

For Grupo Bimbo, dignity and respect for all people are essential. In compliance with our policies and consistent with our philosophy, we seek to be a global reference as a diverse, equitable and inclusive company that provides to associates with safe spaces and equal opportunities where they can be themselves and feel they belong.

We fine-tuned the Diversity, Equity and Belonging strategy to extend our efforts to different stakeholders throughout our value chain through five lines of action:



the
company

The Bimbo character, a white bear wearing a white chef's hat with a red 'B' on it, is standing next to the word 'company' and waving with its right paw.

WE ARE THE LEADER AND
LARGEST BAKING COMPANY IN
THE WORLD AND A RELEVANT
PARTICIPANT IN SNACKS

We are a global company
with headquarters in
Mexico City

139,626
associates world wide

79% **21%**
men women

75,478
Mexico

27,196
North America

23,044
Latin America

13,653
EAA

leadership



talent pipeline

OUR BOARD

18

BOARD MEMBERS

72%

MEN

28%

WOMEN

26.3%

WOMEN'S
LEADERSHIP
POSITIONS



[For gender representation in our Steering Committee & Board](#)

WE HAVE A CHIEF DIVERSITY OFFICER (CDO) WITH THE PRIMARY FUNCTION OF MANAGING THE DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEI&B)

46% OF OUR FINANCE
CORPORATE TEAM ARE WOMEN

WE REQUIRE A DIVERSE SLATE OF
CANDIDATES FOR ALL
MANAGEMENT ROLES

WOMEN POSITION

21.40%

total associates
workforce

18.73%

associates in US are
women

21%

senior management

31%

middle management

25%

entry level positions

24.58%

engineering workforce

20.35%

of our revenue-producing
roles

31.75%

information technology
(IT) workforce

30%

associates hired

33.7%

women promoted

29%

associates that left the
company

GOALS 40% WOMEN IN
LEADERSHIP POSITIONS IN 2030

WE HAVE A TARGETED RECRUITING
STRATEGY TO INCREASE WOMEN
HIRES



WE PUBLISH THE US EEO-1 REPORT

equal pay

& gender pay parity



WE PUBLICLY DISCLOSE A QUANTITATIVE COMPENSATION REVIEW BY GENDER

Global Compensation Team designed the following methodology to obtain an objective and transparent indicator, to ensure equal compensation among associates in the most representative operations of Grupo Bimbo.

As a summary, women's compensation in the sample used is between 3% and 5% over than men's; among the main factors that contribute to this outcome are the proportion of women and men within the Company, and the seniority of both population segments. As a general reference, men have 4 more years of seniority than women do on average.

The results are shown as follows:

- + Positive percentage: women earn more than men.
- Negative percentage: women earn less than men.

Organization		Gender pay gap (%) Internal Methodology
Colombia	Latin Centro	-3.5%
Chile	Latin Sur	-3.5%
Canada	Bimbo Canada	-4.1%
Mexico	Bimbo Mexico	-4.8%
Spain	EMEA	-4.6%
Brazil	Bimbo Brazil	+1.5%
U.S.A.	Bimbo Bakeries USA	-3.2%

Note: this indicator only considers non-operative full-time associates with a long-term contract, who are neither regional nor International Assignees

Additionally, as part of our inclusive culture, our Company provides:



12 weeks

minimum of fully paid primary parental leave*

1 day

At least, of fully paid secondary parental leave*

Regarding adoption support, the majority of our workforce receives adoption assistance through the company and/or government

* India, Romania, Thailand and Venezuela not included.

