

Baked for Life



Bimbo Canada is committed to Food Security, Mental Wellbeing and Diversity, Equity and Belonging.

Strengthening Communities

\$7.88M

Contributed more than \$7.88M in value to communities where we live and work, through our product donations program, *Good Neighbour* projects and other financial contributions.



Bimbo Give Good
Program



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

2025 Result:

658 Associates volunteered	27	Projects completed
4,870 hours	\$233,880	Donated
2,058 Give Where You Live Hours	100%	Of facilities with associates participated
73% increase in <i>Give Where You Live</i> volunteering versus last year	372	Associate volunteers
	2,092	Hours



The *Bimbo Give Good* Program
Good Neighbour

Food Security

2.7M
units of product
donated



\$14,465
to aid families
in Gaza



\$40,000
to After The
Bell



\$65,000
to The Grocery
Foundation

Mental Wellbeing



Up to
\$25,000
to Tel-Jeunes in
Quebec

\$22,500
to humanitarian
efforts



\$20,000
to CHU Sainte-
Justine

DEB

- Refreshed our DEB Associate Resource program, centered on dimensions of diversity. Currently have **6 groups** with a total of 50+ associates.
- Held **20 DEB focused** events with **845 participants**.
- Won the **Canadian Grocer Impact Award for Community Giving & DEI** for our food donations, mental health support, reconciliation work, and building an inclusive workplace.
- Doug Rose, Logistics Manager, won the **Canadian Grocer Impact Champion Award** for leading change in Moncton — from inclusive hiring to sustainability projects.

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2025 Achievements

154,155

Hours of Training



Target Achieved!

116%↑

Over 2019

Equivalent to 39.8 hours of training per associate.

Training Hours

Education

Safety

Caring for Our People



Continue to progress diversity, equity & belonging to ensure an inclusive workplace, where all associates feel they belong and are safe to be their authentic selves.

825

Hourly associates completed in-person DEB training

29.4%

Of our hourly workforce



Monthly recognition of diversity and cultural celebrations.

\$25,000

\$2,500 scholarships to 10 children of our associates to help with tuition and other program costs.



43%

of management roles are held by women

Substantially increased positions for women in leadership through internal promotions, targeted development, and intentional external sourcing.

Held 18 in-person

Diversity, Equity and Belonging interactive training sessions across the country, training 450 salaried associates.

72%

Salaried associates have completed the first level of training

SAY IT!

BELONGING

received a favourability score of

83%

the highest of all recorded topics.



Our Leadership Trainee Program rebranded to **Rise to Lead**. We continue to mentor participants and champion the **leaders of tomorrow**.



Developed the third and final level of

Diversity, Equity and Belonging training program for salaried associates. Training will launch in 2026.



Contributed **\$194,515** to various diversity focused non-profit organizations through donations, events, and programs.

Hourly Newsletters

developed and sent to more than **3,500 associates across Canada** sharing essential information, celebrating success, and keeping all associates informed and connected.

Collaboration

level
PLAYING FIELD
an accessibility agency

Using **Accessibility Assessments** our Inclusivity and High Standards team implemented **148** improvements to create a more inclusive workspace.



CHU
Sainte-Justine
Le centre hospitalier
universitaire mère-enfant
Université
de Montréal

\$100,000 5-year partnership with the CHU Sainte-Justine Children's to support a **Nutrition program** that teaches children about healthy food that helps support their physical and mental well-being.

