



NOURISHING A BETTER WORLD

ANNUAL REPORT

2022

NOURISHING A BETTER WORLD





MEANS
taking care of what
matters the most

BAKED FOOD FOR YOU



BAKED FOR LIFE



BAKED FOR NATURE



At Grupo Bimbo, we concluded 2022 with great lessons learned and excitement about the progress towards meeting our 2025 goals by implementing actions aligned with our new sustainability strategy **Nourishing a Better World**, contributing to the United Nations Sustainable Development Goals.

Thanks to the commitment of our leaders and associates, we've expanded our positive impact on society and nature, reinforcing our synergies, dialogue and collaboration with stakeholders.

Two years since reaffirming our VISION


BAKED FOR YOU, we've made great progress toward contributing to better nutrition through planet-friendly diets with simpler and healthier recipes. Our **BAKED FOR LIFE** commitment reinforces our ties and alliances with our associates and the communities we serve, where we commit to becoming a better place to work every day, ensuring equal opportunity and fair treatment through our golden rule. In **BAKED FOR NATURE**, we maintain our sustainability by design objective, with continuous development processes to prevent damaging our planet and recovering our ecosystems across our value chain.

This is the story of our journey to become a fully regenerative business with clear and solid commitments looking to 2030. **Nourishing a Better World** will take the company's impact to the next level.



Our purpose is:

NOURISHING A BETTER World



Philosophy:

To build a sustainable, highly productive and deeply humane company.

Beliefs:

- We value the person
- We are one community
- We get results
- We compete and win
- We are sharp operators
- We act with integrity
- We transcend and endure

Grupo Bimbo is the leader and largest baking Company in the world and a relevant participant in snacks. It has 204 bakeries and plants and over 1,600 sales centers strategically located in 33 countries throughout the Americas, Europe, Asia and Africa. Its main product lines include sliced bread, buns and rolls, pastries, cakes, cookies, toast bread, English muffins, bagels, tortillas, flatbreads and salty snacks, among others. Grupo Bimbo produces over 9,000 products and has one of the world's largest distribution networks, with more than 3.3 million points of sale, over 55,000 routes and more than 139,000 associates. Its shares trade on the Mexican Stock Exchange (BMV) under the ticker symbol BIMBO and in the over-the-counter market in the United States, with a Level 1 ADR, under the ticker symbol BMBOY.



+9K
products

33
countries*

+55K
routes

+3.3M
points of sale

+1,600
sales centers

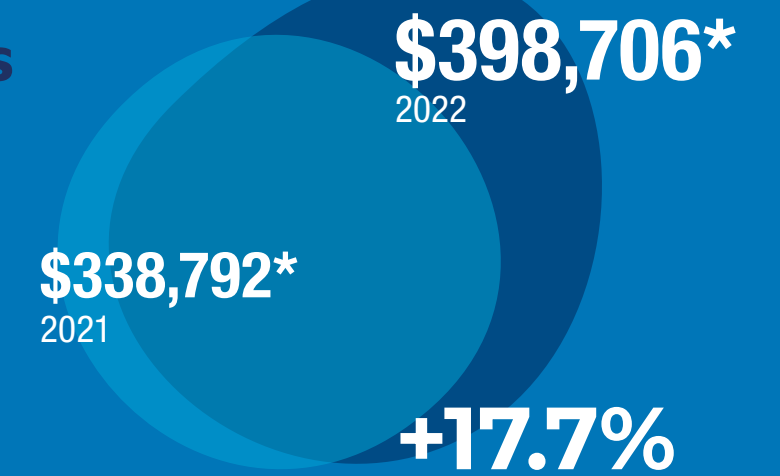
204
bakeries and
plants

+139K
associates

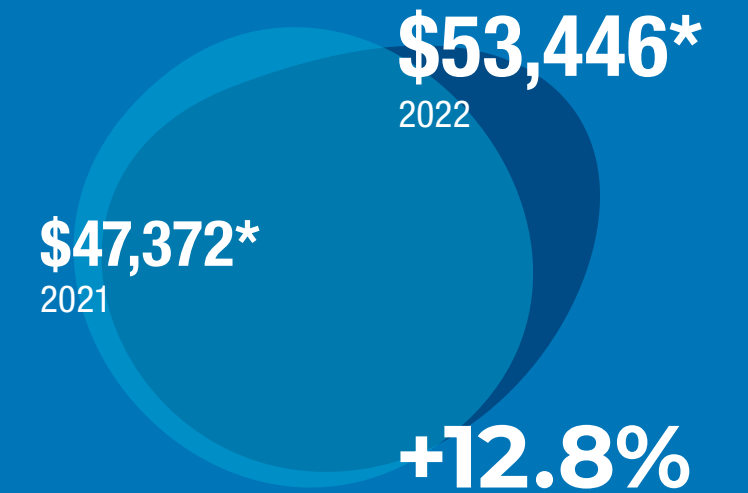
ARGENTINA • BRAZIL • CANADA • CHILE • CHINA • COLOMBIA • COSTA RICA • ECUADOR • EL SALVADOR • FRANCE • GUATEMALA • HONDURAS • INDIA • ITALY • KAZAKHSTAN • MEXICO • MOROCCO • NICARAGUA • PANAMA • PERU • PORTUGAL • RUSSIA • SOUTH AFRICA • SOUTH KOREA • SPAIN • SWITZERLAND • TURKEY • UKRAINE • UNITED KINGDOM • URUGUAY • USA • VENEZUELA

* As of January 2023, Grupo Bimbo operates in 34 countries with its acquisition of Vel Pitar in Romania.

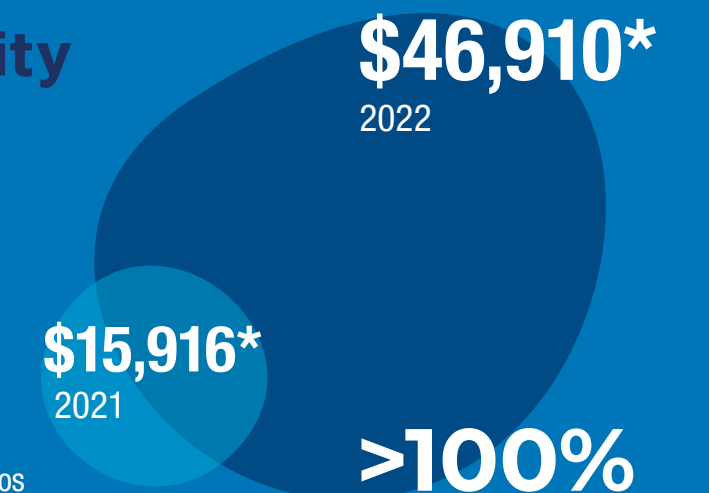
Net Sales



Adjusted EBITDA



Net Majority Income



* Figures in millions of pesos

Dear Shareholders:

2022 was a year full of challenges for the world. The war in Ukraine, disruptions in the global supply chain, uncertainty about the energy availability in Europe, the overall inflation in major economies, an apparently never-ending pandemic, and the threat of a global recession – in addition to the effects of climate change – prevailed across the business environment. At times, it seemed that 2022 would be an even more difficult year than the previous two.

Faced with this challenging environment, our company did what it does best: adapt to the present and effectively anticipate the future with vision and determination. As the big family that we are, we make decisions together to overcome global adversities. Today, I can tell you that the outcomes have been incredibly positive.

I am pleased to inform you that during 2022, we reported the highest level in our history in Net Sales of \$19.8 billion dollars and in Adjusted EBITDA of \$2.7 billion dollars, and posted 10% and 12% 10-year CAGR, respectively.



Not only that, but we also generated market share gains in most categories and made record CAPEX investments of approximately \$1.4 billion dollars.

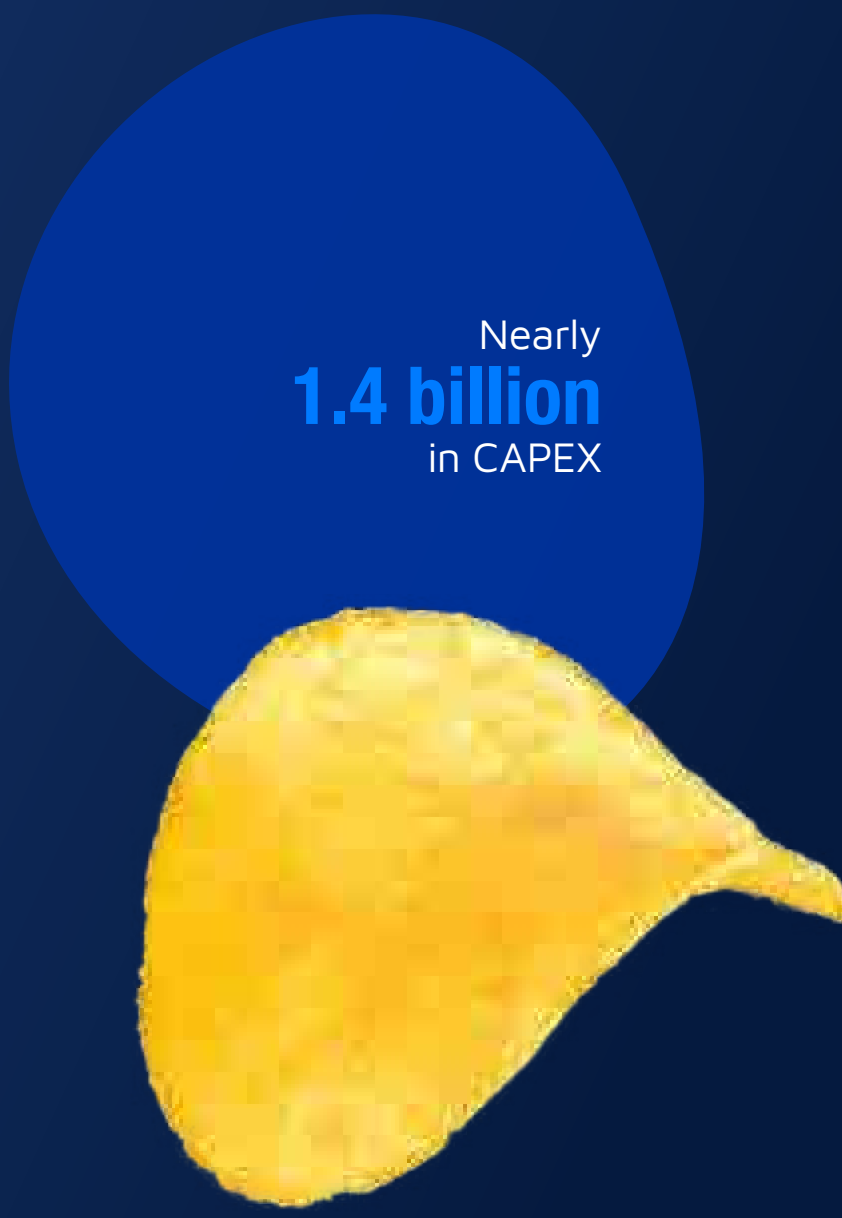
We fine-tuned our strategic focus on grain-based foods after selling Ricolino and invested to grow our brands. Our business is thriving, as the Bimbo brand was ranked as the most chosen food brand within households in Mexico and Latin America in the Kantar Brand Footprint 2022; and BBU, our U.S. operation, was recognized by IRI as the fastest growing food company in the U.S. In addition, we successfully turned around Argentina and Brazil, and worked diligently under our new Sustainability Strategy, which will undoubtedly contribute to our global leadership in the coming years.

Demand for our products during the year was historic, our volumes grew across all regions despite price increases to offset high inflation, with continued market share gains in multiple categories, primarily snacks, buns and rolls and tortillas categories. And in some markets where special challenges were faced, such as Canada and China, we also made significant progress that today allows us to look to the future with optimism.

We strengthened our global presence with the acquisition of St. Pierre, a leading baking player in the premium brioche category in the U.S. and U.K., and with the addition of two bakeries to our manufacturing footprint, one in Hazleton, Pennsylvania and another in Chillan, southern Chile.

At the same time, we continued to make progress on our ESG initiatives in 2022, reaching milestones such as:

- Ended 2022 with 85% renewable electricity globally; Ecuador, Brazil, China and Mexico joined the list of countries operating with green energy; with this, 20 countries are now operating with 100% green energy;
- We were recognized by the Carbon Disclosure Project for our actions globally to mitigate the effects of climate change, making it to the "A" list;
- We made the commitment to add 1,001 electric vehicles to our distribution fleet in Mexico, with this the Company will add more than 2,400 vehicles with zero carbon emissions in the country;
- We integrated our regenerative agriculture practices in Mexico, collaborating with more than 500 farmers and 10,000 HA of corn. At the same time, we launched three tests in the U.S. for more than 76,000 HA of wheat;
- We achieved 92.5% water reuse;



Nearly
1.4 billion
in CAPEX



**98% of
our daily
consumption
portfolio**
is free from artificial
flavors and colors

- We achieved 98% of our daily consumption portfolio free of artificial flavors and colors and we participated in the Health Star System to provide greater transparency of nutritional quality and safety;
- For the sixth consecutive year, Ethisphere Institute named Grupo Bimbo as one of the World's Most Ethical Companies in 2022;
- We were included for the first time in the Bloomberg Gender-Equality Index, which recognizes public companies whose efforts promote and raise awareness on issues of Diversity, Equity and Inclusion;
- Also, for the sixth consecutive year, Grupo Bimbo ranked first as the Company with the Best Corporate Reputation in Mexico, by Merco;
- We held the 2022 Bimbo Global Race, and thanks to more than 341 thousand participants, more than 6.8 million slices of bread were donated to food banks around the world, and
- We accomplished more than 230 Good Neighbor initiatives, economic and in-kind support valued at more than \$265 million pesos with the participation of more than 10,000 volunteers; and finally
- We reaffirmed our commitment and support for the Ten Principles of the Global Compact and for the UN Sustainable Development Goals.

We made significant progress on our digital transformation journey, using data and technology to enhance our growth opportunities and boost our

efficiencies. To take advantage of the rapid shifts in consumer behavior, we leveraged the digital scaling capabilities provided by our AI-powered apps and robotic capabilities throughout our manufacturing and supply chain footprint. We accelerated our decision-making processes, through the real-time data provided by GB Connected, our Internet of Things platform, which now connects 161 out of 204 bakeries. We also transitioned 90% of our global routes to our Route to Market platforms, and our Oracle cloud-based ERP has been implemented in 70% of our operations as of year-end.

Through this digital transformation we have achieved a better understanding about the consumer and new opportunities for growth and innovation. We are constantly unlocking new avenues for insight and innovation, continuing to add value to our customers and consumers through our different Connection Centers and our T-Conecta digital platform, which continued to expand in Mexico's traditional channel. Also, in our ongoing effort to promote the development of our business and sustainability goals, we continued to generate strategic alliances through our Bimbo Ventures business unit by investing in disruptive technology and product companies. This year, five product and food tech companies were incorporated into Bimbo Ventures' investment portfolio.

Looking into the future, our efforts will be focused on creating and leveraging new opportunities developed through initiatives such as superior quality always, accelerating our brand growth, continuing strategic Capex investments, even greater presence in our household penetration and at points of sale, revenue growth management and digital transformation, among others.

The results that have been my privilege to report have been possible thanks to the hard work and commitment of the great Bimbo team. My sincere appreciation to the more than 139,000 women and men who work every day so that our company continues to bring better food – tastier, more nutritious, more accessible – to tables around the world. Thanks to them, today we can say that we are a highly productive company focused on becoming fully sustainable and deeply humane.

Thanks, of course, to you, our shareholders, for your trust and constant support.



Thank you,

Daniel

our categories

We are the global leader in the baking industry, and a relevant participant in snacks

1
sliced
bread



2
buns and
rolls



3
pastries



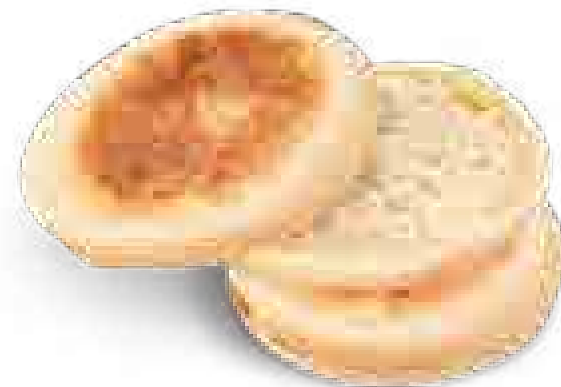
4
cakes



5
cookies



6
toast



7
english
muffins



8
bagels



9
tortillas &
flatbreads



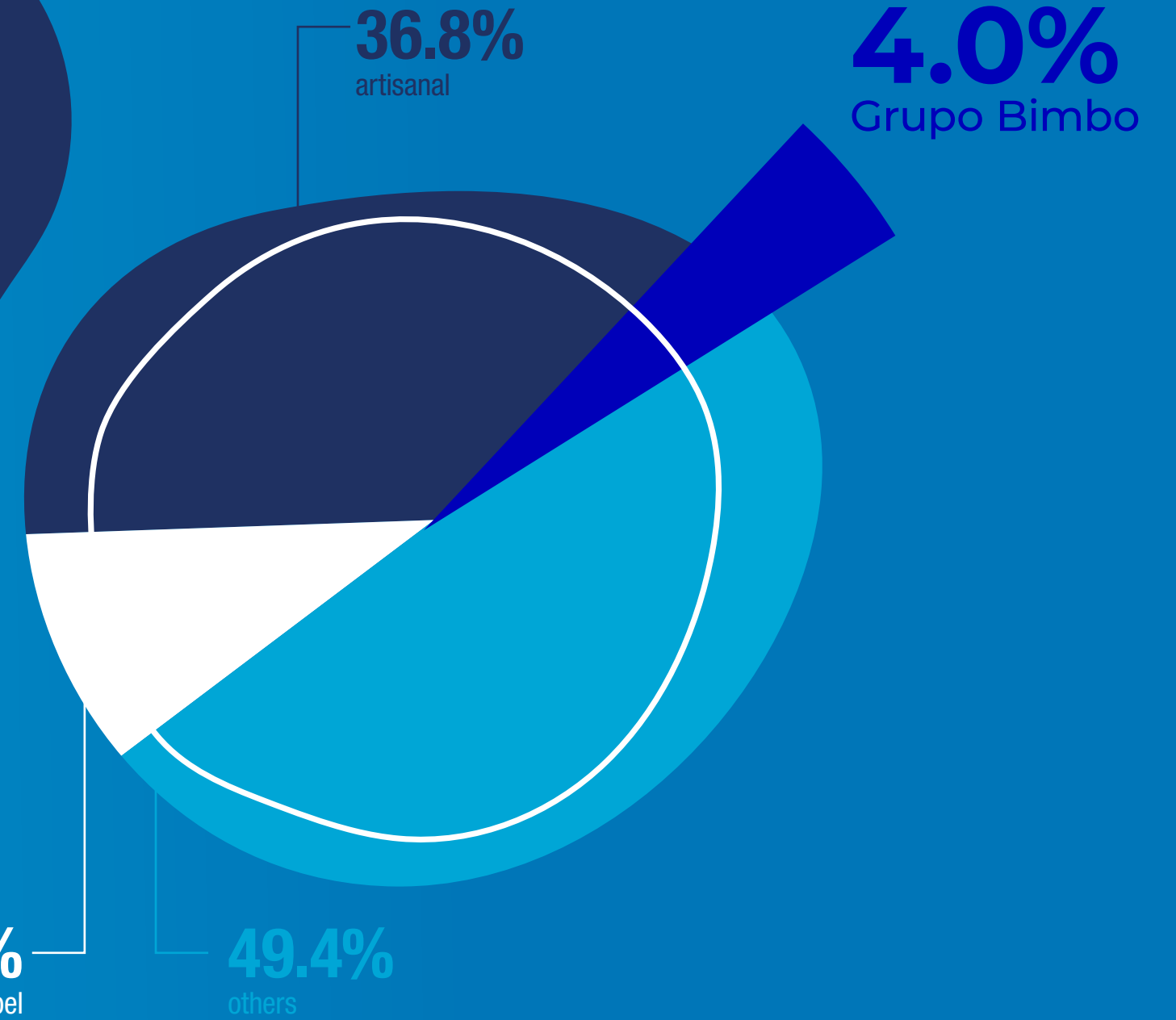
10
salty
snacks

global market share



US 561 Bn*
value of the global
baking industry

We have 4.0% of the
global market share
in the baking industry,
which translates
into an enormous
growth opportunity
moving forward.



Source: GlobalData 2021
*Billions of US dollars

NUTRITION IS AT THE HEART OF EVERYTHING WE DO, AND IT'S WHAT DRIVES OUR DEVELOPMENT.

Creating better diets, good for you and the environment, is a task in which we actively participate to positively influence the lifestyles of our consumers, associates and the communities with which we interact daily.

We understand that only by building healthy, resilient, fair and sustainable food systems we will be able to face the great challenges humanity will face in the coming years.

BAKED FOR YOU



Best nutritional profiles for all



Enabeling healthier plant based diets



Transparent Sustainable Brands

Since our beginnings, Grupo Bimbo has focused on offering consumers a wide variety of delicious and nutritious foods, adapting to their needs, tastes, and lifestyles. Over time, we have opted for innovation and improving our products, ensuring high production, safety, nutrition and quality standards to help consumers integrate better options into their daily diets. We seek to ensure the best consumer experience by sourcing our materials, preparing our products, and the nutritional information we provide, developing a portfolio of attractive quality products, considering our responsibility to the environment, and promoting healthy lifestyles and better diets through optimized food systems.



**We put
consumer
health and
safety first.**

The “Nourishing a Better World” Sustainability Strategy we published two years ago established our main lines of action focused on enhancing the nutritional quality of our products, promoting superior plant-based diets and strengthening our brands through information that helps people make informed dietary choices. All our products are developed following the highest quality and safety standards, with the health and safety of our consumers at the heart of everything we do.

LINES OF ACTION



1. Best nutritional profiles for all

Provide the best nutritional experience with simpler and more natural recipes for positive nutrition in every bite.



2. Transparent Sustainable Brands

Empower our consumers to make better decisions by providing clear and transparent information about our products.



3. Enabeling healthier plant-based diets

Increase the amount of whole grains and other superior plant-based ingredients.

2030 Goals

100% of our baking and snacks and snack products will be made with simple and natural recipes containing nutrition in every bite with affordable options at every point of sale.

100% of Grupo Bimbo products will offer nutritional and sustainable transparency both on the packages and online and promote healthier diets through clear educational campaigns

100% of our baked goods and snack offerings will be part of a healthy plant based diet by including a wide array of whole grains and healthy plant-based ingredients in our recipes.



BEST NUTRITIONAL PROFILES FOR ALL

Improve the nutritional quality of our products to fight malnutrition.

MALNUTRITION IS A COMPLEX GLOBAL HEALTH PROBLEM AFFECTING THE DEVELOPMENT AND POTENTIAL OF INDIVIDUALS DURING THEIR LIVES; IT RANGES FROM MALNUTRITION AND MICRONUTRIENT DEFICIENCIES TO OVERWEIGHT AND OBESITY.

These problems often occur simultaneously in a region, country or individual, and the solution is highly complex, so they must be addressed in a comprehensive and multisectoral manner, with governments, civil society, the private sector and academia contributing with the corresponding concrete actions.

Malnutrition and chronic non-communicable diseases related to poor diets are among the leading causes of death worldwide.

Creating healthy diets with the right amounts of nutrients, without deficiencies or excesses, with environmentally friendly foods is the perfect recipe to benefit both people's health and the well-being of our planet.



How will we do it?

In 33 countries, we offer a wide range of grain-based products that are part of our consumers' daily and special diets.

Bread is one of the most traditional and deeply rooted foods in the cultures of the countries we serve, allowing us to positively impact people's health and the use of resources in our environment.

That is why we work daily to develop and offer a portfolio of products that, in addition to adapting to our consumers' different tastes and customs, allows them to integrate options that help them build better diets.

2025 Goals

Target: 100% of our bread, buns, rolls and breakfast items for daily consumption will be made with simple and natural recipes, with nutrition in every bite, ensuring affordable options at every point of sale.

- 100% of our daily consumption portfolio of bread, buns, rolls, and breakfast items will be made with simple and natural recipes.
- 100% of our daily consumption portfolio of bread, buns, rolls, and breakfast items will provide positive nutrition.

- The best-selling brands/products of the occasional consumption portfolio aimed at adults must:
 - Comply with our dietary guidelines on saturated fats, trans fats, added sugars, and sodium, or
 - Provide options through line extensions with positive nutrition and free from artificial flavors and colors, or
 - Provide options in portion-controlled formats.
- Launch at least one program per region to support vulnerable groups through accessible and affordable positive nutrition products.

2030 Goals

Target: 100% of our baked goods and snack products will be made with simple and natural recipes, with nutrition in every bite, ensuring affordable options at every point of sale.

- 100% of our bakery products and snacks will be made with simple and natural recipes.

- 100% of our baking and snack products will provide positive nutrition.
- 15% of our occasional consumption portfolio sales will be in the form of "controlled portions."



OUR PATH: RAISING THE BAR

Goals



Daily consumption

	2018 - 2020 Goal accomplished	2022 Goal accomplished	2025	2030
CLEAN LABELING	Elimination of high fructose corn syrup, partially hydrogenated oils and fats, caramel 3 and 4, diacetyl and azodicarbonamide	Elimination of artificial colors and flavors	Simple and natural recipes (≤10 ingredients, all recognizable)	Simple and natural recipes with positive nutrition
POSITIVE NUTRITION	Compliance with maximum sodium, saturated fats, trans fats and added sugar levels.			
		Positive nutrition in specialty grain breads, buns and rolls (HSR ≥ 3.5)	Compliance with positive nutrition (HSR* ≥ 3.5)	



Occasional consumption

CLEAN LABELING	Elimination of partially hydrogenated oil and fats, caramel 3 and 4, diacetyl and azodicarbonamide		Line extensions on top-selling products: <ul style="list-style-type: none"> • No artificial colors or flavors, or • Complying with the established HSR value, or • Portion control 	Recipes without artificial ingredients
POSITIVE NUTRITION				Compliance with maximum sodium, saturated fats, trans fats and added sugars levels or the HSR value established for the category.

*HSR: Health Star Rating System

To guide the enhanced nutritional quality of our product offer and to take into account the recommendations made by the World Health Organization in the Global Action Plan for the prevention and control of non-communicable diseases, the main lines of action of our Grupo Bimbo Nutritional Guidelines will include the following:

- Reduce the level of salt/sodium added to food.
- Increase the availability, affordability, and consumption of fruits, vegetables, and plant-based foods.
- Reduce saturated fatty acids in foods and replace them with unsaturated fatty acids.
- Replace industrial trans fats with unsaturated fats.
- Reduce the content of free and added sugars in foods and non-alcoholic beverages.
- Limit excess calorie intake or reduce portion sizes and the energy density of foods.
- Develop measures to improve the availability, affordability and acceptability of healthier food products.

Five nutritional principles to improve our portfolio

We have outlined internal standards to offer our consumers delicious products that make it easier for them to include them in their diets. These guidelines have evolved, incorporating the latest nutritional updates and consumer needs, to provide products with superior nutritional quality.

We consider the recommendations of the World Health Organization within the Global Action Plan for the prevention and control of non-communicable diseases

We comply with the most demanding international recommendations to ensure the nutritional quality of our portfolio.

1.

We consider the recommendations established globally and locally in our main markets to understand our products' role in building better diets.

2.

We divide our portfolio of products based on consumption frequencies to differentiate those with greater dietary impacts since they are consumed more frequently as part of daily meals from those purchased for less frequent occasions, such as celebrations or indulgences. We are applying this approach with stricter rules to our daily consumption portfolio, derived from the potential impact they can have on consumer diets.

3.

We consider the differences in nutritional requirements between children and adults, with stricter requirements defined for products targeting our child audience (children between 36 months and 12 years old).

4.

We seek to balance the nutritional quality of our portfolio through thresholds, both in terms of nutrient limits and those we seek to promote in the diet. This balance is based on the nutrients and food groups mapped within the local and global nutritional guides established by governments and international organizations expressing concerns about public health due to excessive or deficient consumption.

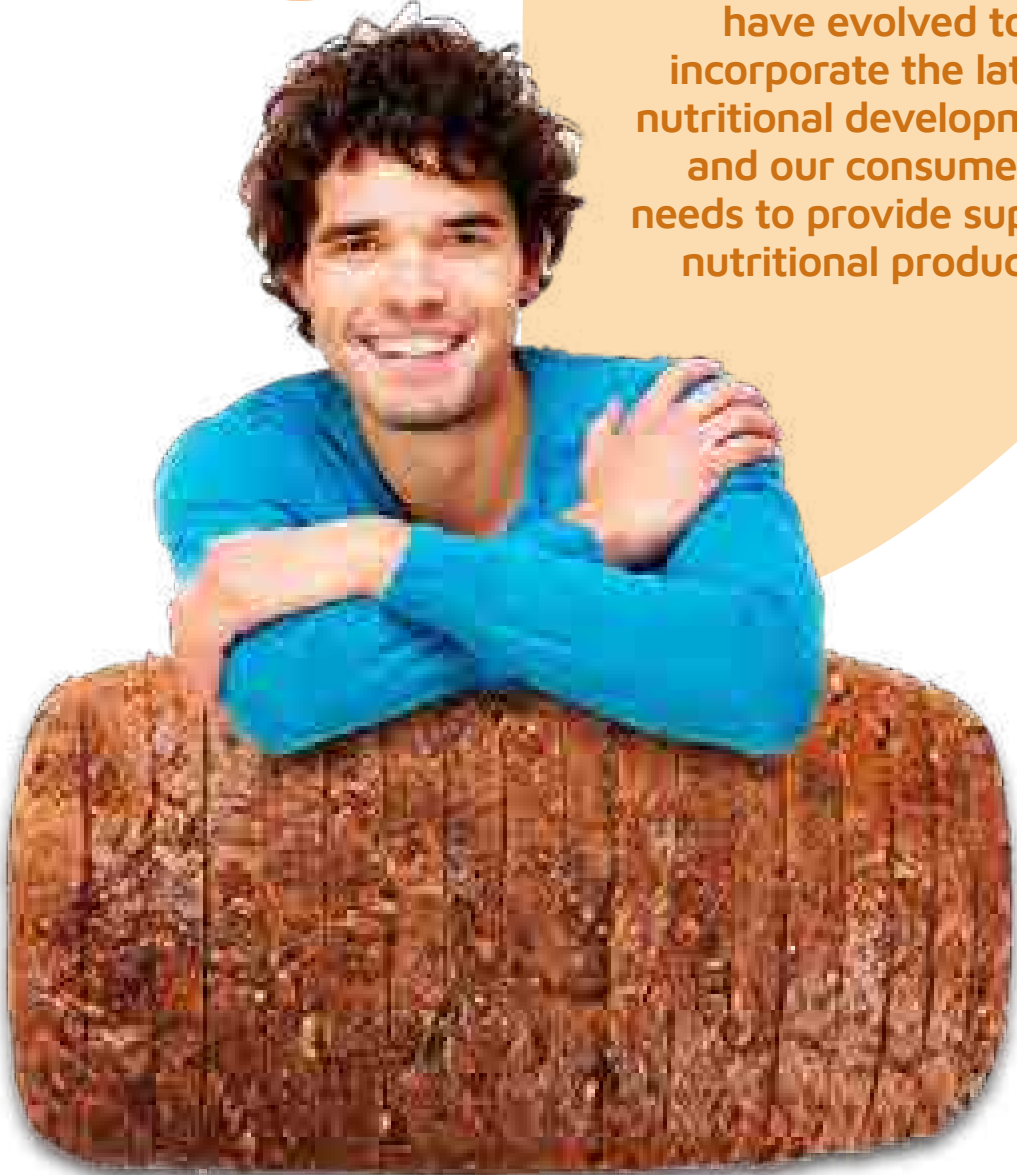
5.

We will develop more natural and planet-friendly products through simpler recipes, with ingredients our consumers can understand and find in their pantries.

FOUR LINES OF ACTION WITHIN OUR NUTRITIONAL GUIDELINES

- 1 **Clean Labeling:** Our products are made with simpler and more natural recipes.
- 2 **Positive Nutrition:** Our products seek a balance between nutrients to be reduced and encouraged in the diet using the methodology established in the Health Star Rating System as a parameter.
- 3 **Smart Portions:** Our products feature portion control options for guilt-free special moments.
- 4 **Fortification for vulnerable audiences:** Our products include accessible and affordable options fortified with micro-nutrients for vulnerable audiences with identified nutritional deficiencies.

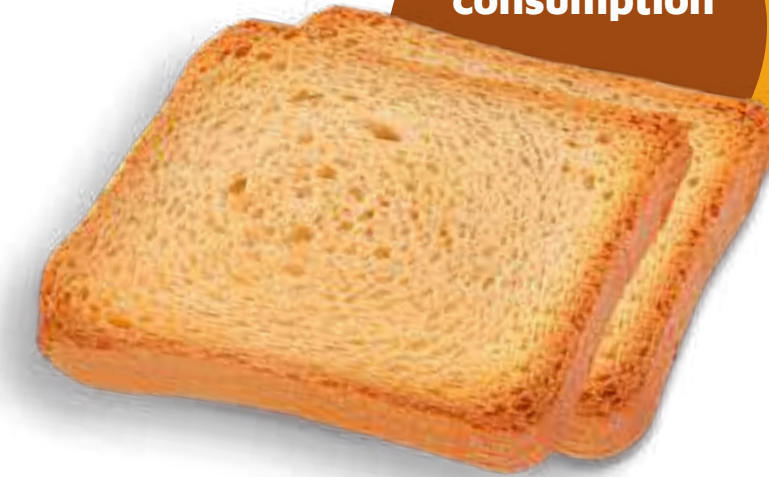
96%
of our product portfolio for daily consumption complies with the established nutritional guidelines¹



Our nutritional guidelines have evolved to incorporate the latest nutritional developments and our consumers' needs to provide superior nutritional products.

¹ Percentage of SKUs that comply

Product categories



Daily consumption

Those present at the main moments of consumption:

- Sliced bread
- Buns and rolls
- Tortillas and flatbreads
- Savory bagels and English muffins

Those present in snacks or special moments where consumption in moderation is recommended:

- Sweet baked goods (pastries, cakes, cookies, bars, sweet bagels and English muffins)
- Dry baked goods (toast, breadcrumbs, breadsticks)
- Tostadas and tortilla chips
- Salty snacks
- Dairy drinks
- Prepared foods

Occasional consumption





CLEAN LABELING

Consumers usually prefer foods with easy-to-understand ingredients and avoid those perceived as negative; they look for simple, clear, reliable, transparent and authentic products.

At Grupo Bimbo, our natural and simple concept focuses on the quantity and type of ingredients and additives used in our recipes, using ingredients found in our consumers' pantries and eliminating those of concern due to their possible environmental impact or the quality of the diet.

Our recipes must meet an established level of clean labeling, depending on our categories' role in the diet. In the daily consumption category, our goal for 2025 is that our products have no more than ten ingredients, all recognizable by consumers and that our occasional consumption products are free from artificial ingredients by 2030. In this way, we will be able to ensure that the quality of our recipes meets our consumers' expectations for dietary choices with more natural ingredients.

Daily consumption portfolio

PERCENTAGE PROGRESS VS. GOAL (TOTAL SKUS). BREAKDOWN BY BUSINESS UNIT¹

Organization	% progress vs. Goal ³
Bimbo Canada	100%
Bimbo Bakeries USA	99%
Bimbo Mexico	100%
Barcel Mexico ²	NA
El Globo	100%
Latin Centro	97%
Latin Sur	100%
Bimbo Brazil	100%
Bimbo Iberia	96%
Bimbo United Kingdom	100%
Bimbo China	82%

¹ Scope: Products in the sliced bread, buns and rolls, tortillas, flatbread, savory bagels and English muffin categories active as of January 12, 2023 (cutoff Q4-2022), where Grupo Bimbo owns the brand and the recipe.

Exclusions:

- Products with non-proprietary recipes or brands, including private labels.
- Food Service Products.
- Non-end consumer products.
- Organizations: Bimbo Morocco and Bimbo India will be integrated in 2023.

² The Barcel Mexico portfolio is exclusively for products classified for occasional consumption.

³ Calculated by total SKUs vs. compliance

2022 Goal
 100% of our daily consumption portfolio (sliced bread, buns and rolls, tortilla, flatbread, savory bagels and English muffins) will be free from artificial colors and flavors

Goal met

98%

of our daily consumption portfolio is free of artificial flavors and colors



SUCCESS STORIES

Bimbo Mexico Sliced Bread

At Bimbo Mexico, we have eliminated the use of artificial preservatives in most¹ of our sliced bread, intending to eliminate them in the short term. This milestone adds to the achievements of previous years in the region, such as eliminating high fructose corn syrup, azodicarbonamide, artificial colors and flavors, and partially hydrogenated fats and oils.

We know we still have a long way to go; however, we maintain our commitment to continue developing our recipes to meet our consumers' expectations and taste for clean-label food products.

¹ Except Bimbo white bread



El Globo savory bread, buns and rolls

At El Globo, we offer consumers the highest quality products where more than 80% of the savory bread, buns and rolls are free from artificial ingredients made with ten ingredients or less. Our goal is to reach the entire portfolio in the short term and continue to provide the best nutritional quality and clean labels.

Bimbo United Kingdom Bagel Thins

The New York Bakery Co. line of Bagel Thins in the United Kingdom contains 3 grams of fiber in 100 grams of product, a highly nutritious and healthy quality source of fiber. With examples like this, we reiterate our commitment to offering the best products in all our categories.

POSITIVE NUTRITION

Positive nutrition is the nutritional balance in our products established by defining maximum nutrient level limitations in the diet and the minimum nutrient thresholds to promote.

We strive to offer the best nutritional experience balanced in the reduction of nutrients such as added sugars, saturated fats, trans fats and sodium and the addition of nutrients such as proteins, fiber and micronutrients.

Positive Nutrition Measurement:

- The thresholds established to limit dietary restrictions and nutrients, such as added sugars, saturated fats, trans fats and sodium.
- The Health Rating System is used to evaluate our recipes' nutritional balance and quality.

¹ Exclusions:
96% does not include Bimbo Morocco and Bimbo India, which will be included in 2023.

- Exclusions:
- Products with non-proprietary recipes or brands, including private labels.
 - Food Service Products
 - Products intended for non-end consumers

*<https://grupobimbo-com-assets.s3.amazonaws.com/s3fs-public/2023-04/NUTRIGUIDES%20v3.0%20-%20GUIDELINE%20%28Best%20Nutritional%20Profiles%20for%20All%29%20v5%2011.04.23.pdf>



Added sugar, saturated fat, trans fats, and sodium thresholds

2022 Goal

100%

of our daily consumption portfolio (sliced bread, buns and rolls, tortilla, flatbread, savory bagels and English muffins) will comply with our internal guidelines on maximum sodium, saturated and trans fatty acids, and added sugar contents.

Progress in 2022

96%*

of our daily consumption products portfolio complied with the sodium, saturated and trans fatty acids and added sugar levels established in our internal nutritional guidelines.¹

Our internal nutritional guidelines establish maximum values for saturated fats, trans fats, sodium and added sugar content based on our products daily or occasional consumption role and category.

In 2022, the compliance goals were focused on our daily consumption products. The achieved level outcomes focused on the categories in this portfolio, including sliced bread, buns and rolls, tortillas and flatbreads, savory bagels, and English muffins.

BREAKDOWN BY BUSINESS UNIT²

Organization	% Progress to Goal ³
Bimbo Canada	97%
Bimbo Bakeries	97%
Bimbo Mexico	99%
Barcel Mexico ¹	NA
El Globo	68%
Latin Centro	90%
Latin Sur	99%
Bimbo Brazil	100%
Bimbo Iberia	99%
Bimbo United Kingdom	100%
Bimbo China	100%

PERCENTAGE OF COMPLIANCE IN DAILY CONSUMPTION PRODUCTS (SKU IN COMPLIANCE/TOTAL SKUS) BY ORGANIZATION AND NUTRIENT²

Organization	Saturated fats	Trans fats	Sodium	Added sugars
Bimbo Canada	100%	100%	97%	100%
Bimbo Bakeries	100%	100%	100%	98%
Bimbo Mexico	99%	100%	100%	100%
Barcel Mexico ¹	NA	NA	NA	NA
El Globo	94%	98%	73%	98%
Latin Centro	99%	100%	90%	99%
Latin Sur	99%	100%	100%	99%
Bimbo Brazil	100%	100%	100%	100%
Bimbo Iberia	100%	100%	99%	100%
Bimbo United Kingdom	100%	100%	100%	100%
Bimbo China	100%	100%	100%	100%
Grupo Bimbo	99%	99.9%	97%	99%

¹ The Barcel Mexico portfolio is exclusively for products classified for occasional consumption.

² Scope: Products in the sliced bread, buns and rolls, tortilla, flatbread, savory bagels and English muffins categories active as of January 12, 2023 (Q4-2022 cut-off), where Grupo Bimbo owns the brand and the recipe.

Exclusions:

- Products with non-proprietary recipes or brands, including private labels.
- Food Service Products
- Products intended for non-end consumers
- Organizations: Bimbo Morocco and Bimbo India will be integrated in 2023.

³ Calculated by total SKUs vs. those in compliance

Addition of protein, fiber, micronutrients and whole grains

The percentage of total sales volume of consumer products divided by category containing fortified nutritional ingredients such as fiber, vitamins, minerals, phytochemicals, or functional food additives.

PERCENTAGE OF COMPLIANCE IN DAILY CONSUMPTION PRODUCTS (SKU IN COMPLIANCE/TOTAL SKUS)⁶

Organization	Fiber ¹	Proteins ²	Vitamins and minerals ³	Whole grains ⁴	HSR>3.5
Bimbo Canada	24%	0%	96%	16%	91%
Bimbo Bakeries	25%	13%	753%	3%	59%
Bimbo Mexico	22%	20%	9%	3%	82%
Barcel Mexico ⁶	NA	NA	NA	NA	NA
El Globo	6%	32%	0%	0%	56%
Latin Centro	23%	60%	12%	6%	75%
Latin Sur	27%	13%	6%	3%	89%
Bimbo Brazil	48%	0/0%	4%	4%	86%
Bimbo Iberia	85%	79%	0%	0%	94%
Bimbo United Kingdom	45%	0%	0%	3%	100%
Bimbo China	44%	0%	11%	0%	87%
Grupo Bimbo	32%	25%	31%	4%	77%

1 Good source of fiber based on local standards

2 Good source of protein based on local standards

3 Good source of at least one vitamin or mineral based on local standards

4 At least 8g of whole grains per serving

5 Scope: Products in the sliced bread, buns and rolls, tortillas, flatbread, savory bagels and English muffin categories active as of January 12, 2023 (Q4-2022 cut-off), where Grupo Bimbo owns the brand and the recipe.

Exclusions:

- Products with non-proprietary recipes or brands, including private labels.
- Food Service Products
- Products intended for non-end consumers
- Organizations: Bimbo Morocco and Bimbo India will be integrated in 2023.

6 The Barcel Mexico portfolio is exclusively for products classified for occasional consumption.

Progress toward goals is measured on a technology platform where each Grupo Bimbo organization records the information on its SKUs (Stock Keeping Units), nutrition facts and ingredients related to each recipe.

Health Star Rating System (HSR)

We incorporated the Health Star Rating System standards to provide greater transparency on improvements in the nutritional safety and quality of our product portfolio regarding sustainability

This methodology, developed in Australia and New Zealand, rates the general nutritional profile of the products and assigns them a value ranging from ½ star to 5 stars based on the nutrient content, food groups to promote and

nutrients to limit in the diet. It provides a quick, easy, and standardized way to compare similar foods. The more stars a product has, the healthier the choice will be, setting those with a healthier profile as those with 3.5 stars or more.

The nutritional assessment of 100% of our product categories is conducted under this strategy through a specific profile of critical nutrients or an HSR parameter.

Grupo Bimbo uses the ≥ 3.5 stars standard to determine products with a superior or healthy nutritional profile.

We use this information to determine the percentage of sales of our products that meet this standard, beginning this year by measuring products made with our proprietary recipes under our wholly owned brands.



35%
of Grupo Bimbo's sales come from food with ≥ 3.5 stars per the HSR standard

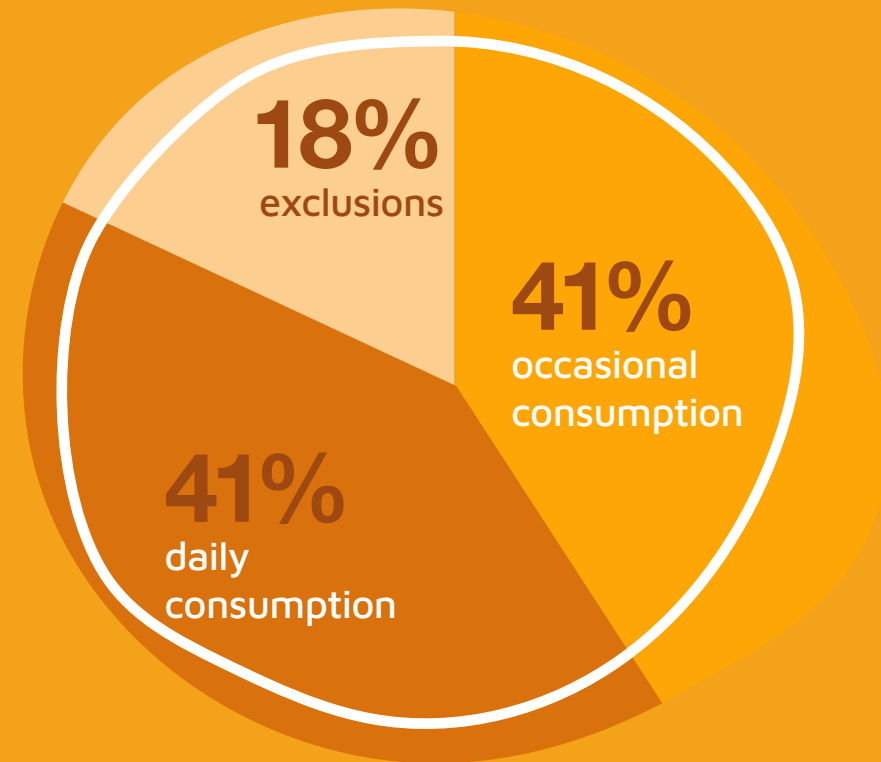
99%
of our specialty grain breads, buns and rolls¹ meet our positive nutrition parameters²

¹ Specialty grain bread, buns and rolls: bread and buns containing whole grain flour and/or whole grains (including reconstituted whole grain cereal flours) if the total amount is greater than 15 parts by weight for every 100 parts of flour used.

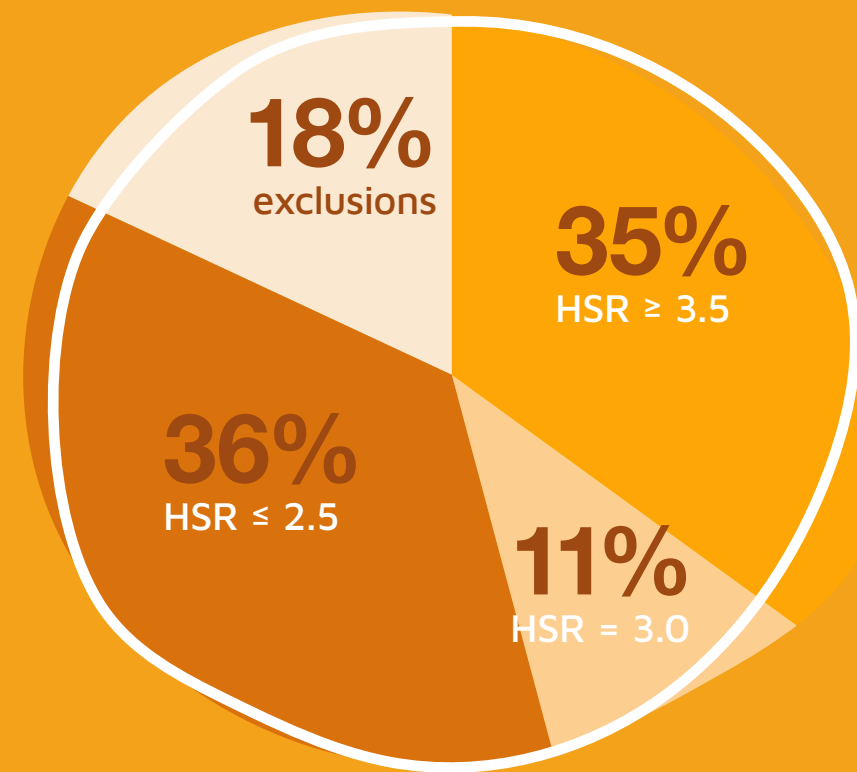
² Percentage of SKUs in compliance

BREAKDOWN OF HSR COMPLIANCE BY TYPE OF PORTFOLIO¹

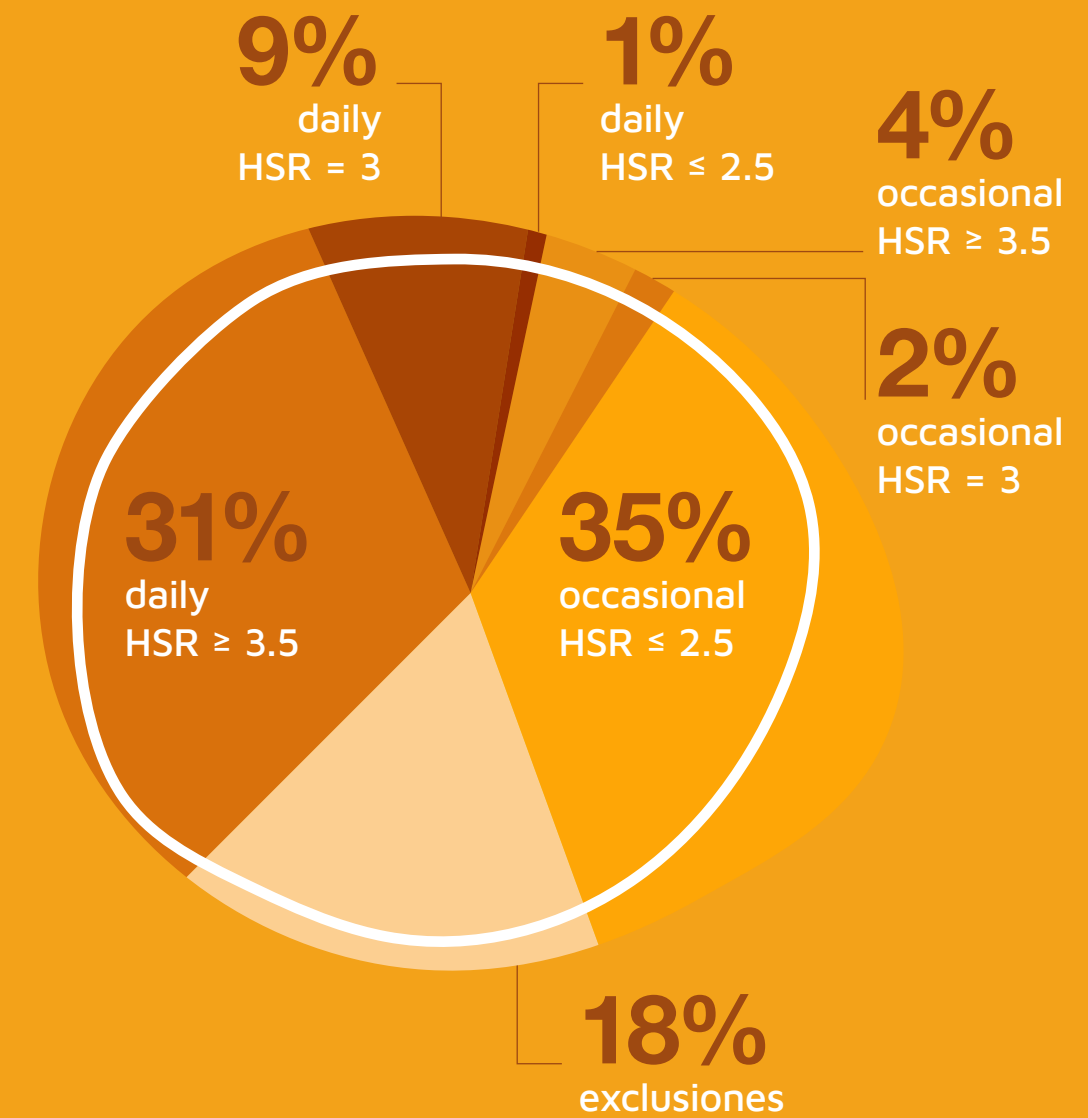
% of sales by portfolio type



% of sales by HSR compliance



% of sales by HSR compliance and portfolio type¹



¹ Scope: Products where Grupo Bimbo owns the brand and the recipe with registered sales from January 1 to December 31, 2022.

