

# About this Report

The content of this report is based on FEMSA's business strategy and our sustainability strategy, including our 2030 sustainability goals and the FEMSA Sustainability-Linked Bond. It was developed through an in-depth consultation process with relevant experts on these matters across the organization and structured according to our sustainability framework's pillars and priority topics. The report was then reviewed by representatives from each business unit, whose feedback was considered during the process, prior to final approval from senior management in advance of its publication.

Regarding non-financial content, GRI (Global Reporting Initiative) indicators were included in the Sustainability Performance Data Appendix to better identify sections where these indicators were being answered or referenced.

Labels referring to the United Nations' SDGs (Sustainable Development Goals) and United Nations Global

Compact Principles (UNGC) that FEMSA impacted during its 2023 activities were added too. These can also be found in the "SDGs & United Nations Global Compact contribution Appendix", seeking to specifically indicate the correlation between these various standards, initiatives, and frameworks' contents.

Since 2022, FEMSA published its operations' financial and non-financial (economic, social, environmental, and corporate governance) results in a single integrated report. This reflects how we strive to improve the transparency and completeness of our annual disclosures every year.

We are pleased to continue taking additional steps toward more formally presenting an integrated picture of our information. This approach is intended to provide a balanced view of our strategy and operational performance, which leverages our value creation over the short-, medium- and long-term.

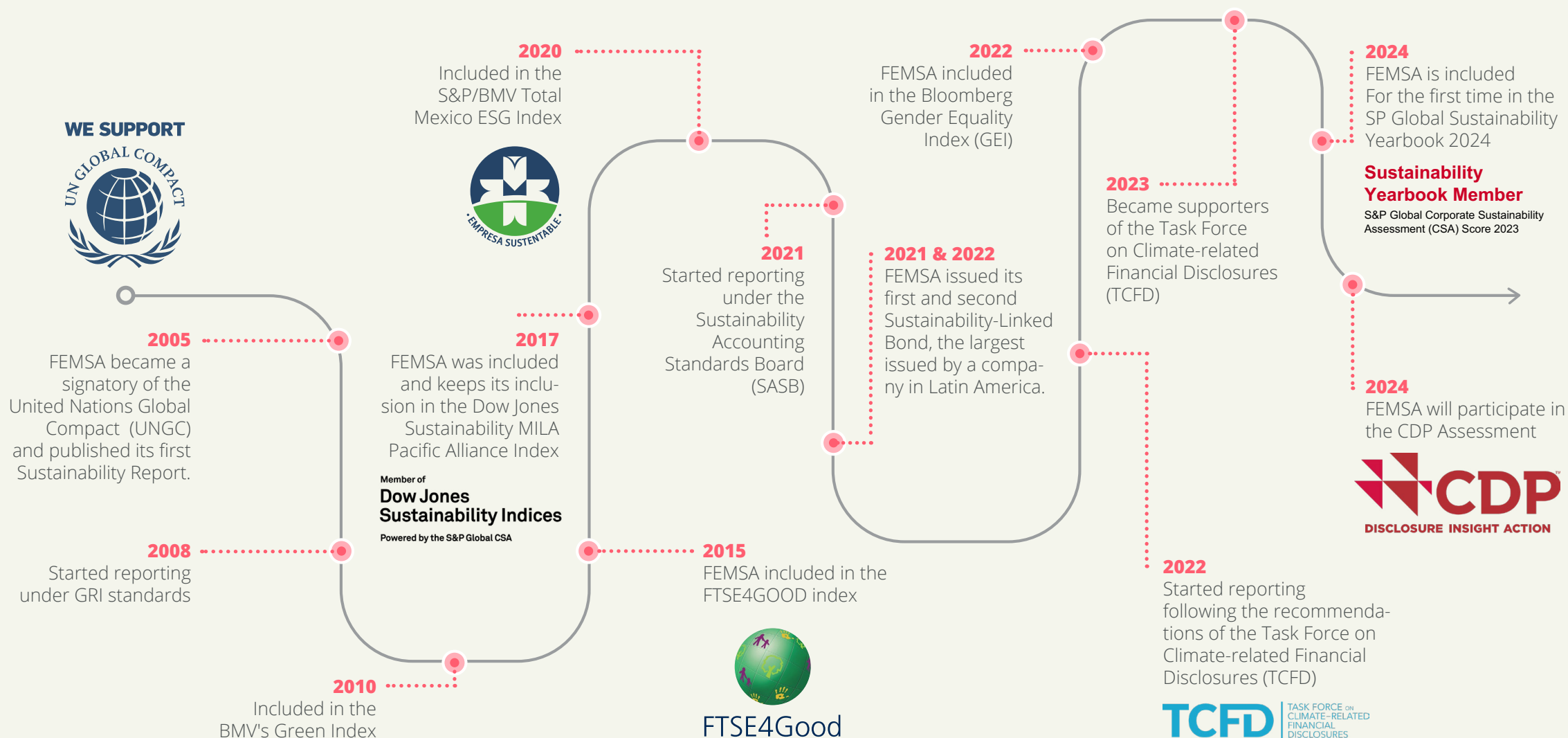
## Standards and Frameworks

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 the economic, environmental, and social impacts related to their 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. FEMSA participates in a variety of industries such as retail, beverages, financial services, logistics and distribution, manufacturing, among others. Therefore, with the objective of strengthening the disclosure, transparency, and comparability of each of our businesses in their respective industries, we are improving efforts so that each of our business monitors and communicates within Integrated Reports, Sustainability Reports, Web page, or under specific request, metrics aligned to SASB standards.
- ▶ **UNGC:** We have been a United Nations Global Compact signatory since 2005, and as such, we work to align our company's operations and strategies with its 10 principles.
  - This 2023 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>.

## Brief FEMSA's Sustainability Highlights



# Scope and boundaries of non-financial information

In preparation for this report, we consolidated information from all our operations considering the performance period from 1 January 2023 to 31 December 2023. Unless otherwise indicated, the information provided in this report is for the company as a whole. It includes our:

- › **Proximity & Health Division**, comprised of Proximity Americas Division operating OXXO, a small-format store chain, and other related retail formats, and Proximity Europe which includes Valora, our European retail unit which operates convenience and foodvenience formats. In the retail industry we also participate through a Health Division, which includes drug stores and related activities in 4 countries, and in the Fuel activities, through OXXO GAS, la cual cuenta con retail service stations in Mexico that sell gasoline and diesel,
- › **Coca-Cola FEMSA**, the largest franchise bottler of Coca-Cola products in the world by volume,
- › **Digital@FEMSA**, which includes Spin by OXXO and Spin Premia, among other digital financial services initiatives,
- › **Strategic Business Unit**, which considers logistics and distribution services, point-of-sale refrigeration, plastic solutions, among others.

We have clearly marked each indicator if we have a different scope or restated certain data sets from previous years. Due to the information came from several sources, including internal management systems, performance databases, annual surveys, we strive to enhance the clarity and thoroughness of every report we generate, streamlining both our processes and the way we convey information.

We include a limited assurance statement from Valora Sostenibilidad e Innovación S.A. de C.V. as the independent entity to verify select non-financial information in this report associated with energy consumption, CO<sub>2</sub> emissions, health and safety, circular economy, water, among others.

# Materiality


We use non-financial environmental, social, and corporate governance (ESG) materiality assessments to identify, prioritize, and inform our sustainability priorities and disclosures, as validated by our internal and external stakeholders. To learn more about the process by which we identify FEMSA's ESG risks and opportunities, please see our website.

We began a full materiality assessment in 2020 that was completed in 2021. The following steps were considered for each Business Unit within the global context:

1. **Identification:** We defined an integrated process to conduct this assessment by selecting the premises, topics, and/or criterion to include. 24 total stakeholder groups were consulted.
2. **Prioritization:** The materiality assessment yielded a set of material findings and topics that became FEMSA's Strategic Sustainability Framework, described in detail in the section "FEMSA's Priority Topics".
3. **Validation:** We shared the analyses' results, final strategy, and roadmap with corporate and business unit managers, external sustainability experts, and our employees to ensure their agreement and conviction with this framework. Going forward, in line with our internal corporate governance and sustainability strategy, we plan to update our comprehensive materiality assessment every four to five years.

With the integration of the Sustainability Strategy into FEMSA's daily operations, we can continue to develop competitive advantages that will allow us to outperform the market.

FEMSA's Strategic Sustainability Framework: Priority Topics & Focus Areas.

Our strategy's 9 Priority Topics & 30 Focus Areas are the result of our materiality analysis. To see the detail of each Focus area please see our [Web page](#) 

Our People	Our Community	Our Planet
Human and Labor Rights	Community Wellbeing	Climate Action
<div>Ensuring Adequate Compensation</div> <div>Ensuring Decent, Optimal and Safe Working Conditions</div> <div>Prohibiting Child and Forced Labor</div> <div>Respectful and Collaborative Work Environments</div>	<div>Promoting Healthy Lifestyles</div> <div>Contributing to the Safety of the Surroundings</div> <div>Clean Communities</div> <div>Engaging Local Communities</div>	<div>Reducing CO<sub>2</sub>e Emissions</div> <div>Using Renewable Energy</div> <div>Sustainable Mobility</div> <div>Developing Sustainable Products and Services</div>
Diversity, Equity and Inclusion	Economic Development	Water Management
<div>Fostering Inclusive Work Environments</div> <div>Encouraging Diversity</div> <div>Promoting Gender Equality</div>	<div>Economic, Labor, Financial and Digital Inclusion</div> <div>Development of SMEs and Local Purchases</div> <div>Encouraging Entrepreneurship</div>	<div>Optimizing Water Efficiency</div> <div>Contributing to Water Accessibility, Sanitation and Hygiene (WASH)</div> <div>Contributing to Water Security</div>
Integral Wellbeing	Sustainable Sourcing	Circular Economy
<div>Fostering a Savings Culture &amp; Financial Education</div> <div>Promoting Mental Health and Psychological Well-being</div> <div>Protecting Physical Health and Promoting Healthy Habits</div> <div>Encouraging an Inclusive, Constructive and Healthy Work Environment</div> <div>Facilitating the development of Significant Interpersonal Relationships, promoting Values &amp; Civic Awareness</div>	<div>Sustainable Sourcing</div>	<div>Reducing and Eliminating Operational Waste</div> <div>Sustainable Packaging</div> <div>Circularity of Products and Services</div>

# Sustainability Performance Data

We consolidated information from all our operations considering the performance period from 1 January 2023 to 31 December 2023. Unless otherwise indicated, the information provided in this report is for the company as a whole.

