

Fiscal Year 2026 Environmental Social Governance (ESG) Metrics Table



Our ESG Metrics Table shows the progress we made in fiscal 2026 against key goals across Sobeys Inc.’s three sustainable business pillars: Planet, Products and People. Fiscal 2026 metrics do not include Longo’s unless otherwise noted.

Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
Governance					
Our Focus: Cyber Security & Data Protection					
Provide teammates with the knowledge to make informed decisions to protect our business from cyber-related threats	Percentage of corporate office teammates (employees) trained on data security and/or data protection related risks and procedures	Office-based corporate employees	100% - completion of annual Security Awareness Foundations training 100% - completion of Supplementary Phishing training	100% - completion of annual Security Awareness Foundations training 100% - completion of Supplementary Phishing training	98% - completion of annual Security Awareness Foundations training 98% - completion of Supplementary Phishing training
People					
Our Focus: Diversity, Equity & Inclusion (DE&I) ²					
Better Workplace ³	Percentage of women representation in workforce	Corporate employees ⁴	52% (full-time (FT) and part-time (PT) self-identify as women	52% (full-time (FT) and part-time (PT) self-identify as women	53% (full-time (FT) and part-time (PT) self-identify as women
	Percentage of women at director and senior leadership (senior vice president and vice president) levels	Office-based corporate employees	Director: 42% SVP and VP: 38%	Director: 40% SVP and VP: 39% ⁵	Director: 41% SVP and VP: 37%
	Percentage of women at corporate store manager, assistant store manager and department manager levels	Corporate employees	Store Manager: 28% Assistant Store Manager: 49% Department Manager: 56%	Store Manager: 26% Assistant Store Manager: 47% Department Manager: 54%	Store Manager: 26% Assistant Store Manager: 45% Department Manager: 55%

¹ All numbers with decimals were rounded off to the nearest whole number in this table. Additionally, amounts are rounded to the nearest thousand or million, as applicable.

² All DE&I boundary metrics exclude Farm Boy.

³ Percentage of People Managers and above in Speak Freely Launchpad Sessions is no longer being tracked and as such has been removed as a metric.

⁴ Throughout the table, corporate employees as listed in the boundary column does include employees from retail stores, office-based, or retail support centres, unless otherwise specified.

⁵ The FY 2025 figure for “Percentage of women at director and senior leadership (senior vice president and vice president) levels” has been slightly revised to reflect the accurate FY percentage.

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Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
	Percentage of women in store management in training program	Store management	44%	55%	55%
	Percentage of women on executive succession slate ⁶	Corporate employees	46%	46%	Data not available for this year
	Percentage of visible minorities representation in workforce ⁷	Corporate employees	19% (FT and PT) self-identify as visible minority	19% (FT and PT) self-identify as visible minority	14% (FT and PT) self-identify as visible minority
	Percentage of Indigenous Peoples representation in workforce ⁸	Corporate employees	4% (FT and PT) self-identify as Indigenous Peoples	4% (FT and PT) self-identify as Indigenous Peoples	3% (FT and PT) self-identify as Indigenous Peoples
	Percentage of visible minorities representation at Director and senior leadership (senior vice president and vice president) levels	Office-based corporate employees	Director: 12% SVP and VP: 11%	Director: 11% SVP and VP: 10%	Director: 10% SVBP and VP: 9%
	Percentage of Indigenous Peoples representation at Director and senior leadership (senior vice president and vice president) levels	Office-based corporate employees	Director: 1% SVP and VP: 1%	Director: 1% SVP and VP: 1%	Director: 1% SVP and VP: 1%
	Percentage of visible minorities representation in store management in training program	Store management	23%	16%	16%
	Percentage of Indigenous Peoples representation in store management in training program	Store management	8%	4%	4%
	Percentage of people with disabilities in the workforce ⁹	Corporate employees	8% (FT and PT) self-identify as people with disabilities	9% (FT and PT) self-identify as people with disabilities	5% (FT and PT) self-identify as people with disabilities

⁶ In FY2024, we completed a talent reset focused on updating emergency backups as a critical component of succession planning to manage risk. In FY2025, we resumed our annual talent review and succession planning process, which includes a new benchmark for the percentage of women on the executive succession slate

⁷ 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), Southeast Asian (e.g., Filipino, Vietnamese, Cambodian, Laotian, Thai), and West Asian (e.g. Iranian, Afghan, Arab).

⁸ Indigenous Peoples represented by First Nations (Status), First Nations (Non-Status), Inuit, and Métis.

⁹ People with disabilities is defined as individuals with a chronic condition, developmental disability, learning disability, mental health condition, multiple disabilities, physical disability, sensory disability, or speech disability.