Exclusions:

- Products with non-proprietary recipes or brands, including private labels.
- Food Service Products
- Products intended for non-end consumers

Organizations: Bimbo Morocco and Bimbo India (in the process of integration during 2023), and Ricolino.



Reduced trans fats to <2 grams per 100 grams of total fats

Scope of commitments by ensuring our portfolio has less than 2 grams of trans fats/100 grams of total fats and is free from partially hydrogenated fats and oils.

In 2018, the World Health Organization released a series of recommendations for eliminating industrial trans fatty acids from the global food supply. This goal was set for 2023 through two actions:

- Elimination of partially hydrogenated fats and oils.
- Reduction of trans fatty acids of industrial origin to less than 2 grams per 100 grams of total fats.

By the end of 2022, we had eliminated the use of partially hydrogenated fats and oils in all our product offerings where we own the recipe, and 99.9% of it is below the threshold of 2 grams per 100 grams total fat

In our operations in Mexico (Bimbo Mexico, Barcel Mexico and El Globo), at the beginning of 2023, we brought this number to 100% free from partially hydrogenated oils and fats in compliance with the threshold above.



Cero Cero product line

Our line of Cero Cero bread seeks to reinforce nutrition and healthy lifestyles in our consumers' daily diets. These products are made with whole grain flour or sprouted grains, without added sugars or fats, with options added with proteins of vegetable origin (chickpeas) and various cereals. In other words, positive flavor and nutrition for our consumers.

Keto Line

Bimbo Bakeries USA

Consumer trends have developed toward more responsible and nutritious consumption in recent years. The market segment seeking healthier lifestyles and diets with special approaches is constantly growing. Many of these consumers know how food impacts our health and immune system.

One of the most relevant trends is the low-carb (keto) diet. In response to this demand, we developed an attractive and delicious portfolio of daily consumption products in the United States with sliced bread, buns and rolls, thins and tortillas under the Oroweat brand.

Measurement and evaluation of the nutritional quality of our products

Throughout the year, progress is evaluated in quarterly accountability meetings. The forum is used to report the progress made and share best practices, challenges and each organization's needs to achieve the goals set at the end of the measurement year

Each organization's needs are reviewed at the end of each quarter, and work cells are formed in the global Research and Development Division to find solutions and the actions the organizations require to face the challenges posed.

In compliance with responsible and transparent communication, this document is published on our website: www.grupobimbo.com

SMART PORTIONS AND BETTER DIETS

Portions are a powerful tool to help people know the right amount of food to include at a time of consumption and thus improve the quality of their diet.

Providing information associated with improving the understanding of the correct portion, added to the increase in our product offer with different options focused on limiting caloric intake, helps our consumers enjoy their food and build healthier, tastier and more varied diets.



Our options with portion control or smart portions meet the following premises:



S

Special occasions to celebrate, share or enjoy your favorite foods while promoting moderate consumption

M

Mindful enjoyment of the foods we enjoy and the process of including them in our diet. We can control what we eat through individually packaged options.

A

Aligned with healthy lifestyles for a guilt-free moment of indulgence through calorie-controlled options.

R

Ready to eat anywhere with individually packaged options that allow you to enjoy the moment while limiting calories.

T

Tasty with delicious options, full of flavor and appealing to the senses.



SUCCESS STORIES

Mini Portions





SUCCESS STORIES



2025 Goals

Launch at least one program per region to support vulnerable groups through accessible and affordable products with positive nutrition.

FORTIFIED PRODUCTS

To address problems related to malnutrition and micronutrient deficiencies in those countries where we are present, we have established a strategy that allows us to evaluate and define where to focus our actions through the development of micronutrient-fortified products aimed at vulnerable populations with deficiencies or specific nutritional needs.

To learn more about our fortification guidelines*

*https://grupobimbo-com-assets.s3.amazonaws.com/s3fs-public/2023-04/ESP-GB%20MICRONUTRIENT_compressed.pdf



Acti Defens white bread

Latin Centro

Aligned with our strategy to fortify affordable and nutritious products with important micronutrients to reduce deficiencies in different populations. The Latin Centro Organization has developed a white bread fortified with iron and zinc. White bread is a popular food easily integrated into consumer diets facilitating access to important micronutrients.

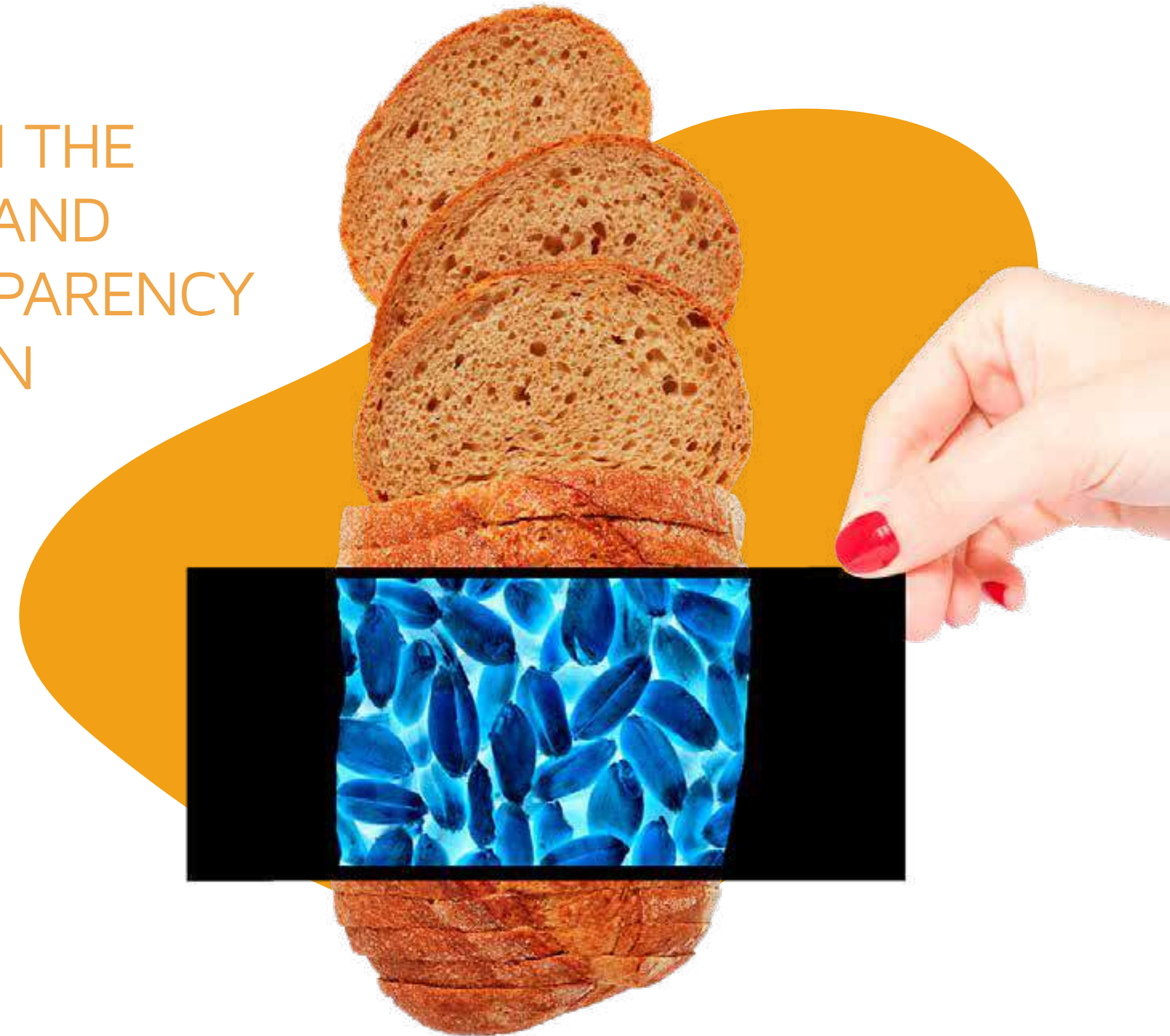
TRANSPARENT SUSTAINABLE BRANDS

We empower our consumers to make better decisions through clear and transparent information about our healthy recipes, social involvement and environmental commitments.



AS THE LARGEST BAKING COMPANY IN THE WORLD, WE SEEK TO USE OUR VOICE AND ACTIONS TO ENSURE GREATER TRANSPARENCY AND DRIVE CHANGES IN CONSUMPTION PATTERNS TOWARD SUSTAINABILITY.

In addition to offering increasingly healthier products with improved environmental and social performance, we work to provide clear and transparent information that empowers our consumers to make better healthy consumption decisions, ensure maximum use of products and reduce food waste, achieving habits with this new sustainable lifestyle that are part of the daily life of all the people who consume our brands.



We know that we are part of the daily diet of many families worldwide, so we assume the responsibility of positively impacting our consumers, associates and the communities we live in daily.

At Grupo Bimbo, we are committed to providing more and better information through user-friendly tools aligned with current technological advances, as well as communication strategies and food literacy that allow us to disseminate more information about our products and our values as a company.

What do we understand as sustainable and transparent brands?

Brands that by nature must be sustainable and fulfill our purpose of Nourishing a Better World.

Our advertising aims to support this cause without losing profitability, aligned with brand consumers and as an industry lead benchmark

Our key concepts

Transparency: Provide transparent nutritional information so consumers understand our products' ingredients and characteristics to include them in their diets properly, reduce the environmental impact by correctly disposing of the packaging, and take full advantage of the product to reduce food waste.

We have policies that establish these transparency commitments as our Global Labeling Policy.

Sustainable: This means that our brands endure over time, being economically viable, adapting to market dynamics, aligning with the standards and values of our company, and meeting the expectations of our consumers and customers regarding environmental, social and nutritional concerns.



2025 Goals

- 100% of our children's and occasional consumption portfolio will offer science-based nutritional transparency on the packaging and in digital media.
- We will provide nutrition education to five million people worldwide through Grupo Bimbo's nutrition education and wellness projects.



2030 Goals

- 100% of our products will provide transparent nutrition information on the packaging and in digital media.
- We will provide nutrition education to eight million people worldwide through Grupo Bimbo's nutrition education and wellness projects.

FACILITATE THE UNDERSTANDING OF OUR PACKAGING

Our labeling

Nutrition facts

Amount per serving statement: calories, total fat, saturated fat, trans fat, carbohydrates, dietary fiber, sugars, protein, and sodium.

Health claims

Demonstrate sound scientific support for all health claims.

Sustainability

Promote planet-friendly practices.

Servings

Strengthen the concept of recommended serving size to guide consumers toward balanced diets.

Front-of-pack

Inclusion of the GDA (Guideline Daily Amount) in the absence of regulations on the subject matter.

Our commitment to transparent and sustainable brands is to ensure that 100% of Grupo Bimbo products provide transparent science-based nutritional information on the packaging and digital media by 2030 and actively promote healthier diets through clear educational campaigns.



RESPONSIBLE COMMUNICATION GUIDELINES

At Grupo Bimbo, we care about the health and well-being of our consumers, which is why we create tools that allow them to choose our products in a reliable, transparent and responsible manner, always considering them within a balanced diet and seeking a healthy and sustainable lifestyle.

To achieve this, we have created our responsible communication guidelines, "This Is How We Do Marketing," aligned with our Code of Ethics, establishing the criteria to develop better marketing actions and promote a healthy environment for our consumers and strategic partners.

In compliance with responsible and transparent communication, this document is published on our website: www.grupobimbo.com

Driving sustainable transformation through responsible communication

Our objectives and approaches within our marketing strategy include the following:

- Promote transparency and accountability regarding Grupo Bimbo's impact on the planet, people, and our communities
- Ensure the understanding of our recipes and promote healthy lifestyles
- Avoid food waste
- Promote the circular economy principles
- Demonstrate the progress toward the commitments proposed with success stories
- Strengthen a community of agents of change committed to health, wellness, the fight against inequality, and the preservation of the environment.

At Grupo Bimbo, we know we need to evolve with each generation and adapt to the new times and challenges dictated by society, so our brand approach considers criteria to stay at the forefront of our customer's preference



1

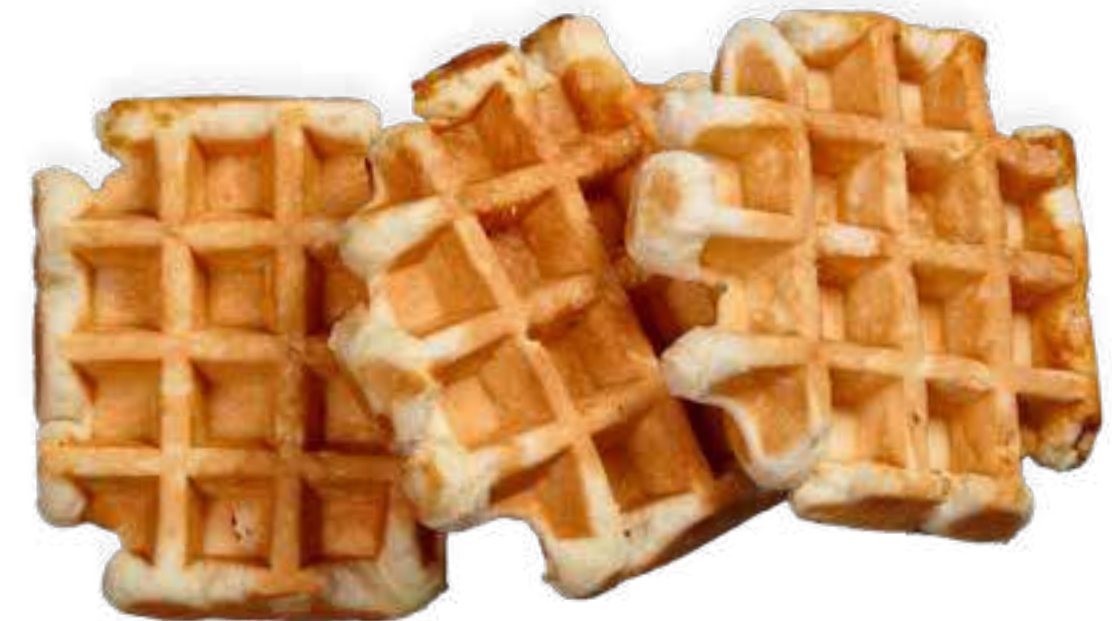
We strive to ensure that our products reflect the actions and implementation of our commitment to sustainability.

2

Raise awareness among consumers about caring for the environment by developing and promoting initiatives that help them live in a better world.

3

Develop global content to build a stronger bond with our audience on social media in all the countries and regions where we operate.



Responsible marketing to children under 13

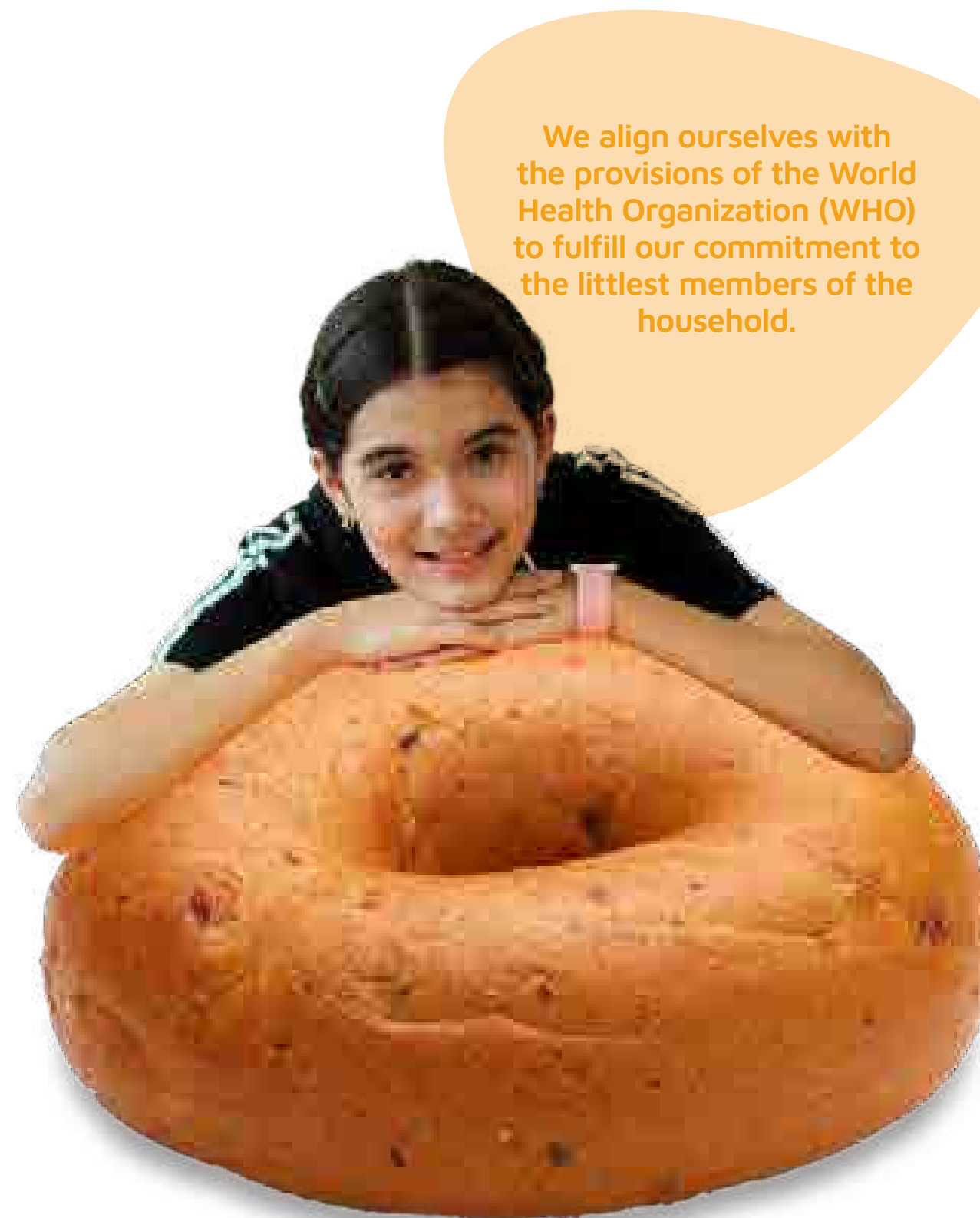
At Grupo Bimbo, we strive to promote and ensure that our advertising for children complies with responsible marketing best practices worldwide.

Therefore, we commit to the following:

Adhere to local regulations and voluntarily adopt pledges and initiatives or join associations promoting self-regulatory codes of content in advertising and marketing to children.

Strictly follow local laws regulating the sale and promotion of products in schools.

In the case of advertising and developing marketing strategies aimed at children, these must only be conducted with products that strictly comply with our nutritional profiles, which must be aligned with scientific evidence and the standards established by international organizations such as the World Health Organization (WHO), United Nations Children's Fund (UNICEF), International Food and Beverage Alliance (IFBA), World Federation of Advertisers (WFA) and Access to Nutrition Index (ATNI)



We align ourselves with the provisions of the World Health Organization (WHO) to fulfill our commitment to the littlest members of the household.

All marketing and advertising strategies must display content that promotes a healthy lifestyle and encourages children's rights, positive self-esteem and non-violent values.

The content of each promotion must be presented to ensure everyone is informed of the conditions that could affect their decision to buy before they make a purchase.

Parents or guardians of minors must always appear as those controlling access to the products.

As part of our guidelines, our most recent commitment was to align with the ICC Advertising and Marketing Communications Code and its self-regulations, which allows us to create, improve and maintain consumer trust in business communities subject to a self-regulation.

In addition, our permanent updates include new guidelines for products that do not meet the nutritional standards established in our document "This Is How We Do Marketing," which does not permit the presence of people influencing children under 13 in the different communication channels, such as celebrities, influencers, or famous people on social media or whose target audience involves children.

TRANSPARENCY

Consumers value transparency for many reasons, including the ingredients of our recipes, allergies, social responsibility, and sustainability, based on the belief that all organizations must be honest, open and direct with their customers, competitors and themselves.

We strive to ensure that our brands in the countries where we have a presence include relevant information about our efforts in the following areas of impact:



A. Nutritional Transparency: Provide nutrition facts simply and transparently on the packaging and online with technologies such as QR codes and websites to provide in-depth information about our products and invest in educational campaigns promoting healthy lifestyles

B. Transparent Packaging: With information on our packaging material, the technologies used, and programs in which the brand is participating to promote post-consumer recycling.

C. Guides and campaigns to reduce food waste in consumption: Guides that help the consumer make the most of the product and thus reduce food waste in consumption.



SUCCESS STORIES

QR codes

Spain, the United States and Mexico

The nutrition facts of our products can be accessed by scanning QR codes on a mobile app. This technological tool allows the user to obtain a real-time interactive experience with the brand, obtaining information about our products and nutritional recipe advice.



Redirecting

United Kingdom, Spain, Canada, United States, Central and South America

Consumers are directed on the packaging to the brands' websites, providing in-depth information about nutrition and educational campaigns.



Chile

Limited edition packaging communicating Sustainability initiatives has a QR code leading to a webpage with more information.

Supan

Supan is a brand known for its multiple sustainability attributes and QR code providing information about the social programs it supports.

Connected Packaging

Digitization is an essential part of people's day-to-day lives, which is why we use digital platforms to communicate with our consumers, since they give us access to their interests to address relevant topics, building trust in our brands.

In our brands in Spain, the United Kingdom, Canada, the United States, China, Brazil, Central America and South America, we have different tools on our packages to provide further information, if our consumer so desires, through our website or QR codes, where we offer details on the ingredients list and recommended serving sizes.

We have some success stories that expand upon the information linking consumers not only to the product's nutrition facts but also to sustainable information, as in the case of Spain and Chile with our Bimbo brand and in Ecuador with our Supan brand.



Nutritional transparency

We have a global labeling policy and guidelines for compliance with GDAs (Guideline Daily Amounts) with which all brands present in the countries where we operate must comply, in addition to compliance with local regulations on this issue.

We know that it's important for our consumers to know the ingredients with which our recipes are made, which is why, in addition to being stated on our packaging, our brands in Spain, Mexico, the United Kingdom, Canada, China, the United States, Brazil and Chile, have the list of ingredients and nutritional profile published on our local websites.



SUCCESS STORIES

Bimbo Acti Defens

Bimbo Central America

Colombia, Ecuador and Central America



Nutrella

Brazil

Unique pioneer brand offering clean-label bread to the Brazilian market.



Bimbo Cero Cero

South America

A bread that contains 0% added sugar and fat, at only 61 calories per slice, with no artificial colors or flavors.

Healthy eating tools

Balanced weekly menus. We distribute the menus during the day and throughout the week to help users follow balanced diets, respecting proportions and the variety of each food group according to recommended consumption guidelines.

Assess your diet. An online assessment tool to determine if your regular eating habits meet healthy diet recommendations. This tool allows us to recommend the aspects our consumers should promote and what they should take into account to ensure healthy eating habits.

Healthy Plate. A tool that helps consumers balance and vary their lunches and dinners at a glance. It's a practical method for daily use that is easy to apply with fantastic results to include the main food groups in daily meals



SUCCESS STORIES

Smart Portions

Our consumers expect information from us regarding the recommended consumption of our products, a concept that we've called: Smart Portion Recommendations.

Serving sizes influence the amount of intake, which has increased in recent decades, affecting weight gain and food waste. That's why information on the correct serving size based on a balanced diet is a powerful tool to enhance consumers' nutritional education.

Educational campaigns on nutrition

Spain



Brazil



Chile





SUCCESS STORIES

Promoting healthy lifestyles with our tools

Our sustainable and transparent brand strategy aims to inform and reinforce nutrition knowledge to help consumers improve their quality of life.

We are also committed to raising awareness and providing training to contribute to sustainable development through our digital platforms and marketing campaigns that allow us to report on our progress and help consumers ensure responsible and mindful consumption.



Global Bimbo Race

Global Bimbo

The response to this year's invitation brought together more than 340,000 participants.

6.8 million slices of bread were donated to food banks.

B

Transparent Packaging

One of Grupo Bimbo's strategic initiatives is to reduce the impact of our packaging; therefore, we are working on different packaging technologies to fulfill our commitment to being 100% recyclable, biodegradable or compostable by 2025.

We firmly believe that with the combined efforts of companies, along with those of governments, academia, our customers, consumers and society in general, we will have a greater positive impact.

The information in our packaging provides clear guidelines to facilitate its separation and recycling at the end of its useful life, including the type of material it is made of, current packaging technologies, and the post-consumer programs in which the brand participates.



90%
of our packaging is recyclable.

2030 Goals

Support a circular economy.

SUCCESS STORIES



Rapiditas

Paraguay

For our new low-calorie tortilla, we ran a communications campaign on how to use its reusable packaging. Bimbo Paraguay is committed to promoting a zero-waste economy and launched Doble Fibra bread with biodegradable packaging on World Environmental Education Day 2022.



Information on the packaging to facilitate recycling



Spain

Information about the 30% recycled material in our packaging and recommendations for reuse.





Guides and campaigns to reduce food waste in consumption

Through responsible marketing, we will promote a call to action to our consumers to reduce food waste through online and offline advertising campaigns and participation in high-impact programs with partners that help us rescue food.

Campaign "Heels are also Bread"

Central America

Within the International Day of Awareness of Food Loss and Waste framework, we offered consumers tools to use their traditional sliced bread heels by providing recipes and information on social media and the website to adopt best practices and save and use the entire product.



Tips to reduce food waste at home

Uruguay

On International Day of Awareness of Food Loss and Waste, the Bimbo Bear shared sustainable tips on consuming and storing food at home.



Campaign "The day after"

Colombia

The campaign is an invitation to turn the food left on the table after celebrations into sandwiches and burritos "the day after." We aimed to show them how to use leftovers in new meals.



Too Good to Go

Spain

We continue to participate in campaigns with Too Good to Go to promote food rescue through this program.





ENABLING HEALTHIER PLANT BASED DIETS

Encourage the presence of whole grains and other plant-based ingredients to enable healthier plant-based diets.

At Grupo Bimbo, we promote plant-based diets with nutritional diversity, prioritizing whole grains in our product offering. We are committed to promoting healthy diets primarily based on superior plant-based ingredients, increasing the presence of whole grains in our recipes.



We are committed to building a portfolio governed by three elements that encompass our unique proposition as a grain-based company:

- 1 Healthy:** Our products are aligned with our internal clean label guidelines as a source of positive nutrition and promoting plant-based ingredients.
- 2 Sustainable:** Our goal is that the ingredients we use in our recipes come from regenerative agriculture practices.
- 3 Accessible:** Our products with high nutritional value are available to consumers and in the channels where they buy at an affordable price.

2025 Goals

Ensure the accessible consumption of whole grain-based products, reaching more homes, with delicious products at an affordable price available at all points of sale.

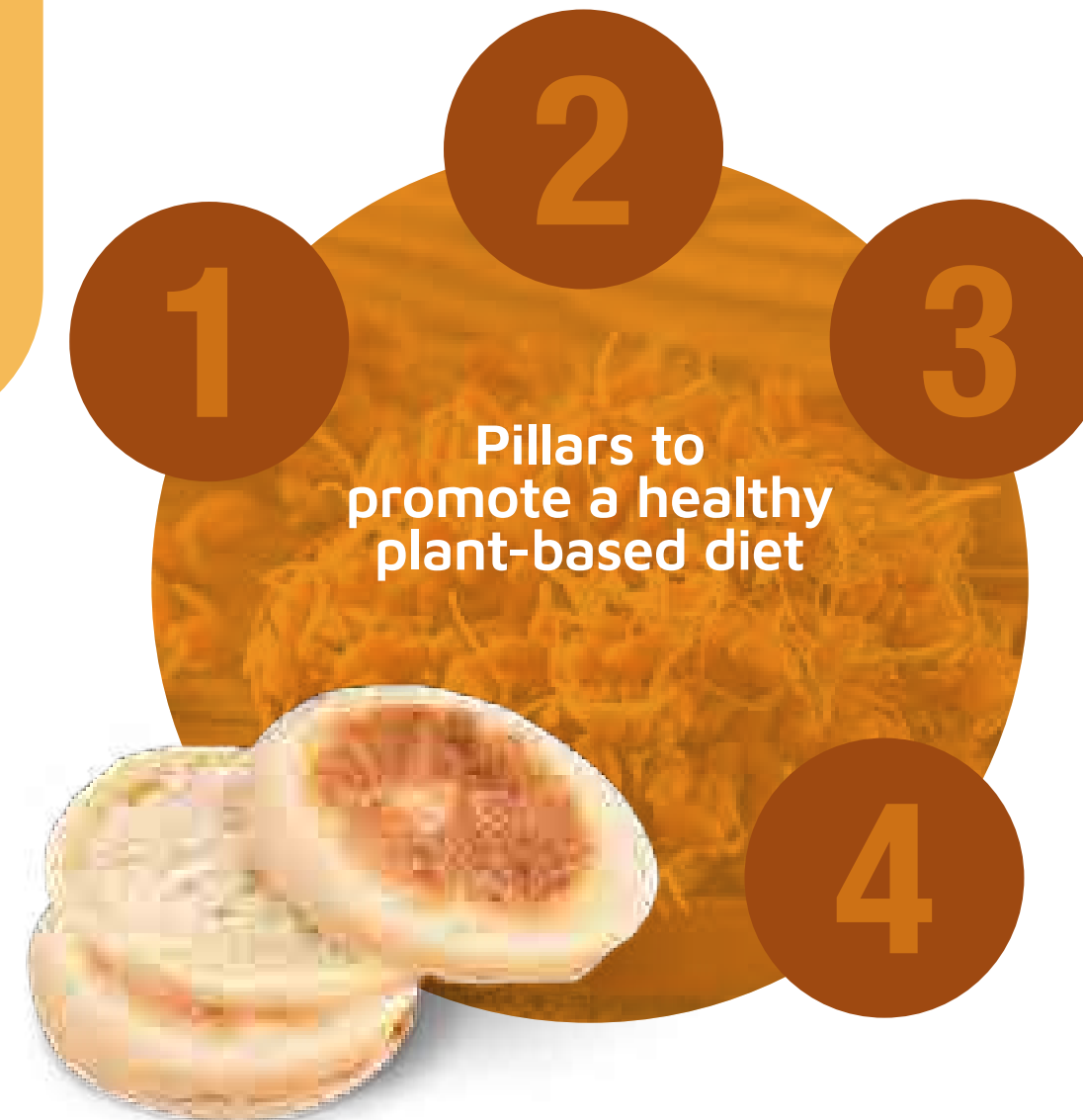
Disseminate the benefits of eating whole grains for health and for the planet.

Innovate in all our product categories to guarantee an offer of healthy products that respond to a plant-based diet.

2030 Goals

100% of our categories will offer a portfolio of accessible and healthy products that are part of a plant-based diet.

To achieve our goals, we have outlined a path where our product offering is based on four pillars that promote a healthy plant-based diet:



- 1. Promote whole grains:** Our main ingredients are grains, so we are a great option for sustainable eating for people and the planet.
- 2. Nutritional balance:** We provide a positive balance between nutritional quality and superior plant-based ingredients.
- 3. Grain varieties:** We offer products with a wide range of grains, such as sorghum, barley, rye, oats, millet, and quinoa.
- 4. Delicious and superior:** We include and increase ingredients such as fruits, vegetables, legumes, nuts and seeds in our recipes.



SUCCESS STORIES

1

Promote and ensure that the consumption of whole grains is accessible to all

Pan Ideal Protein10

Bimbo Chile

Our product has 10 grams of vegetable protein per serving, made from a whole grain base, making it an excellent source of fiber. All ingredients are of natural origin, without artificial colors or preservatives. It is certified by the University of Chile Institute of Nutrition Technology. In addition, in keeping with our commitment to caring for the environment, the packaging is recyclable (certified by the Chilean Industrial Development Association-SOFOFA).

*60% stated they would buy and consume it daily.



Whole grain promotional campaign

Bimbo Mexico

We launched a communications campaign in Mexico to promote the daily consumption of whole grains as part of an effort to raise awareness about their benefits. Our Bimbo whole wheat bread takes advantage of all the nutrients of the whole grain: fiber, protein, minerals and vitamins, from the husk to the heart

Boost the portfolio of breads, toast and whole wheat tortillas in Colombia and Central America, impacting 73% of the Colombian audience.



New York Bakery Co. Bagels with basic fiber content (3 grams of fiber/100 grams of product)

Bimbo United Kingdom

In the United Kingdom, the entire line of bagels from the New York Bakery Co brand (six products) is fortified with sustainably sourced fiber, reaching the basic fiber content standard of 3 gram/100 grams of product.



SUCCESS STORIES

2

Nutritional balance

Bimbo Cero Cero expansion

Ecuador

We made progress in the expansion of Bimbo Cero Cero in Latin America. In Ecuador, the whole wheat and white versions were well-received by society and nutritionists. Not only did we double our sales targets, but we were able to reconnect with our consumers looking for delicious and nutritious products.



Keto Tortilla (Bon Matin and Oroweat)

Canada

We launched the keto tortilla for consumers who follow a more rigorous dietary lifestyle, such as the ketogenic diet. Our product contains only 6 grams of net carbs and 13 grams of fiber, offering the softness and pliability needed to fold without breaking easily. It's a plant-based tortilla that allows consumers to enjoy its flavor and nutrition guilt-free.

68%
preference



High Fiber Bun

China

Taking advantage of the home office and remote schooling trends and the growing interest in mindful and healthy eating, Bimbo China launched the first 100% whole grain hamburger bun to the market. This bun contains dietary fiber and 25% less sugar and fat than regular bread. Consumers can personalize their meals with a healthy bread base without sacrificing texture or flavor.



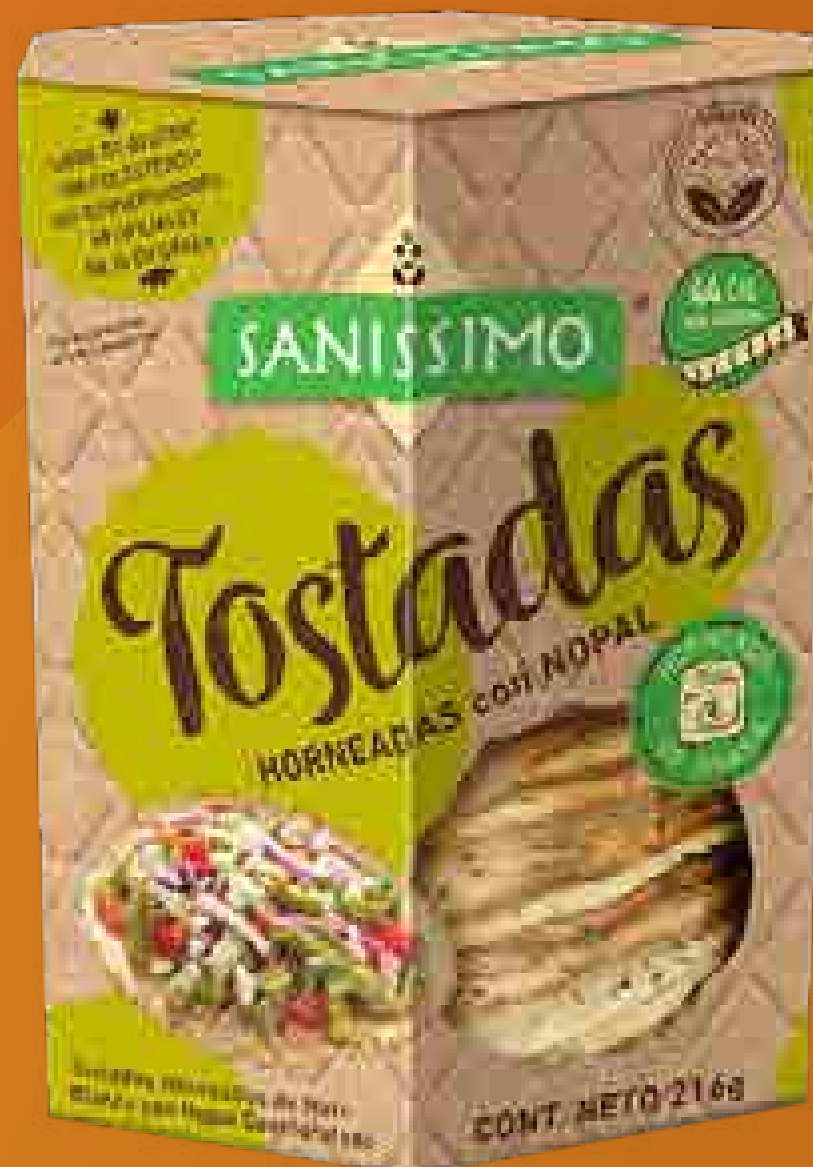


SUCCESS STORIES

3

Variety of grains

With Sanissimo, we seek to build a brand with a purpose relevant to each market.



Sanissimo

Mexico

This year we launched the Sanemos La Tierra communications campaign in Mexico, highlighting that 100% of the white corn used in our portfolio production processes is based on sustainable practices that help us positively impact the environment.

<https://sanissimo.com.mx/>



Keto Seeded

United States

We launched the Seeded line in the United States, continuing the expansion of the Keto approach in our different markets. Seeded contains 7 grams of fiber per serving and 3 grams of net carbs per slice.



SUCCESS STORIES

4

Delicious and superior

Our recipes included more ingredients such as fruits, vegetables, legumes, nuts and seeds.



Natura Bar

Bimbo Mexico

The first bar in Mexico is made with six fully natural ingredients at 100%. Eating a Natura bar is equivalent to eating an apple, which makes it an excellent, delicious and nutritious alternative you can take everywhere. The three main ingredients are apple, oats and amaranth; it comes in two flavors—strawberry and blueberry— without added sugar, artificial flavors or preservatives.

*89% stated that they would buy it.

Verygüel

Mexico

This year, we continue to consolidate this flagship brand by developing a portfolio based on natural fruits, without artificial coloring, flavoring, or preservatives, fully baked at 100%.

The purpose of this product is to inspire people to adopt healthy lifestyles by breaking stereotypes, helping them to increase their daily consumption of fruits and vegetables.

The brand also contributes to our zero-waste strategy since it uses all the fruit.

The portfolio meets our nutritional standards and has claims proving consumer benefits, reinforcing our commitment to continue developing healthier products in response to new consumer health and wellness trends.



PROGRESS ON OUR ACTIONS TOWARD 2025: PRIORITIZING FOCUS AND INCREASING AMBITION

In 2022, following a thorough analysis of the initiative and its impact, we adapted the scope to focus on concrete actions that help people follow a planet-friendly diet.

We have a portfolio of whole grain bread in all the regions where we have a presence, known for its nutritional contribution and whole grain content.

We will promote these products to gradually increase their consumption and promote the innovation of a portfolio in which healthy plant-based ingredients predominate in all the categories and geographies where we are present to make these options available to our consumers.

We will also replicate best practices to increase its market positioning and scalability.

The goal is to ensure access to a portfolio responsive to the planet-friendly diet by increasing whole grains and other healthy plant-based ingredients in all our product categories.



How will we do it?

1 We will review our price strategy, promotions, distribution, and products in each country to ensure our proposal helps people choose the most nutritious option.

2 We will post campaigns disseminating the benefits of whole grain consumption.

How will we measure it?

We will conduct an annual analysis of household penetration of our whole wheat bread in all countries to reach more households each year. We will use the year-over-year sales growth in countries without local measurement panels.

COMMITMENT TO QUALITY

Excellence in the quality of our products is part of the ongoing learning and improvement we gain from experiences with our consumers.

Our automated alert system generates a notice when consecutive cases from the same plant appear to take the relevant actions and respond to each case promptly.

We constantly monitor our brands within the digital ecosystem,¹ mainly with the help of opinion leaders to activate well-defined alert protocols to address the situation through direct communication with the consumers. We cross information with the plant's feedback to determine the most appropriate response channel based on product quality and safety complaints.

¹ Social media

Grupo Bimbo has been known for providing immediate and timely attention to all complaints about non-compliance regarding the information provided in our products and for its continuous improvement through internal and external feedback.

We believe that our disclosure of products and labeling is free from risks since we assume our role as guarantors ensuring that we care for our stakeholders by adequately disclosing our ingredients through different means and providing guidance on the nutritional balance of our products and smart portions.

None of the incidents reported in 2022 resulted in a fine or penalty for breach of information or product labels, and we did not receive reports about any related to Communications or Marketing.

Customer Privacy and Protection

We have an internal regulatory framework called the Global Personal Information Protection Policy to constantly reinforce the protection of all the information we handle to ensure the safety of our stakeholders' data.

For the period of this report, no claim related to a breach of our information systems that puts the privacy of our customers or the loss of data at risk was reported.



Alliances with other sectors to offer the best products

Within our continuous improvement processes, we have also implemented strategic alliances with different sectors, ranging from local organizations and research centers to multilateral cooperation agencies.

These organizations constitute global benchmarks for the food industry's best practices. Thanks to these alliances, we have also established commitments and developed actions related to improved nutrition, healthy and sustainable products, and responsible marketing.

All these sectors have contributed to improving our internal procedures, products, actions, and goals for healthier nutrition. The organizations include:



International Food and Beverage Alliance (IFBA)

We have established commitments and actions designed to support the strategies of the United Nations and the World Health Organization. The commitments adopted through the IFBA are encompassed by four major dimensions: product reformulation, nutrition information, responsible marketing and promoting healthy and sustainable lifestyles.



Consumers Good Forum

The CGF's work focuses on some of the most important opportunities and risks facing the global consumer goods industry, seeking to support companies in implementing the UN Sustainable Development Goals (SDGs).

We work with strategic alliances to promote healthy habits of people around the world.



International Chamber of Commerce

We actively participate in the International Chamber of Commerce (ICC), a global organization that seeks to promote international trade and sustainable investment worldwide. We are part of the Marketing and Advertising Committee to implement the best practices in this area and ensure that our practices comply with the provisions of the ICC Consolidated Advertising and Marketing Communications Code, considered the gold standard in the industry.

Access to Nutrition Initiative

Through the Access to Nutrition initiative, we seek to become a catalyst for change through effective collaboration with companies, investors, public policymakers, consumer representatives and civic leaders. We are evaluated every two years to measure the progress of our commitments focused on improving the quality of life of our consumers.

Every two years, we apply the Access to Nutrition Index to obtain feedback on the performance of our initiatives and commitments, defining new priorities and focus areas to continue strengthening our strategy.

World Health Organization

The commitments described in our strategy comply with the WHO's Global Action Plan for the Prevention and Control of Non-Communicable Diseases 2013-2020. Thanks to this approach, we have established commitments to eliminate trans fatty acids of industrial origin from our entire portfolio at a global level, reporting a 98% progress in 2022.



AT GRUPO BIMBO, WE SEEK TO STRENGTHEN THE COMMUNITIES WHERE WE LIVE AND WORK, SUPPORTING OUR BUSINESS PARTNERS AND HAVING A POSITIVE IMPACT ON OUR SOCIETY.

We want to consolidate safe, healthy, diverse, equitable, and inclusive workplaces that foster a culture of personal and professional development for all our associates.

We see community development and caring for our people as key factors in reducing inequalities and improving the quality of life of the people around us. Our Baked for Life pillar is the essential social engine to achieve our sustainability goals.

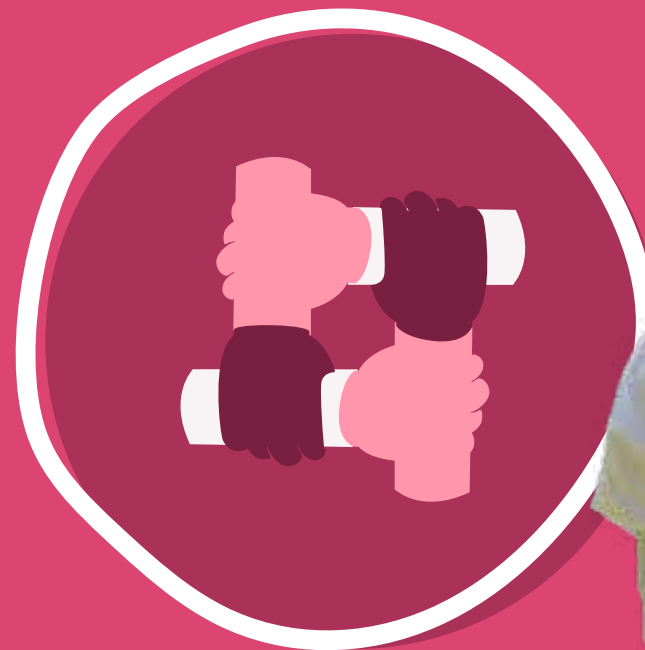
BAKED FOR LIFE



**Strengthening
Communities**



**Caring For
Our People**



STRENGTHENING COMMUNITIES

Our commitment is...
to Improve The Lives Of Everyone
We Reach



WE WANT TO GENERATE VALUE FOR ALL THE PEOPLE WITH WHOM WE INTERACT, BENEFIT THE COMMUNITIES WHERE WE LIVE AND WORK, AND SUPPORT OUR BUSINESS PARTNERS.

We will achieve the greatest positive impact through our golden rule: Respect, Fairness, Trust and Care.

To do so, we identify the needs of the regions in which we operate and promote development programs by partnering with NGOs and with the valuable participation of our associates.

WE WANT TO TRANSFORM THE LIVES OF THOUSANDS OF PEOPLE.



MMXN 265M Social Investment

416 NGOs supported
worldwide

+130
vs. 2021

+ 600
donations

+1 million people benefited

from our Good Neighbor Program, implemented in 27 of the 33 countries in which we have operations

82%
coverage

We reached 26 countries

with our Volunteer program, strengthening the participation of our stakeholders.

79%
coverage

+85%
vs. 2021

1.5%
of Majority Net Profit in 2022

2030 Goals

Implement at least one social impact project per work center, benefiting our communities, small partners (customers and suppliers) with whom we work at Grupo Bimbo.

OUR PROGRAMS

Social Investment Donations

We promote projects with different NGOs to meet the community's needs to generate a positive impact on their environment

Good Neighbor

We strengthen ties with the communities surrounding our bakeries, plants, and sales and distribution centers to create projects offering sustainable solutions for all.

Volunteering

We develop social leaders through volunteers sharing their time, talent and hands with the people who need it most to generate positive changes in our lives.



LINES OF ACTION

Environment

We promote care for the environment and the renovation of the spaces that surround our work centers.

Education

We share knowledge through comprehensive training programs, prioritizing social needs and focusing actions on our sustainability strategy.

Wellness

We promote the practice of physical activity, to experience values and to adapt and renovate spaces for these activities.

Diversity, Equity and Belonging (DE&B)

We work to provide safe and inclusive spaces so that people have the same opportunities and feel safe to be who they are.

IMPACT EVALUATION

To identify the needs and focus our efforts on solving the greatest challenges in the regions where we have a presence, we work on evaluating the social and environmental impact of our Good Neighbor, Volunteering and Social Investment programs together with specialists in corporate sustainability. The first results of this evaluation will be released in the next reporting cycle.

To continue implementing projects and solutions for the communities, this year, we increased the budget allocated to the Good Neighbor program by 33%, formed committees and designed consultation processes with local communities to learn about their needs and create new programs.

In Mexico, the analysis of the impacts of our operation with the communities is handled by the Labor Supervisor, who follows up on the neighborhood risk measurement survey. On the other hand, the Corporate Affairs Department is in charge of linking Grupo Bimbo with different entities, mainly governmental, and the Real Estate and Diversity, Equity and Belonging teams manage facility mapping based on the needs of the dimensions of diversity in Grupo Bimbo.

+33%
Budget directed
to the Good Neighbor
program



SOCIAL INVESTMENT – DONATIONS

Our Social Investment Program supports initiatives to promote health, environmental conservation, education and local community development in 27 countries.

The program allocates financial resources for each project, aligned with our lines of action: education, environment, physical activity, safety and well-being. This year we significantly increased support for associations focused on education and capacity building:

- 186**
promote community development
- 117**
have initiatives in favor of education
- 102**
encourage wellness and health
- 11**
work for the conservation of the environment

One of the central sustainable development objectives in our Sustainability Strategy is Zero Hunger; therefore, in 2022, we also gave

MXN 75 million
of in-kind donations to 55 food banks.

6.8 million slices of bread
to food banks in 99 countries resulting from the Global Bimbo Race



662 donations in 2022

319
in-kind

343
financial

\$265
millions of pesos¹

1.5%
of Net Profit for 2022

416
NGOs supported

	Financial donations	Product donations	Total donations
EAA	21	79	100
Latin America	9	165	174
North America	71	55	126
Mexico	242	20	252
Total	343	319	662

1. This figure is comprised of the sum of the Social Investment-Donations and the Good Neighbor budget

SOCIAL INVESTMENT PROJECTS IN MEXICO

Asociación Patrimonio Indígena & Reforestamos México

Asociación Patrimonio Indígena & Reforestamos México promote continuous support for Indigenous communities in Mexico through sustainable development projects to improve their quality of life. In partnership with these associations, we consolidated the project Strengthening the Indigenous Peoples Networks, aimed at highlighting the cultural and linguistic diversity of the Otomí and Zapotec communities through experience, knowledge and productive collaboration exchanges.



260
People directly benefited by taking Otomí and Zapotec language learning lessons.

5,685
People benefited from public park improvements.



+1,000
People benefited

Entrepreneurial Development Model Reboot your store

We are committed to strengthening and supporting our business partners through strategic alliances and cross-cutting collaboration. An example is our collaboration with Fundación ProEmpleo to develop Modelo de Desarrollo Emprendedor - Reemprende tu tienda, which aims to support businesses such as small clients affected by the COVID-19 pandemic.

More than 1,000 small clients were trained in finance, marketing, good management practices, talent development and innovation.

The success of this project has inspired us to replicate it in other organizations so that the positive impact on the development and competitiveness of our value chain is even greater.

GOOD NEIGHBOR



10 years^t of impact

This program creates and strengthens ties with the communities surrounding our work centers through projects favoring well-being, the environment, diversity, equity and belonging through education.

