

# Fiscal Year 2024 Environmental Social Governance (ESG) Metrics Table

Our ESG Metrics Table shows the progress we made in fiscal 2024 against key goals across Sobeys Inc.'s three sustainable business pillars: People, Planet and Products. Fiscal 2024 metrics do not include Farm Boy or Longo's, unless otherwise noted.

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
<b>GOVERNANCE</b>					
 <b>Our Focus: Cyber Security &amp; Data Protection</b>					
<b>Provide teammates with the knowledge to make informed decisions to protect our business from cyber-related threats</b>	Percentage of corporate office teammates (employees) trained on data security and/or data protection related risks and procedures	Office-based corporate employees	<ul style="list-style-type: none"> <li>98% - completion of annual Security Awareness Foundations training</li> <li>98% - completion of Supplementary Phishing training</li> </ul>	<ul style="list-style-type: none"> <li>93% - completion of annual Security Awareness Foundations training</li> <li>97% - completion of Supplementary Phishing training</li> </ul>	<ul style="list-style-type: none"> <li>86% - completion of annual Security Awareness Fundamentals training</li> <li>96% - completion of Supplementary Phishing training</li> </ul>
<b>PEOPLE</b>					
 <b>Our Focus: Diversity, Equity &amp; Inclusion (DE&amp;I)</b>					
<b>Better Workplace</b>	Percentage of women representation in workforce	Corporate employees <sup>2</sup>	<ul style="list-style-type: none"> <li>53% (full-time (FT) and part-time (PT)) self-identify as women</li> </ul>	<ul style="list-style-type: none"> <li>53% (full-time (FT) and part-time (PT)) self-identify as women</li> </ul>	Not disclosed in fiscal 2022
	Percentage of women at Director and senior leadership (Senior Vice President and Vice President) levels	Office-based corporate employees	<ul style="list-style-type: none"> <li>Director: 41%</li> <li>SVP and VP: 37%</li> </ul>	<ul style="list-style-type: none"> <li>Director: 37%</li> <li>SVP and VP: 39%</li> </ul>	<ul style="list-style-type: none"> <li>Director: 38%</li> <li>SVP and VP: 37%</li> </ul>

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
	Percentage of women at corporate store manager, assistant store manager and department manager levels	Corporate employees	<ul style="list-style-type: none"> <li>Store manager: 26%</li> <li>Assistant store manager: 45%</li> <li>Department manager: 55 %</li> </ul>	<ul style="list-style-type: none"> <li>Store manager: 27%</li> <li>Assistant store manager: 41%</li> <li>Department manager: 53%</li> </ul>	<ul style="list-style-type: none"> <li>Store manager: 25%</li> <li>Assistant store manager: 35%</li> <li>Department manager: 56%</li> </ul>
	Percentage of women in store management in training program	Store management	55%	52%	54%
	Percentage of women on executive succession slate	Corporate employees	Data not available for this year <sup>3</sup>	45%	41%
	Percentage of visible minorities representation in workforce <sup>4</sup>	Corporate employees	14% (FT and PT) self-identify as visible minority	13% (FT and PT) self-identify as visible minority	Not disclosed in fiscal 2022
	Percentage of Indigenous Peoples representation in workforce <sup>5</sup>	Corporate employees	3% <sup>6</sup> (FT and PT) self-identify as Indigenous Peoples	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"> <li>Director: 10%</li> <li>SVP and VP: 9%</li> </ul>	<ul style="list-style-type: none"> <li>Director: 9%</li> <li>SVP and VP: 9%</li> </ul>	<ul style="list-style-type: none"> <li>Director level: 10%</li> <li>SVP and VP: 14%</li> </ul>
	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"> <li>Director: 1%</li> <li>SVP and VP: 1%</li> </ul>	<ul style="list-style-type: none"> <li>Director: 1%</li> <li>SVP and VP: 1%</li> </ul>	<ul style="list-style-type: none"> <li>Director levels: 1 %</li> <li>SVP and VP: 1%</li> </ul>

