

Fiscal Year 2023 Environmental Social Governance (ESG) Metrics Table

Our ESG Metrics Table shows the progress we made in fiscal 2023 against key goals across Sobeys Inc.'s three sustainable business pillars: People, Planet and Products. Fiscal 2023 metrics do not include Farm Boy or Longo's, unless otherwise noted.

Goal	Measured By	Boundary	FY 2023	FY 2022
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GOVERNANCE



Our Focus: Cyber Security & Data Protection

<p>Provide teammates with the knowledge to make informed decisions to protect our business from cyber-related threats</p>	<p>Percentage of corporate office teammates (employees) trained on data security and/or data protection related risks and procedures</p>	<p>Office-based corporate employees</p>	<ul style="list-style-type: none"> • 93% - completion of annual Security Awareness Foundations training • 97% - completion of Supplementary Phishing training 	<ul style="list-style-type: none"> • 86% - completion of annual Security Awareness Fundamentals Program • 96% - completion of Supplementary Phishing Training
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PEOPLE



Our Focus: Diversity, Equity & Inclusion (DE&I)

<p>Attract, grow, and retain diversity of teams</p>	<p>Percentage of women representation in workforce</p>	<p>Corporate employees including Retail, Backstage, Distribution etc.</p>	<ul style="list-style-type: none"> • 53% (full-time (FT) and part-time (PT)) self-identify as women 	<p>Not disclosed in fiscal 2022</p>
	<p>Percentage of women at Director and senior leadership (Senior Vice President and Vice President) levels</p>	<p>Office-based corporate employees</p>	<ul style="list-style-type: none"> • Director: 37% • SVP and VP: 39% 	<ul style="list-style-type: none"> • Director: 38% • SVP and VP: 37%
	<p>Percentage of women at corporate store manager, assistant store manager and department manager levels</p>	<p>Corporate employees including Retail, Backstage, Distribution etc.</p>	<ul style="list-style-type: none"> • Store manager: 27% • Assistant store manager: 41% • Department manager: 53% 	<ul style="list-style-type: none"> • Store manager: 25% • Assistant store manager: 35% • Department manager: 56%

Goal	Measured By	Boundary	FY 2023	FY 2022
	Percentage of women in store management in training program	Store management	52%	54%
	Percentage of women on executive succession slate	Corporate employees including Retail, Backstage, Distribution etc.	45%	41%
	Percentage of visible minorities representation in workforce ¹	Corporate employees including Retail, Backstage, Distribution etc.	13% (FT and PT) self-identify as visible minority	Not disclosed in fiscal 2022
	Percentage of Indigenous Peoples representation in workforce ²	Corporate employees including Retail, Backstage, Distribution etc.	4% (FT and PT) self-identify as Indigenous Peoples	Not disclosed in fiscal 2022
	Percentage of visible minorities representation at Director and senior leadership (Senior Vice President and Vice President) levels	Office-based corporate employees	<ul style="list-style-type: none"> • Director: 9% • SVP and VP: 9% 	<ul style="list-style-type: none"> • Director levels: 10 % • SVP and VP: 14%
	Percentage of Indigenous peoples representation at Director and senior leadership (Senior Vice President and Vice President) levels	Office-based corporate employees	<ul style="list-style-type: none"> • Director: 1% • SVP and VP: 1% 	<ul style="list-style-type: none"> • Director levels: 1 % • SVP and VP: 1%
	Percentage of visible minorities representation in store management in training program	Store management	11%	Not disclosed in fiscal 2022

Goal	Measured By	Boundary	FY 2023	FY 2022
 Our Focus: Diversity, Equity & Inclusion (DE&I)				
	Percentage of Indigenous Peoples representation in store management in training program	Store management	5%	Not disclosed in fiscal 2022
	Percentage of people with disabilities in the workforce ³	Corporate employees including Retail, Backstage, Distribution etc.	5% (FT and PT) self-identify as people with disabilities	Not disclosed in fiscal 2022
	Percentage of LGBTQ2+ employees in the workforce ⁴	Corporate employees including Retail, Backstage, Distribution etc.	4% (FT and PT) self-identify as LGBTQ2+	Not disclosed in fiscal 2022
Advance a culture of inclusion	Number of DE&I education and awareness events	Corporate employees including Retail, Backstage, Distribution etc.	5 events with 5948 teammates registered	15 events with 10,173 teammates registered
	Number of teammates participating in Women's Inclusion Network	Corporate employees including Retail, Backstage, Distribution etc.	1017	1153 members
	DE&I index measurement	Corporate employees including Retail, Backstage, Distribution etc.	76% positive rate for DE&I index (-3% YoY) ⁵	79% positive rate for DE&I index (+4% YoY)
	Percentage of directors and above completing DE&I training	Corporate employees including Retail, Backstage, Distribution etc.	86%	93%