+1 million
people benefited

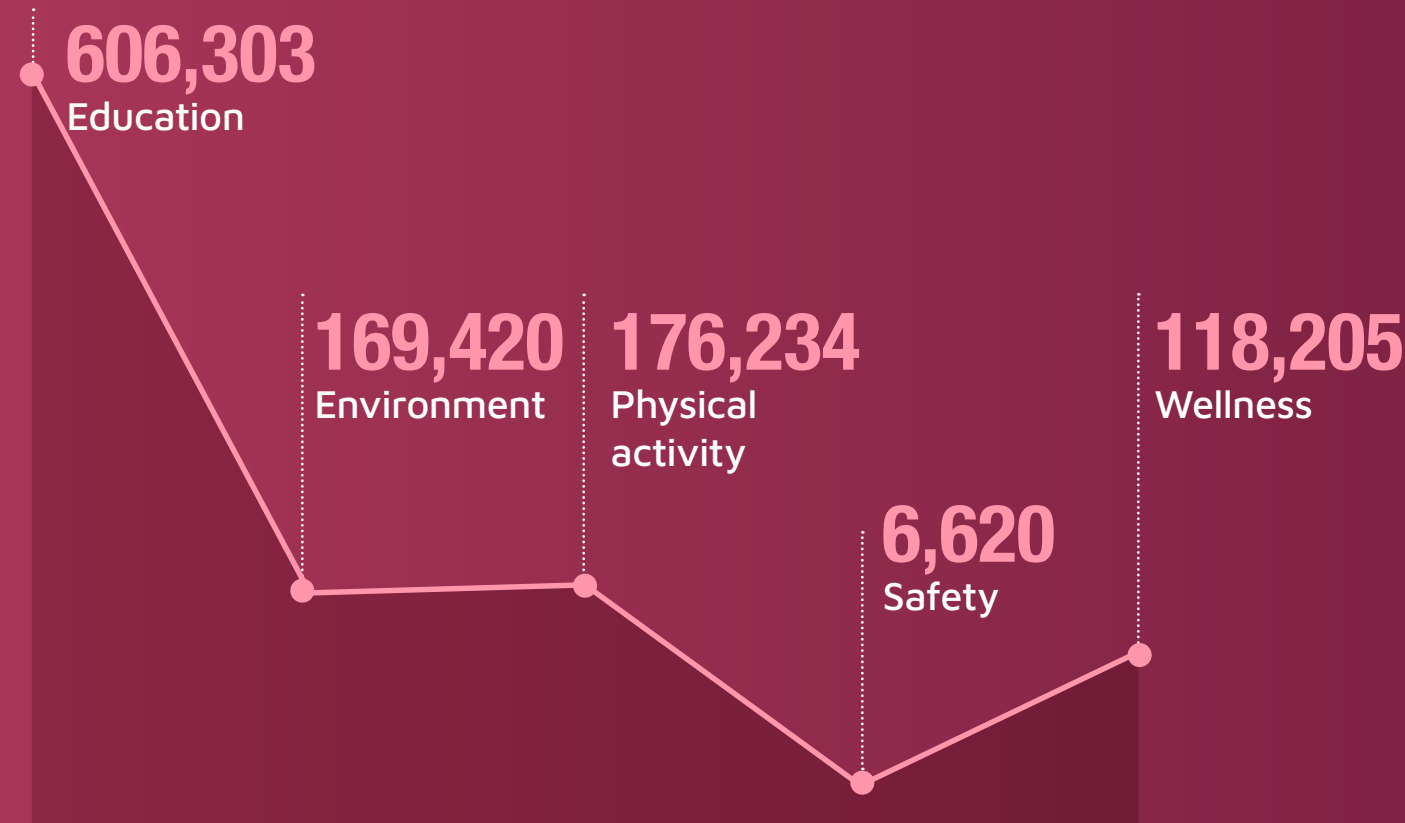
Our program allows us to identify needs and implement sustainable solutions that generate positive impacts in the short, medium and long term by establishing close and constant communications with the people living near our work centers.

GB region	Beneficiaries
EAA	+27,700
Latin America	+750,000
Mexico	+250,000
North America	+36,000
Total	+1,063,700

We have experienced substantial growth in all regions, reaching 231 projects, an increase of 48% over the previous year.

We doubled the number of Good Neighbor projects in Latin America.

Number of people benefited by category



In 10 years we have executed

1,489
projects

MXN 22m

Directed to social impact contributions through our Good Neighbor projects

Resource allocation

0.3% Commercial initiatives
9.5% Donations

90.2% Community investments

Projects by region and by category

Category	EAA*	Latin America	Mexico*	North America*	Total
Education	8	16	25	6	55
Environment	8	8	2	9	27
Physical activity	3	6	51	6	66
Wellness	2		2	1	5
Wellbeing	17	12	7	42	78
Total	38	42	87	64	231
2021	22	21	79	35	157
Growth vs. 2021	73%	100%	10%	83%	47%

Exclusion *23 projects in progress that will be delivered in Q1 2023 (two in Europe-Africa-Asia, 20 in Mexico, one in North America)



VOLUNTEERING

The Volunteer Program is an opportunity to promote the social leadership of our associates as agents of change, carrying out activities in favor of sustainable development, the community and the planet with projects focused on education, care for the environment and promotion of diversity, equity and belonging.

We nourish a better world by *sowing seeds* that generate value in the community, transcend and leave a mark on many people's lives.

A

B

C

D

We inspire our volunteers through the activities that are our seeds:

A

Generosity to carry out financial and in-kind donation campaigns.

B

Good Actions to implement in-person and remote community outreach and service events.

C

Wisdom to share knowledge, support, and advise community members on labor and professional matters.

D

Entrepreneurship, to coordinate the implementation of social projects and the program's other seeds activities.

Our programs are present in
26 of the 33 countries
 in which we operate.



+46%
 vs. 2021

Impact of our programs

10,952
volunteers

211
activities

184
events

6,149
volunteers

24
donations

4,793
volunteers

3
professional
volunteer
activities



This hard work is a way to join forces, giving our purpose meaning and promoting the participation of all, family and friends, where together we enrich our lives and that of all the people with whom we associate to transcend as a force for good for the planet.

Throughout 2022, we resumed our reforestation activities with nine events gathering more than 1,300 people and +5,600 hours of volunteering to promote environmental conservation and mitigate the effects of climate change. +6,000 trees were planted on +10 hectares, expected to capture nearly 132 tons of CO₂ annually.

OUR SOCIAL PROGRAM PROJECTS GOOD NEIGHBOR

LOS DADOS DE BOQUERON

Latin Sur | Bimbo Paraguay

We are convinced that joining forces with different talents can achieve incredible results. Proof of this is the project that was conducted in collaboration with the artist Rubén Sykora, the Los Laureles Foundation, residents and authorities of the Municipality of Asunción in Paraguay, where the Plaza Boquerón was fully renovated, adding QR codes for community interaction and informing them about the local flora and fauna.

This park's restoration was well-received by the community because of its visual transformation and use of technological teaching resources, as well as the glass, bottles and other materials recycled to decorate paths with the mosaic technique, transforming them into a giant board game.

The objective of the project was to provide an inclusive and accessible space that allows for interaction and play among people of all ages learning about the care of the flora and fauna that inhabits the park.

+500,000
beneficiaries

+500
volunteers



EMERGENCY PREVENTION

Bimbo Mexico | Bimbo Azcapotzalco, Marinela Azcapotzalco

We renovate spaces so the community and civil defense are trained in the skills required to address emergencies. This project increases capacity for sustainable and comprehensive planning and community participation, fostering preventive awareness at work, at home and in our daily lives to deal with contingencies and to return to normalcy as soon as possible

The actions included improvements to the training areas for rescue in confined spaces, vertical rescue and the smoke room for training in using and handling fire extinguishers, interior lighting and improvements to the climbing wall. The scope of the benefits included nearby municipalities in the same State where the project was conducted.

+5 mil
beneficiaries



SUSTAINABLE SCHOOL

Latin Centro | Chimaltenango Plant, El Tejar Sales Center and Distribution Center

We built and equipped a classroom and installed an agricultural laboratory to harvest vegetables with four forms of production to provide theoretical and practical knowledge promoting sustainable development, the reduction of malnutrition and the capacity to produce food and adapt the educational facilities of Los Aposentos elementary school in Chimaltenango, Guatemala to avoid overcrowded classes.

This project will allow the assignment of plant care tasks according to the grade level of the participating students, who will also receive special classes. The classroom and laboratory culture media were developed with the help of volunteers and school community members.



VOLUNTEER PROJECT

FOOD BANK VOLUNTEER DAYS

Mexico | Bimbo, Barcel, Corporate

In 2022 we began volunteer days that sensitized the leaders of our bakeries and plants about their role in reducing food waste, learning to organize their cupboards better and encouraging them to donate their time to assemble cupboards with food rescued by the food bank and to personally experience delivering them to the communities that need us the most.

+450
hours of volunteering





SUCCESS STORIES

STORE WITH A CAUSE, SYNERGY WITH THE MASOL FOUNDATION

Latin Centro | Bimbo Honduras

We further developed the collaborative work that we had undertaken with the Masol NGO in Honduras, migrating from a donation in kind that supported the sale of food to partially fund their children's therapies to a comprehensive program that developed mothers as business owners to obtain permanent resources that, in addition to covering their basic needs, will allow them to cover the costs of the rehabilitation their children need.



+1,000
beneficiaries

This store with a cause will transform women's lives as it promotes inclusive and sustainable economic growth based on the training required to develop individuals as personal growth leaders.



1,610,903
Liters of water captured

RAIN SCHOOLS, SYNERGY WITH AGUA CAPITAL AND ISLA URBANA

Mexico | Bimbo, Barcel, Corporate and MOLDEX

With our partners Agua Capital and Isla Urbana, we have joined efforts for zero waste of water through the following actions: rainwater harvesting system + hand washing system + fun educational program in seven schools, where we also give workshops and participatory activities with our partners to create sustainable spaces to adopt the culture of caring for water from childhood.

7
schools benefitted

2,190
students benefitted

161
water tanks saved

3
municipalities impacted

The main objective of this project is to capture and use rainwater in schools, providing access to safe water in communities with water scarcity through alternative and innovative means such as rainwater harvesting systems. In addition, the promotion of *WASH* initiatives is proposed, which promote global access to water with measures for sanitation and hygiene.

CARING FOR OUR PEOPLE

Our commitment is...

To create safe, healthy, diverse, equitable and inclusive workspaces that foster a culture of personal and professional development for all our associates.



WE BELIEVE THAT WORK IS AN IMPORTANT MEANS OF PERSONAL AND PROFESSIONAL FULFILLMENT

For this reason, at Grupo Bimbo, we are committed to being a company free from discrimination, where all people belong and are included with equal opportunities and can be themselves.



2030 GOALS

1

We will continue consistently reducing our TRIR (Total Recordable Incident Rate) in each work center with world-class safety standards.

2

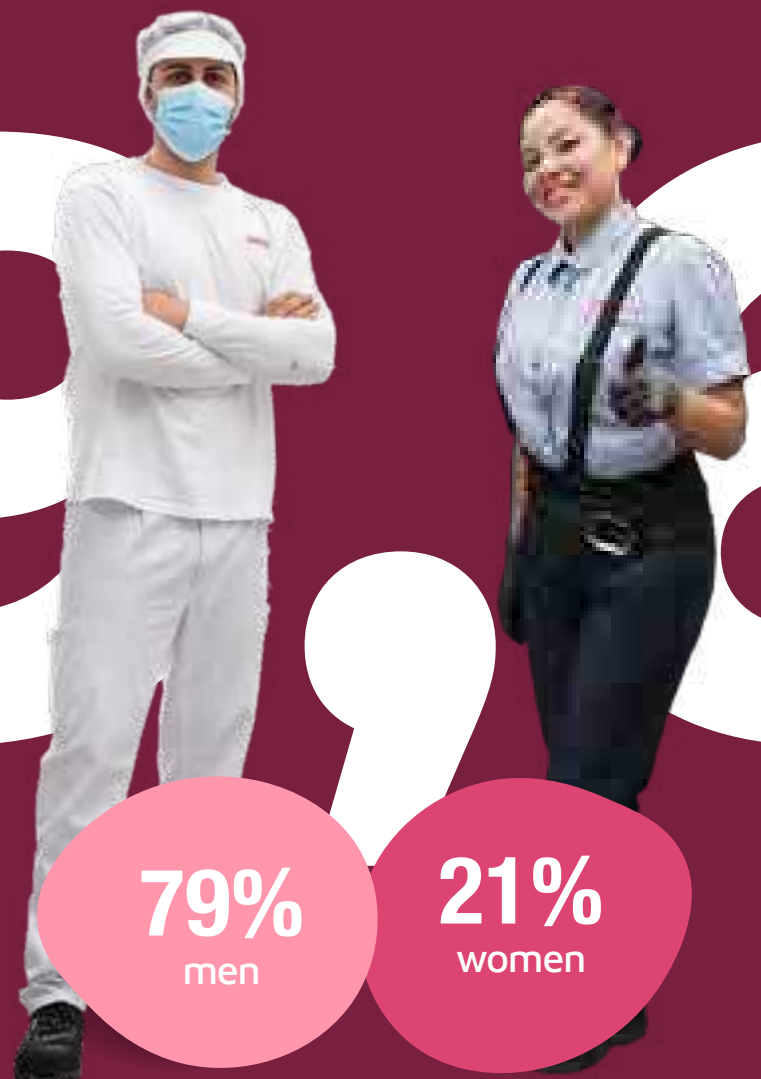
40% women talent representation in leadership positions and achieve advancement in other historically underrepresented groups locally.

3

100% of our work centers will implement our human development best practices.



139,526 Associates



17,184
associates
hired and self-employed
whose work is controlled by
the Organization

156,810
total Grupo Bimbo
associates³

79%
men

21%
women

Breakdown by type of contract and region²

Regions ¹	Men	Women
Mexico	60,255	15,478
North America	21,529	5,667
Latin America	17,434	5,610
EAA	10,500	3,153
TOTAL	109,718	29,908

¹ Currently, 91% of senior management comes from local communities.

- Senior Management means top management
- Local organization means managers born or with the legal right to reside permanently (naturalized or holders of permanent visas) in the country.
- Significant Operation Locations mean organizations with a managerial structure.

² Information extracted from the People Data Lake. Individuals in organizations without a People management system send emails with information used to create the Basic Group Chart. External associates report separately in number only.

³ Sum of company associates and independent contractors

OUR ASSOCIATES

Our company's associates are the key ingredient in our recipe for operational excellence success, ensuring the quality of each product delivered.

Since our foundation, Grupo Bimbo has focused on creating decent work and employment to ensure our associates' full development, through an inclusive, diverse and healthy culture based on our beliefs and philosophy, inspiring each one to do their best and grow with their teams to ensure the company's success.



Gender, age and job category

Job category	Men			Women			Total
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	
Operators and administrative	20,388	59,268	16,212	6,855	14,940	3,306	120,969
Supervisors	1,133	7,100	1,850	856	2,145	328	13,412
Executives and managers	79	1,928	1,223	78	1,057	289	4,654
Others	77	294	166	13	25	16	591
Total	21,677	68,590	19,451	7,802	18,167	3,939	139,626

<30 years
21%

30-50 years
62%

>5 years
17%

To achieve operational excellence, we need to have the best professionals. We believe we must attract people looking to develop their full potential at Grupo Bimbo to consolidate our position as a high-performance company.



New hires in 2022

		Men	Women	Total
Mexico 13,406 Men 7,263 Women	Under 30	7,618	3,546	11,164
	Between 30 and 50	5,640	3,560	9,200
	Over 50	148	157	305
				20,669
North America 7,096 Men 2,495 Women	Under 30	2,723	875	3,598
	Between 30 and 50	3,424	1,268	4,692
	Over 50	949	352	1,301
				9,591
Latin America 4,838 Men 2,255 Women	Under 30	2,515	1,270	3,785
	Between 30 and 50	2,223	946	3,169
	Over 50	100	39	139
				7,093
Europe, Asia and Africa 7,736 Men 2,731 Women	Under 30	4,502	820	5,322
	Between 30 and 50	2,751	1,651	4,402
	Over 50	483	260	743
				10,467

The retention of talent is fundamental to the achievement of our business objectives.

We will direct our efforts to analyze our areas of opportunity to strengthen our employer brand, ensuring competitive and decent workplace conditions, as well as an environment that permits each team member to develop their full potential.

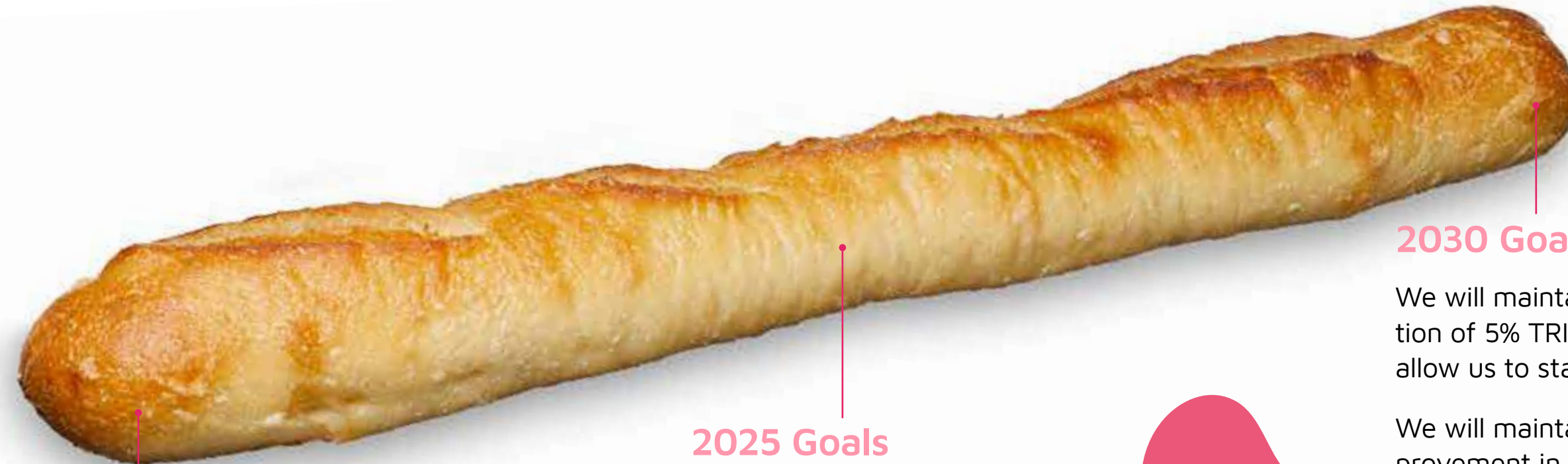
33,076
Men

14,744
Women

47,820

New hires at Grupo Bimbo through our talent attraction strategy

SAFETY AND WELLNESS



TRIR 2022

During 2022, the TRIR indicator closed with 1.96, showing a 17% reduction and 537 fewer recordable incidents compared to 2021.

-17%
TRIR

2025 Goals

We will reduce the TRIR rate by at least 30% compared to 2020

All operations will achieve a consistent annual reduction in incipient fire (at least 50% from the 2020 baseline) and be 100% compliant with the fire prevention policy.

We will monitor, measure and improve wellness strategies through the "Wellness Observatory."

-30%
TRIR

2030 Goals

We will maintain a constant reduction of 5% TRIR indicator that will allow us to stay below 1.0

We will maintain a sustained improvement in wellness indicators and initiatives that impact our associates and their families quality of life.

Grupo Bimbo will have zero incipient fires and will be a benchmark in the industry in fire prevention.

-5%
Constant
TRIR

1.96
TRIR, representing an improvement in 2022 compared to the 2.38 obtained in 2021

SAFETY AND WELLNESS

At Grupo Bimbo, we have a Safety and Wellness model, based on the fundamental principle that “Every accident is preventable.”

Our model consists of 12 elements grouped under four pillars:



1. Processes

- High-performance standards and adherence to procedures
- Investigation of incidents and accidents
- Risk management
- Legal framework

2. Structure

- Accountability
- Safety aligned structure

3. Associates

- Continuous training
- Communication, participation and recognition
- Safety observations
- Wellness

4. Leadership

- Visible commitment and responsibility of leadership
- Health and safety fundamentals and policy

The Safety and Wellness model aims to reach 100% of our associates by implementing it throughout our operations, including managers and supervisors, subcommittees, safety and wellness professionals, and safety and wellness committees in all work centers.

We also develop strategies seeking to sustainably improve wellness indicators and benefit the comprehensive health of our associates.

GLOBAL SAFETY POLICY

Our Global Safety Policy considers safety efforts an investment, not an expense. To guarantee safety at all levels of our operation, we make significant efforts to improve processes and establish protocols appropriate to the responsibilities and guidelines that must be followed at the operational and administrative levels.

Global Wellness Policy

Our policy seeks the integration of processes with the requirements of the Healthy Company Management System in our business processes. We guarantee the resources required to establish and improve our management and ensure compliance with global and local standards and regulations related to the surveillance and prevention of physical and psychosocial risk factors, health, work-life balance, maternity and paternity, among others.



Safety Reporting

Our culture provides our associates with the necessary means to report and follow up on any situation they detect as an operational health and safety risk.

In addition to implementing communication campaigns to promote anonymous reporting without reprisals, we have a direct line for comments, complaints, suggestions and reports.

IDENTIFICATION OF HAZARDS AND OTHER RISKS

In response to our commitment to the prevention of Occupational Health and Safety risks, we have identified the following risks in our operations:

- Risk of hand injuries due to working with moving machinery without following the established safety procedures in bakeries and production centers.
- Electrical risk is frequent when the established protocols are not followed.
- Risk due to road accidents in the commercial and distribution areas, either due to the responsibility of our associates or third parties.



We established the following safety conditions to mitigate the above:

- Safety observations
- Machinery and equipment risk analysis
- Safety inspections and surveys
- Reinforcement of training on safety standards
- Incorporation of road monitoring devices



Other risks to which we are exposed

Due to the nature of our business, especially in manufacturing processes, incipient fires represent a risk that we seek to control. Therefore, we have a multidisciplinary team called the Fire Prevention Committee, and we have designed strategies that have allowed us to reduce the number of incipient fires in our facilities.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

At Grupo Bimbo, we have a solid safety and wellness training program aligned with each country's regulations.

No associate may hold a position in the company without being properly qualified and trained.

That is why we work with the operational departments and the high-performance standards sub-committees to maintain a permanent focus on our personnel's education, training and certification, especially in tasks considered hazardous by Grupo Bimbo.

94,107.2
training
hours¹

14.6
training hours
per associate



Programs

- Wellness School
- Handling of fire extinguishers
- SWAT team and civil defense manual
- Wellness Policy and Model
- Safety and Wellness Model
- Electrical risks
- Sales leaders report
- Safety distance for machinery and equipment guards
- My worst nightmare (fire webinar)
- Safety and Wellness Model: Leadership, fire prevention and wellness

1. The rate is calculated for every 200,000 hours worked.

HEALTH PROMOTION

Promoting healthy habits is essential to impact the quality of life of our associates. We have developed programs that contribute to encouraging a culture of self-care under the framework of the Global Wellness Policy, the Safety and Psychological Health in the Workplace Policy and the Wellness Model, which seeks to ensure that all Grupo Bimbo organizations promote healthy lifestyles under four pillars:



The scope of certain programs extends to the families of our associates, facilitating access to quality medical, nutritional and emotional care. We conduct vaccination campaigns, medical check-ups, health fairs, workshops, preventive medicine talks and activities inviting and encouraging the participation of our associates and their family members.

Our company dining halls offer quality food through healthy menus, prioritizing nutritional richness at a preferential cost. Our Global Wellness Committee meets quarterly and works to monitor

indicators through the Wellness Observatory, sharing best practices worldwide and promoting projects that generate value and healthier work environments.

The programs are primarily directed to associates and occasionally to their families.

ACCESS TO HEALTH SERVICES MONITORING AND COMMUNICATION

Considering the specific operational context of the countries and regions where we operate, our health services are implemented under local legislation and regulations established on the matter.

Each operational area may have its health center, nursing or medical service and, in some circumstances, make strategic alliances with local institutions to provide certain services.

The Occupational Health and Safety Division at Grupo Bimbo is guided by a risk prevention and communication approach to reduce such risks.¹ The health personnel providing the services must have the certifications, qualifications and training that accredit their professional quality. In like manner, each facility must have the necessary adaptations to provide care for associates and other stakeholders.

1. Medical evaluations or the means required by law, assessment of the level of exposure according to the position, surveys for the detection of psychosocial risks, preventive vaccination campaigns, talks, medical attention and any other emergency care and support that may be required, are conducted in health training issues and incident investigation.



Occupational diseases

No occupational diseases were reported in 2022 that could have put the health of our associates at risk

We constantly monitor the risks that could generate occupational diseases if not controlled. Through our structure of safety professionals, we permanently observe these risks, including hygienic factors (noise, dust, temperature) and other factors such as manual loads, repetitive work and ergonomic issues that require our full attention.

Communication and inquiries about the health of associates

For Grupo Bimbo, it is important to know the efficiency of our safety and wellness strategies first-hand. Therefore, we periodically carry out consultations that we call "pulses," which allow us to obtain feedback from our associates to identify areas of improvement and detect the need to create new initiatives.

DIVERSITY, EQUITY AND BELONGING (DE&B)

For Grupo Bimbo, dignity and respect for all people are essential. In compliance with our policies and consistent with our philosophy, we seek to be a global reference as a diverse, equitable and inclusive company that provides to associates with safe spaces and equal opportunities where they can be themselves and feel they belong. We fine-tuned the Diversity, Equity and Belonging strategy to extend our efforts to different stakeholders throughout our value chain through five lines of action:

- 1 Governance**
 Strengthen our governance model, regulatory framework, and analytical capacity and manage DE&B metrics and objectives.
- 2 Awareness and training**
 Promote transparency in our communications. Expand sensitivity training that facilitates the creation of an environment of inclusion, equity and belonging
- 3 Talent management**
 Ensure an inclusive approach in our diverse talent recruitment, selection, promotion and retention practices.
- 4 Operations integration**
 Expand the integration of cross-cutting programs throughout the value chain, implementing accessibility plans for all.
- 5 Market integration**
 Promote the reflection on the diversity of the communities we serve in our marketing campaigns, ensuring a DE&B perspective in the programs and interactions with our stakeholders, suppliers, customers, consumers and community.



Our people are at the heart of everything we do; they have access and opportunities for advancement, feel they belong to the company, and can bring their authentic selves to work daily.

- A**
 We are a reflection of the diversity of the communities we serve.
- B**
 We are responsible for creating an environment where all our associates can freely express their ideas, appreciate their differences, and value diverse ideas, skills, perspectives, and ways of thinking.
- C**
 Our golden rule governs our relationships: respect, fairness, trust and care.
- D**
 All dimensions of diversity are welcomed and appreciated.
- E**
 We build and maintain a culture that attracts, develops and supports diverse talent

GOALS

Advance
as of 2022

26%

of leadership positions
are occupied by women

Divided as:

20.85% of senior managers

26.32% of managers

32.72% of headship

24.83% of supervisors

*11.11% of the Executive Committee

2025 Goals

- 30% of leadership positions will be occupied by female talent

2030 Goals

- Show significant progress on gender equality globally, with a 40% representation of female talent in leadership positions.
- Grupo Bimbo will be an inclusive and accessible workplace for people with disabilities (PwD), with a PwD in each work center.
- Increase our spending with diverse suppliers and work to achieve the best supplier diversity program.
- We will have at least one social investment project per organization with a focus on Diversity, Equity and Belonging (DE&B)
- All of our internal and external marketing and communication strategies will reflect the diversity of the communities we serve

We aim to increase the representation of diverse talent from historically underrepresented groups.



DIMENSIONS OF DIVERSITY

We promote positive actions to be an equitable company that promotes equal opportunities. We apply the DE&B principle throughout our organizational process and across regions, so all Grupo Bimbo associates may reach their maximum potential by being themselves.

Our Policies that guarantee diverse processes and equal opportunities are:

- **Global Diversity, Equity and Belonging Policy**
- **Global Policy for Breastfeeding Support**
- **Global Human Rights Policy**
- **Global Policy for the Prevention of Harassment and Discrimination**
- **Code of Ethics**
- **Speak Up Policy**



We carry out activities globally that promote diversity and inclusion, such as:

Global Month for Diversity, Equity and Belonging

For a month, in all regions, we conducted awareness and training activities, cultural promotion actions, specialized courses and webinars on diversity.



Diversity, Equity and Belonging Seminar

We carry out training activities for leaders comprised of different modules on topics such as tolerance scale, awareness raising, stereotypes and prejudices. In 2022, we redesigned the program with new trainers and updated the agenda with themes of conceptualizing equity and psychological safety.

Central Committee for Diversity, Equity and Belonging

This Committee reports on the progress made by all organizations to the Global Office. It follows up on the group's strategic objectives, shares best practices, reinforces initiatives and develops local activities under global guidelines according to each operating context.



Leadership Circles

It is a mentoring program created to support the development of female talent in leadership positions, based on Sheryl Sandberg's Lean In methodology for developing skills and training through interdisciplinary groups that support women in achieving their professional goals.



SUCCESS STORIES, REGIONAL INITIATIVES AND RECOGNITIONS



Mexico

- Orange certification in 14 centers for equality in gender.
- “Éntrale” Certificate (inclusion of people with disabilities)
- Preparation of protocols to prevent and pay special attention to sexual and workplace harassment.
- 1,500 leaders trained in Empathy, Disability and Inclusion and Unconscious Biases
- Programs to include women in sales, operations and logistics.
- Inclusion of talent with disabilities in the Telesales project.
- Zero Child Labor Certificate in the State of Mexico
- Corporate Social Responsibility Certificate

Spain

- Donettes® #LessHateMoreDonetting campaign in commemoration of LGTB+

Brazil

- Recognition by the Government of São Paulo of Affinity Groups #Theyknow (women) and #BeYourself (LGBTQ+)
- Mixture operations area 100% composed of women

Honduras

- Sales with a Social Sense of Mothers in Solidarity

Canada, Brazil, Mexico

- Survey self-identifying persons with disabilities

United States

- Supplier Diversity Program¹
- Internal and external publication of the annual report 2021 Our Foundation of Belonging
- Sponsorship of the pride parade in Los Angeles

South Africa

- Recognition by Broad-Based Black Economic Empowerment (BBBEE) rating: Integration program to reconcile South Africans and address past inequalities

1. Focused on building our network of female-owned suppliers.

REPORTING MECHANISMS

At Grupo Bimbo, we must respond to our associates' concerns to maintain a proper working environment. Our leaders are responsible for disseminating Speak Up, the communication channel for associates, suppliers and third parties for complaints, guaranteeing confidentiality and resolution, and attending to the employment relationship.

Speak Up was created to report potential breaches or violations of the Code of Ethics, Human Rights and Diversity, Equity and Belonging policies.

We work under a constant focus on prevention, holding workshops on "Investigative processes and response to labor cases" with Investigative Labor Relations Teams and People from the regions where we operate.



In 2022, the following were addressed:

63
involved
discrimination.

22
founded

31
unfounded

10
under investigation

TRAINING AND DEVELOPMENT

Training processes are especially relevant when it comes to developing the skills of our associates. In addition to being a necessary space to improve skills through practice, it's also an opportunity to disseminate our values and culture.

Our goals

- Increase the average annual training hours per associate by 20% compared to the 2021 baseline.
- Train all management levels to provide them with the necessary tools and skills to develop their potential at work.

Programs to develop associate competencies

All our training processes are directed at developing and reinforcing the capacities of our associates to enhance their skills and form complementary work teams. In 2022 we provided more than 3.5 million training hours for our associates, surpassing our goal of 2.1 million hours.

+3.5 million
training hours for our associates +60% vs. goal

25 hrs.
average training hours per associate +28% vs. 2021 goal

Average hours per associate

Level	Men	Women	Total
VP's	75.6	84.7	77.5
Directors and managers	41.3	48.8	43.6
Supervisors, administrative and operative	23.6	29.0	24.7
Others	0.1	1.0	0.2
Total average	24.1	29.9	25.3

USD 258
average investment per associate
USD 36 million
investment in education and training



As soon as an associate joins Grupo Bimbo, the training process begins: first, through a solid orientation program with workshops and courses to introduce them to the corporate culture and our operation, and later, with a career plan to improve permanent skills that will give them the tools to contribute to their success in our organization.



Support for the transition to retirement

Our interest in the quality of life of our associates doesn't end at retirement. We believe it is important to accompany associates about to retire from the company and support them in their transition process. Therefore, we have developed orientation courses that facilitate this process, whether toward continued employability or a future dedicated to enjoying personal and family aspects.

Our programs for future retirees include:

- **A Healthy Financial Future**
For associates up to age 54.
- **Let's Talk About My Future**
For associates ages 55 to 59
- **Life Plan**
For associates age 60 and over.

Program	Scope	Total
Welcome	Directed to new hires -100%-	24,086
Leadership Seminar	Directed to supervisors, executives and managers -12% of associates	3,116
CUSUPE	Directed to associates with at least one year of seniority -80% of associates	2,165
What is a company?	Directed to operational and administrative level -86% of associates	11,817
People management skills	Directed to supervisory and executive level -12% of associates	4,276

TALENT MANAGEMENT AND EVALUATION

Our talent development is the key to ensuring organizational success. Periodic performance reviews allow us to determine our teams' competencies, abilities and aptitudes, and we use these results to develop programs to strengthen those aspects that require more attention.

This year, 83% of our associates worldwide participated in our annual Culture and Commitment survey, "DILO" ["say it"], a mechanism through which we receive feedback on our work environment and thus strengthen the talent management strategy.

This information is studied and disseminated in coordination with the Global Communication and Management areas of Global Talent. Once the information has been validated, it is consolidated and placed on an internal platform for all local communication teams to share internally.



Our primary assessments include the following:

Management by objectives: the systematic use of agreed-upon objectives and measurable goals by the top line. On an annual basis, each associate's contribution to the achievement of the objectives of the Business Plan of their team is evaluated as part of our Global Talent Management Model.

Multidimensional performance review. These involve assessments of each associate's skills, competencies and conduct based on our Global Talent Management Model. An example of this evaluation is 360-degree feedback.

COMPENSATION AND BENEFITS

Our compensation strategy seeks to ensure an improvement in the quality of life, as well as decent and fair conditions for our associates, under a competitive compensation model.

It considers several criteria such as labor categorization, experience, responsibility of each position and the academic level required to perform their duties. This methodology is complemented by performance reviews, goal achievement and any other metric that facilitates an objective and adequate assessment.

Each country has a different context, and compensation aligns with each region or country's general performance, complying with regional standards and regulations and respecting internationally accepted labor agreements. Other aspects, such as base salary, guaranteed compensation, incentives, commissions, and short-term and long-term bonuses, are also considered.

We have a model called Total Rewards, which considers four dimensions:



Remuneration



Benefits



Career



Life/Work

Ratio of total annual compensation by gender

We are committed to promoting a balanced and equitable job offer for our associates. Professional growth and career development are provided under equal opportunities criteria, without discrimination for gender, age or ethnicity. All benefits apply to full-time positions, not part-time or temporary associates.

On the right, we present information regarding the compensation ratio between men and women of our main operations by country, as well as the ratio of increases in compensation.¹

Country	Organization	Administrative	Supervisor	Manager, Director and VP
Chile	Latin Sur	0.9	1.0	0.9
Brazil	Bimbo Brasil	1.0	1.2	0.9
Canada	Bimbo Canada	1.0	1.0	1.0
United States	Bimbo Bakeries USA	0.8	0.9	0.9
Spain	EMEA	1.0	1.0	1.0
Mexico	Bimbo Mexico	0.8	1.0	0.8
Colombia	Latin Centro	1.1	1.0	0.9

This ratio represents the number of times women's total annual compensation is greater than, equal to, or less than men. For example, the total annual compensation of women at the administrative level in Chile is 0.9 times that of men, i.e., lower, while the supervisor level is the same.

Ratio of the increase in the total annual compensation of the associate earning the highest compensation compared with the rest²

Country	Organization	Ratio
Chile	Latin Sur	1.1
Brazil	Bimbo Brasil	0.8
Canada	Bimbo Canada	0.8
United States	Bimbo Bakeries USA	0.9
Spain	EMEA	1.0
Mexico	Bimbo Mexico	1.2
Colombia	Latin Centro	1.0

This ratio represents the number of times the associate with the highest salary received an increase in their total annual compensation compared to the median increase for the rest of the associates in the same country. For example, the increase in the total annual compensation of the associate with the highest income in Chile was 1.1 times the median increase received by the rest of the associates in Chile, that is, higher; while for Colombia, it was 1.0, that is, the same.

- Information on the seven countries with the most significant operation based on 2022 sales and the number of full-time non-operating associates. Excluded from the calculation: non-operative part-time associates, associates contracted for specific work, international assignees and associates occupying regional positions. The total annual compensation includes the amount received annually as base salary, guaranteed compensation, incentives, commissions, and short- and long-term bonuses. The effective date of salaries is December 31, 2022.
- Number of times associates with the highest income had their total annual compensation increased vs. the median of the increase of the rest of the associates.

BENEFITS

Benefit	Full-Time	Part-time	Temporary	Regions/Countries of application ¹
Virtual Shares (Phantom Shares) -Level 1 Directors and VP's-	X			Brazil, Canada, China, Iberia (Spain and Portugal), LAC, LAS, Mexico, United Kingdom, USA, Morocco, BQ EMEA and BQ Asia
Company car -Levels 1 and 2 Directors and VP's-	X			China, Colombia, Guatemala, Honduras, Iberia, India, LAS, Mexico, Nicaragua, Ecuador, Panama, United Kingdom, USA, Venezuela, Brazil, El Salvador, Costa Rica, Morocco, Italy, BQ Asia (Directors / Plant Managers and Top Management). (El Salvador, Honduras, Nicaragua for sales force only) -Car allowance for the sales force: USA -Car allowance for eligible levels: France and Turkiye -Car allowance for managers and above: Canada
Maternity or paternity leave	X	X	X	Mexico, Canada, Iberia (Portugal and Spain), LAS, LAC, United Kingdom, USA, Brazil, China, Morocco, BQ EMEA, BQ Asia, and India. Part-time associates are only offered this benefit in Iberia (Portugal and Spain), the United Kingdom, the USA, Canada, Russia, France, Italy, Ukraine, Turkiye, Kazakhstan, and Morocco. Temporary associates are only offered this benefit in Iberia (Portugal and Spain), the United Kingdom, France, Italy, Russia, Turkiye, Kazakhstan, Morocco, and LAC.
Annual Performance Bonus	X	X	X	Brazil, Canada, China (except at the administrative level), Iberia, LAC, Mexico, the United Kingdom, the USA, LAS, Morocco, BQ EMEA, BQ Asia, and India. Part-time associates are only offered this benefit in France, Italy, and Ukraine
Medical Check-Up -At least at management levels-	X	X	X	Mexico, United Kingdom, LAC, Brazil, BQ EMEA, BQ Asia, China, Iberia, BQ US. LAS (only Argentina, Chile, and Paraguay) Temporary and part-time associates are only offered this benefit in Ukraine and BQ US.
Coverage for disability and dismemberment	X	X	X	Brazil, Canada, Iberia (Portugal and Spain), Mexico, United Kingdom, the USA, LAS, LAC, Morocco, France, South Africa, Turkey, BQ Asia. It is only offered to part-time associates with one year of seniority in the company in BBU. It is only offered to Temporary associates in Spain, France, Morocco, and BQ US.
Life insurance	X	X	X	Argentina, Brazil, Canada, Chile, Iberia (Portugal and Spain), LAC, Mexico, Peru, United Kingdom, the USA, Morocco, France, South Africa, Turkey, BQ Asia. Part-time associates are only offered this benefit in Turkiye, France, the USA (after one year of seniority), Morocco and the United Kingdom. Temporary associates are only offered this benefit in El Salvador, Honduras, Brazil, Canada, Turkiye and Morocco.
Medical expenses insurance	X	X	X	It is offered at all levels: Argentina (except the operational level), Brazil, Chile, Ecuador, Morocco, Spain, BQ EMEA (except South Africa and Kazakhstan), BQ US, India and BQ Asia. It is offered at the Executive level and up in Canada, China, Colombia, Costa Rica, El Salvador, Guatemala, Portugal, Mexico, Nicaragua, Peru, Uruguay, the United Kingdom, and the USA. It is offered at the Supervisor level and up in Panama, the United Kingdom and Russia. It is offered at operative and supervisor levels in Guatemala (contributory) and Honduras. It is only offered to part-time associates in the United Kingdom, France, Italy, Turkiye, Ukraine, Morocco and the USA (after one year of seniority). It is only offered to Temporary associates in Turkiye and Morocco.

Defined benefit plan obligations and other retirement plans²

1. LAC includes Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Panama and Venezuela; LAS: Argentina, Chile, Peru, Uruguay and Paraguay; Iberia: Spain and Portugal; BQ EMEA: Russia, France, Italy, Kazakhstan, Ukraine, South Africa, and Turkiye; BQ ASIA: China and South Korea.
2. Retirement provisions are not offered to more than 40% of the countries where GB operates.

AT GRUPO BIMBO, WE WANT TO BE SUSTAINABLE BY DESIGN, WITH THE AMBITION OF BECOMING A 100% REGENERATIVE BUSINESS IN THE FUTURE.

We have committed to lowering carbon emissions, maximizing renewable energy and carbon capture, promoting the circular economy, reducing waste, designing sustainable packaging, and reducing food and water waste.

We are actively involved in the fight against the degradation of nature; we work to regenerate soils, contribute to the construction of resilient ecosystems to benefit biodiversity, and in parallel to carbon capture. We do all this through regenerative agriculture practices.

BAKED FOR NATURE



Zero waste



Net zero carbon emissions



Regenerative agriculture



KEY TARGETS

Our approach comprises a plan divided into three lines of action: zero waste, net zero carbon emissions and regenerative agriculture. These will be our guide to ensure the implementation of strategies in favor of the environment.



By 2030:

- 100% of our packaging will support a circular economy
- We will reduce our water consumption by 20% from the 2019 baseline
- We will reduce the generation of food waste by 50%
- 200K hectares using regenerative agriculture practices
- 50% reduction in our direct emissions (Scope 1) and 28% in our indirect emissions (Scope 3)

By 2050:

- We will reach net zero carbon emissions
- 100% of our main ingredients will come from land grown with regenerative agriculture practices



ZERO WASTE

Our commitment is...

To promote the circular economy and reduce waste throughout our value chain through sustainable packaging, efficient operations, and reduced food and water waste.



BY 2030, 100% OF OUR PACKAGING WILL SUPPORT A CIRCULAR ECONOMY UNDER THE STANDARDS AND REGULATIONS ESTABLISHED IN EACH COUNTRY IN WHICH WE OPERATE, EXTENDING THE CIRCULARITY TO REDUCE WATER USE AND FOOD WASTE.



SUSTAINABLE PACKAGING AND CIRCULAR ECONOMY

Grupo Bimbo works toward sustainability by design. We guarantee the quality and safety of the products that reach the hands of our consumers, and we avoid waste throughout the value chain.

We are focused on adopting innovative processes to meet the standards required for our products, optimize and reduce the amount of packaging used, and ensure that the materials are suitable for

post-consumer recycling. One of the biggest challenges that Grupo Bimbo faces with its packaging is to ensure that the material used has the least possible environmental impact; in other words:

By 2025, 100% of our packaging will be recyclable, biodegradable or compostable.

Protect the product

That the materials have simple recycling

That the necessary mechanisms exist to direct them to post-consumer recycling at the end of their useful life.



2022 PROJECT HIGHLIGHTS

REDUCTION OF PLASTIC IN PACKAGING

We reduced around 350 tons of plastic, reducing the thickness and dimensions of our materials.

- 1 In the Iberia region, there was a 28% reduction in the packaging weight for La Bella Easo Spanish brioche.
- 2 In Mexico, a 15% reduction in the weight of the packaging for our “Bimbollos Parrilleros” hamburger buns.
- 3 In Brazil, an 8% reduction in tortilla packaging.
- 4 In the United States, a 7% reduction in packaging wall thickness for Arnold and Brownberry, Oroweat, Ball Park and Freihofer bread.
- 5 In Latin Centro, a 17% reduction in the weight of the trays for Gansito and Dálmata.
- 6 In the UK, we reduced the weight of croissant trays by 14%.

-350
tons of plastic
reduced in the last
year



5.1
million kilograms
of plastic reduced
since 2010

PACKAGING INNOVATION

Today, we use 91% recyclable packaging materials, and in 2022 we continued to develop projects to replace the remaining non-recyclable materials. With the implementation of these projects, we expect to conclude 2023 with 94% recyclable materials.

We developed projects to replace the non-recyclable materials of our packaging in different products:

- A** Change from polystyrene to PET in trays for cakes and pastries in Mexico, Latin Central and Latin Sur. We have developed technologies allowing us to reduce the amount of virgin plastic by replacing it with recycled material. Examples are Oroweat bread in the United States and Artesano in Spain, which already use 30% recycled material. Another alternative is bio-based materials from green algae, which also contribute to cleaning the seas and reducing the carbon footprint.
- B** Change from multi-material packaging to polypropylene for tortillas in Latin Centro and Latin Sur and Bagel Thins in the United Kingdom. We will continue promoting research and development of technologies to encourage advanced recycling projects that make the recovery of flexible plastic waste possible and contribute to generating a circular economy.

PAPER AND CARDBOARD

We commit to ensuring that 100% of our paper and cardboard packaging comes from certified sustainable or recycled sources, making significant progress as follows:



73% of packaging

made of paper and cardboard

comes from recycled or certified sources¹

Materials by weight and volume

35%
renewable materials

65%
non-renewable materials*

* All the paper and cardboard used by Grupo Bimbo in its packaging are considered renewable.

¹ To obtain this metric, we considered the main suppliers representing 69% of the amount spent on paper and cardboard. During 2023 we will work to have better representation.

CIRCULARITY

For Grupo Bimbo, flexible packaging is essential to ensure the quality and safety of our products. We've developed projects to improve their quality by using only the necessary resources and ensuring they come from simple recycling materials that facilitate their correct disposal.

Our business units must promote a broad and clear approach to the post-consumer scenarios available in each country. Based on this, a risk analysis is established to assess the feasibility of participating with other companies, governments and civil organizations to work together in appraising waste.

To meet our goal of guaranteeing that 100% of our packaging supports a circular economy, we work hand in hand with our allies who accompany us in the development of post-consumer recovery and recycling programs.



A

In the United States, in conjunction with TerraCycle, we have prevented two tons of bread bags from reaching landfills.

B

In Mexico, with ECOCE, we recovered 18,800 tons of post-consumer packaging*

C

In Latin Centro, we recovered 174 tons of post-consumer packaging in the first year of our alliance with Visión 2030

D

In Brazil, we recovered 164 tons of wrappers with DAMF.

E

We recovered more than 211 tons of plastic in Europe with ECOEMBES and Ponto Verde.

Most of these programs are collaborative; in other words, the material collected includes material from other member companies of the same programs, including our packaging.

* Estimated information shared directly by ECOCE

WASTE MANAGEMENT

At Grupo Bimbo, we generate waste from the Organization’s activities, including its operational processes and the people involved. We internally monitor and control both sources.

In the reception of raw materials, waste is generated from the packaging and wrapping of production ingredients. In the transportation of raw materials, we generate plastic waste; in the baking process, food waste; the people in our work centers generate food waste; sanitary use and operational processes generate waste from the discharge of residual water (treatment sludge).

Waste generation (tons)

	2019	2020	2021	2022
Recyclable waste	296,903	339,160	361,319	383,864
Non-recyclable waste	18,093	18,300	17,882	13,805
Hazardous waste**	2,440	1,044	1,089	1,272
Recycled waste*	291,602	326,741	351,081	376,395
Total	317,436	358,504	380,289	398,941
% Recycled	92%	91%	92%	94%

By 2025, we will divert 100% of the waste generated in our workplaces from landfill, promoting recycling and reuse.

94%
recycled
in 2022

*Recyclable waste recycled

**All hazardous waste is recycled and handled in accordance with the legislation of each country in which we operate.

**All waste is reported in metric tons

Our progress

+2%
recycled
waste
vs. 2019
equivalent to
4,240
20-ton trucks

-24%
non-recyclable
waste
equivalent to preventing
214
20-ton trucks of waste
at the landfill

65
Zero bakery waste to
landfill at year-end
December 2022

151
Bakeries and other plants
have a recycling percentage
greater than 90%

IMPACT OF OUR WASTE GENERATED

We have waste management plans to reduce waste generation and promote reuse and recycling. All these actions are conducted under local legal frameworks and in compliance with our environmental standards.

ZERO FOOD WASTE

Grupo Bimbo's sustainability strategy plays a very important role in achieving the Sustainable Development Goals, with Zero Hunger being the goal upon which we can have the greatest impact.

We are committed to reducing food waste by 50% across all our operations, including shipping to sustainable destinations.*

By 2025, we will reduce food waste in our operations by 50%, reincorporating it into the food chain.



A
From its generation: Through initiatives that allow us to implement more efficient processes, improve synchrony in the value chain and models such as WOW (War on Waste), create a culture, and improve demand planning and root cause analysis.

B
Food rescue: Promote food recovery in our operations through food banks and discount stores, among others.

C
Ensuring sustainable destinations: When it is not possible to achieve the previous criteria, ensure their reincorporation into the food chain, and allocate them to the production of food for animal consumption.

We have different coordination mechanisms, such as waste committees and knowledge communities, which are spaces to identify the main problems and challenges and replicate good practices. These mechanisms have helped reduce food waste within our value chain.



*Following international food loss and waste protocols.

OUR PROGRESS

The War on Waste (WOW) initiative was implemented in 2019, and each year since then, our operations have developed specific actions to reduce food waste by applying the concepts defined in the five pillars that comprise it. In 2022, the level of implementation of the initiative reached 81%.

A.

We achieved successful food rescue exercises through secondary markets such as discount stores and donations to food banks in the United States and Latin America.

B.

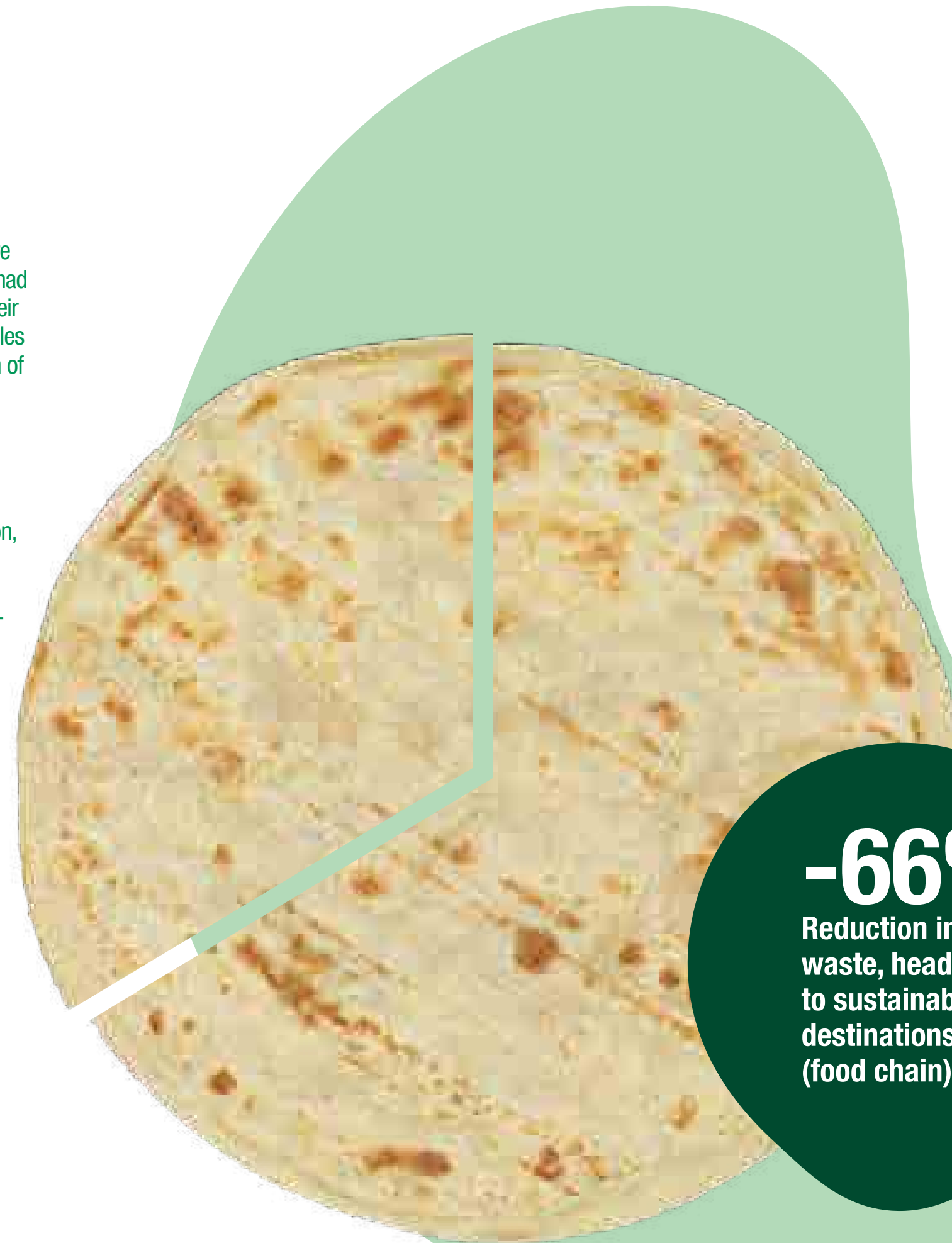
We also reduced food waste by 66% vs. 2020, achieving its integration into the food chain in accordance with the International Food Loss and Waste (FLW) Protocol.

