

1. Purpose

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

2. Scope

This policy applies to employees of all areas, organizations, affiliates and subsidiaries that are part of Grupo Bimbo, in their various geographical locations and job functions, as well as in interactions with third parties.

3. Definitions

Sustainability Leaders: These are the leaders of the Sustainability Committees and are responsible for aligning local initiatives with the global sustainability strategy.

Initiative Leaders/Champions: These are the Global and Local Leaders of each of the 8 initiatives that make up the sustainability strategy in each of Grupo Bimbo's organizations.

Global Sustainability Committee: It is made up of the global leaders of each of the initiatives, the corporate sustainability team and the *Chief Sustainability Office*.

Local Sustainability Committees: These are made up of the local leaders/champions of each of the initiatives and are coordinated by the organization's sustainability leader and the senior management of each business unit.

Stakeholders: These are the groups that impact or are impacted by the company's actions. These can be:

- **Internal:** Anyone who has an impact on the development of the business (e.g. shareholders / partners, associates, associates representatives).
- **External:** People who have a relationship with the company and share certain objectives (e.g. customers, suppliers, distributors, contractors, competitors, consumers, society, government, business organizations, investors and international organizations of which Grupo Bimbo is a member, the media, social organizations, higher education and research institutions and embassies).

Sustainability: These are the actions we carry out to meet the internal and external purposes of the company, in the economic, social and environmental aspects, without compromising the resources of future generations and ensuring their permanence over time, in line with the foundations of sustainability in Grupo Bimbo and the 8 initiatives aligned with the strategy of: "Nourishing a Better World" for You, for Life and for Nature.

Resilient ecosystems: These are those capable of resisting and adapting to disturbances or adverse changes, while maintaining their structure, functions and essential services. They possess a resilience, balance, and biological diversity that allows them to withstand impacts, recover quickly, and maintain their integrity and functioning in changing or challenging conditions.

Regenerative agriculture: Regenerative and sustainable agriculture takes a holistic view of the land, applying principles to increase productivity and biodiversity in the long term. Improving soil health is critical 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.

4. Responsibilities

Chief Sustainability Officer: Lead the initiatives and implementation of the sustainability strategy. Manage environmental, social or non-compliance risks related to sustainability. Integrate sustainable practices that promote long-term business continuity. Communicate to the Executive Committee the progress and impact of the initiatives.

Global Vice President of Sustainability (VP): Determine Grupo Bimbo's Sustainability strategy and ensure the necessary resources for its implementation at a global level.

Global Sustainability Team: Establish and track global sustainability goals, including minimum standards, metrics, targets, and parameters that all global initiatives must meet, **based on risk analysis, the environment, and international standards.** Manage governance models, provide tools, documents, guidelines and best practices for the implementation of initiatives. Provide support to local sustainability teams and global initiative leaders. **Establish an annual training and awareness program at a global level, to ensure the understanding and implementation of the strategy. Manage the communication and needs of stakeholders to ensure compliance with this policy.**

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

Global Initiative Leaders: Deploy and implement the minimum standards and requirements approved by the global sustainability team. Collect and report key performance indicators (KPIs) for your initiatives **at least quarterly.** Identify areas of opportunity, regions and/or critical processes. Provide support to local initiative leaders.

Local Initiative Leaders: Manage and implement local strategic initiatives and projects for the focus area provided by the Global Sustainability Team. Measure regional sustainability performance for the specific focus area. Be accountable to the local sustainability team and the global leader of your initiative **at least quarterly.**

Local Sustainability Teams: Set the regional strategic direction for sustainability. Monitor the inclusion of key areas and metrics in the strategy, compliance with global mandatory requirements, measurement of regional sustainability performance, and compliance with the regional governance model.

Organizational and Functional Directors: Provide the necessary resources for the implementation of the "We Nourish a Better World" strategy at the global and regional levels, through a multidisciplinary team of global and local leaders, for the achievement of key programs and objectives.

Global Corporate Affairs Department, General Directors of Organization, Global and/or Local Department of Communication: Disseminating, complying with, and enforcing this policy within its sphere of influence and with the corresponding stakeholders.

5. General Guidelines

Associates

All of Grupo Bimbo's associates are responsible for:

- **Learning about Grupo Bimbo's sustainability strategy. See:**
<https://www.grupobimbo.com/en/sustainability>
- **Complying with sustainability-related training and coaching programs.**
- **Complying with the sustainability strategy through its specific projects, activities and tasks in accordance with their responsibilities.**
- **Where applicable, ensuring compliance with all environmental, social, governance, and international standards regulations in all its workplaces.**

- Communicating the expectations of the sustainability strategy to suppliers, customers and stakeholders (external and internal), with whom they interact, to ensure compliance.
- Always maintaining the focus that all products, processes, events and projects need to be sustainable by design.
- Upholding the highest operational standards for continuous process improvement and ensuring value chain synchrony to avoid waste.
- Collaborating in programs and activities that promote sustainability.

