



Climate Action Governance

Board Oversight



Corporate Governance and Social Responsibility Committee

Provides oversight over material ESG issues, including climate change

→ **Frequency: Quarterly updates from the Senior Vice President, Innovation, Sustainability and Strategy**

Management Oversight



Executive Committee

Provides strategic input, oversight and approval on ESG issues, including climate change.

→ **Frequency: Updates from the Senior Vice President, Innovation, Sustainability and Strategy, as needed**

Enablers

Sustainable Business Council – Climate Action Workstream (to be established in fiscal year 2023): The role of Sustainable Business Council is to foster collaboration and coordination on ESG strategy, goals, activity, monitoring and reporting across Empire. The Climate Action Workstream will comprise of senior leaders from the Sustainability team and the core functional area teams responsible for the execution of the Climate Action Plan. The Climate Action Workstream will provide governance over the Climate Action Plan, ensuring Key Performance Indicators (KPIs) to deliver the Plan are integrated within their relevant teams and providing a forum for consistent and accurate accounting of carbon emissions for internal monitoring and external reporting. The SVP Innovation, Sustainability and Strategy will report to the Executive Committee on the progress of the Climate Action Plan on a quarterly basis.

Initiative based working groups:

- Real Estate and Sustainability Working Group (bi-weekly)
- Supply Chain & Logistics and Sustainability Working Group (as needed)
- Scope 3 GHG Emissions Working Group (bi-weekly)

Functional teams:

- Real Estate
- Supply Chain & Logistics
- Voila
- Sourcing and Merchandising
- Convenience & Fuel