

SAFE TY AND WELL-BEING

WE CREATE SAFE AND HEALTHY WORK ENVIRONMENTS IN EVERY COUNTRY WHERE WE OPERATE, ADHERING TO INTERNATIONAL STANDARDS AND ENSURING THE SAFETY AND WELL-BEING OF OUR TEAM.



Click here to learn more about our **Global Safety Policy**



Click here to learn more about our **Global Psychological Health and Safety in the workplace Policy**



SAFE TY AND WELL-BEING

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GRUPO BIMBO SAFETY AND WELL-BEING MODEL

Our Safety and Well-being Model is based on international occupational safety regulations, standards, and management systems. This ensures that all our processes are guided by a preventive approach, in which safety management is everyone's responsibility.

It applies to all our work sites, covering 100% of our associates, visitors, and contractors. Its overall objectives are:

- Fostering a culture of safety and well-being at Grupo Bimbo.
- Countering the trend of accidents.
- Achieving zero serious accidents.
- Taking charge of a healthy lifestyle.



We have a robust accountability framework that facilitates decision-making at all levels:

Quarterly reports to the Steering Committee

- We present safety results and key indicators by organization.
- We define the safety and well-being strategy.

Monthly or bimonthly reports

- Intended for the boards of directors of each organization, depending on their structure.

Meetings of committees, subcommittees, and boards

- At least once a month to implement actions and initiatives aligned with our model.

Data collection and indicators

- Each month, the safety and wellness teams compile preventive and corrective metrics, key performance indicators, and opportunities for improvement.

We are reinforcing our Zero Tolerance policy, which provides clear guidelines on the expected behavior of our leaders and associates, promoting a culture that makes no concessions when it comes to risky conditions and unsafe behavior.

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HEALTH AND SAFETY RISK MANAGEMENT: IDENTIFICATION AND PREVENTION

We maintain a constant focus on identifying and managing operational, commercial, and logistical risks. Currently, the main risks fall into three key areas:

PRIMARY RISK AREAS	RISK IDENTIFICATION	MITIGATION MEASURES
<p>In production areas (bakeries and production facilities):</p>	<p>Risk of associate injuries or accidents due to failure to follow lockout and tagout procedures, which can result in serious accidents or amputations.</p> <p>Electrical hazard: primarily for our maintenance staff who fail to follow established safety procedures.</p>	<p>As part of our safety standards, we aim to:</p> <ol style="list-style-type: none"> 1. Ensure tasks are performed correctly through ongoing training. 2. Ensure that all machinery and equipment comply with GB standards.
<p>In sales and distribution areas:</p>	<p>Risks associated with driving in urban areas and on highways: factors such as weather, stress, and interactions with other vehicles are constant risks.</p>	<p>Investigation of the root causes of accidents and incidents.</p> <p>Sharing information about accidents, near misses, and incidents, including their causes and preventive measures, across different work sites and regions. Random inspections and site visits.</p> <p>A mandatory Safe Motorcycle Riding Course for associates who ride motorcycles, in addition to the “Learn to Coexist with Motorcycles” awareness program.</p> <p>Establishment of Road Safety Committees, identification of Safe Routes, selection, training, and monitoring of our drivers, and maintenance of our fleet.</p> <p>Implementation of safety devices, telemetry, and ADAS (Advanced Driver Assistance Systems).</p>
<p>Among our associates and contractors, whether at production facilities or sales and distribution centers:</p>	<p>Risk of falls or suffocation when working at heights or in confined spaces by not following the appropriate procedures.</p>	<p>We consistently ensure compliance with these procedures through ongoing training, task certification, and the use of personal protective equipment, as well as by adapting our facilities to enable safe work practices.</p> <p>We do not allow any contractor to work unless they can verify that they are properly trained and certified for the task they will be performing.</p>

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STANDARDS FOR CONTRACTORS

To ensure safety at our facilities, contractors must comply with strict safety procedures before being granted permission to operate. This includes:

- **Providing certifications and demonstrate specific knowledge in accordance with our policies**, such as working at heights or operating machinery.
- **Meeting the physical and mental requirements** necessary for their activities.
- **Adhering to the safety standards and procedures** required of our internal associates.
- **Maintaining strict oversight** of their staff's training and complying with our safety standards and requirements.



