



PERFOR MANCE

DATA



2025
INTEGRATED
ANNUAL
REPORT

PERFORMANCE
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EXCLUSIONS

BAKED FOR YOU

- **SASB: FB-PF-270a.1.1: Advertising to Children**
- **SASB: FB-PF-270a.1.2: Nutritional advertisements for children**
In both cases, the closest available target age group is considered in each of the evaluated markets (in some countries, this may be as high as 11 or 14 years old, depending on data availability).

BAKED FOR LIFE

- **GRI 405-1: Diversity of governance bodies and employees**
- **S&P 3.1.4: Workforce by gender**
- **S&P 3.1.5: Workforce—other diversity indicators**
At year-end, we did not have data for the following companies, as they are in the process of being acquired/integrated into Grupo Bimbo's model:
a) Don Don (Serbia, Slovenia, Croatia, and Montenegro; acquisition announced in June 2025);
b) Wickbold (Brazil; acquisition approval announce in September 2025); c) Amaritta (Spain).

Regarding people with disabilities, we do not yet have information by level, as we are still collecting data, primarily through a self-identification survey. For LGBTQ+ associates, we do not currently have a self-identification survey. At present, we have enabled the third gender marker in HCM for countries where the legal framework allows or requires it. We do not yet have records of people from the LGBTQ+ community within HCM.

• **S&P 3.1.4: Workforce by Gender**

At year-end, we did not have the database for the following companies, as they are in the process of being acquired/integrated into GB's model: a) Don Don (Serbia, Slovenia, Croatia, and Montenegro; acquisition announced in June 2025); b) Wickbold (Brazil; acquisition approval announced in September 2025); c) Amaritta (Spain).

• **GRI 404-3: Percentage of employees who receiving regular performance and career development reviews**

• **S&P 3.4.2: Type of performance evaluation**

At year-end, we did not have the database for the following companies, as they are in the process of being integrated into the GB's model: a) Don Don (Serbia, Slovenia, Croatia, and Montenegro; acquisition announced in June 2025); b) Karamolegos (Romania, announced in August 2025).

• **GRI 2-7: Employees**

• **GRI 2-8: External Employees**

• **ATNI 7: Number of associates**

Gender, contract type, and working hours are not reported for external associates (self-employed workers) or for those in the process of integration, as they are not part of the organizations' personnel records or are currently being integrated.

Self-employed associates are independent sales representatives and form part of each organization's business strategy.

The total number of associates reported corresponds to active associates at the end of the period / at the end of 2025.

• **GRI 403-8: Employees covered by an occupational health and safety management system**

GB's safety management model, as well as its Safety Policies, apply to all associates, contractors, and visitors at each of our facilities, including all new acquisitions made by GB.

Data related to contractor accident rates and the number of contractors: it cannot be established due to the variability of contractors working on different projects at our locations. GB's new acquisitions in 2025 underwent an integration period for the implementation of the safety and well-being model, during which accident records were not included in GB's monthly reports. These operations will begin to be included in the monthly indicator reports starting in 2026. No external audits have been conducted; only internal audits have been performed.

• **GRI 403-8b: Employees covered by an occupational health and safety management system**

Data on contractor accident rates and the number of contractors: It is not possible to provide a specific

figure due to the variability of contractors working on different projects at our sites.

• **GRI 403-10: Work-related ill health**

• **S&P 3.4.3: Fatalities**

Contractors: A specific figure cannot be established due to the variability of contractors. The formula for the lost-time injury rate is: 2,539 lost-time injuries / 356,546,382 hours x 200,000 hours = 1.42

• **GRI 403-4: Worker participation, consultation, and communication on occupational health and safety**

Contractors: A specific figure cannot be established due to the variability of contractors. Each external supplier is required, in accordance with local regulations, to provide the certifications relevant to the specialized service they will perform at the workplace. In 2026, global safety and well-being training programs are planned, and will be reported during the 2027 review.

Social Investment

The beneficiary table presents approximate numbers, not detailed figures, as this is a rough estimate. See the table on the Good Neighbor Platform.

BAKED FOR NATURE

- **GRI 304-3: Protected or Restored Habitats**
This information includes urban tree planting and tree planting in schools.
- **S&P 2.8.1: Food waste initiatives**
The value of waste diverted from landfills does not include tons disposed of at Distribution Centers and Sales Centers.
- **S&P 2.8.2: Food Waste Impacts**
Venezuela is not included in any of the value chain nodes.

Manufacturing: BQ Kazakhstan and BQ Morocco are not included.

Sales: Sales tonnage for Tunisia and St. Pierre is not available. Tunisia will begin reporting this data in 2025, retroactive to 2024. Data on tons sold from BC and Romania are replaced by tons produced. Data from 2025 for Bosnia, Bulgaria, Croatia, Slovenia, Hungary, Macedonia, Montenegro, and Serbia are not considered.

- **GRI 3-3: Management of Material Topics**
Information on materials other than plastics is not considered. Additionally, BQ is not included since the product decision, including packaging, is made by the end customer.

FOUNDATIONS

- **GRI 301-1: Materials Used by Weight or Volume**
- **GRI 301-2: Recycled inputs used**
- **S&P 2.3.3: Packaging materials**
- **SASB FB-PF-410a.1: Weight of packaging**
The volume considered for Pulp and Paper covers the period from May 1, 2025, to October 31, 2025, and has been annualized (multiplied by two) due to recent portfolio changes. The reported figure represents the total tons of plastic/paper material purchased by GB over a one-year period.
- **GRI 301-1: Materials used by weight or volume**
Pulp and Paper: The Purchasing Department of each Business Unit compiles the volume data by item and supplier for each plastic category. This information is sent to suppliers so they can provide the weight per item, allowing the total tonnage purchased to be calculated. They also provide information on the percentage of recycled and virgin material, as well as the certifications they hold.
- **GRI Sectoral FP5: Production at Certified Sites**
Production at the Pitesti, Romania EAA site is excluded, as the certification does not cover Pastry products, and the information needed to calculate the tonnage solely from certified products is not available. Operations at Bimbo Adria and Bimbo

Brasil Wickbold are excluded, as they were acquired in 2025. The tonnage produced at the BQ Morocco production center is not considered due to its status as a joint venture and lack of available data.

It should be noted that, compared to the previous year, there is a decrease in the percentage of GFSI-certified production sites. However, this does not mean that certifications have been lost. Several operations closed at the end of 2024, and this year the operations of Romania EAA and BARCEL GLOBAL (CELBAR) have already been included in the data.

- **SASB FB-PF-250a.4: Product Recalls**
There is no accurate data on the amount of product recovered from the market due to recalls or product withdrawals, as not all operations have the capacity in their commercial and logistics departments to map and identify the precise locations where the product was distributed. Consequently, the data on the exact quantities of product from the batches involved in recalls and withdrawals is sometimes approximate. Similarly, despite requesting data from organizations in equivalent units, it is not possible to have standardized data for all products.

