favorable response ("Strongly Agree" and "Agree") to the questions of the engagement section included in the survey.

⁶ The indicator is defined as the total number of people directly benefited by FEMSA's community wellness initiatives



SASB index

Business	Code	Accounting Metric	Unit of Measure	Answer in table, omissions, and/or modifications
OXXO	Fleet Fuel Management			
	FB-FR-110a.1	Fleet fuel consumed	Gigajoules (GJ)	772,508, includes OXXO Stores and OXXO CEDIS
		Percentage renewable	Percentage (%)	0
	Air Emissions from Refrigeration			
	FB-FR-110b.1	Gross global Scope 1 emissions - refrigerants	tonnes of CO ₂ e	232,187
	Energy Management			
	FB-FR-130a.1	(1) Operational energy consumed	Gigajoules (GJ)	6,691,348
		(2) percentage grid electricity	Percentage (%)	41
		(3) percentage renewable	Percentage (%)	59
	Food Waste Management			
FB-FR-150a.1	Amount of food waste diverted from the waste stream	tonnes	1,170.84 tonnes of food donated and diverted from the waste stream	
Data Security				
FB-FR-230a.2	Description of approach to identifying and addressing data security risks	n/a	<p>For all our businesses, including Proximity, our customers, suppliers and businesses' information security is very important. For this reason, specialized personnel have been assigned and processes and tools have been implemented to strengthen cybersecurity capabilities with a risk management approach. This allows businesses to comply with regulatory provisions and market demands, as well as meet our mobility and flexibility collaborators' needs in a safe environment and with remote work authorization.</p> <p>For several years, an information security model has been implemented through which the administration is aware of and is involved in the definition of the security strategy. It considers the most relevant priorities and initiatives and establishes commitments with the aim of increasing Business Units' maturity in their abilities to anticipate, protect, and respond to threats that could impact the availability, confidentiality and integrity of information.</p>	



Business	Code	Accounting Metric	Unit of Measure	Answer in table, omissions, and/or modifications
OXXO	Food Safety			
	FB-FR-250a.2	(1) Number of recalls	Number	In FY22, we had 8 food recalls in OXXO, Mexico 2, Chile 4 and Peru 2.
		(2) number of units recalled		
		(3) percentage of units recalled that are private-label products	Percentage (%)	0
	Product Health & Nutrition			
	FB-FR-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	n/a	OXXO Mexico currently has a nutritional analysis matrix with 100% of Own Brand edible products that covers the nutritional and health concerns among consumers.
	Labor Practices			
	FB-FR-310a.1	(2) Percentage of in-store and distribution center employees earning minimum wage, by region	Percentage (%)	100% of employees in our Mexico distribution facilities received pay above state minimum wage thresholds.
	Management of Environmental & Social Impacts in the Supply Chain			
	FB-FR-430a.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	n/a	The guiding principles are communicated to our suppliers, and we are currently working on consolidating the commitment letters.
FB-FR-430a.4	Discussion of strategies to reduce the environmental impact of packaging	n/a	We evaluated the environmental impact of all products' packaging, including our Own Brand products. We are currently working on developing an interdisciplinary team to address this issue and structure mitigation strategies.	
Activity Metric				
FB-FR-000.A	Number of (1) retail locations	Number	See "Retail" section	