C.

Two success stories worth mentioning are those obtained in Asia and Brazil, which had very positive results in all the nodes of their value chain (Manufacturing, Logistics, Sales Centers and Sales), achieving a reduction of 8.6% and 21%, respectively.

D.

And, as an exemplary project of innovation, our Verygül brand emerged, which, in alliance with some start-ups, has developed fruit-based products whose appearance or degree of ripeness do not meet aesthetic standards but whose safety characteristics do not affect the end product, thereby meeting quality attributes; an example of entrepreneurship in favor of reducing food waste.



Featured organizations:

-8.6%
of waste
in Asia

-21%
of waste in
Brazil

We prevented 3%
of waste compared
to that generated in
2020, despite Grupo
Bimbo's growth.

-66%
Reduction in food
waste, heading
to sustainable
destinations
(food chain).

STRATEGIC ALLIANCES



1

In Mexico, we participate in the **“Pact for Food”** initiative promoted by the **Mexican Food Bank (BAMX)** and the **Waste Resources Action Program (WRAP)**. It is important to note that this is the first voluntary agreement of companies in Latin America.

2

We are one of the founding companies of the **#SinDesperdicio (NoWaste) platform in Latin America and the Caribbean**, led by the **Inter-American Development Bank**. This platform seeks innovative initiatives, public policies, dissemination and training on food loss and waste.

3

We are members of the **Consumer Goods Forum (CGF)**, where we participate in different initiatives, specifically the **“Food Waste Coalition.”**

4

In Europe, we are one of the **“Waste Warrior”** brands within the **“Too Good to Go”** initiative, in which we join forces with other brands to implement actions to combat food loss and waste.

One of the key indicators in the Sustainability Scorecard, which is part of our business plan and is led by the CEO and the Vice Presidents of the business units, is the goal of reduction of food waste, which we monitor regularly.

This result does not include information from Asia (India and China) and only includes Portugal from EMEA because these Organizations have undergone structural changes and have no Operations Managers.

ZERO WATER WASTE

The accessibility and availability of water are essential to life on Earth. We know that water is an essential resource, and that's why the sustainable and responsible management of water resources helps us achieve efficient production from agriculture to our operations.

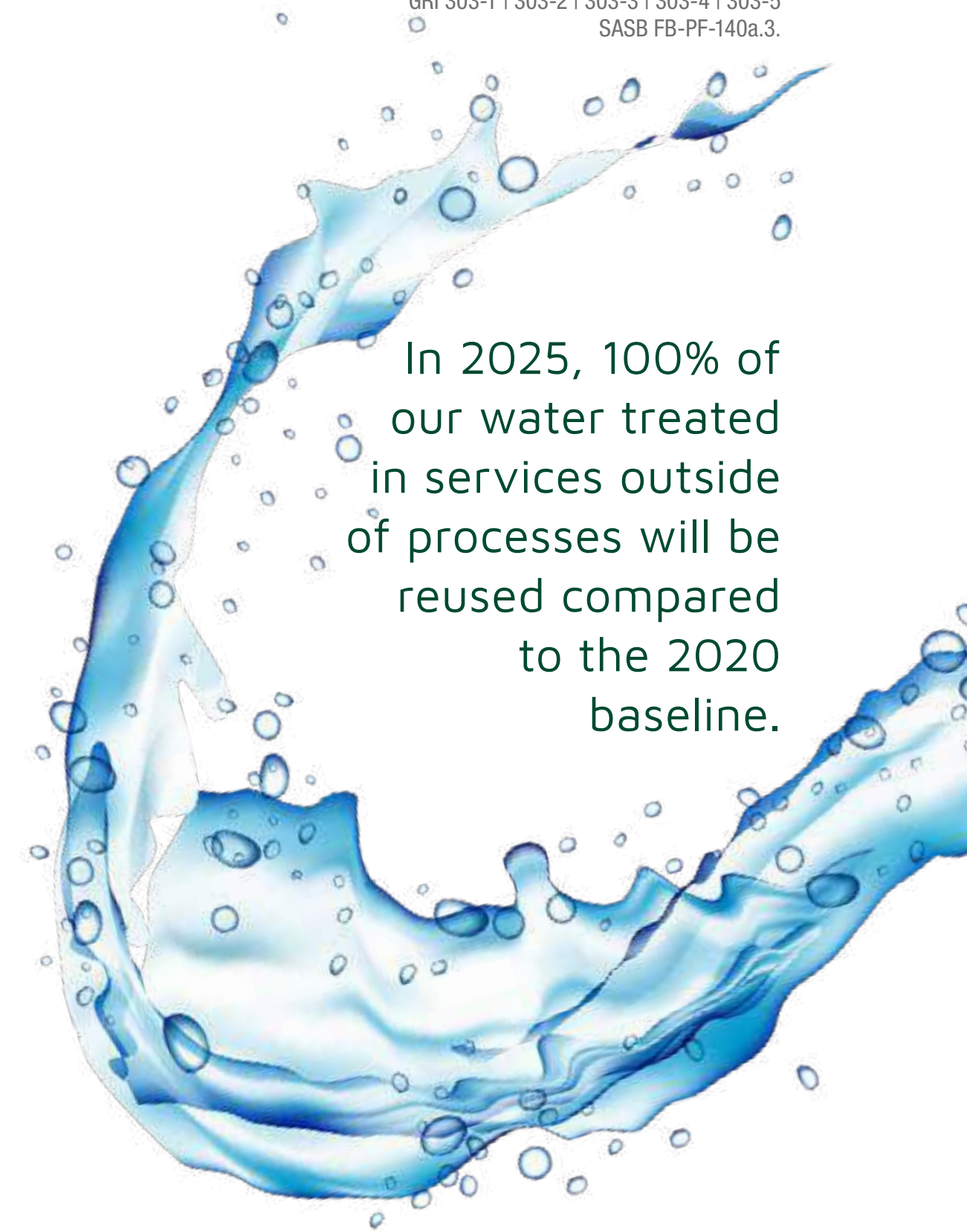


For Grupo Bimbo, reducing our water footprint represents an important challenge. We must monitor our consumption without losing sight of the quality and safety of our products and integrate this approach into regenerative agriculture field practices.

Water is primarily used in our bakeries to clean machinery and services.

- A.**
Consumption efficiency
- B.**
Achieve exceptional treated water quality, surpassing legal requirements
- C.**
Reuse 100% of the water processed in our treatment plants
- D.**
Improve water availability for the community with the participation of allies such as water funds, among others.

GRI 303-3 | SASB FB-PF-140a.1.
GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5
SASB FB-PF-140a.3.



In 2025, 100% of our water treated in services outside of processes will be reused compared to the 2020 baseline.

Efficiency in Water Consumption

One of the main challenges is focusing on the circularity of water and simultaneously reducing its waste throughout our production cycles and value chain, seeking the greatest efficiency in our operations. To do so, we have the following initiatives:

1 Better cleaning processes: To have a Sustainable Cleaning plan, prioritize cleaning technologies for free consumption of water or those that allow it to be saved, ensuring the same cleaning effectiveness without jeopardizing quality and safety.

2 General Services: Implement Mandatory Sustainability Practices and replicate them at all facilities.

3 Process Services: Implementing new technologies, such as humidification systems, to eliminate boilers.



-2%

of water consumption
for each ton we
produced during 2022
vs. baseline 2019

Our mandatory practices to make water consumption more efficient are:

- Water reduction devices at all facilities (handwashing, laundry rooms, line cleaning)
- Detection, elimination and prevention of water leaks
- Sustainable cleaning (high-pressure washing, dry cleaning, dry steam, vacuum systems)
- Water treatment with reuse quality
- Reuse of 100% of treated water
- Dry cleaning of vehicles
- Measurement of water uses in lines and services
- Drainage separation projects and maximization of reuse cycles
- Grease trap before the treatment system
- Design of internal water cycles
- CIP (Clean-In-Place) sanitation with local treatment and reuse for closed circuits
- COP (Clean-Out-of-Place) sanitation for detachable equipment
- New reuse standards for cleaning inside production areas

Each of our work centers has plans and activities, according to the context of their region and ensuring that the quality and safety of our processes are not at risk, too:

Reduce water consumption and increase the reuse of water from our treatment plants.

The above focuses on the 89 manufacturing sites detected in the latest risk assessment study as facing some stress.¹ An external specialist updates the latter every five years, and the company updates it internally every year.

Reuse of treated water

We have a global standard for managing our water discharge, intended to establish the minimum requirements and parameters for water discharge from Grupo Bimbo's work centers.

We currently reuse water as follows:

- Irrigation of green areas
- Toilets
- Infiltration/absorption wells following local regulations
- Vehicle washing
- Cleaning outside production areas
- Condensers in refrigeration cycles
- Donation of water to third parties

+55%
volume of
water treated
vs. 2019

equivalent to
132
Olympic pools or
17,323
water jugs

+25%
volume of
water reused
vs. 2019

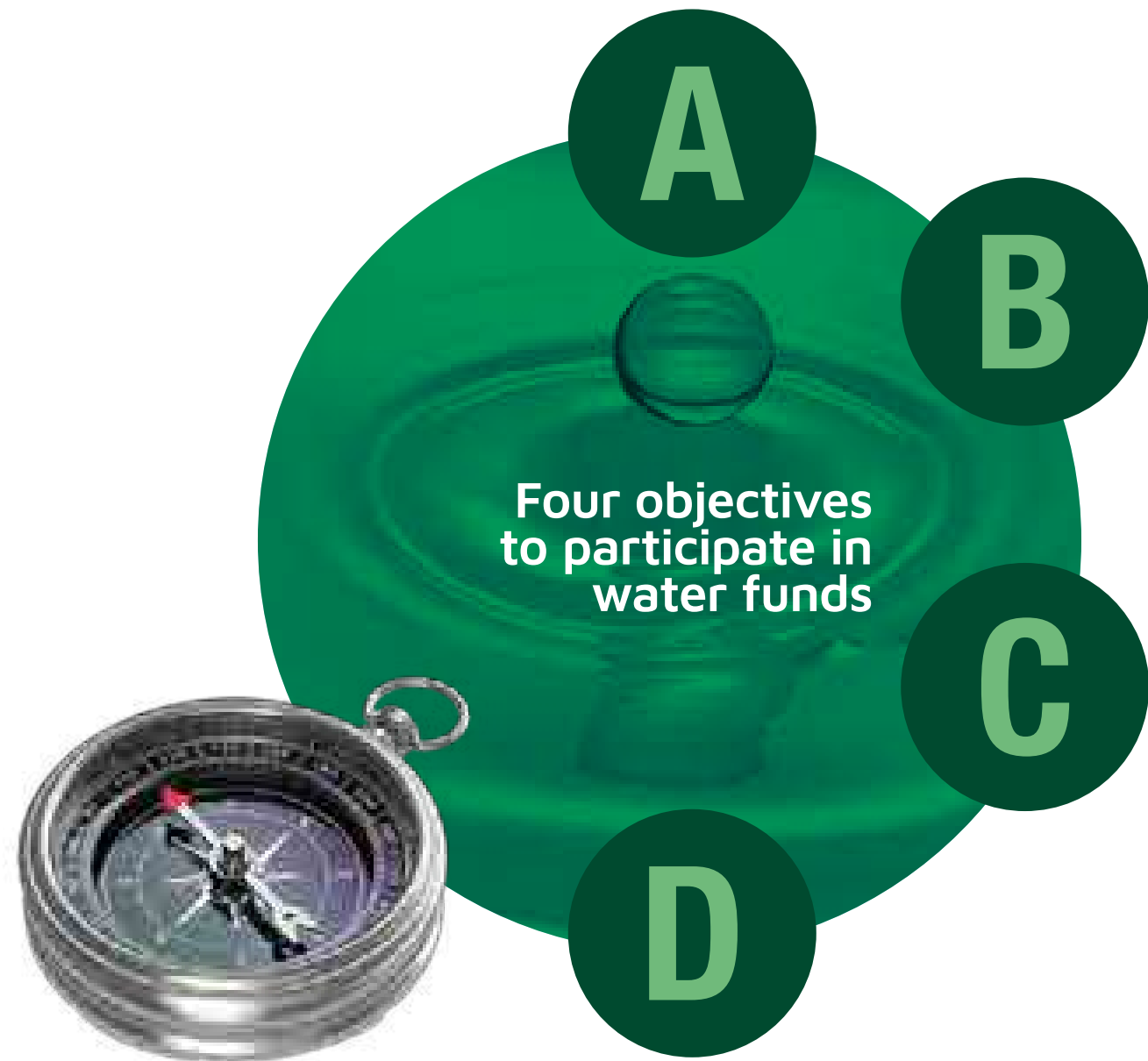
equivalent to
46
Olympic pools or
6,029
water jugs

+10%
increase in water
reuse vs. baseline
2020

1. 2019, with tools from the Aqueduct Water Risk Atlas, World Resources Institute, and Water Risk Filter.

Strategic alliances

Our water compensation strategy allows participation in water funds, with which we seek to have a relationship that allows us to:



A.

Conservation plan-impact at a social level

B.

Management strategy and water efficiency

C.

Methodology for the analysis of future scenarios

D.

Communication and awareness strategy

Grupo Bimbo participates in different water funds and collaboration platforms comprised of members of civil society, civil associations, the private sector and academia in search of projects and solutions that contribute to the strategy of restoration and conservation of water basins. We are part of Agua Capital and the “Charco Bendito” project in Mexico.

Water reuse at Grupo Bimbo

Grupo Bimbo (Excluding Ricolino)

Water source	2019	2020	2021	2022
Treated water, m3	598,081	629,294	674,592	928,075
Reused water, m3	467,469	520,941	538,471	582,019
Reused percentage vs baseline	74.3%	82.8%	85.6%	92.5%

The water consumption data presented in this report has been verified by a third party, the Carbon Trust, in compliance with the ISAE 3000 standard. The results and conclusions presented in this report are based on the information available at the time of verification and may be subject to changes in the future due to external factors affecting water consumption.



NET ZERO CARBON EMISSIONS



THE ENVIRONMENTAL CHALLENGES WE FACE INSPIRE US TO EXPAND OUR AMBITION TO TRANSFORM OUR BUSINESS MODEL TO ONE LOW IN CARBON, REGENERATIVE AND THAT PROMOTES THE CIRCULARITY OF ITS PROCESSES.

This ambition requires clear targets and strong commitments to accelerate our path to net zero carbon emissions.

The future is built with the decisions of the present. We must mitigate our environmental impact by maximizing models with low-carbon alternatives that promote renewable energy and carbon sequestration.



By 2025, 100% of our electrical energy will be from renewable sources.

To do so, our commitment toward net carbon emissions by 2050, based on Science Based Targets Initiative (SBTi) methodology, to be a company with zero net carbon emissions implies two key conditions:¹

- 1 Achieve a reduction in the emissions generated in our value chain at the same intensity scale as the reduction achieved internationally to limit global warming to 1.5°C.
- 2 Neutralize the impact of any source of residual emissions that cannot be reduced by permanently eliminating the equivalent amount of atmospheric carbon dioxide.

Our Path to Net Zero Carbon Emissions

To reduce the environmental impact of our operations and avoid the excessive generation of polluting gas emissions into the atmosphere, since 2012, we have sought to maximize the use of electrical energy from renewable sources, as well as the optimization of the resources used in our processes, with the implementation of energy efficiency projects.

We work under the guidelines established by the SBTi to achieve net zero carbon emissions by 2050.



Ton CO ₂ e	2020	2021	2022
Alcance 1	1,088,534	1,108,620	1,127,129
Alcance 2	198,346	128,019	61,393
Alcance 3	8,397,982	8,696,636	10,071,853
Total	9,684,862	9,933,276	11,260,375

The data presented has been verified by a third party, the Carbon Trust, in accordance with the ISO 14064-3 standard. It is important to note that the Scope 3 data for the year 2022 is currently undergoing verification and therefore is subject to potential changes or adjustments.

¹ Definition of net zero by the Science Based Targets Initiative (SBTi): <https://sciencebasedtargets.org/>

2,400
are electric

50,000

alternative fuel vehicles



Our total emissions

1.13
million

TonCO₂e
Scope 1

61,000

TonCO₂e
Scope 2

10.07
million

TonCO₂e
Scope 3

-52%

of Scope 2
carbon
emissions vs.
2021

85%

of the energy we
use is renewable



62%

of our
refrigerants
are natural



OUR PATH TO NET ZERO CARBON EMISSIONS



16 strategies defined to meet our goals:

<p>1. Zero carbon mobility (Scope 1)</p>	<p>2. Elimination of fossil fuels (Scope 1)</p>	<p>3. Natural refrigerants (Scope 1)</p>	<p>4. Innovation and new technologies (Scope 1)</p>
<p>5. Energy efficiency and sustainable buildings (Scope 2)</p>	<p>6. Renewable energy (Scope 2)</p>	<p>7. Energy storage and maintenance (Scope 2)</p>	<p>8. Electric installations (Scope 2)</p>
<p>9. Low carbon supply (Scope 3)</p>	<p>10. Regenerative agriculture / zero deforestation (Scope 3)</p>	<p>11. Waste management reduce/reuse /recycle (Scope 3)</p>	<p>12. Associates towards zero carbon emissions (Scope 3)</p>
<p>13. Zero carbon third party vehicles (Scope 3)</p>	<p>14. Client's carbon footprint (Scope 3)</p>	<p>15. Investments (Scope 3)</p>	<p>16. Forest improvement (Scope 3)</p>

5,000
vehicles
with alternative fuel

2,400
are electric



SCOPE 1

1 Zero carbon mobility

We seek to mitigate emissions from our fleet by converting our fossil fuel units to new technologies such as clean energy-powered electric vehicles or zero-carbon alternative fuels.

In 2022 we committed to acquire

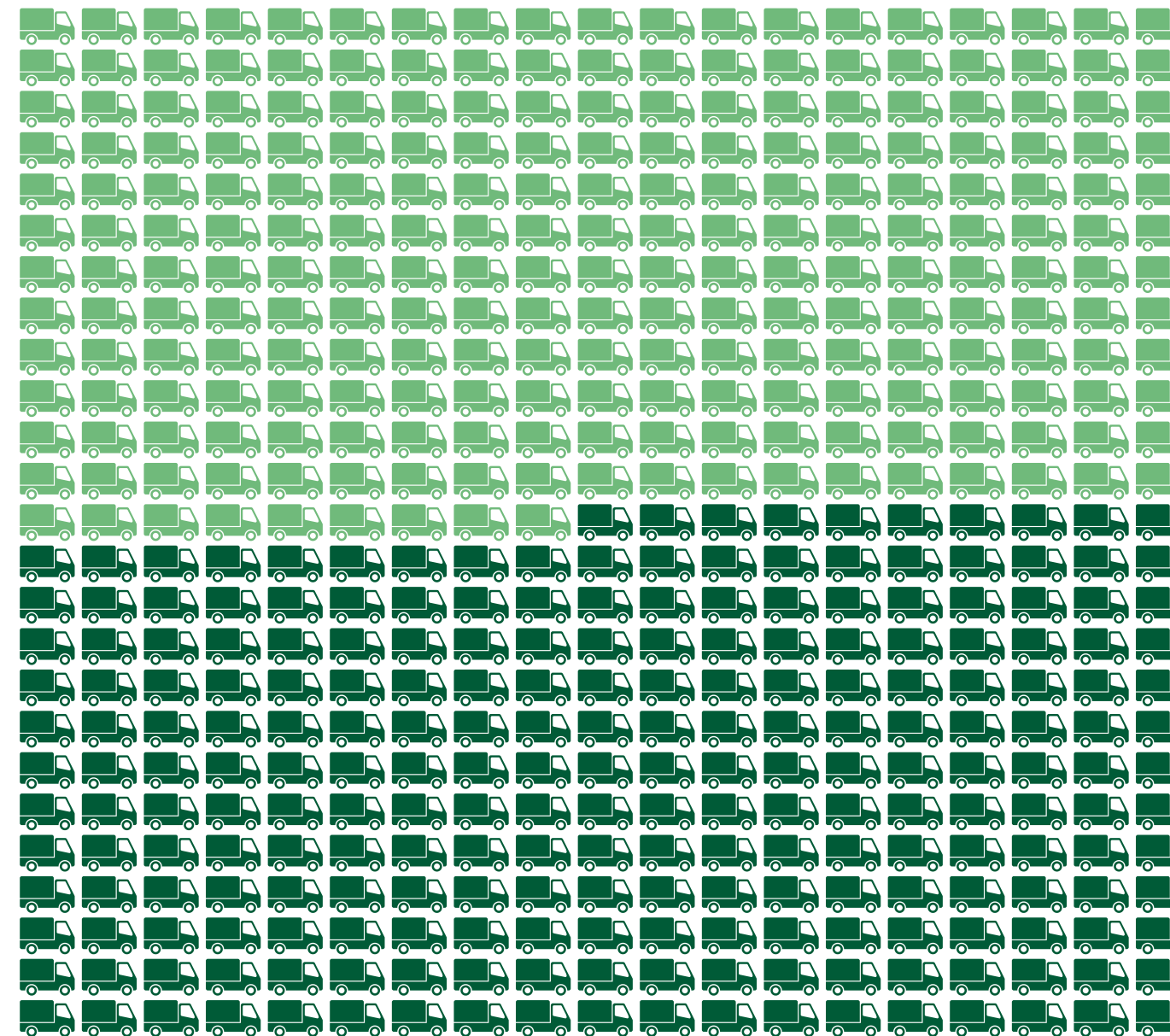
1,001
units

500

for the distribution of Bimbo Mexico products

501

for Barcel Mexico



In Mexico

With this purchase, we will add more than 2,400 zero-carbon emission vehicles in the country, maintaining our position as the company with the largest electric fleet in Latin America. With this new acquisition, the emission of more than 5,000 Tons of CO₂ per year will be avoided.

OUR FLEET





2 Elimination of Fossil Fuels

We implement practices in our value chain to reduce the use of fossil fuels in our production equipment, such as ovens, fryers, boilers, and backup generators.

In 2022 we dedicated ourselves to the search for new technologies that would make it possible for us to achieve our goals. One of our commitments was the installation of pilot plants with electric ovens and green hydrogen burners.

62%
of our refrigerants
are natural

3 Natural Refrigerants

We will use refrigerants with the lowest global warming rate, primarily natural refrigerants.

In 2022, we authorized a record investment in Grupo Bimbo to install equipment with natural refrigerants for the years to come.

At year-end, 62% of our refrigerants were already natural. In one of our fresh product bakeries, we launched the first equipment with natural refrigerants in Latin America.

We continue work on the migration of refrigerants with a high environmental impact, seeking the best technical and economical alternative in compliance with international environmental laws and agreements.

4 Innovation and new technologies

We will continue to search for new technologies that will help us achieve our goal of zero emissions most efficiently and affordably for the Organization.

SCOPE 2

5 Energy efficiency and sustainable buildings

This initiative's primary function is to keep our facilities connected to an intelligent system to monitor our sites at all times to optimize the use of resources.



We continue with the rollout of the GB Connected Sustainability Energy initiative, which seeks to measure and visualize the consumption of electricity, water and gas, in our work centers (bakeries), as well as the measurement and visualization of the consumption of water and electricity in sales and distribution centers. This will allow us to analyze the data resulting from the following energy efficiency measures:

Energy efficiency measures

- Risk analysis with thermography
- Automatic shutdown of equipment working empty
- Air leak detection with acoustic chamber
- Heat recovery in compressors
- Major maintenance to ovens and fryers
- High-efficiency steam generators (<15% natural gas consumption)
- Compressed air systems

In addition, we continue to work on energy efficiency actions through our ten mandatory practices, which work across the 16 strategies described in greater detail in the Foundations section.

Ten mandatory sustainable practices in all our bakeries

- 1 Oven efficiency**

High-efficiency burners, oven control system update and burner calibration procedure.
- 2 Heat recovery systems**

Heat recovery systems for our chimneys and compressors and mineral wool insulation for combustion and refrigeration equipment.
- 3 Heating systems**

Eliminate boilers with new, high-efficiency heating systems and solutions in workplaces with extreme weather conditions
- 4 Renewable electricity**

Exclusive use of renewable electricity in all our facilities.
- 5 Electrical efficiency**

High-efficiency air compressors and motors, efficient conveyor stops, use of natural and LED lighting, air conditioning in essential areas and air-cooled compressors.
- 6 Electricity measurements**

Capacitors, monitoring and measurement through general meters in all our production lines to monitor consumption and GB Connected Energy.
- 7 Air removal**

Commitment to cleaning. Avoid using compressed air by installing vacuum systems in the following areas: handling minor ingredients and packaging areas.
- 8 Dry steam cleaning**

Use dry steam cleaners for belts, conveyors and other key operational equipment to reduce/eliminate water as part of the dry cleaning initiative.
- 9 Closed water and treatment cycles**

Closed water and treatment cycles in areas of use such as dispensers and pot washers to maximize internal water cycles before discharge
- 10 Recovery in the value chain**

Recovery of product, secondary ingredients and dough during production processes and waste separation and recycling for effective extraction and treatment.

6 Renewable energy

In 2018 we committed to operating with 100% renewable electrical energy in all our locations by joining the RE100 initiative, a global alliance of companies committed to the exclusive use of renewable energy. By year-end 2022, we were already operating with 85% renewable electricity worldwide in 20 countries, representing a 52% reduction in Scope 2 carbon emissions compared to 2021.

Bimbo Bakeries USA, 100% Renewable

BBU became the 41st company in the United States to consume 100% renewable electricity from wind sources as part of the EPA's "Green Power Partnership," a voluntary program with more than 1,700 partner organizations that promote the use of green energy to reduce the environmental impacts related to the use of conventional electricity.

As the largest bakery in the United States, we know the importance of taking the lead in sustainability practices. We are proud to join this important initiative and to be part of the change toward clean energy.

Brazil, 100% Renewable

Bimbo Brazil announced that its six production units in São Paulo, Rio de Janeiro, Minas Gerais, the Federal District, Pernambuco and Rio Grande do Sul now operate with 100% renewable electricity from wind sources.

Ecuador, 100% Renewable

Ecuador joined the countries that use 100% renewable electricity. The energy supply of both bakeries is supplied through a hydro-electric power purchase contract. In addition, the supply in Quito will be complemented by a system of photovoltaic panels.

Bimbo China, 100% Renewable

Bimbo China converted its operation from conventional electric energy to 100% renewable energy by acquiring Renewable Energy Certificates (RECs) from hydro-electric plants. Thanks to this effort, Bimbo Asia is advancing to become 100% renewable.

Mexico, 100% Renewable

In 2022, for the first time, Bimbo Mexico operated with electricity from 100% renewable sources. We also added 15 solar roofs to our sales centers to supply our electric vehicles.

82%

Reduction of Scope 2 carbon emissions vs. 2019



7 Energy storage and maintenance

To optimize our production, mitigate blackouts and generate savings in product withdrawals,

we are installing lithium-ion battery storage systems as electrical energy backup, allowing bakeries to continue their operations without interruption.

With these efforts, by the end of 2022, we have eight storage systems in Mexico, Panama, Costa Rica and the United States.

8 Electric installations

We seek to implement parameters that contribute to keeping our facilities in good condition and in compliance with each country's energy regulations.

In this way, we ensure not only the operation's continuity but also put our associates' safety first by guaranteeing modern and reliable facilities around the world.



SCOPE 3

9 Low carbon supply

We know that our supply chain is key to reducing the carbon footprint of our entire chain. Therefore, we work closely with our key suppliers, encouraging them to disclose their performance.

For the fourth consecutive year, Grupo Bimbo involved 230 suppliers in the Carbon Disclosure Project (CDP) Climate Change Supply Chain program. The disclosure of information made by suppliers of the indirect materials and packaging categories helps us strengthen our sustainability strategy throughout the Supply Chain and promote the involvement of Level 2 suppliers in actions favoring the environment.

Grupo Bimbo is among the top 8% of companies known for engaging suppliers in climate change, based on its dissemination of the CDP in 2022.

We are very pleased to have been recognized by CDP as a Supplier Engagement Leader in 2022, raising the bar for climate action throughout our value chain.

10 Regenerative agriculture / zero deforestation

On our path to net zero carbon emissions by 2050, our Regenerative Agriculture initiative is a fundamental part of reducing emissions from our farm-sourced ingredients through practices that improve soil health and, in turn, seek carbon reduction and capture.

Our primary objective in this initiative is to have 100% of our key ingredients obtained from land cultivated with regenerative agriculture practices by 2050, which will contribute to achieving a 28% reduction of Scope 3 carbon emissions by 2030.

11 Zero Waste

Our Zero Waste initiative will contribute in the same way to reducing the indirect emissions these produce by promoting a circular economy and the reduction of waste throughout our value chain.

Grupo Bimbo is among the top 8% of companies known for engaging suppliers in climate change, based on its dissemination of the CDP in 2022.

100%
of ingredients grown with regenerative agriculture practices by 2050



12 Associates towards zero carbon emissions

Associates form a vital part of Grupo Bimbo's operations, so supporting them as they evolve toward cleaner practices on their way to work is important.

We will look for transport alternatives so that our associates can get to their work sites in a more environmentally friendly way.

We will also work hand in hand with airlines to promote cleaner fuels and mitigate the carbon footprint generated by our people's travel.

13 Zero carbon third party vehicles

We will seek to mitigate emissions from our outsourced fleets through workshops and conversations with suppliers to propose migrating to new technologies, such as electric vehicles powered by clean energy or alternative fuels with zero carbon emissions.

14 Client's carbon footprint

We will try to deliver our products with the least amount of CO₂e emissions possible to collectively ensure a sustainable value chain, being the preferred supplier for customers and consumers and influencing the replication of good practices.



15 Investments

We will work to define an internal strategy to allocate our investments to projects or funds with Zero Carbon Emissions.

16 Forest improvement

Following up on our pilot project for the Adoption of Forest Communities in 2022, we evaluated options to increase our commitment to forest ecosystems, where we will include a holistic vision that includes: carbon capture, water savings, biodiversity and community support.

We earned an "A"
for our actions
against climate
change at the CDP
Awards!



Every year, the non-governmental organization Carbon Disclosure Project (CDP) publishes a list in which it rates the actions implemented by companies worldwide to counter climate change.

The scores range from "A" to "D-" (from highest to lowest, respectively), where the transparency of company plans, objectives and actions in environmental matters is evaluated, as well as their commitment to carry them out and how they are led in the process of putting them into practice, among other variables.

During the CDP Awards 2022 award ceremony in São Paulo, Brazil, it was revealed that of the 15,000 rated companies worldwide from all sectors, only 283 achieved the highest rating.

With our inclusion in the 2022 "A List," we were awarded the highest rating that a company can obtain, which is only possible thanks to the work and effort of all our associates.

Although Grupo Bimbo's commitment to the environment has existed formally for more than 30 years, it was not until 2012 that we launched our first renewable energy project in Mexico and developed our first electric vehicle. We still have a long road ahead of us, but we are on our way to making it a reality.



REGENERATIVE AGRICULTURE

85,000 Hectares with regenerative agriculture



United States
76,100
hectares benefited

570
farmers trained

Mexico
9,900
hectares benefited

+37,200
Ton. corn

+44,500
Ton. wheat



GOALS, PROGRESS AND PATH

According to the Food Agriculture Organization (FAO), 24 billion tons of fertile land are lost annually due to erosion, which puts the nutrition of future generations at risk, considering the demographic projection estimating more than 9.8 billion people by 2050.

At Grupo Bimbo, we are preparing to respond to this scenario, considering that, by 2050, a planet-friendly diet will be one of the main dietary requirements. This diet is a nutritional plan based on a system that does not destroy the planet while benefiting our health. That's why we promote regenerative agriculture processes, since these represent an agricultural production system that improves soil health, biodiversity and the health of productive ecosystems while at the same time improving the nutritional contribution of resources and farmers' quality of life.

Through practices focused on each region, it is possible to assess the requirements, and attend in a specialized way to the needs of the soil, minimizing its alteration, improving the water cycle and carbon capture, in addition to contributing to the development of the producers who work in these resilient ecosystems.

Our primary goal is to ensure 100% of our key ingredients are obtained from land cultivated with regenerative agriculture practices by 2050.



Toward this goal, we are in the process of implementing the following actions:

- Develop and launch regenerative agriculture pilot projects with key farmers and wheat suppliers in major sourcing regions.
- Empower farmers and suppliers to align with environmental improvement objectives that promote a resilient food system. This means 200,000 hectares of wheat will be cultivated with regenerative agriculture practices by 2030.
- Collaborate with the research and development of technology applied to agriculture
- Contribute to reducing at least 28% of Scope 3 emissions by 2030.

OUR PROGRESS:

We expanded the program and worked with strategic wheat suppliers.

We invested in regenerative agriculture studies and diagnostics in the United States and Canada to better understand Alberta, Saskatchewan, Oklahoma and Texas wheat-producing regions.

We identified current agricultural practices and opportunities for the implementation of regenerative agriculture

- In Mexico, we have trained 570 farmers and implemented regenerative practices in more than 9,900 hectares, from which more than 81,800 tons were harvested.
- In Bimbo QSR, France, our team participates with McDonald's—one of our main customers—in an important regenerative agriculture project.
- In collaboration with Mexico, we implemented regenerative agriculture pilot projects in the United States on 86,000 hectares.



With these actions, every day, we advance further in our goal of being more sustainable and leaving a positive footprint on the land that has given us, for more than 75 years, the raw material necessary to bring delicious and nutritious food to everyone's table



SUCCESS STORIES

PROJECT IN MEXICO

The Regenerative Agriculture project began in 2018. Since then, many farmers have voluntarily joined upon learning of the benefits to their land and businesses.

At Grupo Bimbo, we have advanced in the identification of measurement technologies and expanded our field of research toward new seed varieties that can adapt to different climates.

Progress

In conjunction with the International Maize and Wheat Improvement Center (CIM-MyT), we completed our fourth cycle, reducing carbon and water footprints and increasing resource efficiency.

This year, we will start the pilots for global scaling.



Based on the lessons learned in Mexico, we will replicate these practices in Central and South America, working on activities with the ingredients typical of each region.

WHEAT IN MEXICO

This year, we started regenerative agriculture practices in Guanajuato that add to the efforts in Sinaloa and Sonora, with which we have obtained the following achievements:

6,776 Hectares

with regenerative agriculture

428
farmers
trained

+44,500
Tons of
wheat
produced

+15%
productivity
in the use of water
compared to conventional
practices

11,925
Ton CO₂e
of potential
emission reductions
by 2022

We continue to promote sesame production in Sinaloa to encourage crop rotation.



CORN IN MEXICO

Corn production projects are conducted in the States of Sinaloa and Jalisco and are also on track for:

3,158 Hectares

with regenerative agriculture

146
farmers
trained
in 7 events

3
in Sinaloa

4
in Jalisco

+37,200
Ton. corn

+3%
productivity
in the use of water
compared to conventional
practices

5,000
Ton CO₂e
of potential emission
reductions by 2022

For the Fall-Winter 2022/23 cycle, the project will be extended to Sonora, adding wheat and corn to the crop rotation strategy and, in Sinaloa, wheat-corn and corn-potato.



WHEAT IN THE UNITED STATES

Building on lessons learned from other pilot projects and expanding the results of the 2021 regional diagnostic, we have intensified our knowledge of wheat production in Kansas and the area's regeneration opportunities. Additionally, we have invested in developing relationships with stakeholders such as mills, suppliers, researchers and commercial organizations.

Actions taken to support the pilot project in North America and the development of a replicable model include:

Design of pilot parameters - based on the work conducted in Mexico to establish KPIs, metrics, data collection and analysis partners and information frameworks.

Building alliances with strategic partners and supply chain stakeholders such as researchers, the Kansas Wheat Commission and regional leaders in regenerative agriculture.

Development of criteria for the selection of partners in data collection



FOUNDATIONS

Our commitment is...

To develop a responsible and sustainable business with a culture of operational responsibility for our world.



AT GRUPO BIMBO, WE ARE RESPONSIBLE FOR COMPLYING WITH HIGH INTERNAL AND EXTERNAL STANDARDS, WHICH HAVE BEEN PART OF OUR CULTURE FOR MANY YEARS AND WHICH ALLOW US TO MAINTAIN GLOBAL LEADERSHIP UNDER CRITERIA OF EXCELLENCE AND WITH A FIRM COMMITMENT TO NOURISHING A BETTER WORLD, BAKED FOR YOU, BAKED FOR NATURE AND BAKED FOR LIFE.

We achieve all this by sourcing sustainably, having high-quality standards for our products and their safety and proper treatment, promoting fair trade and with legal compliance, care and respect for human rights and the environment as our reasons for being.

Running a responsible business and protecting our global and local operations licenses.

Our “Foundations” represent the basis of our strategy and our sustainable business model. They are built from policies, internal standards and initiatives we have implemented and enhanced over many years with highly positive results. These successful practices are part of our operational culture and have contributed to achieving the excellence and leadership necessary to achieve our sustainability goals and objectives.



OUR FOUNDATIONS

Environmental Standards

Legal Compliance

- 100% of the centers will comply with the environmental regulations of the countries where we operate and with Grupo Bimbo standards
- 100% of our work centers have a sustainable building analysis in accordance with the Grupo Bimbo standard and have an improvement plan

Natural Capital

- Implement at least one biodiversity conservation or improvement project in each organization by 2025

Chemicals

- Gradual substitution of HCFC and HFC refrigerants



Quality and Food Safety

Food Safety

- We will guarantee that 100% of the products will be produced in factories certified according to the GFSI (Global Food Safety Initiative)
- 100% of the factories will be audited to ensure compliance with the strictest quality and food safety standards

100%
GFSI-certified
workplaces



Human Rights and Labor Standards

Human Rights

- Ongoing commitment to ensure no forced or child labor violations occur. If any violation occurs, it is handled appropriately
- Guarantee that all associates in every work center communicate and comply with the Global Human Rights Policy

Fair wages and benefits

- Commitment to pay more than local minimum wages in all operations by 2025
- All Grupo Bimbo operations respect the trade union agreements that apply to each business unit and union members everywhere
- 100% of suppliers are signatories of the Supplier Code of Conduct
- 100% of associates are signatories of the Grupo Bimbo Code of Ethics
- 100% compliance with local and Grupo Bimbo labor regulations



Sustainable Sourcing of Raw Materials

Palm Oil

- We will obtain 100% RSPO certification by 2023
- We will achieve 97% traceability by 2025
- We will provide ongoing support to palm oil farmers and plantations

Paper and Cardboard

- 100% of paper and cardboard purchases will be free from deforestation and sourced from certified sustainable or recycled sources by 2025

Products of Animal Origin

- We will use 100% Free Range Chicken Eggs for our recipes by 2025

Other Key Ingredients

- We will ensure that no supply chain leads to deforestation



100%
traceability in our
strategic and risk
ingredients

ENVIRONMENTAL STANDARDS

We seek to ensure legal compliance and maintain the highest environmental standards in all our operations. A fundamental step to achieve this is to have policies, codes and regulations that help ensure the traceability of our compliance, not only internally but throughout the supply chain.

During 2022, no significant penalties or spills were reported in our operations.*



10 mandatory sustainable practices in all our bakeries

- 1** **Oven efficiency**
High-efficiency burners, oven control system update and burner calibration procedure.
- 2** **Heat recovery systems**
HRS for our chimneys and compressors and mineral wool insulation for combustion and refrigeration equipment.
- 3** **Heating systems**
Eliminating boilers with new and high-efficiency systems and solutions in workplaces with extreme weather conditions.
- 4** **Renewable electricity**
Exclusive use of renewable electricity in all our facilities.
- 5** **Electrical efficiency**
High-efficiency air compressors and motors, efficient conveyor stops, natural and LED lighting, air conditioning in essential areas and air-cooled compressors.
- 6** **Measurements of electricity**
Capacitors, monitoring and measurement through general meters in all our production lines to monitor consumption and GB Connected Energy.
- 7** **Air removal**
Commitment to cleaning: avoid using compressed air by installing vacuum systems in the areas handling minor ingredients and packaging.
- 8** **Dry steam cleaning**
Use dry steam cleaners for belts, conveyors and other key operational equipment to reduce/eliminate water as part of the dry cleaning initiative.
- 9** **Closed water and treatment cycles**
Closed water and treatment cycles in areas of use such as dispensers, and pot washers, among others, to maximize internal water cycles before discharge.
- 10** **Recovery in the value chain**
Recovery of product, secondary ingredients and dough during production processes and waste separation and recycling for more effective extraction and treatment.

* Events are considered significant when penalized by a fine exceeding USD 10,000 and temporary or permanent closure or when the continuity of our operations is at risk.



SUSTAINABLE BUILDINGS

In addition to the mandatory practices, we have criteria used to evaluate our buildings (bakeries, sales and distribution centers) in a sustainability standard generated by Grupo Bimbo and divided by maturity levels.



Level 1

Compliance with minimum operational and legal sustainability requirements and minimum investments for improvement.

Level 2

Measurement of impacts on the building's sustainability, actions that require a medium investment for improvement.

Level 3

Management and continuous improvement. Major investment projects.

QUALITY AND FOOD SAFETY

Our commitment

- At Grupo Bimbo, we care about offering the best products made with the best quality and safety operations standards. We have an institutional framework that includes our Quality and Food Safety Policy, the Global Standard for Food Safety, and the adoption of other international guidelines. These have allowed us to standardize our production processes globally and guarantee the safety and quality of our products.
- Thanks to these criteria, we can provide certainty about marketing safe products to consumers. These criteria and commitments are adopted by senior management and implemented in the production chain, contributing to work in safe and hygienic locations and reducing contamination risks.



Our Goals

- To guarantee that 100% of the products are made in bakeries and other plants certified according to the GFSI (Global Food Safety Initiative).
- Conducts audits of 100% of our bakeries and other plants to ensure compliance with the strictest quality and food safety standards.

74%
of the resources used to make our products are certified under GFSI criteria.

WE PROMOTE A CULTURE OF QUALITY AND SAFETY



The quality of our food depends on the quality of our resources, from selection to manufacturing processes. Our quality and safety management systems focus on mitigating or eliminating any potential incident in all process phases.

This year we conducted a global survey aimed at associates of production centers to measure the level of maturity regarding the culture of safety and quality. The results allow us to have a baseline of information for comparison and the development of the strategy to follow starting in 2023.

Some of our safety-focused programs include: prerequisite programs, traceability and recalls. Hazard Analysis Critical Control Point (HACCP) and special programs include microbiological monitoring, foreign matter control, and ingredient controls.

ACTIONS TO STRENGTHEN THE QUALITY AND SAFETY OF OUR PRODUCTS

We have a series of actions that reinforce our system and allow us to have better control, minimize risk and properly manage all quality and safety issues that may arise.



1 Prerequisite Programs
These involve the fundamentals of our food safety and quality management system, such as good manufacturing practices, a master cleaning program, allergenic and sensitive ingredients, chemical control and pest control. They contribute significantly to reducing risks and achieving a hygienic environment for the process of our products.

2 Product traceability and recall
Our global policy guides a basic procedure that all our operations must implement and recall the product when necessary, based on safety and quality complaints.

3 Management of consumer and customer complaints¹:
We have the tool Hazard Analysis and Critical Control Points (HACCP) Program, which facilitates the detection of hazards and the design of control measures on our raw materials; it also facilitates close surveillance as a preventive control mechanism.

4 Quality management system:
Continuous training process for our associates.

5 Audit and inspection program:
The implementation of verification procedures to ensure compliance with the Global Standard for Food Safety² within our operations. This is reinforced through the audits conducted by our Audit Department, which developed its audit program on food safety.

6 Food defense program:
Development of actions that detect threats and vulnerabilities, such as alterations and any other malicious act against our products.

1. Under the GFSI certification, there is no information on cases of non-compliance at a global level. Each organization or country addresses and follows up on non-conformities.

2. Exclusions: This does not apply to Bimbo India operations, which work under an Indian Standard 2022.

7 Management of suppliers and maquiladoras: Definition of compliance requirements regarding safety, quality and regulation for suppliers who want to work with us.

8 Process control: Implementation of routine manufacturing control procedures for our products.

9 Evaluation and release of products: Once the standards are met, the products are suitable for commercialization.

10 Business continuity crisis management: We have a guide to prepare for potential or real events that may represent a crisis for our operation. Under these criteria, we guarantee adequate communication and business continuity.



In 2022, 100% of product recall has been voluntary and, in all cases, recovered. No complaints or significant consequences from our consumers or customers were reported.

Production volume manufactured at sites certified by an independent third party:

95.71% of the tons produced were processed in 181 operations with Global Food Safety Initiative (GFSI)¹ certification.

1. Exclusions: The Ricolino plant operations are excluded from this total since they stopped reporting to GB as of May 2022. Kazakhstan/Morocco, BQ/Switzerland are not considered as they are Joint Ventures.

HUMAN RIGHTS AND LABOR STANDARDS

At Grupo Bimbo, we respect the right of association and collective bargaining of our associates. We grant the right to form or join unions or existing labor representations in accordance with local law on the right to association.

As of year-end 2022, 59% of Grupo Bimbo's associates were represented by a collective contract or agreement. The rest of the personnel is governed by local laws and under an individual contract where most benefits adhere to the collective agreements, while others are established and differentiated by the company according to the position level.

None of our decisions or operations limit the freedom or rights of associates to association or collective bargaining. Therefore, any measure is governed under strict adherence to the legislation of each country and international agreements.



59%

of Grupo Bimbo associates are represented by a collective contract or agreement

ERADICATION OF CHILD LABOR AND FORCED LABOR

We established global policies to support this commitment and thus ensure compliance with human rights throughout our business process.

We conduct periodic internal inspections by entity and corporate functional or regional offices.



Prohibition of Child Labor

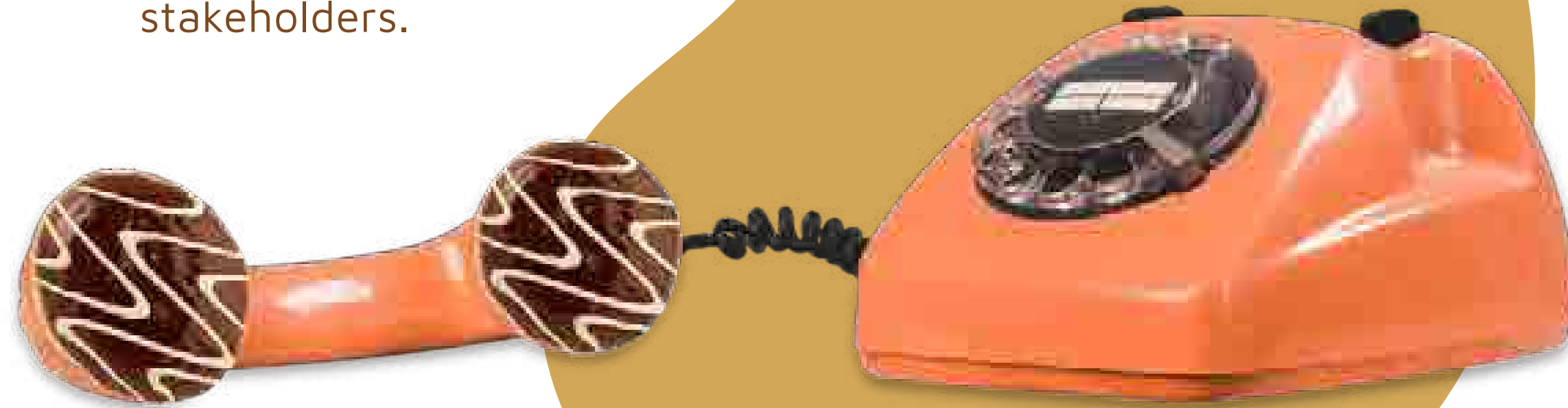
- Our recruitment processes incorporate the request for the official documentation corresponding to each country that accredits the legal age of job candidates.
- In some countries, government agencies or public health institutions verify and validate this information¹.
- We meet the criteria determined by local legislation and the ILO for young people of legal working age.
- We conduct periodic internal inspections by entity and corporate functional or regional offices to corroborate compliance with human and labor rights processes per the provisions established by local legislation and internal policies.

1. Any young person considered of legal working age. Verification of local legislation is made, and we strictly adhere to the guidance of the international standards of the International Labor Organization (ILO).

In 2022, no cases of child labor or exposed young workers representing a considerable risk were reported.

Our commitment extends to our supplier network through the mandatory signing of the Supplier Code of Conduct, where they commit to having age verification procedures and applying remediation measures should child labor be detected.

Any anomaly in terms of human rights, child labor or forced labor can be reported through Speak Up in an accessible and anonymous manner, free from charge, for internal and external stakeholders.



In 2022 we identified ten complaints about overtime without compensation, five of which have been addressed and resolved. The rest are under investigation. However, this does not entail a significant risk related to forced labor; we avoid this risk by reporting the voluntary signing of individual work contracts.

In Bimbo QSR operations, our main customers conduct external audits to verify that there is no forced labor or child labor throughout our production chain, among other social and environmental aspects.

SOCIAL MANAGEMENT OF OUR SUPPLIERS

We are aware of the work and labor context in which we operate, as well as the culture and customs of each region, and we have established criteria that strengthen the social management of our suppliers. We know there are still many challenges, and we develop appropriate and relevant practices for each region based largely on the Supplier Code of Conduct and the Global Policy for Agriculture.

Thanks to the practices developed in the Grupo Bimbo organizations, we implement standards or programs focused on improving the quality of life of the people in our supply chain.

We continuously implement social assessments to detect risks of negative impact within the supply chain on social, environmental and good governance issues. No cases related to the subject were reported in 2022.

North America currently encourages the inclusion of diverse suppliers in our supply chain through our Supplier Diversity Program. Thanks to the association with suppliers through the diversity program, we purchase goods and services from certified companies to better connect with all our consumers.

4. i. We join supplier diversity councils focused on ethnic minorities, Aboriginal groups and women (NMSDC, WBENC, CAMSC, WeConnect); ii. Updated supplier diversity questionnaire for new suppliers in the U.S. and Canada; iii. Development of Supplier Diversity Policy (local); iv. Launch of the new internal BBU website



SUSTAINABLE SOURCING OF RAW MATERIALS

Our Foundations describe all the work we do to ensure that our strategic raw materials come from a supply chain with the best sustainable supply practices, which is why we work with our suppliers to develop and grow together toward compliance with our sustainability goals.

As a company, we define our most strategic ingredients in which we will be working according to the environmental and social impact that we have as a

company on them and ensure in the future the well-being of those who work throughout our supply and value chain, as well as the continuity of the supply.

In 2022, Grupo Bimbo continued work on implementing our Global Agriculture Policy, ensuring the traceability of our products through supply chains.



PALM OIL

Regarding palm oil, we specifically apply our Global Palm Oil Policy, reaffirming our commitment to best practices in supplying raw materials and promoting commitments to No Deforestation, No Peat and No Exploitation (NDPE).

Grupo Bimbo is a member of the Roundtable on Sustainable Palm Oil (RSPO), also participating in the North American (NASPON) and Latin American (GCAL) working groups.

In 2019, Grupo Bimbo committed to buying 100% RSPO-certified oil by 2023.

By the end of 2022, 80% of Grupo Bimbo's volume of palm oil was RSPO-certified.*

Grupo Bimbo achieved 95% traceability to mill (TTM) and 59% traceability to plantation (TTP). These advances contribute to the transparency of our supply chain.

The entire production process of this ingredient is evaluated under the following criteria:

- Supplier's sourcing policy and content
- Traceability to mill and plantation
- Supplier commitment and implementation plan
- Support in transformation initiatives: Focus on labor and social issues or focus on land management and conservation

- Mechanism to manage claims
- Verification and monitoring processes of NDPE commitments

To ensure the implementation of the policy, we have conducted a risk assessment in sustainability aspects using the criteria established in the supply chain with suppliers (Level 1) that have direct transactions with Grupo Bimbo.