95%

of our daily consumption portfolio that complies with our internal guidelines on maximum sodium, saturated and trans fatty acids, and added sugars

Organization	Bimbo Asia		Bimbo Brasil	Bimbo Bakeries USA	Bimbo Canada	Bimbo Mexico	El Globo	Europe, Africa, and Asia					
Country	China	India	Brazil	USA	Canada	Mexico	Mexico	Morocco	Portugal	Romania	Spain	Tunisia	United Kingdom
SKU Count	74	245	73	509	279	137	60	19	44	177	99	1	43
	319		73	509	279	137	60		382				
% Compliance	100.0%	89.1%	100.0%	97.7%	96.5%	76.1%	100.0%	79.2%	100.0%	98.3%	98.0%	33.3%	100.0%
	91.4%		100.0%	97.7%	96.5%	76.1%	100.0%		96.7%				

Organization	Latin Centro						Latin Sur				Grand Total	
Country	Colombia	Costa Rica	Ecuador	El Salvador	Guatemala	Panama	Argentina	Chile	Paraguay	Peru	Uruguay	
SKU Count	125	43	68	26	19	29	50	54	41	50	28	
	310						223				2,292	
% Compliance	100.0%	82.7%	97.1%	92.9%	86.4%	100.0%	100.0%	100.0%	100.0%	98.0%	100.0%	
	95.1%						99.6%				94.8%	

The data contained in these tables has been independently verified by an external third party.

99.7%

of our specialty breads and pastries made with grains that meet our positive nutrition standards

Organization	Bimbo Asia		Bimbo Brasil	Bimbo Bakeries USA	Bimbo Canada	Bimbo Mexico	El Globo	Europe, Africa, and Asia				
Country	China	India	Brazil	USA	Canada	Mexico	Mexico	Morocco	Portugal	Romania	Spain	Tunisia
SKU Count	33	64	26	128	77	41	10	9	16	71	38	2
	97		26	128	77	41	10			136		
% Compliance	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	97.3%	100.0%	100.0%
	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%			98.6%		

Organization	Latin Centro							Latin Sur			Grand Total
Country	Colombia	Costa Rica	Ecuador	El Salvador	Guatemala	Panama	Argentina	Chile	Paraguay	Peru	Uruguay
SKU Count	27	15	27	2	2	2	11	15	9	11	6
	75							52			642
% Compliance	93.1%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	97.4%							100.0%			99.4%

99%

% of our daily consumption portfolio that is free of artificial colors and flavors

99.7%

of the portfolio containing 2g or less of industrial trans fats per 100g of total fat

The data contained in these tables has been independently verified by an external third party.

CODEX-compliant countries with a fiber content of at least 3g per 100g in their bread, pastry, and breakfast food portfolio*:

Country	Total SKUs	>= 3g fiber/100g	%
Brazil	65	62	95%
China	70	40	57%
Costa Rica	38	25	66%
Ecuador	59	34	58%
El Salvador	22	16	73%
Guatemala	18	11	61%
India	256	99	39%
Morocco	19	7	37%
Panama	31	20	65%
Peru	31	22	71%
Portugal	41	35	85%
Romania	141	84	60%
Spain	95	84	88%
Tunisia	3	0	0%
Great Britain	43	36	84%
Total	932	575	62%

Note:
* 2030 target

Daily consumption portfolio shifting toward clean labeling
(% of SKUs without listed ingredients)

Organization	High-fructose corn syrup	Partially hydrogenated fats/oils	Artificial flavors	Artificial colors	Emulsifiers	Artificial preservatives	SKU
Bimbo Asia	99%	100%	99%	100%	79%	64%	349
Bimbo Brazil	100%	100%	100%	100%	25%	19%	73
Bimbo Bakeries USA	100%	100%	100%	100%	37%	36%	521
Bimbo Canada	100%	100%	100%	100%	90%	4%	289
Bimbo Mexico	100%	100%	100%	100%	74%	67%	180
El Globo	100%	100%	100%	100%	93%	100%	60
Bimbo EMEA	100%	100%	100%	100%	92%	58%	394
Bimbo Latin Centro	100%	100%	99%	100%	24%	69%	326
Bimbo Latin Sur	100%	100%	100%	100%	79%	24%	224
Grand Total	99.9%	100%	99.7%	100%	64%	46%	2.416

86%

of the best-selling products in each organization meet at least one of the following criteria:

- they meet the nutritional profile defined in our guidelines, or
- they are free of artificial flavors and/or colors, or
- they offer portion-control options, or
- they have significantly reduced their most critical nutrient (>25%)

The data contained in these tables has been independently verified by an external third party.

Breakdown of associates by work schedule and contract type by region and gender*

GRI 2-7, 2-8, 405-1

Region	Full-time		Part-time	
	Female	Male	Female	Male
Mexico	17,913	59,543	0	0
North America	5,339	20,462	78	317
Latin America	7,181	17,462	283	280
Europe, Asia, and Africa	5,426	13,028	165	396

Region	Permanent		Temporary		Not specified	
	Female	Male	Female	Male	Female	Male
Mexico	16,728	57,267	1,185	2,276	0	0
North America	1,461	3,186	35	108	3,921	17,485
Latin America	7,124	17,323	340	419	0	0
Europe, Asia, and Africa	5,401	12,946	190	478	0	0

Gender, Age, and Job Category

GRI 2-7, 2-8, 405-1

Job category by age (Men)	Total associates	% associates	Under 30	Between 30 and 50	Over 50
Operational and administrative staff	97,827	88%	19,839	59,386	18,602
Supervisors	10,352	9%	1,205	7,224	1,923
Executives and managers	3,309	3%	78	2,014	1,217
Others	0	0%	0	0	0
Total	111,488	100%	21,122	68,624	21,742

Job category by age (Women)	Total associates	% associates	Under 30	Between 30 and 50	Over 50
Operational and administrative staff	30,389	83%	7,637	18,477	4,275
Supervisors	4,286	12%	967	2,924	395
Executives and managers	17,10	5%	78	1,287	345
Others	0	0	0	0	0
Total	36,385	100%	8,682	22,688	5,015

Note: The data presented pertains solely to associates on our payroll. Information on external associates is not reported, as they are not part of the organizations’ personnel records.

Our Associates

By contract type	147,873 on payroll	5,014 self-employed contractors	11,572 third-party contractors
Ethno-racial diversity	34% Hispanic or Latino	45% Caucasian	15% African descent
	3% Asian	1% Indigenous population	2% others
Generational diversity	20% under 30 years old	62% between 30 and 50 years old	18% over 50 years old

The data presented pertains solely to associates on our payroll. Information on external associates is not reported, as they are not part of the organizations’ personnel records.