## Our People

Disclosure	2023	2022	2021	GRI
<b>Investment (\$ Ps. Millions)</b>				
Our People <sup>1</sup>	3,397	4,100	ND	
<b>Collaborators</b>				<b>2-7</b>
<b>Total (No.)</b>	<b>392,932</b>	<b>354,346</b>	<b>320,808</b>	
Internal	323,789	290,312	254,766	
External	69,147	64,034	66,042	
<b>By gender (%)<sup>2</sup></b>				
Women	43.5	41	40	
Men	56.5	59	60	
<b>By age group (%)<sup>3</sup></b>				
Under 30 years old	41	58	62	
30 to 39 years old	31	ND	ND	
40 to 49 years old	18	ND	ND	
50 to 59 years old	8	16	14	
60 and over	2	1	1	
<b>By country (No.)<sup>4</sup></b>				
México	284,066	252,250	241,835	
Brazil	41,890	37,566	30,563	
Colombia	24,734	22,820	17,238	
Chile	14,450	13,141	12,263	
Ecuador	4,512	4,519	4,329	
Argentina	4,365	4,222	2,305	
Guatemala	4,184	3,805	3,542	
Costa Rica	2,284	2,001	1,802	
Uruguay	1,718	1,686	894	
Panama	1,711	1,614	1,672	
Nicaragua	1,621	1,214	1,303	

Our People

Disclosure	2023	2022	2021	GRI
Collaborators				
By country (No.) <sup>4</sup>				
Peru	1,105	588	480	
United States of America	221	3,996	2,526	
Germany	4,097	3,294	NA	
Switzerland	1,663	1,498	NA	
Austria	91	71	NA	
Luxembourg	45	13	NA	
Netherlands	151	13	NA	
Others <sup>5</sup>	24	ND	ND	
By nationality (%) <sup>6</sup>				
Mexican	72	71	ND	
Brazilian	11	11	ND	
Colombian	6	6	ND	
Chilean	4	4	ND	
Ecuadorean	1	1	ND	
Others	6	7	ND	
By women (%)				
Total workforce <sup>7</sup>	43.5	41	40	
In Executive positions <sup>8</sup>	30	27	24	
Managers <sup>9</sup>	30	ND	ND	
Directors <sup>10</sup>	21	ND	ND	
In top management positions reporting directly to the CEO	11	ND	ND	
In senior management positions (maximum two levels away from the CEO) <sup>11</sup>	19	16	ND	
By minority groups and those in vulnerable situations (No.)				405-1
60 and over	5,046	4,700	3,000	
With disabilities	2,994	2,000	1,800	
Refugees	730	1,500	475	
By Unionized Employees (Collective Agreements) <sup>12</sup>				2-30
Number (No.)	224,631	214,434	186,324	
Percentage (%)	69	74	73	
Covered by a contract, pact or collective agreement (%)	100	100	100	

Our People

Disclosure	2023	2022	2021	GRI
<b>Occupational Health and Safety<sup>13</sup></b>				
<b>Investment</b>				
Total (\$ Ps. Millions)	2,831	1,758	ND	
<b>Collaborators covered by an occupational health and safety management system (%)</b>				
Direct collaborators	100	100	100	
Indirect collaborators (external)	100	100	100	
<b>Injuries and fatalities due to work accidents</b>				<b>403-9</b>
<b>Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 worked hours</b>				
Direct collaborators	6.4	5.38	6.03	
Contractors (third parties) <sup>14</sup>	2.90	3.75	ND	
<b>Lost Time Injury Frequency Rate (LTIFR) per 100 collaborators</b>				
Direct collaborators	1.62	1.34	1.53	
Contractors (third parties) <sup>14</sup>	0.73	0.70	ND	
<b>Fatalities attributable to the company (No.)</b>				
Direct collaborators	9	2	1	
Contractors (third parties)	4	8	3	
<b>Occupational illness</b>				<b>403-10</b>
<b>Employee Occupational Illness Frequency Rate</b>				
Per 1,000,000 worked hours	0.10	0.08	0.05	
Per 100 collaborators	0.02	0.02	0.01	
<b>Maternity or paternity leave<sup>15</sup></b>				<b>401-3</b>
<b>Total (No.)</b>	5,257	4,251	9,449	
Women	4,596	3,210	ND	
Men	661	1,041	ND	
<b>Total returned to work after parental leave ended (%)</b>	82	86	78	
Women	80	84	ND	
Men	95	93	ND	

Our People

Disclosure	2023	2022	2021	GRI
<b>Training and Education<sup>16</sup></b>				
Total investment (\$ Ps. Millions)	353	293	268	
Training hours (No.)	9,787,020	7,011,819	10,833,617	
<b>Average training hours</b>				
By collaborator (No.)	25	20	34	
<b>By gender (%)</b>				<b>404-1</b>
Women	45	ND	ND	
Men	55	ND	ND	
<b>Training hours</b>				<b>404-1</b>
<b>By job category (No. of hours)</b>				
Direction	10,143	5,606	ND	
Management	65,776	74,312	ND	
Collaborators	2,093,751	1,323,783	ND	
Unionized	6,380,218	3,646,240	ND	
Others	1,237,132	1,961,878	ND	
<b>By topic (No. of hours)</b>				
Human Rights	74,878	72,910	ND	
Culture and Leadership	875,004	305,595	ND	
Technical Knowledge	6,980,771	5,972,715	ND	
Health and Safety	485,941	645,626	ND	
Sustainability	91,246	14,974	ND	
Saving culture	15,584	ND	ND	
Others	1,263,796	ND	ND	
<b>Participations of collaborators</b>				
<b>By topic (No.)</b>				
Human Rights	122,569	32,585	ND	
Culture and Leadership	181,881	95,811	ND	
Technical Knowledge	696,198	530,360	ND	
Health and Safety	152,865	171,390	ND	
Sustainability	33,474	7,866	ND	
Code of Conduct	127,927	ND	ND	
Non-discrimination, Non-harassment	39,013	ND	ND	
Anticorruption	29,666	ND	ND	
IT Security / Cybersecurity	26,001	ND	ND	
Climate Change	11,866	ND	ND	



Our People

Disclosure	2023	2022	2021	GRI
Training and Education <sup>16</sup>				
Performance evaluations and professional development <sup>17</sup>				404-3
Periodic reviews completed (No.)				
360°	5,754	ND	ND	
9-Box	17,478	ND	ND	
Completed forms of the total subject to evaluation (%)				
360°	98	ND	ND	
9-Box	94	ND	ND	
Integral Wellbeing (%) <sup>18</sup>				
Integral Wellbeing investment				
Total (\$ Ps. Millions)	232	ND	ND	
Total de Activities (No.)	7,235	5,312	5,057	
Social connections	2,321	1,767	1,335	
Healthy body	1,828	1,136	2,242	
Work Life	2,058	1,485	907	
Financial wellbeing	440	434	257	
Psychological wellbeing	588	490	316	
Participants in activities of Integral Wellbeing (No.)				
Total participants	1,461,335	296,964	405,664	
External participants	49,619	36,988	58,248	
Volunteers (No.)				
Volunteer activities	2,517	2,679	2,979	
Volunteer collaborators	121,806	100,743	104,810	
Volunteer hours	355,652	735,570	360,173	
Integral Wellbeing Survey <sup>19</sup>				
Wellbeing / Happiness	84	ND	ND	
Purpose	86	ND	ND	

Our People

Disclosure	2023	2022	2021	GRI
Organizational climate evaluation				
Participation rate (%)	90	70	ND	
Components and results of the evaluation (% favorability)				
Commitment	88	87	ND	
Pride (Job Satisfaction)	91	91	ND	
Intrinsic Motivation (Purpose)	82	87	ND	
Intention of permanence <sup>20</sup>	89	81	ND	
Company recommendation <sup>20</sup>	88	90	ND	
Stress	46	69	ND	
Employee enablement <sup>21</sup>	80	ND	ND	
Human Rights				
Work centers evaluated for occupational risks. Includes Human Rights. (No.)				412-1
Total	0	52	272	
Cumulative total	561	561	509	
Training collaborators on Human Rights policies or procedures				412-2
Total hours (No.)	74,878	72,910	ND	
Participants (No.)	122,569	32,585	ND	
Non-discrimination				
Discrimination cases and corrective actions taken (No.)				406-1
Total reports received for discrimination	149	88	ND	
Total reports received for harassment <sup>22</sup>	1,790	1,417	ND	

Our Community<sup>23</sup>

Disclosure	2023	2022	2021	GRI
Investment (\$ Ps. Millions)				
Our Community	1,223	833	NA	
Local communities				
Operations with local community participation, impact evaluations and development programs (%)	100	100	100	413-2
Community Wellbeing initiatives				
Total initiatives (No.)	1,039	690	876	
Total investment (\$ Ps. Millions)	380	260	245	
Direct beneficiaries (No.)	2,861,280	3,702,343	2,976,818	
Accumulated direct beneficiaries since 2021 (No.)	9,540,441	6,679,161	2,976,818	

Our Community<sup>23</sup>

Disclosure	2023	2022	2021	GRI
Practices with Suppliers <sup>24</sup>				
Suppliers				
Total suppliers by country (No.)	27,569	ND	ND	
Argentina	1,108	ND	ND	
Brazil	4,222	ND	ND	
Chile	3,315	ND	ND	
Colombia	3,921	ND	ND	
Costa Rica	841	ND	ND	
Ecuador	501	ND	ND	
Guatemala	965	ND	ND	
México	10,184	ND	ND	
Nicaragua	388	ND	ND	
Panamá	458	ND	ND	
Perú	0	ND	ND	
Estados Unidos	0	ND	ND	
Uruguay	747	ND	ND	
Number of local suppliers	26,675	ND	ND	
Local suppliers (%)	97	ND	ND	
Spent				204-1
% of purchases from local suppliers	69	67	64	

Our Planet<sup>25</sup>

Disclosures	2023	2022	2021	GRI
Investment (\$ Ps. Millions)				
Our Planet <sup>26</sup>	727	7,166	673	
Materials used (tonnes)				301-1
Total <sup>27</sup>	609,564	593,122	548,516	301-2
Of virgin origin	383,647	438,239	399,129	
Of recycled origin	225,917	154,883	149,387	
Of virgin origin in products	56,602	40,405	75,649	
Of recycled origin in products	57,080	46,262	42,886	
Of virgin origin in packaging	327,045	397,834	323,480	
Of recycled origin in packaging	168,837	108,621	106,500	

Our Planet<sup>25</sup>

Disclosures	2023	2022	2021	GRI
Main packaging materials				
Wood/paper fiber				
Total (tonnes)	15,658	6,671	3,376	
Recycled origin (%)	8	25	21	
Aluminum or steel				
Total (tonnes)	38,991	33,608	33,780	
Recycled origin (%)	69	63	66	
Glass <sup>28</sup>				
Total (tonnes)	105,511	135,711	85,295	
Recycled origin (%)	28	30	ND	
Plastic				
Total (tonnes)	331,851	329,344	306,844	
Of recycled origin (tonnes)	110,618	85,686	83,455	
Recycled origin (%)	33	26	27	
Recyclable (tonnes)	327,313	329,029	276,008	
Recyclable (%)	99	99	90	
Energy consumption (GJ)				
Total energy consumed	21,132,119	22,892,310	21,186,268	302-1
From renewable sources	7,282,100	6,303,486	6,044,978	
From non-renewable sources	13,850,019	16,588,824	15,141,290	
Indirect energy	11,550,578	10,795,014	9,893,049	
From renewable sources	7,209,385	6,259,078	6,021,761	
From non-renewable sources	4,341,193	4,535,936	3,871,288	
Sustainability-Linked bond:				
KPI 2: Percentage of total electricity consumption coming from renewable energy sources (%) <sup>29</sup>	62.4	58	60.9	
Direct energy (GJ) <sup>30</sup>	9,581,541	12,097,296	11,293,219	
Direct fixed source energy				
From renewable sources	41,700	20,312	22,198	
From non-renewable sources	1,715,644	1,399,317	1,342,793	
Direct mobile source energy				
From renewable sources	31,015	24,096	1,019	
From non-renewable sources	7,793,183	10,635,570	9,927,209	
Energy intensity				302-3
GJ / \$ Ps. Millions <sup>30</sup>	30	34	38	