TRAINING WITH A FOCUS

Safety training is tailored to the specific risks of each job, ensuring that no one is assigned to a position without having received training and always striving to meet the highest safety standards in their work. This training is structured as follows:

OPERATIONAL TRAINING

Designed for salespeople, operators, and other associates working in the field or at the plants and bakeries. This level focuses on:

- Safe operation of machinery.
- Risk prevention through the implementation of safety procedures.
- Safe performance of daily tasks.
- Use of fire extinguishers and fire prevention.
- Safe handling of heavy loads.

MANAGEMENT TRAINING

Designed for leadership and supervisory roles. It aims to empower leaders to effectively manage safety and risk prevention within their teams. Topics covered include, among others:

- Safety and Well-being Model Management
- Safety Observations.
- Accident Investigation.
- Risk and Change Management.
- Use and Operation of the GB Safety Platform.

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PARTICIPATION AND COMMUNICATION

We promote a culture of open communication that allows all our associates to voice their concerns or report risks directly and without barriers.

Every workplace has clear procedures in place, such as suggestion boxes and internal systems, through which any associate can report unsafe conditions or potential hazards. In addition, we encourage direct communication with their respective supervisors, who are responsible for reporting and addressing any hazardous situations.

Our associates are authorized to halt any activity if they believe there is an imminent risk. This high level of empowerment ensures that no concerns go unnoticed and that all necessary measures are taken to ensure their safety.

PARTICIPATION AND REPORTING MECHANISMS

- **Safety observations:** These identify safe and unsafe behaviors as well as hazardous conditions, with the aim of correcting them immediately or incorporating them into short-, medium-, or long-term action plans.
- **Safety committees:** established in almost all workplaces. They allow associates to actively participate in identifying and correcting risks. Regular meetings are held to present safety results and provide a space for associates to express their opinions.
- **Communication campaigns:** designed to reinforce the risk prevention culture and encourage the participation of all associates.
- **Whistleblower hotline (Comenta):** an additional tool that guarantees confidentiality and allows associates to report conditions or behaviors that violate our philosophy, as well as to submit suggestions or complaints.
- **Evaluation Surveys (Pulsos):** for associates. The findings are presented at team meetings and serve as the basis for establishing action plans.
- **Psychosocial Risk Factor Surveys:** in accordance with each country's legislation, surveys are conducted to identify psychosocial risk factors in the workplace, leading to the creation of action plans for their mitigation.
- **Drills:** All our operations conduct at least two drills per year as part of mandatory safety procedures. These include evacuation, fire, and earthquake drills.

Contractors also have the opportunity to raise their concerns through the channels established by the departments that hire them. This ensures that their reports are addressed with the same seriousness and commitment that Grupo Bimbo applies to safety.

KEY INITIATIVES IN OUR SECURITY MANAGEMENT

We conduct risk assessments for our operations.

We rely on our Road Safety Model, which includes fleet monitoring via telemetry and specialized committees.

We implement safety observation procedures across all areas.

We strengthen fire prevention by implementing technology and relying on specialized "SWAT" teams.

We review the progress of the safety strategy in subcommittees and through dialogue between leaders and teams.

We promote mechanisms for communicating and reporting incidents and risks through safety suggestion boxes and QR codes.

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WELL-BEING

WELL-BEING MODEL

We recognize that well-being is a broad and complex concept that each person interprets and understands differently. For this reason, we have worked toward a single goal: to standardize the concept of well-being throughout our organization. In this way, we ensure that all our associates share the same vision and experience, regardless of their location or role.

We start with our core belief, “We Value People,” to build the central concept of our strategy. This fundamental principle led us to develop what we call “Our Recipe for Well-being.” This approach aims to ensure that every associate feels valued, that they belong, that they are capable, that they contribute, and that they are respected. Only by integrating these feelings can true well-being be achieved. With this vision, we not only promote the health of our associates but also help them reach their full potential.

