



TRIARC



CODE OF ETHICS



INTRODUCTION

At TRIARC, we abide by a set of ethical principles intended to guide our conduct in all operations and business relationships, recognizing that acting in accordance with our values and in an ethical manner is essential to the sustainable success of our company.

Our Code of Ethics and Conduct provides a sound guide of principles and guidelines to guide ethical and legitimate decision-making in all facets of our operations.

We are aware that each situation may present unique challenges, yet we are confident that the values set out in our code serve as a reliable guide to ensure that all our actions, both professional and personal, reflect the highest standards of integrity and corporate responsibility.

TO WHOM DOES THIS CODE OF ETHICS APPLY?

This Code extends to all employees, officers, and subsidiaries of TRIARC, as well as their representatives, collectively referred to herein as "TRIARC" or the "Company".

All contractors, consultants, suppliers, customers and their respective employees, representatives and agents shall respect and adhere to the principles of the Code in their business interactions with TRIARC.





THE BASIS FOR OUR BEHAVIOR IN ALL OF OUR ACTIVITIES AND OPERATIONS

Honesty and Integrity

We are committed to acting with honesty and maintaining high standards of integrity in all our professional interactions. This involves refraining from any form of fraud, deception, or unfair practices. In addition, we are committed to maintaining accurate and transparent records in all financial and operational transactions of the company.

Respect and Diversity

We value diversity in all its forms and are committed to creating an inclusive environment that promotes mutual respect. We do not tolerate any form of discrimination and promote equal opportunities for all members of our work community, fostering an environment in which each individual feels valued and respected.

Compliance with the Law

At TRIARC, we comply with all applicable laws and regulations in every jurisdiction in which we operate. We advocate ethical business practices and are committed to avoiding any involvement in illegal or corrupt activities. The company supports regulatory compliance in all its operations.

Confidentiality

We recognize the importance of safeguarding the confidential information of the company and of our customers, suppliers, and any interested parties. We are committed to handle and protect this information with the highest degree of care and confidentiality, avoiding its misuse or unauthorized disclosure.

Social Responsibility

We recognize that our responsibility extends beyond our business goals to society and the environment. We are committed to making a positive contribution to the communities in which we operate by promoting social welfare as an integral part of our business strategy and adopting sustainable practices to minimize our environmental impact.

Conflicts of Interest

We avoid situations in which our personal interests may influence our business decisions or conflict with the interests of the company. We are committed to disclosing and managing any potential conflicts of interest and managing them in an ethical and transparent manner. This includes impartial decision-making and loyalty to the best interests of the company.

Quality and Excellence

At TRIARC we work to achieve high quality standards in our products. We seek continuous improvement, fostering innovation and efficiency in all our operations. We promote a shared commitment to excellence as a fundamental pillar of our reputation and long-term success.

TRIARC Ethical Line

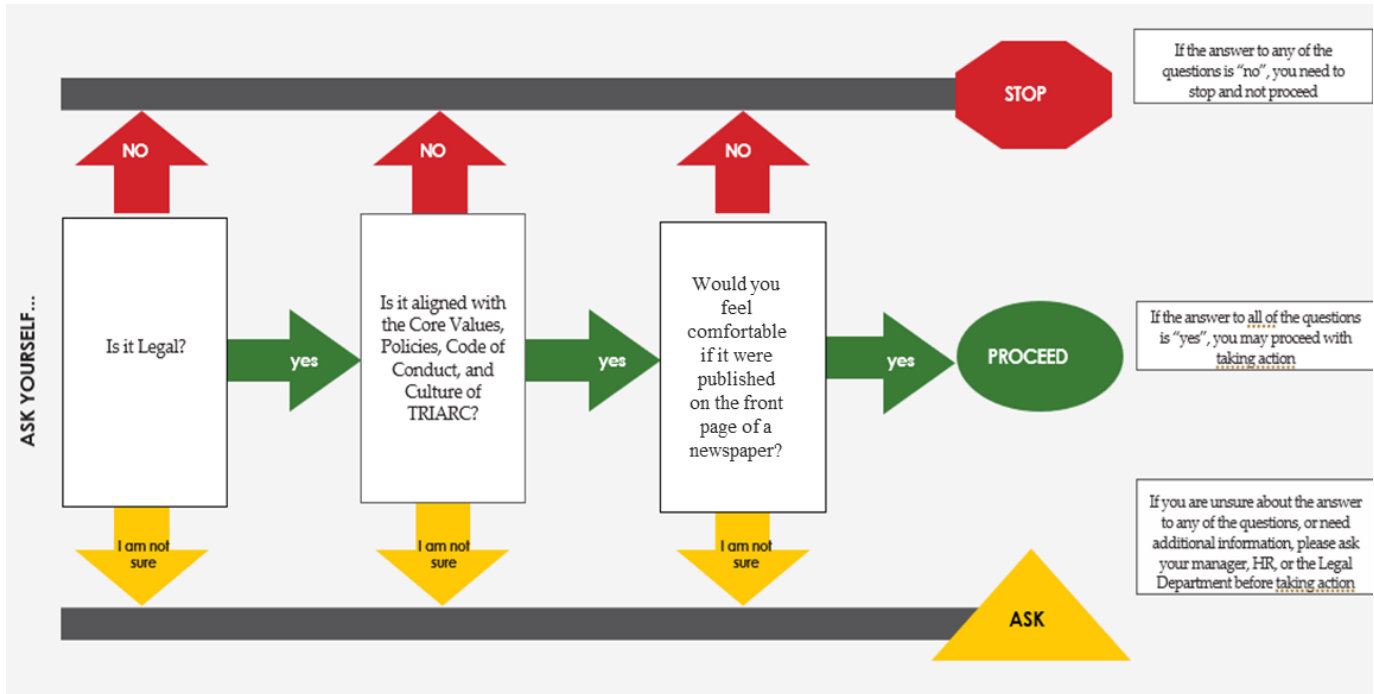
We have the TRIARC Ethics Hotline, an accessible and confidential ethics reporting channel for employees, customers, suppliers or interested parties to report any conduct that is in violation of The Code of Ethics without fear of retaliation.

