

1. Purpose

Establish general guidelines to promote the comprehensive well-being of our associates through daily actions by managers, associates, and senior leaders at Grupo Bimbo to improve their quality of life.

2. Scope

This policy applies to all Grupo Bimbo sites including all Business Units, affiliates, and subsidiaries, in different locations, functions, and business areas.

3. Definitions

Comprehensive Well-being: A state of balance between physical, mental, emotional, and social health in a safe work environment, allowing people to develop and reach their full potential.

Dimensions of well-being: Approaches that reflect well-being at Grupo Bimbo. The four dimensions are: we foster healthy work environments; we are a support network; we promote your health; and we balance work and life.

Grupo Bimbo's Recipe for Well-Being: A holistic approach that seeks to ensure that every employee feels they matter, belong, are capable, empowered to contribute, and are respected. Integrating these five elements is key to achieving a workplace culture that fosters comprehensive well-being within the workplace.

Psychosocial risk factors: Conditions that can affect the mental, emotional, and physical health of associates, such as work overload, lack of control, poor recognition, workplace harassment, or role ambiguity.

Well-being Model: A set of guidelines designed to promote health and manage physical and psychosocial risks in the workplace, structured around five pillars: Physical Health, Healthy Diet, Physical Activity, Life Balance and Work Life.

Well-being Observatory: A system of indicators to monitor, evaluate, and track progress and opportunities in well-being across the organization.

4. Responsibilities

Top Management, Business Unit, Corporate, and Area Directors: Promote the well-being of all associates. Implement and enforce this policy. Manage investments for the execution of well-being programs and demand accountability for progress. Model the experiences and dimensions of well-being.

Leaders: Comply with this policy. Promote associates' participation in well-being initiatives and training. Monitor for signs of distress among your teams and direct them to the appropriate resources (e.g., emotional support line, workplace healthcare, telemedicine). Prevent associates with health conditions from engaging in risky activities. Provide space and time for the wellness plan. Allow flexibility for medical appointments. Respect breaks and vacations. Consider associates' wellness proposals.

Local Safety & Well-being (S&W) Team: Implement this policy in accordance with the established strategy and objectives. Monitor the annual action plan and the utilization of internal wellbeing resources. Monitor and report on wellbeing observatory indicators to local S&W leaders and the Global Safety & Well-being Department. Coordinate the operation and participation of the local and regional Well-being Committee. Conduct inspections related to compliance with this policy.

Associates: Take an active role in personal well-being through self-care habits and the use of health resources. Complete required health assessments and training. Contribute to an inclusive work environment. Voluntarily take advantage of the Business Unit's well-being initiatives.

5. General guidelines

At Grupo Bimbo, well-being is fundamental to our organizational culture and is reflected in our daily actions, promoting healthy, safe, balanced, and collaborative environments, integrating well-being into daily operations and all business decisions, based on the belief that "We Value The Person." Therefore, it is Grupo Bimbo's policy that every manager/leader comply with the following guidelines.

- Associates' participation in wellness initiatives is voluntary, and all personal information, especially information related to physical or mental health, will be treated confidentially and privately and in compliance with local laws.
- Well-being initiatives should be tailored to the context of each Business Unit or country, based on needs assessments, compliance with local laws, and the goal of improving the quality of life of associates, families, and communities, while strengthening business sustainability.
- Well-being initiatives must follow the five pillars of Grupo Bimbo's wellness model to help associates develop healthy habits and self-manage lifestyles.
- Every Business Unit must promote emotionally healthy spaces by assessing and addressing psychosocial risk factors.
- Well-being strategies should foster a balance between physical, emotional, mental, and social aspects.
- Each well-being action or program must contribute to associates feeling that they matter, that they belong, that they are capable, that they are empowered to contribute, and that they are respected, in line with the "Grupo Bimbo wellness recipe."
- The design and implementation of well-being programs require the active participation of all areas of the Business Unit, fostering a collaborative culture to build well-being collectively.
- Leaders of every Business Unit must:
 - Promote safe, comfortable, and hygienic work environments by conducting ergonomic risk assessments to identify opportunities for improvement.
 - Promote the availability of physical spaces that promote well-being (e.g., sports and physical activity spaces, dining areas, meeting and interaction rooms, lactation rooms, among others).
 - Comply with policies and standards related to wellness projects such as: **FGB-HR-13 Global Breastfeeding Support Policy; FGB-HR-15 Global Workplace Psychological Health and Safety Policy; ST-S&W-05 Global Healthy Canteen Standard; GGB-001 Grupo Bimbo Code of Ethics; GGB-015 Global Safety Policy; GGB-009 Global Diversity and Inclusion Policy; GGB-018 Global Policy on Harassment and Discrimination Prevention.**

6. Responsibility / Ownership

The Global HR Department is the assigned owner of this policy and is primarily responsible for its content, updating and monitoring of compliance, as well as for submitting it for approval to the Global Internal Control Department, the Steering Committee and Top Management.

7. Updates

Changes made between versions are described.

Revision/Revision History				
Version	Review date	Updated by:	Approved by:	Main Changes
1	May 2017	Safety Manager	Global Safety and Well-being Director	First publication

2	May 2021	Safety Manager	Global Safety and Well-being Director	- The following definitions have been added: healthy company, psychosocial risk factors, Grupo Bimbo's well-being model, and healthy company management system. - The responsibilities of the Top Management, Business Unit, Corporate, and Area Directors, and of direct supervisors are separated in terms of preventing physical and psychosocial risk factors, work-life balance, and work-life flexibility.
3	March 2024	Safety and Well-being Supervisor	Global People VP	Families and the community are included in the scope of the guideline to promote the development of guidelines and projects that promote work-life balance.
4	August 2025	Safety and Well-being Supervisor	Global Labor Relations VP	The well-being policy was updated to align with Grupo Bimbo's Comprehensive Well-being approach, creating a more robust strategic framework in line with global best practices.