



THE BACHOCO
**CODE OF
CONDUCT
& ETHICS**

2023 Version

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MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

At Industrias Bachoco, our mission is based on our promise to offer fresh, rich, nutritious, and healthy products to all consumers. Our *Code of Conduct & Ethics* is key to achieving this commitment by always doing the right thing and doing it the right way

This Code is not just a set of rules. It is the foundation of our business culture and reputation, ensuring integrity, transparency, and honesty in everything we do.

Even when no one is looking, doing things the right way means acting with integrity, respect, and responsibility, and this Code reminds us of what we expect of ourselves and our co-workers and guides us in making the right decision, even when that might be difficult. When we take the time to do the right thing, we build trust and consequently reinforce Industrias Bachoco's sustained growth.

Bachoco, with its different business units and geographies, is made up of people who stand out as much for their talent as for their actions. Hence, we are all committed to promoting the behaviors established in this Code, regardless of the type of work we do or the role we play.

This Code applies to all Industrias Bachoco employees at all organizational levels; therefore, we are all responsible for complying with our corporate ethical standards.

I am confident that if we work together and pledge to follow our Code of Conduct & Ethics, we will continue to build a company that is admired and respected.

Javier Bours Castelo
Chairman of the Board of Directors



OUR VALUES



Integrity

I adhere to the rules established to ensure that my behavior earns respect within and outside the company.



Trust

I am trustworthy since my words and actions confirm that I meet my commitments and those obligations entrusted to my role.



Common Good

My actions put the common good above individual needs.



Austerity

I protect and make the best use of the company's assets and resources, reducing unnecessary consumption and waste.



Innovation

I strive to develop and promote innovative business alternatives and procedures to meet the needs of my internal and external customers.



Efficiency

I achieve efficiencies at work by generating and promoting results exceeding my own and my co-workers' expectations.



Service

I promptly and effectively respond to our internal and external customers and suppliers' needs with kindness, empathy, and respect.

OUR BELIEFS

Regarding Our Consumers

- We believe in producing high-quality food that nourishes our consumers.
- We believe our consumers should receive products and services that meet or exceed their expectations.
- We believe that knowing the needs of our consumers will allow us to become their best option.

Regarding Our Customers

- We believe that our customers are our business partners, and we want to contribute to their growth.
- We believe our customers should always receive quality services and products from us.
- We believe that honesty and mutual respect are fundamental to our business relationships.

Regarding Our People

- We believe that we are all responsible for ensuring that our people's well-being, safety, and health come first.
- We believe in respecting the dignity of everyone who works in the organization, regardless of their hierarchical level.
- We believe in dignified, fair, and honest treatment for everyone without distinction.
- We believe in the integration, permanence, and recognition of our people.
- We believe that investing in our people's training and continuous development adds value that ensures that we continue to grow.
- We believe in ensuring our people's quality of life and prosperity in the workplace.
- We believe in offering the best employment option.
- We believe in compensating our people at all levels in a dignified, fair, and competitive manner.
- We believe in exceeding our goals and objectives and giving our best daily.



Regarding Our Shareholders and Board of Directors

- We believe in generating profitability for our shareholders, meeting their expectations, and looking after their interests.
- We believe in striving to be the best medium and long-term investment option for our shareholders.
- We believe that we must provide the Board of Directors with business alternatives, innovative

projects, and ample, sufficient, precise, and timely information that allows them to make the best decisions for the company.

- We believe in the importance of protecting and enhancing the excellent reputation our company enjoys.

Regarding Our Company

- We believe in being a single Bachoco, regardless of the geographies we serve and the nature of the businesses we manage.
- We believe that our leaders should be responsible people of integrity who genuinely pursue the well-being of their teams.
- We believe in ensuring the quality of our products, processes, and services and in the importance of continuous improvement.

- We believe in innovation, creativity, and execution excellence as key differentiators that make us market leaders.
- We believe in ensuring the proper use, development and maintenance of company assets.
- We believe in the need to adhere to the current legal framework and internal regulations.