When it comes to bereavement, our company provides fully paid time off



inclusive culture



14 week

is the minimum of fully paid primary parental leave offered

1 week

is the minimum of fully paid secondary parental leave offered

2 week

of fully paid primary parental leave offered for US associates

2 week

was the average number of fully paid for US associates that returned from primary parental leave

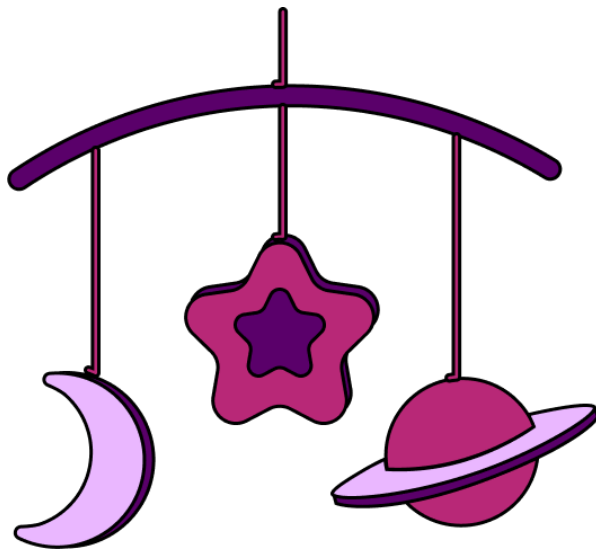
2 week

of fully paid secondary parental leave for US associates

2 week

was the average number of fully paid for US associates that returned from secondary parental leave

WE PROVIDE ACCESS TO ON-SITE
LACTATION ROOMS



The workforce receive adoption assistance through Grupo Bimbo and/or government support¹

The workforce receive insurance coverage for fertility services through Grupo Bimbo and/or government support

Global workforce receives insurance coverage for egg- freezing²

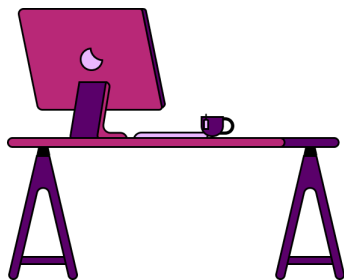
The workforce receive insurance coverage for contraception through Grupo Bimbo and/or government support³

1. Mexico. Fertility support is not provided by the company, but in some cases by the government.
2. Mexico. Eggfreezing support is not provided by the company nor by the government, except for those countries where this support is available by the social security.
3. Mexico. Contraception is not covered by any private health insurance. Government offers several programs.

We offer mental health support or consultation services to global associates¹

1. In most of the countries where we operate, we have emotional support lines, which include psychological care, among other topics.

WE ARE COMMITTED TO IMPROVE THE QUALITY OF LIFE OF OUR ASSOCIATES, SEIZE AND MAXIMIZE THE ENVIRONMENTAL BENEFITS AND PROMOTE DIVERSE AND INCLUSIVE WORKPLACES, AMONG OTHER BENEFITS, THAT FLEXIBLE WORK SCHEMES MAY OFFER. THIS IS WHY EACH COUNTRY IN WHICH WE HAVE PRESENCE, DEPENDING ON ENVIRONMENT, LEGISLATION AND CULTURE, MAY OFFER FLEXIBILITY TO ADJUST TO WHAT APPLIES AND IS REQUIRED



We support flexible work arrangements where we believe they will support Grupo Bimbo's business objectives, increase our associate retention levels, reduce absenteeism, attract new talent, promote work-life balance and reduce stress. However, we promote Face-to-face schemes for training, education, collaboration and socialization because – **We are a one community** -

We conduct an associate engagement survey for all associates and the results were assessed by gender

The engagement survey address diversity and inclusion (D&I)

We have associates resource groups for women and other underrepresented groups¹

We offer all associates unconscious bias training to raise self-awareness of implicit bias and provide tools to reduce discriminatory behaviors

¹. Mexico, Brazil and USA

5137

associates completed company provided diversity, equity, inclusion & unconscious bias training¹

1. to the end of 2022

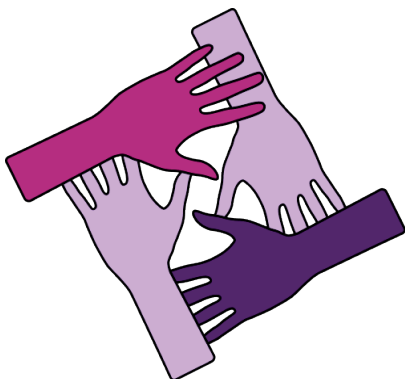
Senior managers have clear diversity and inclusion goals as a part of their annual performance reviews