Our Planet<sup>25</sup>

Disclosures	2023	2022	2021	GRI
Water consumption (1,000 m³)				
Total water withdrawn from all sources	39,217	37,210	34,298	303-1
Underground	21,251	19,399	18,413	
Third parties	17,356	16,164	14,261	
Superficial	603	1,637	1,624	
Produced by	7	10	NA	
CO <sub>2</sub> emissions (Tonnes CO <sub>2</sub> equivalent)				
Total CO <sub>2</sub> emissions	1,474,689	1,732,708	1,539,449	
Scope 1 (direct)	1,017,510	1,258,178	1,133,191	305-1
Fixed source	445,129	475,572	441,639	
Mobile source <sup>30</sup>	572,381	782,606	691,552	
Scope 2 (indirect)				305-2
Market-based	457,180	474,530	406,258	
Location-based	1,218,807	1,153,774	ND	
Emission intensity (tonnes of CO <sub>2</sub> / \$ Ps. Millions) <sup>30</sup>	2.1	2.5	2.7	305-4
Waste (Tonnes)				
Total waste	308,768	289,692	285,948	306-3
Hazardous waste	12,096	8,992	4,621	
Non-hazardous waste	296,672	280,700	281,327	
Non-hazardous waste diverted from the landfill	217,821	192,949	150,733	306-4
Sustainability-Linked bond:				
KPI 1: Percentage of total operational waste diverted from landfills (%) <sup>29</sup>	73.4	68.7	53	
Total hazardous and non-hazardous waste (tonnes)				
Recycled or reused	198,091	172,699	153,156	
Landfills	78,942	87,751	130,595	
Incinerated (with energy recovery)	21,356	21,335	NA	
Incinerated (without energy recovery)	1,194	304	NA	
Total hazardous waste with special handling	9,186	7,604	2,198	
Management of significant impacts related to waste (%)				
Coca-Cola FEMSA Bottling plants certified as zero waste to landfill	84	77	46	
Coca-Cola FEMSA Distribution centers certified as zero waste to landfill	1	0	0	

Corporate Governance

Disclosures	2023	2022	2021	GRI
Anticorruption				
Training				205-2
Members of the corporate governance body who received information on anti-corruption policies and procedures				
Percentage	100	100	100	
Memberships and affiliations				2-28
Total (No.)	280	766	475	
Code of Ethics - Complaint System <sup>31</sup>				
Reports received for alleged violations of the Code of Ethics				
Total (No.)	6,571	3,927	4,410	
Investigated, resolved and closed				
Number	5,215	3,014	3,597	
Percentage	79	77	81	
That remain under investigation				
Number	1,358	913	813	
Percentage	21	23	18	
Anonymous or non-anonymous reports (%)				
Anonymous	71	72	NA	
Non-anonymous	29	28	NA	
By category (No.)				
Work environment <sup>32</sup>	5,515	3,183	3,562	
Operations <sup>33</sup>	920	568	830	
Financial information	99	135	18	
Doubts and guidance	37	41	NA	



Corporate Governance

Disclosures	2023	2022	2021	GRI
Code of Ethics - Complaint System <sup>31</sup>				
Reports received for alleged violations of the Code of Ethics				
Corrective measures taken from closed cases (No.)				
Administrative actions	389	247	NA	
Feedback	1,844	999	NA	
No action required	1465	857	NA	
Review of policies and/or processes	120	147	NA	
Suspension	13	9	NA	
Dismissal	596	407	NA	
Training	153	64	NA	
Others	635	284	NA	

**Notes:**

- 1 Excluding Valora.
- 2 Consider only internal collaborators.
- 3 Consider only internal collaborators. The breakdown of age ranges was modified compared to that included in the 2022 Integrated Annual Report. To see the complete detail for 2022, please refer to that document.
- 4 Includes internal and external collaborators and Valora collaborators in Europe. No longer includes Envoy collaborators in the US.
- 5 Includes the countries Bolivia, Dominican Republic and Paraguay. Does not include collaborators from Venezuela. Since December 31, 2017, as an unconsolidated operation, Venezuela is reported as an investment in shares.
- 6 Includes internal and external collaborators.
- 7 Includes internal collaborators.
- 8 Goal. 40% of Women in executive positions by 2030 (Managements and Directorates).
- 9 Excluding Valora.
- 10 Excluding Valora.
- 11 A maximum of two levels below the General Director or comparable positions (as a % of total senior management positions).
- 12 Consider only internal collaborators.
- 13 Excluding Valora.
- 14 Includes suppliers of Coca-Cola FEMSA and FEMSA Salud.
- 15 Includes Proximity Retail and Health, Food Service, PTM, and Solistica.
- 16 Excluding Valora.
- 17 Some performance evaluation processes are carried out every two years.
- 18 In 2022, it referred to Social Development.
- 19 The first survey was carried out in 2023.
- 20 Factor closely related to the level of happiness of employees.
- 21 Additional question incorporated into our 2023 Organizational Climate diagnosis.
- 22 Includes workplace harassment and sexual harassment. The measures adopted are detailed in GRI 406-1.
- 23 Excluding Valora.
- 24 The total number of suppliers may differ from the total detailed by country since the same supplier may be in several countries.
- 25 The Our Planet section does not include Valora data.
- 26 The high investment in Our Planet in 2022 was mainly due to the use of the majority of the Coca-Cola FEMSA Green Bond funds.
- 27 An in-depth analysis was carried out and the Tonnes of Materials figure was updated. materials used (Virgin and recycled plastic) consumed in 2022. The 2022 materials figures already include this update.
- 28 The decrease in glass consumption is mainly due to the variation in Coca-Cola FEMSA's consumption caused by new product launches during 2022.
- 29 See Annex "Sustainability-Linked Bond - Sustainability Performance Targets (SPTs)".
- 30 The decrease in direct energy consumption is mainly due to the outsourcing of operations in our Solistica business.
- 31 Does not include Valora.
- 32 For example: Harassment, discrimination, conflict of interest with collaborators, among others.
- 33 For example: Excessive expenses, non-compliance with contracts, corruption, complaints from clients or suppliers.



# GRI content index

GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
FEMSA has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2023.					
GRI 1: FOUNDATION 2021					
GRI 2: GENERAL DISCLOSURES 2021					
1. Organizational details					
1. The organization and its reporting practices					
2-1	Organizational details	See "Management Discussion & Analysis" Section.	79		
2-2	Entities included in the organization’s sustainability reporting	See "Scope and boundaries of non-financial information" Appendix.	88		
2-3	Reporting period, frequency and contact point	The report contains information from January 1st to December 31st, 2023, and is reported on an annual basis.			
2-4	Restatements of information	An in-depth analysis was carried out and the Tonnes of Materials figure was updated. Materials used (Virgin and recycled plastic) consumed in 2022. The 2022 materials figures already include this update.			
2-5	External assurance	See "Independent Limited Assurance Report – Non-Financial Information" Appendix.	131		
2. Activities and workers					
2-6	Activities, value chain and other business relationships	See "Operational Performance" and "Sustainable Sourcing" Section. See "Sustainability performance data" Appendix.	15, 47, 90		6
2-7	Employees	See "2023 at a Glance" and "Justice, Equity, Diversity & Inclusion (JEDI)" Section. See "Sustainability performance data" Appendix.	9, 35, 90		6
2-8	Workers who are not employees	See "Sustainability performance data" Appendix.	90		
3. Governance					
2-9	Governance structure and composition	See web sites: <a href="https://femsa.gcs-web.com/corporate-governance/board-of-directors">https://femsa.gcs-web.com/corporate-governance/board-of-directors</a> <a href="https://femsa.gcs-web.com/corporate-governance/committees">https://femsa.gcs-web.com/corporate-governance/committees</a> IT Security/ Cybersecurity Governance. Audit Committee is the committee which oversees cybersecurity strategy.			
2-10	Nomination and selection of the highest governance body	See "Our Board of Directors & Committees" Section.	60		
2-11	Chair of the highest governance body	See "Our Board of Directors & Committees" Section.	60		



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
2-12	Role of the highest governance body in overseeing the management of impacts	See "Our Board of Directors & Committees" Section. See "Sustainability Governance and Climate-related risks and opportunities" Appendix. See web sites: <b><a href="https://femsa.gcs-web.com/corporate-governance/board-of-directors">https://femsa.gcs-web.com/corporate-governance/board-of-directors</a></b> <b><a href="https://femsa.gcs-web.com/corporate-governance/committees">https://femsa.gcs-web.com/corporate-governance/committees</a></b>	60, 120		
2-13	Delegation of responsibility for managing impacts	See "Operational Performance" and "Sustainable Sourcing" Section. See "Sustainability Governance and Climate-related risks and opportunities" Appendix.	15, 47, 120		
2-14	Role of the highest governance body in sustainability reporting	FEMSA's Sustainability Team, chaired by the Chief Corporate Officer of FEMSA, who reports directly to the Executive Chairman of the Board of Directors and acting Chief Executive Officer, supervises the integration of Sustainability in FEMSA's Business Units through policies and processes, and oversees Sustainability performance and goals. This team is responsible for formulating, developing, implementing, monitoring, and reporting on Sustainability policy. See "Sustainability Governance and Climate-related risks and opportunities" Appendix.	120		
2-15	Conflicts of interest	See "Operational Performance" and "Sustainable Sourcing" Section. Please see Web Page: <b><a href="https://femsa.gcs-web.com/corporate-governance/code-of-ethics">https://femsa.gcs-web.com/corporate-governance/code-of-ethics</a></b>	14, 47		
2-16	Communication of critical concerns	See "Sustainability performance data" Appendix.	90		
2-17	Collective knowledge of the highest governance body	See "Corporate Governance Updates" Section. See " <b><a href="https://femsa.gcs-web.com/corporate-governance/board-of-directors">https://femsa.gcs-web.com/corporate-governance/board-of-directors</a></b> "	59		
2-18	Evaluation of the performance of the highest governance body	See "Our Board of Directors & Committees" Section.	60		
2-19	Remuneration policies	See " <b><a href="https://femsa.gcs-web.com/es/financial-reports/20fs">https://femsa.gcs-web.com/es/financial-reports/20fs</a></b> " Web page.			
2-20	Process to determine remuneration	See " <b><a href="https://femsa.gcs-web.com/es/financial-reports/20fs">https://femsa.gcs-web.com/es/financial-reports/20fs</a></b> " Web page.			
2-21	Annual total compensation ratio	Not disclosed.			
<b>4. Strategy, policies and practices</b>					
2-22	Statement on sustainable development strategy	See "Strategy", "Business Model for Value Creation", "Sustainability Performance" Sections.	11, 12, 27		
2-23	Policy commitments	See "Sustainability Performance", "Sustainability Governance", "Climate-related risks and opportunities", "Sustainability-Linked Bond - Sustainability Performance Targets (SPTs)" Sections.	27, 120, 127		10
2-24	Embedding policy commitments	See "Sustainability Performance", "Sustainability Governance" Sections.	27, 120		