We encourage transparency and open communication, promoting an environment in which ethics and integrity are fundamental values. In addition, we ensure that complaints made through the whistleblower channel are investigated confidentially and resolved with appropriate, fair, and equitable measures.



DECISION MAKING

The Code cannot cover all laws, regulations, Company policies or ethical dilemmas that may arise. When making decisions involving legal, ethical, or political issues, you should consider the following guidance to assess the appropriate action you are considering.



INTERACTION WITH OUR PARTNERS

Compliance with laws and regulations



We are firmly committed to complying with governmental laws, rules and regulations involving our activities and operations.

We expect our employees to follow approved procedures to safeguard the quality of our products and services, thus ensuring compliance with regulatory, industry and contractual requirements.

Key responsibilities

- Familiarize yourself with the laws, rules, and regulations relevant to your responsibilities.
- Act in accordance with applicable laws, rules, and regulations.
- Report any compliance issues to the contacts designated in the "Reporting Code Violations" section of this document.
- Never take part in activities that involve TRIARC's participation in, or could result in, illegal practices.

Compliance with fair dealing and antitrust laws

Antitrust laws establish guidelines for how we must interact with our competitors, suppliers, and customers. At TRIARC, we are committed to complying with these laws and all regulations that ensure fair dealing and fair competition in our markets. We do not tolerate illegal business practices, agreements or activities that distort free and fair competition.

Key responsibilities

- Avoid any agreement or activity that may violate antitrust laws.
- Maintain ethical, equitable and fair practices in all markets in which we operate.
- Consult with TRIARC's Legal Department before exchanging business information with competitors or when questions arise.
- Be careful when interacting with competitors at events such as conferences, trade shows and trade associations. Participation in such events should be related to legitimate business reasons.

- Respect the freedom of customers to conduct business as they see fit. Offer goods and services at fair and reasonable prices to competing customers and avoid any form of unjustified preference to a customer.

Actions to avoid:

- Avoid certain contractual provisions unless approved by TRIARC's Legal Department, such as imposing resale restrictions or resale prices, exclusivity agreements or control over the handling of products purchased by our customers.
- Never engage in illegal business practices, such as those involving dishonest, deceptive, abusive, or unethical conduct. Such actions not only violate TRIARC's core values and company policy but may also violate applicable laws.
- Never enter into verbal or written agreements with a competitor to do the following:
 - Set prices, establish pricing strategies, create common pricing policies, or develop the same or similar sales terms.
 - Dividing or sharing markets, customers, or territories.
 - Influencing a competitive bidding process inappropriately.
 - Limit production or otherwise restrict the supply of a product; or
 - Boycotting or limiting business with customers, suppliers, or other companies.
- Never accept confidential information or price lists from which a competitor's prices can be calculated, regardless of whether they are offered to you by the competitor, a customer, or another company.
- Never provide a competitor with a price list or any other pricing information.
- Never discuss the following with a competitor: pricing or pricing terms; pricing policies (including discount or credit terms); business or other business plans or strategies that are specific to TRIARC or such competitor; market share; or information about production or production levels.
- Never enter into, or attempt to enter into, a "binding agreement" without prior review by the Legal Department. A binding agreement is an agreement between a seller and a buyer that (1) the seller agrees to sell a product or service (the binding product or service) to the buyer on the condition that the buyer also buys a different (or tied) product or service from the seller, or (2) the buyer agrees not to buy the tied product from another seller.
- Never coordinate sales, internally or with competitors, to reward certain suppliers or customers over the rest; Never pressure a company to buy our products because they are one of our suppliers; Never pressure a company to buy our products because they are one of our suppliers.
- Never agree that a supplier must purchase products from TRIARC as a condition for TRIARC to purchase products from that company.