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
 <b>Our Focus: Diversity, Equity &amp; Inclusion (DE&amp;I)</b>					
	Percentage of visible minorities representation in store management in training program	Store management	16%	11%	Not disclosed in fiscal 2022
	Percentage of Indigenous Peoples representation in store management in training program	Store management	4%	5%	Not disclosed in fiscal 2022
	Percentage of people with disabilities in the workforce <sup>7</sup>	Corporate employees	5% (FT and PT) self-identify as people with disabilities	5% (FT and PT) self-identify as people with disabilities	Not disclosed in fiscal 2022
	Percentage of 2SLGBTQIA+ employees in the workforce <sup>8</sup>	Corporate employees	4% (FT and PT) self-identify as 2SLGBTQIA+	4% (FT and PT) self-identify as LGBTQ2+	Not disclosed in fiscal 2022
	Number of teammates participating in Women's Inclusion Network	Corporate employees	1,123	1,017	1,153
	DE&I index measurement <sup>9</sup>	Corporate employees	76% positive rate for DE&I Index(+1% YOY)	75% positive rate for DE&I index (-4% YoY)	79% positive rate for DE&I index (+4% YoY)
	Percentage of People Managers and above in Speak Freely Launchpad Sessions	Corporate employees	90%	Not disclosed in fiscal 2023	Not disclosed in fiscal 2022

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
<b>Better Customer Service</b>	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	92%	97%	81%
	Percentage of directors and above with DE&I goals	Corporate employees	91%	90% (Target 75%)	93% (new metric introduced in fiscal 2022)



### Our Focus: Community Investment

<b>Foster 'Healthier Tomorrows' by nourishing 'Healthy Bodies' and nurturing 'Healthy Minds'</b>	Total amount raised and donated to support 'Healthier Tomorrows'	Corporate contribution and fundraising	Nearly \$23 million <ul style="list-style-type: none"> <li>Corporate contribution: \$7 million</li> <li>Fundraising: \$16 million</li> </ul>	Nearly \$19 million <ul style="list-style-type: none"> <li>Corporate contribution: \$7 million</li> <li>Fundraising: \$12 million</li> </ul>	Nearly \$19 million <ul style="list-style-type: none"> <li>Corporate contribution: \$6 million</li> <li>Fundraising: \$13 million</li> </ul>
<b>'Healthy Bodies': Remove barriers to help Canadians access healthy and affordable food</b>	Total dollars raised to support 'Healthy Bodies.' Campaigns include: <ul style="list-style-type: none"> <li>Support more than 400 food banks</li> <li>Toonies for Tummies – school breakfast meal programs</li> <li>Special Olympics</li> <li>La Tablee des Chefs</li> <li>Fondation Charles-Bruneau</li> </ul>	Corporate contribution and fundraising	<ul style="list-style-type: none"> <li>Corporate contributions: \$1,618,836</li> <li>Fundraising: \$11,797,779</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions: \$971,875</li> <li>Fundraising: \$7,816,033</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions: \$1,287,200</li> <li>Fundraising: \$9,191,100</li> </ul>