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
2-25	Processes to remediate negative impacts	See "Ethical & Socially Responsible Behavior" Section. See "Sustainability performance data" Appendix.	70, 90		
2-26	Mechanisms for seeking advice and raising concerns	FEMSA has developed an Ethical Compliance System, which is managed by a third party and is available 24 hours a day, 365 days a year, for both employees and our stakeholders, through four different, confidential, and anonymous channels: telephone, website, e-mail and chat. See Ethics Line web site: <a href="https://secure.ethicspoint.com/domain/media/en/gui/80470/index.html">https://secure.ethicspoint.com/domain/media/en/gui/80470/index.html</a> See Code of Ethics: <a href="https://femsa.gcs-web.com/corporate-governance/code-of-ethics">https://femsa.gcs-web.com/corporate-governance/code-of-ethics</a>			10
2-27	Compliance with laws and regulations	FEMSA has not identified that it has received no significant fines or sanctions for non-compliance with laws/regulations in 2023, including social, economic, or environmental issues. 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". 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.	NA		
2-28	Membership associations	See "Sustainability Performance", "Our People", "Our Community", "Our Planet", sections. See "Sustainability performance data" Appendix.	27, 31, 39, 49, 90		
5. Stakeholder engagement					
2-29	Approach to stakeholder engagement	At FEMSA, we engage with a number of stakeholders and maintain constant communication with them. These include: non-profit organizations, investors, industry players, specialized institutions, government, consumers and customers, suppliers, employees, society, and the media. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/estategy">https://www.femsa.com/en/sustainability/sustainability-strategy/estategy</a>			
2-30	Collective bargaining agreements	100% of our unionized employees are covered by a contract, pact, or collective bargaining agreement. See "Sustainability performance data" Appendix.	90		
Material Topics					
3-1	Process to determine material topics	Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	89		

GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
3-2	List of material topics	Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	89		
3-3	Management of material topics	Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	89		
Our Planet					
Climate action					
Material Topics 2021					
3-3	Management of material topics	See "Climate action", "Science Based Targets", "Renewable Energy", "Sustainable Mobility" sections. Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	50, 51, 52, 89		
Energy 2016					
302-1	Energy consumption within the organization	See "Sustainability performance data" Appendix.	90	7.1	7,8,9
302-3	Energy intensity	See "Sustainability performance data" Appendix.	90	7.3	7.8
302-4	Reduction of energy consumption	See "Sustainability performance data" Appendix.	90	7.a	
302-5	Reductions in energy requirements of products and services	See "Renewable Energy", "Sustainable Mobility" sections. See "Sustainability performance data" Appendix. See web site: <a href="http://energia.femsa.com">http://energia.femsa.com</a>	51, 52, 90		7,8,9
Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	See "Sustainability performance data" Appendix.	90	13.2	7.8
305-2	Energy indirect (Scope 2) GHG emissions	See "Sustainability performance data" Appendix.	90	13.2	7.8
305-3	Other indirect (Scope 3) GHG emissions	The data for total Scope 3 emissions published in 2023 is still in progress, given the complexity of its calculation due to the different sectors and countries our business units operate in, and the interaction of various multidisciplinary teams. We follow the GHG Protocol's average data method for Scope 3 categories 1 to 15.			
305-4	GHG emissions intensity	See "Sustainability performance data" Appendix.	90	13.2	8



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
305-5	Reduction of GHG emissions	See "Science Based Targets", "Renewable Energy", "Sustainable Mobility" sections. See "Sustainability performance data" Appendix. See web site: <a href="http://energia.femsa.com">http://energia.femsa.com</a> Solistica made significant changes during 2023 to reduce its emissions. On one hand, it began outsourcing part of its fleet, while on the other, in Colombia, it switched to using natural gas fuel in transport trucks, which previously used gasoline."	51, 52, 90	13.2	8.9
Water management					
Material Topics 2021					
3-3	Management of material topics	See "Water Management", "Replenishment", "Efficiency", sections. Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	53, 54, 89		
Water and Effluents 2018					
303-1	Interactions with water as a shared resource	See "Water Management", "Replenishment", "Efficiency", sections. See "Sustainability performance data" Appendix.	53, 54, 90	6.1, 6.2	7,8,9
303-2	Management of water discharge- related impacts	See "Water Management", "Replenishment", "Efficiency", sections. See "Sustainability performance data" Appendix.	53, 54, 90	6.3	7,8,9
303-3	Water withdrawal	See "Water Management", "Replenishment", "Efficiency", sections. See "Sustainability performance data" Appendix.	53, 54, 90		7,8,9
303-4	Water discharge	See "Water Management", "Replenishment", "Efficiency", sections. See "Sustainability performance data" Appendix.	53, 54, 90	6.6 ,14.1	7,8,9
303-5	Water consumption	Given that water is an indispensable element for the socioeconomic development of communities and fundamental to their well-being, we are committed to its efficient use and preservation. In 2023, through our water treatment plants, we returned 8.5 thousand m3 of water with a quality similar or superior to that of the raw water extracted from subterranean or surface waters. This total amount does not include the volume of third-party water withdrawn and discharged.	NA	6.4	7,8,9
Circular economy					
Material Topics 2021					
3-3	Management of material topics	See "Circular Economy" Section. Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	56, 89		



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
Materials 2016					
301-1	Materials used by weight or volume	See "Sustainability performance data" Appendix. In 2023 we used 105,511 tonnes of glass for packaging, of these, 28% were from recycled origin.	90	12.2, 12.5	7,8,9
301-2	Recycled input materials used	See "Sustainability performance data" Appendix.	90	12.5	7,8,9
301-3	Reclaimed products and their packaging materials	See "Sustainability performance data" Appendix.	90	12.5	7,8,9
Waste 2020					
306-1	Waste generation and significant waste-related impacts	See "Circular Economy", "Reducing & Eliminating Operational Waste", "Business Unit Spotlight: Coca-Cola FEMSA", "Following the Golden Rule", sections. See "Sustainability performance data" Appendix.	56, 57, 90		7,8,9
306-2	Management of significant waste- related impacts	See "Circular Economy", "Reducing & Eliminating Operational Waste", "Business Unit Spotlight: Coca-Cola FEMSA", "Following the Golden Rule", sections. See "Sustainability performance data" Appendix.	56, 57, 90		7,8,9
306-3	Waste generated	See "Sustainability performance data" Appendix. Non-hazardous operational waste sent to landfill: 78,851 tonnes.	90		7,8,9
306-4	Waste diverted from disposal	See "Sustainability performance data" Appendix.	90	12.5	7,8,9
306-5	Waste directed to disposal	See "Sustainability performance data" Appendix.	90	12.6	7,8,9
Other relevant contents					
Environmental Compliance 2016					
307-1	Non-compliance with environmental laws and regulations	FEMSA has not identified that it has received no significant fines or sanctions for non-compliance with laws/regulations in 2023, including social, economic, or environmental issues. 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”. 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.			7.8
Supplier Environmental Assessment 2016					
308-1	New suppliers that were screened using environmental criteria	We promote good practices in the areas of human rights, environment, community, ethics, and values among our suppliers through our code of ethics, "Guiding Principles for Suppliers", and we seek to ensure that they are all aware of them.			7,8,9



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
308-2	Negative environmental impacts in the supply chain and actions taken	We promote good practices in the areas of human rights, environment, community, ethics, and values among our suppliers through our code of ethics, "Guiding Principles for Suppliers", and we seek to ensure that they are all aware of them.			7,8,9
Our Community					
Community welfare					
Material Topics 2021					
3-3	Management of material topics	See "Our Community" Section. Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	39, 89		
Market Presence 2016					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed.			
202-2	Proportion of senior management hired from the local community	Not disclosed.			
Rights of Indigenous Peoples 2016					
411-1	Incidents of violations involving rights of indigenous peoples	FEMSA has developed an Ethical Compliance System, which is managed by a third party and is available 24 hours a day, 365 days a year, for both employees and our stakeholders, through four different, confidential and anonymous channels: telephone, website, e-mail and chat. Ethics Line web site: <a href="https://secure.ethicspoint.com/domain/media/en/gui/80470/index.html">https://secure.ethicspoint.com/domain/media/en/gui/80470/index.html</a> See Code of Ethics: <a href="https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf">https://www.femsa.com/wp-content/uploads/2022/10/FEMSA-Code_of_Ethics.pdf</a>		2.3	1
Local Communities 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	See "Our Community", "Community Wellbeing" Sections.	39, 40	11.a	1
413-2	Operations with significant actual and potential negative impacts on local communities	See "MARRCO" Section. 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.	41		1



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
Customer Health and Safety 2016					
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 each of our operations' local standards, as well as with those of other regulatory agencies.			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not available.			
Marketing and Labeling 2016					
417-1	Requirements for product and service information and labeling	In order to enable our consumers to make informed choices in each of our operations, our product labels feature clear and accessible nutritional content information.		12.8	
417-2	Incidents of non-compliance concerning product and service information and labeling	Not available.			
417-3	Incidents of non-compliance concerning marketing communications	Not available.			
Customer Privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not available.			
Socioeconomic Compliance 2016					
419-1	Non-compliance with laws and regulations in the social and economic area	FEMSA has not identified that it has received no significant fines or sanctions for non-compliance with laws/regulations in 2023, including social, economic, or environmental issues. 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”. 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.			
Economic development					
Material Topics 2021					
3-3	Management of material topics	See "Economic Development" section.	45		
Economic Performance 2016					
201-1	Direct economic value generated and distributed	See "Economic Development" section.	45	11.a	





GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
201-2	Financial implications and other risks and opportunities due to climate change	See "Sustainability Governance and Climate-related risks and opportunities" Appendix.	120	13.1	
201-3	Defined benefit plan obligations and other retirement plans	FEMSA and its Business Units have a benefits plan that exceeds those stipulated by the Mexican legislation. There are benefits aimed at saving money, benefits that are shared with the family, and benefits for quality of life. There are also retirement programs, one of which focuses on voluntary retirement contributions.		8.3, 8.5	
201-4	Financial assistance received from government	Not available.			
Indirect Economic Impacts 2016					
203-1	Infrastructure investments and services supported	See "Our Community", "Community Wellbeing" Sections. See "Sustainability performance data" Appendix.	39, 40, 90	9.1, 9.5, 11.2	9
203-2	Significant indirect economic impacts	See "Our Community", "Community Wellbeing" Sections. See "Sustainability performance data" Appendix.	39, 40, 90	1.2, 3.8, 8.2, 8.3, 8.5	
Sustainable supply					
Material Topics 2021					
3-3	Management of material topics	See "Our Community", "Sustainable Sourcing" Sections. Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix. In addition to the principles included in the "Guiding Principles for Suppliers" document, all FEMSA suppliers are also expected to comply, through their operations, with the "Pollution Prevention and Waste Management (Circular Economy)" and with the "Caring for biodiversity, not deforestation or land conservation." Our C-suite level Sustainability, Inclusion & Diversity Committee, co-led by the Chairman of the Board and the Corporate Director, oversight the implementation of the supplier ESG program.	39, 47, 89		



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204-1	Proportion of spending on local suppliers	See "Our Community", "Sustainable Sourcing" Sections. See "Sustainability performance data" Appendix. Purchasing practices towards suppliers are continuously reviewed to ensure alignment with the "FEMSA's Suppliers Guiding Principles" (Supplier Code of Conduct) and to avoid potential conflicts with ESG requirements. For example, Since 2021 year, we have developed and shared internally the "Sustainable Purchasing Guides", aimed at all positions or specialists responsible for the supply process of FEMSA and its Business Units, with the purpose of providing them with an internal consultation tool where they are shared sustainability characteristics to consider when purchasing each of the categories that are part of the inventory defined by the company. It also manages to be a list of recommendations when evaluating products, as well as being a guide to consider in the acquisition/bidding/ competitive process of the product or service. We trained company's buyers and/or internal stakeholders on their roles through "FEMSA's Supplier Guiding Principles" and "Sustainable Purchasing Guides".	39, 47, 90	8.3	
Supplier Social Assessment 2016					
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 "Guiding Principles for Suppliers" and we seek to ensure that they are all aware of them.		8.8, 16.1	2, 6
414-2	Negative social impacts in the supply chain and actions taken			5.2, 8.8, 16.1	2
Our People					
Human and labor rights					
Material Topics 2021					
3-3	Management of material topics	See "Our People" Section. Our strategy's 30 priority issues are the result of our materiality analysis. See web site: <a href="https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/">https://www.femsa.com/en/sustainability/sustainability-strategy/materiality/</a> See "Materiality" Appendix.	31, 89		
Employment 2016					
401-1	New employee hires and employee turnover	Not disclosed.			
401-2	Benefits provided to full-time employees that are not provided to temporary or part- time employees	At FEMSA, benefits and compensation for full-time and temporary employees are the same. Example of benefits for FEMSA employees: Christmas bonus, vacation bonus, supplementary compensation, pension plan, retirement savings plan, annual medical exam, savings account, life insurance, cafeteria service, scholarships.		8.5	
401-3	Parental leave	See "Sustainability performance data" Appendix.	90		



