

SOBEYS CAPITAL INCORPORATED/SOBEYS CAPITAL INCORPORÉE

Pay transparency report

At Sobeys, pay equity is a cornerstone of our DE&I and sustainability strategy. The scope of the report is a roll-up of all salaried and hourly employees including full-time and part-time staff across corporate stores, distribution centres, and offices within the province of British Columbia, representing less than 18% Sobeys' total workforce.

The report highlights that women earn \$0.98 for every \$1 earned by men, based on hourly rates. While discrepancies in Overtime Pay and Bonuses are observed, they must be interpreted within the following context.

1) Hourly Wages:

- Most hourly wages at Sobeys are governed by collective bargaining agreements and wage scales under which the hourly rate evolves according to the number of hours worked.

2) Overtime Pay:

- The reported figures reflect Sobeys' total overtime compensation for women compared to men, not hourly rates, meaning that the overall sum shown in the report may not accurately represent the equity of our overtime allocation and compensation practices.
- The need for overtime is dictated by operational requirements and workforce availability, which vary across business units. Overtime is entirely voluntary, and Sobeys' Overtime policy does not favour one gender over another.
- The primary driver of the overtime gap is that overtime hours worked per employee is significantly higher in Sobeys' Distribution Centres than in stores and offices. Employees in Distribution Centres worked on average 107 overtime hours vs 12 overtime hours for employees working in stores and offices.
- Operational demands result in more overtime opportunities within our Distribution Centres, which employ more men both at Sobeys and in the broader job market. During the reporting period, the workforce at our Distribution Centres was composed of 90% men and 10% women.
- Overtime allocation is governed by provisions of collective bargaining agreements for over 50% of our employees, which stipulate that overtime is allocated based on seniority. The fact that women's average seniority is lower than men's is due in part to more women working on a part-time basis at Sobeys, as in the broader job market.
- Due to business needs, seniority and individual preferences, men work on average 24 hours more in overtime compared to women, as indicated in the report.

3) Bonuses:

- Disparities in bonuses stem from the inclusion of senior management.
- Higher-level jobs are eligible for higher bonus targets at Sobeys in accordance with market practice.
- There are fewer women in senior management, which influences these figures.
- A small percentage of the population is eligible for our Corporate Incentive Plans.

Sobeys remains steadfast in its commitment to close any remaining gender gaps to foster an equitable workplace, not only in B.C., but nationwide by focusing on the following actions:

- Tracking and improving representation of women in Store Management training programs to create a pipeline of future store leaders.
- Increasing the pipeline of women for leadership positions, and supporting through development, mentorship and career growth.
- Actively sponsoring the national Women's Inclusion Network, focused on growth and inclusivity.
- Enhancing maternity and parental leaves, and transgender support policies.

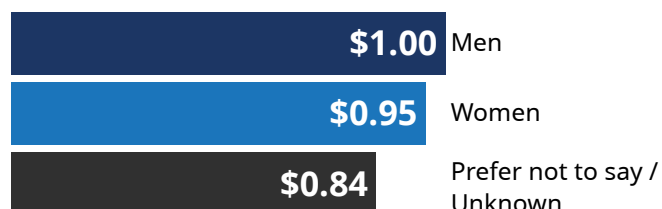
Employer details

Employer:	SOBEYS CAPITAL INCORPORATED/SOBEYS CAPITAL INCORPORÉE
Address:	SUITE 2300, BENTALL 5 550 BURRARD STREET, VANCOUVER, BC
Reporting Year:	2024
Time Period:	May 1, 2023 - April 30, 2024
NAICS Code:	44-45 - Retail trade
Number of Employees:	1000 or more



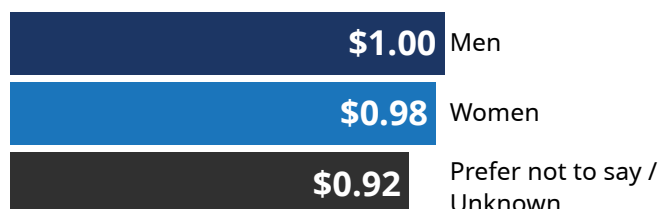
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 2% less than men's. For every dollar men earn in median hourly wages, women earn 98 cents in median hourly wages. *