Insider information and insider trading

You must comply with TRIARC's laws and policy(ies) related to trading in securities, which are investment or financing instruments that are bought and sold in financial markets, such as bonds, stocks, and options. It is illegal to buy or sell securities when in possession of confidential information about the entities involved, this is known as "insider trading" and is a federal crime and can result in fines and imprisonment.

You may not buy or sell securities of TRIARC or other entities with which we do business if you have inside information about them.

The government may also impose civil penalties for profits gained or losses avoided due to insider trading. These laws apply to our employees and their families.

Key responsibilities

- Before entering into any transaction, if you are in doubt as to whether information you possess may be considered confidential or affect your ability to buy or sell securities, contact the company's CEO, CFO, or TRIARC legal representative.

Actions to avoid:

- Never buy or sell company securities based on confidential information about the company.
- Never disclose confidential company information to anyone, including family members, unless authorized to conduct company business.



Integrity of financial information

At TRIARC, accurate and complete financial records are critical to support management decisions and comply with government requirements. This includes providing accurate financial information to government agencies, as inaccuracy could result in legal penalties or damage our reputation. The CEO and CFO will certify the accuracy of these financial statements.

To maintain the integrity of our records, it is important that all employees comply with the following guidelines:

Key responsibilities:

- Record all financial information accurately and completely for accounting, tax, and other financial purposes.
- Ensure records are up-to-date and accurate to support effective business decisions.
- Follow TRIARC's accounting and internal control policies and procedures.
- Report any errors so that the financial management team can take corrective action.
- Cooperate fully with the independent internal and external auditors.

Actions to avoid:

- Do not falsify financial records or conceal errors, as these actions not only violate TRIARC policies, but may also be illegal.



THE GLOBAL MARKET

International trade is subject to governmental regulations in the countries where we operate, including the United States. It is essential to comply with these laws in all our international trade activities. To ensure compliance, TRIARC must know and follow applicable regulations, maintain accurate records of all transactions, use approved carriers and customs brokers, document agreements with customs authorities, and conduct periodic trade reviews. Involvement with sanctioned countries or entities should also be avoided. Working with TRIARC's Legal Department is critical to determining export restrictions and complying with customs regulations when traveling abroad for business purposes.

Actions to avoid:

- Never do business directly or indirectly with countries, entities, groups, or individuals sanctioned or subject to trade restrictions.



Anti-corruption laws

At TRIARC, we are committed to maintaining ethical and transparent business practices, rejecting all forms of corruption, including bribery. We base our business on integrity and the ability to offer fair deals, as well as on the quality of our products and the performance of our team. We recognize and respect the anti-corruption and anti-bribery laws in the countries where we operate, such as the Foreign Corrupt Practices Act (FCPA) in the United States, the General Law of the National Anti-Corruption System (SNA) in Mexico, and the Bribery Act 2010 in the United Kingdom, among others. These laws are applicable to all TRIARC members, regardless of their location or function.

Key responsibilities:

- Maintain clear and accurate records of all payments and transactions, including those to government officials, in TRIARC's records.
- Exercise caution when evaluating and selecting third parties who may interact with the government on behalf of TRIARC, as the company may be held liable for their actions. When in doubt, it is essential to seek guidance from the Legal Department.
- Report any suspicion of corrupt activities or bribery immediately.

Actions to avoid:

- Refrain from directly or indirectly offering, paying, or providing any benefit to obtain or retain business, influence business decisions or secure unfair advantages. It is crucial to avoid even the appearance of improper conduct, regardless of local or other company practices.
- Do not make payments, rewards, gifts, gratuities, or entertainment to government officials without prior review by the Legal Department.

- Refuse any offers from third parties to make or receive bribes, gratuities or other prohibited payments or gifts.
- Avoid hiring outside agents or consultants if there are suspicions that they may attempt to bribe government officials.

ABOUT THE COMPANY'S OWNERSHIP AND INFORMATION

Use of company property

At TRIARC, physical assets and intellectual property are used in business operations and must be properly used and protected. TRIARC property and information are used exclusively for legitimate business purposes and are subject to limited personal use exceptions. It is crucial to prevent loss or damage to company assets and may only be used for legitimate business purposes. Unauthorized personal use of assets and interference with job responsibilities, as well as the sale or gift of assets without prior authorization, must be avoided.