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Freedom of Association and Collective Bargaining 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	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 work center with respect to different human rights issues such as child labor, working hours, discrimination, among others. 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.		8.8	3
Child Labor 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	See 407-1.		8.7, 16.2	5
Forced or Compulsory Labor 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See 407-1.		8.7	4
Security Practices 2016					
410-1	Security personnel trained in human rights policies or procedures	Not disclosed.			
Human Rights Assessment 2016					
412-1	Operations that have been subject to human rights reviews or impact assessments	See 407-1.		8.8	
412-2	Employee training on human rights policies or procedures	See "Sustainability performance data" Appendix.	90	8.8	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Through the "Supplier Guiding Principles", which contains five pillars, we promote good practices in the areas of human rights, environment, community, ethics and values. We include the Guiding Principles for Suppliers in the various interactions we have, whether through purchase orders, contracts, etc. See web site: <a href="https://www.femsa.com/en/press-room/documents/suppliers-guiding-principles/">https://www.femsa.com/en/press-room/documents/suppliers-guiding-principles/</a>			



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
Diversity, equity and inclusion					
Material Topics 2021					
3-3	Management of material topics	See "Justice, Equity, Diversity & Inclusion (JEDI)" section.	35		
Diversity and Equal Opportunity 2016					
405-1	Diversity of governance bodies and employees	See "Members of the Board of Directors & Committees" section. See "Sustainability performance data" Appendix.	64, 90	5.5, 8.5	6
Non-discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	See "Sustainability performance data" Appendix.	90	5.1, 8.8	6
Integral wellbeing					
Material Topics 2021					
3-3	Management of material topics	See "Integral Wellbeing" section. At FEMSA we have a system in place to determine and administer the compensation and benefits that our collaborators receive for their work. We established fair and competitive pay structures, providing incentives, and managing employee benefits and bonuses. The Annual Results Bonus for our employees is calculated by considering multiple factors, including the individual's performance and their adherence to the organization's core values in their daily actions, these values represent 10% of the annual result bonus. We believe that an employee's contributions go beyond mere job performance, extending to the embodiment of our values and ethical principles in their work. By considering both performance and values in the calculation, we aim to recognize and reward employees who not only excel in their tasks but also consistently exhibit behaviors that align with our shared principles. We believe that this holistic approach to assessing employee contributions fosters a culture of excellence, integrity, and a strong sense of shared purpose within our organization.	37		
Occupational Health and Safety 2018					
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, 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 work spaces and healthy lifestyles.			

GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
403-2	Hazard identification, risk assessment, and incident investigation	All of FEMSA's Business Units have certified professionals in charge of the administration of the Occupational Health and Safety Management Systems, such as: <ul style="list-style-type: none"><li>- Compliance with applicable regulations according to its line of business.</li><li>- Compliance with internal Occupational Health and Safety policies.</li><li>- Identification and mitigation of risks in the work centers.</li><li>- Compliance with the Industrial Safety and Occupational Health programs.</li><li>- Monitoring the health and safety of employees.</li><li>- Management of different communication mechanisms so that employees, customers and third parties can report activities or conditions and/or unsafe acts at work.</li><li>- Management of internal and corporate evaluations to monitor compliance with management systems.</li></ul>			6
403-3	Occupational health services	At FEMSA we have medical care services that contribute to the supervision and surveillance of our employees' health in a preventive manner, such as the early detection of illnesses associated with working conditions, as well as providing quality medical care to employees who experience any discomfort during their workday. <b>Main Activities:</b> <ul style="list-style-type: none"><li>- Medical attention to collaborators.</li><li>- Application of entrance and periodic medical examinations.</li><li>- Elaboration of clinical history according to exposure risks.</li><li>- Emergency medical attention.</li><li>- Accident investigation.</li><li>- Evaluations of the work environment (industrial hygiene).</li><li>- Vaccination campaigns.</li><li>- Periodic reviews are scheduled to audit and contribute to the improvement of the quality and compliance of the service.</li></ul>		3.8, 8.8	6
403-4	Worker participation, consultation, and communication on occupational health and safety	FEMSA has Industrial Safety and Occupational Health Committees made up of representatives from all the Business Units, through which different topics are addressed, such as: <ul style="list-style-type: none"><li>- Updates in Health and Safety programs.</li><li>- KPIs (Indicators of Absenteeism, Risk Premium, Fatalities).</li><li>- Update of policies and guidelines.</li><li>- Communication of relevant health and safety information.</li></ul> We have tools, like the Organizational Climate Surveys, that allow us to understand our employees' perceptions regarding management systems, work environment, their relationships with their bosses, processes, and assigned tasks.			



GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
403-5	Worker training on occupational health and safety	See "Sustainability performance data" Appendix.	90		
403-6	Promotion of worker health	"FEMSA promotes different health care programs internally and in collaboration with public and private institutions, such as: - Vaccination campaigns. - Nutritional consultations. - Psychosocial support consultations. - Workshops oriented to romoting mental. - Awareness and prevention campaigns (e.g. breast cancer, prostate cancer, smoking, cardiovascular risk factors, etc.). - Activities that promote physical activity (running, cycling, pilates, zumba, yoga, etc.)."		3.8	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FEMSA seeks to create safe work spaces and healthy lifestyles in all its work centers, as well as to promote continuous improvement in its processes through Occupational Health and Safety Programs, having the Management Systems implemented in each Business Unit by professionals as a fundamental tool in Occupational Health and Occupational Risk Prevention.			
403-8	Workers covered by an occupational health and safety management system	See "Sustainability performance data" Appendix.	90		
403-9	Work-related injuries	See "Sustainability performance data" Appendix.	90	8.8	
403-10	Work-related ill health	See "Sustainability performance data" Appendix.	90		
Training and Education 2016					
404-1	Average hours of training per year per employee	See "Career Development and Continuous Learning" Section. Average amount spent per collaborator on training and development: Ps. \$915 / Collaborator. (Excluding Valora).	38	4.4, 4.5, 8.2, 8.5, 8.6	6
404-2	Programs for upgrading employee skills and transition assistance programs	<b>FEMSA Mentoring Program</b> designed to facilitate the growth of employees with executive-level potential. The objective is to support mentees in their professional development by providing them with new perspectives, guidance, and skills related to leadership challenges. To ensure the success of this program, we carefully select a small number of senior executives as mentors. <b>In 2023</b> , 0.1% of our total workforce participates in this program, as we aim to provide personalized attention and support focused on each participant. <b>Grow with OXXO is a program</b> to ensure continuous basic training aligned to the business strategy in our operational collaborators that will allow them to find their career path to grow within the company through development programs; We enable skills such as Communication, Customer Service, Effective Decisions, Organization and continuous improvement, Collaboration, Talent Development, Achievement of Results, among others, and this contributes to your personal and professional growth. <b>In 2023 we manage to award 1,163 high school scholarships, 19,770 assistants grew to store managers, 3,444 managers grew to store leaders.</b> In 2023, 6% of our total workforce participates in this program.		8.2, 8.3, 8.5	

GRI Standard	Disclosure	Reference, answer in table, and/or omission	PAGE	SDG	UNGC
404-3	Percentage of employees receiving regular performance and career development reviews	See "Sustainability performance data" Appendix. Performance Management at FEMSA allows us to ensure strategic alignment, boost employee performance, enhance their development, and promote culture and values in the organization. Our collaborators are evaluated using different methodologies depending on the Business Unit they are part of, or according to the organizational level they occupy. Assessment is done through setting success goals and managing behaviors to achieve compliance. The performance appraisals include individual and/or team-based management performance by objectives and agile conversations, with a frequency ranging from at least once a year to evaluations with less than a quarter frequencies. To ensure compliance with objectives, periodic performance reviews are carried out, our collaborators are evaluated according to the fulfillment of the goal defined under the following criteria: Low performance, Performance with opportunity, Satisfactory performance, Extraordinary performance, Transformational performance.	90	5.1, 8.5, 10.3	6
Corporate Governance					
Other relevant topics					
Anti-corruption 2016					
205-1	Operations assessed for risks related to corruption	As is the case every year, we carried out the process of reviewing, updating, and communicating our Code of Ethics to all employees. In addition, we deployed the online certification of the Code of Ethics, which was taken by employees in some of our Business Units.		16.5	10
205-2	Communication and training about anti-corruption policies and procedures	See "Ethical & Socially Responsible Behavior". See "Sustainability performance data"" Appendix.	70, 90	16.5	10
205-3	Confirmed incidents of corruption and actions taken	See "Sustainability performance data" Appendix.	90	16.5	10
Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See our 20-F Form.		16.6	


Notes:

- 1)
- The information contained in this document is provided in good faith and is intended to enhance understanding of the non-financial performance of the organization. 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 in this document.

# SDGs & UN Global Compact contribution

We are committed to contributing to the United Nations Sustainable Development Goals. Joining the efforts of the 2030 Global Agenda means that we contribute to promoting prosperity, improving the quality of life and wellbeing of people and ensuring the conservation, restoration and sustainable
























use of ecosystems. Through our business units, we generate synergies and collaborations to multiply efforts in favor of Our People, Our Community and Our Planet. This approach allows us to contribute significantly to the SDGs through our sustainability strategy.








 SDG's where believe we have the greatest positive impact.