In our well-being ecosystem, we have identified four dimensions that reflect the key areas where the associate experience is lived out:

01

We promote your health.

02

We balance your personal life and work.

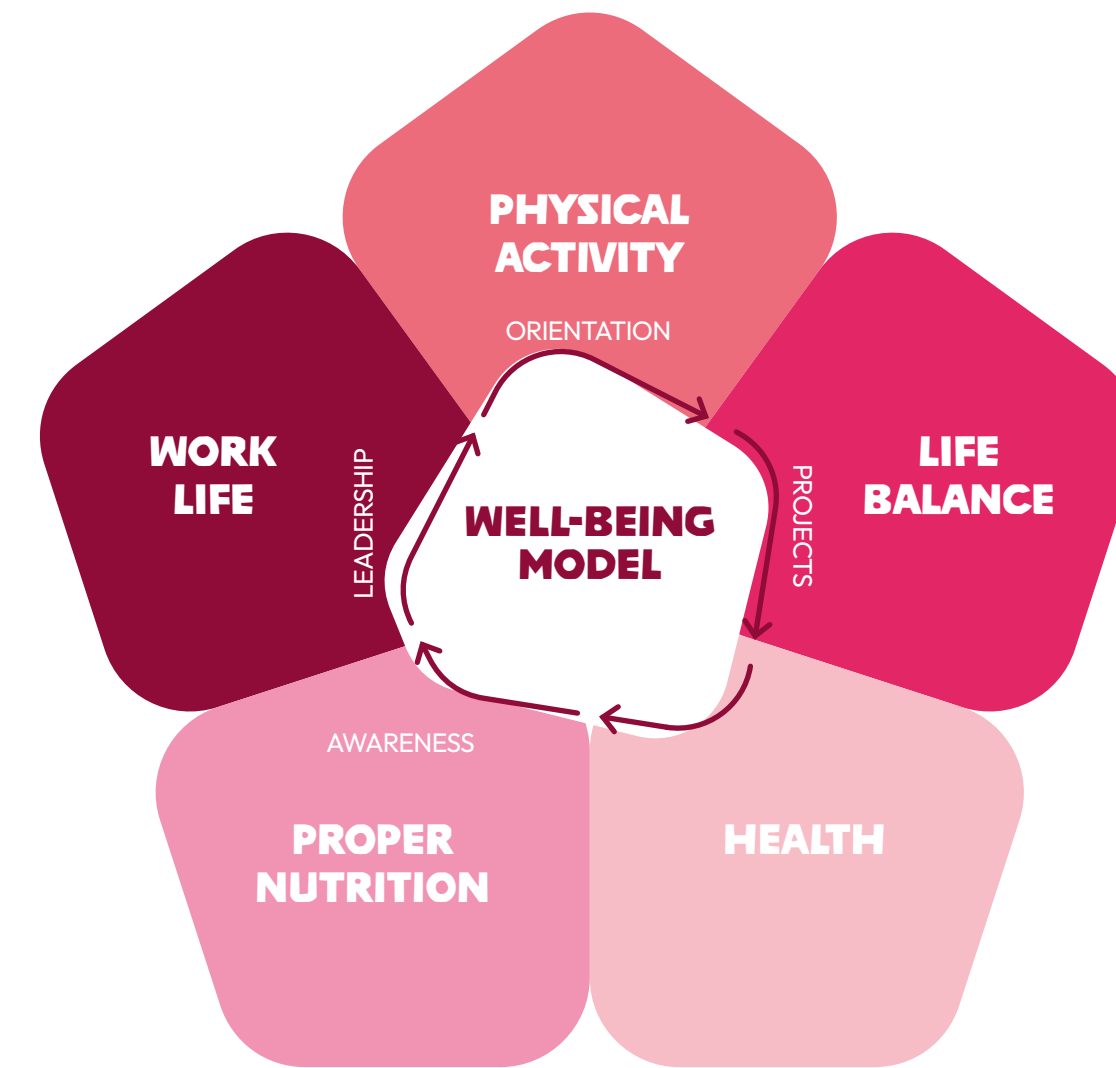
03

We are a support network.