Key responsibilities

- Avoid damaging, misusing, stealing, embezzeling, or destroying any company's physical assets.
- If you drive a company vehicle (including carpool), rent or lease a vehicle for business purposes, or use such vehicles for business purposes, you must obtain authorization from the company by following applicable procedures and drive the vehicle safely and according to the law.

Actions to avoid:

- Never borrow, misappropriate or otherwise use company assets or property for your own personal benefit, except as authorized by TRIARC policies and procedures.
- Never allow personal use of company assets to interfere with your responsibilities to the company.
- Never sell, exchange or give away company property or assets without proper authorization.



Secret and Confidential Information at TRIARC

The information we develop in our business is of an original, proprietary, secret and/or confidential nature and is therefore proprietary and intended for the exclusive use of TRIARC.

At TRIARC we have defined four categories to classify our information:

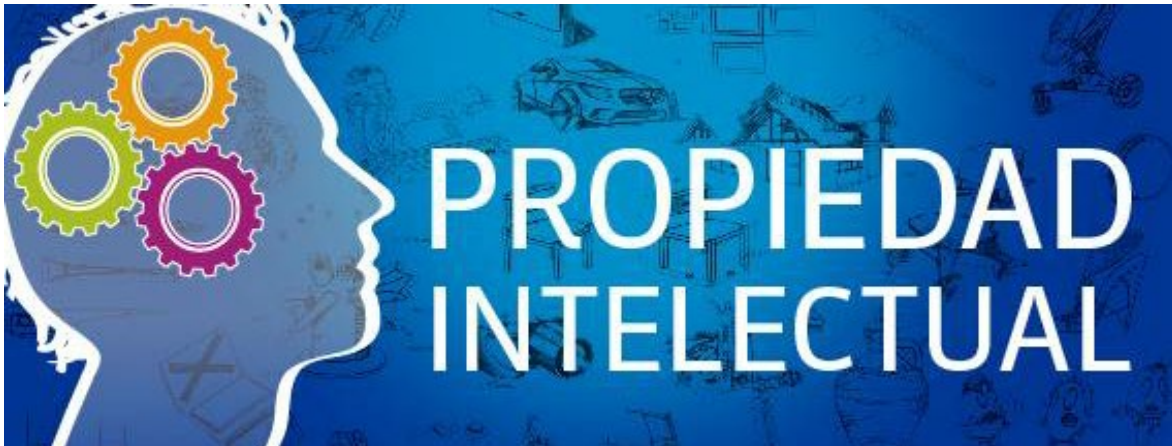
Secret: this is proprietary and extremely sensitive information that, if disclosed, is likely to violate privacy laws or have a negative impact on our competitive position in the marketplace or the achievement of our business objectives.

Confidential: this is sensitive internal business data that, if disclosed without proper authorization, could have a negative impact on our business and/or operations.

The correct handling of secret and confidential information is fundamental for the success of the company. Secret information is restricted and for exclusive use on a need-to-know basis, while confidential information will only be shared with authorized users and approved third parties. Disclosure of secret or confidential information is limited by the organization's code and policies.

Internal: it is information that should not be made public without authorization, it is not secret or confidential information.

Public: information approved for public dissemination.



Intellectual property:

Any discovery, improvement or invention made or conceived by any person, either alone or jointly with others, which pertains to or relates to TRIARC's business, its services, or the products it manufactures, whether or not patentable or otherwise protectable under applicable law, is the sole and exclusive property of the company. This applies for as long as the person(s) are employed by or on behalf of the company.

Key responsibilities:

- Take appropriate measures to fulfill your responsibility to safeguard and protect the company's secret or confidential information.
- Share secret or confidential information outside the company only in accordance with TRIARC's disclosure policies, for example, when necessary to further the company's business interests under a TRIARC-approved agreement.

Actions to avoid:

- Never disclose secret or confidential information outside the Company, except as required by law or as otherwise approved by this Code or TRIARC policies. When in doubt, seek guidance from your supervisor or the Company's Legal Department.
- Never use secret or confidential company information for your personal financial gain or for the financial gain or benefit of others.

Trade secrets - Disclosure exception:

Nothing in this code prohibits the disclosure of one or more of our trade secrets so long as such disclosure is:

- (1) Communicated in confidence to a federal, state, or local government official or an attorney, provided that such disclosure is made solely for the purpose of reporting or investigating a suspected violation of law.
- (2) Formulated in a complaint or other document filed in a lawsuit or other proceeding, provided that such filing is made under seal (i.e., the document filed is sealed by the court and is not part of any public record).
 - a. An employee who files a retaliation lawsuit against the company for reporting an alleged violation of the law may disclose the trade secret to his or her attorney and use the trade secret in the legal proceeding.

