



Global Sustainability Policy

Global Sustainability Leadership



1. Objective

Establishing general guidelines to make sustainability part of the business strategy, which will allow us to boost the wellbeing of both people and nature along our value chain.

2. Scope

This policy is applicable to all of Grupo Bimbo's Organizations, affiliates, and subsidiaries regardless their location and functions, as well as their relationship with third parties.

3. Definitions

Sustainability: These are the actions taken to meet the company's internal and external objectives at an economic, social and environmental level without compromising the resources of future generations and ensuring their permanence through time. Said actions are aligned with Grupo Bimbo's sustainability cornerstones and the eight initiatives which are, in turn, aligned with three major strategies: Nourishing a Better World for You, for Life, and for Nature.

CSO: Chief Sustainability Officer.

Sustainability Leadership: The team that leads the implementation of the sustainability strategy across the entire company.

Global Initiative Leaders: The leaders of each of the eight initiatives which make up the sustainability strategy.

Local Initiative Leaders: The sustainability strategy leaders in each organization of Grupo Bimbo.

Sustainability Leaders: The leaders of the Global Sustainability Committees. They are in charge of aligning local initiatives with the sustainability strategy.

Global Sustainability Committee: Composed by the global leaders of each of the eight initiatives, the Sustainability Corporate Team and the CSO. It has quarterly meetings to coordinate efforts, set goals and assess risks in order to meet the objectives.

Local Sustainability Committees: Integrated by the local leaders of each of the eight initiatives. It is coordinated by the sustainability leader of the organization and the executive team of each business unit.

Relevant Groups: It refers to those who have an impact on or are affected by the company's actions. They are classified in two categories, internal and external.

- **Internal:** This group is made up of shareholders/partners, associates, and collaborators' representatives. Their decisions and those of the company have a direct impact on the business growth.
- **External:** People who have a relationship with the company and have some shared objectives. An appropriate interaction between them results in win-win relationships. This group is made up of clients, suppliers, vendors, contractors, competitors, consumers, society, government, corporate organizations, investors, international organisms Grupo Bimbo is part of, media outlets, social organizations, higher education and research institutes, and embassies.

4. General Guidelines

At Grupo Bimbo we pledge to Nourishing a Better World contributing to the betterment of the environment's and people's wellbeing, helping fight against the deterioration of nature offering more diverse nutrients in simpler recipes and empowering our communities throughout our value chain. All of it is done through three priorities and eight key initiatives:



We Nourish a Better World for You

We pledge to offer a better nutritional experience through:

- Offering healthier and simpler recipes, as well as positive nutrition in each option.
- Using more whole grain cereals and plant-based food to allow healthier plant-based diets.
- Empowering our consumers so that they can make smarter choices based on clear and transparent information.

We Nourish a Better World for Life

We pledge to improve the life of every single person we reach through:

- Having a positive impact on the communities where we are present and supporting our business partners.
- Creating safe, healthy, diverse, unbiased, and inclusive workplaces that foster a personal and professional culture of development for each and every single associate of Grupo Bimbo.

We Nourish a Better World for Nature

We pledge to protect and regenerate our natural systems through:

- Promoting a circular economy and reducing waste along our value chain by using sustainable packaging, ensuring operational efficiency and reducing food and water waste.
- Reaching net zero carbon emissions by 2050 maximizing the use of renewable energy and optimizing the use of our resources to minimize CO2 emissions.
- Improving soil health in order to create resilient ecosystems and using resources efficiently in our consumable goods production.

Our Cornerstones

- Keeping the highest **environmental standards** in all our operations, upholding every law, commitment and internal standard in all the countries we operate, including those related to the efficient use of natural resources, biodiversity conservation and/or recovery, and use and handling of chemicals and refrigerants.
- Having a system which implements a preventive approach with a continuous improvement by setting goals and objectives, as well as monitoring our performance on a regular basis.
- Guaranteeing all the products of Grupo Bimbo meet the highest **quality standards**.
- Protecting Grupo Bimbo's associates and those of our value chain, ensuring compliance with all the **human rights and labor standards** including those on forced and child labor, pay, diversity and inclusion, and occupational safety.
- Assuring the **sustainable sourcing** of all of our **raw materials**.