SDGs	SDG Associated Targets	UNGC Associated Principles	FEMSA Contribution Examples	2023 Impact	FEMSA Priority Topics
 <b>No Poverty</b>	1.2, 1.4, 1.a	1, 2, 3	<b>Corporate Goal.</b> 20 million beneficiaries of our Community Wellbeing initiatives by 2030.	<b>+2.8 million</b> (9.7 million accumulated since 2021)	› Community Wellbeing
 <b>Zero Hunger</b>	2.1, 2.2	1, 2	<b>Food donation (OXXO)</b> It has different actions focused on delivering food products through the Food Banks to the community. Includes: Donation of rice, beans, oil and milk, among others.	<b>25,600 Kg</b> (25.6 Ton)	› Human and & Labor Rights › Community Wellbeing › Economic Development
 <b>Good Health and Wellbeing</b>	3.6, 3.8	1, 2	<b>Corporate Goal.</b> 100% employees with access to a psychosocial support system by 2030.	<b>81%</b>	› Human & Labor Rights › Integral Wellbeing
 <b>Quality Education</b>	4.1, 4.2, 4.5	1, 2	<b>Fundación FEMSA</b> Systemic education programs for preschools that seek to develop the social-emotional skills and well-being of teachers and principals. In this way, they can create safe learning environments and serve as role models for their preschools students. <a href="https://huella.fundacionfemsa.org/proyecto/educar-para-el-bienestar/">https://huella.fundacionfemsa.org/proyecto/educar-para-el-bienestar/</a>	<b>56,225</b> beneficiaries	› Community Wellbeing
 <b>Gender Equality</b>	 5.1, 5.5	1, 2,	<b>Corporate Goal:</b> Reach 40% of women in executive positions by 2030.	<b>30%</b>	› Community Wellbeing



SDGs	SDG Associated Targets	UNGC Associated Principles	FEMSA Contribution Examples	2023 Impact	FEMSA Priority Topics
 <b>Clean Water and Sanitation</b> 	6.1, 6.2, 6.3, 6.4, 6.6, 6.a, 6.b	1, 2	<b>Corporate Goal:</b> Achieve a neutral water balance in all our operations by 2030.	<b>81%</b>	 Water Management
 <b>Affordable and Clean Energy</b> 	7.1, 7.2, 7.a.	1, 2	<b>Corporate Goal:</b> 85% renewable electricity use across all our operations by 2030.	<b>62.4%</b>	 Climate Action
 <b>Decent Work and Economic Growth</b> 	8.2, 8.3, 8.4, 8.5, 8.8	1, 2	<b>Corporate Goal:</b> Over 90% of our employees engaged by 2030.	<b>88%</b>	 Human & Labor Rights  Integral Wellbeing  Diversity Equity & Inclusion
 <b>Industry, Innovation and Infrastructure</b>	9.1, 9.2	1, 2	<b>Coca-Cola FEMSA</b> Project to encourage consumers to recycle their PET bottles through machines located in shopping centers, supermarkets and universities. Anyone can deposit plastic containers and receive coupons with some incentive.	<b>15,253</b> Beneficiaries (registered people)	 Community Wellbeing  Economic Development  Sustainable Sourcing
 <b>Reduced Inequalities</b>	10.2, 10.7	1, 2	<b>Refugees and Migrants program</b> We continued our refugee and migrant inclusion program in collaboration with the UN High Commissioner for Refugees. Thanks to the above, FEMSA has employed refugees and migrants trough the last years in Mexico in 2023 through OXXO work centers and Distribution Centers, as well as in OXXO GAS, and in Brazil through Solistica.	<b>1,378</b> refugees hired (3,490 Refugees employed since 2019)	 Human & Labor Rights  Diversity Equity & Inclusion  Community Wellbeing  Economic Development
 <b>Sustainable Cities and Communities</b> 	11.4, 11.6, 11.7	1, 2	<b>Corporate Goal:</b> 90% of procurement purchases from local suppliers in all business units by 2030. <b>Coca-Cola FEMSA, Emergency Relief: Hurricane Otis</b> Two “Ven Por Agua” disaster response water treatment vehicles were activated, each of which can process a high quantity of liters of water per day.	<b>69%</b>  <b>243,964</b> beneficiaries	 Community Wellbeing

SDGs		SDG Associated Targets	UNGC Associated Principles	FEMSA Contribution Examples	2023 Impact	FEMSA Priority Topics
 <b>Responsible Consumption and Production</b>		12.2, 12.3, 12.5, 12.6, 12.8	7, 8, 9	<b>Corporate Goal:</b> Zero operational waste to landfill by 2030.	<b>73.4%</b> of total operational waste diverted from landfills.	<ul style="list-style-type: none"><li>› Circular Economy</li><li>› Sustainable Sourcing</li></ul>
 <b>Climate Action</b>		13.1, 13.3	7, 8, 9	<b>Science Based Target Initiative</b> FEMSA is currently working to establish SBTi-approved emissions reduction targets for all FEMSA business units individually. Until date, we have SBTi approved for Coca-Cola FEMSA and FEMSA Salud, wich together represent almost 25% of the total FEMSA's emisions scope 1, 2 and 3.	<b>25%</b> of FEMSA's Scope 1, 2 and 3 emissions are under SBTi approved targets.	<ul style="list-style-type: none"><li>› Climate Action</li><li>› Water Management</li><li>› Circular Economy</li><li>› Sustainable Sourcing</li></ul>
 <b>Life on Land</b>		15.1, 15.2, 15.b	7, 8, 9	<b>Community Wellbeing Initiatives</b> FEMSA support this SDG with a high quantity of Community Wellbeing Activities. For Example: with beach cleaning, park rehabilitation, paint application, tree planting activities, improving the community environment and the well-being of ocean species.	<b>+10,800</b> beneficiaries	<ul style="list-style-type: none"><li>› Community Wellbeing</li><li>› Climate Action</li><li>› Water Management</li><li>› Circular Economy</li></ul>
 <b>Peace, Justice, and Strong Institutions</b>		16.3, 16.5	1, 2, 3, 4, 5, 6,10	<b>Training</b> We trained our collaborators on diverse topics to strengthen our sustainability strategy.	Employee's participations: <ul style="list-style-type: none"><li>› <b>127,927</b> on Code of Ethics;</li><li>› <b>122,569</b> on Human and Labor Rights policies;</li><li>› <b>39,013</b> on Discrimination and harassment and how to prevent it;</li><li>› <b>29,666</b> on anticorruption</li></ul>	<ul style="list-style-type: none"><li>› Ethical &amp; Socially Responsible Behavior</li><li>› Corporate Responsibility</li><li>› Fiduciary Responsibility</li></ul>
 <b>Partnerships for the Goals</b>		17.16, 17.17	1, 2,	<b>Community Wellbeing Initiatives</b>	<ul style="list-style-type: none"><li>› <b>65%</b> of the <b>1,039</b> Community Wellbeing Initiatives completed were in partnership with external partners.</li><li>› <b>2.8 million</b> direct beneficiaries.</li><li>› <b>+356,000</b> corporative volunteering hours</li></ul>	<ul style="list-style-type: none"><li>› Community Wellbeing</li><li>› Economic Development</li><li>› Sustainable Sourcing</li><li>› Climate Action</li><li>› Water Management</li><li>› Circular Economy</li></ul>

# Sustainability Governance and Climate-related Risks and Opportunities

In 2023, as 2022, we have been working on identifying and quantifying the main risks and opportunities related to climate change, as well as their potential financial impact over the short, medium, and long term, following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). This exercise allows us to adapt and be ready in our operations to mitigate climate-related risks and prepare FEMSA for future climate-related challenges.

## Governance

FEMSA's corporate governance has been strengthened over time to be able to respond to the risks and opportunities brought on by climate change. We understand that a robust governance structure is vital to ensure our businesses' responsible conduct and operations, as well as to generate long-term value. Through active leadership and the use of best corporate governance practices, at FEMSA we are paving the way for the future we want. We integrate Sustainability from the Board of Directors onwards as part of our vision.

### a. Board of Directors. Describe the board's oversight of climate-related risks and opportunities.

The Board is responsible for determining FEMSA's corporate strategy. This includes defining and overseeing the implementation of its vision, values, and Sustainability Strategy. We recognize that the individuals and structures that conform the Company's governance bodies have a decisive influence on the oversight quality and decisions made to create economic and social value.

The Board of Directors monitors the updates made to FEMSA's Code of Ethics, as well as the system to enforce its observance and compliance. It determines the use of good corporate governance practices and identifies economic, environmental, and social risks. It also structures mechanisms to

encourage the achievement of corporate sustainability goals. It oversees the well-being, dignified work, and support of our people, as well as the development and well-being within the communities where we operate. It also oversees the sustainable use of natural resources in the company's operations.

Our chairman of the Board provides the leadership that supports the company to effectively carry out its sustainability commitments. In addition, he oversees, and monitors issues related to the generation of social value, including inclusion and diversity, climate change, water management, and human rights. To do this, he relies on the C-suite level Sustainability, Inclusion & Diversity Committee, of which he is a Member, with the objective of communicating the strategic vision, level of ambition, external context, and strategic positioning of the company. Since 2023, the Board of Directors has included a review of sustainability topics on the agenda of each of its meetings. These topics include the progress of key performance indicators and public goals, risks and opportunities related to climate change, results in ESG Global ratings, among others. Additionally, these topics are also included and reviewed within our Operations and Strategy Committee.

### b. Management Role. Describe management's role in assessing and managing climate-related risks and opportunities.

#### Sustainability, Inclusion & Diversity Committee C-suite level

The Corporate Sustainability, Diversity and Inclusion Committee was created in 2021 and is represented by executives from all Business Units, as well as executives from the corporate functional areas, aiming to have a diversified representation of the different businesses, genders, and functionalities that exist in our organization.

Its purpose is to support the Board of Directors in the integration of Sustainability principles to the management processes, encouraging industry best practices in all its activities, and thus creating long-term value.

It meets quarterly to guide, update, and monitor the implementation of the Sustainability Strategy, and is responsible for:

1. Strengthening Sustainability strategy on an ongoing basis.
2. Ensure that the sustainability strategy is updated, including material topics under the best practices for this.
3. Establish and monitor the goals of the material topics.
4. Monitor ESG risks and risk management strategy (Our People, Our Planet and Our Community).
5. Prepare and share a report on progress and challenges in sustainability for the FEMSA Board of Directors.
6. Ensure the existence and updating of ESG policies based on best practices and internal and external requirements.
7. Be a link between the global vision and the context of our business.
8. Guiding the organization through key focus areas.
9. Enable agility in key strategic definitions.
10. Ensure internal accountability in our efforts to achieve our goals.
11. Monitor and follow up on climate-related issues (risks and opportunities) and the mitigation and adaptation strategy
12. Follow up on the commitments acquired by the company such as Sustainable Development Goals, UN Global Compact, Science Based Targets initiative, Sustainability-Linked Bonds, Consumer Goods Forum, among others.
13. Ensure the existence and updating of guidelines for suppliers based on best practices and internal and external requirements.

The composition of the Committee, can be found in the following matrix:

Composition of the Sustainability, Inclusion and Diversity Committee		
Executive Position		Role within the committee
Permanent members	FEMSA Corporate Director and Chairman of the Sustainability, Inclusion & Diversity Committee	<ul style="list-style-type: none"><li>Steering committees toward reaching conclusions, establishing agreements, making commitments, and formulating decisions.</li><li>Aligning strategic direction and long-term goals with sustainability priorities.</li></ul>
	FEMSA Chief Executive Officer & Executive Chairman of the Board	<ul style="list-style-type: none"><li>Conveying strategic vision, ambition level, external influences, and strategic positioning.</li></ul>
	FEMSA Director of Corporate Affairs	<ul style="list-style-type: none"><li>Serve as representatives for their divisions, offering insights from their operational experience.</li><li>Ensure the timely communication of challenges, complexities, impacts, risks, and prospects related to operations.</li><li>Align the strategic vision and long-term aims of the division with priorities in sustainability.</li><li>Evaluate strategic decisions concerning sustainability.</li><li>Direct and prioritize sustainability initiatives within the organization.</li></ul>
	Coca-Cola FEMSA Supply Chain Director	
	FEMSA Director of Human Resources, Labor and Wellness	
	Coca-Cola FEMSA Director of Corporate Affairs	
	Proximity Director Corporate Affairs	
	Proximity CEO	
Secretaries (and Members)	FEMSA Director Social Impact	<ul style="list-style-type: none"><li>Coordinate the agenda, organization, and operation of the Committee.</li><li>Document instruments of meetings, agreements, and consolidate votes when necessary.</li><li>Represent interests and priorities of the pillars that coordinate and challenge these issues.</li></ul>
	FEMSA Social Investment Director / Fundación FEMSA Director Valora Compliance & ESG / Sustainability Manager	
Intermittent Guests (Non-members)	FEMSA Director of Energy and Sustainability FEMSA Diversity and Inclusion Manager	<ul style="list-style-type: none"><li>Information, progress, perspectives, issues, and obstacles associated with the core theme.</li></ul>
Operational Secretary (Non-member)	FEMSA Legal Counsel	
	FEMSA Director of Human Resources	
	Proximity Director of Human Resources	
	FEMSA Director of Strategic Supply	
Operational Secretary (Non-member)	Proximity Director of Expansion and Infrastructure	<ul style="list-style-type: none"><li>Logistics, documentation of agreements and other related operational tasks, in addition to requesting clarifications or intervening in matters within its competence.</li></ul>
	FEMSA Sustainability Manager	

## Management Team

The Management Team oversees business growth to generate economic and social value for all stakeholders. Our managers have extensive professional experience in the industries in which we participate. They establish corporate goals and oversee the fulfillment of the strategic objectives. The management team is a crucial part of the planning and execution of the Sustainability Strategy.