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
<b>'Healthy Minds': Increase early interventions of child and youth mental health</b>	Total dollars to support 'Healthy Minds': Family of Support Child & Youth Mental Health Initiative. Partners include: <ul style="list-style-type: none"> <li>Kids Help Phone</li> <li>Canada's Children's Hospital Foundations</li> </ul>	Corporate contribution and fundraising	<ul style="list-style-type: none"> <li>Corporate contributions: \$756,000</li> <li>Fundraising: \$2,691,317</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions: \$824,168</li> <li>Fundraising: \$2,377,790</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions: \$734,400</li> <li>Fundraising: \$2,915,500</li> </ul>
<b>Empower our store teams to make a local impact</b>	Total donations from the Community Action Fund	Community Action Fund	\$674,846 donated to support nearly 203 community organizations, directly benefitting over 249,000 people	\$650,048 donated to support more than 149 organizations, directly benefitting 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: \$1,631,687	Corporate contribution: \$ 1,571,742	Corporate contribution: \$ 1,149,000
	Disaster response	Corporate contribution	Corporate contributions: \$105,000 <ul style="list-style-type: none"> <li>Donations to the Canadian Red Cross and local community agencies in support of response and recovery efforts following the wildfires and floods in Atlantic Canada, and wildfires in Western Canada</li> </ul>	Corporate contributions: \$110,000 <ul style="list-style-type: none"> <li>Donations to the Canadian Red Cross and local community agencies in support of response and recovery efforts following Hurricane Fiona in Atlantic Canada</li> </ul>	Corporate contributions: \$150,000 <ul style="list-style-type: none"> <li>Donations to the Canadian Red Cross in support for India COVID Relief, British Columbia Flood Relief and Ukraine Humanitarian Crisis Appeal</li> </ul>
<b>Other fundraising</b>	Total dollars raised to support other programs and campaigns, including: <ul style="list-style-type: none"> <li>Charity Golf Classic</li> </ul>	Corporate contribution and fundraising	<ul style="list-style-type: none"> <li>Corporate contributions: \$1,616,824</li> <li>Fundraising: \$1,636,718</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions: \$1,645,180</li> <li>Fundraising: \$1,756,294</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions: \$921,100</li> <li>Fundraising: \$588,900</li> </ul>

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
Other fundraising	<ul style="list-style-type: none"> <li>Employee payroll campaigns</li> <li>Regional donations</li> </ul>				
	Bulk gift card program	Corporate contribution	<ul style="list-style-type: none"> <li>Corporate contributions: \$623,599</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions \$1,045,005</li> </ul>	<ul style="list-style-type: none"> <li>Corporate contributions: \$1,300,000</li> </ul>



### 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	6	7	7
	Number of employee fatalities resulting from operational accidents	Corporate employees	0	0	0
	Number of contractor fatalities resulting from operational accidents	Corporate employees	0	0	0
	Lost Time Frequency Rate per 200,000 hours	Corporate employees	2	2	2



### Our Focus: Labour Practices

Report on quantitative performance	Percentage of corporate employees earning above minimum wage	Corporate employees	86%	83%	84%
	Percentage of corporate employees eligible for performance-based incentive pay	Corporate employees	35%	35%	35%

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
	ESG performance links in compensation for members of the executive management team	Corporate employees	All Named Executive Officers (NEOs) had 10% of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance. Five percent was tied to specific Sustainability metrics (Climate Change and Waste Reduction objectives) and five percent to DE&I objectives.	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.	All Named Executive Officers (NEOs) had 10% of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance.
	Corporate employee turnover rate	Corporate employees including Retail, Distribution, Administration and Ocado and excludes Candico and anyone on LTD/ WCB/ salary continuance	40%	49%	48%
	Percentage of employees participating in Code of Business Conduct & Ethics training <ul style="list-style-type: none"> <li>Topics covered in the training that address anti-bribery and corruption include conflict of interest, theft and guidelines on confidential information</li> </ul>	Corporate employees	98%	92%	Not disclosed in fiscal 2022