Goal	Measured By	Boundary	FY 2023	FY 2022
Accelerate DE&I into business outcomes to improve equity and better serve customers	Percentage of corporate retail store teammates that have completed Serving all in Canada: A course on addressing and preventing consumer racial profiling	Retail store employees	97%	81%
	Percentage of directors and above with DE&I goals	Corporate employees including Retail, Backstage, Distribution etc.	90% (Target 75%)	93% (new metric introduced in fiscal 2022)



Our Focus: Community Investment

Foster 'Healthier Tomorrows' by nourishing 'Healthy Bodies' and nurturing 'Healthy Minds'	Total amount raised and donated to support 'Healthier Tomorrows'	Corporate contribution and fundraising	Nearly \$19 million <ul style="list-style-type: none"> Corporate contribution: \$7 million Fundraising: \$12 million 	Nearly \$19 million <ul style="list-style-type: none"> Corporate contribution: \$6 million Fundraising: \$13 million
'Healthy Bodies': Remove barriers to help Canadians access healthy and affordable food	Total dollars raised to support 'Healthy Bodies.' Campaigns include: <ul style="list-style-type: none"> Support more than 400 food banks Toonies for Tummies – school breakfast meal programs Special Olympics La Tablee des Chefs Fondation Charles-Bruneau 	Corporate contribution and fundraising	<ul style="list-style-type: none"> Corporate contributions: \$971,875 Fundraising: \$7,816,033 	<ul style="list-style-type: none"> Corporate contributions: \$1,287,200 Fundraising: \$9,191,100

Goal	Measured By	Boundary	FY 2023	FY 2022
'Healthy Minds': Increase early interventions of child and youth mental health	Total dollars to support 'Healthy Minds': Family of Support Child & Youth Mental Health Initiative. Partners include: <ul style="list-style-type: none"> Kids Help Phone Canada's Children's Hospital Foundations 	Corporate contribution and fundraising	<ul style="list-style-type: none"> Corporate contributions: \$824,168 Fundraising: \$2,377,790 	<ul style="list-style-type: none"> Corporate contributions: \$734,400 Fundraising: \$2,915,500
Empower our store teams to make a local impact	Total donations from the Community Action Fund	Community Action Fund	\$ 650,048 donated to support more than 149 community organizations, directly benefiting over 327,000 people	\$673,000 donated to support nearly 150 community organizations, directly benefitting over 159,000 people
	Total donations from stores	Corporate contribution	Corporate contribution: \$ 1,571,742	Corporate contribution: \$ 1,149,000
	Disaster response	Corporate contribution	Corporate contributions: \$110,000 <ul style="list-style-type: none"> Donations to the Canadian Red Cross and local community agencies in support of response and recovery efforts following Hurricane Fiona in Atlantic Canada 	Corporate contributions: \$150,000 <ul style="list-style-type: none"> Donations to the Canadian Red Cross in support for India COVID Relief, British Columbia Flood Relief and Ukraine Humanitarian Crisis Appeal
Other fundraising	Total dollars raised to support other programs and campaigns, including: <ul style="list-style-type: none"> Charity Golf Classic Employee payroll campaigns Regional donations 	Corporate contribution and fundraising	<ul style="list-style-type: none"> Corporate contributions: \$1,645,180 Fundraising: \$1,756,294 	<ul style="list-style-type: none"> Corporate contributions: \$921,100 Fundraising: \$588,900
	Bulk gift card program	Corporate contribution	Corporate contributions \$ 1,045,005	Corporate contributions: \$1,300,000