Gender, Age, and Job Category
GRI 405-1

Distribution of female talent by job category	2024	2025	Variation (pp)
Executive Management	27%	25%	-2
Managers	30.6%	30.9%	+0.3
Chiefs	34.8%	35.8%	+1
Supervisors	28%	29.3%	+1.3
Percentage of women in management positions in revenue-generating functions (e.g., sales) as a % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	19%	24%	+5
Percentage of women in STEM-related positions (Science, Technology, Engineering, and Mathematics) (as a % of total positions)	23%	24%	+1

* These categories reflect job categories, not leadership positions.

Women in leadership positions

Leadership positions	Women	%
Supervisors	4,286	29.3%
Managers	1,279	35.8%
Department Heads	377	30.9%
Directors	53	25.2%
Executive and Management Committee	1	12.5%
Total	5,996	30.5%

Starting salary to local minimum wage ratio
GRI 202-1

Country	Organization	Women (ratio)	Men (ratio)
Chile	Bimbo Latin Sur	1.68	1.70
Brazil	Bimbo Brazil	1.21	1.24
Canada	Bimbo Canada	1.59	1.76
Estados Unidos	Bimbo Bakeries US	2.12	2.17
Spain	Bimbo EMEA	1.00	1.00
Mexico	Bimbo Mexico	1.28	1.31
Colombia	Bimbo Latin Centro	1.07	1.07

* The following information highlights the 7 countries with the most significant operations based on estimated sales and the number of non-operational associates.

Total annual compensation ratio between the highest-paid associate and the rest

GRI 2-21, 102-39

This ratio represents the number of times the total annual compensation for the highest-paid associate in each significant country of operation increased, compared to the median percentage increase in total annual compensation for all other associates in that same country:

Country	Organization	Percentage
Chile	Bimbo Latin Sur	0.48
Brazil	Bimbo Brazil	0.75
Canada	Bimbo Canada	5.31
Estados Unidos	Bimbo Bakeries US	4.64
Spain	Bimbo EMEA	-45.43
Mexico	Bimbo Mexico	1.05
Colombia	Bimbo Latin Centro	0.18

* The following information highlights the 7 countries with the most significant operations based on estimated sales and the number of non-operational associates.

Ratio of women's total annual compensation to men's

GRI 405-2

This ratio represents the number of times women's total annual compensation is higher, equal to, or lower than that of men:

Country	Organization	Administrative (ratio)	Supervisors (ratio)	Executives and managers (ratio)
Chile	Bimbo Latin Sur	0.92	1.01	0.76
Brazil	Bimbo Brazil	1.03	1.11	0.75
Canada	Bimbo Canada	1.00	1.00	1.03
Estados Unidos	Bimbo Bakeries US	0.98	0.91	0.93
Spain	Bimbo EMEA	0.95	0.94	0.83
Mexico	Bimbo Mexico	0.87	0.99	0.80
Colombia	Bimbo Latin Centro	1.08	1.00	1.01

* The following information highlights the 7 countries with the most significant operations based on estimated sales and the number of non-operational associates.

Percentage of senior management from the local community

GRI 202-2

Senior executives from the local community

North America	Mexico	Latin America	EMEA
36% North America autonomous	91% Mexico autonomous	50% Latin America autonomous	66% EMEA autónomos
Region	Number of executives	Local executives	% of senior executives from the local community
Mexico	92	84	91%
North America	77	28	36%
Latin America	30	15	50%
Europe, Asia, and Africa	29	19	66%

Note: The data presented pertains solely to associates on our payroll. Information on external associates is not reported, as they are not part of the organizations’ personnel records. Information is presented for the seven countries with the most significant operations based on estimated sales and the number of non-operational associates. Excluded from the calculation are: operational associates, part-time associates, fixed-term contract associates, international assignees, and associates holding regional positions in the countries considered. Associates who do not disclose their nationality for data privacy reasons are also excluded.

Average training hours by gender and job category

GRI 404-1

Level	Hours per associate			Number of associates			Average hours per associate		
	Women	Men	Grand total	Women	Men	Grand total	Women	Men	Grand total
Managers	1,527	6,042	7,570	54	174	228	28	35	33
Executives	73,794	135,596	209,390	1,656	3,135	4,791	45	43	44
Supervisors and administrative staff	465,211	778,526	1,243,738	11,385	17,709	29,094	41	44	43
Operational and other	649,728	2,006,968	2,656,697	23,290	90,470	113,760	28	22	23
Grand total	1,190,261	2,927,133	4,117,394	36,385	111,488	147,873	33	26	28

Average number of hours and investment in training

GRI 404-1

	2022	2023	2024	2025
Total training hours (millions)	3.5	3.7	3.9	4
Average training hours	25	26	26	28
Investment in education and training (USD) per associate	258	191	156.9	136.18

Assessed associates

GRI 404-3

Job Category	# of associates with performance reviews		% of associates with performance reviews		% of associates with performance reviews	
	Female	Male	Female %	Male %	Total assessed	% of total assessed
Operational (Hourly)	9,240	45,104	15%	59%	54,344	40%
Administrative and Supervisors	10,117	16,523	100%	99%	26,640	99%
Executives	1,556	3,051	100%	100%	4,607	100%
Managers	54	176	100%	98%	230	99%
Overall total by job category	20,967	64,854	82%	81%	85,821	82%
Grand total					171,642	84%

Work-related injuries per associate

GRI 403-9

Work-related injuries	Total associates	Associate rate	Base hours worked	Total contractors	Contractor rate
Work-related fatalities	2	0.0011	200,000		
Serious injuries resulting from workplace accidents	20	0.11	200,000	Contractors: a specific figure cannot be established due to the variability of contractors	Contractors: a specific figure cannot be established due to the variability of contractors
Number of hours worked	356,546,382	83	200,000		
Total number of reportable workplace accident injuries	2,826	7.92	1,000,000		
LTIFR	2,539	1.42	200,000		
LTIR	2,539	1.42	200,000		

Note: For the reporting of work-related injuries, all accidents and fatalities occurring at Grupo Bimbo are reported, investigated, and recorded. For statistical purposes regarding accident-related indicators, only accidents involving internal associates are considered.



Work-related ill health

GRI 403-10

Work-related ill health	Associates	Contractors
Deaths resulting from an occupational injury or illness	0	Contractors: a specific figure cannot be established due to the variability of contractors
Reportable cases of work-related injuries and illnesses	Not reported	

Note: For the recording of work-related illnesses and diseases, all accidents and deaths occurring at Grupo Bimbo are reported, investigated, and recorded. For statistical purposes regarding accident-related indicators, only accidents involving internal associates are considered.

