

## Press Release

Wednesday, January 26, 2022

### FEMSA and Coca-Cola FEMSA included in Bloomberg Gender-Equality Index

- *For the first time, the Bloomberg Gender-Equality Index (GEI) has included FEMSA. This is the fourth consecutive year for Coca-Cola FEMSA.*
- *FEMSA debuts in the GEI scoring 63.5% in the Inclusive Culture, above the 55.65% the industry standard, and 100% in Disclosure, surpassing the 96% global average*
- *Coca-Cola FEMSA is the only beverage company and the only bottler in Latin America to be included in this year's Index.*

**Mexico City, January 26, 2022.**- For the fourth consecutive year, Coca-Cola FEMSA, and for the first time, FEMSA were considered in the Bloomberg Gender-Equality Index, thanks to their developing gender equality policies such as female talent encouragement, pay parity, and growth opportunities.

Because of their outstanding gender equality practices and policies, both organizations were recognized together with other 416 companies based in 45 countries and spread over 11 different industries.

The GEI tracks the performance of companies listed on international markets and measures gender equality using 70 metrics classified into five core pillars: female leadership and talent pipeline, equal pay and gender pay parity, anti-sexual harassment policies, inclusive culture, and women brand.

“We are proud to recognize FEMSA, Coca-Cola FEMSA, and the other 412 companies included in the 2022 GHG for their commitment to transparency and for setting a new standard in gender-related data reporting,” said Peter T. Grauer, Chairman of the Board of Bloomberg and founding chairman of the 30% Club.

“Although the GEI inclusion threshold has increased, the list of members continues to grow. This is proof that more companies are working to improve their gender-related metrics, fostering more opportunities for diverse talent to succeed in their organizations,” added Grauer.

For more information:

Hanako Taniguchi

Óscar Martínez

T. +52 55 5249 6820

T. +52 81 8318 1863

[femsa.com](http://femsa.com)

[relacionconmedios@femsa.com.mx](mailto:relacionconmedios@femsa.com.mx)

## Press Release

Wednesday, January 26, 2022

FEMSA debuts in the index scoring 63.5% in the Inclusive Culture—well above the 55.65% the industry standard—and 100% in Disclosure, exceeding the 96% global average.

In September 2021, FEMSA created the Sustainability, Inclusion and Diversity Committee, under the leadership of José Antonio Fernández Carbajal, Executive Chairman of the Board of Directors at FEMSA, and Francisco Camacho Beltran, Chief Corporate Officer, to enhance the company's strategies within the ESG framework.

The Committee set the goal of increasing the representation of women among managers and directors by 20 points by 2030.

“At FEMSA, we are proud of every step taken to foster an inclusive environment, while recognizing our challenges. For this reason, we publicly declare our commitment. Gender equity, as well as the inclusion of all diversities, is an integral part of our way of doing business. It a business priority we know directly impacts the societies and economies of the countries where we operate,” said Alessandra Carrascoza, Chief Officer of Diversity and Inclusion.

The GEI is now in its seventh year, and it is the fourth consecutive time that Coca-Cola FEMSA is being featured. To position itself as an ESG company, Coca-Cola FEMSA discloses gender-related social metrics and actions taken to improve them, while fostering more opportunities that allow diverse talent to develop within the Company.

“Being featured for the fourth consecutive year in the Gender-Equality Index directly results from actions, initiatives, policies, and guidelines that we have carried out at Coca-Cola FEMSA to transform our organization. This reaffirms our commitment to continue promoting a work culture leveraged on equal opportunities for our people’s comprehensive development, all within an inclusive, diverse work environment that contributes to the challenges of the business,” said John Santa Maria, CEO of Coca-Cola FEMSA.

Coca-Cola FEMSA has implemented actions to transform their culture, from the creation of its DNA—comprised of five key elements transversally improving and guiding everyday work—to the development and execution of the Inclusion and Diversity strategy based on three pillars: 1) inclusive leadership installation; 2) flexible and open environment creation, and 3) diverse talent development.