04

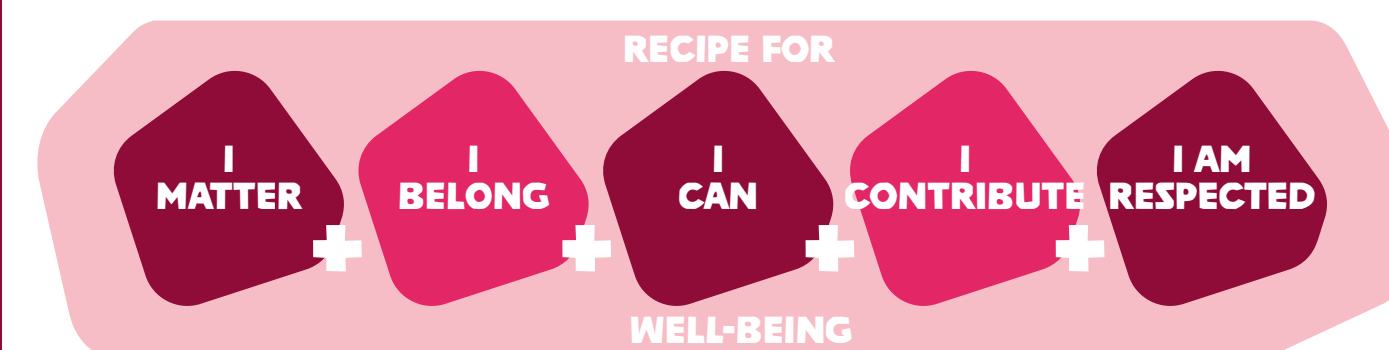
We foster healthy work environments.

To put this vision into practice, we use a Global Well-being Model as our operational framework, structured around five pillars that guide our initiatives worldwide.



Our strategy is global and establishes a common framework for all operations, ensuring consistency in how we understand and promote well-being at Grupo Bimbo. At the same time, it maintains the flexibility needed to adapt to the specific realities and contexts of each country and region.

Each organization is responsible for implementing it within its own context, prioritizing initiatives that address local needs and are aligned with the Global Well-being Model. Although programs may vary, they all share the same purpose: to create conditions that promote associates’ overall health and work-life balance.



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LIFE BALANCE

EMOTIONAL SUPPORT LINE

A resource designed not only to provide emotional support but also to prevent psychosocial risk factors by promoting healthier and safer work environments. This hotline provides immediate assistance to associates who are experiencing a crisis. In some organizations, the program expands this support to include telemedicine services, enabling online medical consultations and access to medications.

HEALTHY CAFETERIAS

We promote healthy lifestyles by providing our associates with certified, balanced cafeterias that offer nutritious options and contribute to a healthy diet as part of the workday; these initiatives are complemented by health and physical activity campaigns, as well as spaces dedicated to overall well-being.

WELL-BEING OBSERVATORY

The Well-being Observatory is a key tool within our strategy, where we collect and analyze key indicators related to our well-being initiatives. Here, we monitor metrics such as:

- **Percentage of participation in activities.**
- **Reported impact of the initiatives.**
- **Number of cafeterias certified under the “Healthy Cafeterias” program.**
- **Results of the Safety and Well-being Survey (S&W).**

The Well-Being Observatory allows us to assess progress and measure the impact of our initiatives. We want to ensure that every action has a meaningful impact on the lives of our associates.

WORK-LIFE BALANCE AND FLEXIBLE WORK ARRANGEMENTS

We offer flexible work arrangements, including staggered, hybrid, and remote work options. Associates returning to work after giving birth can take advantage of phased-in return-to-work plans.

PHYSICAL ACTIVITY

We have sports facilities at our workplaces (courts, gyms, walking areas) and promote internal events that strengthen the team. In addition, we offer preferential access to external gyms to expand activity options.

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