

FEMSA Comercio stands out for good labor inclusion practices for people with disabilities and older adults

- *As of 2019, more than 900 people with disabilities and more than 2,400 older adults have joined the company's initiatives in this matter.*
- *Employees work in convenience stores, distribution centers and service stations.*

Mexico City, Mexico. December 3, 2019 .- During 2019, nine hundred twenty-one people with disabilities and 2,428 seniors were hired to work in OXXO stores and distribution centers, as well as in OXXO GAS service stations.

These actions were carried out as part of the labor inclusion program promoted by FEMSA Comercio for the integration of people with disabilities and older adults on equal opportunities.

As part of the process of recruiting people in vulnerable situations, FEMSA Comercio carries out specialized diagnoses to identify the needs and competences of the applicants, which makes it possible for the company to offer them appropriate job positions.

One of the axes of the labor inclusion program for people with disabilities, is the installation of OXXO's Directed Work Training Centers, which enable spaces that simulate the operation of OXXO stores with the purpose of providing training. The above is carried out in synergy with specialized institutions such as the DIF System.

Currently, there are 11 OXXO Directed Work Training Centers nationwide.

FEMSA Comercio focuses its strategy on creating working, cultural and physical environment conditions that favor the inclusion of vulnerable groups. Being able to have a positive influence in the community serves as a motivation to continue promoting the professional development of people with disabilities and older adults in Mexico and to multiply their opportunities for job training and employment.

With these actions, FEMSA Comercio reinforces its commitment to continue working to be a source of employment for people in vulnerable situations and to contribute to the cultural transformation of society and the construction of inclusive spaces that promote equal opportunities.

Press Release

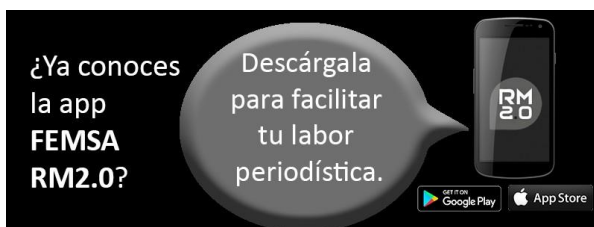
December 3, 2019

About FEMSA

FEMSA is a leading company that creates economic and social value through companies and institutions and seeks to be the best employer and neighbor of the communities where it has a presence. It participates in retail trade through FEMSA Comercio, which includes the Proximity Division and of which OXXO, a chain of small format stores, is a part of. It also has a Health Division that includes pharmacies and related activities as well as a Fuel Division that operates the service stations chain, OXXO Gas. In the beverage industry it operates Coca-Cola FEMSA, public bottler of Coca-Cola products; in the beer sector, it is a shareholder of HEINEKEN, a company present in more than 70 countries. Additionally, through FEMSA's Strategic Businesses Business Unit, it offers logistics services, point-of-sale refrigeration solutions and plastics solutions to FEMSA companies and external clients. Through its Business Units, it employs approximately 300 thousand employees in 13 countries. FEMSA is a member of the Dow Jones Sustainability MILA Pacific Alliance Index, the FTSE4Good Emerging Index and the Mexican Stock Exchange Sustainable IPC, among other indices that evaluate its performance in sustainability.

About FEMSA Comercio

FEMSA is a leading company participating in the beverage industry with Coca-Cola FEMSA, the largest franchise bottler of Coca-Cola products in the world; and in the beer industry, through its ownership of the second largest equity stake of Heineken, one of the world's leading brewers with operations in over 70 countries. FEMSA participates in the retail sector with FEMSA Comercio, which operates various small-format chain stores including OXXO; a Fuels Division operating the OXXO GAS service stations chain; and a Health Division that includes pharmacies and related operations. In addition, through FEMSA Strategic Businesses, the company offers logistic services, point-of-sales cooling solutions and plastic solutions for FEMSA's companies and external customers.



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