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:

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% men  21% women

75,478 Mexico

27,196 North America

23,044 Latin America

13,653 EAA
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**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total associates workforce</td>
<td>21.40%</td>
</tr>
<tr>
<td>Associates in US are women</td>
<td>18.73%</td>
</tr>
<tr>
<td>Senior management</td>
<td>21%</td>
</tr>
<tr>
<td>Middle management</td>
<td>31%</td>
</tr>
<tr>
<td>Entry level positions</td>
<td>25%</td>
</tr>
<tr>
<td>Engineering workforce</td>
<td>24.58%</td>
</tr>
<tr>
<td>Revenue-producing roles</td>
<td>20.35%</td>
</tr>
<tr>
<td>Information technology (IT) workforce</td>
<td>31.75%</td>
</tr>
<tr>
<td>Associates hired</td>
<td>30%</td>
</tr>
<tr>
<td>Women promoted</td>
<td>33.7%</td>
</tr>
<tr>
<td>Associates that left the company</td>
<td>29%</td>
</tr>
</tbody>
</table>
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
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% lower 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.
<table>
<thead>
<tr>
<th>Organization</th>
<th>Gender pay gap (%)</th>
<th>Internal Methodology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colombia Latin Centro</td>
<td>-3.5%</td>
<td></td>
</tr>
<tr>
<td>Chile Latin Sur</td>
<td>-3.5%</td>
<td></td>
</tr>
<tr>
<td>Canada Bimbo Canada</td>
<td>-4.1%</td>
<td></td>
</tr>
<tr>
<td>Mexico Bimbo Mexico</td>
<td>-4.8%</td>
<td></td>
</tr>
<tr>
<td>Spain EMEA</td>
<td>-4.6%</td>
<td></td>
</tr>
<tr>
<td>Brazil Bimbo Brazil</td>
<td>+1.5%</td>
<td></td>
</tr>
<tr>
<td>U.S.A. Bimbo Bakeries USA</td>
<td>-3.2%</td>
<td></td>
</tr>
</tbody>
</table>

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.
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 support.\(^1\)

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

Global workforce receives insurance coverage for egg freezing.\(^2\)

The workforce receive insurance coverage for contraception through Grupo Bimbo and/or government support.\(^3\)

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 associates.\(^1\)

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, deation, 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
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, LeónXIII, Casa de la Amistad, Reforestamos México, Nutre a un Niño, and APAC.
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.
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-MéxicoIndígena, Pro-Mixeica, 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.