



Global Disaster Policy

Global Institutional Relations Department

FGB-IR-04

1. Purpose

Establish guidelines for immediate support in cases of natural disasters.

2. Scope

This policy applies to associates who participate in the delivery of support for natural disasters in all the organizations, affiliates and subsidiaries of Grupo Bimbo, in its different locations.

3. Definitions

Natural disasters: Events caused by natural phenomena, such as seismic movements, hurricanes, floods, land displacements, among others.

Grupo Bimbo Mexico Fund for Natural Disasters ("fund"): Formed by contributions of the company and voluntary collections of the associates of Grupo Bimbo in Mexico.

4. Responsibilities

Global Institutional Relations Department: In the case of Mexico, operate and manage the resources of the fund. To channel requests for donations and/or financial support received from all organizations and submit them for approval by the CEO; report twice a year on the support given to the Social Investment Committee.

Chief Executive Officer of Grupo Bimbo ("CEO"): Determine the type of support that will be given to the affected community (e.g. in kind, economic, transportation, etc.), authorize the contribution of the company according to the amount donated by the associates of the affected organization and, in the case of economic support, define the amount.

Personnel department of the Organization: Send communiqués inviting associates to volunteer assistance, indicating the amounts and the ways in which they will channel the resources obtained, keeping a record of the support granted for natural and unnatural disasters throughout the year and informing the Global Institutional Relations Department on the donations made through the "Credit 360" platform.

Operations department of the country: Determine the product that is about to expire, past promotions or low turnover items that can be donated for the purposes of this policy.

Vice president ("VP") of the Organization: Select the institution to which the aid will be granted and ensure that in all natural disasters this policy is applied and that all the members involved are aware of it; authorize the support given to associates for unnatural disasters.

5. General guidelines

Aid for Grupo Bimbo associates

In order to support the affected associates in an orderly and equitable way, the personnel area must:

- Evaluate the damage suffered by the associates requesting the aid.
- Determine the approximate amount of losses, based on current market prices.
- Send, for the approval of the VP of the Organization, and in the case of Mexico, the Global Institutional Relations Department, a detailed report with descriptions and amounts of the losses suffered by the affected associates.
- Ensure that resources are delivered immediately, by Executives or Directors of the corresponding Organization and, if applicable, in the presence of the Union.



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- Obtain a signature of receipt from the beneficiary, for the resources that are given to him/her and photographic evidence of the delivery.
- Send the report of the economic support given to the affected associates to the Global Institutional Relations Department.

Aid for the society at large

Delivery of resources to affected regions or countries

- The Vice President of the affected organization shall inform the Global Institutional Relations Department of the disaster in order to submit, to the CEO of Grupo Bimbo, the authorization of the type of support to be delivered and, if applicable, the contribution of the company according to the amount donated by the associates of the affected Organization.
- When the Director of Operations of the country determines that it has no product in a position to be donated, it is authorized to donate two pallets of toasted bread or similar products in the country.
- Where feasible, the area of Operations of the country that grants the product that is donated for this cause must ensure that the following is printed on the wrapper or sticker: "Product donated by (leading brand of the country that grants the aid), sale is prohibited."
- The commercial area of the country must obtain the official delivery format and reception of support, duly stamped and signed by the corresponding authority, plus photographic evidence of the delivery of the product. At the time of deliver, the affected organization must be provided with promotional material to support the donation, this can be in the form of a blanket, banner or sign. An example of wording that can be used is: "Product donated by (leader brand of the country granting the aid) in support of the people of (locality)."
- Only with the authorization of the CEO of Grupo Bimbo will it be possible to channel, through "Caritas Internationalis".

Social network campaign

The Marketing area of each Organization and/or country should review the possibility of carrying out campaigns via social networks, considering the following:

- Publicize the support that the company is providing and join efforts with the society to benefit the victims while endorsing the commitment of Grupo Bimbo as a Socially Sustainable Company.
- Donate to the victims, through a reputable organization (such as the Red Cross) of the country, a quantity of products equal to the number of "Likes" that the campaign receives on social networks.

Support for employees affected by unnatural disasters

Only the interests generated by the fund may be used for associates requesting support for losses caused by unnatural disasters (e.g. house fires), with prior authorization from the Vice President of the Organization, and their delivery must comply with the guidelines defined in the Aid for associates section.

6. Responsibility / Ownership

The Global Institutional Relations Department is the assigned owner of this policy and is primarily responsible for its contents, updating, monitoring of its compliance and submission for approval before the Internal Control and Risk Assessment Department, the Steering Committee and CEO.



7. Updates

The changes implemented among versions are described below:

Revisions / Revision log				
Version	Revision date	Updated by	Approved by	Main changes
1				