5. Sustainability Management

In order to guarantee the maximum positive impact possible, we pledge to have a solid governance structure that allows the following:

- Managing and directing progress in the implementation of the strategy through coordinated efforts between the local and global sustainability committees.
- Having the paperwork and guides needed to enable the understanding and application of the minimum standards outlined in the initiatives.
- Measuring and reporting back to the CSO, CEO, and the different management teams of Grupo Bimbo's business units on the results regarding sustainability performance.
- Ensuring the strategic and tactic decisions align with the planned objectives.
- Guaranteeing the resources needed to enable progress and a permanent advancement on the road to accomplish the strategy.
- Working together with clients, suppliers and any other party interested for the purpose of bolstering actions connected to the strategy, as well as the assessment and mitigation of potential risks to the company.

Since Grupo Bimbo is a company listed on the Mexican Stock Exchange (BMV, by its acronym in Spanish), it is under the obligation to make public pertinent information for all its relevant groups to consult. Besides its importance within the food industry, the company has to answer to the requirements established by different international organizations complying with transparency and sustainability standards. Therefore, it is a Grupo Bimbo policy to:

- Offer accurate and opportune information in line with pertinent standards.
- Obtain the information necessary to produce the integrated annual report and any communication aimed at our relevant groups.
- Produce progress reports and the integrated annual report with information validated by the corresponding areas.

6. Duties

CSO:

In charge of leading the Global Sustainability Team in the management and effective implementation of the Nourishing a Better World strategy at a global level.

Global Sustainability Team:

Responsible for establishing a global level of ambition, including the minimum standards, metrics, objectives and criteria all the global initiatives must meet, as well as making any change necessary to the Nourishing a Better World strategy.

In charge of putting in place a governance model, providing tools that enable an effective implementation of the initiatives and offering support to the local sustainability teams and global initiative leaders.

Responsible for managing the needs of and the communication with interested parties.

Global Initiative Leaders:

Responsible for carrying out and effectively implementing the standards and minimum requirements established/approved by the Global Sustainability Team.

Responsible for compiling and reporting all the KPIs on the performance of their initiatives.

In charge of identifying areas of improvement, regions and/or critical processes and providing support to the local initiative leaders.

Local Sustainability Teams:

In charge of putting in place the regional strategic direction for sustainability provided by Global.

Ensure the region:

- is covering all the key strategic areas and metrics.
- complies with all the global mandatory requirements.
- measures sustainability performance and shares it with the Global Team.
- In charge of managing the regional governance model with regional initiative leaders as recommended by Global.

Local Initiative Leaders:

In charge of managing and implementing the local initiatives and strategic projects for the corresponding focus area provided by Global.

Responsible for measuring regional sustainability performance for the corresponding focus area and report back to their initiative's Local Sustainability Team and Global Leader.

Organization and Functional Managers: Responsible for providing the resources necessary to implement the Nourishing a Better World strategy at a global and regional level through the coordination of a multidisciplinary team of global and local leaders to successfully complete the programs and key objectives.

Management Teams with Direct Relation to Relevant Groups, Corporate Affairs, Organization Managing Directors, and the Communications Department:

Responsible for communicating, complying with and enforcing this policy within their scope of influence.

7. Accountability / Ownership

Grupo Bimbo's official communication channels offer transparent information on the actions and results of the company's sustainability strategy "Nourishing a Better World".

The Global Sustainability Leadership is the owner of this policy and main responsible for its content and update, as well as monitoring its observance.

8. Updates

The changes made between versions are described.

Review / History of Reviews				
Version	Review Date	Updated by:	Approved by:	Main Changes
1				
2	April 14th, 2022	Jimena Hernández Sandra Daniela Valencia Ariadna Jimenez	Alejandra Vázquez Langle	Update including the new sustainability strategy