

Press Release

Tuesday, January 31, 2023

FEMSA and Coca-Cola FEMSA Once Again Included in Bloomberg Gender-Equality Index 2023

- Coca-Cola FEMSA is listed for the fifth consecutive year, while FEMSA is listed for the second year in a row.
- Among the inclusion actions, FEMSA has a goal to increase female representation among managers and directors by 20%, on the current basis, by 2030.

Monterrey, Nuevo Leon, Mexico. January 31, 2023. – Coca-Cola FEMSA and FEMSA were listed for the fifth and second consecutive year, respectively, in the Bloomberg Gender-Equality Index, for their results in implementing gender equality projects and platforms and consequently hiring, promoting and development women in the workplace.

The 2023 Bloomberg Gender-Equality Index (GEI) measures the performance of publicly traded companies engaged in reporting data related to gender equality across five pillars: leadership and talent pipeline equal and gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand.

For its 2023 edition, Bloomberg analyzed the strategies of 485 companies, from 45 countries, that demonstrated their commitment to gender equality and career development opportunities for women.

"At FEMSA and Coca-Cola FEMSA, we work every day to foster an inclusive environment. Gender equality, as well as the inclusion of all diversities, is an integral part of the way we do business, a business priority that we know directly impacts the societies and economies of the countries in which we operate. Being in this index for the second and fifth consecutive year is the result of our actions, initiatives, policies and guidelines to transform the organization and reaffirms our commitment to continue promoting a work culture leveraged on equal opportunities for the integral development of our people," said Alessandra Carrascoza, FEMSA's Manager of Diversity, Equity and Inclusion.

For its part, Coca-Cola FEMSA managed to increase its score by 10 points compared to last year's index, positioning itself once again on the index, standing out mainly in the strengthening of the inclusive culture focused on programs, policies and practices that promote the well-being of its people; thus, reinforcing its commitment and leadership with gender equity and the creation of safe spaces for the development of diverse talent.

Coca-Cola FEMSA's commitment to Diversity, Equity and Inclusion is based on a strategic framework with three pillars: installing inclusive leadership; creating a safe and flexible environment; and developing diverse talent. The vision is to create an environment where each person, through their knowledge and competencies, can feel

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included, have development possibilities and be recognized for their talent and value generation, positively impacting the communities they serve.

The inclusion of FEMSA and Coca-Cola FEMSA in the 2023 Bloomberg Gender-Equality Index is the result of their constant work in this area over the last few years.

In 2021, FEMSA created its Sustainability, Inclusion and Diversity Committee, under the leadership of José Antonio Fernández Carbajal, Executive Chairman of FEMSA's Board of Directors, and Francisco Camacho Beltrán, Corporate Director, to enhance the company's ESG strategies.

Through the committee, the company has set a goal to increase female representation among managers and directors by 20%, on the current basis, in 2030, to increase the inclusion of women in management positions.

The results of the 2023 Bloomberg Gender-Equality Index were released on January 31 in New York, USA; companies included in this year's index scored at or above an overall threshold set by Bloomberg to reflect disclosure and compliance or adoption of best-in-class statistics and policies.

Both the survey and participation in the GEI are voluntary and free of charge, for this process Bloomberg collected this data for benchmarking purposes only, the index is not ranked. While all listed companies are encouraged to disclose supplemental gender data for inclusion in their investment profile on the Bloomberg Terminal, those with a market capitalization of USD1 billion are eligible for inclusion in the index.

About FEMSA

FEMSA is a company that creates economic and social value through companies and institutions and strives to be the best employer and neighbor to the communities in which it operates. It participates in the retail industry through a Proximity Division operating OXXO, a small-format store chain, OXXO Gas, a chain of retail service stations, and Valora, our European retail unit with convenience store and food service operations. In the retail industry it also participates through a Health Division, which includes drugstores and related activities and Digital@FEMSA, which includes Spin by OXXO and OXXO Premia, among other loyalty and digital financial services initiatives. In the beverage industry, it participates through Coca-Cola FEMSA, the largest franchise bottler of Coca-Cola products in the world by volume; and in the beer industry, as the second largest shareholder of Heineken, one of the world's leading brewers with operations in over 70 countries. FEMSA also participates in the logistics and distribution industry through its Strategic Business Unit, which additionally provides point-of-sale refrigeration and plastic solutions to its business units and third-party clients. Across its business units, FEMSA has more than 320,000 employees in 18 countries. FEMSA is a member of the Dow Jones Sustainability MILA Pacific Alliance, the

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FTSE4Good Emerging Index and the Mexican Stock Exchange Sustainability Index: S&P/BMV Total México ESG, among other indexes that evaluate its sustainability performance.

About Coca-Cola FEMSA

Coca-Cola FEMSA, S.A.B. de C.V. is the largest Coca-Cola franchise bottler in the world by sales volume. The Company produces and distributes trademark beverages of The Coca-Cola Company, offering a wide portfolio of 131 brands to a population of more than 257 million. With over 83 thousand employees, the Company markets and sells approximately 3.3 billion unit cases through close to 2 million points of sale a year. Operating 49 manufacturing plants and 275 distribution centers, Coca-Cola FEMSA is committed to generating economic, social, and environmental value for all of its stakeholders across the value chain. The Company is a member of the Dow Jones Sustainability Emerging Markets Index, Dow Jones Sustainability MILA Pacific Alliance Index, FTSE4Good Emerging Index, and the Mexican Stock Exchange's IPC and Social Responsibility and Sustainability Indices, among others. Its operations encompass franchise territories in Mexico, Brazil, Guatemala, Colombia, and Argentina, and nationwide, in Costa Rica, Nicaragua, Panama, Uruguay, and Venezuela through its investment in KOF Venezuela. For further information, please visit www.coca-colafemsa.com

About Bloomberg

Bloomberg, the global business and financial information and news leader, gives influential decision makers a critical edge by connecting them to a dynamic network of information, people and ideas. The company's strength — delivering data, news and analytics through innovative technology, quickly and accurately — is at the core of the Bloomberg Terminal. Bloomberg's enterprise solutions build on the company's core strength: leveraging technology to allow customers to access, integrate, distribute, and manage data and information across organizations more efficiently and effectively.

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