

We have now completed two years of our 10-year sustainability journey of Nourishing A Better World. We are pleased to share our 2023 achievements with you and we look forward to another year of progress in 2024

BIMBO CANADA'S 2023 Achievements



Launched **Feed Good Rewards** a Dempster's and Villaggio online platform to engage with consumers and support Food Banks Canada together.



Oroweat & Bon Matin Keto tortillas won a **2023 Best New Product award**, which is a consumer-voted awards program.

Canadian consumers voted **Dempster's the most trusted brand** in both the "Whole Grain Bread" and the "Tortilla Wraps" categories!



Quebec consumers voted **POM the most trusted brand** in the "Tortilla Wraps" category!



3,000 registrations for our **annual Bimbo Global Race** for families to walk and run together to fight hunger. 56,000 slices of bread were donated to Food Banks across Canada.



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



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.

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

97%

Increased the proportion of our packaging that is recyclable, biodegradable or compostable to 97%!

Reduce water use across all operations by 20% compared to 2019 footprint by 2025.

↓ 3.5%

Reduced water consumption by 3.5% in just one year through equipment upgrades, behaviour changes and steam use audits.

Zero Waste to Landfill at all Production Facility by 2025.

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6 bakeries that are Zero Waste to Landfill.

In the last three years, we've completed over 100 Sustainability projects in our facilities that reduce emissions, use greener refrigerants, reduce food waste, save energy, and decarbonize our transport operations.

Invested in new technology with a zero-emission electric shunt truck at our Trillium bakery, **reducing that facility's overall shunting emissions by 72%!**



Achieved **6 Energy Star industrial certifications** for our bakeries and **one Energy Star Challenge** – the most achieved by any company in Canada.



Achieved a **15% absolute reduction** in direct emissions against our base year of 2019! This reduction is on pace to meet the direct emissions component of our Science Based Target.



Achieved **ZERO Scope 2 emissions (market-based)** through wind and solar Virtual Power Purchase Agreements.



More than 45 Electric Vehicle charging stations available to our associates.



Decarbonized our operations with innovative technology, like an electric boiler at our Winnipeg facility. With Manitoba's clean electricity, this project **reduced the facility's boiler emissions by 98%!**



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

Monthly recognition of dimensions of diversity and cultural celebrations



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



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



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

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.



\$11.7M



21%

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

↑ 15%

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

Total volunteer hours in 2023:



Pension Plan portfolio now has ESG/Carbon Neutral considerations.



831 Associates volunteered

5,056 hours

242% increase in hours from 2022

251% increase in number of volunteers from 2022



We Jeff Robertson, Director, Environmental Sustainability, has been **recognized as one of Canadian Grocer's Generation Next winners!** This prestigious award celebrates trailblazers under the age of 40 in the grocery industry who are innovative, excel at what they do and demonstrate a commitment to shaping the future of the grocery industry.