For more information:

Hanako Taniguchi      Óscar Martínez  
T. +52 55 5249 6820    T. +52 81 8318 1863  
[femsa.com](http://femsa.com)  
[relacionconmedios@femsa.com.mx](mailto:relacionconmedios@femsa.com.mx)



## Press Release

Wednesday, January 26, 2022

“Our commitment is to continue strengthening ourselves and placing ourselves among the best ESG companies in the world, adopting gender policies, along with environmental, social and governance policies, and in this way, extend the promotion of equality within the company, and also to throughout our entire value chain, as well as in the communities where we have a presence,” said María del Carmen Alanis, Director of Corporate Affairs for Coca-Cola FEMSA.

Coca-Cola FEMSA is the only beverage company, and the only bottler in Latin America included in this year’s index, standing out mainly as a company that promotes salary parity, focusing on the well-being of its people and valuing the talent of its people. And for its policies that promote equality and the creation of safe spaces for the people who collaborate in it, which demonstrates the Company’s leadership and commitment to equality as a critical component to cooling the world efficiently and sustainably.

“Inclusion and diversity are a key element of Coca-Cola FEMSA’s organizational culture, and we are convinced that a diverse company understands the needs of their consumers and the communities where it operates. For this reason, our vision is to create an organizational environment in which each person can feel included, have development possibilities, and be recognized for their talent and value generation on the basis of their expertise, behavior, and results,” said Karina Awad, Chief Human Resources Officer at Coca-Cola FEMSA.

By promoting metrics related to gender equality using the Bloomberg GEI framework, the companies included in the index have provided a comprehensive view of investment in gender equality in the workplace and in communities where they operate.

For more information:

Hanako Taniguchi

Óscar Martínez

T. +52 55 5249 6820

T. +52 81 8318 1863

[femsa.com](http://femsa.com)

[relacionconmedios@femsa.com.mx](mailto:relacionconmedios@femsa.com.mx)





## Press Release

Wednesday, January 26, 2022

### About FEMSA

---

*FEMSA is a company that generates economic and social value through companies and institutions and seeks to be the best employer and neighbor of the communities where it operates. It participates in retail trade through FEMSA Comercio, which comprises the Proximity Division, of which OXXO, a small-format store chain, is part; a Health Division that includes drugstores and related activities; and a Fuels Division that operates the OXXO Gas service station chain. Coca-Cola FEMSA participates in the beverage industry, the world's largest bottler of Coca-Cola products by sales volume; and in the beer sector, as the second-largest shareholder in HEINEKEN, one of the world's leading beer companies with operations in more than seventy countries. FEMSA also participates in the logistics and distribution industry through FEMSA Strategic Businesses, which additionally provides refrigeration solutions at point-of-sale and plastic solutions to its companies and external clients. Through its Business Units it employs more than 320,000 collaborators in thirteen countries. FEMSA is a member of the MILA Pacific Alliance Sustainability Index of the Dow Jones, the FTSE4Good Emerging Index, and the Sustainable IPC of the Mexican Stock Exchange, among other indices that evaluate its sustainability performance.*

### About Coca-Cola FEMSA

---

*Coca-Cola FEMSA, S.A.B. de C.V. It is the largest bottler of Coca-Cola products in the world by sales volume. The Company produces and distributes beverages under the trademarks of The Coca-Cola Company, offering a broad portfolio of 131 brands to more than 257 million consumers every day. With more than 83 thousand employees, the company markets and sells approximately 3.3-billion-unit cases through 2 million points of sale per year. By operating 49 manufacturing plants and 275 distribution centers, Coca-Cola FEMSA is committed to generating economic, social, and environmental value for all its stakeholders throughout the value chain. The Company is a member of the Dow Jones Sustainability Index for Emerging Markets, the MILA Pacific Alliance Sustainability Index of the Dow Jones, FTSE4Good Emerging Index, the IPC and Social Responsibility and Sustainability indices of the Mexican Stock Exchange, among other indices. Its operations cover certain territories in Mexico, Brazil, Guatemala, Colombia, Argentina, and, at the national level, in Costa Rica, Nicaragua, Panama, Uruguay and Venezuela through its investment in KOF Venezuela. For more information, visit [www.coca-colafemsa.com](http://www.coca-colafemsa.com)*

For more information:

Hanako Taniguchi

Óscar Martínez

T. +52 55 5249 6820

T. +52 81 8318 1863

[femsa.com](http://femsa.com)

[relacionconmedios@femsa.com.mx](mailto:relacionconmedios@femsa.com.mx)

