




Fiscal Year 2025 Environmental Social Governance (ESG) Metrics Table

Our ESG Metrics Table shows the progress we made in fiscal 2025 against key goals across Sobeys Inc.'s three sustainable business pillars: People, Planet and Products. Fiscal 2025 metrics do not include Longo's unless otherwise noted.

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
GOVERNANCE					
<div> Our Focus: Cyber Security & Data Protection</div>					
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	<ul style="list-style-type: none">• 100% - completion of annual Security Awareness Foundations training• 100% - completion of Supplementary Phishing training	<ul style="list-style-type: none">• 98% - completion of annual Security Awareness Foundations training• 98% - completion of Supplementary Phishing training	<ul style="list-style-type: none">• 93% - completion of annual Security Awareness Foundations training• 97% - completion of Supplementary Phishing training
PEOPLE					
<div> Our Focus: Diversity, Equity & Inclusion (DE&I)²</div>					
Better Workplace³	Percentage of women representation in workforce	Corporate employees ⁴	<ul style="list-style-type: none">• 52% (full-time (FT) and part-time (PT)) self-identify as women	<ul style="list-style-type: none">• 53% (full-time (FT) and part-time (PT)) self-identify as women	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Director: 40%• SVP and VP: 38%	<ul style="list-style-type: none">• Director: 41%• SVP and VP: 37%	<ul style="list-style-type: none">• Director: 37%• SVP and VP: 39%

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
	Percentage of women at corporate store manager, assistant store manager and department manager levels	Corporate employees	<ul style="list-style-type: none">• Store Manager: 26% Assistant Store• Manager: 47%• Department Manager: 54%	<ul style="list-style-type: none">• Store manager: 26%• Assistant store manager: 45%• Department manager: 55%	<ul style="list-style-type: none">• Store manager: 27%• Assistant store manager: 41%• Department manager: 53%
	Percentage of women in store management in training program	Store management	55%	55%	52%
	Percentage of women on executive succession slate⁵	Corporate employees	46%	Data not available for this year	45%
	Percentage of visible minorities representation in workforce⁶	Corporate employees	19% (FT and PT) self-identify as visible minority	14% (FT and PT) self-identify as visible minority	13% (FT and PT) self-identify as visible minority
	Percentage of Indigenous Peoples representation in workforce⁷	Corporate employees	4% (FT and PT) self-identify as Indigenous Peoples	3% (FT and PT) self-identify as Indigenous Peoples⁸	4% (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	<ul style="list-style-type: none">• Director: 11%• SVP and VP: 10%	<ul style="list-style-type: none">• Director: 10%• SVP and VP: 9%	<ul style="list-style-type: none">• Director level: 9%• SVP and VP: 9%
	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: 1%• SVP and VP: 1%	<ul style="list-style-type: none">• Director levels: 1 %• SVP and VP: 1%

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
<div> Our Focus: Diversity, Equity & Inclusion (DE&I)²</div>					
	Percentage of visible minorities representation in store management in training program	Store management	16%	16%	11%
	Percentage of Indigenous Peoples representation in store management in training program	Store management	4%	4%	5%
	Percentage of people with disabilities in the workforce⁹	Corporate employees	9% (FT and PT) self-identify as people with disabilities	5% (FT and PT) self-identify as people with disabilities	5% (FT and PT) self-identify as people with disabilities
	Percentage of 2SLGBTQIA+ employees in the workforce¹⁰	Corporate employees	7% (FT and PT) self-identify as 2SLGBTQIA+	4% (FT and PT) self-identify as LGBTQ2+	4% (FT and PT) self-identify as LGBTQ2+
	Number of teammates participating in Women's Inclusion Network	Corporate employees	Data not available for this year¹¹	1,123	1,017
	DE&I index measurement¹²	Corporate employees	75% positive rate for DE&I index (-1% YoY)	76% positive rate for DE&I Index (+1% YOY)	75% positive rate for DE&I index (+4% 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	93%	92%	97%



Goal	Measured By	Boundary	FY 2025'	FY 2024	FY 2023
Better Customer Service	Percentage of directors and above with DE&I goals	Corporate employees	92%	91%	90%