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
<b>PLANET</b>					
 <b>Our Focus: Climate Action</b>					
<b>Annual report on greenhouse gas (GHG) emissions</b>	<b>Total Scope 1 Emissions</b>	Includes Sobeys Inc, Longo's and Farm Boy- (Retail sites, distribution centers, offices, fuel in generators, company-owned vehicles)	CY 2023: 336,560 tonnes CO <sub>2</sub> e	CY 2022: 340,790 tonnes CO <sub>2</sub> e	CY 2021: 360,880 tonnes CO <sub>2</sub> e
	<b>Total Scope 2 Emissions (location based)</b>	Retail sites, distribution centers, offices	CY 2023: 215,360 tonnes CO <sub>2</sub> e	CY 2022: 232,360 tonnes CO <sub>2</sub> e	CY 2021: 262,960 tonnes CO <sub>2</sub> e
	<b>Carbon Intensity:</b> Combined Scope 1 and 2 Emissions per unit of square foot		CY 2023: 23.2 kgCO <sub>2</sub> e/sqft (29.4 % compared to CY 2019 base year);	CY 2022: 23.9 kgCO <sub>2</sub> e/sqft (27.1% compared to CY 2019 base year);	CY 2021: 26.3 kgCO <sub>2</sub> e/sqft (19.5% compared to CY 2019 base year);
	<b>Total Scope 3 Emissions</b>	Purchased good and services, use of sold products, other Scope 3 categories	CY 2023: 18,281,310 tonnes CO <sub>2</sub> e	CY 2022: 17,414,110 tonnes CO <sub>2</sub> e	CY 2021: 19,325, 880 tonnes CO <sub>2</sub> e
<b>Scope 1 and 2 Emissions Near-term target:</b> 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	27%	24%	New targets developed in fiscal 2022

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
<b>Scope 3 Emissions</b> <b>Near-term target:</b> <b>(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);</b>	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	55% <sup>10</sup>	Data not available for 2023	New targets developed in fiscal 2022
	Percentage of suppliers, by spend, engaged on CDP Supply Chain	Sobeys Inc, Longo's and Farm Boy	80%	75%	New targets developed in fiscal 2022
<b>(b) Reduce emissions from fuel sold by 28% by 2030 from 2019 base year</b>	Percentage reduction of emissions from fuel sold over our baseline year 2019	Sobeys Inc, Longo's and Farm Boy	2%	6%	New targets developed in fiscal 2022
<b>a. Carbon reduction capital spend.</b> <b>b. Carbon reduction projects</b>	a. Total capital spend on carbon reduction projects b. Total no. of carbon reduction projects executed	Sobeys Inc	a. \$ 47 million b. 500+ projects <sup>11</sup>	Not disclosed in Fiscal 2023	Not disclosed in Fiscal 2022
 <b>Our Focus: Food Waste</b>					
<b>50% reduction in food waste sent to landfill by 2025</b>	Total number of participating locations in National Food Donation program	All participating Sobeys Inc retail stores, warehouses, Voila customer fulfillment centres	1,014 stores	728 stores <sup>12</sup>	Not disclosed in fiscal 2022

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
 <b>Our Focus: Food Waste</b>					
<b>50% reduction in food waste sent to landfill by 2025</b>	Percentage decrease in surplus food generated in our retail stores	Corporate and franchise stores	CY 2023: 36%	CY 2022: 31%	CY 2021: 22%
	Percentage decrease in surplus food generated per square foot in our retail stores	Corporate and franchise stores	CY 2023: 37%	CY 2022: 32%	CY 2021: 24%
<b>Prevent food loss and waste in our stores</b>	<b>FoodHero App</b>				
	Number of stores	IGA, Tradition, Boni Choix, Rachele Béry	339	285	217
	Number of items posted	IGA, Tradition, Boni Choix, Rachele Béry	5,872,917	5,185,847	3,113,048
	Number of items sold	IGA, Tradition, Boni Choix, Rachele Béry	2,868,840	2,113,599	1,892,880
	Total weight of items	IGA, Tradition, Boni Choix, Rachele Béry	1,247,453 kg	920,341 kg	612,686 kg
<b>Food Loss and Waste Destinations:</b> <b>a. Redistribute surplus food to feed people</b>	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)	16,484 tonnes	10,616 tonnes <sup>13</sup>	7,511 tonnes

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
<b>b. Composting/ aerobic processes</b>	Tonnage of waste from stores sent to organic composting <sup>14</sup>	<sup>15</sup> <b>Outside Quebec:</b> 685 corporate and franchise stores <b>Quebec:</b> 316 corporate and franchise stores	CY 2023:25,141 tonnes	CY 2022: 42,513 tonnes	CY 2021: 19,559 tonnes