Goal	Measured By	Boundary	FY 2023	FY 2022
 Our Focus: Employee Health, Safety & Wellness				
Ensure a safe workplace and minimize or eliminate all workplace incidents	Total Incident Frequency Rate per 200,000 hours	Corporate employees	7	7
	Number of employee fatalities resulting from operational accidents	Corporate employees	0	0
	Number of contractor fatalities resulting from operational accidents	Corporate employees	0	0
	Lost Time Frequency Rate per 200,000 hours	Corporate employees	2	2
 Our Focus: Labour Practices				
Report on quantitative performance	Percentage of corporate employees earning above minimum wage	Corporate employees	83%	84%
	Percentage of corporate employees eligible for performance-based incentive pay	Corporate employees	35%	35%
	ESG performance links in compensation for members of the executive management team	Corporate employees	In fiscal 2023, all Named Executive Officers (NEOs) had 10% of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance. 5% was tied to specific Sustainability metrics and 5% to DE&I metrics.	In fiscal 2022, all Named Executive Officers (NEOs) had 10% of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance.

Goal	Measured By	Boundary	FY 2023	FY 2022
	Corporate employee turnover rate	Corporate employees including Retail, Distribution, Administration and Ocado and excludes Candico and anyone on LTD/ WCB/ salary continuance	48.9%	48.2%
	Percentage of employees participating in Code of Business Conduct & Ethics training <ul style="list-style-type: none"> Topics covered in the training that address anti-bribery and corruption include conflict of interest, theft and guidelines on confidential information 	Corporate employees including Retail, Backstage, Distribution etc.	92%	Not disclosed in fiscal 2022

PLANET



Our Focus: Climate Action

Annual report on greenhouse gas (GHG) emissions	Total Scope 1 Emissions	Includes Sobeys Inc, Longo's and Farm Boy- (Retail sites, distribution centers, offices, fuel in generators, company-owned vehicles)	CY 2022: 400,460 tonnes CO ₂ e	CY 2021: 360,880 tonnes CO ₂ e
	Total Scope 2 Emissions (location based)	Retail sites, distribution centers, offices	CY 2022: 232,360 tonnes CO ₂ e	CY 2021: 262,960 tonnes CO ₂ e
	Carbon Intensity: Combined Scope 1 and 2 Emissions per unit of square foot		CY 2022: 26.4 kgCO ₂ e/sqft (-18.8 % compared to CY 2019 base year);	CY 2021: 26.4 kgCO ₂ e/sqft (-18.8% compared to CY 2019 base year);

Goal	Measured By	Boundary	FY 2023	FY 2022
	Total Scope 3 Emissions	Purchased good and services, use of sold products, other Scope 3 categories	CY 2022: 23,912,430 tonnes CO ₂ e	CY 2021: 25,333,500 tonnes CO ₂ e
Scope 1 and 2 Emissions Near-term target: Reduce absolute Scope 1 and Scope 2 GHG emissions by a minimum of 55% by 2030 from 2019 base year	Percentage reduction in Scope 1 and 2 emissions over the baseline year 2019	Sobeys Inc, Longo's and Farm Boy	15% reduction	New targets developed in fiscal 2022
Scope 3 Emissions Near-term target: (a) 64% of our suppliers, by spend, will set science-based reduction targets on their Scope 1 and 2 emissions in five years (by 2027);	Percentage of suppliers, by spend, that have set science-based reduction targets on their Scope 1 and 2 emissions	Sobeys Inc, Longo's and Farm Boy	Data not yet available	New targets developed in fiscal 2022
	Percentage of suppliers, by spend, engaged on CDP Supply Chain	Sobeys Inc, Longo's and Farm Boy	75%	New targets developed in fiscal 2022
(b) Reduce emissions from fuel sold by 28% by 2030 from 2019 base year	Percentage reduction of emissions from fuel sold over our baseline year 2019	Sobeys Inc, Longo's and Farm Boy	9% reduction	New targets developed in fiscal 2022

