

Fiscal Year 2022 Sustainability Accounting Standards Board (SASB) Index

Below is our 2022 SASB Index for the Food Retailers and Distributors Standard (Version 2018-10). Unless otherwise stated, all metrics in our SASB Index are based on the fiscal year 2022 for our corporate stores across retail grocery banners and distribution centers, excluding pharmacy sites. Fiscal 2022 metrics shown do not include Farm Boy or Longo's, unless otherwise noted.

Topic	Accounting Metric	Fiscal 2022 Response
Fleet Fuel Management	Fleet fuel consumed, percent renewable	1,509,179 GJ, 0% renewable. (CY 2021) *includes Farm Boy
Air Emissions from Refrigeration	(1) Gross global scope 1 emissions from refrigerants (MtCO ₂ e)	139,075 tCO ₂ e (CY 2021)
	(2) Percentage refrigerants consumed with zero ozone depleting potential	84% (CY 2021)
	(3) Average refrigerant emissions rate	7.3% (CY 2021)
Energy Management	(1) Operational energy consumed (MWh)	6,008,823 GJ (CY 2021)
	(2) Percentage grid electricity	58% (CY 2021)
	(3) Percentage renewable	0% renewable energy.
Food Waste Management	Amount (kg) of food waste generated, percent food waste diverted	Since 2016, we have reduced the amount of surplus food generated per square foot by 16.3% across our corporate stores (as of December 2021).

Topic	Accounting Metric	F'22 Sobeys Inc. Response
Data Security	(1) Number of data security breaches	In fiscal 2022, we did not experience any material internal breach of our data.
	(2) Percentage involving personally identifiable information (PII)	
	(3) Number of customers affected	
	Approach to identifying and addressing data security risks	We have multiple controls in place to protect data, including access control, encryption, endpoint detection and response, antivirus systems, multi-factor authentication, application security and 24/7 event log monitoring. Our cyber security awareness program equips teammates to make informed decisions to protect our business from cyber threats. This includes monthly targeted phishing campaigns and regular cyber security updates on our intranet, desktop screen savers and digital signage. We also provide cyber security quarterly updates, coordinate enterprise-wide phishing campaigns and mandate annual Security Awareness and Phishing Fundamentals training. Remedial phishing awareness training is enforced for those who fail simulated phishing tests
Food Safety	High risk food safety violation rate	Of the 2,337 food safety grocery store audits performed in fiscal 2022, 99.9% passed without exception and the remaining were addressed promptly. Out of 48 RSC audits, 90% passed without exception and the remaining were addressed promptly.
	(1) Number of recalls	There were 85 National and Own Brands Recalls in fiscal 2022.
	(2) Total units recalled	There is no information available on numbers of units recalled.
	(3) Percentage of units that are private-label products	7.1% of total recalls were Own Brands recalls.

Topic	Accounting Metric	F'22 Sobeys Inc. Response
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Our Own Brands, primarily within the Compliments brand, offer more than 550 products that address the specific health and nutritional requirements and choices of our customers, specifically: gluten-free, plant-based, organic, raised without antibiotics, Naturally Simple, no artificial colours or flavours, vegan and vegetarian. Products are available at our stores from coast-to-coast. While we do not disclose revenue amounts, there was growth in revenue for this product type of over 12% in F'22 compared to F'21.
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	New product development is guided by research, science and trends in the marketplace. Nutrition and health claims are validated through third-party accredited laboratory analysis. Organic, gluten-free, and plant-based products are third-party audited to an accredited certification scheme.
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Zero reported incidents with findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards as a result of adverse rulings by the Advertising Standards Council of Canada (ASC).
	Total amount of monetary losses from legal proceeding related to marketing / labelling practices	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices.
	Revenue of sales (\$) from products labelled as containing GMOs / non-GMO	Our Own Brands offer 187 SKUs that are third-party certified to Canadian Organic Standards. As certified organic products, these products are non-GMO. While we do not disclose revenue amounts, there was a decline in revenue for this product type of over 7% in fiscal 2022 compared to fiscal 2021.

Topic	Accounting Metric	F'22 Sobeys Inc. Response
Labor Practices	Avg. hourly wage	Our average national hourly wage for all corporate, part-time, full-time and casual employees in both our retail stores and distribution centres is \$19.81. Including benefits, our average hourly rate was \$22.78.
	Percentage of in-store and distribution center employees earning minimum wage, by region	More than 80% of in-store and distribution center employees earn more than minimum wage.
	Percentage of active workforce covered under collective bargaining agreements	National average of workforce covered by collective bargaining agreement is 36%
	Number of work stoppages, total days idle	During fiscal 2022, we had one work stoppage at our retail support centre (RSC) in Terrebonne, Quebec. The work stoppage lasted for 13 weeks and has since been resolved.
	Monetary losses from legal proceedings associated with (1) labour law violations, (2) employment discrimination	Zero monetary losses as a result of labour board or human rights tribunal judgements associated with labour law violations or employment discrimination.
Management of Environmental and Social Impacts in Supply Chain	Revenue of sales from products third party certified to an environmental / social sustainability sourcing standard	Sobeys Own Brands offer over 200 SKUs that are third-party certified to an environmental and/or social standard. While we do not disclose revenue amounts, there was growth in revenue for this product category of over 21% in fiscal 2022 compared to fiscal 2021.
	Percentage of revenue from (1) eggs that originated from a cage-free environment, (2) pork produced without the use of gestation crates	<p>(1) We offer over 75 cage-free egg options from our 100% Canadian Suppliers. In the past year, we have expanded our presence of cage-free eggs on shelf to represent 33% of our egg space. We also offer an expanded variety of eggs from enriched housing and are working with our suppliers to expand this future industry minimum standard. In fiscal 2022, our cage-free eggs represented 18.3% of total egg sales. Including enriched housing, this increases to 19.2% of sales.</p> <p>(2) We estimate that more than 52% of the sows from our supplier of our Own Brands lean ground pork are housed in loose housing systems (defined as systems that allow for the housing of sows in group pens during their gestation period).</p>

Topic	Accounting Metric	F'22 Sobeys Inc. Response
	Discussion: Strategy to manage environmental / social risks in the supply chain, including animal welfare	Please see Ethical and Sustainable Sourcing section to learn about our strategy to manage environmental/social risks in our supply chain.
	Discussion: Strategy to reduce environmental impact of packaging	Our overarching strategic approach to reducing environmental impact of packaging is aligned with the Government of Canada's Action Plan on Zero Plastic Waste. We support the federal government's mandate to reduce plastic waste and improve reuse and value recovery. These actions are critical to reduce the amount of plastics released into our environment. To this end, we are committed to reducing plastic waste in our Own Brands and in our operations. We are leaders in plastics reduction and eliminated single-use plastic checkout bags in fiscal year 2021. Building on this momentum, we are pursuing a multi-year Plastic Action Plan. We are working our way towards setting targets in key action areas of our Plastics Action Plan. These targets will be focused on reducing unnecessary and hard-to-recycle single-use plastics within our Own Brands and operations, increasing the use of post-consumer recycled (PCR) plastic material in our packaging, leading on circularity in our stores and e-commerce, and engaging with customers to reduce plastic waste at home.
	Activity Metric	Sobeys Inc. Response
	Number of retail locations and distribution centers	Retail sites: 1,989 Distribution centers: 24
	Total area of retail space and distribution centers	Retail sites: 41,609,813 sq. ft
	Number of vehicles in commercial fleet	Tractors: 367 Trailers: 1,632 Voila Delivery Vans: 373
	Ton miles travelled	Data not available currently