### Our Focus: Environmental Management

<b>Improve waste diversion in our stores</b> <sup>16</sup>	Total waste (organic and non-organic) generated from stores in tonnes	<b>Outside Quebec:</b> 685 corporate and franchise stores <b>Quebec:</b> 316 corporate and franchise stores	154,660 tonnes	181,410 tonnes	Not disclosed in calendar 2021
	Percentage of total waste from stores sent to landfill	<b>Outside Quebec:</b> 685 corporate and franchise stores <b>Quebec:</b> 316 corporate and franchise stores	58%	55%	Not disclosed in calendar 2021
	Percentage of waste from stores sent to recycling <sup>17</sup>	<b>Outside Quebec:</b> 685 corporate and franchise stores <b>Quebec:</b> 316 corporate and franchise stores	26%	21%	Not disclosed in calendar 2021
	Percentage of waste from stores sent to organics composting	<b>Outside Quebec:</b> 685 corporate and franchise stores <b>Quebec:</b> 316 corporate and franchise stores	16%	23%	Not disclosed in calendar 2021
	Percentage of stores that have organics program	<b>Outside Quebec:</b> 685 corporate and franchise stores <b>Quebec:</b> 316 corporate and franchise stores	<ul style="list-style-type: none"> <li>Stores outside Quebec: 52%</li> <li>Quebec stores: 77% <sup>18</sup></li> </ul>	<ul style="list-style-type: none"> <li>Stores outside Quebec: 38%</li> <li>Quebec stores: 67%</li> </ul>	<ul style="list-style-type: none"> <li>Stores outside Quebec: 36%<sup>10</sup></li> <li>Quebec stores: 68%</li> </ul>

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
	Percentage of total waste from stores that is diverted from landfill (organics and recycling)	<b>Outside Quebec:</b> 685 corporate and franchise stores <b>Quebec:</b> 316 corporate and franchise stores	42%	44%	37%
	Total number of participating stores with an active certification in the Action Reduction Program	Quebec stores only	232 participating stores • 16% of participating stores have a waste recovery rate of 80% or higher	232 participating stores • 16% of participating stores have a waste recovery rate of 80% or higher	235 participating stores • 16% of participating stores have a waste recovery rate of 80% or higher
<b>Real estate / green building certification</b>	Percentage of corporate offices and offices certified by green buildings or health and safety standards	Corporate office	96% of total office sq. ft. certified by WELL Health-Safety	96% of total office sq. ft. certified by WELL Health-Safety	Not disclosed in fiscal 2022
<b>Champion innovative partnerships</b>	Total cumulative amount donated in partnership with Earth Day Canada to support environmental initiatives since 2008	Quebec	\$15 Million	\$14 Million	\$13 million

## PRODUCTS



### Our Focus: Ethical and Sustainable Sourcing

<b>Offer sustainable and ethical product choices for our customers</b>	Number of Own Brands Organic SKUs	Own Brands	180	174	187
	Number of Own Brands Naturally Simple SKUs	Own Brands	106	107	185

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
	Percentage of Own Brands suppliers that supply products that have third-party environmental or social certification	Own Brands	20%	17% <sup>19</sup>	27%
	Percentage of Own Brands suppliers who are GFSI equivalent members	Own Brands	100% of all Own Brands food suppliers are GFSI certified	100% of all Own Brands food suppliers are GFSI certified	Not disclosed in fiscal 2022
<b>Source 100% physical trace palm oil (as defined by the Roundtable on Sustainable Palm Oil) by Dec 31, 2025</b>	Percentage of palm oil usage in products that is certified sustainable by physical trace and credits (Own Brands)	Own Brands	86%	77%	New target developed in fiscal 2022
<b>100% of Own Brands seafood sustainably sourced</b>	Percentage of Own Brand fresh and frozen fish and other seafood by weight that are third-party certified sustainable or recommended	Own Brands	96%	96%	95%
<b>Source only cage-free eggs by the end of 2025</b>	Total number of shell eggs sold that are cage-free	All Sobeys Inc. retail banners	93,449,635	85,156,578 <sup>20</sup>	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%	17%	18%