Goal	Measured By	Boundary	FY 2023	FY 2022
 Our Focus: Food Waste				
50% reduction in food waste sent to landfill by 2025	Total number of participating stores in National Food Rescue program	All participating Sobeys Inc retail stores (excluding Quebec), warehouses, Voila customer fulfillment centres	728 stores	Not disclosed in fiscal 2022
	Percentage of target achieved based on 2016 baseline	Corporate and franchise stores	CY 2022: 31% ⁶	CY 2021: 22%
	Percentage decrease in surplus food generated per square foot in our retail stores	Corporate and franchise stores	CY 2022: 32% ⁶	CY 2021: 24%
Prevent food loss and waste in our stores	FoodHero App			
	Number of stores	IGA, Tradition, Boni Choix, Rachelle Béry	285	217
	Number of items posted	IGA, Tradition, Boni Choix, Rachelle Béry	5,185,847	3,113,048
	Number of items sold	IGA, Tradition, Boni Choix, Rachelle Béry	2,113,599	1,892,880
	Total weight of items	IGA, Tradition, Boni Choix, Rachelle Béry	920,341 kg	612,686 kg

Goal	Measured By	Boundary	FY 2023	FY 2022
Food Loss and Waste Destinations: a. Redistribute surplus food to feed people	Tonnage of donations of surplus food to local charities	All grocery store brands (Sobeys, Thrifty Foods, Safeway, Foodland, IGA, Freshco, Longo's, Farm Boy, Needs, Fuel), Retail Support Centres (RSC) and Voila Customer Fulfillment Centres (CFC)	10,616 tonnes	7,511 tonnes
b. Composting/aerobic processes	Tonnage of waste from stores sent to organic composting	⁷ Outside Quebec: 685 corporate and franchise stores Quebec: 316 corporate and franchise stores	41,072 tonnes	30,287 tonnes ⁸



Our Focus: Environmental Management

Improve waste diversion in our stores	Total waste (organic and non-organic) generated from stores in tonnes	Outside Quebec: 685 corporate and franchise stores Quebec: 316 corporate and franchise stores	184,836 tonnes	Not disclosed in fiscal 2022
	Percentage of total waste from stores sent to landfill	Outside Quebec: 685 corporate and franchise stores Quebec: 316 corporate and franchise stores	56%	Not disclosed in fiscal 2022
	Percentage of waste from stores sent to recycling ⁹	Outside Quebec: 685 corporate and franchise stores Quebec: 316 corporate and franchise stores	22%	Not disclosed in fiscal 2022

Goal	Measured By	Boundary	FY 2023	FY 2022
Improve waste diversion in our stores	Percentage of waste from stores sent to organics composting	Outside Quebec: 685 corporate and franchise stores Quebec: 316 corporate and franchise stores	23%	Not disclosed in fiscal 2022
	Percentage of stores that have organics program	Outside Quebec: 685 corporate and franchise stores Quebec: 316 corporate and franchise stores	<ul style="list-style-type: none"> Stores outside Quebec: 38% Quebec stores: 67% 	<ul style="list-style-type: none"> Stores outside Quebec: 36%¹⁰ Quebec stores: 68%
	Percentage of total waste from stores that is diverted from landfill (organics and recycling)	Outside Quebec: 685 corporate and franchise stores Quebec: 316 corporate and franchise stores	<ul style="list-style-type: none"> Stores outside Quebec: 34% Quebec stores: 66% 	<ul style="list-style-type: none"> Stores outside Quebec: 24%¹¹ Quebec stores: 65%
	Total number of participating stores with an active certification in the Action Reduction Program	Quebec stores only	232 participating stores <ul style="list-style-type: none"> 18% of participating stores have a waste recovery rate of 80% or higher 	235 participating stores <ul style="list-style-type: none"> 16% of participating stores have a waste recovery rate of 80% or higher
Real estate / green building certification	Percentage of corporate stores and offices certified by green buildings or health and safety standards	Corporate office	96% of total office sq. ft. certified by WELL Health-Safety	Not disclosed in fiscal 2022
Champion innovative partnerships	Total amount donated in partnership with Earth Day Canada to support environmental initiatives since 2008	Quebec	\$14 Million	\$13 million

