

Annex to FEMSA Sustainability Report 2021

About this document

This Annex to the FEMSA Sustainability Report 2021 (“Annex”) contains supplementary information and disclosures concerning sustainability at FEMSA. This document should be read in conjunction with our FEMSA Sustainability Report 2021 available at <https://www.femsa.com/en/sustainability/resources/sustainability-reports/>. The page numbers refer to our FEMSA Sustainability Report 2021.

Occupational Health & Safety (Page 27)

At FEMSA we calculated the company's lost-time injury frequency rate (LTIFR) for employees (per one million hours worked) with the formula:

(Number of lost-time injuries) / (Total hours worked in accounting period) x 1'000'000. In 2021 the LTIFR for employees (per one million hours worked)

In page 27 of our FEMSA Sustainability Report 2021 we name the LTIFR as “Accident frequency rate for collaborators (per million hours)” but is the same formula, calculating 6.03.

On page 73 “Accident frequency rate (LTIFR) – Employees. Cases per million hours = 6.03” was part of the performance indicators verified by Ernst & Young (EY) as an independent third party.

Labor Practice Indicators (Page 28)

In 2021 we reached 24% of Female Representation in our Executive Positions. Our Goal is to have a 20 percentage points increase in Female Representation in Executive Positions by 2030 (Achieve 40%).

Human Capital Development (Page 65)

We firmly believe that our collaborators’ performance is closely linked to their personal and professional growth. In 2021 we invest more than 268 million of pesos for our 320,808 collaborators to reach 14,245,992 hours of training. In accordance with the above, an average of 44 hours of training were provided and \$835.97 Mexican pesos spend in training per collaborator in 2021.

Talent Attraction & Retention (Page 63)

We firmly believe that our collaborators’ performance is closely linked to their personal and professional growth. In 2021, 45% of open positions in corporate offices were filled by Intra-Business Unit and Inter-Business Unit candidates. The above, considering only our Internal Job Posting Platform.



Employee Support programs (Page 32)

A balanced personal and professional life is one of the basic needs of every collaborator. At FEMSA we believe that this balance can be achieved by promoting various initiatives that seek to meet the needs of our employees. Among others, there are remote work schemes, a way of working that improved the efficiency and productivity of our collaborators, promoting flexible hours. Additionally, there are benefits such as childcare services, lactation facilities, educational scholarships, and school subsidies in some of our business units.

Waste Disposal (Page 51)

We adopt Circular Economy principles as a strategy for the reduction and elimination of waste that pollute the environment and cause serious health and hygiene impacts to communities. In 2021 FEMSA generated 285,948 tons of waste and were disposed as follows. 152,391.31 tons were recycled, 130,594.85 tons were landfilled and 2,961.85 tons specially disposed accordance with the law of each country where there have operations.

Water Management (Page 49)

Since water is an indispensable element for the socio-economic development of communities and fundamental for their well-being, we are committed to its efficient use and preservation. In 2021, 100% of the water discharged from the manufacturing operations of Coca-Cola FEMSA were sent to water treatment plants, which ensure similar or higher quality as raw water extracted, discharging a total of 5,813 thousand of cubic meters of water.