Confidential information about competitors, customers, suppliers and other

We are aware of and respect the right of others to protect their confidential information

Key responsibilities:

- Safeguard and protect the confidential information of competitors, customers, suppliers, or others with whom we do business.
- Contact the TRIARC Legal Department if you receive, possess, or discover confidential information that you believe belongs to another company and you are unsure whether TRIARC has the permission of the other party to use it.
- Comply with all legal and contractual obligations related to maintaining the confidentiality of others' information, including non-disclosure or confidentiality agreements.
- Use confidential customer information only for the purposes specified by the counterparty.
- Obtain appropriate licenses or permissions before using information or property belonging to others, such as software, printed material, audio recordings, trademarks, or logos.

Actions to avoid:

- Do not seek, accept, or use confidential information from our business partners (e.g., customers, suppliers, or others) or competitors with whom we do business without confirming that TRIARC has the necessary permission to possess and the right to use the information. If you are unsure, consult with the Legal Department before requesting, accepting, or using the information.



ON CONFLICTS OF INTEREST

At TRIARC we conduct all our activities with integrity and professional ethics, always placing the interests of the company above any personal interest, avoiding obtaining undue personal benefits

Interest in Suppliers, Customers and Competitors

A conflict of interest occurs when your position in the company provides you with an opportunity for personal gain. As TRIARC employees, it is our responsibility to avoid situations where our personal interests, or those of our family members, conflict or appear to conflict with the interests of the company.

Key responsibilities:

- Make decisions objectively and for the benefit of TRIARC and not for the benefit of yourself, your family members or third parties.
- Do not participate in the decision to hire a family member or to supervise a family member hired in the company.
- Report any relationships with customers or suppliers that could impair, or could be perceived as impairing, your ability to conduct business in the best interests of TRIARC.
- Promptly disclose to your supervisor any ownership or other business, financial, commercial, or related interest in any supplier, customer, or competitor prior to acquiring such interest.

Actions to avoid:

- Avoid personal influences or relationships that create a conflict of interest.
- Avoid entering into financial or other business relationships with suppliers, customers or competitors that may impair your business judgment on behalf of TRIARC.

Business Transactions and Labor Relationships with Other Companies

The ideal scenario expected by TRIARC is that, as an employee, you work exclusively on company business.

It may engage in another business activity provided that:

1. Do not impair or compete with TRIARC's activities and business.
2. The other activity does not interfere with the performance of his or her duties for the company.
3. Performing the other activity does not conflict with the best interests of TRIARC.

Gifts and Gratuities

It is common to exchange gifts and other business courtesies to develop relationships with customers, suppliers, and other stakeholders. We should exercise caution and good judgment when giving or exchanging any type of gift or business courtesy, remembering that gifts or gratuities should not be given to influence business decisions.

Key responsibilities:

- Only accept gifts that are appropriate for the business and that do not expose you or the company to embarrassment or conflict of interest.
- Accept only gifts of a promotional, occasional, and token nature that do not create a real or perceived conflict of interest in the circumstances in which the gift was given.

Actions to avoid:

Under no circumstances accept any of the following gifts:

- Any gift or thing of value in exchange for a favorable business decision.
- Cash payments.
- Gift cards, gift checks, loans, stock, or similar options.
- Season tickets, club memberships, expensive jewelry, computer equipment, firearms, or any type of rare or expensive household items, including art.
- Tickets for entertainment or travel events that impose an obligation to offer special consideration to the giver or to the company that person represents.
- Any item that is illegal, sexually explicit, involves gambling or otherwise violates our commitment to respect and treat fairly and respectfully all persons with whom we do business.



Purchase and Sale of Goods or Services

All persons performing purchasing functions for TRIARC are expected to procure materials and services on the most favorable terms available, through arm's length negotiations and by avoiding placing themselves in a position where they are (or appear to be) subject to influence or other pressures.

Circumstances may arise where you (if you perform purchasing functions for TRIARC), your close relatives or members of your household personally deal and trade with our suppliers. This type of trading in itself does not create a conflict of interest unless you, your close relative or a member of your household uses our business relationship with the supplier to obtain a personal benefit that you or they would not otherwise obtain. However, using our business relationship with a supplier with the express intent or purpose of obtaining a personal benefit constitutes a conflict of interest and is prohibited.