*Certification level

This year, Grupo Bimbo included suppliers representing 96% of its palm oil and palm kernel oil and achieved a response from suppliers representing 92.37% of its volume.

The results indicate that Grupo Bimbo's suppliers have made considerable progress in applying their NDPE commitments.

Grupo Bimbo is working this year under a framework to identify different levels of compliance by supplier (robust, moderate and entry-level) to discuss specific actions based on the maturity level. For the second consecutive year, 100% of committed suppliers have a responsible sourcing policy.

The main results of the performance of our palm suppliers during 2022 were the following:

94%
of the volume is covered by a solid policy

84.6%
of the volume comes from providers that have a grievance mechanism

80%
of the volume of palm oil comes from suppliers who publicly report the measures they are adopting to advance their NDPE commitments: no deforestation, no peat, no commercial exploitation

82%
of the contracted volume has systems to control deforestation in its own supply chain

Grupo Bimbo established a dialogue with its suppliers to discuss opportunities for improvement and establish an Action Plan to close the gaps identified.

SATELLITE MONITORING

Grupo Bimbo continues to monitor deforestation in its supply chain through Starling, a satellite tracking tool developed by Airbus and the Earthworm Foundation. This process includes the key suppliers that supply us with palm and complements our suppliers' evaluation and development efforts to increase transparency in terms of data and response to identified deforestation alerts.

These monitoring efforts have verified that 45% of Grupo Bimbo's volume is deforestation-free while we continue to reduce risk by implementing our policy.



SUCCESS STORIES AND RELEVANT MILESTONES



Palm Oil

Grupo Bimbo continued to support the Landscape of Chiapas, Mexico, one of the company's most important regions for palm oil supplies. The landscape project is centered on "La Encrucijada" and "Marqués de Comillas," where actions are carried out to manage palm oil cultivation to protect forests and other natural ecosystems while guaranteeing livelihoods for small producers.

Grupo Bimbo is currently working on an initiative in Guatemala to promote socially conscious development among palm oil suppliers with a commitment to labor and human rights. The advances of this initiative are focused on the following objectives: i) increase the capacity to confront key social issues; ii) generate key knowledge for its implementation in the future; and iii) build relationships between social organizations and palm oil companies.

SOY

In addition, at Grupo Bimbo, we have been working since 2019 on the responsible supply of soy, continuously reinforcing mapping, our engagement program and support in transformation.

During 2022, Grupo Bimbo mapped 89% of its supply chain to understand its associated challenges and to continue implementing the Global Agriculture Policy and the expectations established by the Consumer Goods Forum.

Of the 89% of the volume analyzed, we determined that 46% of the soy comes from low-risk countries such as the United States and Canada, and 54% comes from high-risk countries such as Brazil, Argentina, Paraguay and Bolivia.

With suppliers that source from high-risk regions, Grupo Bimbo has agreed on an Action Plan based on the gaps identified and the level of maturity of the supplier in terms of responsible sourcing. It is important to mention that of the 54% of high-risk volumes; most are covered by mechanisms or tools to address responsible sourcing.

1. Closed biomes account for more than half of the high-risk volumes.



Grupo Bimbo has asked suppliers from high-risk regions, which represent 49% of the analyzed volume, to share the biomes associated with their regions¹



SUCCESS STORIES

Soy worker training

Grupo Bimbo continues its efforts to support soy transformation initiatives. At the beginning of the year, in collaboration with the Earthworm Foundation and the organization Clube Amigos da Terra in Sorriso, Brazil, 176 rural workers from 55,000 hectares planted with soybeans were trained in personal protective equipment and the safe use of chemical products, fire control and operating machinery.

Restoration of the Lira River

Grupo Bimbo has joined multiple organizations to restore the natural springs of the Lira River, intending to restore the river's ecosystem, specifically to provide water to the local population and use it for farming. The recovery of watercourses is a critical aspect of the natural hydrological cycle and in the maintenance of large-scale agriculture in rainfed areas of Brazil.

This project is relevant because Sorriso, Brazil, has become the soybean capital of the world. At the same time, soy is one of the key ingredients for Grupo Bimbo in terms of operation and sustainability.

Positive impact generated. The Lira River serves numerous producers of soybeans and other crops. Spring restoration has a local impact on erosion and nutrient leaching.

Restore historic native vegetation

Control erosion

Improve the quality and volume of water for agricultural and human use





SUGAR

We promote the adherence of sugar suppliers to the Global Agriculture Policy through the EPI¹ (Engagement for Policy Implementation), with which we work with 88% of the volume of sugarcane globally. During this process, we systematically evaluate information from our suppliers through documented audits, subsequently encouraging a dialogue focused on discussing the areas of opportunity detected for the development of action plans by our suppliers to address these opportunities and promote continuous improvement.

Grupo Bimbo seeks to promote social management in sugarcane processing, especially regarding labor issues. Following the development of the Human Rights policy with one of our primary sugarcane suppliers in Mexico, we continue to collaborate to develop a guide containing the best practices that will facilitate the self-assessment of working conditions for the rest of the suppliers in 2023.

1. We conduct an annual assessment through an audit process, where the responses and documentation to the suppliers are reviewed.



CACAO

In 2022, Grupo Bimbo advanced in understanding its supply chain associated with cacao by conducting a traceability exercise at the country level with 94% of its volume to identify the main supply regions and the related social and environmental challenges. Grupo Bimbo continues to work with its suppliers to increase the level of transparency in the supply of cacao.

SUSTAINABLE SUPPLY

For us, in every action we promote, we seek to benefit our environment and our stakeholders. We are continually looking for ways to influence each aspect we are involved in positively. That's why Grupo Bimbo has prospered since its foundation. The work and alliances forged with suppliers have established business relationships that strengthen trust, commitment and continuous improvement under ethical and sustainable principles.

In addition, we support local consumption since we supply strategic categories such as raw materials and packaging from our most important geographies, such as Mexico, the United States and Canada, 95.2%, 94.7% and 78%, respectively, respectively, come from local communities.

We have a Code of Conduct for Grupo Bimbo Suppliers seeking not only compliance with applicable international laws and regulations but also providing a sustainable approach, which allows us to forge long-term relationships, ensuring the excellence of our products, the sustainability of our environment and the benefit for our consumers and other stakeholders. Signing the Supplier Code of Conduct, in which suppliers agree to comply with social, environmental and ethical aspects, is a pre-requisite to starting any business relationship with us.



Our criteria:

- Sustainable sourcing
- Ethical behavior and shared commitment
- Anti-bribery and anti-corruption practices
- Conflicts of interest
- Fraud and criminal conduct
- Regulations and employment guidance
- Quality and safety
- Traceability
- Health and safety
- Transparency and accountability
- Environmental stewardship
- Intellectual property and reputation
- Communication channels and due diligence

For further information, see the Supplier Code of Ethics and Conduct on our website.

SUPPLIER MANAGEMENT

Supplier evaluation and traceability

We publicly disclose our approach to supply chain management through the publication of our action plan, in which we inform our stakeholders of the actions that will be taken throughout the year to advance our responsible sourcing commitments. Every six months, Grupo Bimbo publishes a progress report on our Global Agriculture Policy and Global Palm Oil Policy, based on our commitment to responsible sourcing and transparency in the agricultural supply chain.¹

Every year we conduct the Engagement for Policy Implementation (EPI) assessment of our suppliers of different agricultural materials, which helps us identify their maturity in sustainability issues and to work on an action plan to improve or resolve identified areas of opportunity and promote continuous improvement in environmental and social standards. Similarly, we carry out traceability exercises that help us identify risks in our supply chains.



1. These reports are aligned with Grupo Bimbo's ESG sustainability strategy. The policy progress report and the Global Agriculture Policy and Palm Oil Policy report risks from the agricultural supply chain. Communication actions on progress are conducted twice annually.

Identification of risks and impacts

Grupo Bimbo continuously assesses and identifies risks in the supply chain. We can identify critical suppliers through the traceability results and the Engagement for Policy (EPI) exercises. We are currently in the process of implementing a process for the identification of non-substitutable or similar suppliers.

We are referring to critical suppliers since they are the main suppliers in our sourcing, which forces us to reinforce taking action in evaluating their sustainability and responsibility in their supply chain.

This evaluation allows us to identify priorities to integrate into our sustainability strategy with the agricultural supply chain.

We conduct various evaluations to determine the degree of maturity of the different groups of suppliers.

Agricultural suppliers

Using the criteria established by EPI, including environmental and social aspects such as policies related to child labor; discrimination; forced labor; freedom of association; collective bargaining; human rights; diversity and inclusion.

Depending on their level of compliance, suppliers must develop an action plan as part of their ongoing improvement and in keeping with the expectations of Grupo Bimbo and the industry to continue to mature in Sustainability.

For suppliers in non-agricultural categories

We encourage our suppliers to disclose information on their performance in environmental management through questionnaires on climate change and forests developed by the CDP Supply Chain program.

In 2022, Grupo Bimbo was recognized by CDP Latin America as one of the companies in the top 8% for its engagement with its suppliers in climate change matters.

In 2022, we conducted evaluations on **270 suppliers**, of which:

- 230 were through CDP (non-agricultural suppliers)
- 37 through EPI (agricultural)

In addition to obtaining this commitment from our suppliers and their responses to questionnaires, several training sessions were conducted during the response period based on our suppliers' levels of maturity in environmental management. We are committed to generating and strengthening the capacities of our allies in this sustainability strategy. For these training sessions, we invited some of our more mature suppliers to share their experiences in including ESG in their companies. CHEP, Scania AB and Mondi Jackson accompanied us throughout the cycle.

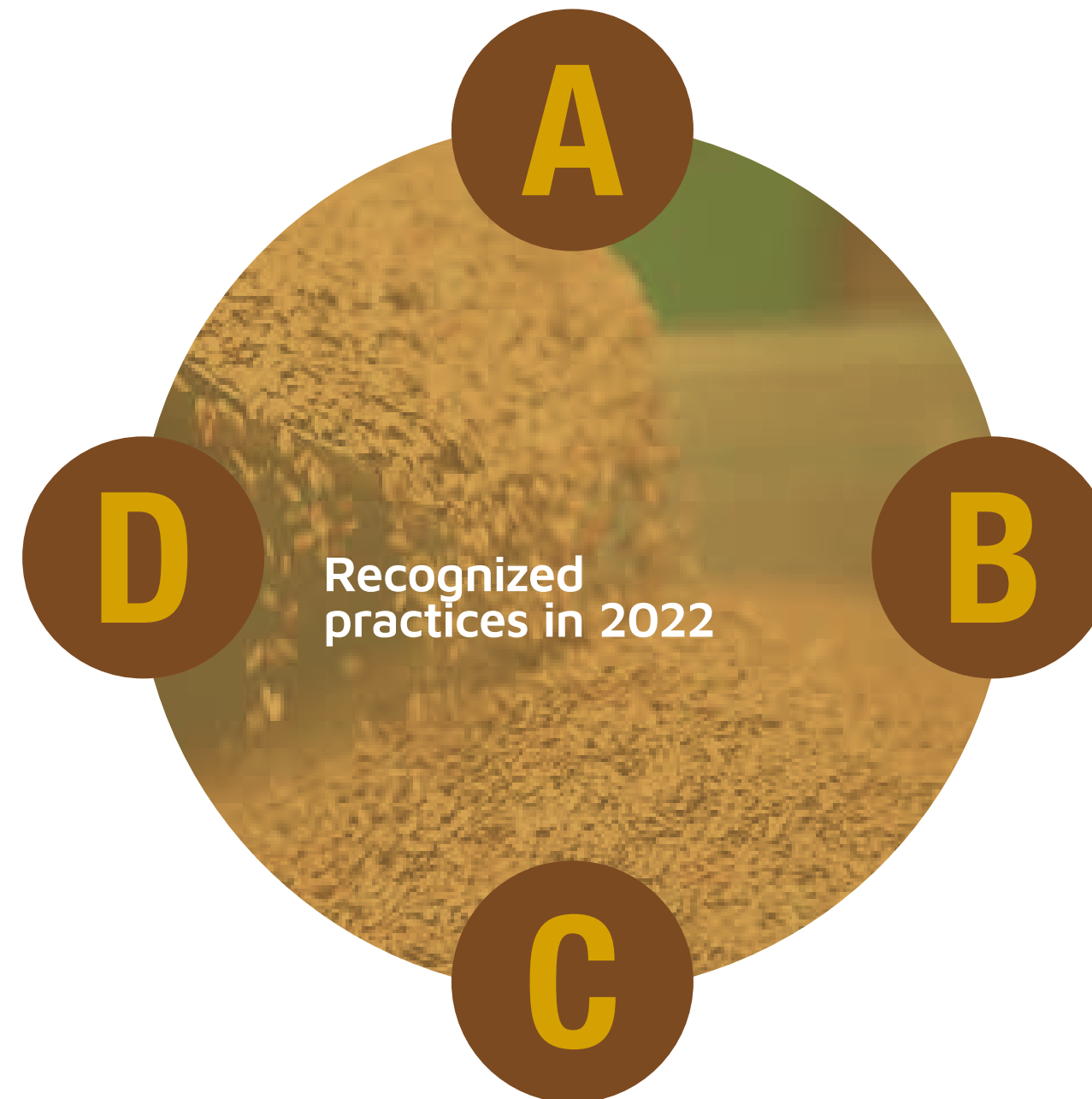


Strategic Alliances: Forest Positive Coalition

We have partnered on initiatives, such as the Positive Forest Coalition of the Consumer Goods Forum, to develop collective actions at an industrial level to halt deforestation and forest degradation, based on the supply chains' impact on key raw materials.

Inspire to accelerate ambition: Best practices in responsible sourcing

We have launched an internal communication program to disseminate the relevant milestones related to responsible sourcing, in which we share good practices that the Purchasing team carries out in the different Grupo Bimbo organizations, inspiring recognition and replicability.



A

“Supplier Diversity in BBU” Program

B

Replacement of plastic closing clips with cardboard clips (100% recycled cardboard)

C

Rockwell remanufacturing program

D

Inclusion of holes in corrugated cardboard boxes and pallet assembly redesign initiative

ANIMAL WELFARE

We have worked hand in hand with our suppliers and strategic partners to create and strengthen the supply of cage-free chicken eggs; we have done so in close collaboration with Humane Society International (HSI), an allied organization with which we have made a significant effort to train our suppliers and internal teams, as well as the identification of key suppliers that already have certification in animal welfare.

The key points that are being developed with various partners, particularly HSI,* are:

- 1 Identify cage-free egg producers in each country and region.
- 2 Work as an advisor to develop the capacities of producers through joint work with HSI and the implementation of workshops that seek to strengthen the supply side of the challenge.
- 3 Establish a dialogue with other companies that have announced similar commitments to join forces.
- 4 Engage in commercial conversations between companies and producers of cage-free eggs to enter into long-term purchase agreements that ensure a return on investment for producers.
- 5 Start conversations with the processing companies to align the incentives of all the actors in the production process.
- 6 Play an advisory role with producers, working with HSI to bring financial institutions and instruments to the table that benefit the required investments and reduce credit costs.

While our work has been rigorous, it's important to mention that global conditions have changed dramatically since the year the company assumed this commitment. The pandemic, the war in Ukraine, bird flu and high inflation rates have complicated the process of developing cage-free egg supplies in some markets and regions where we operate, which has complicated compliance with our original progress rate.

However, despite the challenges we face, in 2022, we have made significant progress in regions and countries such as France and the United Kingdom, where we have reached 100% of our target. This year in Canada, we reached 60% utilization of cage-free eggs.



* Humane Society International

TECHNOLOGY INSPIRES US

BIMBO VENTURES

Through Bimbo Ventures, Grupo Bimbo connects our business with the window to the future. An area dedicated to seeking technological solutions in the world's innovation ecosystems, we identify opportunities for collaboration and investment in promising start-ups that drive new technology and disruptive solutions for our products, ingredients and packaging, digital marketing, e-commerce, digitization, operations optimization and process innovation that drive business development and achievement of our sustainability goals.



Our portafolio

6

investments in Venture Capital funds around the world

+37

minority investments in companies with innovative solutions

Acceleration program

+1000

start-up applicants from regions such as the United States, Latin America, Europe and Israel

5

editions

40

start-ups supported in the acceleration process



SUCCESS STORIES 2022

For this reason, this year, with Bimbo Ventures, we have invested in five large projects to promote healthy diets with nutritional diversity, improve the quality of life of our consumers and preserve the environment:

- Acceleration of Latin American manufacturers of healthy products.
- Open innovation program for packaging circularity with UC Davis.
- 7 product and food tech companies added to the Bimbo Ventures investment portfolio.
- **Livekuna live healthy, live well:** works directly with farmers to create superfood-based products that are vegan, organic, and healthy.
- **Eatsane:** Low-carb products based on nuts and seeds without artificial sweeteners or preservatives.
- **Soozy's grain-free:** It has developed all its recipes with nutrient-dense, grain-free ingredients, thus achieving clean labeling for all its products.
- **Rule Breaker Snacks:** Created a delicious plant-based brownie and blondie snacks recipe.
- **The Greater Knead:** Has become a producer of bagels and pretzels, all free from allergens and gluten without losing their delicious, dense and chewy flavor.

BIMBO OpenDoor

Grupo Bimbo is a start-up acceleration program that promotes sustainable projects in the baking and snacks sector.

+250
ventures



CORPORATE governance

CORPORATE GOVERNANCE

Board of Directors

The Board of Directors and the Senior Management are responsible for the administration of the Company, performing the functions established by the Law of Commercial Companies (Ley General de Sociedades Mercantiles) and the Securities Market Law (Ley del Mercado de Valores), in accordance with our corporate Bylaws.

The company's CEO is also the Chairman of the Board of Directors. The Company has a Global Conflicts of Interest Policy that specifies the mechanisms to avoid and mitigate such conflicts. The Audit Committee is responsible for authorizing, rejecting or proposing appropriate measures to the Board of Directors regarding possible conflicts of interest of the CEO and those received from the Ethics Committee.

Appointment and selection

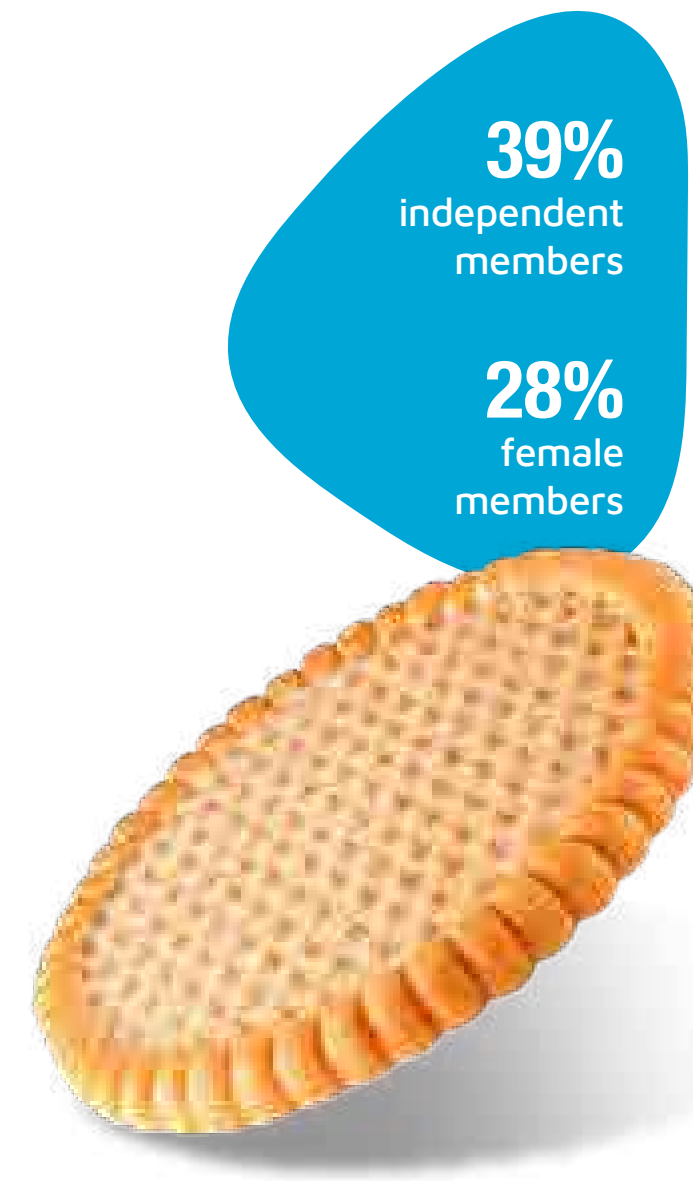
The members of the Board of Directors are elected, as a general rule, by the shareholders of the Company at the Annual Ordinary General Shareholders' Meeting. However, the Board of Directors may appoint provisional members in the event of resignation or failure to designate an alternate director.

The Board of Directors, appointed and ratified during the Annual and Extraordinary General Shareholders' Meeting, is comprised of 18 directors.

Functions

Its functions include establishing the guidelines and general strategy for conducting the business and overseeing compliance with the foregoing. It legally represents the Company and carries out the acts and operations in accordance with the Bylaws.

The Board of Directors participated in the 2022 materiality analysis. It reviews the financial and operating quarterly results of the Company and provides the corresponding approvals. Within the sustainability governance structure, it delegates the fulfillment of the objectives and goals within the strategy, the management of social, environmental and ethical impacts, and the preparation of reports on the performance of material topics.



CHAIRMAN OF THE BOARD

Daniel Javier Servitje Montull
Chairman of the Board

BOARD MEMBERS

- Andrés Obregón Servitje
- Arturo Manuel Fernández Pérez (I)
- Daniel Javier Servitje Montull
- Edmundo Miguel Vallejo Venegas (I)
- Guillermo Lerdo de Tejada Servitje
- Jaime Antonio El Koury (I)
- Jaime Chico Pardo
- Javier de Pedro Espínola
- José Ignacio Pérez Lizaur (I)
- Juana Francisca de Chantal Llano Cadavid (I)
- Lorenzo Sendra Creixell
- Luis Jorba Servitje
- María del Pilar Mariscal Servitje
- María Isabel Mata Torrallardona
- María Luisa Jorda Castro (I)
- Marina de Tavira Servitje
- Mauricio Jorba Servitje
- Rogelio Miguel Rebolledo Rojas (I)

SECRETARY*

Luis Miguel Briola Clement
Secretary
Norma Isaura Castañeda Méndez
Alternate Secretary

(I): Independent Board Member.
*The Secretary and Alternate Secretary are not members of the Board of Directors.

INTERMEDIATE ADMINISTRATIVE BODIES

Committees

For the performance of its functions, the Board of Directors has the support of the following intermediate bodies responsible for assisting the Board of Directors in managing the Company:

- **Audit and Corporate Practices Committee**
- **Evaluation, Compensation and Nominations Committee**
- **Finance and Planning Committee**

Audit and Corporate Practices Committee*

CHAIRMAN

Edmundo Miguel Vallejo Venegas

MEMBERS

Arturo Manuel Fernández Pérez
Juana Francisca de Chantal Llano Cadavid
María Luisa Jorda Castro
Jaime A. El Koury

100% of the members of this committee are independent.

Evaluation, Compensation and Nominations Committee

CHAIRMAN

Luis Jorba Servitje

MEMBERS

Javier de Pedro Espínola
José Ignacio Pérez Lizaur
Edmundo Miguel Vallejo Venegas
María Luisa Jorda Castro

Finance and Planning Committee

CHAIRMAN

Rogelio Miguel Rebolledo Rojas

MEMBERS

Jaime Chico Pardo
Javier De Pedro Espínola
Luis Jorba Servitje
Daniel Javier Servitje Montull
José Ignacio Pérez Lizaur
Andrés Obregón Servitje
María del Pilar Mariscal Servitje

Steering Committee

Daniel Javier Servitje Montull
Chairman of the Board and CEO, Grupo Bimbo

Diego Gaxiola Cuevas
CFO, Grupo Bimbo

Rafael Pamiás Romero
COO, Grupo Bimbo

Juan Muldoon Barrena
Chief People Officer, Grupo Bimbo

Raúl Ignacio Obregón Servitje
Chief Information and Transformation Officer, Grupo Bimbo

Mark Bendix
Executive VP, Grupo Bimbo

Fernando Lerdo de Tejada Servitje
Executive VP, Grupo Bimbo

Alejandro Rodríguez Bas
President, Barcel

Tony Gavin
President, Bimbo Bakeries USA

Miguel Ángel Espinoza Ramírez
President, Bimbo Mexico

To learn about the experience and commitments of the members of the highest governance body and its committees, see:

Board of Directors:

<https://www.grupobimbo.com/en/investors/governance/board-directors>

Committees

<https://www.grupobimbo.com/en/investors/governance/committees>



Daniel Javier Servitje Montull

Mr. Servitje Montull is a member of the Board of Directors of Grupo Financiero Banamex, S.A. de C.V., Coca-Cola Femsá, S.A.B de C.V., Instituto Mexicano para la Competitividad, A.C., The Global Consumer Goods Forum, Latin America Conservation Council (The Nature Conservancy), and Aura Solar.

Mauricio Jorba Servitje

Mr. Jorba Servitje is a member of the Board of Directors of VIDAX and of Administración de Promociones Monser, S.A. of C.V.

María Luisa Jorda Castro

Mrs. Jorda Castro is a member of the Board of Merlin Properties, Chairman of the Appointments and Remuneration Committee and Member of the Audit Committee; member of the Board of the BANKINTER Group (Financial Entity), member of the Bank's Risk and Regulatory Compliance Committee, Chairman of the Audit Committee and Member of the Risk Committee; She is President of the Technical Advisory Committee of the Institute of Internal Auditors of Spain and a professor in the Directors Program at the ESADE Business School.

She has been a member of the Board and member of the Audit and Control Committee of Tubos Reunidos, S.A., a member of the Board of the European Finance Bank (Unicaja Group) and Chairman of its Audit Committee, and she was a member of the Jazztel Board and Chairman of the Audit Commission; She is a member of the Governing Board and a member of the Audit Committee of the Institute of Directors and Administrators (ICA).

Mrs. Jorda Castro has held various executive positions in her more than 30-year professional career, belonging to the different Management, Investment and Audit Committees, among which the following stand out: General Economic-Financial Director of the Deoleo Group, Director of Internal Audit and of Corporate Governance of Metrovacesa, General Director of Finance and Investments of the ONCE Business Corporation, as well as others in the Real Estate and Food sectors.

Arturo Manuel Fernández Pérez

Mr. Fernández Pérez is the Dean of the Instituto Tecnológico Autónomo de México (ITAM) and a member of the Board of Directors of Industrias Peñoles, S.A.B. de C.V., Grupo Nacional Provincial, S.A.B. de C.V., Grupo Palacio de Hierro, S.A.B. de C.V., Valores Mexicanos, Casa de Bolsa, S.A.B. de C.V., Grupo Financiero BBVA Bancomer, S.A. de C.V., Grupo Profuturo, S.A.B. of C.V. and Fresnillo, plc.

Luis Jorba Servitje

Mr. Luis Jorba Servitje is CEO of Frialsa Frigoríficos, the largest cold chain logistics services company in Latin America, with a presence in Mexico and Peru

María Isabel Mata Torrallardona

Ms. Mata Torrallardona is the Chief Executive Officer of Fundación Jose T. Mata, A.C. and has professional experience at the Rufino Tamayo Museum and at the Lic. Luis López Morton Auction House

Javier de Pedro Espínola

Over the last 30 years, he has participated as a director and shareholder in various private companies in sectors such as the manufacture and sale of school supplies, mattresses, cushions, and the real estate sector. He additionally participates as a counselor in charitable institutions including Fundación José T Mata.



José Ignacio Pérez Lizaur

Mr. Pérez Lizaur is an independent member of the Grupo Bimbo Board (member of the Audit Committee and the Evaluation, Compensation and Nomination Committee).

Until 2016 he was a member of the Board of Newell Brands in the USA (member of the Audit Committee and the Compensation Committee) and of Central American Bottling Corporation (CBC) in Central America and the Caribbean (Chairman of the Audit Committee). He was also a member of the Board of Walmex.

He currently dedicates part of his time to various forms of participation in civil society.

Edmundo Miguel Vallejo Venegas

Mr. Vallejo Venegas is a business academic, counselor, lecturer, author, social promoter, and former President and CEO of GE Latin America.

Jaime Chico Pardo

Mr. Chico is a member of the Board of Grupo Bimbo and the Advisory Board of BDT Capital Partners. He previously served on the boards of Honeywell Intl., AT&T and American Funds Mutual Funds. He has also been a member of the University of Chicago Booth Council since 2012.

He previously served as chairman of the board of Telmex and IDEAL.

Jaime Antonio El Koury

Mr. Jaime A. El Koury is the Legal Director of the Junta de Supervisión y Administración Financiera of Puerto Rico, an official body created by the Congress of the United States of America. He holds the positions of Proprietary Director of Fomento Economico Mexicano, S.A.B. of C.V. and Alternate Director of the Board of Coca Cola FEMSA, S.A.B. of C.V. He was previously a partner at Cleary Gottlieb Steen & Hamilton LLP.

Rogelio M. Rebolledo Rojas

Mr. Rogelio M. Rebolledo Rojas is a member of the Board of Directors of Grupo Bimbo. He was previously a member of the Pepsi Bottling Group, Kellogg, Clorox, Best Buy and Applebee's Boards in the United States and Alfa and Jose Cuervo Internacional in Mexico. For 30 years he held various key positions at PepsiCo, eventually holding the position of CEO of Frito Lay International. Upon his retirement from Frito Lay International in 2000, he held the position of CEO and President of PBG in Mexico until 2004.



Andrés Obregón Servitje

Mr. Obregón Servitje is Managing Partner of a firm specializing in wealth and investment advice. Over the last 15 years he has been actively involved in private equity investments in various sectors such as education, food, financial services, logistics and manufacturing. Additionally, he participates in the Board of Directors of Grupo Bimbo.

Marina De Tavira Servitje

Marina de Tavira is a Mexican theatre, film and television actress. Mrs. de Tavira holds an acting degree from La Casa del Teatro, A.C. and a diploma in acting from the Núcleo de Estudios Teatrales, A.C.

She has been nominated by different associations of theatrical journalists in Mexico and to the award "Diosas de Plata" for her work in cinema.

Together with Enrique Singer, formed Incidente Teatro. Where they have produced "Tragaluz", "El Río", "Traición", "Crímenes del Corazón", "La Mujer Justa", "La Anarquista", and "Obseción".

Marina was nominated for an Oscar in 2019 for Best Supporting Actress for her portrayal of the role of "Sofía" in the multi-award-winning "Roma".

For this same role, Marina was awarded with an "Ariel" in the category of Best Female Co-Acting in the 2019 edition of the most important awards in Mexican cinema.

María del Pilar Mariscal Servitje

Mariscal Servitje has a long career in the business sector and organizations of the civil society. She currently holds the position of General Director of the León XIII Foundation, IAP.

Juana Francisca de Chantal Llano Cadavid

Mrs. Llano Cadavid is President of Suramericana, an insurance, trends and risk management company. She has a long history in said Company, holding different positions, and since 2020 she has served as President.

Guillermo Lerdo de Tejada Servitje

Mr. Guillermo Lerdo de Tejada Servitje is Managing Partner of a firm specialized in wealth and investment advisory. He has extensive professional experience in the government sector, having held various responsibilities at the executive and legislative levels in Mexico.

Lorenzo Sendra

Lorenzo Sendra held various positions within Bimbo Organization for more than 17 years in both the United States and South America. He has been President of Accesorios DESA for more than 8 years, a company specialized in Accessories and Spare Parts for Motorcycles, and to Motoacces and Fussen, motorcycles businesses of Suzuki and BMW.

Luis Miguel Briola Clément

Luis M. Briola is the General Counsel and Compliance Officer, and Secretary of the Board at Grupo Bimbo, S.A.B. de C.V.

Mr. Briola received an Attorney degree from the Escuela Libre de Derecho in Mexico City in 1994, a Diploma in Finance from Universidad Iberoamericana in Mexico City in 1995, and an LL.M. degree from Columbia University in New York City in 1997.

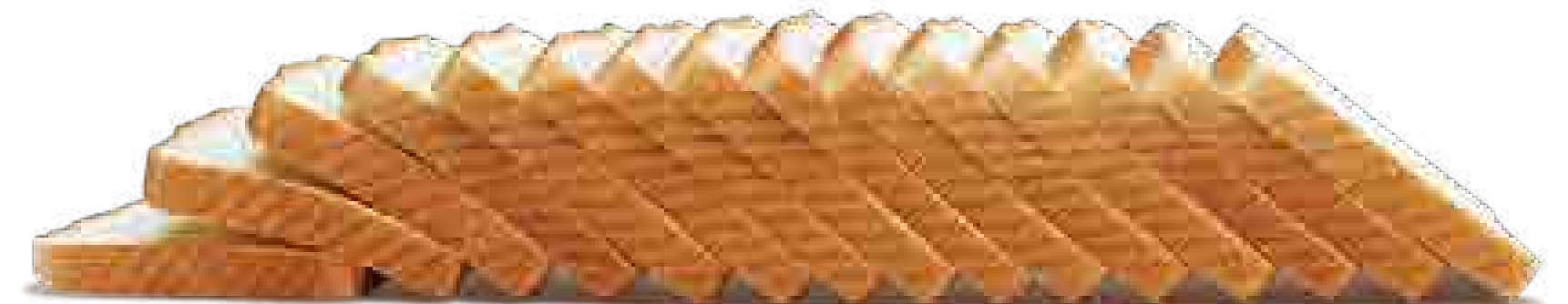
Before becoming an officer of Grupo Bimbo, he practiced law as a partner of Briola & Asociados, S.C. and as an associate of White & Case, S.C. in México City and as foreign associate of Cleary, Gottlieb, Steen & Hamilton, LLP. in New York City.

Norma I. Castañeda Méndez

Norma Castañeda, is the Global Intellectual Property Manager and the alternative Secretary of the Board at Grupo Bimbo, S.A.B. de C.V. ("Grupo Bimbo")



















Mrs. Castaneda holds a Law degree and a specialization certificate in Administrative Law from Universidad Panamericana and a Master of Laws from Duke University School of Law

Before joining Grupo Bimbo, she practiced law at Von Wobeser y Sierra, S.C. and as foreign associate at Cleary, Gottlieb, Steen & Hamilton, LLP and Skadden, Arps, Slate, Meagher & Flom LLP in New York City.



Collective knowledge and competencies of Board members on ESG issues

The members of the Board of Directors were consulted for the 2022 materiality analysis; they were given guidance on the importance of relevant issues for the business from the impact and financial perspective. In 2022, a training and communication session was also held on Grupo Bimbo's new sustainability strategy.

Grupo Bimbo Board Members Competency Matrix			Andrés Obregón	Arturo Fernández	Daniel Servitje	Edmundo Vallejo	Guillermo Lerdo de Tejada	Ignacio Pérez	Jaime Chico	Jaime El Koury	Javier De Pedro	Juana Llano	Lorenzo Sendra	Luis Jorba	Maria I. Mata	Marina de Tavira	Marisa Jorda	Mauricio Jorba	Pilar Mariscal	Rogelio Rebolledo
General Information																				
Gender	Men 72%	Women 28%	M	M	M	M	M	M	M	M	M	W	M	M	W	W	W	M	W	M
Nationality	 83%	Other 17%																		
Independence	yes 39%	no 61%	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	No	No	No	Yes	No	No	Yes
Age	60 years on average		47	69	64	65	38	71	73	69	59	43	49	64	57	49	59	74	53	78
Years on the Board	9 years on average		3	16	29	11	0	12	9	6	12	0	0	16	17	1	7	25	1	5

Competency Matrix **Names of Board Members**

Grupo Bimbo Committees (C: Chairman)

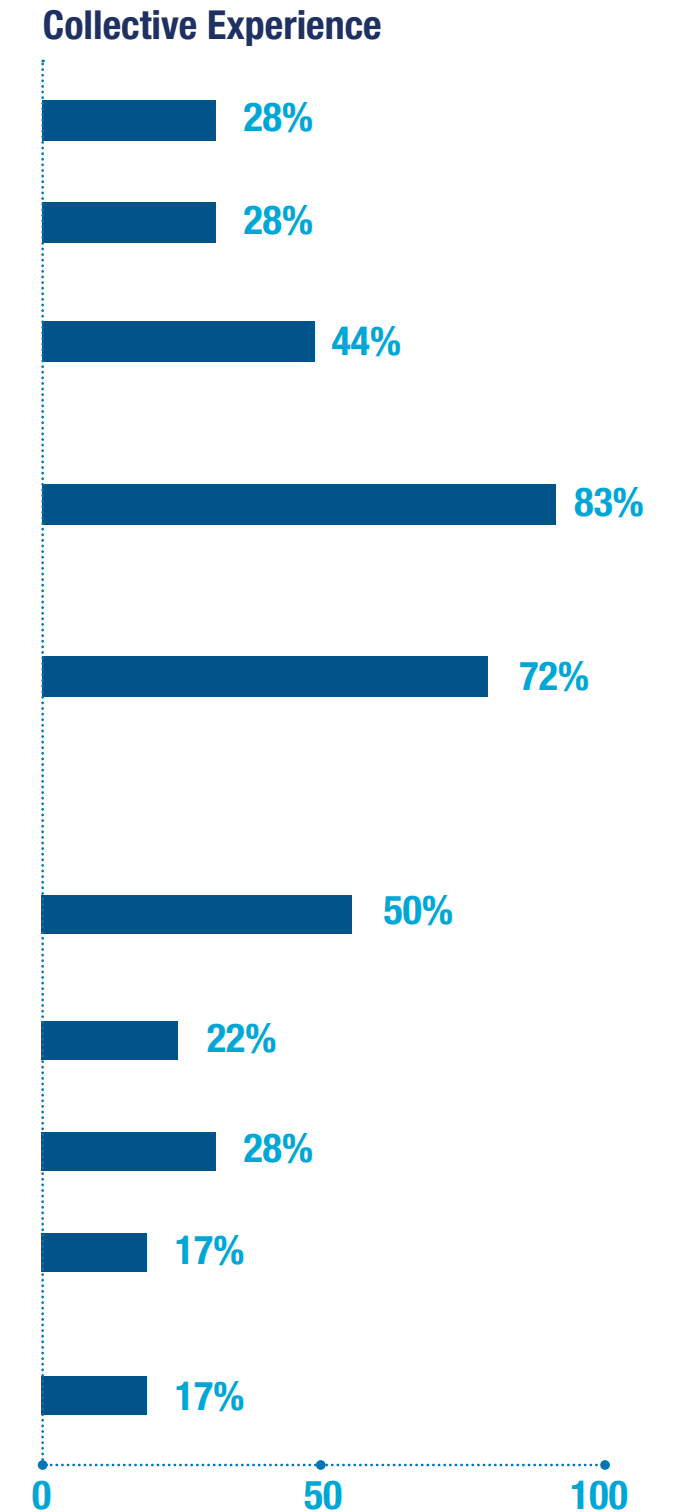
Audit and Corporate Practices	•Arturo Fernández	•Edmundo Vallejo (C)	•Jaime El Koury	•Juana Llano	•Marisa Jorda			
Evaluation, Compensation and Nominations	•Edmundo Vallejo	•Ignacio Pérez	•Javier de Pedro	•Luis Jorba (C)	•Marisa Jorda			
Finance and Planning	•Andrés Obregón	•Daniel Servitje	•Ignacio Pérez	•Jaime Chico	•Javier de Pedro	•Luis Jorba	•Pilar Mariscal	•Rogelio Rebolledo (C)

Other Boards

Experience in other Boards	•Andrés Obregón •Juana Llano	•Arturo Fernández •Javier de Pedro	•Daniel Servitje •Luis Jorba	•Edmundo Vallejo •Marisa Jorda	•Guillermo Lerdo de Tejada	•Ignacio Pérez •Pilar Mariscal	•Jaime Chico •Rogelio Rebolledo	•Jaime El Koury •Lorenzo Sendra
Seats currently held on other Boards	•Andrés Obregón •Javier de Pedro	•Arturo Fernández •Luis Jorba	•Daniel Servitje •Marisa Jorda	•Edmundo Vallejo •Pilar Mariscal	•Ignacio Pérez •Lorenzo Sendra	•Guillermo Lerdo de Tejada	•Jaime Chico	•Jaime El Koury

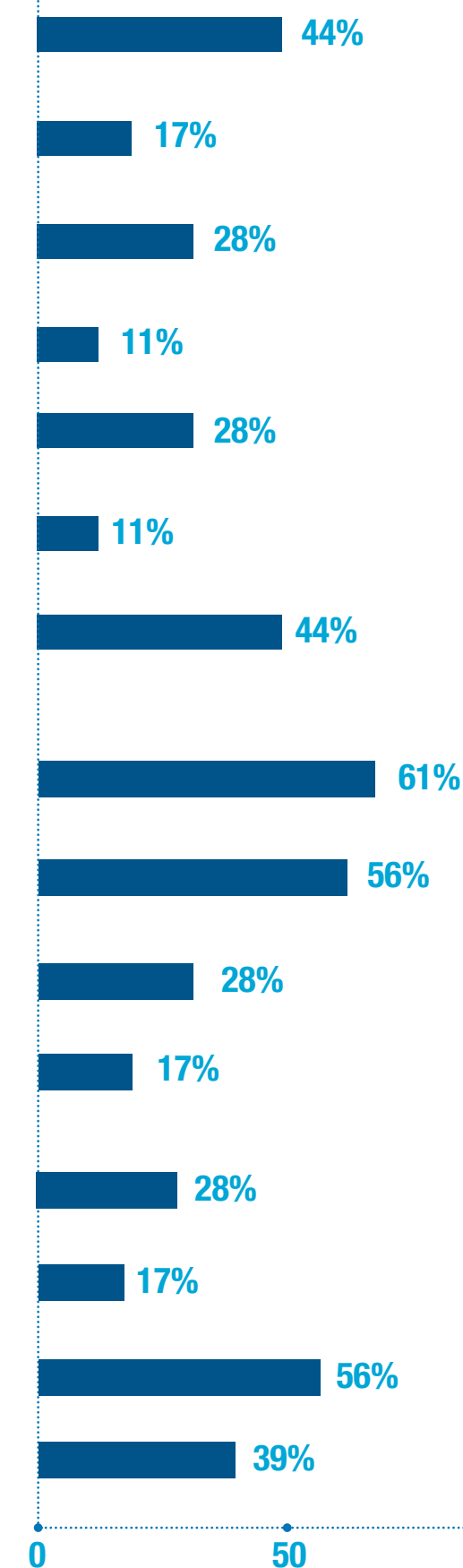
Management Experience

C-suite Business Management in a global company / Corporate	•Daniel Servitje •Mauricio Jorba	•Edmundo Vallejo •Rogelio Rebolledo	•Ignacio Pérez	•Jaime Chico	•Juana Llano	•Luis Jorba	•Marisa Jorda
C-suite Business Management in a venture	•Andrés Obregón	•Ignacio Pérez	•Javier de Pedro	•Lorenzo Sendra			
Managing director in a global company / Corporate	•Ignacio Pérez	•Javier de Pedro	•Marisa Jorda	•Mauricio Jorba	•Lorenzo Sendra		
Managing Director in a venture	•Javier de Pedro	•Pilar Mariscal	•Lorenzo Sendra				
Senior positions in Government and Public Affairs	•Arturo Fernández	•Jaime El Koury	•Guillermo Lerdo de Tejada				



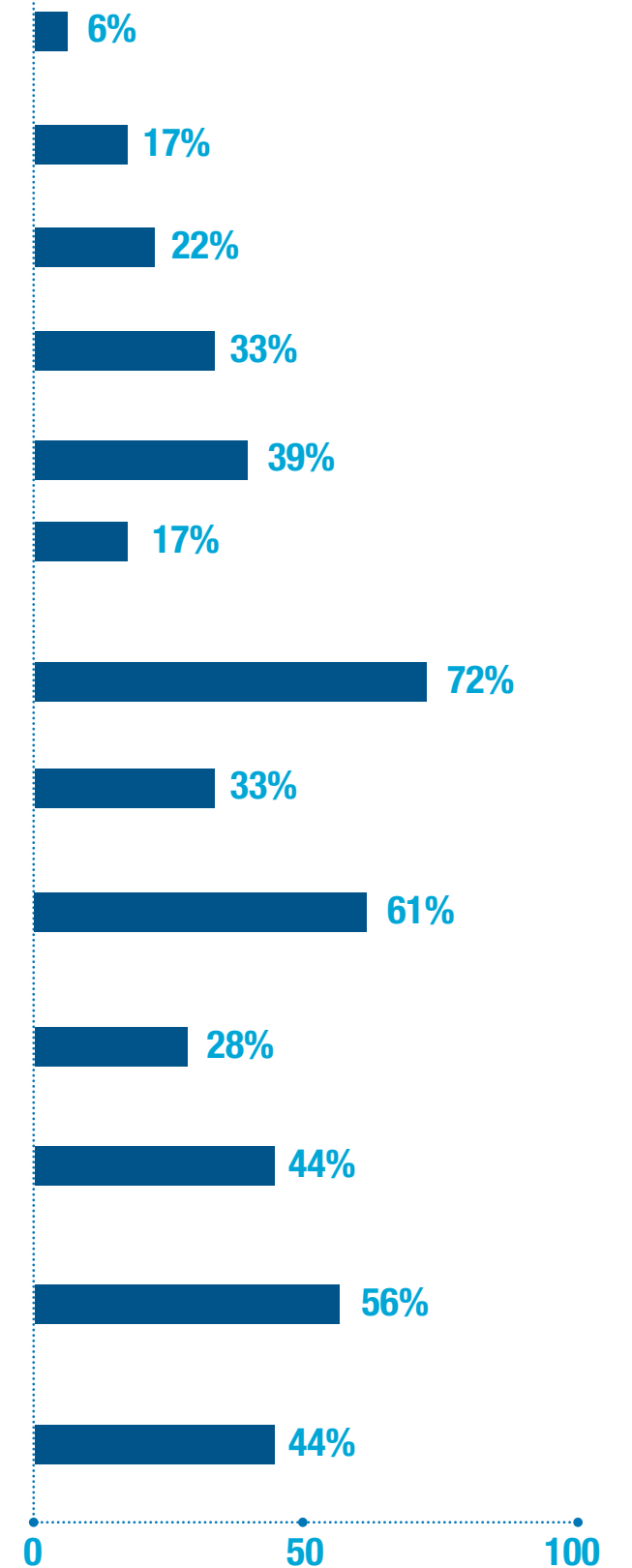
Industry Knowledge or Experience							
Food and Beverages	•Andrés Obregón •Lorenzo Sendra	•Daniel Servitje	•Javier de Pedro	•Luis Jorba	•Marisa Jorda	•Mauricio Jorba	•Rogelio Rebolledo
Technology / Digital	•Andrés Obregón	•Jaime Chico	•Marisa Jorda				
Banking and Finance	•Arturo Fernández	•Jaime Chico	•Javier de Pedro	•Marisa Jorda	•Juana Llano		
Energy	Arturo Fernández	•Jaime Chico					
Retail	•Andrés Obregón	•Arturo Fernández	•Ignacio Pérez	•Javier de Pedro	•Marisa Jorda		
Agroindustrial	•Luis Jorba	•Marisa Jorda					
Others	•Arturo Fernández •Pilar Mariscal	•Edmundo Vallejo	•Guillermo Lerdo de Tejada	•Juana Llano	•Javier de Pedro	•Marina de Tavira	•Marisa Jorda
International Experience							
North America	•Andrés Obregón •Marisa Jorda	•Daniel Servitje •Mauricio Jorba	•Edmundo Vallejo •Rogelio Rebolledo	•Ignacio Pérez •Lorenzo Sendra	•Jaime Chico	•Jaime El Koury	•Javier de Pedro
Central / South America	•Daniel Servitje •Pilar Mariscal	•Edmundo Vallejo •Rogelio Rebolledo	•Ignacio Pérez •Lorenzo Sendra	•Jaime Chico	•Jaime El Koury	•Juana Llano	•Marisa Jorda
Europe	•Daniel Servitje	•Jaime Chico	•Marisa Jorda	•Mauricio Jorba	•Rogelio Rebolledo		
Asia	•Daniel Servitje	•Ignacio Pérez	•Marisa Jorda				
Technical Skills or Experience							
Finance	•Andrés Obregón	•Jaime Chico	•Jaime El Koury	•Javier de Pedro	•Marisa Jorda		
Legal (legal / fiscal)	•Guillermo Lerdo de Tejada	•Jaime El Koury	•Marisa Jorda				
Strategic Planning	•Daniel Servitje •Mauricio Jorba	•Guillermo Lerdo de Tejada	•Jaime Chico •Rogelio Rebolledo	•Javier de Pedro •Lorenzo Sendra	•Juana Llano	•Luis Jorba	•Marisa Jorda
Brand Development / Marketing and Sales	•Daniel Servitje	•Edmundo Vallejo	•Ignacio Pérez	•Javier de Pedro	•Juana Llano	•Rogelio Rebolledo	•Lorenzo Sendra

Collective Experience



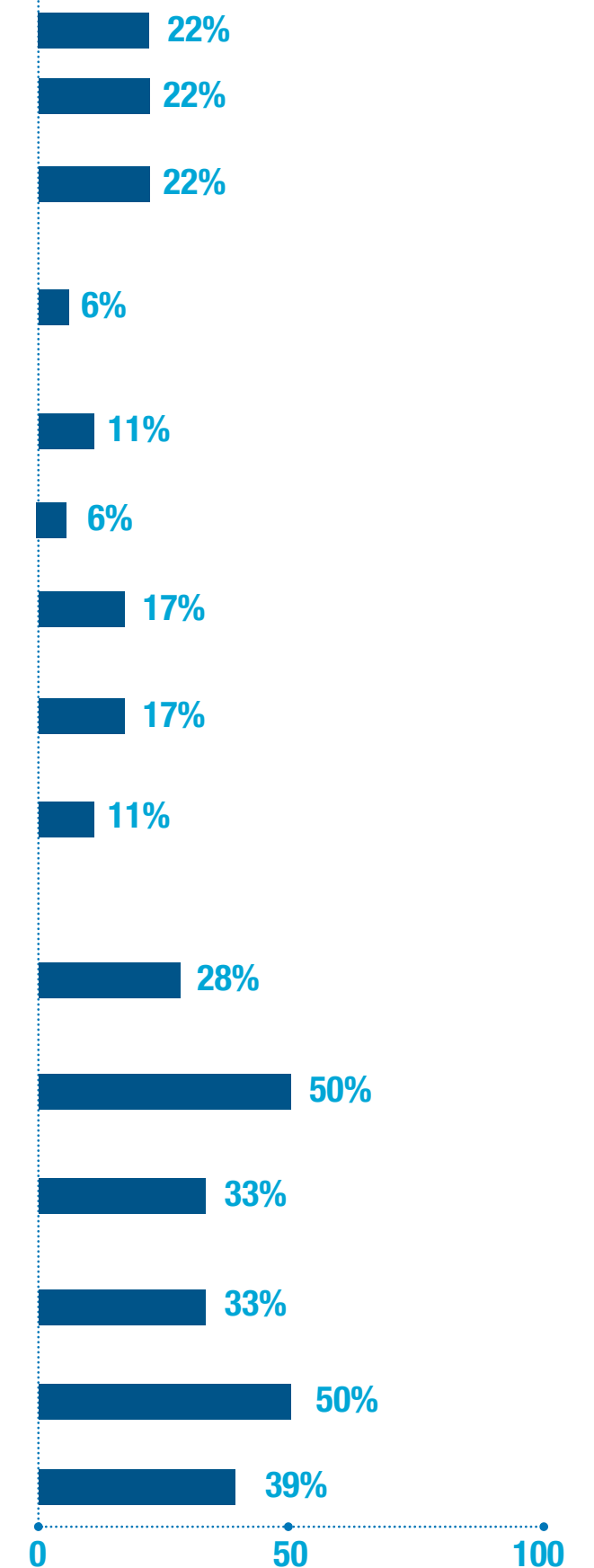
Technical Skills or Experience							
Information Technologies and Cybersecurity	•Marisa Jorda						
Audit, Risk Management and/or Internal Control	•Javier de Pedro	•Juana Llano	•Marisa Jorda				
Human Resources and/or Compensation	•Ignacio Pérez	•Javier de Pedro	•Luis Jorba	•Marisa Jorda			
Industrial, Operations, Logistics and/or Manufacturing	•Ignacio Pérez	•Jaime Chico	•Javier de Pedro	•Luis Jorba	•Mauricio Jorba	•Rogelio Rebolledo	
Corporate Operations (Mergers and Acquisitions)	•Andrés Obregón	•Guillermo Lerdo de Tejada	•Jaime Chico	•Jaime El Koury	•Javier de Pedro	•Luis Jorba	•Marisa Jorda
Others	•Arturo Fernández	•Edmundo Vallejo	•Marina de Tavira				
Corporate Governance							
Development of Strategies, Plans and Policies	•Daniel Servitje •Juana Llano	•Edmundo Vallejo •Luis Jorba	•Guillermo Lerdo de Tejada	•Ignacio Pérez •Marisa Jorda	•Jaime Chico •Mauricio Jorba	•Jaime El Koury •Rogelio Rebolledo	•Javier de Pedro •Lorenzo Sendra
Development of Codes of Ethics and Standards of Conduct	•Guillermo Lerdo de Tejada	•Ignacio Pérez	•Jaime El Koury	•Javier de Pedro	•Marina de Tavira	•Marisa Jorda	
Supervision of Senior Management in the fulfillment of their duties	•Arturo Fernández •Marisa Jorda	•Daniel Servitje •Mauricio Jorba	•Edmundo Vallejo •Rogelio Rebolledo	•Ignacio Pérez •Lorenzo Sendra	•Jaime Chico	•Jaime El Koury	•Javier de Pedro
Experience in Organizational Culture and Talent Issues	•Daniel Servitje	•Edmundo Vallejo	•Ignacio Pérez	•Jaime El Koury	•Marina de Tavira		
Experience in the Control and Management of Corporate Governance Risks	•Arturo Fernández •Rogelio Rebolledo	•Guillermo Lerdo de Tejada	•Ignacio Pérez	•Jaime Chico	•Jaime El Koury	•Javier de Pedro	•Marisa Jorda
Monitoring and Periodic Review of Results	•Arturo Fernández •Mauricio Jorba	•Daniel Servitje •Rogelio Rebolledo	•Ignacio Pérez •Lorenzo Sendra	•Jaime El Koury	•Javier de Pedro	•Luis Jorba	•Marisa Jorda
Experience in Companies that are Traded, Regulated and with Corporate Governance	•Arturo Fernández •Marisa Jorda	•Daniel Servitje	•Ignacio Pérez	•Jaime Chico	•Jaime El Koury	•Javier de Pedro	•Juana Llano

Collective Experience



Environmental / Sustainable							
Climate Change	•Arturo Fernández	•Daniel Servitje	•Juana Llano	•Marisa Jorda			
Renewable energy	•Arturo Fernández	•Daniel Servitje	•Jaime Chico	•Luis Jorba			
Agricultural / Food Safety	•Daniel Servitje	•Ignacio Pérez	•Luis Jorba	•Rogelio Rebolledo			
Circular Economy, Waste Reduction, Sustainable Packaging	•Ignacio Pérez						
Water Consumption Reduction	•Arturo Fernández	•Luis Jorba					
Biodiversity	•Daniel Servitje						
Sustainable Sourcing of Raw Materials	•Ignacio Pérez	•Javier de Pedro	•Rogelio Rebolledo				
International Standards (e.g., GRI, environmental)	•Arturo Fernández	•Marisa Jorda	•Rogelio Rebolledo				
Nutritional Standards and Policies	•Jaime Chico	•Rogelio Rebolledo					
Social							
Human Rights and Labor Standards	•Guillermo Lerdo de Tejada	•Javier de Pedro	•Luis Jorba	•Marina de Tavira	•Mauricio Jorba		
Diversity, Equity and Belonging	•Arturo Fernández •Pilar Mariscal	•Ignacio Pérez •Rogelio Rebolledo	•Jaime Chico	•Javier de Pedro	•Juana Llano	•Marina de Tavira	•Marisa Jorda
Social Impact or Volunteer Projects	•Edmundo Vallejo	•Guillermo Lerdo de Tejada	•Ignacio Pérez	•Jaime Chico	•Juana Llano	•Marina de Tavira	
Safety and Wellness in the Workplace	•Arturo Fernández	•Daniel Servitje	•Javier de Pedro	•Marina de Tavira	•Marisa Jorda	•Rogelio Rebolledo	
Talent Management	•Daniel Servitje •Mauricio Jorba	•Edmundo Vallejo •Rogelio Rebolledo	•Ignacio Pérez	•Javier de Pedro	•Juana Llano	•Luis Jorba	•Marisa Jorda
Compensation	•Daniel Servitje	•Ignacio Pérez	•Javier de Pedro	•Luis Jorba	•Marisa Jorda	•Mauricio Jorba	•Rogelio Rebolledo

Collective Experience





Sustainable development goals commitment

Every year we reaffirm Grupo Bimbo's commitment to the Ten Principles of the United Nations Global Compact through The Communication on Progress on the Global Compact, which reports on progress in social, environmental and good governance matters, as well as the efforts to integrate sustainability into the commercial, cultural and operational strategy, thus contributing to the Sustainable Development Goals. This letter is signed by the highest executive of Grupo Bimbo, who is the Chairman of the Company's Board of Directors and CEO.