Programs to develop associate competencies

GRI 404-2

Training program	Total number of associates trained	Program description
WHAT IS A COMPANY?	12,358	Appreciate the importance of companies by recognizing that they are necessary, bring us benefits, and that we play an important role within them. Likewise, value the opportunity, pride, and responsibility that come with working at Grupo Bimbo.
WELCOME	14,636	An initial introduction for new associates to Grupo Bimbo’s philosophy, culture, processes, and guidelines.
LEADERSHIP SEMINAR	2,166	Understand Grupo Bimbo’s leadership philosophy, adopt it, and put it into practice within the company, while reflecting on the impact our leadership has on our associates.
CUSUPE	6,965	Personal Development Course. A two-and-a-half-day program where associates have the opportunity to reflect on nine dimensions that impact life: the individual, ideals, health, family, work, the company, society, culture, and spirituality.
PEOPLE MANAGEMENT SKILLS	11,524	Formerly known as Supervision or Management Modules, now called "People Management Skills." Each module aims to provide tools for leadership, serving as an excellent complement to ongoing leadership development.
Total	47,649	

Hiring and Staff Rotation

GRI 401-1

Region	Age Range	Active Staff during 2025			Total Staff Turnover (2025 Departures)			Voluntary Staff Turnover (2025 Departures)			New Hires during 2025			Total number of new associates who leave their new job before completing their first year (Total Turnover)		
		M	W	Grand total	M	W	Grand total	M	W	Total general	M	W	Grand total	M	W	Grand total
Mexico	1 Under 30	15,112	7,122	22,234	3,557	1,837	5,394	3,536	1,826	5,362	5,155	2,616	7,771	1,424	815	2,239
	2 Between 30 and 50	45,805	14,863	60,668	5,909	2,398	8,307	5,722	2,327	8,049	4,879	2,724	7,603	1,290	793	2,083
	3 Over 50	10,901	1,629	12,530	1,294	256	1,550	886	186	1,072	129	145	274	41	48	89
Total Mexico		71,818	23,614	95,432	10,760	4,491	15,251	10,144	4,339	14,483	10,163	5,485	15,648	2,755	1,656	4,411
North America	1 Under 30	4,060	1,090	5,150	1,042	288	1,330	1,031	282	1,313	1,310	362	1,672	412	117	529
	2 Between 30 and 50	12,478	3,466	15,944	2,153	606	2,759	2,108	585	2,693	1,985	585	2,570	654	181	835
	3 Over 50	8,977	2,205	11,182	1,006	237	1,243	634	170	804	442	128	570	137	48	185
Total North America		25,515	6,761	32,276	4,201	1,131	5,332	3,773	1,037	4,810	3,737	1,075	4,812	1,203	346	1,549
Latin America	1 Under 30	5,760	3,352	9,112	1,455	689	2,144	1,228	609	1,837	2,352	1,446	3,798	661	343	1,004
	2 Between 30 and 50	14,631	5,774	20,405	2,445	936	3,381	1,858	722	2,580	2,228	1,219	3,447	582	353	935
	3 Over 50	2,347	590	2,937	228	74	302	116	44	160	159	73	232	28	22	50
Total Latin America		22,738	9,716	32,454	4,128	1,699	5,827	3,202	1,375	4,577	4,739	2,738	7,477	1,271	718	1,989
Europe, Asia, and Africa	1 Under 30	6,148	1,872	8,020	538	155	693	518	142	660	3,559	1,176	4,735	259	66	325
	2 Between 30 and 50	9,505	4,878	14,383	870	326	1,196	808	278	1,086	2,487	1,642	4,129	329	105	434
	3 Over 50	2,971	1,684	4,655	275	205	480	168	116	284	508	282	790	62	45	107
Total Europe, Asia, and Africa		18,624	8,434	27,058	1,683	686	2,369	1,494	536	2,030	6,554	3,100	9,654	650	216	866

1. Information on the following companies is not included: Amaritta (Spain), Wickbold (Brazil), Don Don (Serbia, Slovenia, Croacia and Montenegro). This is because they are still in the process of being acquired or integrated into the GB model.

2. Data from Canada was transferred from Oracle R12 to HCM Cloud in February 2025, resulting in a change in staff IDs. In March, a new entity was integrated into BBU: OVC INC. In May, data from La Zarcereña was integrated into the legal entity of Bimbo de Costa Rica. In July, due to a change in Tunisian legislation regarding temporary employment, 300 associates were transferred, requiring their deactivation and reactivation. This resulted in a change in their IDs. In August, data for one associate was integrated into the legal entity 288 BIMBO QSR FORTISA AG. In October, the legal entity Novabes El Salvador, S.A. de C.V. was added; in November, the same occurred with Moldexco Innovations SAS; while in the same month, Romania integrated the information of Karamolegos associates within the POPESTI LEORDENI VEL PITAR workplace. In November 2024, information from Tunisia was integrated, and Natural Bakery joined Canada Bread Company LTD.

3. In Total Turnover and % of Total Non-Retention, departures due to internal transfers, fixed-term contracts, restructuring, and those who did not sign a contract are not considered.

4. In Voluntary Turnover and % of Voluntary Non-Retention, in addition to the aforementioned causes, dismissals, retirement, illness, and death are not considered.

5. In countries such as India, Romania, and Brazil, associates may have their employment relationship temporarily suspended for various reasons (caring for a family member, returning to their home community, or taking extended medical leave); therefore, starting this year, it was determined that they would be assigned an FTE of 0 for administrative purposes. As a result, associates who are under this status are not considered active associates or terminations. If this definition were not included, the total number of associates in 2025 would have been 191,844.

PERFORMANCE



Region	Age Range	Total number of new associates who leave their new job before completing the first year (Voluntary Turnover)			Voluntary Turnover Rate 2025			Voluntary Non-Retention Rate 2025			Rate of New Associates 2025		
		M	W	Grand total	M	W	Grand total	M	W	Grand total	M	W	Grand total
Mexico	1 Under 30	1,421	810	2,231	24%	26%	24%	23%	26%	24%	34%	37%	35%
	2 Between 30 and 50	1,289	786	2,075	13%	16%	14%	12%	16%	13%	11%	18%	13%
	3 Over 50	41	47	88	12%	16%	12%	8%	11%	9%	1%	9%	2%
Total Mexico		2,751	1,643	4,394	15%	19%	16%	14%	18%	15%	14%	23%	16%
North America	1 Under 30	407	112	519	26%	26%	26%	25%	26%	25%	32%	33%	32%
	2 Between 30 and 50	643	173	816	17%	17%	17%	17%	17%	17%	16%	17%	16%
	3 Over 50	137	48	185	11%	11%	11%	7%	8%	7%	5%	6%	5%
Total North America		1,187	333	1,520	16%	17%	17%	15%	15%	15%	15%	16%	15%
Latin America	1 Under 30	616	316	932	25%	21%	24%	21%	18%	20%	41%	43%	42%
	2 Between 30 and 50	531	304	835	17%	16%	17%	13%	13%	13%	15%	21%	17%
	3 Over 50	21	19	40	10%	13%	10%	5%	7%	5%	7%	12%	8%
Total Latin America		1,168	639	1,807	18%	17%	18%	14%	14%	14%	21%	28%	23%
Europe, Asia, and Africa	1 Under 30	249	62	311	9%	8%	9%	8%	8%	8%	58%	63%	59%
	2 Between 30 and 50	320	94	414	9%	7%	8%	9%	6%	8%	26%	34%	29%
	3 Over 50	59	35	94	9%	12%	10%	6%	7%	6%	17%	17%	17%
Total Europe, Asia, and Africa		628	191	819	9%	8%	9%	8%	6%	8%	35%	37%	36%

1. Information on the following companies is not included: Amaritta (Spain), Wickbold (Brazil), Don Don (Serbia, Slovenia, Croacia and Montenegro). This is because they are still in the process of being acquired or integrated into the GB model.

