

## 1. Purpose

To establish the general guidelines for the appointment of the independent members of the Board of Directors of Grupo Bimbo S.A.B. de C.V. (the Company), to perform their duties on said governing board.

## 2. Scope

This policy applies to independent members of the Board of Directors of the Company.

## 3. Definitions

**Independent Directors:** Shall be those people who are not impeded to perform their duties free from conflicts of interest and that satisfy the requirements set forth in the Securities Market Law to be considered as such, the provisions derived from that law, and in the laws and regulations, stock exchanges or markets in the jurisdictions where the Group's securities are traded.

## 4. Responsibilities

**Investor Relations Manager:** Maintain this policy updated and promote its compliance.

**Global Legal and Compliance Department:** To ensure compliance with the present policy.

## 5. General Guidelines

In accordance with the Company's bylaws, it is Grupo Bimbo's policy to comply with the following guidelines:

- The Company's management is entrusted to a Board of Directors and a CEO who performs the duties established by the General Corporations Law and the Securities Market Law.
- The members of the Board of Directors are elected, as a general rule, by the Shareholders of the Company at its Annual Ordinary General Shareholders' Meeting, except that the Board of Directors appoints temporary board members, without the intervention of the Shareholders' Meeting, in the event of resignation the lack of a designated alternate director.
- The Board of Directors shall be comprised of a minimum of 5 and a maximum of 21 proprietary, board members, of which at least 25% shall be independent.
- The term of service of the independent board members will be up to 12 years, at the end of which the Board of Directors must determine the replacement to alternate the position. The determination must be approved at the Annual Ordinary General Shareholder Meeting of the Company.

## 6. Responsibility/ Ownership

The Global Administration & Finance Department is the assigned owner of this policy and main responsible for its content, update, monitoring of its compliance, and the submission for approval to the Global Internal Control and Risk Management Department, the Steering Committee, and CEO.

## 7. Updates

The changes implemented in between versions are described below:

Revisions / History of the revision				
Version	Revision date	Updated by	Approved by	Main Changes
1	May 31, 2022	Paulina Abigail Larrea	Diego Gaxiola Cuevas CFO	



## Global Policy for Independent Directors

Global Administration & Finance Department

**FGB-FI-02**

		<b>Stakeholders Relations Manager</b>		
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