It is prohibited to accept, pay with money or any other item of value, directly or indirectly, for negotiating, obtaining, recommending, or assisting in the purchase, sale, or rental of real or personal property, goods, materials or services purchased or sold by the company.

Business Opportunities

What a TRIARC employee or officer should not do:

1. Do not take personal ownership of business opportunities that rightfully belong to TRIARC and of which you become aware through the use of company property or information or your position in the company.

2. Do not use any company property, information, or position for personal gain without proper authorization.
3. Do not participate in any activity that may be considered in competition with the company.

Actions to avoid:

- Never acquire any interest in outside entities, properties, or assets in which the company has an interest or a pending intention to acquire without the approval of TRIARC's Chief Executive Officer.
- Never use the company's intellectual property or information for personal financial gain.
- Do not conduct any activity that involves competition with TRIARC.

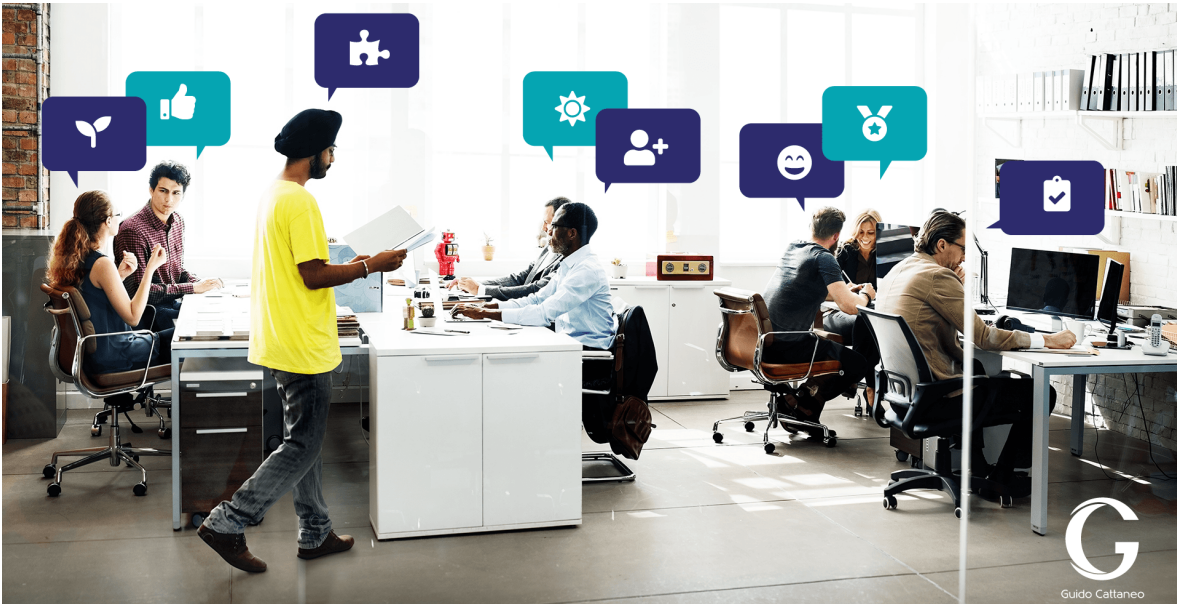
Charitable and Political Contributions

Those who participate in political activities in any capacity should not involve TRIARC, clearly stating that they are acting in a personal capacity and not on behalf of the company.

Every employee or official must comply with the requirements established by local laws regarding political contributions in the countries in which we operate, as well as with the internal guidelines established by TRIARC.

Actions to avoid

- *Never make political contributions using company funds or other resources.*
- *Do not solicit charitable or political contributions as a condition of or to influence a business decision.*
- *You are prohibited from soliciting or soliciting gifts, services or contributions from customers, suppliers, or other business partners for yourself or for TRIARC, except for charitable organizations that the company supports.*



OUR WORKPLACE

At TRIARC, we are committed to maintaining a safe work environment that fosters diversity, equality, and freedom of expression, as well as being aware of the impact our decisions have on the environment and the community, and we act with social responsibility.

Equal Employment Opportunity, Discrimination and Harassment

TRIARC is committed to equal employment opportunities for its workforce and provides workplaces free from discrimination, harassment, and retaliation.

TRIARC prohibits discrimination on the basis of race, age, marital status, national origin, physical condition, disability, gender identity, pregnancy, religion, sexual orientation, or any other legally protected characteristics.

Key responsibilities:

- Respect the similarities and differences of co-workers consistent with our commitment to equal employment opportunity.
- Make employment decisions based on individual merit and legitimate business reasons.
- Immediately communicate your concerns about possible discrimination or harassment to Human Resources, and/or to the TRIARC Ethics Line, either on its website, (www.triarc.lineaetica.com.mx) or by calling 800 04 Ethics (38422).