Goal	Measured By	Boundary	FY 2024 <sup>1</sup>	FY 2023	FY 2022
<b>Source all fresh pork products from producers using gestation crate-free housing systems</b>	Percentage of Own Brands fresh pork sales that comes from sows raised in loose housing systems <sup>13</sup>	Own Brands	Our suppliers estimate that by the end of CY 2024, between 69%–73% of the sows for our Own Brands lean ground pork will be raised in fully or partially compliant loose housing systems.	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

<b>Be a leader in supporting and investing in local suppliers and producers</b>	The cumulative number of local products added	National (corporate and franchise, exclude discount and Quebec)	10,327 SKUs	8,351 SKUs	5,812 SKUs
<b>Champion supplier diversity</b>	Number of women entrepreneurs	National (corporate and franchise, exclude discount and Quebec)	381	392	360

<sup>1</sup> All numbers with decimals were rounded off to the nearest whole number in this table.

<sup>2</sup> Corporate Employees part of the boundary column in the document does include employees from Retail stores, Office based and Retail Support Centres.

<sup>3</sup> In Fiscal 2024, we completed a talent reset focused on updating emergency backups as a critical component of succession planning to manage risk. In Fiscal 2025, we will resume our annual Talent Review and Succession Planning process, which will include a new benchmark for the percentage of women on the executive succession slate.

<sup>4</sup> Visible Minorities – Represented by Black – African, Black – North American, Black – South American, Black – European, East Asian (eg. Chinese, Korean, Japanese), Latinx/Hispanic (eg. South America, Central America, North America), Middle Eastern, Mixed Race, North African, South Asian (eg. Indian, Pakistani, Sri Lankan), Southeast Asian (e.g., Filipino, Vietnamese, Cambodian, Laotian, Thai), West Asian (e.g. Iranian, Afghan, Arab).

<sup>5</sup> Indigenous people – Represented by First Nations (Status), First Nations (Non-Status), Inuit, Métis.

<sup>6</sup> The rounding of the numbers has led to a decrease in Percentage of Indigenous Peoples representation in workforce by 1%, however the actual decrease is 0.2% compared to fiscal 2023.

<sup>7</sup> People with disabilities: Defined as individuals with Chronic condition, Developmental disability, Learning disability, Mental Health condition, Multiple disabilities, Physical disability, Sensory disability, Speech disability.

<sup>8</sup> 2SLGBTQIA+: Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex and additional people who identify as part of sexual and gender diverse communities.

<sup>9</sup> The DE&I Index Measurement is a score from combination of six DE&I questions answered by employees in employee survey.

<sup>10</sup> The data is based on our suppliers reporting in FY2023 of their CY2022 data.

<sup>11</sup> The carbon reduction projects executed includes Energy Efficiency initiatives, Building management system, Refrigeration replacements and retrofits, solar rooftops and EV Charging Infrastructure.

<sup>12</sup> The 2023 numbers do not include Quebec warehouses and store data. However, in fiscal 2024 Quebec was added to boundary and corresponding data.

<sup>13</sup> The 2023 numbers do not include Quebec warehouses and store data. However, in fiscal 2024 Quebec was added to boundary and corresponding data.

<sup>14</sup> The data is moved from fiscal to calendar year.

<sup>15</sup> **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.

<sup>16</sup> The data represented in waste diversions in store is moved from Fiscal year metrics to calendar year to align with our GHG Inventory.

<sup>17</sup> The recycling data includes cardboard, mixed recycling, C&D waste and grease.

<sup>18</sup> The increase in percentage is due to Quebec operations have implemented an obligation for stores to be participating in the action reduction program, and this program is based on continuous improvement for stores.

<sup>19</sup> *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.*

<sup>20</sup> Data reported in Fiscal 2023 has been corrected due to incorporating missing information.