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Goal	Measured By	Boundary	FY 2026 ^I	FY 2025	FY 2024
	Percentage of 2SLGBTQIA+ employees in the workforce ¹⁰	Corporate employees	6% (FT and PT) self-identify as 2SLGBTQIA+	7% (FT and PT) self-identify as 2SLGBTQIA+	4% (FT and PT) self-identify as LGBTQ2+
	DE&I index measurement ¹¹	Corporate employees	76% positive rate for DE&I index (+1% YoY)	75% positive rate for DE&I index (-1% YoY)	76% positive rate for DE&I Index (+1% YOY)
Better Customer Service	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	99%	93%	92%
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 (includes Farm Boy as of FY2025)	Approximately \$30 million Corporate contribution: \$9 million Fundraising: \$21 million	Over \$25 million Corporate contribution: \$7 million Fundraising: \$18 million	Nearly \$23 million Corporate contribution: \$7 million Fundraising: \$16 million
'Healthy Bodies': Remove barriers to help Canadians access healthy and affordable food	Total dollars raised to support 'Healthy Bodies'. Campaigns include: - Support more than 400 food banks - Make Happy Tummies school breakfast meal programs - Special Olympics Canada - La Tablée des Chefs - Fondation Charles Bruneau	Corporate contribution and fundraising	Corporate contributions: \$3 million Fundraising: \$16 million	Corporate contributions: \$3 million Fundraising: \$14 million	Corporate contributions: \$2 million Fundraising: \$13 million

¹⁰ 2SLGBTQIA+: Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex and additional people who identify as part of sexual and gender diverse communities.

¹¹ The DE&I index measurement is a score from combination of six DE&I questions answered by employees in employee survey.

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Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
'Healthy Minds': Increase early interventions of child & youth mental health	Total dollars to support 'Healthy Minds': - Family of Support Child & Youth Mental Health Initiative. Partners include: - Kids Help Phone Foundation - Canada's Children's Hospital Foundations	Corporate contribution and fundraising	Corporate contributions: \$1 million Fundraising: \$4 million	Corporate contributions: \$782 thousand Fundraising: \$3 million	Corporate contributions: \$756 thousand Fundraising: \$3 million
	Total donations from the Community Action Fund	Community Action Fund	\$688 thousand donated to support 162 community organizations, directly benefitting over 136 thousand Canadians	\$711 thousand donated to support close to 200 community organizations, directly benefitting over 128 thousand people	\$675 thousand donated to support nearly 203 community organizations, directly benefitting over 249 thousand people
	Total donations from stores	Corporate contribution	\$2 million	\$2 million	\$2 million
Empower our store teams to make a local impact	Disaster Response	Corporate contribution	\$159 thousand 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	\$170 thousand Donations to the Canadian Red Cross and local community agencies in support of response and recovery efforts following the wildfires in Western Canada	\$105 thousand 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

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Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
Other fundraising ¹²	Total dollars raised to support other programs and campaigns, including: • Empire Golf Classic • Employee Payroll Campaigns • Regional Donations	Corporate contribution and fundraising	Corporate contributions: \$672 thousand Fundraising: \$856 thousand	Corporate contributions: \$916 thousand Fundraising: \$847 thousand	Corporate contributions: \$2 million Fundraising: \$793 thousand
	Bulk gift card program (Includes Thrifty Smile Cards)	Corporate contribution	\$1 million	\$631 thousand	\$624 thousand
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 ¹³	5	6	6
	Number of employee fatalities resulting from operational accidents		0	0	0
	Number of contractor fatalities resulting from operational accidents		0	0	0
	Lost Time Frequency Rate per 200,000 hours		2	2	2
Our Focus: Labour Practices					
Report on quantitative performance ¹⁴	Percentage of corporate employees earning above minimum wage	Corporate employees	86%	86%	86%
	Percentage of corporate employees eligible for performance-based incentive pay		31%	33%	35%

¹² Special Olympics Fundraising and Thrifty Smile Cards were reclassified to Healthy Bodies and Bulk Gift Cards, respectively to better align with internal reporting. Prior year information has also been re-presented on a consistent basis.

¹³ Boundary for these metrics excludes Farm Boy.

¹⁴ Boundary for all associated metrics related to labour practices exclude Farm Boy.