## FEMSA Sustainability Team

Led by the Energy and Sustainability Director, who reports to the Corporate Director, who reports directly to the Chief Executive Officer & Executive Chairman of the Board, our corporate sustainability team oversees the integration of Sustainability into FEMSA's Business Units through policies and processes. It also monitors Sustainability (and Climate Change) performance and goals.

This team is made up of experts in the various topics that make up Sustainability (and Climate Change). It is responsible for formulating, developing, implementing, monitoring, and reporting on FEMSA's Sustainability policy. One of its main functions is to share the best practices of the industries we participate in with the different Business Units' teams and corporate functional areas. At the same time, it prepares the Sustainability Committee's meetings, where information related to the Strategy is presented and discussed. It follows up on the fulfillment of corporate goals.

Within the team is the Energy and Sustainability Director, to whom the following Corporate Executives report to:

- › **Consulting and Projects Manager**
- › **Management and Compliance Manager**
- › **Energy Manager**

## Business Units' Sustainability Team

This functional network is responsible for linking internal with external stakeholders. Internally, it contributes to identifying and prioritizing its operations' material topics, as well as the Climate Change risks and opportunities. It collaborates with corporate areas to incorporate the sustainability agenda into their programs and activities. Externally, it is in charge of being in contact with the communities connected with our operations and understanding their Sustainability expectations. Furthermore, it also oversees the communication efforts for support programs and donations offered by the company.

To read more details about the role FEMSA's Corporate Governance plays in risk management, please see the following sections of the 2023 Integrated Annual Report:

- › **Chairman's Letter**
- › **Value Creation Model**
- › **Sustainability Performance**
- › **Sustainability Governance**
- › **Ethical and Socially Responsible Behavior.**

## 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 undergone by the organization to identify, assess, and manage climate-related risks.

FEMSA, together with its Business Units, is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) and its recommendations on key disclosures. It is focused on the resilience of the organization's strategy under various climate-related scenarios. An initial effort to identify and quantify Coca-Cola FEMSA, OXXO, OXXO GAS, and Solistica's main climate-related risks and opportunities began in 2022. During 2023, the quantification of climate-related risks and opportunities was expanded into the FEMSA Salud businesses. KOF's analysis was also strengthened during the year by incorporating all minor water basins.




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

We analyzed and evaluated physical risk (acute and chronic) and transition risks (current and emerging legislation, technology, legal, market and reputational), and opportunities in line with TCFD recommendations through a:

5-step methodology



After a review of recommended scenarios, as well as the multidisciplinary work sessions that were held, we defined three scenarios for our internal analyses (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). We believe this helps us to assess physical and transition risks and opportunities within various temperatures complying with TCFD’s recommendations and aligned with the Paris Agreement:

Selected Climate Scenarios	 <b>Net Zero</b> <b>SSP1 - 1.9 + NZE</b> <b>+1.5°C</b>			 <b>Moderate Transition</b> <b>SSP1 - 2.6 + APS</b> <b>+1.8°C</b>			 <b>No Ambition:</b> <b>SSP2 - 4.5 + STEPS</b> <b>+2.7°C</b>		
	IPCC SSP1 - 1.9 Sustainability	IEA NZE Net Zero emissions by 2050	NGFS Net Zero 2050	IPCC SSP1 - 2.6 Middle of the road	IEA APS Announced pledges	NGFS Below 2°C	IPCC SSP2 - 4.5 Regional rivalry	IEA STEPS Stated Policies	NGFS Determined contributions
Resume Reference Scenarios	<ul style="list-style-type: none"><li>➤ Net zero emissions are assumed in 2050 through international cooperation and social involvement.</li><li>➤ Unprecedented investment in sustainable technologies and high innovation, accompanied by a rapid decrease in the use of fossil fuels and high CO<sub>2</sub> prices.</li><li>➤ There is an increase in global temperature of no more than 1.5°C, with a view to 2100.</li></ul>			<ul style="list-style-type: none"><li>➤ It is assumed that only economies that have the goal of achieving net zero emissions in 2050 will achieve it, through international cooperation and social involvement.</li><li>➤ Gradual decrease in the use of fossil fuels and their prices, while CO<sub>2</sub> prices will become more expensive.</li><li>➤ There is a temperature increase of no more than 1.8°C in 2100.</li></ul>			<ul style="list-style-type: none"><li>➤ Developed economies do not reach net zero emissions in 2050. There is no great push from political agents, who limit themselves to fulfilling the commitments made.</li><li>➤ Demand for fossil fuels remains high and investment in renewable energy is being done conservatively.</li><li>➤ A temperature increase of no more than 2.7 °C is assumed in 2100.</li></ul>		



Time horizons

We defined three-time horizons to help us understand the potential impact of climate-related risks and opportunities on our business. We chose them due to relatively abundant data available for reference, as well as for their compatibility with our business plans and timelines. They are also aligned with national and international climate change goals and the Task Force on climate-related Financial Disclosures and the European Sustainability Reporting Standards.

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.

Short-term 2030	Medium-term 2040	Long-term 2050
<p>› <b>2030:</b> time reference in which FEMSA has set mitigation and adaptation objectives (85% renewable electrical energy and achieving a neutral water balance in all operations and zero operational waste to landfills). Additionally, compliance with the mitigation and adaptation objectives set by the countries in which FEMSA operates is expected, according to their Determined Contributions.</p>	<p>› <b>2040:</b> intermediate temporal reference point to evaluate climate R&amp;O.</p>	<p>› <b>2050:</b> time reference in which the objectives set by the Paris Agreement and the determined contributions of some countries in which FEMSA operates and that have mitigation objectives in this time horizon are expected to be achieved.</p>



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

Summary of risks and opportunities identified

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

Type	Category	Risk/Opportunity	Impact	Climate scenarios and time horizons with the greatest impact		
Physical Risk	Chronic	Decrease in rain	High	No Ambition	2050	Main basins will drop their levels dramatically and water scarcity might cause a decrease in production.
		Temperature increase	Medium	No Ambition	2050	This risk could generate additional energy costs due to the need to control the temperature of the products in its value chain.
	Acute	Extreme temperatures	Low	No Ambition	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	2050	Supply chain and distribution will have significant impacts. Also, the damage on infrastructure will represent some losses.
		Drought periods	Low	No Ambition	2050	Periods of drought could lead to water shortages with negative implications for the operational costs of businesses, given the need to supply water to operate and even generate energy.
Transitions Risk	Reputation	Concerns of stakeholders	High	Net Zero	2050	Inadequate management of climate issues in the business could generate a negative reputational impact, which could be reflected in a decrease in the level of sales.
	Policy	Increase in the price of GHG emissions	High	Net Zero	2050	The imposition of carbon taxes would imply significant associated costs for the business, according to the GHG emissions generated.
		Operating limits	High	Net Zero	2050	High carbon pricing and limitation on fossil fuels use will represent high costs on production, distribution, and commercialization for most of our businesses.
	Market	Cost increase in raw materials	High	No Ambition	2050	The cost increase in key raw materials will increase operational costs. The climatic variations that climate change may bring may result in the yields of sugarcane crops being affected (decrease in supply) and the prices of refined sugar may increase, impacting the production costs of the business.



Type	Category	Risk/Opportunity	Impact	Climate scenarios and time horizons with the greatest impact		
Opportunities	Energy Sources	Use of low-emission energy sources	High	Net Zero	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.
	Services and products	Changes in consumer preferences	High	No Ambition	2050	The increase in temperature can be directly related to an increase in demand for certain products.
		Development and/or expansion of low-emission goods and services	Low	Net Zero	2030	The business could quickly adapt to new customer preferences.
		Improvement in the efficiency of production facilities and processes	Medium	Net Zero	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

As part of the project, FEMSA prepared RACI matrices for Coca-Cola FEMSA, OXXO, OXXO GAS, FEMSA Salud, and Solistica. This allows the distribution of responsibilities, gives structured monitoring, and supports annual improvement and alignment to the company's strategy. We strive to continue to improve the identification, prioritization, and quantification of the main climate-related risks and opportunities.

Metrics and Objectives

Please see the 2023 Integrated Annual Report sections:

- › Sustainability Goals & Targets Progress
  - › Sustainability Performance Targets
  - › Climate Action
  - › Water Management
- › Circular Economy
  - › Appendix: Sustainability Performance Data
  - › Appendix: Sustainability-Linked Bond - Sustainability Performance Targets (SPTs)
  - › Appendix: Independent Limited Assurance Report on Key Indicators of Sustainability Performance

# Sustainability-Linked Bond - Sustainability Performance Targets (SPTs)

The purpose of our Sustainability-Linked Bond since its issuance has been to maximize the impact and synergies between the Company's operational and sustainability strategies. During 2023, we continued to work on several fronts to advance on the Key Sustainability Performance Targets.

## About the FEMSA Sustainability-Linked Bond

In 2022 and 2021, FEMSA announced the placement of sustainability-linked notes denominated in Mexican pesos and euros 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 TIE28 + 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 (ICMA<sup>29</sup>), 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/>.

## 1. Selection of Key Performance Indicators (KPIs)

### KPI 1: Percentage of total operational waste diverted from landfills.

## 1.1 Zero operational waste to landfill (Circular Economy).

### SCOPE

This KPI applies to 100% of FEMSA's Business Units existing at the date of the SLB, including all organic growth over the bond's lifetime<sup>30</sup>. As of 2023, this KPI has a data coverage of 98% of FEMSA's total workplaces<sup>31</sup>. We continue to work on increasing the percentage of workplaces with information. However, some sites of Proximity Americas have not yet been included for the Sustainability Performance Targets (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 recycling (which includes composting or anaerobic digestion, incineration -with and without energy recovery-) and 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 types of waste, excluding hazardous waste<sup>32</sup>.
- ▶ Total recycled or reused waste (in tonnes): is the sum of the final disposal of each type of operational waste classified as reused or recycled.

<sup>29</sup> <https://www.icmagroup.org/assets/documents/Regulatory/Green-Bonds/June-2020/Sustainability-Linked-Bond-Principles-June-2020-171120.pdf>

<sup>30</sup> Inorganic growth, such as Valora, is not included as part of the Sustainability Performance Targets (SPT).

<sup>31</sup> A sample of the scope of the information was verified by Valora Consultores as an independent third party.

<sup>32</sup> Due to local regulatory requirements, its final disposal methods could include landfill in controlled confinement, among others.