Global Initiative Leaders

All global initiative leaders shall:

- Deploy and implement minimum standards and requirements, provided and approved by the Global Sustainability Team.
- Compile and report to internal stakeholders all the performance metrics of the Business Units, on a monthly or quarterly basis (depending on the indicator).
- Identify critical areas of opportunity, regions, and/or processes to support local initiative leaders.
- Maintain up-to-date documentation regarding the initiative, including policies, handbooks, standards, and procedures.

Global & Business Unit Management

These Management Departments shall:

- Ensure and allocate the necessary resources and trained personnel in an efficient manner to:
 - Manage the sustainability strategy throughout the value chain.
 - Ensure the fulfillment of goals in the sustainability strategy, in the short, medium and long term.
 - Communicate and disseminate the sustainability strategy, in all workplaces, through global guidelines.
- Integrate the sustainability strategy into the organization's strategic planning, considering risks and opportunities for improvement.
- Build a trained team in the Business Unit that leads the implementation of the sustainability strategy, along the value chain in each geography.

Sustainability Leaders

These Business Unit Leaders and their teams shall:

- Integrate the sustainability strategy into the Business Unit's strategic planning.
- Have the necessary mechanisms in place to ensure compliance with local regulations related to sustainability and in accordance with the company's line of business in the countries where Grupo Bimbo operates.
- Manage the regional governance model with regional initiative leaders.
- Establish objectives, aligned with those established by the Global Sustainability Team and global initiative leaders, to all areas of impact within the workplaces and the value chain.
- Monitor the implementation of the sustainability strategy, aligned with global requirements, through:
 - Initiatives: Systematically evaluate initiatives, including their KPIs, progress on projects or initiatives, as well as the implementation of practices, at least on a bimonthly basis.
 - Work centers: monthly KPIs, progress in projects or initiatives and implementation of practices, at least quarterly, and evaluate, at least annually, the management system of each work center.
 - Carry out functional reviews or supervisions in all work centers of the business unit to ensure compliance with Sustainability management, at least once a year and every time a modification occurs in the process and/or installation, ensuring action plans for improvement with their respective follow-up.
- Communicate sustainability performance, risks, opportunities, progress of action plans, best practices, and necessary resources to senior management, the sustainability team, and the global initiative leader.
- Establish and implement a management process to identify internal and external, regional and local sustainability-related risks.
- Have a training and awareness program at the organizational level to ensure the correct understanding of the strategy and its actions, depending on the impact of each employee's position.
- Identify, implement, and replicate sustainability best practices across all workplaces.
- Align the implemented management mechanisms, action plans, projects, KPIs, with the global requirements established in the [Sustainability Handbooks](#) that are published in GB-On.

Local Initiative Leaders

The responsibility of these leaders will be:

- Deploy and implement minimum standards and requirements, provided and approved by the Global Sustainability Team and global initiative leaders.
- Collect and report to internal stakeholders all workplace performance metrics, on a monthly or quarterly basis (depending on the KPI).
- Identify critical areas of opportunity, regions, and/or processes to support operations.
- Request our suppliers and contractors to integrate sustainable practices and to comply with the regulatory framework corresponding to their line of business.

Global Communications, Corporate Affairs and Investor Relations Departments

These Departments shall:

- Understand the social and political reality of the countries and regions where we operate, maintaining a close relationship and communication with the Business Units.
- Communicate and disseminate, annually, to internal and external stakeholders, through information validated by the Global Sustainability Team, the objectives, goals and progress in the implementation of the sustainability strategy, in order to address their concerns, interests and needs in accordance with the company's objectives.

Communication

Any communication, commitment, public statement, and/or signature made on sustainability-related issues, regardless of the above instances, must be reviewed and approved by the following signatories: The Global Chief Sustainability Officer (CSO), the Global Sustainability Vice President and the Corporate Affairs team.

Measurement, Evaluation, and Reporting

As Grupo Bimbo is a global company:

- The Global Sustainability Department, in conjunction with the Global Communications, Corporate Affairs and Investor Relations Departments, will consolidate and publish all relevant information, for the knowledge of all its stakeholders and to respond to the requirements of various international organizations, in compliance with transparency and sustainability standards.
- The global functional areas and the Business Unit Divisions must ensure the provision of truthful, timely information in compliance with the external standards defined by the Global Sustainability Management and the corresponding internal standards, on the company's website (GB ON).

6. Responsibilities / Ownership

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

References

Review the [Sustainability Handbooks](#) published in GB-ON for details of each initiative.

7. Updates

Changes made between versions are described.

Review/review history				
Version	Revision Date	Updated by:	Approved by:	Changes Main
1	Dec 2016			
2	Apr 2022	Global Sustainability Manager (Jimena Hernandez) / Global Sustainability Supervisor (Sandra Daniela Valencia)	Global Director of Sustainability (Alejandra Vázquez Langle)	Update with the new sustainability strategy.
3	Dic 2023	Global Sustainability Manager (Jimena Hernandez Cejudo) / Global Sustainability Supervisor (Emilia Canavati Pérez).	Global Director of Sustainability (Alejandra Vázquez Langle)	Update of the purpose, scope of the policy, responsibilities, and general guidelines.