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Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
	ESG performance links in compensation for members of the executive management team		All Named Executive Officers (NEOs) had five percent of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance. Two and a half percent was tied to specific Sustainability metrics (Climate Action) and two and a half percent DE&I objectives.	All Named Executive Officers (NEOs) had five percent of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance. Two and a half percent was tied to specific Sustainability metrics (Greenhouse Gas and Food Waste Reduction objectives) and two and a half percent to DE&I objectives.	All Named Executive Officers (NEOs) had ten percent 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.
	Corporate employee turnover rate	Corporate employees including retail, distribution, backstage, industry, wholesale, and Ocado. (Excludes certain retail sites temporarily classified as corporate and anyone on LTD/WCB/salary continuance.)	35%	33%	40%
	Percentage of employees participating in Code of Business Conduct & Ethics training Topics covered in the training that address anti-bribery and corruption include conflict of interest, theft and guidelines on confidential information	Corporate employees	100%	99%	98%

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Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
Planet					
Our Focus: Climate Action					
Annual report on greenhouse gas (GHG) emissions	Total Scope 1 Emissions in metric tonnes CO2e	Sobeys Inc.	CY2025: 310 thousand	CY2024: 314 thousand	CY2023: 338 thousand
	Total Scope 2 Emissions in metric tonnes CO2e (location based)	Sobeys Inc.	CY2025: 195 thousand	CY2024: 210 thousand	CY2023: 217 thousand
	Carbon Intensity: Combined Scope 1 and 2 Emissions per unit of square foot	Sobeys Inc.	CY2025: 18 kgCO2e/sqft (22% reduction compared to CY2019 base year) ¹⁵	CY2024: 22 kgCO2e/sqft (34% reduction compared to CY2019 base year)	CY2023: 23 kgCO2e/sqft (29% reduction compared to CY2019 base year)
	Total Scope 3 Emissions in metric tonnes CO2e	Sobeys Inc.	14 million	15 million	18 million
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.	35%	30%	26%
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.	59% ¹⁶	57% ¹⁷	55% ¹⁸
	Percentage of suppliers, by spend, engaged on CDP Supply Chain	Sobeys Inc.	92%	86%	80%

¹⁵ Energy use and carbon intensity metrics were updated from Retail sq. ft. to Gross sq. ft. to better reflect the full operational footprint for our CY2025 GHG inventory. The revised methodology has been applied to the 2019 baseline and comparative periods for consistency.

¹⁶ The data is based on our suppliers reporting in FY2025 on their CY2024 data.

¹⁷ The data is based on our suppliers reporting in FY2024 on their CY2023 data.

¹⁸ The data is based on our suppliers reporting in FY2023 on their CY2022 data.

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(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.	6%	6%	2%
a. Carbon reduction capital spend b. Carbon reduction projects	a. Total capital spend on carbon reduction projects b. Total number of stores executing carbon reduction projects.	Sobeys Inc.	a. \$40 million b. 177	a. \$44 million b. 155	a. \$47 million b. Not Disclosed ¹⁹
Our Focus: Food Waste					
50% reduction in food waste sent to landfill by 2025	Percentage decrease in surplus food generated in our retail stores	Corporate and franchise stores ²⁰	CY 2025: 49%	CY2024: 43% ²¹	CY2023: 36%
	Percentage decrease in surplus food generated per square foot in our retail stores		CY 2025: 50%	CY2024: 44%	CY2023: 37%
Prevent food loss and waste in our stores	FoodHero App				
	Number of stores	All participating Sobeys Inc. Retail	846	839	339
	Number of items posted		11 million	9 million	6 million
	Number of items sold		5 million	4 million	3 million
	Total weight of items in tonnes		2 thousand	2 thousand	1 thousand

¹⁹ In FY2024 we reported 500+ carbon reduction projects that were part of our Climate Action Plan. Starting in FY2025 we are disclosing total number of stores executing carbon reduction projects rather than the total number of projects.

²⁰ The boundary includes the following Sobeys Inc. Retail: Sobeys, Safeway, IGA Extra, IGA, Thrifty Foods, Rachelle Berry, Foodland, FreshCo.

²¹ The CY 2024 figure for “Percentage decrease in surplus food generated in our retail stores” has been slightly revised to reflect the accurate CY amount

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Food Loss and Waste Destinations: a. Redistribute surplus food to feed people b. Composting / aerobic processes	a. Total number of locations participating in a Food Donation program	All participating Sobeys Inc. retail stores, warehouses, Voila customer fulfillment centres	1 thousand	1 thousand	1 thousand
	a. Tonnage of donations of surplus food to local charities	All participating Sobeys Inc. retail stores, warehouses, Voila customer fulfillment centres	18 thousand	18 thousand	16 thousand
	Tonnage of waste sent to organic composting	All Sobeys Inc. retail, Longo's, Retail Support Centres (RSC) and Voila Customer Fulfillment Centres (CFC)	CY2025: 24 thousand	CY2024: 22 thousand	CY2023: 25 thousand
Our Focus: Environmental Management					
Improve waste diversion in our stores²²	Total waste (organic and non-organic) generated from stores in tonnes	Corporate and franchise stores	CY2025: 160 thousand	CY2024: 160 thousand	CY2023: 155 thousand
	Percentage of total waste from stores sent to landfill		CY2025: 53%	CY2024: 56%	CY2023: 58%
	Percentage of waste from stores sent to recycling ²³		CY2025: 32%	CY2024: 30%	CY2023: 26%
	Percentage of waste from stores sent to organics composting		CY2025: 15%	CY2024: 14%	CY2023: 16%
	Percentage of stores that have an organics program		Outside Quebec CY2025: 38% Quebec CY2025: 94%	Outside Quebec CY2024: 38% Quebec CY2024: 86%	Outside Quebec CY2023: 37% Quebec CY2023: 77%

²² The data represented in waste diversions in store is moved from Fiscal year metrics to calendar year to align with our GHG Inventory.

