1. Purpose

Establish general guidelines to integrate sustainability criteria into Grupo Bimbo's strategy and support business continuity, in order to guarantee sustainable and responsible processes that will contribute, in the short, medium and long term, to the well-being of communities and ecosystems in which we operate.

2. Scope

This policy covers all Organizations, affiliates and subsidiaries of Grupo Bimbo, in their different geographies and functions, as well as in relationships with third parties.

3. Definitions

CSO (Chief Sustainability Officer): Sustainability Director.

Global Sustainability Committee: It is made up of the global leaders of each of the 8 initiatives, the global sustainability team and the CSO. It meets quarterly to align efforts, focus goals and analyze risks to meeting objectives.

Initiative Leaders: They are the Global and Local leaders of each of the 8 initiatives that make up the sustainability strategy in each of the Grupo Bimbo organizations.

Local Sustainability Committees: It is made up of the local leaders of each of the 8 initiatives, coordinated by the organization's sustainability leader and the senior management of each business unit.

Regenerative Agriculture: Regenerative and sustainable agriculture takes a holistic view of the earth, applying principles to increase long-term productivity and biodiversity. Improving soil health is essential to this, using organic matter and avoiding depletion, pollution and environmental damage. It seeks to balance agricultural production with resource conservation, social well-being and the preservation of ecosystems for future generations.

Resilient ecosystems: Those capable of resisting and adapting to disturbances or adverse changes, maintaining their structure, functions and essential services. They have a capacity for recovery, balance and biological diversity that allows them to resist impacts, recover quickly and maintain their integrity and functioning in changing or challenging conditions.

Stakeholder groups: Those that impact or are impacted by the company's actions and there are internal and external ones.

- **Internal**: It is made up of shareholders/partners, associates, representatives of associates. Your decisions and those of the company affect the development of the business.
- **External**: People who have a relationship with the company and share some objectives; Win-win relationships will result from their proper interaction. Composed of clients, suppliers, distributors, contractors, competitors, consumers, society, government, business organizations, investors and international organizations of which Grupo Bimbo is a part, media, social organizations, higher education and research institutions and embassies.

Sustainability: Actions that we carry out to meet the internal and external purposes of the company, in the three aspects: economic, social and environmental; without compromising the resources of future generations and seeking permanence over time, in line with the foundations of sustainability at Grupo Bimbo and the 8 initiatives aligned with 3 major priorities: We Nourish a Better World for You, for Life and for Nature.

Sustainability Leaders: They are the leaders of global sustainability committees and responsible for aligning local initiatives to the sustainability strategy.

Sustainability Management: Team that leads the implementation of the Sustainability strategy throughout the company.

4. Responsibilities

Chief Sustainability Officer: Lead the global sustainability team for the management and implementation of the Nourishing a Better World strategy at a global level.

Global Sustainability Department: Determine Grupo Bimbo's global strategic Sustainability direction, including the establishment of global sustainability goals, minimum standards, metrics, objectives and parameters that all global initiatives must meet. Establish the governance models and provide tools for the implementation of initiatives. Give support to local sustainability teams and global initiative leaders. Manage needs and communications with interest groups to ensure compliance with this policy. Secure and efficiently allocate necessary resources and trained personnel for the implementation of the Nourishing a Better World strategy at a global level.

Global Sustainability Committee: Meet at least semiannually to align efforts, focus goals and analyze risks for meeting objectives. Review progress and good practices of each initiative.

Global Initiative Leaders: Deploy and implement the minimum standards and requirements provided/ approved by the global sustainability team. Collect and report all KPIs on the performance of their initiatives. Identify opportunity areas, regions and/or critical processes and provide support to local initiative leaders.

Local sustainability teams: Establish regional strategic direction for sustainability provided by Global. Make sure the region:

- Is addressing all key strategic areas and metrics.
- Meets all global mandatory requirements.
- Measures regional sustainability performance and presents it to the global team.
- Manages the regional governance model with regional initiative leaders recommended by global.

Local initiative leaders: Manage and implement local strategic initiatives and projects for the respective focus area provided by Global.
Measure regional sustainability performance for the specific focus area and report to the local Sustainability Team and the global leader of your initiative.

Organizational and Functional Directors: Provide the necessary resources for the implementation of the “We Nourish a Better World” strategy at a global and regional level, through a multidisciplinary team of global and local leaders, to achieve key programs and objectives.

Global Department of Corporate Affairs, General Directors of Organization, Global and/or Local Department of Communication: Disseminate, comply with and enforce this policy within its sphere of influence and with the corresponding interest groups.

