

A photograph of a community garden. In the foreground, a woman with short red hair wearing a blue t-shirt and blue gloves is smiling and talking to a younger woman with long black hair wearing a peach t-shirt and white gloves. They are both looking at a small green plant in a wooden raised garden bed. In the background, other people are working in the garden, and there are trees and a small wooden structure.

Baked for Life

2024 Achievements



Strengthening Communities



Caring for Our People

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Strengthening Communities




\$9.75M

Bimbo Give Good
Program BIMBO CANADA

2024 Result:

806 Associates volunteered
4,076 hours
833% increase in hours vs. 2019
166% increase in number of people volunteering vs. 2019

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

Contributed more than \$9.75M in value to **communities where we live and work**, through our product donations program, Good Neighbour program and other financial contributions.



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

33	Projects completed
\$232K	Donated
100%	Of facilities with associates participated
366	Associate volunteers
1,816	Hours



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

Food Security

- Donated more than **3.2M units** of product
- Donated to **more than 120** different food bank and non-profit organizations across the country
- Donated **\$125,000** to Food Banks Canada through various programs and an additional **\$10,000** to provincial food banks
- **28 associates** joined others in the industry to help pack **200,000** healthy, kid-friendly food packages through Food Banks Canada's After the Bell program
- Viau bakery has donated the use of the land in front of the bakery to Cuisine Collective Hochelaga-Maisonneuve to **install greenhouses** for growing vegetables and small fruits

Mental Wellbeing

- Donated **\$25,000** to 12 mental health organizations in the cities where we live and work
- Held **125 Associate Wellness programs** in our facilities across Canada
- 80 People Leaders completed Health Minds Leader training in 2024, bringing the bringing the total to **428 People Leaders**
- Online Healthy Minds training kicked off for all associates – **1265 associates** trained in 2024
- Contributed **\$48,000** to the Grocery Foundation's annual fund raiser event in support of Kids Help Phone
- Donated **\$15,000** in support of humanitarian efforts to assist people in current times of crisis

Reconciliation

- **7 teams** of associates across Canada participated in Walk for Wenjack to support the Gord Downie and Chanie Wenjack Fund
- **Sponsored two indigenous students** for Champions of Change program with Global Indigenous Development Trust
- Contributed more than **\$63,000** to Indigenous organizations

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Caring for Our People


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

130%↑
Over 2019

Our associates completed **219,257 hours** of training in 2024, equivalent to 54 hours of training per associate.



Awarded scholarships of **\$2,500 USD** to children of our associates to help with tuition and other program costs.

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



Another record best year for safety, reducing injuries by 8% vs. 2023.



Continue to progress diversity, equity & belonging to ensure we have an inclusive workplace, where all associates feel they belong and feel safe to be their authentic self at work.

Held **38 in-person** Diversity, Equity and Belonging interactive training sessions across the country, **training 941 salaried associates.**

92%

Salaried associates have completed the first level of training



Launched the second level of Diversity, Equity and Belonging training program for salaried associates, with **90 associates trained in 2024.**

495 hourly associates have completed in-person DEB foundational training, which is approximately **20% of our hourly workforce.**

READY WILLING & ABLE

Became a National Employer Partner with Ready, Willing & Able and **hired 5 people through the program.**

Contributed **\$164,260** to organizations of various dimensions of diversity through donations, events and programs.



Finished Accessibility Assessments of our facilities with Level Playing Field and developed Inclusivity High Standards and multiple toolkits to support facilities in creating fully inclusive workspaces.

 Monthly recognition of dimensions of diversity and cultural celebrations 

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

Rolled out Wellness Retreat & Multi-Faith Hub Guidelines to facilities



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



65% Senior Leaders are women and/or racially diverse



43% Managers and above are women

SUPPLIER DIVERSITY Members of:



 By end of 2025, 2% of our total spend and supplier base will come from diverse suppliers.

35 of our suppliers are **certified diverse suppliers**, which is equivalent to **1.8%** of total spend and **1.2%** of total suppliers.

Awards & Recognition

2024

2024 **Star Women in Grocery** awarded to Rana Trindade, Senior Manager - Sourcing.



The **Carbon Disclosure Project (CDP)** included Grupo Bimbo on *The A List 2023*, recognizing the company for its actions to mitigate the effects of climate change at a global level for the second consecutive year.

Bimbo Canada was recognized by **Waterstone Human Capital** for **'Canada's Most Admired™ Corporate Cultures Award'**. This annual program awards organizations for having cultures that enhance employee performance and sustain a competitive advantage in their industry.



Won **Grocer Impact Sustainability Award** winner for our decarbonization efforts and results in our facilities across Canada.

For the first time, Grupo Bimbo has been recognized as one of **Forbes "World's Best Employers 2024"**.



Bimbo Canada was named one of Canada's **'2024 Best Place to Work'** by the Canadian HR Reporter.

Allyson Fenton, Senior Manager - Costco Innovation, was named a recipient of **Canadian Grocer's Generation Next Award**.



For the eighth consecutive year, **The Ethisphere Institute** recognized Grupo Bimbo as one of the **'2024 World's Most Ethical Companies®'**

Became a **partner with TENT Partnership for Refugees** in Canada to help refugees enter the Canadian labour market.



Bimbo Canada won the inaugural **Hamilton Gives Employee Engagement Award**.



Grupo Bimbo made **Time Magazine's "World's Best Companies"** for the second consecutive year. Grupo Bimbo placed in the top 10 in the global food category and 127th out of 1,000 in overall ranking.



Recognized by Food Banks Canada for our loyal support in partnering with them to fight food insecurity in Canada for the past 5 years