

1. Purpose

Establish the general guidelines that guarantee an understanding and implementation of the Road Safety Model with the purpose to share and live a road safety culture in all Business Units and countries where Grupo Bimbo has operations under the principle of “zero tolerance”.

2. Scope

This policy applies to Chief Executive Officer, Presidents of Business Units, Corporate and Area VPs, and those responsible for road safety in the areas of Fleet, Logistics, Transport, Sales, People and Safety & Wellness in all Grupo Bimbo Business Units.

3. Definitions

Co-responsible: An authorized driver who has the same responsibility as the main driver.

Driving test: Evaluation that consists of an interview and a practical test to validate the skills of an associate when driving a vehicle. This could be done internally or externally.

Internal license: Internal document that authorizes to drive a specific vehicle of Grupo Bimbo, either in city or highway. For BBU, BC, EMEA and Asia, Official License of the country is enough.

Official license: Document issued by the transit institution of each country or city, that authorizes to drive a specific type of vehicle and route.

Professional driver’s workshop and/or certification: Internal or external course authorized by the Business Unit’s Safety Committee, includes education and training aimed at new associates or those that require an update of knowledge to reinforce its knowledge and aptitudes for driving the company’s fleet, includes the “Primary transportation” and “Secondary transportation” modalities.

Road Safety Index (RSI): Rate that shows the impact of road events occurred in a period and consists of the sum of the following indicators:

- Severity rate: Indicates the consequence of own or third-party injuries and deaths with company’s responsibility.
- Frequency rate: Indicates the quantity of events against the total quantity of fleet.
- Economic impact factor: Indicates the economic consequences of the associates or third parties’ injuries and own and third parties’ material damages, with company’s responsibility.

Road event: Vehicular incident on traffic road where there was material damage, injury, or death.

Safety Commission or Road Safety Commission (RSC): A group of associates from the areas involved with Road Safety, responsible to share and to comply with the guidelines of our safety culture as well as the regulations and procedures to prevent incidents in Sales Centers, Production Centers, or Distribution Centers to accomplish zero incidents.

Yellow wall: It contains information and communications on safety, health, and road safety in Grupo Bimbo’s facilities to reinforce the road safety culture, take care of the health and wellness of the associates inside or outside the facility.

4. Responsibilities

Chief Executive Officer, Presidents of Business Units, Corporate and Area VPs: Those primarily responsible for the safety of all associates in Grupo Bimbo. Promote and enforce this policy, manage

investments to improve safety, require accountability on safety results from their direct reports, according to the defined goal, accompanied by an action plan to prevent similar situations from occurring in serious or fatal incidents; fostering activities and plans focused on promoting road safety, as well as managing road safety culture and systems.

Fleet responsible of the Business Unit: Promote compliance with the safety model of Grupo Bimbo monthly, ensuring its adoption and strengthening of the road safety culture within the company and the society. Guarantee that the monthly meetings of the Road Safety Commissions and the supervisions of the fleet responsible are performed. Validate at least once a year or in each serious incident the compliance of this policy, the **GGB-015 Global Safety Policy**, **FGB-FL-02 Global Policy for the Use of Safety Devices in Vehicles of Grupo Bimbo**, **PGB-S&W-01 Communication Procedure for Safety Alerts** and the local road safety procedures that are generated for compliance with this.

Safety Commission / Road Safety Commission (RSC): Develop, implement and monitor the annual road safety plan in the Business Unit and generate actions aimed at preventing road events.

Responsible for contracting third parties: Guarantee that transportation third parties of associates or goods to Grupo Bimbo comply with this policy and the **FGB-FL-05 Global Policy for the Transportation of Grupo Bimbo Associates**, **FGB-FL-06 Global Logistics and Transportation Hiring Services Policy**.

Recruitment responsible in the Business Unit: Review at the time of hiring and afterwards, at least once a month, that candidate meet at least the following requirements: i) psychophysical tests that local regulations require for driving vehicles, ii) valid official license, according to the assigned vehicle iii) have the internal or external certification for the type of vehicle assigned, iv) have the driving experience established for the type of route.

Driver and co-responsible: Comply with this policy, the rules and regulations of the country, and the internal guidelines of Grupo Bimbo.

Drivers' immediate managers: Review that their drivers comply with this policy, the internal regulations, and rules and those issued by local authorities monthly. Train their drivers in the Professional Driver's Workshop or the equivalent authorized training. Validate, randomly and, at each exit to the route, that they carry their driver's licenses (official and internal where applicable). Supervise that the drivers comply with the authorized driving hours and schedules daily.

5. General guidelines

To guarantee a culture of road safety and prevent incidents where Grupo Bimbo has operations, all associates responsible for road safety management must guarantee compliance with:

- Adequate recruitment and training of drivers.
- Tracking road, non-road events and action plans for prevention.
- Follow up of the professional driver's performance records, in each favorable event (e.g. acknowledgment, etc.) or unfavorable (e.g. participating in an incident, etc.).
- Foster road safety, inside and outside the Business Unit monthly.
- Establishment of an annual acknowledgment program for drivers with years without incidents and professional driving.
- Definition and execution of a preventive work annual plan.
- Define the annual RSI limit and implement the corrective actions to improve it.
- In case of high-impact road incidents, where the life of people is in risk or there is a death:
 - Share preliminary information within the first 8 hours to the Business Unit Top Management. And the Global Fleet Department.
 - Perform a root-cause analysis and send the actions to implement within the first 72 hours, to the Chief Executive Officer (CEO) and the Global Fleet Department.

The Safety Commission / Road Safety Commission must:

- Keep the yellow wall updated in the facilities, as follow:
 - Day counters, daily
 - Monthly newsletters, master rules, and security announcements
 - Security commissions and honor roll, on an annual basis
 - Accident alerts when they occur
- Handle and follow-up on any road events and complaint related to the driving of associates or third parties to review the case.
- Hold monthly meetings and extraordinary meetings in case of severe road incidents.

The local Fleet responsible must:

- Follow up on the actions agreed between Management and Unions, in accordance with the provisions of the annual road safety plan.
- Ensure that the fleet accomplishes with all the safety conditions and with the preventive and corrective maintenance.
- Follow up on all mechanical events.
- Calculate monthly the RSI (Road Safety Index)

6. Responsibilities / Ownership

The Global Fleet 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 Global Internal Control and Risk Management Department, the Steering Committee, and CEO.

7. Updates

The changes implemented in between versions are described below:

Revision / History of revision				
Version	Review Date	Updated by:	Approved by:	Main Changes
1	06/17/22	Efraín Álvarez Guevara y Luis Emmanuel Romero Godoy	Luis Alberto Campos	