For US and UK WE OFFER GENDER INCLUSIVE PARENTAL LEAVE POLICIES

We provide gender inclusive restrooms

We have associate resource groups for underrepresented racial or ethnic groups

We have associates resource groups for associates who self- identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ+)

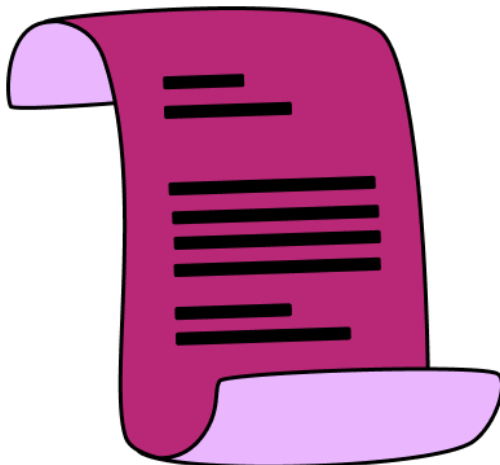


Through our volunteering and social investment programs we support some non-profit organizations that promote education and productive programs for women access to a productive and better quality of life, such as Pro-Mexico Indígena. Pro-Mixteca, LeonXIII, Casa de la Amistad, Reforestamos México, Nutre a un Niño, and APAC.

anti-sexual harassment policies



WE HAVE A PUBLICLY AVAILABLE
COMPANY POLICY THAT EXPLICITLY
CONDEMNS SEXUAL HARASSMENT IN
THE WORKPLACE



We utilize an impartial third-party investigator, or have an internal independent investigation function, that reports directly to the board for all sexual harassment allegations

We have a publicly available company policy that explicitly condemns harassment and discrimination in the workplace based on race and ethnicity, and sexual orientation and/or gender identity in the workplace

external brand



WE EVALUATE ALL ADVERTISING AND MARKETING CONTENT FOR GENDER BIASES PRIOR TO PUBLICATION BY THE GLOBAL MARKETING DEPARTMENT OR THE LOCAL MARKETING TEAM

IN 2023 WE HAVE LAUNCHED THE FIRST GLOBAL CAMPAIGN BASED ON THE PILLARS OF DIVERSITY, EQUITY AND INCLUSION AS THE MAIN PARTNER OF FC BARCELONA WOMEN.

We assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases



We have a supplier diversity program that includes women suppliers/vendors

- Members of the following Supplier Diversity councils focused on Ethnic minorities, Aboriginals and women (NMSDC, WBENC, CAMSC, WEB Canada)
- Supplier Diversity Questionnaire for new vendor set-up in US and Canada
- NA Supplier Diversity Policies Complete
- All Webpages noted

bimbobakeriesusa.com/baked-for-life

WE SUPPORT FINANCIAL
EDUCATION PROGRAMS, HEALTH
OR INSURANCE EDUCATION, AND
STEM EDUCATION PROGRAMS

We allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses

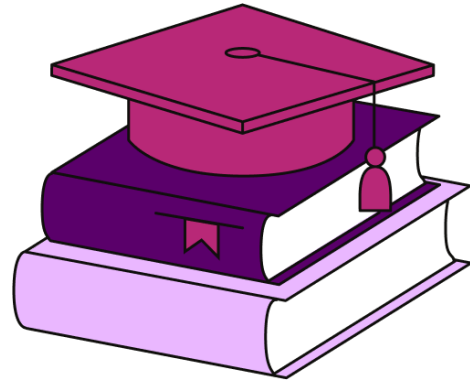
We track the client or customer base by gender

We offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses – micro, small or other

We focus on racial and ethnic, and LGBTQ+ equality in the workplace

Through our volunteering and donations program we support non-profit organizations that support education and productive programs to ensure that women have access to a productive life and better quality of life. Pro-MexicoIndígena. Pro-Mixteca, LeonXIII, Casa de la Amistad,Reforestamos México, Nutrea un Niño, and APAC.

The company give monetary support to any non-profit organization(s) with a primary mission of advocating.



For other KPIs please visit