2. Data from Canada was transferred from Oracle R12 to HCM Cloud in February 2025, resulting in a change in staff IDs. In March, a new entity was integrated into BBU: OVC INC. In May, data from La Zarcereña was integrated into the legal entity of Bimbo de Costa Rica. In July, due to a change in Tunisian legislation regarding temporary employment, 300 associates were transferred, requiring their deactivation and reactivation. This resulted in a change in their IDs. In August, data for one associate was integrated into the legal entity 288 BIMBO QSR FORTISA AG. In October, the legal entity Novabes El Salvador, S.A. de C.V. was added; in November, the same occurred with Moldexco Innovations SAS; while in the same month, Romania integrated the information of Karamolegos associates within the POPESTI LEORDENI VEL PITAR workplace. In November 2024, information from Tunisia was integrated, and Natural Bakery joined Canada Bread Company LTD.

3. In Total Turnover and % of Total Non-Retention, departures due to internal transfers, fixed-term contracts, restructuring, and those who did not sign a contract are not considered.

4. In Voluntary Turnover and % of Voluntary Non-Retention, in addition to the aforementioned causes, dismissals, retirement, illness, and death are not considered.

5. In countries such as India, Romania, and Brazil, associates may have their employment relationship temporarily suspended for various reasons (caring for a family member, returning to their home community, or taking extended medical leave); therefore, starting this year, it was determined that they would be assigned an FTE of 0 for administrative purposes. As a result, associates who are under this status are not considered active associates or terminations. If this definition were not included, the total number of associates in 2025 would have been 191,844.

PERFORMANCE
DATA

Turnover by region, age, and gender

GRI 401-1

	Men	Women	Turnover rate	Voluntary turnover rate
Mexico				
Under 30	3,557	1,837	24%	24%
Between 30 and 50	5,909	2,398	14%	13%
Over 50	1,294	256	12%	9%
North America				
Under 30	1,042	288	26%	25%
Between 30 and 50	2,153	606	17%	15%
Over 50	1,006	237	11%	7%
Latin America				
Under 30	1,455	689	24%	20%
Between 30 and 50	2,455	936	17%	13%
Over 50	228	74	10%	5%
Europe, Asia, and Africa				
Under 30	538	155	9%	8%
Between 30 and 50	870	326	8%	8%
Over 50	275	205	10%	6%

Community Projects

People benefitted by Good Neighbor	Total people benefitted	Education	Environment	Physical activity	Safety	Well-being
EMEA	+57,600	6,556	44,500	483	0	6,093
Latin America	+67,200	9,486	52,920	1,816	1,026	1,981
North America	+75,800	10,110	30,000	1,329	500	33,925
Mexico	+1.5 M	9,222	1,470,912	15,000	0	12,747
Totals	+1.7 M	+35.3 K	+1.59 M	+18.6 K	+1.5 K	+54.7 K

Exclusion: The table of beneficiaries presents approximate figures rather than exact data, as this is an estimate.

Category	Mexico	North America	Latin America	EMEA	Total
Education	14	14	28	35	91
Environmental	58	1	18	2	79
Physical activity	1	6	7	2	16
Safety	0	2	2	0	4
Well-being	8	44	10	18	80
Total number of projects	81	67	65	57	270

PERFORMANCE

DATA

Fuel

GRI 302-1, SASB FB-PF-130a.1
Historical fuel consumption (kWh)

Energy consumption (kWh)	2019	2020	2021	2022	2023	2024	2025
#2 Gasoline	13,350,100	12,479,760	10,033,088	5,556,783	17,196,581	10,472,517	5,869,358
Diesel (Off-Road Grade)	36,578,237	37,706,114	22,148,009	10,034,939	14,411,084	10,304,124	15,245,922
Diesel Generator Fuel	5,536,959	10,508,549	9,031,931	361,041	1,332,874	0	0
Natural gas	2,713,873,213	2,777,340,764	2,819,441,392	2,938,768,645	3,038,394,520	3,067,033,507	2,903,703,475
Propane	183,393,619	209,719,814	232,130,381	261,781,620	248,558,481	295,014,293	319,331,908
kWh Subtotal at Plants	2,952,732,129	3,047,755,001	3,092,784,801	3,216,503,029	3,319,893,541	3,382,824,441	3,244,150,664
Diesel	1,145,939,160	1,049,066,022	1,079,810,172	1,027,061,841	1,071,986,270	1,015,220,414.0	935,972,325
Gasoline	709,854,813	664,920,336	678,138,721	629,896,098	604,723,141	660,737,780.9	660,424,292
LP gas	15,652,007	16,351,356	16,206,433	16,530,743	17,156,224	12,245,304.1	6,897,614
Natural gas	51,007,662	56,930,123	58,131,237	43,352,540	52,438,445	23,402,422.1	18,329,392
Ethanol	1,136,561	736,179	522,995	200,819	339,355	825,426.0	1,556,378
kWh Subtotal for Vehicles	1,923,590,203	1,788,004,016	1,832,809,558	1,717,042,041	1,746,643,435	1,712,431,347	1,623,180,000
Diesel in third-party vehicles	1,837,420,072	1,767,795,743	1,991,830,881	1,993,931,611	1,923,617,415	1,908,151,548	1,923,354,856
Gasoline in third-party vehicles	9,661	25,349	18,127	0	0	0	0
LP Gas in Third-Party Vehicles	332,024	247,970	118,836	2,565,688	7,421,520	0	0
Natural gas in third-party vehicles	22,908,806	20,753,195	22,316,450	36,531,636	36,517,361	32,214,901	31,518,500
Ethanol in third-party vehicles	0	0	0	0	0	0	0
kWh Subtotal in third-party vehicles	1,860,670,563	1,788,822,257	2,014,284,294	2,033,028,936	1,967,556,297	1,940,366,449	1,954,873,356
Total direct energy consumption from non-renewable primary sources (purchased)	6,736,992,895	6,624,581,274	6,939,878,653	6,966,574,005	7,034,093,272	7,035,622,237	6,822,204,019

The information in these tables is being audited by a third party.
This table does not include plants in the grace period.