SUSTAINABILITY GOVERNANCE AT GRUPO BIMBO

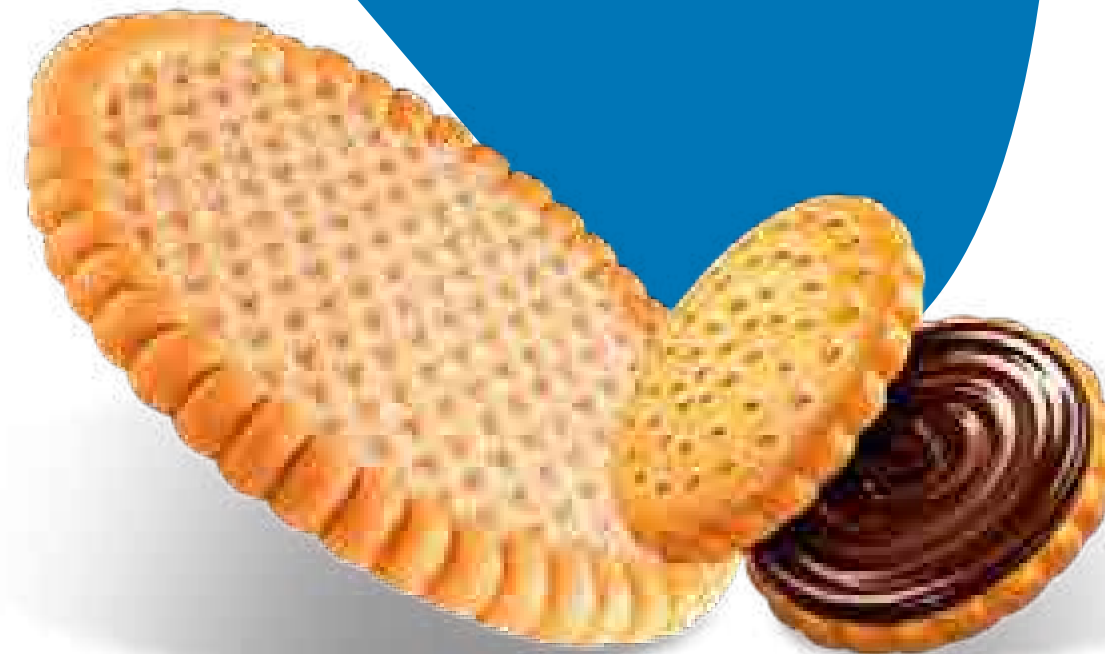
At Grupo Bimbo, we seek to maximize the positive impact through our sustainability strategy, which is managed through a solid governance structure that provides transparency and accountability regarding the progress of our goals and objectives to the different governing bodies and Company stakeholders.

The sustainability governance structure at Grupo Bimbo has the following objectives:

- Ensure the achievement of the objectives established within the sustainability strategy.
- Identify and manage the company's actual and potential positive and negative impacts on the economy, the environment and people.
- Monitor performance and track progress (performance evaluations linked to environmental goals).
- Ensure that strategic and tactical decisions are aligned with the sustainability goals.
- Provide clarity and transparency regarding sustainability in Grupo Bimbo to the Company's priority stakeholders.

Global Governance

The global sustainability team is led by the CSO (Chief Sustainability Officer), who is responsible for applying and managing sustainability across all our operations.



Coordination mechanisms, meetings and working groups:

Executive Sustainability Committee

Reports the company's sustainability performance to the CEO, the Global Steering Committee, and the Grupo Bimbo business units. The Executive Sustainability Committee met quarterly in 2022 to review relevant issues related to the organizations.

Global Sustainability Committee

Comprised of the global initiative leaders and global sustainability team. It meets quarterly to evaluate progress made in each initiative, strategic project, synergy, action plan, and specific need.

Global Working Groups (Baked For You, Baked For Nature and Baked For Life)

Specialized groups for each initiative to share knowledge and solve problems that help advance their implementation and achieve their goals.

One-on-One Sessions (Organization Leaders / Global Initiative Leader):

Sessions of the Global Sustainability team with the leaders of the initiative and the Organization for the alignment of ambitions, objectives and goals, as well as technical support and accompaniment.

External Advisory Council

Sessions with external experts to receive advice on sustainability issues that could affect achieving strategic goals.

Local Governance

Each business unit is led by a Sustainability Leader who coordinates a regional Sustainability committee comprised of thematic leaders by initiative; together, they are responsible for implementing and managing the strategy throughout their region.



Grupo Bimbo has internal Handbooks on the initiatives, which specify the process to manage each initiative, and with this, to support the business units in their implementation. These documents include: **Goals for 2022, 2025 and 2030, main lines of action, general guidelines, coordination mechanisms and definitions.**

The regional committees are responsible for submitting periodic reports to the Global Sustainability Team, as follows:

- Provide a detailed summary of regional results compared to the objectives.
- Identify regions behind or ahead of schedule in meeting their goals, including reasons and the action plan to achieve the established progress indicators.
- Identify specific regional challenges and risks.
- Present additional projects to the sustainability strategy to disseminate practical cases and success stories with other regions.
- The additional human or financial resources required to meet the goals.



ETHICAL CULTURE

For the sixth consecutive year, **the Ethisphere Institute** named Grupo Bimbo **one of the World's Most Ethical Companies**, a distinction for companies that demonstrate exceptional leadership and a commitment to business integrity through ethics, compliance, sustainability and governance best practices.

Policies and Code of Ethics

Our commitments and policies for responsible business conduct establish the general guidelines for adherence to integrity, corporate ethics and due diligence. The general functional policies are found on the Company's internal page. All associates sign indicating their understanding and commitment to comply with said policies.

At Grupo Bimbo, we incorporate the principles of responsible business conduct in all our activities through our Global Regulatory Scheme Policy. The policy establishes that the "policy owners" are primarily responsible for the content, updating and presentation to the Board of Directors. They oversee, monitor and advise on fulfilling our acquired commitments.

The Global Speak Up Policy establishes the guidelines and mechanisms so that all our associates and suppliers can report any breach of our Code of Ethics and Policies related to integrity.

Code of Ethics

Since its inception, Grupo Bimbo has worked under the principle of its Golden Rule. We reinforce this principle through our commitment to respect, promote and experience respect for the human rights of our associates, stakeholders, people in our value chain and communities in which we operate in accordance with the company culture.

We align ourselves with the laws applicable in each country, International Law and other global instruments such as International Human Rights Law, Agreements of the International Labor Organization, the Global Compact and the Sustainable Development Goals. Our code provides informa-

tion on the criteria of conduct and a guide for action on the related issues that must be followed in cases of non-compliance.

Each year, it is sent to all members of the Board of Directors, managers and associates, as well as complementary information, training and awareness through permanent communication campaigns in our internal communication channels.



Global Integrity Policy

Establishes general guidelines and parameters to ensure that our company, its associates, and representatives understand and comply with local and international anti-corruption laws and are guided by correct conduct when doing business and in all relationships that may arise from it, as well as in its social and commercial environment of engagement.

Global Human Rights Policy

Defines the general guidelines on respect for the human rights of our associates, stakeholders, people in our value chain and the communities in which we operate. This policy promotes inclusion and diversity, ensuring healthy and safe work environments and decent working conditions extending to the value chain and stakeholders.

Global Conflict of Interest Policy

The Company has a global policy that establishes the guidelines for managing and reporting conflicts of interest, reinforcing the environment of trust and integrity within Grupo Bimbo, S.A.B. de C.V., its subsidiaries and affiliates.

Grupo Bimbo carries out commercial operations with some associated or affiliated companies, including operations related to raw materials, office supplies and uniforms for its associates. These operations are subject to approval, on a case-by-case basis, by the Board of Directors, except for (i) those that, due to their amount, are immaterial, (ii) are part of the ordinary course of business or (iii) are considered to be made at market prices.

Operations conducted with related parties must be analyzed by the Audit and Corporate Practices Committee before any recommendation for approval by the Board of Directors, except for distributions of less than 5% of the consolidated assets of Grupo Bimbo. The company plans to continue conducting operations with its associates and affiliates. Operations with related companies for the last three years have been conducted in market terms; therefore, the terms are no less favorable than those that could be obtained in a comparable operation with an unrelated company.

Global Policy on Commercial Practices

Establishes the criteria related to the commercial practices and relations of Grupo Bimbo associates to ensure strict compliance with the legal provisions related to free competition in all the markets in which we participate. The policy applies to all associates of the Organizations, affiliates and subsidiaries of Grupo Bimbo in their different geographies and functions.

Global Personal Information Protection Policy

Regulates the legitimacy of processing personal information in Grupo Bimbo to guarantee privacy and avoid security breaches. Periodic privacy scans are conducted to determine the impact and likelihood of data security risk. Before processing personal information, we make the corresponding privacy notices available to associates, suppliers, customers and consumers. In 2022, no substantiated complaints regarding violations of customer privacy were received.



SPEAK UP

Grupo Bimbo has the **Speak Up** communication mechanism, a reliable channel to report any violation of our policies. Therefore, the communication program is based on respect for the person, ensuring compliance with our corporate philosophy.

This channel allows us to identify and respond to reports, providing solutions and remediation to the negative impacts derived from these complaints. Thanks to this mechanism, we detect and prevent risks associated with breaches of the code of ethics, sexual harassment, labor relations, safety and well-being, integrity and human rights to maintain a healthy working environment and ethical business relationships.

All our communication channels are confidential and free to the associate and supplier. Each report is investigated under the **Speak Up** policy and process, and we keep permanent campaigns in all our work centers.

How does it work?

The report can be made through different communication channels and is channeled to the committee of the corresponding organization.

A specialist for investigation and resolution handles the case. In response, consequences and action plans are defined.*

In addition, for Grupo Bimbo associates, there is a Comments section in GB-On where they may consult:

- Speak Up Policy
- Code of Ethics
- Integrity Policy
- Diversity, Equity and Inclusion Policy
- Policy for the Prevention of Harassment and Discrimination
- Procedure, manifest, communication channels and report flow.

In addition to *Speak Up*, the Global Compliance Department has an email: compliance@grupobimbo.com, through which associates may report any breach of integrity in Grupo Bimbo.



1,289

reports received and addressed in 2022

1,163 closed reports	505 anonymous cases
126 open reports	784 cases with identity
400 founded reports	387 female
763 unfounded reports	676 male
126 reports in process	226 not specified

Conflict of interest	45
Gender	30
Discrimination	33
Integrity Policy	163
Labor Relations	828
Safety and wellness	79
Sexual harassment	49
Violation of the code of ethics	61
Suppliers	1

*The associate and/or supplier can follow up on their report by calling the corresponding number in the country.

COMMUNICATION AND TRAINING IN ETHICS AND INTEGRITY

Over 80,000 associates (85% of our workforce) were informed of the organization's anti-corruption policies and procedures.

More than 25,000 associates received direct training on the integrity policy and internal processes, including management team members, administrators, supervisors, and executives.

Approximately 70,000 operational associates received communication and information from teams and functional departments about our integrity and behavior policies and procedures.

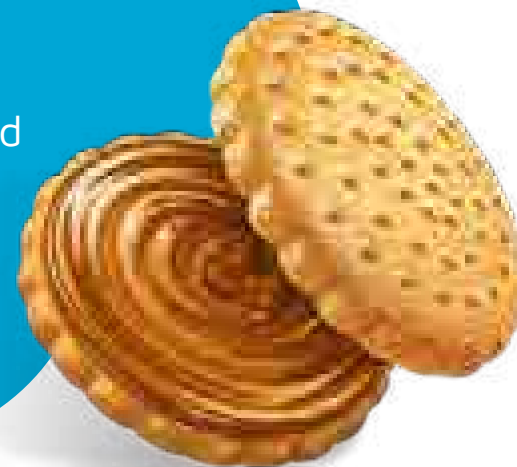
Our suppliers are aware of the Global Integrity Policy and the mandatory knowledge and compliance clause of the Code of Conduct for suppliers, established in the terms and conditions of purchase orders and contracts. Similarly, we continue with integrity training for suppliers classified as at risk in integrity and anti-corruption issues.

+85%

of associates were informed and trained on the Global Conflict of Interest Policy

+85%

of associates were informed and trained on the Global Integrity Policy



100% of the members of the highest governance body (18) were informed of the organization's anti-corruption policies and procedures. Additionally, the secretary of the Grupo Bimbo Board of Directors sends the Board members a questionnaire to keep them updated through the following integrity and anti-corruption documents:

- Code of Professional Ethics of the Mexican Stock Market Community
- Code of Best Corporate Practices
- Internal Regulations of the Mexican Stock Exchange
- Grupo Bimbo Code of Ethics
- Grupo Bimbo Global Integrity Policy

Training and awareness on integrity for associates and at-risk third parties is a priority. Therefore, we reinforce communication with associates each year through integrity capsules, which can be used at the beginning of meetings or work meetings.



25,853

associates were trained through the GB University platform on integrity issues

Training sessions by region

Mexico	14,281
North America	5,023
EAA	2,354
Latin America	4,195



Compliance Program

Regulatory and legal compliance is the basis for the ethical culture at Grupo Bimbo. The Global Legal and Regulatory Compliance Department promotes, regulates and standardizes the various aspects of the integrity and transparency model at Grupo Bimbo through the Regulatory Compliance Program, whose objective is to consolidate processes and activities in strict adherence to internal and external regulations, seeking the incorporation of global best practices and the continuous improvement of the processes under its responsibility.

We have an Ethics and Regulatory Compliance Committee responsible for ensuring the correct implementation and monitoring of the compliance program based on the Global Integrity Policy.

Grupo Bimbo has a Procedure for investigations of breaches in Regulatory Compliance with a global scope, applicable to all organizations and associates, whose objective is to establish the guidelines for conducting investigations, setting the steps to collect and evaluate information, assign responsibilities, investigate, remedy and follow up on reports of potential cases of regulatory non-compliance or public corruption.

In addition, Grupo Bimbo has a Global Procedure for Fraud Investigations and Determination of Corrective Actions, which establishes the mechanisms for planning, executing, reporting and defining corrective actions resulting from investigations of acts and suspicions of fraud.

COMMUNICATION ON POLICIES AND PROCEDURES

Critical concerns

The Global Corporate Affairs Department is responsible for monitoring the economic, political and social environment and analyzing the implications that this could have, both for the business and the reputation of the company.

There is a direct escalation procedure to the Steering Committee in which critical concerns are reported and actions proposed for decision-making that avoids or minimizes the identified risks' impact. In like manner, the Audit Committee is regularly informed about the incidents and/or crises reported by the Organizations in matters related to Crisis Management and Business Continuity.

In 2022,
67 critical concerns
were reported to
the company's
Steering Committee.

The nature of the critical concerns derives from regulatory issues, legislative processes, environment and political, social and economic situations that may impact the company's operation or reputation.

The Global Corporate Affairs Department has different tools to manage and mitigate the different associated risks:

Global Report of New Regulations

Report to monitor and communicate the outlook on regulatory and legislative matters in the different countries where we operate, assigning them a level of risk based on the established criteria.

Risk maps developed in each country

Mechanism that allows for continuous monitoring, analysis and coordination of actions to minimize or eliminate the impact of identified risks.

In 2017, the Canadian antitrust authorities launched an investigation into alleged collusion between various participants in the bakery industry (including Canada Bread, which Grupo Bimbo acquired in 2014) concerning price fixing since 2001. As of the date of this Annual Report, the investigation continues, and some people have admitted to having committed some irregular conduct. Neither Grupo Bimbo nor its subsidiaries have been charged for such conduct. Grupo Bimbo and Canada Bread are cooperating with Canadian authorities in the investigation. In addition, Grupo Bimbo was noti-

fied of two class action suits resulting from consolidating 12 lawsuits filed in the past against the parties related to that investigation by consumers or consumer associations. Grupo Bimbo cannot ensure that the outcome of this investigation or the class actions will not adversely affect its business, financial situation, operating results and prospects.

Regulatory Compliance

At Grupo Bimbo, we carry out studies to identify and measure risks in terms of integrity, prevention of money laundering and protection of personal information, considering factors of the environment and type of business, maturity of operations due to recent acquisitions, exposure to integrity risks and sales volumes. In 2022 we conducted studies in the United Kingdom, Argentina, Honduras and Peru, regions in which we could understand the strengths of the organizations, as well as the activities and processes that need to be reinforced to maintain a high degree of compliance in integrity. These analyses are added to the risk mitigation plans prepared in 2021 in Mexico, Venezuela, Ecuador, Brazil, India, China and Kazakhstan.

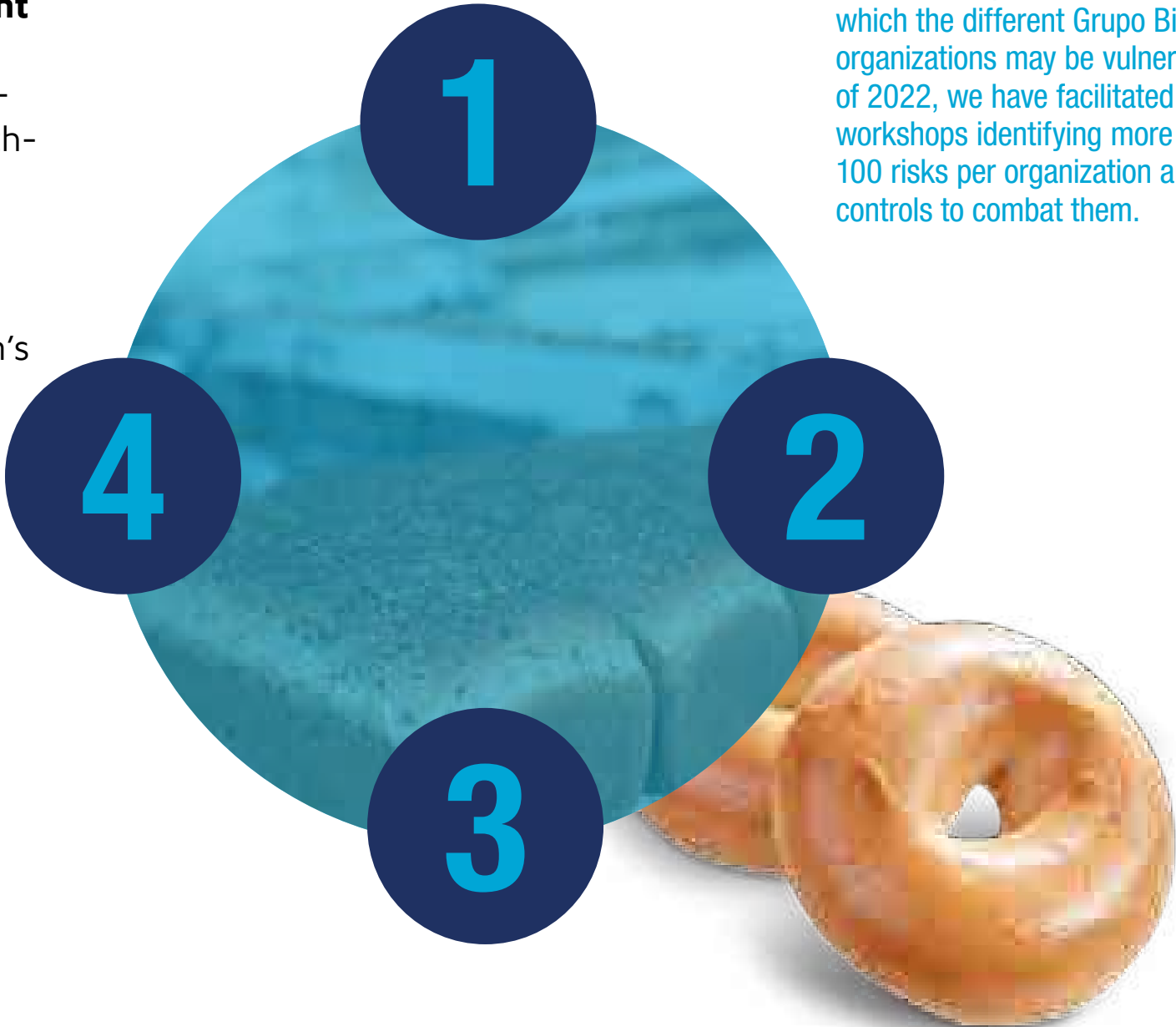
We promote continuous improvement through preventive processes in terms of integrity, relying on technological tools that allow us

to identify deviations from policy based on digital data internal and external to the company.

Our **Zero Tolerance policy** for integrity breaches has obtained outstanding results, as no reports include confirmed cases of public or private corruption to date.

We have a **Fraud Risk Management Program to manage and analyze risk and to prevent**, detect and investigate possible acts of fraud within Grupo Bimbo based on four essential pillars.

Currently, the Global Internal Audit Department facilitates the program's implementation and works closely with the Global Departments of Safety, People, Regulatory Compliance, Internal Controls and Comptrollership, who monitor its execution, updates and improvements every four months.



1.

Governance

The model includes creating, updating and monitoring a regulatory framework through the assignment of a responsible area and a policies and procedures committee.

2.

Risk Assessment

Multidisciplinary teams analyze and evaluate the possible fraud risks to which the different Grupo Bimbo organizations may be vulnerable. As of 2022, we have facilitated three workshops identifying more than 100 risks per organization and the controls to combat them.

3.

Prevention and Detection

Controls related to the Speak Up reporting channel, Recruitment and Selection, Segregation of Duties, Authorization and Training Matrices. In 2022, we integrated the training on the Global Policy for Fraud Risk Management into the training file of all Grupo Bimbo associates.

4.

Investigation

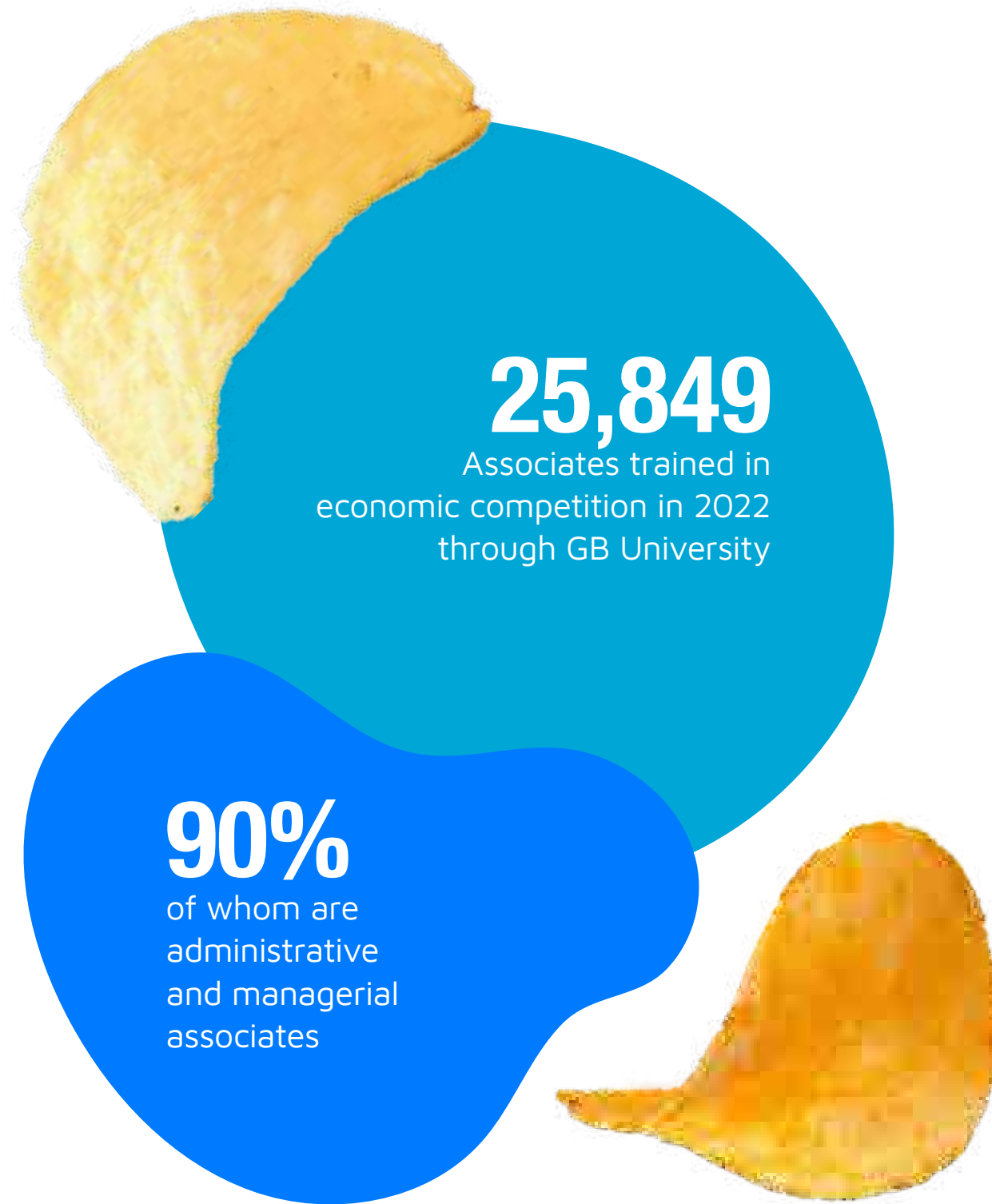
Fraud investigation procedure and determination of corrective actions reflecting best practices to investigate and resolve potential fraud involving Grupo Bimbo.

FAIRTRADE

Business Practices and Competitiveness

At Grupo Bimbo, we have developed mechanisms to establish actions and guidelines on fair business practices. Based on this, we have a Global Policy on Commercial Practices and Economic Competition to ensure our strict commitment and compliance with the legal provisions of free competition in all the markets where we operate.

This policy defines a purpose and scope for us and facilitates the definitions of absolute and relative monopolistic practices and the responsibilities assumed by the Company.



Public Politics

Grupo Bimbo does not contribute financial or in-kind financing to political parties or representatives in any of the countries in which it operates. The foregoing is based on our Global Integrity Policy, which states that: "Contributions on behalf of the Company, directly or indirectly, to political parties or candidates for elected positions are prohibited." Similarly, our Code of Ethics establishes that "we maintain adequate processes that comply with all applicable legislation and that promote a culture of integrity, control and legality, to prevent situations that could result in acts of corruption. Receiving money, gifts, favors, or services affects the results and calls into

question the corporate reputation and the reputation of everyone working at the company." Unrestricted compliance with this regulation is why, in 2022, Grupo Bimbo was recognized for the seventh consecutive year as one of the World's Most Ethical Companies by the Ethisphere Institute.

STAKEHOLDER ENGAGEMENT

Our stakeholders are those audiences that impact or are impacted by the company's actions and are defined in the Global Policy. At Grupo Bimbo, we are committed to delivering the maximum positive impact through our sustainability strategy, "Nourishing a Better World."

To guarantee this, we have created a solid governance structure that provides transparency, accountability, and progress regarding our commitments and objectives to all our stakeholders.

We maintain a continuous dialogue with all these groups that allows us to identify their expectations, requirements, concerns and contributions. For our materiality analysis, different types of specific approaches were conducted to determine the expectations and the importance of environmental, social and good governance issues in our management.

Stakeholders

- Managers and Associates
- Board Members
- Investors
- Suppliers
- Governance
- Customers
- Distributors
- NGOs
- Media



STAKEHOLDER STUDIES

Task Force on Climate-Related Financial Disclosures (TCFD)

In 2022, Grupo Bimbo analyzed risks associated with climate change under the 11 TCFD recommendations. The framework includes four thematic areas: governance, strategy, risk management, and metrics and targets, and helps us recognize the potential impact of our business actions on revenues, costs, expenses, assets and liabilities.

We completed a transition and physical risk assessment as part of this exercise.

For transition risks, as a first stage, we evaluated the Policy risks derived from government policies associated with reducing emissions through tax mechanisms known as carbon pricing.

This year we were also able to identify physical risks in our bakeries and plants, to begin establishing mitigation actions and strategies to align our business plans in the short, medium and long term.

Governance

The risks identified in the analysis will be managed by the Sustainability Committee and our Chief Sustainability Officer (CSO) under the general structure described in the Sustainability Governance at Grupo Bimbo chapter of this report.

Strategy

Our sustainability strategy Nourishing a Better World, under the Baked For Nature action line, includes goals and objectives associated with the company's environmental performance that may be consulted in this report.

Risk management

The results obtained in this exercise will be included in our current company risk management system using the same methodology.

Regarding risk assessment, we rate risks (and opportunities) differently based on four criteria: impact, probability, management control, and speed, and this rating applies to both direct operations

and the rest of the supply chain value (upstream and downstream).

There are four different levels of risk impacts (low, moderate, high, and critical), four levels of probability of occurrence (remote, unlikely, likely, or very likely), four levels of management controls (inadequate, weak, adequate, and strong), and three speed levels (slow, moderate, fast). Risk assessment is performed more than once a year.

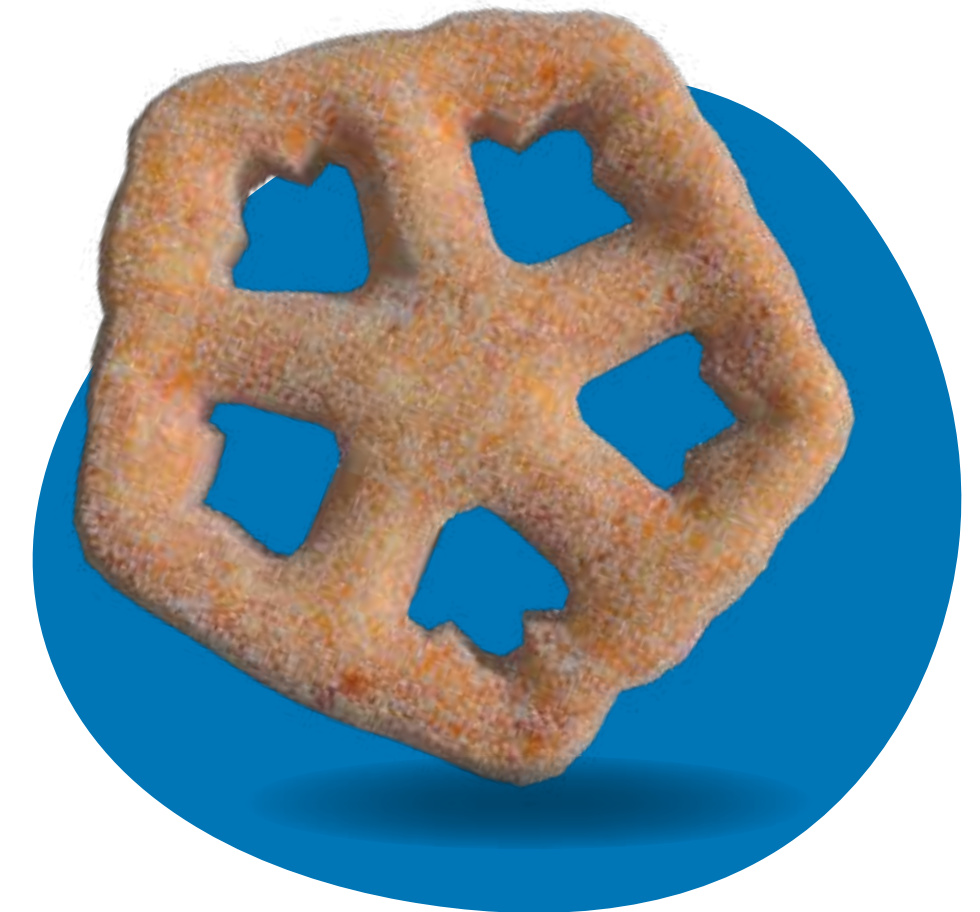
In addition, the definition of risk mitigation and actions also requires an extended process that includes: 1) risk analysis at the process level; 2) implementation of mitigation proposals; 3) analysis of the risk report; 4) coordination of initiatives; 5) implementation of improvement initiatives. The company uses three time horizons to mitigate these risks: short (1-2 years), medium (2-3 years) and long-term (3-5 years).

Metrics and Targets

We established targets and commitments to achieve our goal of being a net zero carbon emissions company by 2050.

We have ambitious initiatives and goals that will allow us to responsibly manage water use and thus mitigate the impact of our operations in sites identified with risks of water stress.

This information may be consulted in the Baked for Nature chapter.



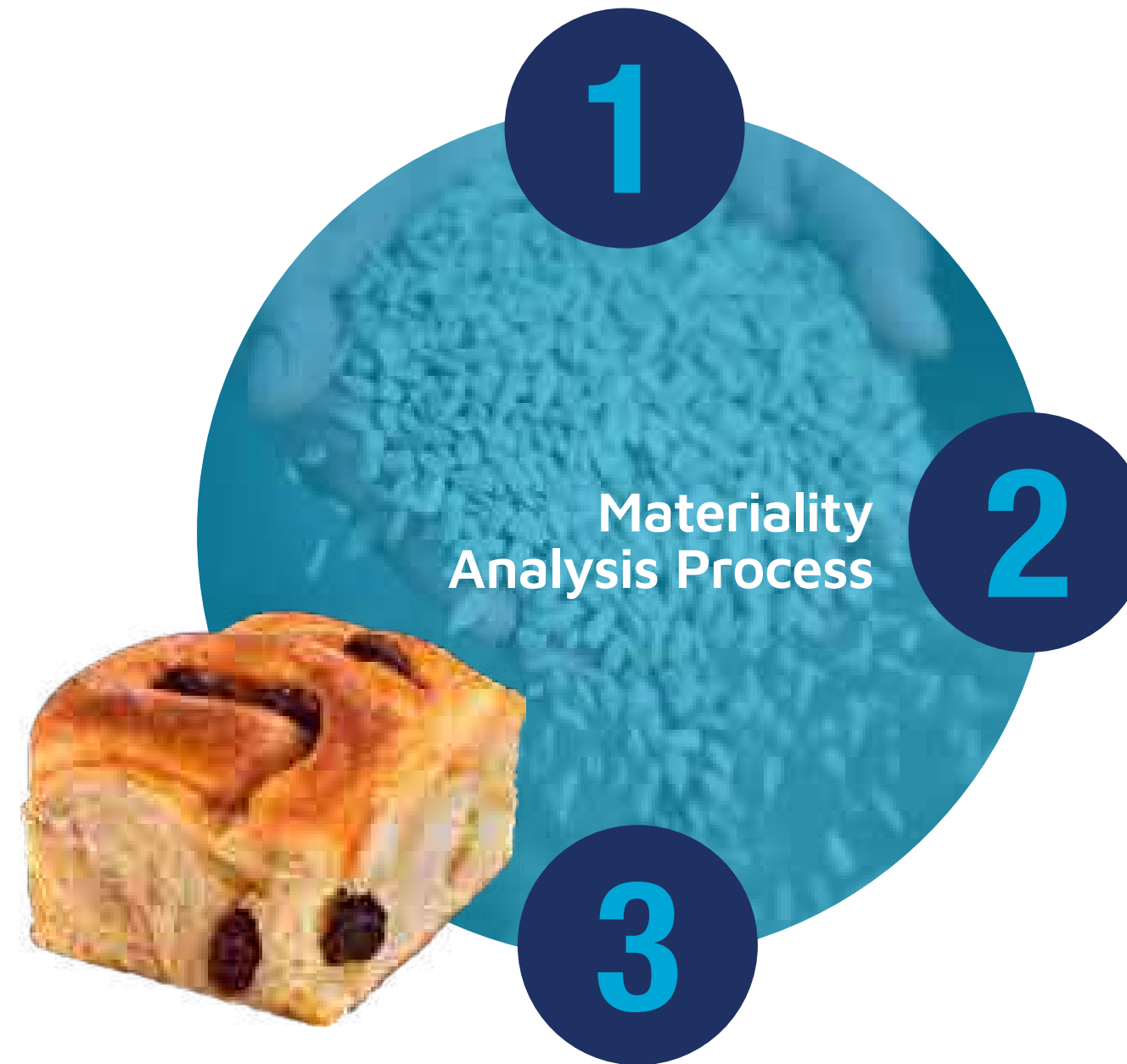
1. Study conducted by S&P Global

Materiality Analysis

The new exercise conducted in 2022, with the support of a group of expert advisors, integrated the double materiality approach for the first time, conducting an assessment that contemplates impact materiality (GRI standards) and financial materiality (SASB standards). In like manner, the consultation was extended to complementary groups: consumers, shareholders, authorities and governments, and new geographies were added: Canada and India, to financial year 2019.

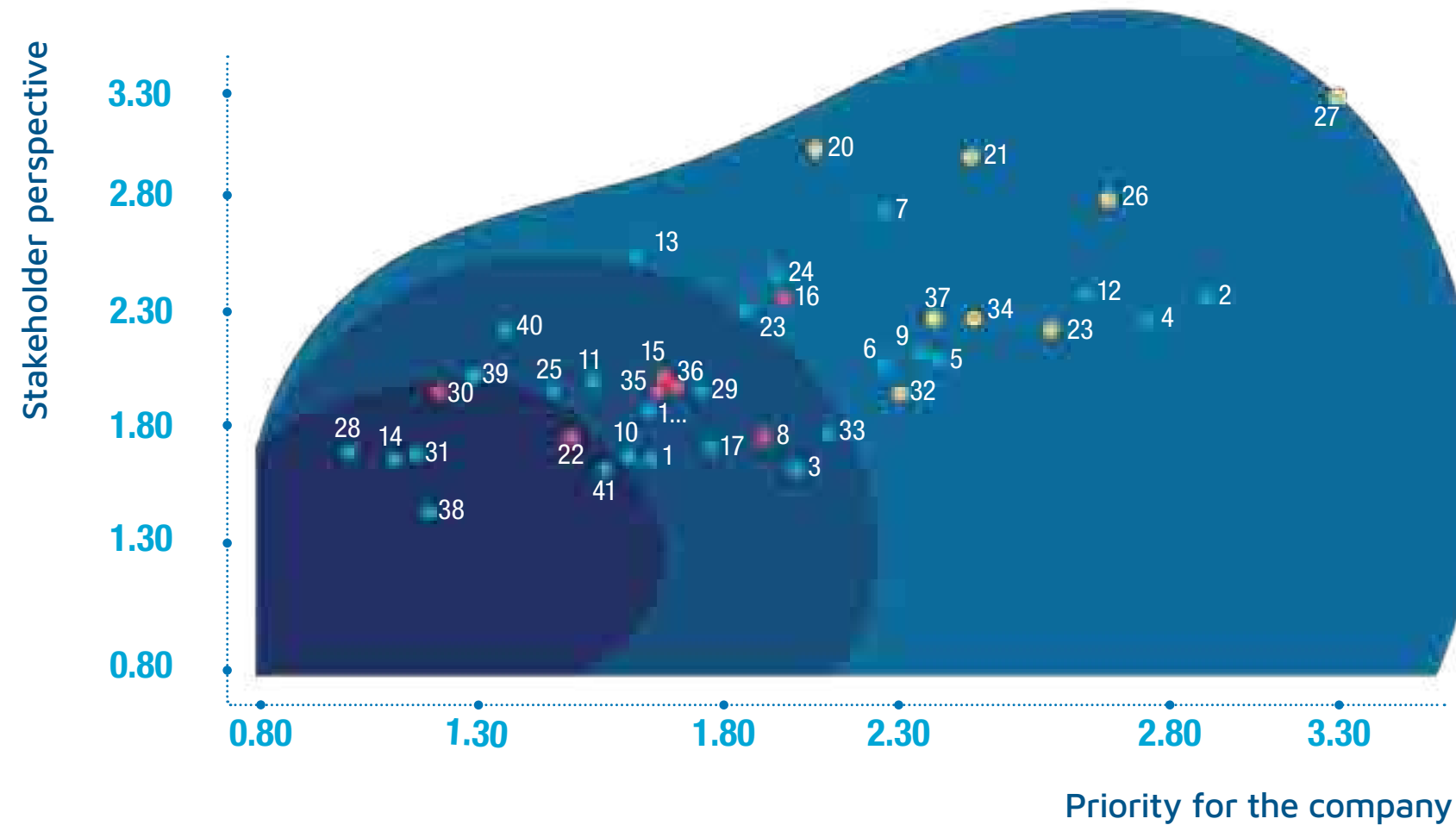
At Grupo Bimbo, we regularly update our analysis of materiality with a triple purpose:

- 1.** Further explore the relationship with our strategic stakeholders through direct consultations on their perception of the strengths and opportunities of the relationship, as well as progress in ESG (Environmental, Social and Governance) aspects. Communication is established through different channels to inform our groups about our performance.
- 2.** Determine the issues with the greatest environmental, social and financial impact.
- 3.** Define the main approaches to the sustainability strategy launched in 2021 and update it with our stakeholders' needs and expectations.



- 1. Identification / Review**
Identification of the set of potentially relevant topics, based on the existing base of the process in 2019, documentary reviews, risk analysis, market perspectives and a reference framework for relevant topics for companies in the sector.
- 2. Prioritization**
Prioritization of topics based on the opinion of the different relevant stakeholders and the company's strategic perspective.
- 3. Material Topics / Validation**
Construction of the global materiality matrix and validation of relevant topics with their respective correlation with the Sustainable Development Goals (SDG).

Globally integrated materiality matrix



N. Material Topics (16)	
27	Consumer experience
26	Safety and quality of products
21	Communication and responsible labeling
2	Organizational climate and culture
4	Diversity and equal opportunities
20	Innovation toward healthy products
12	Corporate governance
7	Ethics and integrity
19	Sustainable agriculture practices
34	Energy efficiency and renewable energy in processes
37	Sustainable packaging and the circular economy
5	Health, safety and wellness
24	Nutrition and a healthy lifestyle
9	Transparency and commitment to stakeholders (accountability)
32	Climate change adaptation and mitigation (physical risks)
13	Responsible management practices in the supply chain

N. Potentially Material Topics (18)	
16	Rural development and local supplies
6	Legal compliance
23	Safety in production and the value chain
33	Climate change adaptation and mitigation (transition risks)
29	SME development
15	Sustainable raw material supplies
36	Logistics and sustainable distribution
8	Responsible use of innovation and new technologies
35	Waste management
3	Compensation and benefits (associates)
40	Philanthropy and social investment
11	Relations with governments
18	Technology to improve the traceability of the supply chain
17	Human Rights in the supply chain
25	Health and wellness activities
1	Training and career development
39	Participation in the local community
30	Care and management of water

Socio-environmental Materiality

- Material Topics
- Potential Material Topics (short-term)
- Non-Material Topics

Financial Materiality

- Impact and Finance Material Topics
- 

As a result of this exercise, 16 primary material topics were identified, of which nine have double materiality.

N. Non-material Topics (7)	
10	Internal communication
22	Food waste
41	Attraction and retention of local talent
31	Biodiversity protection
14	Inclusion of sustainability aspects in company acquisition processes
28	Consumer data privacy
38	Environmental challenges

This new 2022 financial year allowed us to confirm that the resulting global material topics are directly related to the dimensions and lines of action established in our 2021 Sustainability Strategy.

Through strategy, objectives and goals, we identify, mitigate and manage real and potential negative impacts and maximize the positive impact through our performance, ensuring the creation of shared value for people, the planet and the communities where we operate.

PILLARS	LINES OF ACTION	MATERIAL TOPICS DOUBLE IMPACT
Baked For You	Best nutritional profiles for all	<ul style="list-style-type: none"> • Innovation toward healthy products • Nutrition and healthy lifestyle • Consumer experience • Safety and quality of products
	Transparent Sustainable Brands	<ul style="list-style-type: none"> • Communication and responsible labeling • Ethics and integrity • Transparency and commitment to stakeholders • Corporate governance • Responsible use of innovation and new technologies
	Enabling Healthier Plant Based Diets	<ul style="list-style-type: none"> • Innovation toward healthy products • Nutrition and healthy lifestyle • Sustainable sourcing of raw materials
Baked For Life	Strengthening Communities	<ul style="list-style-type: none"> • Rural development and local supplies
	Caring For Our People	<ul style="list-style-type: none"> • Organizational climate and culture • Diversity and equal opportunities • Health, safety and wellness
Baked For Nature	Zero waste	<ul style="list-style-type: none"> • Sustainable packaging and circular economy • Food waste • Waste management
	Regenerative agriculture	<ul style="list-style-type: none"> • Sustainable agriculture practices • Responsible management practices in the supply chain • Management and care of water
	Net zero carbon emissions	<ul style="list-style-type: none"> • Climate change adaptation and mitigation (physical risks) • Energy efficiency and renewable energy in processes • Logistics and sustainable distribution

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The SDGs provide a framework for collective action to address global issues such as poverty, gender equality and climate change.

Grupo Bimbo's sustainability strategy plays an important role in contributing to the achievement of these SDGs. It primarily contributes to nine of the 17 Sustainable Development Goals, having the greatest impact in SDG 2 (Zero Hunger) due to combining multiple areas of the strategy to maximize the positive impact.



SDG 2 – Zero Hunger

Improve the nutritional profile of products, providing nutritional education worldwide, optimizing our agricultural practices for the benefit of productivity and supporting small stores to provide better access to nutrition to consumers are some of our actions to contribute to Zero Hunger, as well as:

- Improve our products' nutritional profile through better and more nutritious recipes with natural ingredients.
- Provide nutritional education to millions of Grupo Bimbo consumers worldwide to help them make better decisions and lead healthier lives.
- Support vulnerable or at-risk groups by creating specific products that meet their concrete needs and provide healthy nutrition year-round.
- Work with smallholder farmers and key suppliers to improve farming practices and adopt regenerative agriculture techniques that help improve crop productivity, increase yields, and create more sustainable farming systems.
- Increase the variety of grains and ingredients used in Grupo Bimbo products to help create a more resilient, diverse and equitable agricultural system.
- Support small shopkeepers and other partners to provide better nutritional access to consumers globally that helps reduce malnutrition in local communities, especially the groups most at-risk.



SDG 3 – Good Health and Wellbeing

- Promote healthy lifestyles and the associates' well-being at all facilities worldwide and ensure safe operations supporting human health.



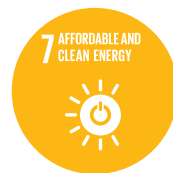
SDG 5 – Gender Equality

- Build a safe, healthy, diverse, equitable and inclusive workplace for all associates.
- Promote the representation of women and other minority groups at risk of exclusion.