Regarding Our Suppliers

- We believe in fair and transparent supplier selection processes aligned with our internal rules and regulations.
- We believe that we must obtain quality inputs and services from our suppliers that meet or exceed industry standards.
- We believe our suppliers should receive friendly, fair, and quality services from our company.

- We believe in maintaining honesty and integrity in each of our business relationships.
- We believe that communicating, negotiating, and working with our suppliers benefits both parties.

Regarding Our Society and The Environment

- We believe in ensuring our company's positive social participation, adding value to everyone involved.
- We believe in behaving ethically according to our legal framework.
- We believe in acting responsibly with our surroundings and protecting the environment.
- We believe in our corporate social responsibility focused on the population's nutrition.

Regarding Our Government

- We believe in exercising our rights and complying with our civic, legal, tax, and environmental obligations.
- We believe in corruption-free relations with the government, authorities, and institutions at all levels.
- We believe in competition in a free market economy.



BUSINESS CONDUCT GUIDELINES

The Scope and Reach of Our Code of Conduct & Ethics

Our *Code of Conduct & Ethics* (hereinafter referred to as the Code) guides the actions of each of us working at Industrias Bachoco (hereinafter referred to as Bachoco) and its subsidiaries. It establishes the grounds and principles of our relationships and behavior with others, within and outside the organization.

This Code applies to all Bachoco employees at all organizational levels and must be our daily operation and relationship guide.

You are responsible for knowing, complying with, enforcing, and promoting this Code. You must pledge to always act according to the terms herein established. You must master the Code's policies and report any situation contrary to its principles.

If we are faced with a situation that raises doubts about ethical behavior, we can ask ourselves the following questions before taking action:

Is this behavior contrary to our organizational Values and Beliefs?

Does this situation violate the provisions established by this Code or Bachoco policies in general?

Is this behavior contrary to the laws or regulations that govern our company?

Could this action or behavior affect the Bachoco reputation or mine?

Would my family or peers disapprove of this behavior?

If the answer to any of these questions is yes, it may be an improper situation that is contrary to our Code, Values, and Beliefs, in which case, you should contact your local Human Resources Department or use the reporting channels provided under chapter 5 Bachoco Code of Conduct & Ethics Reporting Channels to report a breach.

In situations not covered in this Code, we must adhere to company policies and procedures or the applicable law. Our values and our culture of legality must guide our daily actions.

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IN OUR DAILY TASKS

Each of us who belongs to Bachoco is committed to acting ethically every day and demonstrating it as follows:

1.1 We prioritize our people's well-being, health, and safety above the company's operation and financial results.

1.2 We act with honesty and integrity and comply with the policies and procedures the company has established to ensure our proper performance on the job.

1.3 We treat everyone with respect and kindness and promote a harmonious working environment. We avoid any behavior that could offend others, be it a co-worker or an external person with whom we interact while doing our job.

1.4 We report actions and behaviors contrary to this Code and do not file false or baseless complaints against anyone in bad faith.

1.5 We protect our people, ensuring a work environment free from violence or sexual harassment. We have a zero-tolerance policy for any of the acts mentioned above and react in line with our Disciplinary Action Procedure and Consequences System to apply the corresponding penalties.

1.6 We respect and defend human rights according to our zero-tolerance policy regarding discrimination in daily dealings, hiring personnel, and deciding on development opportunities in Bachoco. We prohibit discrimination based on nationality, sex, sexual orientation, gender identity, ethnic origin, religion, skin color, disability, or other conditions.

1.7 We provide equal opportunities, and our recruitment and personnel development mechanisms follow transparent processes to ensure we have the best talent on board.

1.8 We comply with applicable laws and regulations regarding labor conditions and human rights and those prohibiting forced and compulsory labor, child labor, human trafficking, and violence in the workplace.

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IN OUR RELATIONSHIPS WITH THIRD PARTIES

We interact with third parties daily, that is, with people or organizations that do not belong to Bachoco, such as customers, suppliers, government authorities, community members and other companies, to name a few.

Each of us represents Bachoco before those mentioned above, which is why our behavior when interacting with third parties must always be based on our Values and Beliefs and comply with the provisions established in our Code. In particular, we must never use our position in the company to seek personal gains, benefit third parties or harm the company's reputation.



