

2023 Achievements  
Baked for LIFE



# STRENGTHENING COMMUNITIES



Invest 2% of net profits to enrich the communities we live and work in through product donations and financial support.

Contributed more than \$11.7M to communities where we live and work through product and financial donations; exceeding our target of investing 2% of profit.



\$11.7M



100% of our facilities with at least one Good Neighbour program in the local community.

37	Projects completed
\$215K	Donated
100%	Of facilities with associates participated
384	Associate volunteers
2,014	Hours
15K	People impacted

Increase volunteering participation in local communities by 30% over our 2019 baseline.



Bimbo Canada is committed to Food Security, Mental Wellbeing and Reconciliation.

## Food Security

- Donated more than **4.25M units** of product.
- Donated to **171 food bank** and non-profit organizations across the country .
- Donated **\$95,000** to Food Banks Canada through various programs, including our annual One-Four-All Associate matching campaign.
- 50 associates** joined others in the industry to help pack **185,000** healthy, kid-friendly food packages through Food Banks Canada's After the Bell program.
- Launched our new Feed Good Rewards** consumer engagement platform that benefits Food Banks Canada.

## Mental Wellbeing

- Donated **\$20,000** to Canadian Mental Health Association.
- Held more than **121 Associate Wellness programs** in our facilities across Canada.
- 470 associates** completed Healthy Minds training in 2023, bringing the total to 791.
- Facilitated multiple mental health awareness programs.
- Platinum sponsor** of the Grocery Foundation's annual fund raiser in support of Kids Help Phone.
- Donated more than \$30,000** in support of humanitarian efforts to assist the people around the world in current times of crisis.
- Progress in destigmatizing mental health by making **Healthy Minds training available to every associate.**

## Reconciliation

- Held a community launch event to share our Winnipeg Legacy Space with the local community.
- Together with our associates, contributed more than **\$60K to Gord Downie & Chanie Wenjack Fund** and other Indigenous Organizations and **completed 20 reconciliATIONS.**
- 59 associates** volunteered **343 hours** with Indigenous organizations.

## Total volunteer hours in 2023:



**831**  
Associates volunteered

**5,056**  
hours

**242%**  
increase in hours from 2022

**251%**  
increase in number of people volunteering from 2022

# Baked for LIFE



Increase the average number of training hours per associate by 20% compared to 2019.

Our associates **completed 215,186 hours** of training in 2023, equivalent to 53 hours of training per associate. This **exceeds our target** by 15%!



We launched a **new scholarship program** to help with tuition costs and other program fees for eligible children of Bimbo Canada associates and were pleased to award **ten \$2,500 USD** scholarships for the 2023-2024 school year.



**100%** of our workplaces will demonstrably prioritize safety and well-being.



Had our **best safety results ever** ... reducing injuries by 21%.

**21%**

## CARING FOR OUR PEOPLE

### DIVERSITY, EQUITY & INCLUSION



Continue to progress diversity & inclusion perspectives that ensures we have diverse representation, equal opportunities, and fair treatment of associates.



Developed 2025 Diversity, Equity & Belonging strategy



Launched a **new experiential, Diversity, Equity & Belonging training program** – all Senior Leaders completed the program in Q4 with all people leaders to be trained in 2024

New **Women in Leadership** Associate Resource Group



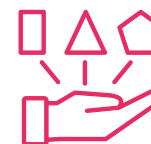
**5**

Initiated Accessibility Assessments of our facilities with Level Playing Field, completing 5 assessments in 2023

Monthly recognition of dimensions of diversity and cultural celebrations



**Active Diversity Committee** comprised of associate volunteers that organized multiple cultural and awareness events



**59.6%**

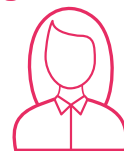
of Senior Leaders are women and/or racially diverse

Substantially increase women in leadership positions globally, by promoting, developing and hiring them



**46%**

of all **Directors and Vice Presidents** are female.



**41%**

of **Manager level** roles or above are held by women.

### SUPPLIER DIVERSITY

Members of:



Supported multiple organizations focused on diversity in our local communities through associate engagement programs.