Fuel
GRI 302-1, SASB FB-PF-130a.1
Historical fuel consumption (GJ)

Energy consumption (GJ)	2019	2020	2021	2022	2023	2024	2025
#2 Gasoline	48,060	44,927	36,119	20,004	61,908	37,701	21,130
Diesel (Off-Road Grade)	131,682	135,742	79,733	36,977	51,880	37,095	54,885
Diesel Generator Fuel	19,933	37,831	32,515	1,300	4,798	0	0
Natural gas	9,769,944	9,998,427	10,149,989	10,456,801	10,938,220	11,041,321	10,453,333
Propane	660,217	754,991	835,669	942,199	894,811	1,062,051	1,149,595
kWh Subtotal at Plants	10,629,836	10,971,918	11,134,025	11,457,281	11,951,617	12,178,168	11,678,942
Diesel	4,125,381	3,776,638	3,887,317	3,767,986	3,814,464	3,826,843	3,369,500
Gasoline	2,555,477	2,393,713	2,441,299	2,267,971	2,206,215	2,303,784	2,377,527
LP gas	56,347	58,865	58,343	59,511	61,777	44,098	24,831
Natural gas	183,628	204,948	209,272	156,071	163,436	117,554	65,986
Ethanol	4,092	2,650	1,883	723	1,222	2,972	5,603
kWh Subtotal for Vehicles	6,924,925	6,436,814	6,598,114	6,252,262	6,247,114	6,295,250	5,843,448
Diesel in third-party vehicles	6,614,712	6,364,065	7,170,591	7,178,154	6,925,023	6,869,346	6,924,077
Gasoline in third-party vehicles	35	91	65	0	0	0	0
LP Gas in Third-Party Vehicles	1,195	893	428	9,236	26,717	0	0
Natural gas in third-party vehicles	82,472	74,712	80,339	131,514	131,463	115,974	113,467
Ethanol in third-party vehicles	0	0	0	0	0	0	0
kWh Subtotal in third-party vehicles	6,698,414	6,439,760	7,251,423	7,318,904	7,083,203	6,985,319	7,037,544
Total direct energy consumption from non-renewable primary sources (purchased)no renovables (comprada)	24,253,174	23,848,493	24,983,563	25,028,448	25,281,933	25,458,738	24,559,934

The information in these tables is being audited by a third party.
This table does not include plants in the grace period.

Electricity

Historical electricity consumption (kWh)

Grupo Bimbo in kWh	2019	2020	2021	2022	2023	2024	2025
Total indirect energy consumption from suppliers	903,954,374	564,565,370	391,008,240	219,927,436	131,765,349	48,684,607	18,456,095
Renewable energy*	507,142,847	854,287,209	1,065,446,467	1,258,210,316	1,442,716,063	1,461,423,705	1,648,510,861
Total	1,411,097,220	1,418,852,579	1,456,454,707	1,478,137,752	1,574,481,412	1,510,108,312	1,666,966,956
% Renewable Energy	35.94%	60.21%	73.15%	85.12%	91.63%	96.78%	99%

1 kWh = 0.0036 GJ
* Energy consumption from non-renewable sourcess

Note: 99% of electricity consumption meets RE100 criteria. The 1% of consumption that is not eligible for RE100 comes from countries with challenging markets (markets with limited access to local renewable electricity mechanisms); this is voluntarily offset using international certificates. 18,456 MWh of certificates were purchased from the United States to offset emissions in Ukraine, Venezuela, Tunisia, and South Korea.

Electricity

Historical electricity consumption (GJ)

Grupo Bimbo in GJ	2019	2020	2021	2022	2023	2024	2025
Total indirect energy consumption from suppliers**	3,254,236	2,032,435	1,407,630	791,739	474,355	190,882	66,442
Renewable energy*	1,825,714	3,075,434	3,835,607	4,529,557	5,193,778	5,234,360	5,934,639
Total*	5,079,950	5,107,869	5,243,237	5,321,296	5,668,133	5,425,242	6,001,081
% Renewable Energy	35.94%	60.21%	73.15%	85.12%	91.63%	96.48%	99%

* Consolidated from Renewable Energy Base and Match vs. BEST for each organization 1 kWh = 0.0036 GJ
** Plant consumption, from suppliers (e.g., CFE for Mexico)

Note: 99% of electricity consumption meets RE100 criteria. The 1% of consumption that is not eligible for RE100 comes from countries with challenging markets (markets with limited access to local renewable electricity mechanisms); this is voluntarily offset using international certificates. 18,456 MWh of certificates were purchased from the United States to offset emissions in Ukraine, Venezuela, Tunisia, and South Korea.

The data contained in these tables, specifically relating to renewable energy, has been independently verified by an external third party.

PERFORMANCE



Total energy

Historical energy consumption (GJ)

Grupo Bimbo in GJ	2019	2020	2021	2022	2023	2024	2025
Total consumption of fuels from non-renewable sources	25,730,056	23,848,493	24,983,563	25,028,448	25,281,933	25,328,240	24,559,934
Total consumption of fuels from renewable sources	0	0	0	0	0	0	0
Electricity consumption	5,614,119	5,107,869	5,243,237	5,321,296	5,668,133	5,425,242	6,001,081
Total energy consumption	31,344,175	28,956,362	30,226,800	30,349,743	30,950,066	30,753,482	30,561,016

Total energy within the organization

Grupo Bimbo in GJ	2019	2020	2021	2022	2023	2024	2025
Total fuel consumption from non-renewable sources	18,762,154	17,408,732	17,732,140	17,709,543	18,198,730	18,342,921	17,522,390
Total fuel consumption from renewable sources	-	-	-	-	0	0	0
Electricity consumption	5,614,119	5,107,869	5,243,237	5,321,296	5,668,133	5,425,242	6,001,081
Total energy consumption	24,376,274	22,516,602	22,975,377	23,030,839	23,866,864	23,768,163	23,523,471

Total energy outside the organization

Grupo Bimbo in GJ	2019	2020	2021	2022	2023	2024	2025
Total fuel consumption from non-renewable sources	6,967,902	6,439,760	7,251,423	7,318,904	7,083,203	6,985,319	7,037,544
Total fuel consumption from renewable sources	-	-	-	-	-	25,328,240	0
Electricity consumption	-	-	-	-	-	-	0
Total energy consumption	6,967,902	6,439,760	7,251,423	7,318,904	7,083,203	32,313,559	7,037,544

The information in these tables is being audited by a third party. These tables do not include plants in the grace period.

PERFORMANCE



Energy intensity

GRI 302-3

Energy intensity ratio	2019	2020	2021	2022	2023	2024	2025
Total fuel consumption GJ*	17,554,760	17,408,732	17,732,140	17,709,543	18,198,730	18,473,418	17,522,390
TPP (tons)	4,693,880	5,025,741	5,164,538	5,268,678	5,310,043	5,831,747	5,378,788
Ratio*	3.74	3.46	3.43	3.36	3.43	3.48	3.26

* Vehicles included.

Indicators

Ratio relation	Grupo Bimbo
Electric energy	309
Thermal energy	0.54

The information in these tables is being audited by a third party.