In our Customer and Consumer Relations

2.1 In each business transaction, we always provide equal treatment, act in accordance with the law, and fulfill the commitments acquired.

2.2 We ensure respectful and responsible communications and do not create false expectations about our products or services.

2.3 We design marketing and communication campaigns that respect human rights and do not perpetuate negative stereotypes.

In our Supplier Relations

2.4 Our suppliers are our business partners, so we strive to create shared value through relationships based on honesty, legality, transparency, and respect.

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2.5 We strive to ensure the equitable participation of suppliers based on criteria of quality, profitability, competitiveness and service, always in line with Bachoco's ethical standards and principles.

2.6 We believe that it unacceptable for our employees to ask for or receive incentives of any kind from suppliers to select or promote their businesses.

2.7 We must ensure that our suppliers are familiar with our Code and sign our No Conflict of Interest Declaration letter for suppliers to guarantee our alignment with the behavior expected from both parties.

In our Community Relations

2.8 We actively and responsibly engage with our community's business associations.

2.9 We respect the applicable laws in our interactions with the communities we serve.

2.10 We conduct ourselves respectfully and cordially with all members of the communities with which we interact.

2.11 We respectfully inform members of the communities with which we interact that submit comments, complaints or requests that we will immediately report

their concerns to the Human Resources Department to ensure proper channeling to the corresponding department.

In our Authority and Government Relations in General

2.12 We comply with the applicable laws and regulations and ensure that we serve as an example of a culture of legality.

2.13 As an organization, Bachoco does not participate in politics or support electoral campaigns; therefore, it does not grant political sponsorships. As employees, we can freely participate in politics individually because the company guarantees that right; however, we must never speak out or support a political actor, party, or government in the company's name.

2.14 When a government authority or agency notifies us of a breach or problem related to the company, we immediately report it to the Human Resources Department, which channels it to the corresponding department.



3

IN OUR MANAGEMENT OF ASSETS AND INFORMATION

All Bachoco employees are bound to safeguard the confidentiality of the information and optimize the use of the company's assets. We are responsible for properly managing our resources efficiently according to the policies established to this end.

With this in mind:

3.1 We value and ensure the proper use of the company's resources to do our jobs and prevent neglect or waste.

3.2 We are responsible for ensuring the proper and efficient use of company assets, so we must never sell, lend, give or dispose of equipment, machinery, products, materials, or any asset, regardless of its condition or value, unless it is necessary for the business and has been properly authorized according to our internal procedures.

3.3 We acknowledge that purchasing or selling shares or other financial securities is illegal based on non-public or privileged information about Bachoco. As employees, we may have access to privileged information about Bachoco or other companies, including our suppliers or business partners, depending on our role; however, we are not allowed to use this information for personal gain or to benefit third parties. Contact your Human Resources Department to ask for the individual assessment of a case about which you have questions or concerns about the legal and organizational limits on using certain information.

3.4 We believe the company's information is only public when disclosed through official Bachoco channels.

3.5 Bachoco prohibits:

3.5.1 Giving confidential information to third parties about the company or its employees without proper authorization.

3.5.2 Using the corporate Confidential Information to which we have access to conduct business for personal gain or to benefit third parties, including individuals, customers, and suppliers.

3.5.3 Sharing information with third parties about prices, costs or trade conditions the company has negotiated with third parties.

3.5.4 Downloading, accessing or storing company data on devices not provided by Bachoco.

3.5.5 Giving confidential, strategic, or commercially sensitive information directly or indirectly to our competitors.

3.5.6 Using for our benefit or that of third parties, the company's strategic or commercially sensitive information to which we have access to carry out our work-related activities. These prohibitions apply even after the individual's employment relationship with the company has ended.

Bachoco has designated the Human Resources Department as the parties responsible for storing and safeguarding personal information about employees to guarantee its privacy and confidential handling exclusively for personnel administration purposes and in compliance with the applicable law. No one in the organization is authorized to share or disclose personal information about employees without their prior written consent.