1.2. Renewable energy

SCOPE

This KPI applies to 100% of FEMSA's Business Units existing at the date of the SLB, including all organic growth over the bond's lifetime. By 2030, we expect to have annual electricity consumption of more than 3.7 TWh (a 40% increase over our 2020 consumption of 2.6 TWh). During 2023, this KPI maintains 99% data coverage in all FEMSA workplaces.

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

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 FEMSA's electricity consumption.
- Total electricity consumption from renewable energy (in MWh): is the sum of total electricity consumption generated by renewable sources. As of March 2023, FEMSA uses the following generation technologies: wind energy, solar energy and biomass from organic waste<sup>33</sup>.

In 2023 FEMSA started to use energy attribute certificates (e.g., renewable energy certificates ("RECs"), or similar. Our strategy to achieve our renewable energy goals will prioritize self-generation and power purchase agreements ("PPAs"). FEMSA may use other methods of sourcing renewable energy in select markets in the future only when self-generation or PPAs are not available or suitable 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 achieving 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.

2023 Result

In 2023 we increased the coverage of information to include OXXO Chile Stores, and we worked on the implementation of the circular economy strategy to meet the goal. A reduction in the amount of waste destined for landfills was achieved, thanks to the commitment made by businesses to reach this goal. A prominent example of this effort is the work done by the Proximity division in OXXO stores, which throughout 2023 collaborated closely with its waste collection service providers. This joint effort allowed for the strengthening of processes and the expansion of their service coverage, resulting in an increase of the waste diverted from landfill to reuse or recycle from 5% to 16% in OXXO stores, and 72% to 80% in OXXO distribution centers.

KPI 1: Zero operational waste to sanitary landfills

2019	52.0%
2020	53.0%
2021	53.0%
2022	68.7%
2023	73.4%
2025 SLB Target	65.0%
2030 SLB Target	100.0%



<sup>33</sup> FEMSA may, in the future, utilize other renewable energy sources, such as tidal power, small-scale hydroelectric power (less than 25MW), or biomass from sustainably sourced feedstock that do not compete with food sources. In some geographies, FEMSA may not be able to purchase renewable energy through 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 disclose the sources of renewable energy consumed in our integrated annual report.

2.2. Renewable energy

**SPT 2.1: Increase annual renewable electricity supply to 65% by 2025.**

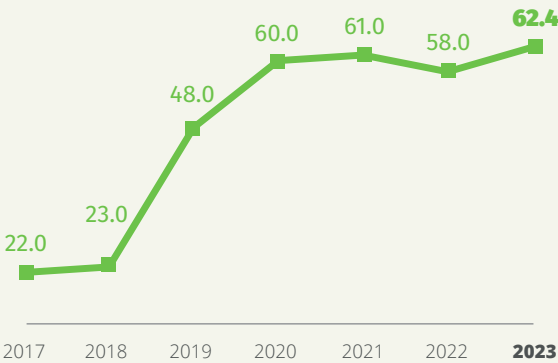
**SPT 2.2: Increase annual renewable electricity supply to 85% by 2030.**

Baseline

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

2023 Result

In 2023 we were able to increase our percentage of renewable energy by adding wind energy in Imbera and our KOF operations in Uruguay and Brazil. We also started a distributed generation project by installing solar panels in 80 different sites. Finally, to cover sites in countries where regulations do not allow us to buy renewable energy from the grid, we acquired renewable energy certificates.



Percentage %

**TOTAL ELECTRICITY CONSUMPTION**  
coming from renewable sources

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.

KPI 2: Renewable Energy

2017 Baseline	22%
2018	23%
2019	48%
2020	60%
2021	61%
2022	58%
2023	62.4%
2025 SLB Target	65.0%
2030 SLB Target	85.0%

4. Reporting

Performance information will be kept public and available in the Integrated 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 was 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 2023 was reviewed by Valora Sostenibilidad e Innovación as an independent third party. For details of Valora Sostenibilidad e Innovación review, please see the Appendix “Independent Limited Assurance Report on Key Indicators of Sustainability Performance” 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. 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.



# Independent Limited Assurance Report – Non-Financial Information



MADRID - A CORUÑA  
AMSTERDAM – LONDRES – PARIS - ISTANBUL  
CIUDAD DE MÉXICO – CIUDAD DE PANAMÁ – CIUDAD DE GUATEMALA – QUITO

Independent Limited Assurance Report for Fomento Económico Mexicano, S.A.B. de C.V.

To the Board of Directors of Fomento Económico Mexicano, S.A.B de C.V. (hereinafter “FEMSA”).

Scope

According to your request, we have been engaged to provide a limited level of assurance on the performance indicators selected by FEMSA; included in the “Integrated Annual Report 2023” (hereinafter “Integrated Annual Report”) and mentioned in “Annex A” for the fiscal year from January 1 to December 31, 2023.

FEMSA responsibilities

FEMSA has been responsible for the preparation, content and presentation of the “Integrated Annual Report”, taking into consideration the contents (criteria) proposed in the Global Reporting Initiative (GRI) Standards, and the terms of the Bonds linked to FEMSA’s Sustainability-Linked Bond framework for reporting non-financial information.

This responsibility includes the establishment, implementation and maintenance of the internal controls considered necessary to allow the information contained in the “Integrated Annual Report” to be free of material misstatement due to fraud or error.

Valora Consultores responsibilities

Our responsibility consisted of expressing an opinion on the presentation of indicators and information listed in Annex A, taking into consideration the requirements proposed in the GRI Standards, the Sustainability-Linked Bond principles, and the company’s own performance indicators.

Control and Independence

To ensure that the process of independent assurance meets the ethical requirements necessary to ensure the independence of our work as non-financial information auditors, our work was developed according with the ISAE 3000 Standard, Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standard Board (IAASB) of the International Federation of Accountants (IFAC).

Procedures performed

The scope of our independent assurance, as well as the evidence gathering procedures performed, was of limited assurance level, which is less than a reasonable security job, thus lowering the level of security being provided. This Independent Assurance Report should in no way be understood as an audit report.

The procedures we perform are described below:

- Selection of information to review based on the materiality and prior knowledge of the company.
- Interviews with employees responsible for generating and providing the information contained in the Report to learn the principles, systems and applied management approaches.
- Review of data collection, internal control and consolidation processes.
- Review of the scope, relevance and integrity of the information included in the Report based on the operations and previously identified material aspects.
- Review of evidence based on a sampling of information according to a risk analysis.
- Review of the application of what required in consideration with the GRI Standards.

Conclusion

Based on our review and the evidence presented by FEMSA, we were not aware of any situation that causes us to believe that the indicators contained in FEMSA’s “Integrated Annual Report 2023” have not been reliably obtained, are not fairly presented, have significant deviations or omissions, or have not been prepared in consideration of the proposed contents in the Global Reporting Initiative (GRI) Standards or in compliance with the terms of the Bonds linked to FEMSA’s Sustainability-Linked Bond Framework.



Gerardo Gustavo Torres Fernández  
Director of Transformation and ESG Impact Mexico  
Valora Sostenibilidad e Innovación S.A. de C.V.  
March 15, 2024, Mexico City.



Annex A: Performance indicators

Name of disclosure or performance indicator	Scope of information	Reported information	Unit	Scope of compliance with the criteria selected by FEMSA (Subsections)	Performance indicator based on GRI / SLB
Number of reports received for alleged violations of the Code of Ethics	All the businesses of FEMSA	6,571	Number of reports	NA	ID <sup>1</sup>
Result of the organizational climate survey (Employee Commitment)	All the businesses of FEMSA	88	Percentage of committed collaborators	NA	ID <sup>1</sup>
Fatalities attributable to the company	All the businesses of FEMSA	9	Number of fatalities of own collaborators	NA	ID <sup>1</sup>
People directly benefiting from our Community Wellbeing Initiatives	All the businesses of FEMSA	2,861,280	Number of direct beneficiaries	NA	ID <sup>1</sup>
Energy consumption within the organization	All the businesses of FEMSA <sup>2</sup>	9,581,541 11,550,578.40	Direct energy consumption in GJ Indirect energy consumption in GJ	a, b, c, d, e, f	302-1 <sup>3</sup>
Renewable electrical energy consumed (SLB FEMSA. SPT KP12)	All the businesses of FEMSA <sup>2</sup>	62.4	Percentage of renewable electrical energy consumed	NA	ID <sup>4</sup>
Water extraction by source	All the businesses of FEMSA	39,217.3	Total thousands of cubic meters	a, c, d	303-3 <sup>1</sup>
		21,250.7	Thousands of cubic meters of groundwater		
		17,355.7	Thousands of cubic meters of water from third parties		
		603.5	Thousands of cubic meters of surface water		
		7.2	Thousands of cubic meters of total extraction of produced water		
Direct GHG emissions (scope 1)	All the businesses of FEMSA <sup>2</sup>	1,017,510	Total emissions for scope 1 in tCO <sub>2</sub> e	a, b	305-1 <sup>3</sup>
Indirect GHG emissions (scope 2)	All the businesses of FEMSA <sup>2</sup>	457,180	Total emissions for scope 2 in tCO <sub>2</sub> e	a, b, c	305-2 <sup>1</sup>
Operational waste generation and significant waste-related impacts	All the businesses of FEMSA	308,768.7	Total operational waste generated in tonnes	a	306-3 <sup>1</sup>
Non-hazardous operational waste diverted/sent to landfill	All the businesses of FEMSA	217,821.7	Non-hazardous operational waste diverted from landfills in tonnes	a, b, c, d, e	306-4 <sup>1</sup>
		78,851	Non-hazardous operational waste sent to landfill in tonnes		

<sup>1</sup> FEMSA’s own performance indicator

<sup>2</sup> The scope of the information excludes Valora and Envoy businesses

<sup>3</sup> Indicator based on GRI criteria

<sup>4</sup> Indicator based on the criteria of Progress of the Sustainability Performance Targets (SPTs) of the Sustainability-Linked Bond (SLB). SPT 2: Renewable Energy.



Name of disclosure or performance indicator	Scope of information	Reported information	Unit	Scope of compliance with the criteria selected by FEMSA (Subsections)	Performance indicator based on GRI / SLB
Operational waste diverted from landfill (SLB FEMSA. SPT KP11)	All the businesses of FEMSA	73.4	Percentage of operational waste diverted from landfills	NA	ID <sup>5</sup>
Lost Time Injury Frequency Rate (LTIFR)	All the businesses of FEMSA	1.62	Lost Time Injury Frequency Rate (LTIFR) per 100 direct employees	a, b, e, g	403-9 <sup>1</sup>
		6.4	Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 direct employee hours		
Frequency rate of occupational illnesses of collaborators	All the businesses of FEMSA	0.024	Frequency rate of Occupational illnesses per 100 direct employees	a, b, c, d, e	403-10 <sup>1</sup>
		0.097	Frequency rate of Occupational illnesses per 1,000,000 direct employee hours		
Training hours	All the businesses of FEMSA	9,787,020	Total training hours	NA	404-1 <sup>1</sup>
Female representation in executive management positions	All the businesses of FEMSA	30	Percentage of women in executive positions	NA	405-1 <sup>1</sup>

<sup>5</sup> Indicator based on the criteria of Progress of the Sustainability Performance Targets (SPTs) of the Sustainability-Linked Bond (SLB). SPT 1: Zero Operational Waste to Landfill.

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Louisville, KY 40233-5000

Direct Mailing for overnight packages:  
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Louisville, KY 40202

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