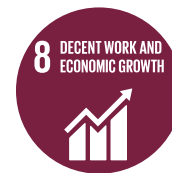
SDG 6 – Clean Water and Sanitation

- Reduce the use of water in all operations to ensure its conservation
- Ensure that agricultural practices maximize water stewardship and efficiency
- Ensure all plants and sites have wastewater treatment processes to ensure safe waste or reuse



SDG 7 – Affordable and Clean Energy

- Work toward 100% of operations running on renewable electricity
- Reduce dependence on fossil fuels and reduce CO₂ emissions in all operations



SDG 8 – Decent Work and Economic Growth

- Foster a work environment that is diverse, inclusive, and accessible to associates with disabilities
- Ensure no forced or child labor violations exist in the value chain



SDG 12 – Responsible Consumption and Production

- Support a circular economy through sustainable packaging and programs to reduce food waste by 50%
- Support responsible diets by increasing plant-based ingredients in product formulations
- Update the list of restricted hazardous substances and chemicals



SDG 13 – Climate Action

- Reduce carbon emissions and sequester emissions without abating to achieve net zero emissions
- Work to increase community resilience and adaptability to the effects of climate change through the Good Neighbor program



SDG 16 – Peace, Justice and Strong Institutions

- Ensure responsible business throughout the Grupo Bimbo value chain through our ethics and Code of Conduct



ASSOCIATIONS

INTERNATIONAL

Alianza latinoamericana de Asociaciones de la Industria de Alimentos y Bebidas (ALAIAB), Centro Integral de Mejoramiento de Maíz y el Trigo (CIMMYT), Consumer Goods Forum (CGF), Earthworm Foundation, International Food and Beverage Alliance (IFBA), Roundtable on Sustainable Palm Oil (RSPO), World Federation of Advertisers (WFA), Asociación de Industrias de Chocolate, Galletas y Confeitería de Europa (CAOBISCO), Asociación Internacional de panaderías (AIBI) MÉXICO, Asociación Mexicana de Energía Solar (ASOLMEX), Asociación Nacional de Fabricantes de Chocolates, Dulces y Similares A.C. (ASCHOCO), Asociación Nacional de Tiendas de Autoservicio y Departamentales (ANTAD), Asociación Nacional de Transporte Privado (ANTP), Cámara de la Industria de Transformación Nuevo León (CAINTRA), Cámara Nacional de la Industria de la Transformación (CANACINTRA), Cámara Nacional de la Industria Panificadora y Similares de México (CANAINPA), Cámara Nacional de Maíz Industrializado (CANAMI), Centro Mexicano para la Filantropía (CEMEFI), Comisión de Estudios del Sector Privado para el Desarrollo Sustentable (CESPEDES), Confederación de Cámaras Industriales de los Estados Unidos Mexicanos (CONCAMIN), Confederación Patronal de la República Mexicana (COPARMEX), Consejo Coordinador Empresarial (CCE), Consejo de Autorregulación y Ética Publicitaria (CONAR), Consejo de la Comunicación, Consejo Mexicano de Asuntos Internacionales (COMEXI), Consejo Mexicano de la Industria de Productos de Consumo (ConMexico), Consejo Mexicano de Negocios (CMN), Consejo Nacional Agropecuario (CNA), Consejo para el Desarrollo del Comercio en Pequeño y la Empresa Familiar (ConComercioPequeño), Ecología y Compromiso Empresarial (ECOCE), Fundación Mexicana para la Salud (FUNSALUD), International Chamber of Commerce (ICC), Unión Social de Empresarios de México (USEM) **ARGENTINA:** Asociación Cristiana de Dirigentes de Empresa (ACDE), Asociación de Industrias de Marca (ADIM), Cámara de Industriales de Productos Alimenticios (CIPA), Coordinadora de las Industrias de Productos Alimenticios (COPAL) **BRAZIL:** Brazilian Advertisers Association (ABA), Brazilian Biscuit, Pasta and Bread Industry Association (ABIMAPI), Brazil Foodservice Institute (IFB), Brazilian Food & Industry Association (ABIA) **CANADA:** Advertising Standards Canada (ASC), Alberta Association of Safety Partnerships, British Columbia Food & Beverage, Canada Plastics Pact, Canadian Aboriginal and Minority Supplier Council (CAMSC), Canadian Association of Importers and Exporters, Canadian Franchise Association, Cereals Canada, Chambre de Commerce et d'Industrie Nouvelle-Beauce, Conseil Trans Alimentaire du Quebec (CTAQ), Food & Beverage Canada, Food & Beverage Ontario, Hamilton Chamber of Commerce, WeConnect International. **CHILE:** Asociación de Alimentos y Bebidas de Chile, Asociación Gremial de Industrias Proveedoras, Cámara de Integración Chileno-Mexicana, Chile Alimentos, Unión Social de mpresarios Cristianos **CHINA:** AmCham China, China Association of Bakery and Confectionery Industry, China Association of Enterprises with Foreign Investment, Tianjin Association of Enterprises with Foreign Investment, Wuhan Association of Enterprises with Foreign Investment **SOUTH KOREA:** Chungnam Bukbu Chamber of Commerce and Industry, Korea Chamber of Commerce and Industry **COSTA RICA:** Cámara Costarricense de Industrias Alimenticias (CACIA), Cámara de Exportadores de Costa Rica, Cámara de Industria Costa Rica-México (CICOMEX), Cámara de Industrias de Costa Rica **ECUADOR:** Asociación Nacional de Fabricantes de Alimentos y Bebidas (ANFAB), Cámara Binacional de Comercio Ecuador-México (COMECUAMEX), Cámara de Comercio de Guayaquil, Cámara de Comercio de Quito, Cámara de Industrias de Guayaquil, Cámara Ecuatoriano Americana de Comercio Guayaquil EE.UU., American Association of Cereal Chemists (AACC), American Bakers Association (ABA), American Society of Baking (ASB), Consumer Brands Association (CBA), Food Marketing Institute (FMI), Institute of Food Technologies (IFT), Muskingum Valley Human Resources Association, Ohio Trucking Association, Orangeburg County Chamber Commerce, Pennsylvania Chamber of Business, Research Chefs Association, Society of Human Resources Association, The Association of Food and Dairy Retailers, Wholesalers and Manufacturers, Wheat Quality Council, Workers Compensation Research Institute, Zanesville/Muskingum Chamber of Commerce **EL SALVADOR:** Asociación de Líderes del Talento Humano (ALTHES), Asociación Salvadoreña de Industriales (ASI), Cámara de Comercio e Industria de El Salvador, Consultores para el Desarrollo Empresarial (COPADES) El Salvador, Fundación Empresarial para la Acción Social (FUNDEMÁS) **SPAIN:** Asociación de Fabricantes y Distribuidores (AECOC), Asociación Española de la Industria de Panadería, Bollería y Pastelería (ASEMAC), Asociación Española del Dulce (PRODULCE), Asociación Multisectorial de Empresas (AME), El Valor de la Marca (PROMARCA), Federación Española de Industrias de Alimentación y Bebidas (FIAB) FRANCIA, ARIA-Regional Association of Food Industry, Fédération des Entreprises de Boulangerie/Pâtisserie (FEB) **GUATEMALA:** Asociación Guatemalteca de Exportadores (AGEXPORT), Cámara de Comercio de Guatemala, Cámara de Comercio e Industria Guatemalteco Mexicana (CAMEX), Cámara de Comercio Guatemalteco Americana (AMCHAM) Cámara de Industria de Guatemala, Gremial de Alimentos y Bebidas de Guatemala **HONDURAS:** Asociación Nacional de Industriales de Honduras, Cámara de Comercio e Industria de Cortés (CCIC), Cámara de Comercio e Industria de Tegucigalpa **ITALY:** Confindustria-Italian Association of manufacturing companies **NICARAGUA:** Cámara de Comercio e Industria Mexicana (CAMEXNIC), Cámara de Comercio y Servicio de Nicaragua **PANAMA:** Asociación Panameña de Crédito, Cámara de Comercio e Industrias de Panamá, Cámara Mexicana en Panamá **PARAGUAY:** Sociedad Nacional de Industrias, Unión Industrial Paraguaya **PERU:** Asociación Peruana de Empresas de Consumo Masivo (APECOM), Cámara de Comercio Peruano Mexicana **PORTUGAL:** Asociación Portuguesa de Empresas de Productos de Marca (CENTROMARCA), Federación Portuguesa de Alimentación y Bebidas (FIPA) **SOUTH AFRICA:** SA National Halaal, South African Chamber of Baking, Union of orthodox **TURKEY:** Chamber of Food Engineers, Gebze Chamber of Commerce, Istanbul Mercantile Exchange, Kocaeli Chamber of Industry **UKRAIN:** Dnepropetrovsk Chamber of Commerce and Industry, European Business Association **URUGUAY:** Cámara de Industrias del Uruguay (CIU), Cámara Industrial de Alimentos (CIALI), Centro de Industriales Panaderos del Uruguay (CIPU)

RECOGNITIONS

For BBU

- EPA Green Power Partner
- EPA Green Power Leadership Award
- EPA Energy Star Challenge
- EPA Energy Star Certification
- Energy Star Partner of the Year
- Colorado Green

In Mexico

- Clean Industry 1
- Clean Industry 2
- Merco ESG Responsibility

In Canadá

- Energy Star for Industry Certification
- Energy Star for Industry Certification
- Energy Star for Industry Certification

- Energy Star for Industry Certification
- Top Project of the Year - 2022
- Emerging Sustainability Leader - Jeff Robertson
- Bronze Medal - Advertising Category (Digital)
- IDEA 2022 Awards - Vidéo / Films publicitaires - 30 secondes (pièce unique)
- IDEA 2022 Awards - Réalisation - Film publicitaire
- IDEA 2022 Awards - Effets spéciaux
- IDEA 2022 Awards - Vidéo / Films publicitaires - Moins de 15 secondes (campagne)
- IDEA 2022 Awards - Affichage / Affichage grand format (pièce unique)
- IDEA 2022 Awards - Autres / Campagne intégrée
- IDEA 2022 Awards - Meilleure utilisation de l'affichage (panneaux imprimés et numériques)

- IDEA 2022 Awards - Affichage / Affichage de proximité (campagne)
- IDEA 2022 Awards - Numérique / Campagne numérique
- Excellence in Community Service
- Excellence in Corporate Social Responsibility (Ethical And Environmental Responsibility)
- Best New Product Award - Oroweat Organic 22 Grain
- Best New Product Award - Dempster's Signature Bagels
- Best New Product Award - Dempster's Chickpea Tortillas
- Best New Product Award - Takis Dragon Sweet Chili
- Best New Product Award - Sara Lee Little Bites Party Cake Mini Muffins
- 2022 Excellence Awardee - Best Corporate Social Responsibility Strategy

- Star Women in Grocery - Sylvia Sicuso
- Impact Award - Supporting Employees Category

In LAS

- Reconocimiento a las mejores Prácticas Empresariales que contribuyen a las ODS
- Reconocimiento a las mejores Prácticas Empresariales que contribuyen a las ODS
- Great Place to work Argentina
- Marca empleadora 2o lugar Uruguay
- 1er puesto Programa Lima Inclusiva - Bimbo Perú

In BQ EMEA

- Türkiye bakery for SME with best Environmental Management
- Türkiye bakery for SME with best Productivity Management

EMEA

- Certificación ISO 14001 EMEA (Rotherdam, Maidstone, Las Mercedes)
- Certificación ISO 14001 India (Modern)

OUR
FINANCIAL
results



FINANCIAL RESULTS

NET SALES
CAGR 2012-2022:
8.7%

**Record levels in
Net Sales and
Profits**



Points of Sale	+2.2 M	+3.3 M
Countries	19	33
Bakeries and Plants	154	204
Associates	+125 K	+139 K

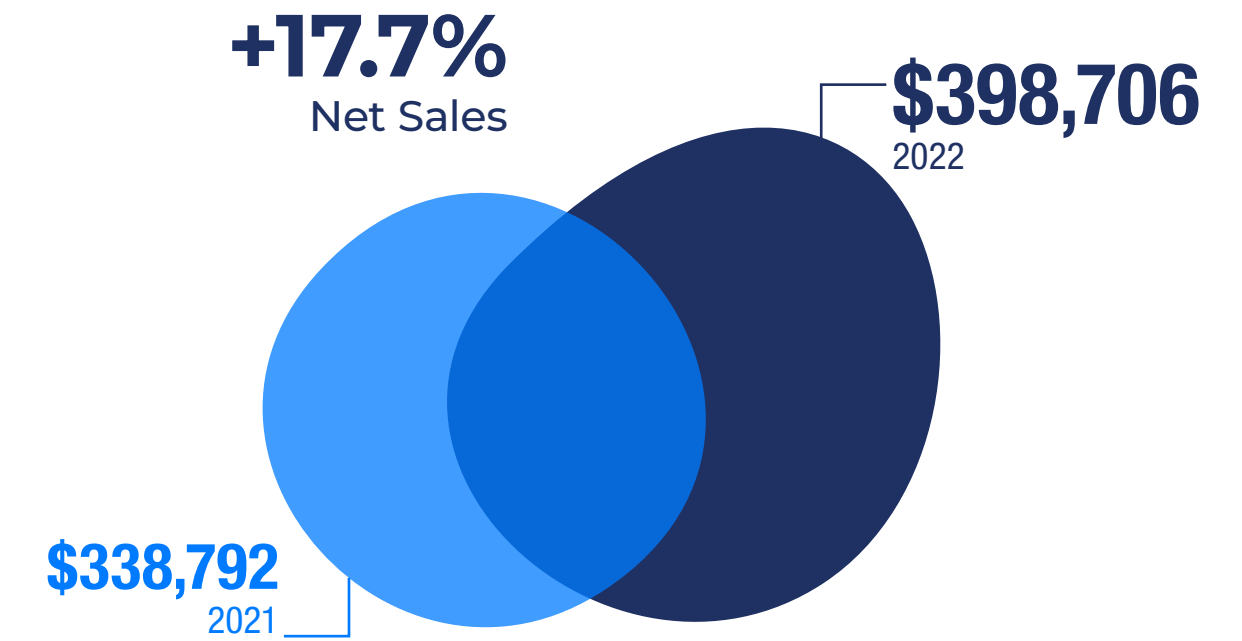
“2022 was a remarkable year with historic financial performance. We reached \$19.8 billion dollars in Net Sales and \$2.7 billion dollars in EBITDA, posting 10% and 12% 10-year CAGR, respectively. We saw market share gains in most categories, made record CAPEX investments, fine-tuned our strategic focus on grain-based foods, successfully turned around Argentina and Brazil, and we launched our sustainability strategy.”

Daniel Servitje,
Chairman and CEO

FINANCIAL PERFORMANCE

NET SALES

2022 Net Sales reached a record level at Ps. 398,706 million, an increase of 17.7%, mainly attributable to strong price/mix and volume across every region, which was partially offset by FX rate effect. Excluding this effect, Net Sales increased 20.6%.



North America¹

Net Sales in North America in US dollars terms grew 18.4%, mainly reflecting the successful implementation of the pricing strategy across categories and channels. Net Sales also benefited from an extra week of sales compared to prior year. Snacks, Premium and Mainstream bread, and Sweet Baked Goods categories outperformed, with continued solid market share performance in multiple categories.

Mexico²

Net Sales increased 19.5%, attributable to favorable price/product mix performance and price increases. Every channel posted double-digit growth, most notably the convenience, retail, and traditional channels, as did the snacks, sweet baked goods, snack cakes, cookies, and bread categories.

Latin America³

Net Sales increased 23.5% in peso terms. Excluding the FX rate effect, Net Sales increased by 36.4%, mainly due to favorable price/mix and strong volume performance. Almost every country posted double-digit growth in local currency, highlighting Brazil, Colombia, Argentina and Chile. To a lesser extent, sales growth was also benefited by the inorganic contribution from the acquisition of Aryzta do Brasil.

EAA⁴

Net Sales increased 9.8% in peso terms. Excluding the FX rate effect, Net Sales increased 21.3%. Primarily reflecting pricing actions and volume growth across most countries in the region, as well as the incremental sales from the acquisition of St. Pierre. This was partially offset by a continued challenging Covid environment in China.

¹ The North American region includes the results of operations in the United States and Canada.
² Inter-company transactions have been removed from Mexico.
³ The Latin America region includes the results of operations in Central and South America.
⁴ The EAA region includes the results of operations in Europe, Asia and Africa.

GROSS PROFIT

Gross Profit increased 13.4%, while the margin contracted 200 basis points to 51.5%, mainly due to higher raw material costs.

OPERATING INCOME

For the full year, Operating Income grew 64.8% and the margin expanded 390 basis points, mainly due a non-cash benefit of US \$934 million from the adjustment to the MEPPs liability, the above-mentioned strong sales performance and productivity savings across every region despite the inflationary environment. This was partially offset by the abovementioned effects.

ADJUSTED EBITDA

Adjusted EBITDA reached a record level at Ps. 53,455 million an increase of 12.8%, while the margin contracted 60 basis points, primarily attributable to the abovementioned higher cost of sales, partially offset by the strong sales performance globally.

North America

The 120 basis point margin contraction in North America was mainly due to a higher inflationary environment, including commodities and labor costs. This was partially offset by pricing, favorable product mix and productivity benefits from past restructuring investments.

Mexico

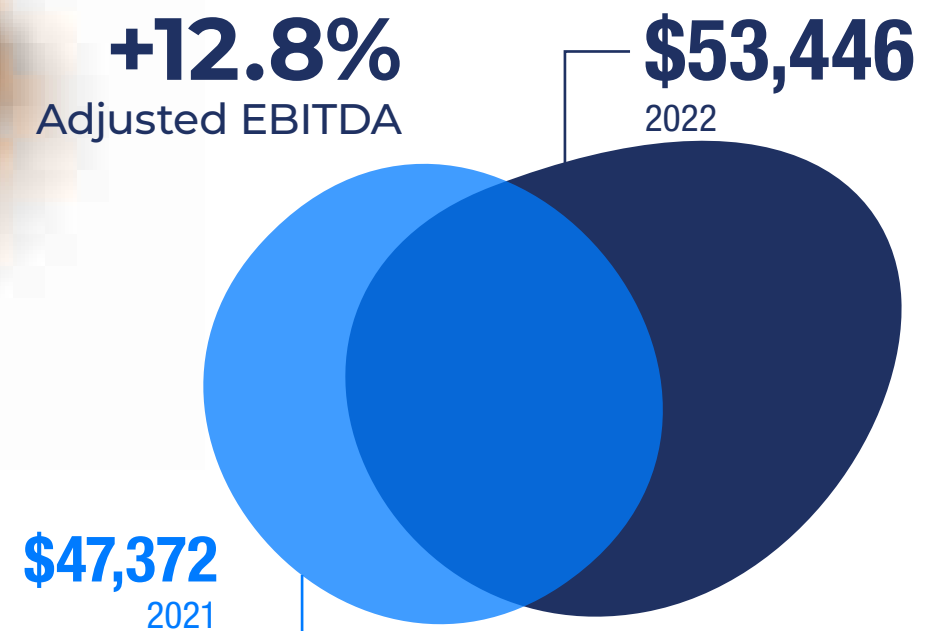
In Mexico, the margin contracted 110 basis points, mainly attributable to higher raw material costs. This was partially offset by strong sales performance, the favorable product and category mix, and distribution and administrative expenses efficiencies.

Latin America

The margin expanded 270 basis points, primarily due to strong sales performance across all organizations, an improved product mix, productivity gains throughout the supply chain, and strong results in Brazil and Argentina.

EAA

EAA posted a 90 basis point margin contraction, mainly due to higher raw material costs, FX headwinds and negative product mix effect in Iberia, as well as weak results in China.



*Note: Multi-Employer Pension Plans ("MEPPs")

COMPREHENSIVE FINANCING COST

Comprehensive Financing Cost totaled Ps. 2,916 million, a 33.4% increase when compared to the fourth quarter of 2021, attributable to higher exchange loss and interest expenses.

NET MAJORITY INCOME

Net Majority Income rose 194.7% and the margin expanded 710 basis points, due to the strong sales and operating performance, the divestiture of Ricolino, the positive effect of MEPPs, and a lower effective tax rate which stood at 31.3%. Excluding these effects, Net Majority Income increased 21.4% and the margin expanded 20 basis points.

FINANCIAL STRUCTURE

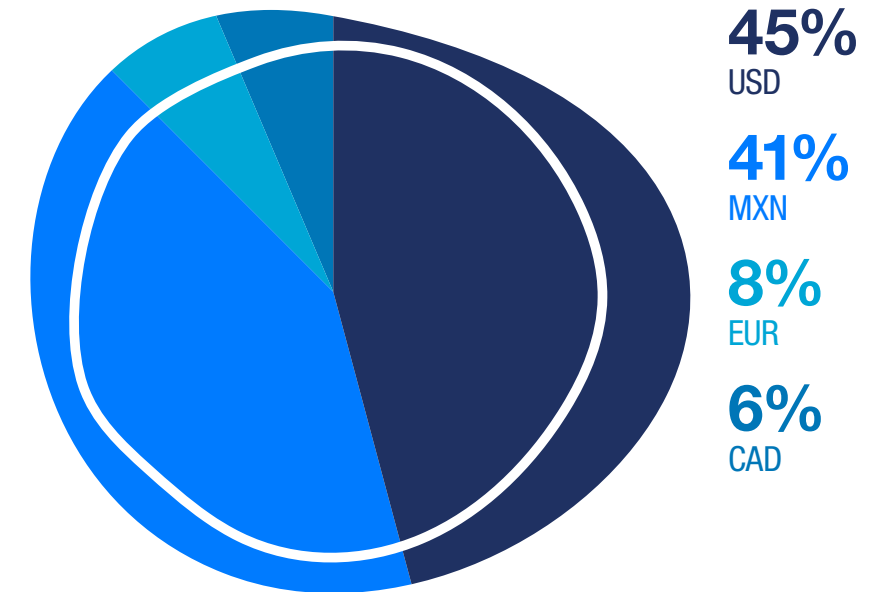
Total Debt on December 31, 2022, was Ps. 84 billion, compared to Ps. 93 billion on December 31, 2021. The decrease was primarily due to the prepayment of debt using the proceeds from Ricolino and the FX rate effect.

Average debt maturity was 14.1 years with an average cost of 6.0%. Long-term Debt comprised 92% of the total; 45% of the debt was denominated in US dollars, 41% in Mexican pesos, 8% in Euros and 6% in Canadian dollars.

The Net Debt to Adjusted EBIT-DA ratio, which does not consider the effect of IFRS16, was 1.5 times, compared to 2.0 times on December 31, 2021.

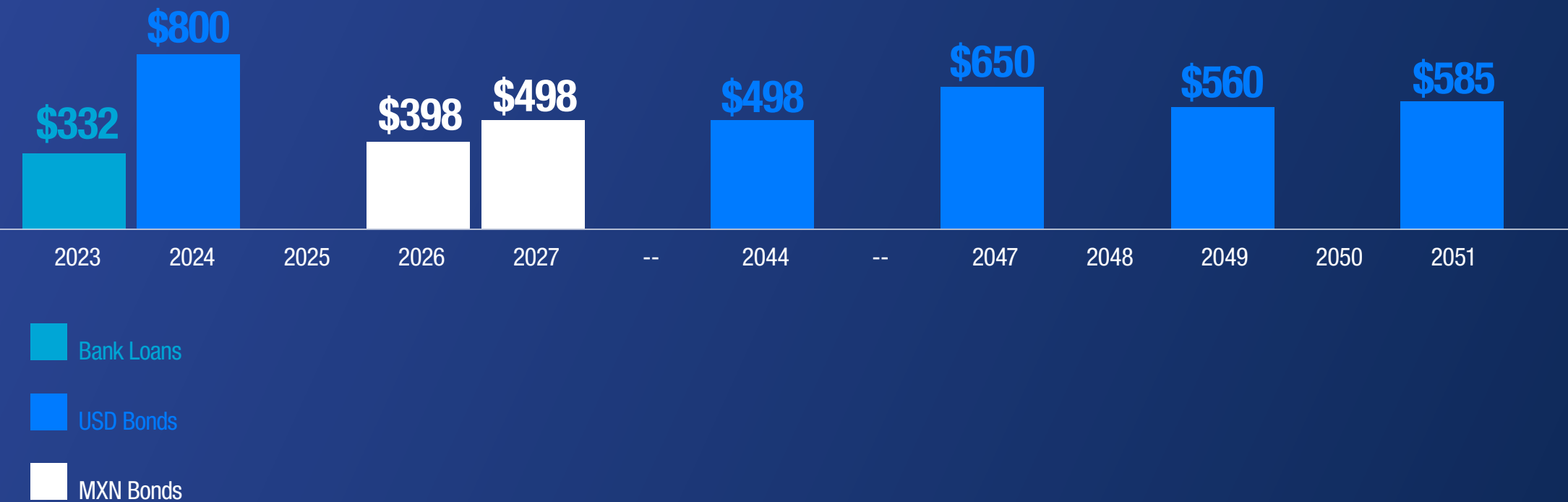


Currency Mix



AMORTIZATION PROFILE

(MILLIONS OF US DOLLARS)



“I’m very proud of the impressive hard work of our teams to navigate under difficult conditions, with a successful implementation of pricing actions, an excellent execution at the point of sale and delivering better-than-expected results. After a year of outstanding results, we start 2023 well-positioned to reach our plan, with continued investments in key strategic opportunities for sustainable growth.”

Diego Gaxiola,
CFO

*Note: Does not include US \$56 mm of long-term debt at subsidiary level. Includes 30-year issuance by BBU

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors and Shareholders of
Grupo Bimbo, S.A.B. de C.V. and Subsidiaries

Opinion

We have audited the accompanying consolidated financial statements of Grupo Bimbo, S.A.B. de C.V. and Subsidiaries (the Company), which comprise the consolidated statement of financial position as of December 31, 2022, 2021 and 2020, and the consolidated statements of profit or loss, consolidated statements of other comprehensive income, consolidated statements of changes in equity and consolidated statements of cash flows for the years then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of Grupo Bimbo, S.A.B. de C.V. and Subsidiaries as of December 31, 2022, 2021 and 2020, and its consolidated results and cash flows for the years then ended in accordance with International Financial Reporting Standards (IFRS).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and the ethical requirements that are relevant to our audit of the consolidated financial statements in Mexico in accordance with the Código de Ética Profesional del Instituto Mexicano de Contadores Públicos (IMCP Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements as of December 31, 2022. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the “Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements” section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the accompanying consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying consolidated financial statements

Assessment of impairment in the value of goodwill and intangible assets with indefinite useful lives

Description of key audit matter

As described in Notes 11 and 12 to the consolidated financial statements, the Company recognized goodwill and intangible assets of \$127,147 million as of December 31, 2022. Impairment exists when the carrying amount of an asset or cash generating unit (CGU) exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use. Goodwill and intangible assets with indefinite useful lives are tested for impairment annually at the cash generating unit level.

The analysis of impairment in the value of goodwill and intangible assets with indefinite useful lives was significant to our audit since the value of such assets is significant with respect to the consolidated financial statements. In addition, the calculation of the recoverable value of the assets requires significant and complex judgements and estimates by management, that are sensitive to the weighted average cost of capital rate, the revenue growth rate and operating margins, which are affected by future economic and market conditions, particularly in emerging economies. In addition, the calculation of the recoverable amount is subject to the risk that the future cash flows used in the calculation may differ from the expected amounts, or the results may be different from the originally estimated values.

How our audit addressed the key audit matter

Among other audit procedures applied, we involved our internal valuation specialists to assist us in the assessment of the key assumptions and methods used by Company management in the impairment testing.

We also assessed the key assumptions used by management in preparing financial projections, primarily with regard to the annual revenue growth rates and projections of costs, along with other key assumptions used to prepare the impairment tests, and we compared them with publicly available information obtained from market participants, current and historical results and relevant industry trends.

We obtained the business plans that the Company used as a basis to determine its future cash flow estimates for the impairment testing of the CGUs within the audit scope.

We assessed the reasonableness of the disclosures included in the Company’s consolidated financial statements.

Business combinations

Description of the key audit matter

As described in Note 1 to the consolidated financial statements, during 2022 the Company finalized the distribution of the purchase price of the net assets acquired in business combinations of the previous year, with an adjustment to the preliminary distribution of \$356 million.

We consider that the definitive allocation of the purchase price in business combinations is a key audit matter due to the complexity of the key assumptions used in estimating the fair value of the assets acquired, determining the discount rate and measuring the assets identified as part of the transaction. The fair value determination is sensitive to assumptions used by management and financial projections, discount rates and other assumptions used in fair value measurement models

How our audit addressed the key audit matter

For business combinations in 2022 for which the Company completed the definitive allocation of the purchase price among the net assets acquired, among other procedures, we involved our internal valuation specialists to assist in the assessment of the key assumptions and methodology used by the Company management, primarily in determining the fair value of property, plant and equipment, and intangible assets with definite and indefinite useful lives.

We also assessed the key assumptions used by management, with regard to the annual growth rates and cost projections, along with other key assumptions used in measuring the fair value of intangible assets and we compared them with publicly available information obtained from market participants and relevant industry trends.

We obtained the business plans that the Company used as a basis to determine its future cash flow estimates for the fair value measurement of intangible assets.

We assessed the reasonableness of the disclosures regarding the Company's business combinations in the consolidated financial statements.

Sale of the confectionery business

Description of key audit matter

As disclosed in Notes 1 and 24 to the consolidated financial statements, on 1 November 2022, the Company completed the sale of its confectionery business for Ps. 25,797 million, which included the sale of shares of the subsidiaries engaged in the confectionery business, as well as their trademarks.

We consider the financial effects of the discontinued operation from the sale of the confectionery business to be a key audit matter due to its impact on recognition, presentation and disclosure in the consolidated financial statements, as well as its tax effects.

How our audit addressed the key audit matter

We analyzed the calculation of the financial impact generated by this transaction, including the profit earned and the respective tax effects, accounting cost and consideration received, among others.

We involved our internal tax specialists in the review of the methodology used by Company management to calculate the corresponding tax effects.

We also evaluated the reasonableness of the Company's recognition, presentation and disclosure of discontinued operations in the consolidated financial statements as at 31 December 2022.

Other information included in the 2022 annual report of the Company

The other information comprises the information included in the annual report filed with the National Banking and Securities Commission (CNBV, by its acronym in Spanish) and the annual report submitted to the shareholders but does not include the consolidated financial statements and our auditor's report thereon. We expect to obtain the other information after the date of this auditor's report. Management is responsible for the other information

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read and consider the Annual Report filed with the CNBV and the annual report submitted to the shareholders, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and to issue a statement on the Annual Report required by the CNBV that contains a description of the matter.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the accompanying consolidated financial statements in accordance with IFRS, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Audit and Corporate Practices Committee is responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements

As part of an audit in accordance with ISA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the Company’s financial information of the entities or business activities to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion

We communicate with the Audit and Corporate Practices Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Audit and Corporate Practices Committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the Audit and Corporate Practices Committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor’s report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The partner in charge of the audit resulting in this independent auditor’s report is the undersigned.

Mancera, S.C.
A Member Practice of
Ernst & Young Global Limited



Adán Aranda Suárez
Mexico City, Mexico April 5, 2023

AUDIT COMMITTEE LETTERS AND CORPORATE PRACTICES

Mexico City, April 4th, 2023

To the Board of Directors of Grupo Bimbo, S.A.B. de C.V

In my capacity as chairman of the Audit and Corporate Practices Committee (the "Committee") of Grupo Bimbo, S.A.B. de C.V. (the "Company"), and in accordance with point e), section II of Article 42 of the Securities Market Act, I hereby present you the opinion of the Committee regarding the content of the report of the Chief Executive Officer regarding the financial situation and results of the Company for the year ended December 31, 2022

In the opinion of the Committee, the accounting and information policies and criteria followed by the Company and used to prepare the consolidated financial information are appropriate and sufficient, and consistent with international financial reporting standards. Therefore, the consolidated financial information presented by the Chief Executive Officer reasonably reflects the financial situation and results of the Company as of December 31 2022 and for the year ended on that date.

Sincerely,



Edmundo Vallejo Venegas

Chairman of the Audit and Corporate Practices Committee of Grupo Bimbo, SA.B. de C.V.

Mexico City, April 4th, 2023

To the Board of Directors of Grupo Bimbo, S.A.B. de C.V.

Dear members of the Board of Directors.

To comply with the "Ley del Mercado de Valores", the charters of the Company and the Regulations of the Audit and Corporate Practices Committee of Grupo Bimbo, S.A.B. de C.V. ("the Group", "the Company", "the Society"), I submit to you the report of the activities carried out by the Audit and Corporate Practices Committee ("the Committee") during the year ended on December 31, 2022. During the development of our work, we kept in mind the recommendations established in the Code of Best Corporate Practices.

Based on the previously approved work program, the Committee met seven times in the year, and we vented the issues that we are legally bound by law and conduct the activities that I describe below:

INTERNAL CONTROL

We ensure that management has established the general guidelines on internal control as well as the necessary processes for its application and compliance, with the help of both Internal and External Auditors. Additionally, we followed up on the observations developed in this regard by both audit bodies in the performance of their work.

Those responsible for the Administration presented us with the action plans corresponding to the observations derived from the internal audits, in such a way that the contact with them was frequent and their responses satisfactory.

The Committee learned about the functions of the Global Internal Control and Risk Management Department during the year, who presented the consulting work conducted by the firm Deloitte on the evaluation of the activities of that department in terms of governance structure, control selfassessment process, risk assessment, global policies and regulations. He also reported on the progress of the implementation of the Control Self-Assessment model, as well as the progress of the regulatory compliance project related to properties at risk of closure due to lack of regulatory permits. Finally, he was informed about the progress of the Identity and Access (IAM) project that is already functional and is implemented in the operations of Mexico, BBU and Bimbo Canada.

CODE OF ETHICS

With the support of both Internal Audit and other instances of the company, we ensure the degree of compliance, by its staff, with the Code of Ethics in force in the Group.

We learned about the results and outstanding topics in the contact line for the Group's associates. The Administration let us know of the actions they took in such cases.

EXTERNAL AUDIT

We were in constant contact with the representative of the firm EY to follow up on the relevant matters and learn about the activities conducted during the year, in conjunction with the Company's Management. The audit of the consolidated financial statements as of December 31, 2022, was completed and the opinion was clean.

We approved the contract and fees for these services for the years 2022 and 2023, including those related to the additional fees for the growth of the Group and other permitted services. We ensured that such payments did not interfere with their independence.

The external auditors presented us, and the Committee approved, their approach and work program and the areas of interaction with the Group's Internal Audit Department.

The external auditors asked this committee about the knowledge of relevant fraud, complaints about financial information, concerns about transactions of related parties and/or knowledge of possible violations of laws or regulations, to which the Committee gave a negative answer to these questions.

We maintained direct and close communication with the external auditors, and they informed us quarterly of the progress of their work, the observations they had and we took note of their comments on the quarterly and annual financial statements. We learned in a timely manner its conclusions and reports on the annual financial statements.

We review the contents in a timely manner of the Communication prior to the issuance of the External Audit Report (or Report of the Independent Auditors) made in accordance with International Standards on Auditing on the Company's consolidated financial statements as of December 31, 2022 and for the year ended then, which have been prepared in accordance with International Financial Reporting Standard (hereinafter IFRS), issued by the Company's Independent External Auditor and legal representative of Mancera, S.C. (or EY Mexico), in order to comply with the provisions of Article 35 of the General Provisions Applicable to Entities and Issuers Supervised by the National Banking and Securities Commission that Contract External Audit Services of Basic Financial Statements (hereinafter Provisions, Single Circular of External Auditors or CUAE).

We evaluated the services provided by the firm of external auditors, corresponding to the year 2022 and we knew the preliminary financial statements in a timely manner.

Finally, it was reported that EY in conjunction with the management, reached an agreement to renew for five more years the external audit services for Grupo Bimbo. Based on this agreement, the board was asked to approve the renewal of EY as an external auditor.

EY also introduced Enrique García C., partner of the EY audit area to the Audit Committee, who will be the partner responsible for Bimbo's account from 2023 until 2027.

INTERNAL AUDIT

The audit plan for 2023 was approved, corresponding to a total of 468 projects in 31 countries, which represents a 5% increase compared to the number of projects in 2022 and covers 11% of the auditable universe of Grupo Bimbo, which consists of 45% of the total bakeries and snacks, 42% of all distribution centers; 31% of all legal entities and 3% of all sales centers. To comply with the Audit Plan, the Management has 119 auditors and 5 trainees and the collaboration with PwC for a cosourcing in India with 10 auditors.

At each session of this Committee, we receive and adopt periodic progress reports on the approved program of work. We followed up on the observations and suggestions made by Internal Audit and made sure that the administration solved the internal control deviations indicated, so we consider that the state of said system is reasonably correct.

We authorize the annual training plan for area personnel and ensure its effectiveness. Several firms of specialized professionals actively participate in this plan, in such a way that the topics covered keep the members of this function updated.

In accordance with compliance with the Standards for the Professional Practice of Internal Auditing, this Committee approved the update to the Internal Audit Charter of Grupo Bimbo, the Audit VP confirmed to the Committee the independence of the internal audit activity, there were no relevant risks assumed by the operation that this Committee had to know and the conflicts that currently occur with the auditors of the department and the Plan for its mitigation.

SECURITY

The Global Head of Security and Assets reported on major security developments during the year across organizations. Special attention is given in the countries of Mexico and the Central Latin American region.

INFORMATION TECHNOLOGIES

The Global Business Technology Department presented the company's cybersecurity strategy, as well as the actions that have been taken to improve the group's security systems which generated favorable comments from the committee.

FINANCIAL INFORMATION AND ACCOUNTING POLICIES

Together with the persons responsible for the preparation of the quarterly and annual financial statements of the company, we knew about them, reviewed them, and recommended their approval to the Board of Directors and granted the authorization to be published. To carry out this process, we considered the opinion and observations issued by the external auditors.

The Committee approved, at the request of the Global Comptroller's Office, the company's accounting policies for 2022, which have not undergone significant changes compared to 2021. The only changes correspond to the change of the estimate of the useful life of wood displays in BBU from 2 to 5 years and the incorporation of Turkey into the accounting model for hyperinflationary economies.

With the support of the internal and external auditors and in commenting on the financial statements, we ensure that the criteria, accounting policies and information used by Management to prepare financial information are adequate and sufficient and have been applied in a manner consistent with the prior period, taking into account the changes applicable both in the year and for the previous year, related to IFRS. Accordingly, the information presented by Management reasonably reflects the Company's financial position, results of operations, changes in stockholders' equity and cash flows.

COMPLIANCE WITH REGULATIONS AND LAWS THAT CAN BE MET WITH CONTINGENCIES

We ensure the existence and reliability of the internal controls established by the company to fully comply with the different legal provisions to which it is subject, making sure that they were adequately disclosed in the financial information. All the above with the support of internal and external auditors.

At the end of each quarter we reviewed the various fiscal, legal and labor contingencies existing in the company and we made sure that the procedure established to identify them was comprehensive and followed consistently, so that the Administration had the elements for its timely and adequate follow-up. The status and progress of activities related to cases that continue to be faced in various countries were reviewed.

The firm PwC presented the annual evaluation to its work in transfer pricing. It was commented on the activities that have generated a positive evaluation, as well as the areas for improvement, related to information flows and delivery times. The Committee was aware and satisfied with the evaluation and progress in the relationship.

The Global Procurement Department presented its report of related suppliers that offer their services to Grupo Bimbo. In this report, the amounts, categories and percentages of participation of each one with the company were presented.

The Global Chief Compliance Officer presented his annual report on progress and plans on training and compliance with the code of ethics, anti-corruption policy, and regulatory compliance.

The Global Insurance Department reported on the behavior of the cost in global insurance, in particular property insurance, cybersecurity, crime. Likewise, the global policy administration model was commented on in terms of the sufficiency of limits, definition of appetite, declaration of risk values and loss prevention actions.

The Global Institutional Relations Department reported the progress of the Speak Up complaint line in terms of the number of cases per Organization, the levels of complaint attention in Grupo Bimbo, the types of incidents and the average days of response also by Organization. Fraud risk processes were included in the case catalog and training in the processes of investigation and response of labor cases was reinforced.

The Global Procurement commented on the conditions of the markets for raw materials throughout the year, the hedging conditions and the future strategy due to the volatility of the markets, especially the prices of wheat and corn.

The Global Quality and Food Safety Department commented on the evolution of the global strategy on this issue and its incorporation into the entire supply chain, as well as the formation of the new technical audit task force required to support the reviews between this new technical audit team and the work carried out by the internal audit department, with the purpose of increasing the frequency of visits and coverage of food safety risks in bakery factories and snacks.

The Global Corporate Affairs' VP presented the new structure of the Business Continuity and Crisis Management model that now depends on this direction. It was commented on the new strategy aligned with the maturity models of the best practices in Business Continuity and Crisis Management

Such as ISO22301, which includes the design of the new policies, governance model, risk analysis, strategy design, as well as its implementation and validation.

COMPLIANCE WITH OTHER OBLIGATIONS

We hold meetings with the VPs and officials of the Administration that we consider necessary to keep us informed of the progress of the Company and relevant and unusual activities and events.

We were aware of the significant issues that could involve possible breaches of the operating policies, internal control system and accounting record policies, likewise, we were informed about the corrective measures taken in each of them, finding them satisfactory.

We do not consider it necessary to request the support and opinion of independent experts because the issues discussed in each session were duly supported by the relative information and therefore the conclusions reached were satisfactory for the members of the Committee.

OPERATION WITH STAKEHOLDERS

We review and recommend to the Board for approval, each and every one of the transactions with stakeholders that require approval by the Board of Directors for the year 2022, as well as the recurring transactions that are planned to be held during the year 2023 and that require approval by the Board of Directors.

MANAGEMENT EVALUATION

We review and recommend to the Board for approval, the evaluation of the management and remuneration of the CEO, as well as the VPs that make up the Executive Committee for the year 2022, previously reviewed and recommended by the Evaluation and Results Committee.

In my capacity as Chairman of the Audit and Corporate Practices Committee, I reported to the Board of Directors the activities that we carry out collegially within that body.

The work we carried out was duly documented in the prepared minutes of each meeting, which were reviewed and approved in a timely manner by the members of the Committee.

Kind regards,



Edmundo Vallejo

President

Chairman of the Audit and Corporate Practices Committee
of Grupo Bimbo, S.A.B. de C.V.

about THIS REPORT

This annual report aims to share with our stakeholders the fulfillment of our corporate purpose through the achievements and progress made, guided by our Business and Sustainability Strategy.

This report contains the global economic, social, environmental and financial results of Grupo Bimbo for the period beginning January 1 and ending December 31, 2022. It has been prepared in accordance with the GRI Sustainability Reporting Standards "core" option with the information requested by the Mexican Stock Exchange through SAM (now S&P Global) for inclusion in the Sustainable Index and with information obtained in response to requests about our material topics and stakeholders. It is also aligned with the 10 Principles of the United Nations Global Compact and the 17 Sustainable Development Goals. The last report was prepared for the same period corresponding to 2021.

Consistent with our principles of caring for the environment, we have prepared this document in digital format.

For the 12th time, we report the results of the activities conducted in Mexico, North America, Latin America, Europe, Asia and Africa. The information obtained from the specialized areas in the different GRI indicators was submitted to an internal audit to validate the qualitative and quantitative information. The financial information was submitted to an external verification process.

During this last period, there are no significant changes with respect to the previous periods reported in materiality or coverage.

Data and information updated as of June 13, 2023.



FOR MORE INFORMATION

Contact for questions about the report or its content:



Corporate Headquarters

Prolongación Paseo de la Reforma 1000, Colonia
Peña Blanca Santa Fe

01210 Álvaro Obregón, CDMX

T +52 (55) 5268 6600

Investor Relations

ir@grupobimbo.com

Institutional Relations

inversionsocial@grupobimbo.com

Sustainability

sustentabilidad@grupobimbo.com

Sustainability Strategy

<https://grupobimbo.com/es/sustentabilidad>

Grupo Bimbo Materiality

<https://grupobimbo.com/es/sustentabilidad/gruposde-interes/materialidad>

Grupo Bimbo Policies

<https://grupobimbo.com/es/nuestro-grupo/politicas>

Corporate Governance and Risks

<https://grupobimbo.com/es/sustentabilidad/informacion-para-evaluadora>

ANNIVERSARIES



EXCLUSIONS

Baked For You

GRI FP6

- 97% does not include Bimbo Morocco and Bimbo India; these will be integrated in 2023. Not included:
- Products where GB does not own the recipe or brand;
- Food Service Products;
- Products intended for non-end consumers.
- Progress is reported in % of daily consumption portfolio and not in % of sales.

GRI FP7 and compliance with daily consumer products (SKUs in compliance/total SKUs)

- Scope: Products in the sliced bread, buns and rolls, tortillas, flatbread, savory bagels and English muffin categories active as of January 12, 2023 (Q4-2022 cut-off), where GB owns the brand and recipe. Excluding:
- Products with non-proprietary recipes or brands, including private labels.
- Food Service Products
- Products intended for non-end consumers
- Organizations: Bimbo Morocco and Bimbo India (which will be integrated in 2023)

Breakdown of HSR Compliance by Type of Portfolio

- Scope: Products where GB owns the brand and the recipe with registered sales from January 1 to December 31, 2022. Excluding
- Products with non-proprietary recipes or brands, including private labels
- Food Service Products
- Products intended for non-end consumers
- Organizations: Bimbo Morocco and Bimbo India (will be integrated in 2023), and Ricolino.

Bimbo Mexico Sliced bread

- At Bimbo Mexico, we have eliminated artificial preservatives in most of our sliced bread, except for Bimbo white bread, which we intend to eliminate in the short term.

Baked For Life

2-7 Employees

- Gender is not reported in external associates since they are not part of the associates registered in the Organizations.
- Specialized third-party personnel and Self-Employed Workers are independent vendors and are part of the Business Strategy of each Organization.
- The information does not include the acquisitions made in 2021 (Modern Foods, BQ Brasil and Popcornopolis).

2-21 Annual Total Compensation Ratio

- The total annual compensation—Total Rewards—is a methodology that is based on four dimensions:
- Remuneration
- Benefits
- Career
- Work/Life
- It also considers additional aspects on an annual basis, such as base salary, guaranteed compensation, incentives, commissions, and short and long-term bonuses.
- It does not include the company car allowance. Information varies by country.

201-3 Economic Performance

- Retirement provisions are not offered to more than 40% of the countries where GB operates.

203-1 - Indirect Economic Impacts

- 23 projects in progress that will be delivered in Q1 2023 are excluded (2 in EAA, 20 in Mexico, 1 in North America).
- India, Ukraine, Russia, South Korea, Switzerland, and Kazakhstan are excluded.

403-9 Occupational Health and Safety

- Incidents at work involving non-payroll personnel are not counted in the GB result, but they are investigated and accounted for.

405-1, 405-2 Diversity and Equal Opportunity

- The breakdown of associates by gender and employment category does not include data from the highest level of the organization.
- The information for Popcornopolis is not included since, in 2022, they were still in the process of integration.
- The following factors are taken into account to calculate the ratio between the base salary and male and female compensation: full-time non-operative associates, excluding part-time, specific projects and international assigned associates; associates who occupy regional positions in the countries considered; and those associates excluded from annual increases because they have been promoted, or because they are newly hired.

406-1 Non-Discrimination

- Portugal is not considered within the scope of said standard.

Baked For Nature

303-5 Water and effluents

- The new operations of BQ Brazil and India, integrated in 2022, are excluded.
- There is information on additional sources of extraction: rain, municipal water and tanks, are considered in the total information presented.

303-4 Water discharge

- Sites that do not have a treatment plant (treated and reused water) and new sites integrated in 2022 (BQ Brazil and India) are excluded; it applies to water stress situations.
- All water not reused in the applications described in the water discharge management standard is discharged to the sewer with a higher quality than the same and reported in the table as "third-party water."

306-3, 306-4, 306-5 Waste

- New operations of BQ Brazil and India are excluded. The excluded operations enter into an annual plan to control and monitor their records according to the standard.

301-3 – Waste:

- The reported waste corresponds to post consumption. Our packaging cannot be reused, so we do not have the data.

-

Zero food waste

- Regarding the percentage: 81% during the “War on Waste” campaign implementation. The result does not include information from Asia (India and China) and only includes Portugal from EMEA because both Organizations have undergone structural changes and have no operations managers.

Foundations

Compliance with the Global Standard for Food Safety.

- This standard does not apply to Bimbo India’s operations since they are maturing to comply with the fundamental principles of food safety (Prerequisites and Special Programs) due to the nature of the business and the state of the operations at the time they were acquired.
- These operations work under an Indian Standard 2022.

308-2 Supplier Environmental Assessment

- CDP evidence is for suppliers in non-agricultural categories

414-2 Supplier Social Assessment

- The Engagement for Policy Implementation (EPI) for Cocoa does not include social issues. However, it responds to the internal agricultural policies of suppliers

GRI FP2 – Sourcing

- Only suppliers of raw materials/ingredients are considered for calculating these percentages; this does not include packaging and wrapping suppliers.
- In the same manner, the information on the suppliers of specific raw materials for the points of sale of the El Globo Organization (Tradition in Pastry) is not considered since the Bimbo Mexico Organization manufactures the products sold.

GRI FP5 - Product responsibility

- The operations of the Ricolino plants are excluded from this total since they stopped reporting to GB in May 2022.
- Kazakhstan/Morocco, BQ/Switzerland are also not considered since they are Joint Ventures.

Corporate Governance

2-12 Role of the highest governance bod

- Detailed information on the board of directors’ expertise is not public other than providing a brief biography.