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IN OUR COMPLIANCE

In our professional work, we may be exposed to situations challenging our ethical behavior. Some of them, such as potential conflicts of interest or matters related to bribery, regulated by national or international laws and produce legal consequences for those involved beyond the organizational consequences established by Bachoco.

The following are guidelines for the way we act in some of these circumstances:

Anti-Bribery Practices

4.1 We promote and nurture a culture of zero tolerance for acts of corruption in our operations and our relationships with third parties.

4.2 We do not offer or address, directly or indirectly, the handling or an object of value to customers, suppliers, or competitors to influence their business relations or decisions. A gift, favor, or job offer may be considered a bribe if offered in exchange for acquiring, keeping, operating a business, or obtaining a benefit.

4.3 We do not offer or accept complimentary business items such as gifts, donations or entertainment under circumstances that may create the appearance of a conflict of interest.

4.4 We do not accept or promote invitations to entertainment or non-business events that may compromise our decision-making processes or that of the third parties with whom we interact.

4.5 Bachoco only permits the acceptance of gifts that are promotional items of no commercial value, such as notebooks, pens, calendars, thermoses, mugs, mousepads, agenda books, caps, or key chains. If you receive a gift that cannot be considered a promotional item, it must be returned without exception, and you must notify the Human Resources Department of the incident.

4.6 We do not offer gifts, hospitality or anything of value to government authorities, officials, or their employees under any circumstances.

4.7 All donations made must comply with the terms established in our internal procedures. Please contact your Human Resources Department with your questions about these procedures.

4.8 We report to our direct supervisor and the Human Resources Department if a third party offers us an object in kind, activity, or cash that could be considered a bribe.

4.9 Before contacting a government official or their employees, we ensure that we have been properly authorized to interact with them on behalf of Bachoco and will always do so under this Code, our internal policies and the applicable law.

Practices to Avoid Conflicts of Interest

4.10 We do not use our position as employees for personal gain to benefit our family members or others through personal companies or organizations with which we may be associated.

4.11 We do not act as suppliers because we are Bachoco employees. If a family member is a Bachoco supplier, we inform the Human Resources and Purchasing Departments of this. We do not influence anyone in Bachoco to contract our family members as suppliers.

4.12 Employees and their immediate family members are neither material owners or material holders of shares in companies that are direct or indirect competitors of Bachoco. We do not offer services to Bachoco competitors. If we decide to engage in other

activities or side jobs in addition to our role in Bachoco, they must not interfere with our work or working hours and must be reported to the Human Resources Department to confirm that there is no conflict of interest.

4.13 We must never use the company or other employee's assets, money, materials, equipment, telephones, radios, facilities or services to conduct personal separate business.

4.14 We understand that we must not disclose corporate or employee information; therefore, we obtain the corresponding authorization when required.

4.15 As a general rule, Bachoco does not hire family members of bi-weekly paid employees, and any exceptions to this rule must comply with the terms described as follows:

4.15.1 The family relationship is formally declared during the recruiting process and expressly authorized with a signature by the Human Resources Department and the highest authority in the corresponding department or division.

4.15.2 Evidence confirms that the new hire is the best talent available according to the Bachoco selection and recruitment process.

4.15.3 The family members involved do not work for the same division or department; and

4.15.4 The roles between family members have no direct bearing and do not influence their mutual performance and results.

4.15.5 All managerial and leadership positions contracted must be authorized in writing by the Human Resources Department and the office of the CEO.

4.16 In the case of weekly paid employees, Bachoco can hire family members to contribute to the continuity of the production processes as follows:

4.16.1 The family relationship is declared during the recruitment process.

4.16.2 The candidate complies with the applicable hiring requirements and the recruitment and selection hiring tests.

4.16.3 The head of the Human Resources Department responsible for the work center authorizes approval of the new hire in writing.

4.17 We promptly report any situation or personal transaction that could be perceived as a conflict of interest through the established reporting channels or the Human Resources Department.

Please ask your Human Resources Department to allow you to review our Conflicts of Interest Policy to address any questions or concerns you might have in this regard.