Actions to avoid:

- Do not make comments or display materials that are demeaning to others.
- Do not retaliate against anyone for raising a concern about possible.
- discrimination or harassment.

Workplace Violence and Weapons

The company is committed to providing a safe and secure workplace for employees and visitors. TRIARC reserves the right to search company property and vehicles within the company at any time in accordance with legal requirements. Searches may be conducted without prior notice and regardless of whether you are present.

Employees who fail to abide by these rules are subject to disciplinary action, up to and including termination. Violating third parties will be removed from TRIARC premises and/or subject to other appropriate measures as appropriate.

Key responsibilities:

- Immediately report any concerns about workplace violence or situations involving weapons to Security, Management or Human Resources. In emergency situations, contact law enforcement.

Actions to avoid:

- Do not participate in situations involving harassing, threatening, bullying, intimidating, violent or other similar hostile behavior.
- Do not carry licensed or unlicensed firearms on TRIARC property, except, where allowed by state law, employees may store lawfully possessed firearms or other weapons in their personal vehicles while parked on Company property provided the vehicle is locked and such firearms or other weapons are hidden from plain view or locked in a case or a container within the vehicle.



Drug and Alcohol-Free Workplace

At TRIARC, we are committed to maintaining drug- and alcohol-free work environments to ensure the safety and well-being of our employees. To reinforce this measure, we implement drug testing policies and programs.

Key responsibilities:

- Participate in drug testing programs when requested by your workplace.
- Understand that the consumption of alcohol on the premises, during the day or activities related to TRIARC, is only permitted at authorized events and under the understanding that it must be done in a safe manner, maintaining composure, and acting legally at all times.
- Make sure that, if you bring medications to the facility, they are prescribed according to your physician's instructions and adhere to TRIARC's restrictions and policies.

Actions to avoid

- Never consume or distribute alcohol or illegal drugs at work, or report to work in possession of or under the influence of alcohol or illegal drugs.
- Never work "under the influence" of drugs (including prescription drugs) that impair your ability to work safely and productively.

E-mail, Internet Usage and Social Networks

E-mail, the Internet and social media are effective business communication tools and must be used in a professional and legal manner in compliance with our policies and this Code.

Key responsibilities:

- Use e-mail and the Internet for business purposes only.
- Be cautious and use common sense when discussing topics that may be company-related, even if you think your communications are personal. Make sure your messages or postings comply with this Code and our policies.
- When sending e-mails, include only relevant and factual information. Avoid speculation, opinions or comments that could be misinterpreted.
- TRIARC's information technology and electronic communication systems are proprietary to TRIARC, and TRIARC may monitor, review, and disclose your use of e-mail or the Internet without your knowledge.
- Remember that all communications must comply with confidentiality requirements in accordance with TRIARC's privacy policies and notices.

Actions to avoid

- Do not under any circumstances use personal e-mail accounts for TRIARC commercial purposes.
- Do not use electronic means to transmit, retrieve, review, store or access communications, websites or other materials prohibited as content:
 - Discriminatory or harassing to any individual or group
 - Pornographic, obscene, maliciously false or threatening
 - Misuse the company's Secret or Confidential information for any illegal purpose.
- That do not conform to company policy.
- Do not post TRIARC's or its customers' Secret or Confidential information or information that is proprietary to the company.



Health and Safety Issues

The physical integrity, safety and occupational health and safety of our employees, contractors and visitors are top priorities at TRIARC, equal in importance to any other function or objective of our company.

We take the necessary actions to ensure that the following occupational health and safety objectives are met:

- a) Provide and maintain safe and healthy workplaces.
- b) Provide and maintain a suitable working environment.
- c) Develop a safety culture among personnel.
- d) To provide necessary tools in situations where teleworking is required.

In addition, TRIARC provides employees with safety education and training to achieve safety objectives.

Key responsibilities:

- Know and follow the legal requirements, as well as TRIARC safety rules, policies, and procedures applicable to your job. This includes company standards for the use of personal protective equipment and other safety rules.
- Work with TRIARC Safety and Environmental managers to understand and comply with laws, rules, and regulations, as well as your safety responsibilities.
- Ensure that the operations and business processes in which you participate are effectively implemented and adhere to all TRIARC safety programs.
- Immediately report any unsafe condition or accident, no matter how minor, to a Supervisor or Safety and Environmental representative.

Actions to avoid

- Never engage in unsafe activities while on TRIARC premises.
- Never attempt to manage a contact or inquiry from a government agency on safety issues on your own, always involve the Safety and Environment staff

Environmental Issues

We are aware of the risks associated with the environmental impact of energy use, water, and waste management in all our operations. We are committed to identifying, addressing, and mitigating these risks as far as possible throughout our value chain.