Water

Water withdrawal, discharge, and consumption (megaliters)
GRI 303-3, 303-4, 303-5, SASB FB-PF-140a.1.

Megaliters	Water Impacts North America							Water Impacts LATAM + MEX							Water Impacts Europe, Asia, and Africa							Grupo Bimbo						
	2019	2020	2021	2022	2023	2024	2025	2019	2020	2021	2022	2023	2024	2025	2019	2020	2021	2022	2023	2024	2025	2019	2020	2021	2022	2023	2024	2025
Well Water*	-	-	-	-	-	-	0	983	916	976	1,070	1,107	1,142	1,018	-	16	88	72	102	89	143	983	932	1,064	1,142	1,209	1,231	1,160
Municipal Water*	2,373	2,504	2,477	2,604	2,270	2,496	2,281	1,167	1,199	1,223	1,232	1,137	1,339	1,419	836	1,105	1,129	1,186	1,232	1,312	1,394	4,376	4,808	4,829	5,022	4,638	5,147	5,094
Rainwater**	-	-	-	-	-	-	0	3	7	12	10	1	2	9	-	-	-	-	-	-	-	3	7	12	10	1	2	9
Tank Truck Water*	-	-	-	-	-	-	0	28	31	27	45	50	46	16	-	-	-	-	-	-	-	28	31	27	45	50	46	16
Treated Water*	-	-	-	-	10	12	12	598	646	657	842	789	875	930	-	-	68	137	142	293	331	598	646	725	979	941	1,179	1,274
Reused Water*	-	-	-	-	-	-	-	467	521	527	578	606	639	675	-	-	23	28	25	107	141	467	521	550	606	631	746	817
Discharged Treated Water*	-	-	-	-	10	12	12	131	125	130	264	183	235	255	-	-	45	109	117	186	190	131	125	175	373	310	433	457
Total Potable	2,373	2,504	2,477	2,604	2,270	2,496	2,281	2,180	2,153	2,238	2,357	2,296	2,529	2,461	836	1,121	1,217	1,259	1,334	1,401	1,537	5,389	5,778	5,932	6,219	5,899	6,425	6,280
Total Treated*	-	-	-	-	10	12	12	598	646	657	842	789	875	930	-	-	68	137	142	293	331	598	646	725	979	941	1,179	1,274
Total Reused*	-	-	-	-	-	0	-	467	521	527	578	606	639	675	-	-	23	28	25	107	141	467	521	550	606	631	746	817
Total Water Consumption	2,373	2,504	2,477	2,604	2,259	2,484	2,269	2,050	2,028	2,108	2,093	2,113	2,293	2,206	836	1,121	1,172	1,150	1,217	1,215	1,348	5,258	5,653	5,756	5,847	5,589	5,992	5,822

* The data contained in these tables has been independently verified by an external third party.
** Third-party assurance does not cover the rainwater category.
Note: During this report's development, certain data reported for 2024 was adjusted after reviewing the formulas used in its consolidation. The information has been validated and does not alter the reported trends or conclusions.

Treated and Reused Water GB

GRI 303-3, 303-4, 303-5, SASB FB-PF-140a.1.

Water Source (ML)	2019	2020	2021	2022	2023	2024	2025
Treated Water	598.1	629.3	674.6	928.1	931.3	1,178.3	1,273.9
Reused Water	467.5	520.9	538.5	582.0	635.1	746.1	816.6
% reuse vs. 2020 baseline	74.3%	82.8%	85.6%	92.5%	100%	100%	100%

The data contained in these tables has been independently verified by an external third party. Table data does not include plants currently in a grace period. The Ukraine plant has been excluded from water treatment and reuse data.

Note: These tables reflect sales centers. Plants currently in a grace period due to acquisitions are not included.

Water Impacts in Water-Stressed Areas	North America							LATAM + MEX						
	2019	2020	2021	2022	2023	2024	2025	2019	2020	2021	2022	2023	2024	2025
Well Water	0	0	0	0	0	0	0	756	719	814	910	847	917	778
Municipal Water*	614	634	613	643	999	1,113	1,160	613	631	575	578	701	764	809
Rainwater	0	0	0	0	0	0	0	0	0	0	0	1	2	9
Tank Truck Water	0	0	0	0	0	0	0	28	17	27	35	42	26	12
Treated Water*	0	0	0	0	0	12	12	400	434	454	583	592	647	667
Reused Water*	0	0	0	0	0	0	0	341	391	419	447	534	552	606
Discharged Treated Water	0	0	0	0	0	12	12	59	44	35	136	58	95	61
Total Potable	614	634	613	643	999	1,113	1,160	1,396	1,367	1,416	1,524	1,591	1,708	1,608
Total Treated	0	0	0	0	0	12	12	400	434	454	583	592	647	667
Total Reused	0	0	0	0	0	0	0	341	391	419	447	534	552	606
Total Water Consumption	614	634	613	643	999	1,101	1,147	1,336	1,324	1,382	1,388	1,533	1,613	1,548

Water Impacts in Water-Stressed Areas	Europe, Asia, and Africa							GB Impacts						
	2019	2020	2021	2022	2023	2024	2025	2019	2020	2021	2022	2023	2024	2025
Well Water	0	13	85	68	102	81	117	756	732	899	978	949	997	895
Municipal Water*	595	705	651	625	820	782	867	1,821	1,970	1,840	1,847	2,520	2,658	2,835
Rainwater	0	0	0	0	0	0	0	0	0	0	0	1	2	9
Tank Truck Water	0	0	0	0	0	0	0	28	17	27	35	42	26	12
Treated Water*	0	0	64	127	129	235	274	400	434	519	710	721	894	953
Reused Water*	0	0	22	23	25	69	126	341	391	441	470	559	620	732
Discharged Treated Water	0	0	42	104	104	167	148	59	44	77	240	162	274	221
Total Potable	595	718	736	693	922	862	983	2,604	2,720	2,766	2,860	3,512	3,683	3,751
Total Treated	0	0	64	127	129	235	274	400	434	519	710	721	894	953
Total Reused	0	0	22	23	25	69	126	341	391	441	470	559	620	732
Total Water Consumption	595	718	693	588	818	696	835	2,545	2,676	2,688	2,619	3,350	3,409	3,531

The data contained in these tables has been independently verified by an external third party. Third-party assurance does not cover the rainwater category.



Water Intensity

	2025
Water withdrawal (m³)	6,279,770
TPP*	5,378,788
Intensity (m³/TPP*)	1.16

* Tons of Packaged Product.

Materials Used by Weight and Volume

GRI 301-1, SASB FB-PF-410a.1.

Materials Used by Weight and Volume (Metric Tons)	2024		2025	
Total	319,139	100%	359,314	100%
Renewables (Paper and Cardboard)	217,494	68%	263,021	73%
Non-renewable (Plastic)	101,645	32%	96,293	27%
Recycled				
Pulp and paper from recycled sources	156,803	49%	199,071	55%

Note: In 2025, the calculation methodology for the Materials indicator (301-1, 301-2) was updated to report data on recycled materials as a percentage of total materials used, including both renewable and non-renewable materials. The 2024 figures have been recalculated to maintain comparability.