Fair Competition Practices

4.18 We are committed to promoting free and fair business competition by complying with all applicable antitrust laws.

4.19 We do not engage in dishonest marketing practices, such as price fixing.

4.20 We do not discuss price issues, sales conditions, market information, or aspects that could be interpreted as commercial agreements with the competition.

4.21 Our relationship with competitors is based on the terms established in this Code, internal Bachoco policies, and the applicable law.

4.22 We prohibit our employees from entering commercial agreements or engaging in market strategies to harm a competitor.

Trade Controls

4.23 We are committed to complying with applicable domestic and international laws, including import and export control regulations, customs regulations, and sanctions laws. All employees involved in the transfer of assets across national borders on behalf of the company must comply with the applicable law. Please contact our Legal Department with any questions about these laws and regulations.

4.24 We are attentive to any trade penalties that may apply to our productive or commercial operations to ensure that we report them to the appropriate business leaders.

Anti-Money Laundering Practices

4.25 We prohibit obtaining resources, funds, or assets from unlawful activities and their concealment. Money laundering represents a serious crime that can produce criminal, legal, economic and reputational consequences for Bachoco and its employees.

4.26 We declare that we favor integrity in investments and business relations and are committed to adopting the necessary measures to protect the legitimacy of the funds the company receives from its customers and other counterparties.

Environmental Care and Animal Welfare

4.27 We are committed to acting responsibly and sustainably with our surroundings and the environment.

4.28 We pay special attention to reducing our environmental impact by promoting a culture of continuous improvement in the processes carried out at each Bachoco work center.

4.29 We make the most of our material resources, promoting a culture of reduction, reuse and recycling whenever possible.

4.30 We maintain proper animal husbandry and veterinary care practices in our operations.

4.31 We are committed to animal welfare. In particular, in our production processes involving farm animals, all employees treat them with the greatest care and respect.



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BACHOCO CODE OF CONDUCT & ETHICS REPORTING CHANNELS

To make our Code of Conduct & Ethics work effectively, all Bachoco employees must pledge to comply with the established terms. Therefore, we are all responsible for complying with and enforcing our Code. Everyone benefits when we speak up to protect the space we share as employees.

At Bachoco, we strive to strengthen a healthy culture that encourages employees to report misconduct. Hence, the company provides several channels to report improper or potentially illegal conduct and address any other issue related to ethics, behavior, or aspects not covered in this Code.

It is important to note that Bachoco expressly prohibits retaliation against anyone submitting a report or complaint in good faith about improper, unethical or illegal conduct within our operations or in our interactions with third parties. The company also ensures the protection of whistleblowers.

The following reporting channels **are available 24/7 every day of the year** and are managed by a specialized independent company that guarantees the whistleblower's anonymity and protection:

 *Online at* www.resguarda.com/bachoco

 *Email address:* bachocolineaetica@resguarda.com

 *Hotlines:*
In Mexico: 800 123 3312
In the United States: 1 800 921 2240

All reports received through these channels are handled with the utmost confidentiality and investigated impartially and objectively. Penalties, when necessary, are applied according to the terms established in our current Disciplinary Action Procedure and Consequences System, which you can check with your Human Resources Department.



COMMITMENT LETTER SIGNED TO ENSURE COMPLIANCE WITH THE INDUSTRIAS BACHOCO CODE OF CONDUCT & ETHICS

Date _____

I have read and understand the scope and reach of the guidelines established in the Industrias Bachoco Code of Conduct & Ethics. I pledge to be an example and disseminate and encourage compliance with the Code by following the terms established and acting in accordance with the company's Values and Beliefs in my daily interactions with my co-workers and third parties and to report any situation that could be contrary to the terms established in those documents.

I am familiar with the reporting channels and the company's policies and procedures to help me make ethical decisions.

Name:

Position:

Signature:

Employee ID Number:

*We do the right
thing and do it
the right way*

Bachoco[®]

The logo for Bachoco features the brand name in a bold, orange, sans-serif font. A green, curved line arches underneath the text, resembling a smile or a swoosh. A small registered trademark symbol (®) is positioned to the right of the word.

Bachoco[®]