²³ Recycling capabilities have increased to include certain paper products, metals, plastics, wood products, oils & greases, fat & bone, and C&D materials.

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Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
	Percentage of total waste from stores that is diverted from landfill (organics and recycling)		CY2025: 47%	CY2024: 44%	CY2023: 42%
	Total number of participating stores with an active certification in the Action Reduction Program	Quebec stores only	Moment in time, FY2026: 296 participating stores 19% of participating stores have a waste recovery rate of 80% or higher	Moment in time, FY2025: 233 participating stores 16% of participating stores have a waste recovery rate of 80% or higher	Moment in time, FY2024: 233 participating stores 16% of participating stores have a waste recovery rate of 80% or higher
Real estate / green building certification	Percentage of corporate offices and offices certified by green buildings or health and safety standards	Corporate office ²⁴	96% of total office sqft certified by WELL Health-Safety	96% of total office sqft certified by WELL Health-Safety	96% of total office sqft certified by WELL Health-Safety
Champion innovative partnerships	Total cumulative amount donated in partnership with Earth Day Canada to support environmental initiatives since 2008	Quebec	Moment in time, FY2026: \$17 million	Moment in time, FY2025: \$16 million	Moment in time, FY2024: \$15 million
Our Focus: Ethical and Sustainable Sourcing					
Offer sustainable and ethical product choices for our customers ²⁵	Number of Our Brands Organic SKUs	Our Brands	144	150 ²⁶	180
	Percentage of Our Brands suppliers that supply products that have third-party environmental or social certification		14%	14%	17% ²⁷
	Percentage of Our Brands food suppliers who are GFSI equivalent members		100%	100%	100%
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 (Our Brands)	Our Brands	91%	90%	86%

²⁴ Boundary for this metric excludes Farm Boy.

²⁵ Naturally Simple product categorizing is being dissolved and incorporated into new product lines. As such, number of Our Brands Naturally Simple SKUs is no longer a metric.

²⁶ Slight revision to FY 2025 data to reflect the right SKU count.

²⁷ Additional data was incorporated.

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Goal	Measured By	Boundary	FY 2026 ¹	FY 2025	FY 2024
95% of fresh, frozen and canned fish and seafood products by weight meet our Sustainable Fish and Seafood criteria (by 2030) ²⁸	Percentage of fresh, frozen and canned fish and other seafood products by weight meet our Sustainable Fish and Seafood criteria	Sobeys Inc.	90%	Not disclosed in FY2025	Not disclosed in FY2024
Increase the availability of cage-free (including free-run, free-range and organic) and enriched-housing eggs ²⁹	Total number of shell eggs sold that are cage-free	Sobeys Inc.	124 million	123 million	93 million
	Percentage of total shell eggs sales that are cage-free - i.e. free run, free range and organic	Sobeys Inc.	20%	20%	17%
Remain aligned with industry efforts to phase out gestation crates	Percentage of Our Brands fresh pork sales that comes from sows raised in loose housing systems	Our Brands	One large supplier for our Our Brands lean ground pork estimates that 83% of their sows are raised in loose housing systems.	One large supplier for our Our Brands lean ground pork estimates that 75% of their sows are raised in loose housing systems.	Our suppliers estimate that by the end of CY 2024, between 69%-73% of the sows for our Our Brands lean ground pork will be raised in fully or partially compliant loose housing systems.
Our Focus: Local Sourcing					
Be a leader in supporting and investing in local suppliers and producers	The cumulative number of local products added	National (corporate and franchise, exclude discount, Quebec, and Farm Boy)	14 thousand SKUs	12 thousand SKUs	10 thousand SKUs
Champion supplier diversity	Number of women entrepreneurs		514	438	381

²⁸ Our Sustainable Fish and Seafood criteria is outlined in Section 2 of our Sustainable Fish and Seafood Sourcing Guidelines. Sobeys Inc. has developed a new, more ambitious seafood target that replaces the target reported in FY2025 and FY2024.

²⁹ We remain committed to increasing the availability of cage-free eggs in stores, including free-run, free-range and organic varieties to allow customers to make purchasing decision that align with their values and budgets. Current and forecasted supply from the Egg Farmers of Canada, however, do not allow for a complete transition across an operation of our size and scale.