Business	Code	Accounting Metric	Unit of Measure	Answer in table, omissions, and/or modifications
Solistica	Greenhouse Gas Emissions			
	TR-RO-110a.3	(1) Total fuel consumed	Gigajoules (GJ)	4,192,566
		(2) percentage natural gas	Percentage (%)	8
	Fleet Fuel Management			
FB-FR-110a.1	Fleet fuel consumed	Gigajoules (GJ)	4,192,450	
Health Division	Energy Management in Retail			
	HC-DR-130a.1	(1) Total energy consumed	Gigajoules (GJ),	548,456
		(2) percentage grid electricity	Percentage (%)	73
		(3) percentage renewable		15
		(4) percentage energy - no electricity		12
Drug Supply Chain Integrity				
HC-DR-250a.1	Description of efforts to reduce the occurrence of compromised drugs within the supply chain	n/a	<p>In our Health Division we have various processes such as drug storage, quality control audits, medical devices and pharmaceutical supplies; Cold chain conservation; Inventories procedure; Technical reception procedure, among others.</p> <p>At CEDIS MEXICO there are regulation standards and evaluations to measure their compliance. The results are communicated to those responsible for operations to define the improvements.</p> <p>In Colombia, the Health Division focuses its efforts on the prevention of waste generation through the application of the following processes:</p> <ol style="list-style-type: none"> 1. Application of the monthly overstock process, which focuses on collecting products with no turnover or coverage of more than 90 days. 2. Identification of products that are about to expire to label them for priority delivery on a monthly basis. 3. Weekly merchandise relocation process: aimed at identifying expiring products to relocate them between selling points and guarantee their timely sale. 	



Business	Code	Accounting Metric	Unit of Measure	Answer in table, omissions, and/or modifications
Health Division	Patient Health Outcomes			
	HC-DR-260b.1	First fill adherence rate	Percentage (%)	NA
	HC-DR-260b.2	Description of policies and practices to prevent prescription dispensing errors	n/a	<p>In Chile we have a strategy to recognize errors, identify underlying causes, and implement preventive actions to avoid dispensing errors. During 2022, an internal awareness campaign was carried out through audiovisual elements and more than 4,000 hours of synchronous and asynchronous online training given. There are also computer alerts installed at all POS that are triggered when store clerks are about to sell a product whose name is similar to other existing drugs. This guarantees the sale of the correct product. Potentially riskier drugs are stored in special units to regulate access.</p> <p>In Colombia we have control and management strategies and have adjusted our dispensing and storage policies to improve the organization's criteria on similarity risks. Regarding training, we sensitized and trained 463 collaborators related to these issues. We also conducted virtual compliance courses and launched a new dose calculation course.</p> <p>We have a safe use advisory line to review cases before, during, and after dispensing. Thanks to more than 777 hours of pharmaceutical chemists' consultation, 7,505 doses were reviewed and delivered. As part of the strategies focused on Patient Education, our pharmaceutical chemists offer personalized attention and guidance on proper drug use to 1.6 million users through 37,391 consultations. They also advise doctors on how to promote patients' adherence to properly use medications and treatments.</p> <p>During 2022, the Community Pharmacy project began to educate patients on Diabetes and its pharmacological treatment.</p> <p>In Ecuador we have a prescription management procedure that includewatory requirements. We also establish processes to assess, quantify, and communicate adherence to these standards.</p>
	Activity Metrics			
	HC-DR-000.A	Number of pharmacy locations	Number	See "Retail" section
	HC-DR-000.C	Number of prescriptions filled	Number	465,083
	HC-DR-000.D	Number of pharmacists	Number	8,503



UN sustainable development goals

GOAL	FEMSA contribution
No Poverty	Economic Development Water Management Human & Labor Rights
Zero Hunger	Community Wellbeing Human & Labor Rights
Good Health & Wellbeing	Community Wellbeing Climate Action Water Management Human & Labor Rights Diversity, Equity and Inclusion Integral Wellbeing
Quality Education	Human & Labor Rights Integral Wellbeing
Gender Equality	Human & Labor Rights Diversity, Equity and Inclusion Corporate Responsibility
Clean Water and Sanitation	Water Management
Affordable and Clean Energy	Climate Action
Decent Work and Economic Growth	Economic Development Human & Labor Rights Diversity, Equity and Inclusion Integral Wellbeing
Industry, Innovation, and Infrastructure	Climate Action Circular Economy
Reduced Inequalities	Economic Development Human & Labor Rights Diversity, Equity and Inclusion Integral Wellbeing