ANNEXES

BAKED FOR LIFE

Total number of associates at Grupo Bimbo GRI 2-7, 2-8

	Total associates on payroll	Total contracted and self-employed workers	Total associates Grupo Bimbo	%
Mexico	75,733	0	75,733	48%
United States / Canada	27,196	8,326	35,522	23%
Latin America	23,044	3,248	26,292	17%
Europe, Asia, Africa	13,653	5,610	19,263	12%
Total within Grupo Bimbo Payroll	139,626	17,184	156,810	100%

	Total associates within Payroll	%
Mexico	75,733	54%
United States / Canada	27,196	19%
Latin America	23,044	17%
Europe, Asia, Africa	13,653	10%
Total within payroll Grupo Bimbo	139,626	100%



2-7 Associates

Region	Number of Managers	Local Managers	Percentage of senior management coming from the local community	Rounded percentage
Europe, Asia and Africa	16	12	75.00%	75%
Latin America	28	21	75.00%	75%
Mexico	93	86	92.50%	92%
North America	75	74	98.70%	99%
Total	212	193	91.00%	91%

Regions ¹	Men	Women	Full-time		Part-time	
			W	M	W	M
Mexico 54%	60,255	15,478	15,478	60,255	0	0
North America 19%	21,529	5,667	5,617	21,299	50	230
Latin America 17%	17,434	5,610	5,591	17,417	19	17
EAA 10%	10,500	3,153	3,106	10,457	47	43
TOTAL	109,718	29,908	29,792	109,428	116	290



Total associates within Payroll

	TOTAL ASSOCIATES ON PAYROLL					SPECIALIZED THIRD PARTY PERSONNEL		TOTAL SELF-EMPLOYED WORKERS	
	Total	Men	Woman	Not specified	% of Total	Total	% of Total	Total	% of Total
Mexico	75,733	60,255	15,478	0	54%	0	0%	0	0%
North America	27,196	21,529	5,667	0	19%	614	11%	7,712	67%
Latin America	23,044	17,434	5,610	0	17%	1,446	26%	1,802	16%
Asia, Europe, Africa	13,653	10,500	3,153	0	10%	3,554	63%	2,056	18%
Total within Grupo Bimbo Payroll	139,626	109,718	29,908	0	100%				
Percentage of Gender		79%	21%						
Total Specialized Third-Party Personnel	5,614	NA	NA	NA		5,614	100%		
Self-Employed	11,570	NA	NA	NA				11,570	100%

	Total
World Total	156,810
FTE	136,904
Full Time	139,220
Part-time	406
Total Within Payroll Grupo Bimbo	139,626
Total Associates Within Payroll plus Specialized Personnel of Third Parties	145,240
Total Associates Within Payroll plus Specialized Personnel from Third Parties and Self-Employed Workers	156,810

Total associates within Payroll

	FULL TIME		PART TIME		Total
	Men	Women	Men	Women	
Mexico	60,255	15,478	0	0	75,733
United States / Canada	21,299	5,617	230	50	27,196
Latin America	17,417	5,591	17	19	23,044
Asia, Europe, Africa	10,457	3,106	43	47	13,653
Total within Payroll Grupo Bimbo	109,428	29,792	290	116	139,626
Total	139,220		406		

	PERMANENT CONTRACT		TEMPORARY CONTRACT		NO DATA		Total
	Men	Women	Men	Women	Men	Women	
Mexico	57,208	13,628	3,047	1,850			75,733
United States / Canada	1,331	640	137	25	20,061	5,002	27,196
Latin America	16,791	5,256	643	354			23,044
Asia, Europe, Africa	9,381	2,749	1,117	402	2	2	13,653
Total within Payroll Grupo Bimbo	84,711	22,273	4,944	2,631	20,063	5,004	139,626
Total	106,984		7,575		25,067		

401-1 New associates hires and turnover

REGION GRI	Age Range	ACTIVE PERSONNEL DURING 2022			TOTAL TURNOVER (TERMINATIONS 2022)			VOLUNTARY TURNOVER (TERMINATIONS 2022)			NEW HIRES DURING 2022		
		Male	Female	Grand Total	Male	Female	Grand Total	Male	Female	Grand Total	Male	Female	Grand Total
Mexico	1 Less than 30	16,355	7,167	23,522	3,712	1,721	5,433	3,692	1,699	5,391	7,618	3,546	11,164
	2 Between 30 and 50	46,943	12,750	59,693	5,026	2,112	7,138	4,862	2,078	6,940	5,640	3,560	9,200
	3 Older than 50	8,604	1,112	9,716	759	151	910	522	114	636	148	157	305
Total Mexico		71,902	21,029	92,931	9,497	3,984	13,481	9,076	3,891	12,967	13,406	7,263	20,669
North America	1 Less than 30	5,019	1,530	6,549	1,838	636	2,474	1,802	631	2,433	2,723	875	3,598
	2 Between 30 and 50	12,513	3,802	16,315	2,501	952	3,453	2,433	929	3,362	3,424	1,268	4,692
	3 Older than 50	9,686	2,470	12,156	1,223	348	1,571	866	279	1,145	949	352	1,301
Total North America		27,218	7,802	35,020	5,562	1,936	7,498	5,101	1,839	6,940	7,096	2,495	9,591
Latin America	1 Less than 30	5,754	2,663	8,417	1,361	553	1,914	1,182	504	1,686	2,515	1,270	3,785
	2 Between 30 and 50	14,240	4,255	18,495	2,099	670	2,769	1,636	530	2,166	2,223	946	3,169
	3 Older than 50	1,760	396	2,156	171	42	213	86	15	101	100	39	139
Total LATIN AMERICA		21,754	7,314	29,068	3,631	1,265	4,896	2,904	1,049	3,953	4,838	2,255	7,093
Europe Asia And Africa	1 Less than 30	7,131	1,098	8,229	2,318	132	2,450	2,257	127	2,384	4,502	820	5,322
	2 Between 30 and 50	8,320	3,855	12,175	1,322	352	1,674	1,188	309	1,497	2,751	1,651	4,402
	3 Older than 50	2,269	1,013	3,282	216	107	323	110	61	171	483	260	743
Total Europe Asia And Africa		17,720	5,966	23,686	3,856	591	4,447	3,555	497	4,052	7,736	2,731	10,467
Grand Total		138,594	42,111	180,705	22,546	7,776	30,322	20,636	7,276	27,912	33,076	14,744	47,820

401-1 New associates hires and turnover

REGION GRI	Age Range	TOTAL OF NEW ASSOCIATES WHO LEAVE THE NEW JOB BEFORE COMPLETING THE 1ST. YEAR (TOTAL TURNOVER)			TOTAL OF NEW ASSOCIATES WHO LEAVE THE NEW JOB BEFORE COMPLETING THE 1ST. YEAR (VOLUNTARY TURNOVER)			TOTAL TURNOVER INDEX 2022			VOLUNTARY TURNOVER INDEX 2022			INDEX OF NEW ASSOCIATES 2022		
		Male	Female	Grand Total	Male	Female	Total General	Male	Female	Grand Total	Male	Female	Total General	Male	Female	Grand Total
Mexico	1 Less than 30	1,916	881	2,797	1,909	870	2,779	23%	24%	23%	23%	24%	23%	47%	49%	47%
	2 Between 30 and 50	1,301	929	2,230	1,295	923	2,218	11%	17%	12%	10%	16%	12%	12%	28%	15%
	3 Older than 50	34	51	85	33	51	84	9%	14%	9%	6%	10%	7%	2%	14%	3%
Total Mexico		3,251	1,861	5,112	3,237	1,844	5,081	13%	19%	15%	13%	19%	14%	19%	35%	22%
North America	1 Less than 30	1,179	431	1,610	1,163	428	1,591	37%	42%	38%	36%	41%	37%	54%	57%	55%
	2 Between 30 and 50	1,280	518	1,798	1,257	514	1,771	20%	25%	21%	19%	24%	21%	27%	33%	29%
	3 Older than 50	362	122	484	354	121	475	13%	14%	13%	9%	11%	9%	10%	14%	11%
Total Northamerica		2,821	1,071	3,892	2,774	1,063	3,837	20%	25%	21%	19%	24%	20%	26%	32%	27%
Latin America	1 Less than 30	644	289	933	602	280	882	24%	21%	23%	21%	19%	20%	44%	48%	45%
	2 Between 30 and 50	530	187	717	494	176	670	15%	16%	15%	11%	12%	12%	16%	22%	17%
	3 Older than 50	17	4	21	14	4	18	10%	11%	10%	5%	4%	5%	6%	10%	6%
Total Latin America		1,191	480	1,671	1,110	460	1,570	17%	17%	17%	13%	14%	14%	22%	31%	24%
Europe Asia And Africa	1 Less than 30	1,195	73	1,268	1,151	71	1,222	33%	12%	30%	32%	12%	29%	63%	75%	65%
	2 Between 30 and 50	526	114	640	456	103	559	16%	9%	14%	14%	8%	12%	33%	43%	36%
	3 Older than 50	43	11	54	28	10	38	10%	11%	10%	5%	6%	5%	21%	26%	23%
Total Europe Asia And Africa		1,764	198	1,962	1,635	184	1,819	22%	10%	19%	20%	8%	17%	44%	46%	44%
Grand Total		9,027	3,610	12,637	8,756	3,551	12,307	16%	18%	17%	15%	17%	15%	24%	35%	26%



401-1 New associates hires

		Men	Women	Total
Mexico 13,406 Men 7,263 Women	Less than 30	7,618	3,546	11,164
	Between 30 and 50	5,640	3,560	9,200
	Older than 50	148	157	305
				20,669
North America 7,096 Men 2,495 Women	Less than 30	2,723	875	3,598
	Between 30 and 50	3,424	1,268	4,692
	Older than 50	949	352	1,301
				9,591
Latin America 4,838 Men 2,255 Women	Less than 30	2,515	1,270	3,785
	Between 30 and 50	2,223	946	3,169
	Older than 50	100	39	139
				7,093
Europe, Asia and Africa 7,736 Men 2,731 Women	Less than 30	4,502	820	5,322
	Between 30 and 50	2,751	1,651	4,402
	Older than 50	483	260	743
				10,467

403-5 Training of associates on health and safety at work

HEALTH, SAFETY AND EMERGENCY MANAGEMENT TRAINING COURSES	Description	Total hours of training	Average hours of training
Wellness School	Basic concepts and recommendations to implement healthy lifestyles to benefit the health and wellbeing of associates and their families - Correct nutrition - Physical activation - Prevention of chronic illnesses - Energy management (rest) - Family health and emotional health - Family health and emotional health - Health in the family and emotional health - Health and wellness in the workplace. Chronic Diseases - Energy Management (Rest) - Family Health and Emotional Health at Work - Fire Extinguisher Management.	26,951.4	2.17
Handling of Fire Extinguishers	Use and application of fire extinguishers (fire classification).	10,097.25	0.75
SWAT Team and Emergency Brigade Manual	Training on integration and operation of SWAT teams and Emergency Brigades.	4,074.56	4.28
Welfare Policy and Model	To know the Global Wellness Policy, responsibilities as managers and main lines of action of the Grupo Bimbo Employee Wellness Model.	4,282.30	0.55
Safety and Wellness Model	The objective of this course is to publicize the cultural change in safety that we seek and the adoption of the safety value in each of our associates, as well as the main components of our S&B Model.	35,741.14	2.35
Electrical Risks	The objective of this course is to present the cultural change in safety that we are seeking and the adoption of the safety value in each of our associates, as well as the main components of our S&B Model.	5,652	3
Sales Leaders Report	Through this course, sales leaders will be able to learn basic concepts and take actions to prevent accidents.	1,519.14	0.42
Safety distances of protections for machinery and equipment.	Training on safety distance standards for machinery and equipment.	724.35	0.33
My Worst Nightmare (Fire Webinar)	Webinar on fire prevention led by our Grupo Bimbo leaders.	5,065.06	0.77
Total		94,107.20	14.62

403-9 Work accident injuries

Injuries due to work-related accidents	Total associates	Rate associates	Whether the rates are calculated per 200,000 or per 1,000,000 hours worked.	Total number of associates who are not associates but whose work or place of work is controlled by the organization	Rate of associates who are not associates, but whose work or workplace is controlled by the organization
Fatalities resulting from work-related injuries	4	0.0023	200,000	0	0
Occupational injuries with major consequences (excluding fatalities)	18	0.010	200,000	1	0.0005
Recordable occupational injuries	3,288	1.96	200,000	Not applicable see exclusion	Not applicable see exclusion
Number of hours worked	334, 778, 960	-	200,000	Not applicable see exclusion	
Cuts, falls, slips, back pain, muscle tears, bruised fingers, bumps, bruises					

403-10 Occupational illnesses and diseases

Occupational diseases and illnesses	Associates	Contractors, but whose jobs or workplaces are controlled by the organization
Deaths resulting from an occupational disease or occupational illness	0	0
Cases of recordable occupational diseases and illnesses	0	0

BAKED FOR NATURE

301-1 Materials used by weight and volume

MATERIALS BY WEIGHT AND VOLUME

Total	88,713	Renewable	65%
Recyclable	80,823	No renewable	35%

*We consider pulp & paper as renewable materials

Recycled			
%Pulp & Paper from recycled sources	72.96%		

*8 main suppliers that represent 59% of our pulp/paper spend, This year we will work to have a better representation.

% Recyclable	91%
% Non-Recyclable	9%
% Multilaminated	6%
% Polystyrene	3%
% Polypropylene	0%

302-1 Energy consumption inside the organization

ELECTRICITY

Grupo Bimbo in kWh	2020	2021	2022
Total indirect energy consumption of suppliers**	564,565,370	391,008,240	219,927,436
Renewable energy	854,287,209	1,065,446,467	1,258,210,316
Total*	1,418,852,579	1,456,454,707	1,478,137,752
% Renewable Energy	60.21%	73.15%	85.12%

ELECTRICITY

Grupo Bimbo in GJ	2020	2021	2022
Total indirect energy consumption of suppliers.**	2,032,435	1,407,630	791,739
Renewable energy	3,075,434	3,835,607	4,529,557
Total*	5,107,869	5,243,237	5,321,296
% Renewable energy	60.21%	73.15%	85.12%

* Consolidated Renewable Base and Match vs. BEST of each organization

1 kWh = 0.0036 GJ

** Plant Consumption, from suppliers Example CFE for Mexico

302-2 Energy consumption outside the organization

TOTAL ENERGY

Grupo Bimbo in GJ	2020	2021	2022
Total fuel consumption from non-renewable sources	23,848,493	24,983,563	25,028,448
Total fuel consumption from renewable sources	0	0	0
Electricity consumption	5,107,869	5,243,237	5,321,296
Total energy consumption	28,956,362	30,226,800	30,349,743

TOTAL ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION (GJ)

Grupo Bimbo in GJ	2020	2021	2022
Total fuel consumption from non-renewable sources	6,439,760	7,251,423	7,318,904
Total fuel consumption from renewable sources	-	-	-
Electricity consumption	-	-	-
Total energy consumption	6,439,760	7,251,423	7,318,904



TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)

Grupo Bimbo in GJ	2020	2021	2022
Total fuel consumption from non-renewable sources	17,408,732	17,732,140	17,709,543
Total fuel consumption from renewable sources	-	-	0
Electricity consumption	5,107,869	5,243,237	5,321,296
Total energy consumption	22,516,602	22,975,377	23,030,839

302-3 Energy intensity

SCOPE 1

Energy intensity ratio	2020	2021	2022
Total Fuel Consumption GJ*	17,408,732	17,732,140	17,709,543
Total Energy Consumption GJ	17,408,732	17,732,140	17,709,543
TPE (tons)	5,025,741	5,164,538	5,268,678
Ratio*	3.46	3.43	3.36

SCOPE 2 & 3

Energy intensity ratio	2020	2021	2022
Total Fuel Consumption 3P VehGJ	6,439,760	7,251,423	7,318,904
Total Electricity Consumption GJ	5,107,869	5,240,676	4,909,097
Total Energy Consumption GJ	11,547,629	12,492,099	12,228,001
TPE (tons)	5,025,741	5,164,538	5,268,678
Ratio*	2.30	2.42	2.32



*Vehicles included

FUELS

Energy consumption kWh	2020	2021	2022
#2 Fuel Oil	12,479,760	10,033,088	5,556,783
Diesel Fuel (Non-road Grade)	37,706,114	22,148,009	10,034,939
Generator Diesel Fuel	10,508,549	9,031,931	361,041
Natural Gas	2,777,340,764	2,819,441,392	2,938,768,645
LP Gas	209,719,814	232,130,381	261,781,620
kWh Subtotal in Plants	3,047,755,001	3,092,784,801	3,216,503,029
Diesel	1,049,066,022	1,079,810,172	1,027,061,841
Gasoline	664,920,336	678,138,721	629,896,098
LPG in Vehicles	16,351,356	16,206,433	16,530,743
Natural Gas in Vehicles	56,930,123	58,131,237	43,352,540
Ethanol	736,179	522,995	200,819
kWh Subtotal in Vehicles	1,788,004,016	1,832,809,558	1,717,042,041
Diesel in Third Party Vehicles	1,767,795,743	1,991,830,881	1,993,931,611
Gasoline in Third Party Vehicles	25,349	18,127	0
LP Gas in Third Party Vehicles	247,970	118,836	2,565,688
Natural Gas in Third Party Vehicles	20,753,195	22,316,450	36,531,636
Ethanol in Third Party Vehicles	0	0	0
kWh Subtotal in Third Party Vehicles	1,788,822,257	2,014,284,294	2,033,028,936
Total energy consumption from non-renewable primary non-renewable sources (purchases)	6,624,581,274	6,939,878,653	6,966,574,005

FUELS

Energy consumption (GJ)	2020	2021	2022
#2 Fuel Oil	44,927	36,119	20,004
Diesel Fuel (Non-road Grade)	135,742	79,733	36,977
Generator Diesel Fuel	37,831	32,515	1,300
Natural Gas	9,998,427	10,149,989	10,456,801
LP Gas	754,991	835,669	942,199
GJ Subtotal in Plants	10,971,918	11,134,025	11,457,281
Diesel	3,776,638	3,887,317	3,767,986
Gasoline	2,393,713	2,441,299	2,267,971
LPG in Vehicles	58,865	58,343	59,511
Natural Gas in Vehicles	204,948	209,272	156,071
Ethanol	2,650	1,883	723
GJ Subtotal in Vehicles	6,436,814	6,598,114	6,252,262
Diesel in Third Party Vehicles	6,364,065	7,170,591	7,178,154
Gasoline in Third Party Vehicles	91	65	0
LP Gas in Third Party Vehicles	893	428	9,236
Natural Gas in Third Party Vehicles	74,712	80,339	131,514
Ethanol in Third Party Vehicles	0	0	0
GJ Subtotal in Third Party Vehicles	6,439,760	7,251,423	7,318,904
Total energy consumption from primary non-renewable sources (purchases)	23,848,493	24,983,563	25,028,448

kWh

FUEL

Energy Consumption kWh	Mexico	North America	Latin America	Europe Asia & Africa	GB
#2 Fuel Oil	-	-	-	5,556,783	5,556,783
Diesel Fuel (Non-road Grade)	987,157	442,836	5,764,948	2,839,999	10,034,939
Generator Diesel Fuel	236,571	-	-	124,470	361,041
Natural Gas	1,137,126,954	1,206,013,900	235,436,903	360,190,888	2,938,768,645
Propane	65,328,681	4,562,808	140,834,823	51,055,308	261,781,620
kWh Sub-total in Plants	1,203,679,363	1,211,019,543	382,036,674	419,767,448	3,216,503,029
Diesel	797,768,769	97,586,437	107,586,938	24,119,698	1,027,061,841
Gasoline	286,748,492	323,052,372	12,288,275	7,806,960	629,896,098
LPG	4,078	13,837,516	2,689,149	-	16,530,743
CNG	14,761,783	12,580,040	7,365,724	8,644,992	43,352,540
Ethanol	-	-	200,819	-	200,819
kWh Sub-total in Vehicles	1,099,283,121	447,056,365	130,130,905	40,571,649	1,717,042,041
Diesel in 3rd party vehicles	85,279,108	1,584,186,144	183,558,891	140,907,467	1,993,931,611
Gasoline in 3rd party vehicles	-	-	-	-	-
LPG in 3rd party vehicles	-	-	65,875	2,499,813	2,565,688
CNG in 3rd party vehicles	-	23,833,302	12,698,334	-	36,531,636
Ethanol in 3rd party vehicles	-	-	-	-	-
kWh Sub-total in 3P Vehicles	85,279,108	1,608,019,446	196,323,101	143,407,280	2,033,028,936
Total direct consumption of energy from non-renewable primary sources (purchased)	2,388,241,593	3,266,095,355	708,490,679	603,746,378	6,966,574,005

ELECTRICITY

Electricity Consumption in kWh	Mexico	North America	Latin America	Europe Asia & Africa	GB
Total indirect consumption of energy from suppliers.**	0	113,769,921	33,221,712	72,935,802	219,927,435
Renewable energy*	388,854,152	511,790,770	148,983,304	208,582,090	1,258,210,316
Total*	388,854,152	625,560,691	182,205,016	281,517,892	1,478,137,751
% Renewable Energy	100.00%	81.81%	81.77%	74.09%	85.12%

*Consolidated Renewable Base and Match vs BEST of each organization

1 kWh = 0.0036 GJ

1 Gcal = 4.184 GJ

0.003600

** Consumption of Plants, of suppliers Example CFE for Mexico

GJ

FUEL

Energy Consumption GJ	Mexico	North America	Latin America	Europe Asia & Africa	GB
#2 Fuel Oil	-	-	-	20,004	20,004
Diesel Fuel (Non-road Grade)	3,554	1,594	20,754	10,224	36,126
Generator Diesel Fuel	852	-	-	448	1,300
Natural Gas	4,093,657	4,341,650	847,573	1,296,687	10,579,567
Propane	235,183	16,426	507,005	183,799	942,414
GJ Sub-total in Plants	4,333,246	4,359,670	1,375,332	1,511,163	11,579,411
Diesel	2,871,968	351,311	387,313	86,831	3,697,423
Gasoline	1,032,295	1,162,989	44,238	28,105	2,267,626
LPG	15	49,815	9,681	-	59,511
CNG	53,142	45,288	26,517	31,122	156,069
Ethanol	-	-	723	-	723
GJ Sub-total in Vehicles	3,957,419	1,609,403	468,471	146,058	6,181,351
Diesel in 3rd party vehicles	307,005	5,703,070	660,812	507,267	7,178,154
Gasoline in 3rd party vehicles	-	-	-	-	-
LPG in 3rd party vehicles	-	-	237	8,999	9,236
CNG in 3rd party vehicles	-	85,800	45,714	-	131,514
Ethanol in 3rd party vehicles	-	-	-	-	-
GJ Sub-total in 3P Vehicles	307,005	5,788,870	706,763	516,266	7,318,904
Total direct consumption of energy from non-renewable primary sources (purchased)	8,597,670	11,757,943	2,550,566	2,173,487	25,079,666

ELECTRICITY

Grupo Bimbo in GJ	Mexico	North America	Latin America	Europe Asia & Africa	GB
Total indirect consumption of energy from suppliers.**	0	409,572	119,598	262,569	791,739
Renewable energy*	1,399,875	1,842,447	536,340	750,896	4,529,557
Total*	1,399,875	2,252,018	655,938	1,013,464	5,321,296
% Renewable Energy	100.00%	81.81%	81.77%	74.09%	85.12%

*Consolidated Renewable Base and Match vs BEST of each organization

1 kWh = 0.0036 GJ

1 Gcal = 4.184 GJ

0.003600

** Consumption of Plants, of suppliers Example CFE for Mexico

TOTAL ENERGY

Grupo Bimbo in GJ	Mexico	North America	Latin America	Europe Asia & Africa	GB
Total Fuel Consumption from non-renewable sources	8,597,670	11,757,943	2,550,566	2,173,487	25,079,666
Total Fuel Consumption from renewable sources	-	-	-	-	-
Electricity Consumption	1,399,875	2,252,018	655,938	1,013,464	5,321,296
Total Energy Consumption	9,997,545	14,009,962	3,206,505	3,186,951	30,400,962

TOTAL ENERGY WITHIN THE ORG

Grupo Bimbo in GJ	Mexico	North America	Latin America	Europe Asia & Africa	GB
Total Fuel Consumption from non-renewable sources	8,290,665	5,969,073	1,843,803	1,657,221	17,760,762
Total Fuel Consumption from renewable sources	-	-	-	-	-
Electricity Consumption	1,399,875	2,252,018	655,938	1,013,464	5,321,296
Total Energy Consumption	9,690,540	8,221,092	2,499,741	2,670,685	23,082,058

TOTAL ENERGY OUTSIDE THE ORG

Grupo Bimbo in GJ	Mexico	North America	Latin America	Europe Asia & Africa	GB
Total Fuel Consumption from non-renewable sources	307,005	5,788,870	706,763	516,266	7,318,904
Total Fuel Consumption from renewable sources	8,597,670	11,757,943	2,550,566	2,173,487	-
Electricity Consumption	-	-	-	-	-
Total Energy Consumption	8,904,675	17,546,813	3,257,330	2,689,753	7,318,904

CO2e Emissions (Ton)

Grupo Bimbo	Mexico	North America	Latin America	Europe Asia & Africa	GB
#2 Fuel Oil	-	-	-	1,585	1,585
Diesel Fuel (Non-road Grade)	258	119	1,619	765	2,762
Generator Diesel Fuel	69	-	-	34	103
Natural Gas	229,877	219,807	47,772	72,819	570,275
Propane	14,853	1,003	32,967	11,759	60,581
CO2 Sub-total in Plants*	245,058	220,929	82,358	86,961	635,306
Diesel	216,351	24,612	28,760	6,510	276,233
Gasoline	81,427	78,243	3,145	1,936	164,750
LPG	1	2,778	590	-	3,369
CNG	3,256	2,316	1,609	2,858	10,039
Ethanol	-	-	0	-	0
CO2 Sub-total in Vehicles	301,034	107,949	34,104	11,304	454,391
CO2e total direct emissions (scope 1)	546,092	328,878	116,462	98,265	1,089,697
Electricity	-	14,062	7,263	40,068	61,393
CO2e total indirect emissions (scope 2)	-	14,062	7,263	40,068	61,393
Diesel in 3rd party vehicles	22,750	423,293	48,967	37,589	532,599
Gasoline in 3rd party vehicles	-	-	-	-	-
LPG in 3rd party vehicles	-	-	15	-	15
CNG in 3rd party vehicles	-	4,904	2,565	505	7,974
Ethanol in 3rd party vehicles	-	-	-	-	-
CO2 total third party vehicles emissions (scope 3)	22,750	428,197	51,547	38,094	540,588
TOTAL CO2e EMISSIONS	568,841	771,137	175,272	176,427	1,691,678

NOX, SOX, COVs, PM10, PM2.5	Mexico	North America	Latin America	Europe Asia & Africa	GB
NOX (kg)	172,156.22	182,320.36	33,080.67	246,031.77	633,589.03
SOX (kg)	1,032.94	1,093.92	198.48	1,476.19	3,801.53
COVs (kg)	9,468.59	10,027.62	1,819.44	13,531.75	34,847.40
PM10 (kg)	13,083.87	13,856.35	2,514.13	18,698.42	48,152.77
PM2.5 (kg)	13,083.87	13,856.35	2,514.13	18,698.42	48,152.77

CO₂e Emissions (Ton) KPI

SCOPE 1	CO ₂ e				
CO ₂ e INTENSITY RATIO	México	Norteamérica	Latinoamerica	Europa Asia y Africa	GB
Total CO ₂ e Emissions (tons)	546,092	328,878	116,462	98,265	1,089,697
TPE	1,695,136	2,119,520	645,106	808,916	5,268,678
Ratio	0.32	0.16	0.18	0.12	0.21
SCOPE 2					
Total CO ₂ e Emissions (tons)	-	14,062	7,263	40,068	61,393
TPE	1,695,136	2,119,520	645,106	808,916	5,268,678
Ratio*	0.00	0.01	0.01	0.05	0.01
SCOPE 2 & 3					
Total CO ₂ e Emissions (tons)	22,750	442,259	58,810	78,162	601,981
TPE	1,695,136	2,119,520	645,106	808,916	5,268,678
Ratio*	0.01	0.21	0.09	0.10	0.11
SCOPE 3					
Total CO ₂ e Emissions (tons)	22,750	428,197	51,547	38,094	540,588
TPE	1,695,136	2,119,520	645,106	808,916	5,268,678
Ratio*	0.01	0.20	0.08	0.05	0.103
SCOPE 1, 2 & 3					
Total CO ₂ e Emissions (tons)	568,841	771,137	175,272	176,427	1,691,678
TPE	1,695,136	2,119,520	645,106	808,916	5,268,678
Ratio*	0.34	0.36	0.27	0.22	0.32

*Vehicles included

INDICATORS*	Mexico				
Electric energy (kwh/TPE)	229.39	295.14	282.44	348.02	280.55
Thermal energy (Gcal/TPE)	0.61	0.49	0.51	0.45	0.53

*Factory Only

Energy KPI

SCOPE 1	Fuel & Electricity				
ENERGY INTENSITY RATIO	Mexico	North America	Latin America	Europe Asia & Africa	GB
Total Fuel Consumption GJ*	8,290,665	5,969,073	1,843,803	1,657,221	17,760,762
Total Energy Consumption GJ	8,290,665	5,969,073	1,843,803	1,657,221	17,760,762
TPE (tons)	1,695,136	2,119,520	645,106	808,916	5,268,678
Ratio*	4.89	2.82	2.86	2.05	3.37
SCOPE 2 & 3					
Total Fuel Consumption 3P VehGJ	307,005	5,788,870	706,763	516,266	7,318,904
Total Electricity Consumption GJ	1,399,875	2,252,018	655,938	1,013,464	5,321,296
Total Energy Consumption GJ	1,706,880	8,040,888	1,362,701	1,529,731	12,640,200
TPE (tons)	1,695,136	2,119,520	645,106	808,916	5,268,678
Ratio*	1.01	3.79	2.11	1.89	2.40

*Vehicles included

303-3, 303-4, 303-5 Extraction, discharge and consumption of water

WATER IMPACT AT GRUPO BIMBO (MEGALITERS)

	2019	2020	2021	2022
Well Water	983	932	1,065	1,143
Mains Water	4,396	4,808	4,828	4,956
Rainwater	6	7	12	10
Piped Water	28	31	27	45
Treated Water*	598	629	675	927
Reused Water*	467	521	538	582
Treated Water Discharged	131	108	136	345
Recycled Water (POS)	86	103	164	100
Total Drinkable	5,412	5,778	5,932	6,153
Total Treated	598	629	675	927
Total Reused	467	521	538	582



Historical water consumption

	2019	2020	2021	2022	% vs base line
Water consumption (m3/Ton)	5,412	5,778	5,932	6,153	13.66%
Produced Tons	4,597,432	4,979,811	5,092,028	5,201,449	13.14%
Water Efficiency (m3/Ton)	1.177	1.160	1.165	1.183	0.46%

*Third Party Verified Data (Carbon Trust)

303-3, 303-4, 303-5 Extraction, discharge and consumption of water

MEGALITERS	Water impacts North America				Water impacts LA+Mex				Water impacts Europe Asia and Africa			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Well Water	0	0	0	0	983	916	976	1,070	0	16	88	72
Mains Water	2,373	2,504	2,477	2,606	1,167	1,199	1,223	1,232	836	1,105	1,129	1,186
Rainwater	0	0	0	0	3	7	11.73	10.02	0	0	0	0
Piped Water	0	0	0	0	28	31	27	45	0	0	0	0
Treated Water	0	0	0	0	598	646	657	842	0	0	68	137
Reused Water	0	0	0	0	467	521	527	578	0	0	23	28
Treated Water Discharged	0	0	0	0	130	125	130	264	0	0	45	109
Recycled Water (Ceves)	0	4	6	2	89	100	0.39	0.32	0	0	0	0
TOTAL DRINKABLE	2,373	2,504	2,477	2,606	2,180	2,153	2,238	2,357	836	1,121	1,217	1,259
TOTAL TREATED	0	0	0	0	598	646	657	842	0	0	68	137
TOTAL REUSED	0	0	0	0	467	521	527	578	0	0	23	28

Water Stressed at Grupo Bimbo (Megaliters)

MEGALITERS	North American Water Impacts at Water Stressed Sites				Water Impacts LA+Mex at Water Stressed Sites				Water Impacts Europe Asia and Africa at Water Stressed Sites				Water Impacts GB at Water Stressed Sites			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Well Water	0	0	0	0	756	719	814	910	0	13	85	68	656	647	813	978
Mains Water	614	634	613	643	613	631	575	578	595	705	651	625	1,816	2,070	1,960	1,963
Rainwater	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Piped Water	0	0	0	0	28	17	27	35	0	0	0	0	28	17	27	35
Treated Water	0	0	0	0	400	434	454	583	0	0	64	127	394	443	531	743
Reused Water	0	0	0	0	341	391	419	447	0	0	22	23	334	399	453	503
Treated Water Discharged	0	0	0	0	59	44	35	136	0	0	42	104	59	44	77	240
TOTAL DRINKABLE	614	634	613	643	1,396	1,367	1,416	1,524	595	718	738	693	2,500	2,734	2,801	2,977
TOTAL TREATED	0	0	0	0	400	434	454	583	0	0	64	127	394	443	531	743
TOTAL REUSED	0	0	0	0	341	391	419	447	0	0	22	23	334	399	453	503

305-1 Direct GEI Emissions

CO₂e emissions (Tons)

Grupo Bimbo	2020	2021	2022
Fuel oil in plants	3,488	2,804	1,585
Diesel in plants	12,954	8,394	2,864
Natural Gas in plants	537,118	546,289	570,275
LP Gas in plants	48,527	53,698	60,581
CO₂ Sub-total in Plants*	602,087	611,185	635,306
Diesel in vehicles	282,811	290,430	276,233
Gasoline in vehicles	166,146	169,470	164,750
LPG in vehicles	3,525	3,486	3,369
Natural Gas in vehicles	11,134	11,528	10,039
Ethanol in vehicles	1	1	0
CO₂ Subtotal in vehicles	463,617	474,914	454,391
CO₂e total direct emissions (scope 1)	1,065,703	1,086,099	1,089,697
Electricity	198,346	128,019	61,393
CO₂e total indirect emissions (scope 2)	198,346	128,019	61,393
Diesel in Third Party Vehicles	454,109	512,022	532,599
Gasoline in Third Party Vehicles	6	5	0
LP Gas in Third Party Vehicles	57	26	15
Natural Gas in Third Party Vehicles	3,757	4,116	7,974
Ethanol in Third Party Vehicles	0	0	0
Total CO₂e emissions in Third-Party Vehicles (scope 3)	457,930	516,169	540,588
TOTAL CO₂e EMISSIONS	1,721,980	1,730,287	1,691,678



* Total CO₂e emissions in outsourced vehicles does not consider intermodal.

* Scope 1 emissions do not consider refrigerants or residual water.

CO₂e Emissions (Tons) KPI

SCOPE 1

CO ₂ e Intensity ratio	2020	2021	2022
Total CO₂e Emissions (tons)	1,065,703	1,086,099	1,089,697
TPE	5,025,741	5,164,538	5,268,678
Ratio	0.21	0.21	0.20

vehicles included

SCOPE 2

CO ₂ e Intensity ratio	2020	2021	2022
Total CO₂e Emissions (tons)	198,346	128,019	61,393
TPE	5,025,741	5,164,538	5,268,678
Ratio*	0.04	0.02	0.01

GRI 305-4, 305-2 SCOPE 2 & 3

CO ₂ e intensity ratio	2020	2021	2022
Total CO₂e Emissions (tons)	656,276	644,188	601,981
TPE	5,025,741	5,164,538	5,268,678
Ratio*	0.13	0.12	0.12

*Scope 3 only considers third party vehicles

* Scope 3 only considers category 4. Outsourced vehicles, does not consider intermodal.
Verified by Carbon Trust so there is a slight variation vs. what has been reported in previous years.

[1] Data considers global operations.

GRI 305-3 SCOPE 3

CO ₂ e intensity ratio	2020	2021	2022
Total CO₂e Emissions (tons)	457,930	516,169	540,588
TPE	5,025,741	5,164,538	5,268,678
Ratio*	0.09	0.10	0.10

*Only considers third party vehicles

GRI 305-4 SCOPE 1, 2 & 3

CO ₂ e intensity ratio	2020	2021	2022
Total CO₂e Emissions (tons)	1,721,980	1,730,287	1,691,678
TPE	5,025,741	5,164,538	5,268,678
Ratio*	0.34	0.34	0.32

*Scope 3 only considers third party vehicles

Indicators*	2020	2021	2022
E. Electricity (kwh/TPE)	282	282	281
E. Thermal (Gcal/TPE)	0.52	0.52	0.52

*Solo de Fábricas

GRI 305-7 OTHER EMISSIONS ^[1]:

NOX (kg)	633,589
SOX (kg)	3,802
VOCs (kg)	34,847
PM10 (kg)	48,153
PM2.5 (kg)	48,153

306-3 Waste generation

The management of waste generated by Grupo Bimbo is delegated to external specialist suppliers that meet all the requirements for the handling, disposal and transportation of waste according to the classification of our categories; and to control and monitor the disposal, we use the “BEST” System—Bimbo Environmental Sustainability Tool—, which processes the information and issues a report by Organization for subsequent analysis.

WASTE GENERATED	Waste not destined for disposal Metric tons	Waste for disposal Metric tons	Waste generated Metric tons
Hazardous	0	1,272	1,272
Non-hazardous	22,546	375,122	397,669
Other	-	-	-
Total waste generated	22,546	375,122	398,941
Coverage: What percentage of your production/revenue does the reported waste information cover?	-	100%	-

For waste that is handled in units, for example: plastic containers, pallets, raffia/plastic bags, etc. The unit weight of each should be estimated and the factor to convert to Metric Tons should be applied and reported.

* Excluded operations enter into an annual plan for the control and monitoring of their records according to the environmental standard.

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factories have achieved the goal of Zero Waste to Landfill by the end of December 2022

Metric Ton	North America Waste Generated				Mexico & Latin America Waste Generated				Europe Asia & Africa Waste Generated			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Recyclable waste	134,130	136,721	149,457	173,612	127,881	124,257	128,024	129,416	34,893	78,181	83,838	81,456
Non-recyclable waste	5,972	7,215	6,373	7,321	7,412	6,704	5,551	4,238	4,709	4,382	5,958	2,325
Hazardous residues**	0.14	0.03	0.55	0.55	971	484	674	975	1,469	560	414	297
Recycled waste*	132,558	134,843	146,465	167,324	127,757	117,805	124,327	129,028	31,287	74,093	80,289	79,325
Total	140,102	143,936	155,830	180,934	136,263	131,445	134,248	134,629	41,071	83,123	90,211	84,078
% Recycling	-	-	-	-	94%	90%	93%	96%	76%	89%	89%	94%

*Effectively recycled

**All hazardous waste is recycled and managed in accordance with the legislation of each country where we operate.

306-4 Waste not destined for disposal

All our operations, except for the new facilities in BQ Brazil and India,* are reported under the environmental standard, with the following results:

WASTE NOT DESTINED FOR DISPOSAL	Hazardous	Non-hazardous	Total
Preparation for reuse	0	0	0
Recycling	0	22,546	22,546
Other recovery operations	0	0	0
Total	0	22,546	22,546

HAZARDOUS WASTE NOT DESTINED FOR DISPOSAL	On-site	Off-site	Total
Preparation for reuse	0	0	0
Recycling	0	0	0
Other valuation operations	0	0	0
Total	0	0	0

HAZARDOUS WASTE NOT DESTINED FOR DISPOSAL	On-site	Off-site	Total
Preparation for reuse	0	0	0
Recycling	0	0	0
Other valuation operations	22,546	0	22,546
Total	22,546	0	22,546



306-5 Waste destined for disposal

Similar process and data collection under our BEST system and environmental standards, also excluding the new BQ Brazil and India operations.

WASTE FOR DISPOSAL	Hazardous	Non-hazardous	Total
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	0	0
Transfer to landfill	0	22,546	22,546
Other disposal operations: recycling	1,272	397,669	398,941
Waste with an unknown method of unknown disposal method	0	0	0
Total	1,272	397,669	398,941
Annual target for the reporting period	90% Recycling	-	-
Coverage: What percentage of your production / revenue does the reported waste information cover?	100%	-	-

HAZARDOUS WASTE FOR DISPOSAL	On-site (306-5di)	Off-site (306-5dii)	Total
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	0	0
Transfer to landfill	0	0	0
Other disposal operations: recycling	0	1,272	1,272
Waste with unknown method of disposal	0	0	0
Total	0	1,272	1,272

NON-HAZARDOUS WASTE FOR DISPOSAL	On-site (306-5di)	Off-site (306-5dii)	Total
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	0	0	0
Transfer to landfill	0	0	0
Other disposal operations: recycling	376,395	0	376,395
Waste with unknown method of disposal	0	0	0
Total	376,395	0	376,395 (306-5c)

CORPORATE GOVERNANCE

Speak Up Line

SPEAK UP

Country	Telephone number
Bimbo Canada	18- 4436-37305
Bimbo Bakeries USA	866-458-5428
Barcel USA	1 888 220 2006
Bimbo Mexico (Barcel, Ricolino, Global Services, Blue Label, Corporate)	800-522- 6491 / 800-012-4626
Bimbo Latin Centro	
Colombia	01-800-518-9647 / 01-800-752-2198
Venezuela	0800-1362-575 / 0800-1627-331
Ecuador	1 800-001-183 / 1 800-000-448
Guatemala	1 800-83-50-335
Costa Rica	0-800-0521580
El Salvador	800-6580
Nicaragua	001-800-22-60-345
Honduras	800-27919-154 / 800-0122 Clave 6627
Panama	008002030285 / 0-800-05-21-357
Bimbo Latin Sur	
Argentina	0-800-800-1499 / 0-800-444-2251
Chile	12300201369 / 800-83-56-48
Paraguay	009 800 5210096 / 009-800-110445
Peru	0-800-76933 / 0-800-00948
Uruguay	000-4019-1342 / 000-4052-10115
Bimbo Brazil	0-800-8911-532 / 800-8923-255

Country	Telephone number
Bimbo EMEA	
United Kingdom	0 800-0478412
Spain	900 834216
Bimbo QSR	
United States	1 888-220-2006 / 1-855-9383-336
Brazil	0-800-8911-532 / 800-8923-255
China (South)	1 0800-1402845
China (North)	1 0800-7142826
South Korea	00798-14-800-6599 / 00308-110-480 / 00798-1-1-009-8084
France	0 800-905421
Italy	800-761696
South Africa	800-980406
Ukraine*	0 800-502-886
Turkey*	0811-288-0001

DIVERSITY IN GOVERNING BODIES

	Women			Men			Total
	-30 years	<30 and 50 years>	+50 years	-30 years	<30 and 50 years>	+50 years	
Board of Directors	0	5.55	16.66	0	5.55	72.22	100%
Audit and Corporate Practices Committee	0	0	20	0	0	80	100%
Evaluation and Compensation Committee	0	0	20	0	0	80	100%
Finance and Planning Committee	0	0	0	0	0	100	100%

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305-3	Other indirect (Scope 3) GHG emissions	116, 244
305-4	GHG emissions intensity	244
305-5	Reduction of GHG emissions	127
305-6	Emissions of ozone-depleting substances (ODS)	237
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	244

*Reported waste corresponds to post consumption. Our packaging cannot be reused, so we do not have the data.

GRI 306 Waste		
306-1	Waste generation and significant waste-related impacts	104, 108
306-2	Management of significant waste-related impacts	104, 108
306-3	Waste generated	104, 108, 221, 245
306-4	Waste diverted from disposal	104, 221, 246
306-5	Waste directed to disposal	104, 221, 247
GRI 308 Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	132, 134, 162, 163
308-2	Negative environmental impacts in the supply chain and actions taken	162, 163, 222
GRI 401 Employment		
401-1	New employee hires and employee turnover	78, 79, 80, 227, 228, 229
401-2	Benefits provided to full-time associates that are not provided to temporary or part-time associates	97, 99
401-3	Parental leave	99
GRI 402 Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	96
GRI 403 Occupational Health and Safety		
403-1	Occupational health and safety management system	81
403-2	Hazard identification, risk assessment, and incident investigation	81, 83, 84
403-3	Occupational health services	81, 87
403-4	Worker participation, consultation, and communication on occupational health and safety	81, 87
403-5	Worker training on occupational health and safety	81, 85, 230
403-6	Promotion of worker health	81, 86
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81

403-8	Workers covered by an occupational health and safety management system	81, 87
403-9	Work-related injuries	81, 221, 231
403-10	Work-related ill health	87, 231
GRI 404 Training and Education		
404-1	Average hours of training per year per employee	94
404-2	Programs for upgrading employee skills and transition assistance programs	94
404-3	Percentage of associates receiving regular performance and career development reviews	96
GRI 405 Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and associates	78, 79, 80, 170, 180, 221
405-2	Ratio of basic salary and remuneration of women to men	78, 79, 80, 98, 221
GRI 406 Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	88, 90, 92, 93, 221
GRI 407 Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	150
GRI 408 Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	151, 162
GRI 409 Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	151, 162
GRI 410 Security Practices		
410-1	Security personnel trained in human rights policies or procedures	NA

GRI 411 Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	NA
GRI 413 Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 101, 105, 142
413-2	Operations with significant actual and potential negative impacts on local communities	NA
GRI 414 Supplier Social Assessment		
414-1	New suppliers that have passed selection filters according to social criteria	153, 162
414-2	Negative social impacts in the supply chain and actions taken	153, 162, 222
GRI 415 Public Policy		
415-1	Political contribution	181
GRI 416 Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	19, 33, 50, 56
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	19, 50, 56
GRI 417 Marketing and Labeling		
417-1	Requirements for product and service information and labeling	25, 36
417-2	Incidents of non-compliance concerning product and service information and labeling	36, 57
417-3	Incidents of non-compliance concerning marketing communications	36, 57
GRI 418 Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	56, 57, 185

GRI Processed Food Sector Supplement

Standard	Content	Page
Procurement/Sourcing		
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	154
FP2	Percentage of purchased volume from suppliers compliant with company's sourcing policy	146, 221
FP3	Percentage of purchased volume from suppliers compliant with company's sourcing policy	NA
Society		
"(former FP4)"	Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need	16, 19, 32, 35, 58
Animal Welfare		
FP9	Percentage and total of animals raised and/or processed, by species and breed type	NA
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	NA
FP11	Percentage and total of animals raised and/ or processed, by species and breed type, per housing type	NA
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	NA

Customer Health and Safety		
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	148, 221
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	222
FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives	29, 30, 31, 33, 220
FP8	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements	19, 32, 35, 41, 43, 44, 57
G4_PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	30, 33

SASB Standards | Processed foods

Standard	Content	Page
Energy Management		
FB-PF-130a.1	"(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable"	NA
Water Management		
FB-PF-140a.1.	"(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress"	112
FB-PF-140a.2.	"Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations"	NA
FB-PF-140a.3.	"Description of water management risks and discussion of strategies and practices to mitigate those risks"	112
Food Safety		
FB-PF-250a.1.	"Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances"	148
FB-PF-250a.2.	"Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program"	146
FB-PF-250a.3.	"(1) Total number of notices of food safety violation received, (2) percentage corrected"	NA
FB-PF-250a.4.	"(1) Number of recalls issued and (2) total amount of food product recalled"	148

Health & Nutrition		
FB-PF-260a.1.	"Revenue from products labeled and/or marketed to promote health and nutrition attributes"	NA
FB-PF-260a.2.	"Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers"	23
Product Labeling & Marketing		
FB-PF-270a.1.	"Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines"	NA
FB-PF-270a.2.	"Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO"	NA
FB-PF-270a.3.	"Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes"	NA
FB-PF-270a.4.	"Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices"	NA

Packaging Lifecycle Management		
FB-PF-410a.1.	"(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable"	NA
FB-PF-410a.2.	"Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle"	NA
Environmental & Social Impacts of Ingredient Supply Chain		
FB-PF-430a.1.	"Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard"	146
FB-PF-430a.2.	"Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances"	NA
Ingredient Sourcing		
FB-PF-440a.1.	"Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress"	NA
FB-PF-440a.2.	"List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations"	NA

INDEPENDENT LIMITED ASSURANCE REPORT ON KEY INDICATORS OF SUSTAINABILITY PERFORMANCE (NON-FINANCIAL INFORMATION)

To the Board of Directors of Corporativo Bimbo, S.A. de C.V.

We were engaged by the Administration of Corporativo Bimbo, S.A. de C.V. (hereinafter "Bimbo") to report on the Environmental and Nutritional Indicators of the Global Reporting Initiative (GRI) Standards and related to the "Best Nutritional Profiles for All" pillar (Non-Financial Information), prepared and presented by Bimbo's Global Research and Development Direction and Global Sustainability Direction, included in Bimbo's 2022 Annual Report for the period from January 1 to December 31, 2022 (the "Report"), that are detailed in Annex A attached to this report (the "Contents"), in the form of an independent conclusion of limited assurance, regarding whether, based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Contents are not prepared in all material aspects, in accordance with the criteria established in the Global Reporting Initiative (GRI) Standards and Bimbo's "Best Nutritional Profiles for All" Guidelines.

Management responsibilities

Bimbo's Global Research and Development Direction and Global Sustainability Direction are responsible for the preparation and presentation of the information subject to our review and the information and statements contained within it.

Bimbo's Management is responsible for designing, implementing, and maintaining the relevant internal control for the preparation and presentation of the information subject to our review, which is free from material errors, whether due to fraud or error.

Bimbo's Management is also responsible for ensuring that the personnel involved in the preparation of the Contents are adequately trained, the information systems are duly updated and that any change in the presentation of data and/or in the form of reporting, include all significant reporting units.

Our responsibilities

Our responsibility is to review the information concerning the Contents included in the 2022 Report and to express an independent conclusion of limited assurance based on the evidence obtained. We carry out our work based on the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board, that standard requires that we plan and perform the engagement to obtain limited assurance about whether, based on our work and the evidence obtained, nothing has come to our attention that causes us to believe that the Contents included in the 2022 Report for the period from January 1 to December 31, 2022, are not prepared in all material respects, in accordance with the Standards of the Global Reporting Initiative (GRI) and Bimbo's "Best Nutritional Profiles for All" Guidelines.

KPMG CARDENAS DOSAL, S.C. (the "Firm") applies International Standard on Quality Management 1 and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the requirements of the International Ethics Standards Boards for Accountants (including international independence standards), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

The procedures selected depend on our knowledge and experience of the Contents presented in the 2022 Report and other circumstances of the work, and our consideration of the areas in which material errors may occur.

When obtaining an understanding of the Contents included in the 2022 Report, and other work circumstances, we have considered the processes used to prepare the Contents, in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing a conclusion as to the effectiveness of Bimbo's internal control over the preparation and presentation of the Contents included in the 2022 Report.

Our engagement also included assessing the appropriateness of the main subject, the suitability of the criteria used by Bimbo in the preparation of the Contents, assessing the appropriateness of the methods, policies and procedures, as well as models used.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement, and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Criteria

The criteria on which the preparation of the Contents has been evaluated refer to the established requirements and in accordance with the criteria established in the Global Reporting Initiative (GRI) Standards and Bimbo's "Best Nutritional Profiles for All" Guidelines that are detailed in Annex A.

Inherent limitations

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities in the information presented in the Report may occur and not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Report, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Conclusion

Our conclusion has been formed based on, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Contents detailed in Annex A attached to this assurance report, prepared by Bimbo's Global Research and Development Direction and Global Sustainability Direction and included in Bimbo's 2022 Report for the period from January 1 to December 31, 2022 are not prepared in all material aspects, in accordance with the criteria established in the Global Reporting Initiative (GRI) Standards and Bimbo's "Best Nutritional Profiles for All" Guidelines.

Restriction of use of our report

Our report should not be regarded as suitable to be used or relied on by any party to acquire rights against us other than Bimbo's Global Research and Development Direction and Global Sustainability Direction, for any purpose or in any other context. Any party other than Bimbo's Global Research and Development Direction and Global Sustainability Direction who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk.

To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than Bimbo for our work, for this independent limited assurance report, or for the conclusions we have reached.

Our report is released to Bimbo, on the basis that it shall not be copied, referred to or disclosed, in whole or in part, without our prior written consent.

KPMG CARDENAS DOSAL, S.C.



Juan Carlos Reséndiz Muñiz

Partner

Mexico City, July 4th, 2023.

Annex A

Description of the Contents object of the limited assurance engagement:

Standard	Content	Indicator
"GRI 301 Materials 2016"	301-1	Materials used by weight or volume
		"Percentage of renewable materials (paper and cardboard) used for packaging"
		"Percentage of non-renewable materials (plastics) used for packaging"
	301-2	Recycled input materials used
	301-3	Reclaimed products and their packaging materials
		"Percentage of renewable packaging that comes from recycled or certified sources"
		Tons of recovered packaging by post-consumer programs
"GRI 303 Water and effluents 2018"	303-1	Interactions with water as a shared resource
	303-2	Management of water discharge-related impacts
	303-3	Water withdrawal
		Description
		Description
		Megaliters of water withdrawal, by source
		"Megaliters of water withdrawal in areas with water stress, by source"
"GRI 306 Waste 2020"	306-1	"Waste generation and significant waste- related impacts"
	306-2	Management of significant waste-related impacts
	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal
		Description
		Description
		Tons of waste generated, by type
		"Tons of waste diverted from disposal, by type and recovery operation"
		"Tons of waste directed to disposal, by type and disposal operation"
"GRI 416 Customer Health and Safety 2016"	416-1	Assessment of the health and safety impacts of product and service categories
		Description
"GRI G4 Sector Disclosures"	"G4 DMA (former FP4)"	"Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need"
	FP6	"Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars"
	FP7	"Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals, or functional food additives"
		Description
		Percentage of compliance in daily consumption products (SKU in Compliance/Total SKUs) by nutrient
		"Percentage of compliance in daily consumption products (SKU in Compliance/Total SKUs)"
		"Percentage of sales that come from food with ≥ 3.5 stars per the HSR standard"
Best Nutritional Profiles	Goal 1	"100% of our daily consumption portfolio will comply with our internal guidelines on maximum sodium, saturated and trans fatty acids, and added sugar content"
		"100 % of our daily consumption portfolio will be free from artificial colors and flavors"
	Goal 3	100% of our specialty grain breads, buns and rolls will meet our positive nutrition parameters
		Percentage progress vs. goal
		Percentage progress vs. goal
		Percentage progress vs. goal

information for our groups of interest

Stock Exchange

Bolsa Mexicana de Valores (BMV)

BMV TICKER

BIMBO

ADR Level 1 Ticker

BMBOY

Corporate Headquarters

Prolongación Paseo de la Reforma 1000
Colonia Peña Blanca Santa Fe
01210 Álvaro Obregón, CDMX
+5255 5268 6600

Investor Relations

ir@grupobimbo.com

Institutional Relations

inversionsocial@grupobimbo.com

Sustainability

sustentabilidad@grupobimbo.com

