

Press Release

Wednesday, May 18, 2022

OXXO and Tecnológico de Monterrey Join Forces to Offer Courses on Human Dignity

- *They seek to strengthen and drive the OXXO System towards an inclusive culture that allows the comprehensive growth of people.*
- *Courses are comprised of six topics related to inclusion, diversity, and gender perspective.*
- *Content was designed by the Center for the Recognition of Human Dignity at Tec de Monterrey.*

Monterrey, Nuevo Leon, Mexico. May 18, 2022. – OXXO and the Tecnológico de Monterrey join efforts to raise awareness and raise awareness about the importance of recognizing human dignity, diversity, equity, and inclusion through training courses, through which they seek to strengthen and promote the System OXXO towards a culture that allows the integral growth of people, their inclusion and celebrate diversity.

“In general, people who make up a minority or group that have historically suffered discrimination for reasons of intellectual or physical disability, age, gender, race, religion or sexual orientation, face adverse conditions to obtain work, which places them in a situation of vulnerability, therefore, at OXXO we undertake this type of effort, in coordination with Tec, since we share the humanist philosophy of Don Eugenio Garza Sada: Respect for human dignity is above any economic consideration,” said Diego Minakata, Human Resources Director at OXXO.

The courses, which the Center designed for the Recognition of Human Dignity at Tec de Monterrey, began in March of this year through the professional training platforms operating at FEMSA. The content touched upon six topics:

- Let’s talk about human dignity.
- Understanding unconscious biases.
- Gender perspective.
- ABC of inclusion and diversity.
- Awareness and prevention of gender violence.
- Towards gender equality.

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In 2017, the Tecnológico de Monterrey created the Center for the Recognition of Human Dignity as an autonomous entity that coordinates the institution's gender equality, diversity, and inclusion strategy, to ensure at all times its principle of equality and not discrimination.

“At Tec, we are convinced that promoting the recognition of human dignity contributes to having safer, more egalitarian, diverse, and inclusive communities, with a gender perspective that allows equal opportunities and promotes human flourishing. Adding training efforts around human dignity contributes to having an increasingly inclusive society, which celebrates and embraces the diversity of each person”, said Felisa González, Director of the Center for the Recognition of Human Dignity and Ombudsperson of the Institution.

Thanks to work carried out by said Center, OXXO strengthened its foundations and reinforced its commitment to creating an inclusive culture by raising awareness and empowering its collaborators on issues of human dignity, diversity, equity, and inclusion and, in this way, multiply the impact on the communities where it has a presence.

This is one more of the actions with which OXXO and FEMSA endorse their commitment to inclusion and diversity, which they have promoted in recent years with programs for hiring the elderly, refugees, people with disabilities, and other groups in situations of vulnerability..

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

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Stock Exchange, among other indices that evaluate its sustainability performance.

About FEMSA Proximity

FEMSA's Proximity Division generates economic and social value in the countries where it has a presence. It operates different small-format retail chains in Mexico, Brazil, Colombia, Chile, and Peru, among which are the OXXO stores. It also operates service stations under the OXXO GAS brand in Mexico. Through its business units, FEMSA's Proximity Division serves more than 13 million consumers every day and employs more than 160,000 employees, promoting inclusion, diversity, and sustainability practices in its teams to operate in harmony with the planet, community, and value chain.

About Tecnológico de Monterrey

Tecnológico de Monterrey (<http://www.tec.mx>) is a private, non-profit multi-campus university system. Since its foundation in 1943, it has stood out for its academic excellence, educational innovation, entrepreneurship, and internationalization. It has campuses in 29 cities in Mexico, an enrollment of more than 67,000 undergraduate and graduate students and almost 7,000 professors, and more than 26,000 high school students and 2,500 teachers at that level. The Commission has accredited the institution on Colleges of the Southern Association of Colleges and Schools (SACSCOC) since 1950. The QS World University Rankings (2022) is in position 161, placing 30th among universities deprived of the world; and in the QS Graduate Employability Rankings (2022) as number 1 in Latin America, 26 in the world. In the Times Higher Education Latin America University Rankings (2021), it ranks 4th in Latin America; It is also the only university outside the US in the Top Schools for Entrepreneurship Ranking (2021) by Princeton Review and Entrepreneur, occupying position 5 in entrepreneurship programs at the undergraduate level. It belongs to various networks of international prestige, such as the Association of Universities of the Pacific Basin (APRU).

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