5. General guidelines

The guidelines of this policy are aligned with the sustainability strategy "Nourishing a Better World", with the objective of contributing to the well-being of people and nature, through the following three priorities, eight key initiatives and four foundations:



Nourishing a Better World FOR YOU

We are committed to providing a better nutritional experience, through:

- Providing the resources and innovation to have simpler and more natural recipes for the preparation of our products, as well as positive nutrition in each of them.
- Increasing the presence of whole grains and other plant-based ingredients to enable healthier plant-based diets.
- Sharing clear and transparent information about the content of our products to empower our consumers to make better decisions.

Nourishing a Better World FOR LIFE

We are committed to improving the lives of everyone we reach, through:

- Benefiting the communities where we live and work, supporting our business partners and having a positive impact on our society, interacting through our golden rule: respect, justice, trust and affection.
- Creating safe, healthy, diverse, equitable and inclusive work spaces that foster a culture of personal and professional development for all Grupo Bimbo associates.

Nourishing a Better World FOR NATURE

We are committed to protecting and regenerating our natural systems, through:

- Promoting a circular economy, reducing food and water waste, developing sustainable packaging and efficient operations to become a zero waste company.
- Achieving net zero carbon emissions, focusing on maximizing the use of renewable energy, and optimizing transportation and resources to minimize Carbon Dioxide (CO_2) emissions.
- Increase soil health through resilient ecosystems and regenerative agricultural practices, making efficient use of resources for the production of our inputs.

Our Foundations:

- Maintain the highest environmental standards in all our operations, in full compliance with the laws, commitments and internal standards of the countries where we operate. This includes not only the efficient use of resources and the conservation and improvement of biodiversity, but also the proper management of chemicals, refrigerants and the responsible sourcing of our value chain.

- Preserve the diversity of species, habitats, ecosystems and genetic diversity of the planet through the implementation of projects in each Business Unit.
- Have a system that adopts a preventive approach and continuous improvement, through the establishment of goals, objectives and monitoring of our performance.
- Guarantee that Grupo Bimbo products meet the highest quality and food safety standards.
- Protect Grupo Bimbo associates and those in our value chain, guaranteeing compliance with all labor and human rights standards, including those related to forced and child labor, free association, remuneration, diversity and inclusion and job security.
- Guarantee a sustainable supply of our key raw materials, working in close collaboration with suppliers who share our vision of generating a positive impact in the value chain. This involves not only preventing deforestation, but also mitigating the impact on local communities and the well-being of animals involved in our value chain.

5.1 Sustainability Management

To ensure the highest level of positive impact, we are committed to having a strong governance structure that ensures the following:

a. Manage and guide progress in the implementation of the strategy through coordination mechanisms between local and global sustainability committees.
b. Have the necessary documentation and guides to facilitate the understanding and application of the minimum standards defined for the initiatives.
c. Measure and report to the CSO, CEO and the different General Managers in Grupo Bimbo's business units on the sustainability performance results.
d. Ensure that strategic and tactical decisions are aligned with the stated objectives.
e. Ensure having the necessary resources that allow progress and continuous improvement towards compliance with the strategy.
f. Collaborate with clients, suppliers and any interested party in order to enhance actions related to the strategy, as well as the evaluation and mitigation of risks for the company.
g. Promote research, development and dissemination of scientific and technological knowledge to meet the goals derived from the sustainability strategy.
h. Continuously promote the sustainable culture in all associates and integrate it into their daily activities.
i. Each of the initiative leaders must participate in local and international forums where issues related to the sustainability strategy are discussed.

6. Measurement, evaluation and reporting

As Grupo Bimbo is a global company, the Global Sustainability Department, together with the Global Communications, Corporate Affairs and Investor Relations Departments, will consolidate and publish all relevant information for the knowledge of all its stakeholders to respond to the requirements. from various international organizations, in compliance with transparency and sustainability standards. Therefore, it is Grupo Bimbo's policy to:

- Have accurate, timely information that adheres to the corresponding standards.
- Share information for the preparation of the integrated annual report and for any communication to our stakeholders.
- Prepare progress reports and the annual report integrated with data validated by the corresponding areas.

7. Responsibilities/Ownership

The Global Sustainability Department is the assigned owner of this policy and is primarily responsible for its content, updating and monitoring of compliance, as well as the approval request to the Global Internal Control and Risk Management Department, Steering Committee and General Management.

8. Updates

Changes made between versions are described.

Review/review history				
Version	**Review date**	**Updated by**	**Approved by:**	**Main changes**
1	December 2016	-	-	-
2	April 2022	Global Sustainability Manager Global Sustainability Supervisor	Global Sustainability Director	Update with the new Sustainability strategy.
3	February 2024	Global Sustainability Manager Global Sustainability Supervisor	Global Sustainability Director	Update of the purpose, responsibilities and guidelines of sustainability management.