The data contained in these tables has been independently verified by an external third party. These tables do not include plants in the grace period.

Waste generated

GRI 306-3, SASB FB-PF-410a.1.

Metric tons	2019	2020	2021	2022	2023	2024	2025
Recyclable	296,903	339,160	361,319	383,864	375,217	632,683	894,596
Non-recyclable	18,093	18,300	17,882	13,805	10,943	354	1,246
Hazardous*	2,440	1,044	1,089	1,272	560	587	9,552
Recycled	291,602	326,741	351,081	376,395	386,852	620,644	893,749
Total	317,436	358,504	380,290	398,941	406,865	633,624	905,393
% Recycled	92%	91%	92%	94%	95%	98%	99%

* All hazardous waste is disposed of in accordance with the laws of each country where we operate.

Note: For waste handled in units, such as plastic containers, pallets, raffia/plastic bags, etc., the unit weight of each must be estimated, the conversion factor applied to convert to metric tons, and the result reported. Excluded operations—that is, new operations or those acquired during 2025—are included in an annual plan for the control and monitoring of their records in accordance with environmental standards. For definitions of hazardous, recyclable, and recycled waste, please refer to the Glossary available in the 2025 Integrated Annual Report.

Waste generation (Metric tons)	North America	LA+MEX	EMEA	Grupo Bimbo
Recyclable	110,557	146,434	637,605	894,596
Non-recyclables	1,166	14	66	1,246
Hazardous*	0	1,246	8,306	9,552
Recycled	106,928	143,125	643,695	893,749
Total	111,724	147,693	645,976	905,393
% Recycled	96%	97%	100%	99%

* The North America region does not report any hazardous waste.

Waste not destined for and destined for disposal

GRI 306-4, 306-5, SASB FB-PF-410a.1.

Waste not intended for disposal (metric tons)

	Hazardous	Non-hazardous	Total
Recycled	9,300	875,814	885,114
Other recovery operations	-	-	-
Total	9,300	875,814	885,114

Non-hazardous waste intended for disposal (metric tons)

	On-site	Outside the facilities	Total
Landfill	0	11,566	11,566
Energy recovery	0	7,240	7,240
Recovery without energy recovery	0	1,213	1,213
Waste with an unknown disposal method	0	9	9
Total	0	20,028	20,028

Waste intended for disposal (metric tons)

	Hazardous	Non-hazardous/ Special handling	Total
Landfill	11	11,566	11,577
Waste-to-energy recovery	122	7,240	7,362
Recovery without energy recovery	61	1,213	1,274
Waste with an unknown disposal method	58	9	67
Total	251	20,028	20,280

Hazardous waste intended for disposal (metric tons)

	On-site	Outside the facilities	Total
Landfill	-	11	11
Energy recovery	-	122	122
Recovery without energy recovery	-	61	61
Containment cell	-	58	58
Total	-	251	251

The data contained in these tables has been independently verified by an external third party.

Note: Disposal does not include recycling, food banks, composting, or feeding to livestock. Disposal refers to landfilling, co-processing, incineration, and hazardous waste containment in accordance with local laws.

Food waste

GRI 306-3

Food loss and waste

Total amount

a) Total weight of all food loss and waste	464,012
b) Total weight of food loss and volume of waste used for alternative purposes	463,675
c) Total discarded (a - b)	337
d) Food loss and waste intensity	0.006%
e) Coverage: the entire value chain is reported	87%

PERFORMANCE

DA
TA

Emissions

Information expressed in MT CO₂e

CO ₂ Indicator	2019	2019 Recalculation	2025
Total Direct Emissions Scope 1	1,102,372	1,224,042	1,240,655
Total Indirect Emissions Scope 2	331,900	412,250	43,967
Total Scope 3 Emissions	8,021,824	11,423,977	11,764,297
Purchased Goods and Services	5,964,244	8,463,412	8,698,158
Capital Goods	490,201	259,117	213,987
Fuel and Energy-Related Activities	320,645	379,080	303,659
Transportation and Distribution	475,967	966,006	1,163,906
Waste Generated from Operations	15,899	16,307	13,510
Business Travel	82,954	38,521	35,919
Associate Commutes	75,871	186,136	190,757
End-of-Life Treatment of Products Sold	64,738	656,186	766,279
Investments	531,306	459,211	378,122
Total Scope 1, 2, and 3 Emissions	9,456,096	13,060,269	13,048,919

At the end of 2025, we started working on the recalculation of our 2019 emissions (baseline year for our climate goals). This was due to our growth of nearly 5% in the number of plants in our operation compared to 2019, which represented a similar increase in GHG emissions, exceeding the threshold set by the Science Based Targets initiative (SBTi).

The data for 2020 to 2024 were not recalculated, so they are not shown here to improve comparability.

We cover 100% of our global electricity consumption through a diversified portfolio of renewable energy solutions, which includes electricity generated from our own assets—such as on-site facilities and off-site renewable projects—long-term renewable energy agreements, as well as other renewable energy mechanisms available in the markets where we operate. Despite structural challenges in some of the countries where we operate—such as Ukraine, Venezuela, Tunisia, Nicaragua, and South Korea—which limit access to local renewable electricity mechanisms, we achieved 99% renewable electricity globally, in accordance with the requirements and criteria established by RE100. The remaining 1% was offset through the purchase of Renewable Energy Certificates (RECs) in other markets, as part of our commitment to moving toward full renewable energy coverage in a responsible and consistent manner globally.

The data presented for 2025 is currently undergoing third-party verification and is therefore preliminary.

This table does not include plants in the grace period.

Emissions Intensity CO₂e (Ton) KPI

GRI 305-4

Scope 1

CO ₂ e Intensity Ratio	Grupo Bimbo
Total CO ₂ e Emissions (tons)	1,240,655
TPP	5,378,788
Ratio	0.23

Scope 3

CO ₂ e Intensity Ratio	Grupo Bimbo
Total CO ₂ e Emissions (tons)	11,764,297
TPP	5,378,788
Ratio	2.19

* Global Management.

The information in these tables is being audited by a third party.

Note: These tables do not include plants in the grace period.

Scope 2

CO ₂ e Intensity Ratio	Grupo Bimbo
Total CO ₂ e Emissions (tons)	43,967
TPP	5,378,788
Ratio	0.01

Scope 2 emissions are covered by IRECs in accordance with RE100 guidelines. However, 43,967 tons of CO₂ could not be covered by local instruments due to market limitations in some countries. These emissions were voluntarily offset using international IRECs from the United States.

Scope 1,2&3

CO ₂ e Intensity Ratio	Grupo Bimbo
Total CO ₂ e Emissions (tons)	13,048,919
TPP	5,378,788
Ratio	2.43