1.- We recognize the protection and conservation of the environment as part of our social commitment.

2.-We encourage the development and diffusion of environmentally friendly technologies in our operations.

3.- We take the necessary actions to ensure that TRIARC:

- a) Effective emergency response procedures are in place to minimize the impact of unpredictable incidents.
- b) Significant changes in operating units and processes are evaluated in advance to prevent adverse impacts on the environment.
- c) Discharges to drainage and emissions to the air are reduced, avoiding that these do not cause an adverse environmental impact.
- d) Promote the use of clean energy sources, make efficient use of energy, and monitor energy consumption.

e) The necessary measures are taken to prevent environmental accidents that may be caused by our operations.

f) Promote the efficient use of water, as well as activities that encourage its care and conservation.

Key responsibilities:

- Understand and comply with environmental legal requirements and TRIARC policies applicable to your work.
- Work with TRIARC Safety and Environmental personnel to understand and comply with environmental laws, rules and regulations and their responsibilities.
- Ensure that the operations and business programs in which you participate effectively implement TRIARC's environmental protection programs.

Actions to avoid

- Do not handle a contact or inquiry from a government agency on environmental issues on your own, involve Safety and Environmental personnel.
- Never engage in or permit activities that are inconsistent with applicable TRIARC or legal environmental requirements and policies.



REPORTING CODE VIOLATIONS

At TRIARC, our values are an essential and indispensable part of our life and culture, therefore, we take seriously any report of illegal practices or inappropriate conduct detected in our company.

Our commitment in this regard is:

- 1.- Maintain total confidentiality of the reports received by TRIARC's directors from its collaborators and third parties, or those collected through the TRIARC Ethics Line or by any other means, except when it is mandatory to disclose part or all of the content of the report and/or its corresponding investigation, according to the applicable legislation.
- 2.- Not to tolerate accusations made against an innocent person in bad faith and without foundation.
- 3.- To carry out objective and well-founded investigations to determine that a person has performed any act or omission in violation of the Code of Ethics and other internal guidelines.
- 4.- Not to take any type of retaliation against persons who report and/or collaborate in good faith in investigations where there is a presumption of non-compliance with any provision established in the TRIARC Code of Ethics or in other internal guidelines.
- 5.- Establish corrective measures in case of failure to report any violation of this TRIARC Code of Ethics and/or other internal guidelines of which it is aware, which implies being jointly responsible for it.
- 6.- Attend and document all reports received on the TRIARC Ethics Hotline.



TRIARC ETHICAL LINE

We promote and facilitate the detection of illegal practices and inappropriate conduct through open communication and formal processes implemented in accordance with the provisions established in the TRIARC Code of Ethics, and we report violations in a timely manner.

1. The TRIARC Ethics Line is a formal process used by employees, as well as third parties with whom TRIARC has a relationship in the development of its operations, to report any breach of the Code of Ethics and other internal guidelines.
2. The TRIARC Ethics Line is available 24 hours a day, every day of the year and is administered confidentially by a specialized company outside TRIARC.
3. The TRIARC Ethics Line is monitored by the TRIARC Ethics Committee, composed of the Vice-Presidency of Human Capital, representatives of the Legal area and the General Management.
4. Any non-compliance with the TRIARC Code of Ethics and other internal guidelines may be reported to the TRIARC Ethics Line, and/or to the Ethics Committee or the Human Resources area.

To facilitate the submission of reports on the Ethics hotline, we have the following means:

- Internet: www.triarc.lineaetica.com.mx
- Phone: **1 888 876 7548**
- EthicsGlobal App, download it to your cell phone, open it and type the code TAT-3739-TRI or scan the QR to use the line (Add QR).

Download the **EthicsGlobal App** on your cell phone

Once you have downloaded the APP, open it and type the code **TAT-3739-TRI** or scan the QR to use the TRIARC line.



 **EthicsGlobal**[®]

ATTENTION TO QUESTIONS AND CONCERNS

We promote a culture of prevention, so we receive questions and concerns regarding compliance with our Code of Ethics and other Internal Guidelines through the TRIARC Ethics Line.

CORRECTIVE ACTIONS

1. Violations of this TRIARC Code of Ethics and the other Internal Guidelines shall be subject to corrective action.
2. The severity of the corrective measures shall be in accordance with the seriousness of the offenses committed.
3. Corrective measures range from a written reprimand, dismissal, to filing a criminal complaint with the competent authorities and the exercise of any other appropriate legal action.
4. We consider it a violation of this code not to apply corrective measures for non-compliance with this code.