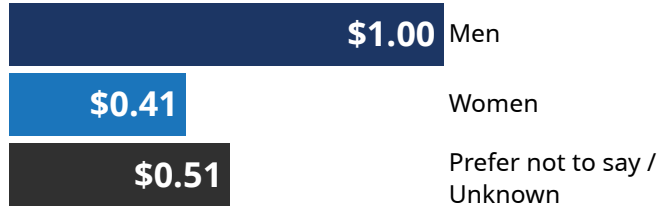
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



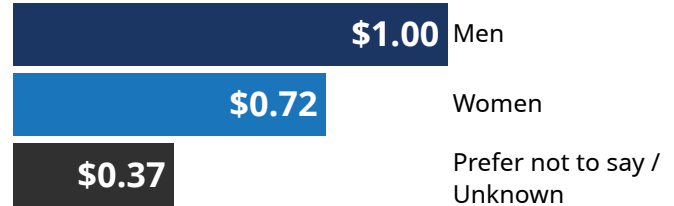
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 59% less than men's. For every dollar men earn in average overtime pay, women earn 41 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 28% less than men's. For every dollar men earn in median overtime pay, women earn 72 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-24
Prefer not to say / Unknown	-18

In this organization the average number of overtime hours worked by women was 24 less than by men. *

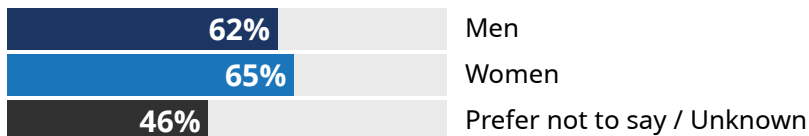
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-3
Prefer not to say / Unknown	-5

In this organization the median number of overtime hours worked by women was 3 less than by men. *

Percentage of employees in each gender category receiving overtime pay



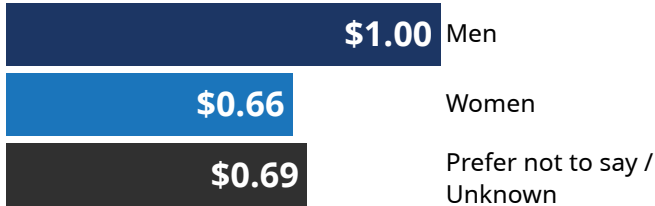
Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



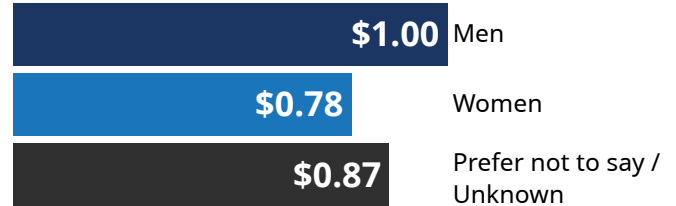
Bonus pay

Mean bonus pay ⁷



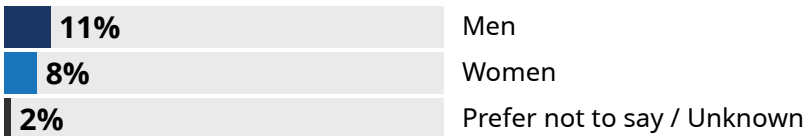
In this organization women's average bonus pay is 34% less than men's. For every dollar men earn in average bonus pay, women earn 66 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 22% less than men's. For every dollar men earn in median bonus pay, women earn 78 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



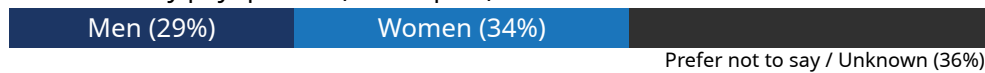
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 44% of the highest paid jobs and 34% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.