Goal	Measured By	Boundary	FY 2023	FY 2022
PRODUCTS				
 Our Focus: Ethical and Sustainable Sourcing				
Offer sustainable and ethical product choices for our customers	Number of Own Brands Organic SKUs	Own Brands	174	187
	Number of Own Brands Naturally Simple SKUs	Own Brands	107	185
	Percentage of Own Brands suppliers that supply products that have third-party environmental or social certification	Own Brands	17% ¹²	27%
	Percentage of Own Brands suppliers who are GFSI equivalent members	Own Brands	100% of all Own Brands food suppliers are GFSI certified	Not disclosed in fiscal 2022
Source 100% physical trace palm oil (as defined by the Roundtable on Sustainable Palm Oil) by Dec 31, 2025	Percentage of palm oil usage in products that is certified sustainable by physical trace and credits (Own Brands)	Own Brands	77%	New target developed in fiscal 2022
100% of Own Brands seafood sustainably sourced	Percentage of Own Brand fresh and frozen fish and other seafood by weight that are third-party certified sustainable or recommended	Own Brands	96%	95%

Goal	Measured By	Boundary	FY 2023	FY 2022
Source only cage-free eggs by the end of 2025	Total number of shell eggs sold that are cage-free	All Sobeys Inc. retail banners	68,185,524	Not disclosed in fiscal 2022
	Percentage of total shell eggs sales that are cage-free - i.e., free run, free range and organic	All Sobeys Inc. retail banners	17%	18%
Source all fresh pork products from producers using gestation crate-free housing systems	Percentage of Own Brands fresh pork sales that comes from sows raised in loose housing systems ¹³	Own Brands	Our suppliers estimate that by the end of CY 2023, between 62%-67% of the sows for our Own Brands lean ground pork will be raised in fully or partially compliant loose housing systems.	52% of Own Brands lean ground pork raised in compliant loose housing systems.



Our Focus: Local Sourcing

Be a leader in supporting and investing in local suppliers and producers	Number of local product SKUs added	National (corporate and franchise, exclude discount and Quebec)	2539 SKUs	3126 SKUs
Champion supplier diversity	Number of women entrepreneurs	National (corporate and franchise, exclude discount and Quebec)	392	360

¹ Visible Minorities – Represented by Black – African, Black – North American, Black – South American, Black – European, East Asian (e.g. Chinese, Korean, Japanese), Latinx/Hispanic (e.g. South America, Central America, North America), Middle Eastern, Mixed Race, North African, South Asian (e.g. Indian, Pakistani, Sri Lankan), South East/Southeast Asian (e.g. Filipino, Vietnamese, Cambodian, Laotian, Thai), West Asian (e.g. Iranian, Afghan, Arab)

² Indigenous people – Represented by First Nations (Status), First Nations (Non-Status), Inuit, Métis

³ People with disabilities: Defined as individuals with Chronic condition, Developmental disability, Learning disability, Mental Health condition, Multiple disabilities, Physical disability, Sensory disability, Speech disability

⁴ LGBTQ2+: Asexual, Lesbian, Gay, Bisexual, Trans, Queer, Two-spirit

⁵ Two new inclusion questions were added in fiscal 2023, impacting the year-over-year change. Without the new question, the index scores remain consistent at 79%

⁶ Please note that the reported value for CY 2022 includes an estimate to account for the weeks impacted by the cyber security event we experienced in 2022.

⁷ **Outside Quebec:** 685 corporate and franchise stores where waste data tracking is available as of the end of fiscal 2023 & 2022 and Quebec: 316 corporate and franchise stores where waste data tracking is available as of the end of fiscal 2023 & 2022

⁸ The tonnage of waste from stores sent to composting for 2022 has been updated, as the boundary has been changed from corporate stores to all stores.

⁹ The recycling data includes cardboard, fat & bone, grease, mixed paper, mixed plastic, mixed recycling, OCC compactor, outdoor grease, used cooking oil.

¹⁰ The percentage of stores that have organics program for 2022 has been updated, as the boundary has been changed from corporate stores to all stores.

¹¹ Percentage of total waste from stores that is diverted from landfill for 2022 has been updated, as the boundary has been changed from corporate stores to all stores.

¹² Decrease in percentage can be explained by a change in reporting boundary to only include suppliers that supply certifications that meet our sustainable sourcing standards where applicable.

¹³ Loose housing is defined as systems that allow for the housing of sows in group pens during their gestation period. For the safety of the animals and caregivers, sows are housed in stalls during their nursing and breeding stages.