GOAL	FEMSA contribution
Sustainable Cities and Communities	Community Wellbeing Economic Development Climate Action Water Management Circular Economy
Responsible Consumption and Production	Community Wellbeing Economic Development Sustainable Sourcing Climate Action Water Management Circular Economy Corporate Responsibility Ethical & Socially Responsible Behavior Fiduciary Responsibility
Climate Action	Community Wellbeing Climate Action
Life on Land	Community Wellbeing Water Management
Peace, Justice, and Strong Institutions	Integral Wellbeing Corporate Responsibility Ethical & Socially Responsible Behavior Fiduciary Responsibility
Partnerships for the Goals	Community Wellbeing Economic Development Sustainable Sourcing Climate Action Water Management Circular Economy Integral Wellbeing Corporate Responsibility Ethical & Socially Responsible Behavior Fiduciary Responsibility



contact

FEMSA Corporate Offices

Monterrey

General Anaya N° 601 Pte.
Col. Bella Vista
Monterrey, Nuevo León, Mexico
C.P. 64410

Mexico City

Lago Alberto N° 442
Col. Anáhuac II Sección
Miguel Hidalgo
Mexico City, Mexico
C.P. 11320

FEMSA Foundation

General Anaya N° 601 Pte.
Col. Bella Vista
Monterrey, Nuevo León, Mexico
C.P. 64410

 www.facebook.com/FEMSA/

 twitter.com/femsa

 linkedin.com/company/femsa

 www.instagram.com/femsa_oficial/

 www.youtube.com/femsa

 www.tiktok.com/@somosfemsa

General Counsel

Alejandro Gil Ortiz

General Anaya N° 601 Pte.
Col. Bella Vista
Monterrey, Nuevo León, Mexico
C.P. 64410

Investor Relations

Juan Fonseca Serratos

Enrique Manero Martínez
investor@femsa.com

Corporate Communications

Mauricio Reyes López

Erika de la Peña Ibarra
comunicacion@femsa.com

Sustainability

Víctor Manuel Treviño Vargas

Gabriel Adrián González Ayala
sostenibilidad@femsa.com

Independent Accountant

Mancera, S.C.

Integrante de Ernst & Young Global Limited

Av. Ricardo Margain Zozaya N° 335, Floor 14
Col. Valle del Campestre,
San Pedro Garza García,
Nuevo León, Mexico
C.P. 66265

Depository Bank and Registrar

BNY Mellon Shareowner Services

P.O. Box 505000
Louisville, KY 40233-5000

Direct Mailing for overnight packages:
BNY Mellon Shareowner Services
462 South 4th Street, Suite 1600
Louisville, KY 40202

Toll free number for U.S. calls: +1 888 269 2377
International calls: +1 201 680 6825

www.mybnymdr.com
shrrelations@cpushareownerservices.com



Stock Markets and Symbols

Fomento Económico Mexicano, S.A.B. de C.V. stock trades on the Bolsa Mexicana de Valores (BMV) in the form of units under the symbols FEMSA UBD and FEMSA UB. The FEMSA UBD units also trade on The New York Stock Exchange, Inc. (NYSE) in the form of ADRs under the symbol FMX.

We are members of the Dow Jones Sustainability MILA Pacific Alliance Index, the FTSE4Good Emerging Index and the Mexican Stock Exchange Sustainable IPC, among other indices that evaluate our performance in sustainability.

For more extensive information, including the Audited Financial Statements, please visit us at:

www.femsa.com
<https://femsa.gcs-web.com/investor@femsa.com.mx>



General Anaya N° 601 Pte.
Col. Bella Vista
Monterrey, Nuevo León, Mexico
C.P. 64410



Cautionary statement regarding forward-looking statements

The FEMSA Integrated Annual Report 2022 may contain certain forward-looking statements concerning FEMSA and its subsidiaries' future performance and should be considered as good faith estimates of FEMSA and its subsidiaries. These forward-looking statements reflect management expectations and are based upon currently available data. Actual results are subject to further events and uncertainties, which could materially impact the Company's and its subsidiaries' actual performance.