



**Global Exemplary
Added Value Award Policy**
Global Corporate Management Department

FGB-CM-02

1. Objective

To set general guidelines to praise the working teams that implement or deploy innovations and good practices generating significant (quantitative and/or qualitative) benefits for Grupo Bimbo.

2. Scope

This Policy is applicable to all the Project Management Offices (PMO) and all Organizations in Grupo Bimbo that choose to pay for this award.

3. Definitions

Good practice: Improvements implemented in Grupo Bimbo's Business Model that are new (innovative), repeatable in other operations (universal) and provide actual benefits (quantitative and/or qualitative).

Parent practice: It is not a copy or imitation of another practice, but the result of a spontaneous creation and recognized by its novelty.

Replication: Implementation of good practices already existing in other Grupo Bimbo operations. It is consistent with the objective and methodology of the parent practice.

EAV award: Exemplary Added Value award for the best practice or replication as a result of its implementation and documentation in the Altamira tool.

4. Responsibilities

Corporate knowledge management: Deliver the letters and prizes to each winning Organization.

Organization CEO: Authorize and budget the amounts payable for the EAV award.

Organization Steering Committee: Determine the winners and authorize the bonus payments set for all the members in the good practice or replication implemented within the Organization.

5. General guidelines

Considerations for Selecting winning practices and replications

- Complete publication in the Altamira tool before the announced due date.
- Benefits for the business (qualitative and/or quantitative)
- Originality of the practice
- Risk level at implementation
- Replicability of the practice
- If it is a replication, it must be aligned to the parent practice
- Complies with the transformational objectives

Award Ceremony

- Up to 3 places will be awarded by Organization.
- If there are new practices and replications in an Organization, it is required to give an award to at least one of them.
- The members that are registered in the Altamira publication will receive one award only.
- A bonus payment to collaborators not belonging to the Organization where the new practice or replication resides will be borne by said Organization.



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- The bonus payment will be paid based on the daily wage the participant had at the time when the practice documentation was complete in Altamira.

Restrictions

- Practices or replications involving a payment to a third-party consultant are not allowed.
- No associates with a Vice President position may be considered for the bonus payment.
- In case a collaborator is a member of two or more of the winning practices/replications, the collaborator may only receive the bonus payment with the highest amount.
- Staff from Corporativo Bimbo, S.A. de C.V. may receive this award only when they participate as a team member in an Organization that is different to the one such staff belongs to.

6. Responsibility / Ownership

The Global Corporate Management 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 in between versions are described below:

Revision / Revision history				
Version	Revision Date	Updated by:	Approved By:	Main Changes
1				