Our Focus: Community Investment

Foster ‘Healthier Tomorrows’ by nourishing ‘Healthy Bodies’ and nurturing ‘Healthy Minds’	<p>Total amount raised and donated to support ‘Healthier Tomorrows’</p>	Corporate contribution and fundraising	<p>Over \$25 million</p> <ul style="list-style-type: none"> Corporate contribution: \$7 million Fundraising: \$18 million 	<p>Nearly \$23 million</p> <ul style="list-style-type: none"> Corporate contribution: \$7 million Fundraising: \$16 million 	<p>Nearly \$19 million</p> <ul style="list-style-type: none"> Corporate contribution: \$7 million Fundraising: \$12 million
‘Healthy Bodies’: Remove barriers to help Canadians access healthy and affordable food	<p>Total dollars raised to support ‘Healthy Bodies.’ Campaigns include:</p> <ul style="list-style-type: none"> Support more than 400 food banks Make Happy Tummies (Formerly Toonies for Tummies) – school breakfast meal programs Special Olympic La Tablee des Chefs Fondation Charles-Bruneau 	Corporate contribution and fundraising	<ul style="list-style-type: none"> Corporate contributions: \$2,510,987 Fundraising: \$13,053,486 	<ul style="list-style-type: none"> Corporate contributions: \$1,618,836 Fundraising: \$11,797,779 	<ul style="list-style-type: none"> Corporate contributions: \$971,875 Fundraising: \$7,816,033
‘Healthy Minds’: Increase early interventions of child & youth mental health	<p>Total dollars to support ‘Healthy Minds’: Family of Support Child & Youth Mental Health Initiative. Partners include:</p> <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: \$781,500 Fundraising: \$2,748,224 	<ul style="list-style-type: none"> Corporate contributions: \$756,000 Fundraising: \$2,691,317 	<ul style="list-style-type: none"> Corporate contributions: \$824,168 Fundraising: \$2,377,790

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
Empower our store teams to make a local impact	Total donations from the Community Action Fund	Community Action Fund	\$710,727 donated to support close to 200 community organizations, directly benefitting over 128,000 people	\$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
	Total donations from stores	Corporate contribution	\$1,670,618	\$1,631,687	\$1,571,742
	Disaster response	Corporate contribution	\$170,244 <ul style="list-style-type: none">Donations to the Canadian Red Cross and local community agencies in support of response and recovery efforts following the wildfires in Western Canada	\$105,000 <ul style="list-style-type: none">Donations to the Canadian Red Cross and local community agencies in support of response and recovery efforts following the wildfires and floods in Atlantic Canada, and wildfires in Western Canada	\$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 in Atlantic Canada as a result of Hurricane Fiona
Other fundraising	Total dollars raised to support other programs and campaigns, including: <ul style="list-style-type: none">Charity Golf ClassicEmployee payroll campaignsRegional donations	Corporate contribution and fundraising	<ul style="list-style-type: none">Corporate contributions: \$1,044,906Fundraising: \$1,891,413	<ul style="list-style-type: none">Corporate contributions: \$1,616,824Fundraising: \$1,636,718	<ul style="list-style-type: none">Corporate contributions: \$1,645,180Fundraising: \$1,756,294
	Bulk gift card program	Corporate contribution and fundraising	<ul style="list-style-type: none">Corporate contributions: \$501,715	<ul style="list-style-type: none">Corporate contributions: \$623,599	<ul style="list-style-type: none">Corporate contributions: \$1,045,005

Goal	Measured By	Boundary	FY 2025 ¹	FY 2024	FY 2023
 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	6	6	7
	Number of employee fatalities resulting from operational accidents	Corporate employees ¹³	0	0	0
	Number of contractor fatalities resulting from operational accidents	Corporate employees ¹³	0	0	0
	Lost Time Frequency Rate per 200,000 hours	Corporate employees ¹³	2	2	2
 Our Focus: Labour Practices					
Report on quantitative performance ¹⁴	Percentage of corporate employees earning above minimum wage	Corporate employees	86%	86%	83%
	Percentage of corporate employees eligible for performance-based incentive pay	Corporate employees	33%	35%	35%
	ESG performance links in compensation for members of the executive management team	Corporate employees	All Named Executive Officers (NEOs) had five percent of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance.	All Named Executive Officers (NEOs) had ten percent of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance.	All Named Executive Officers (NEOs) had ten percent of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance.

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
			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.	Five percent was tied to specific sustainability metrics and five percent 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, backstage, industry, wholesale, and Ocado. Excludes Candico and anyone on LTD/ WCB/ salary continuance.	33%	40%	49%
	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	99%	98%	92%

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
PLANET					
<div>  Our Focus: Climate Action </div>					
Annual report on greenhouse gas (GHG) emissions	Total Scope 1 Emissions in metric tonnes CO ₂ e	Include Sobeys Inc, and Longo's (Retail sites, distribution centers, offices, fuel in generators, company owned vehicles)	CY2024: 314,387	CY2023: 338,089	CY2022: 340,790
	Total Scope 2 Emissions in metric tonnes CO ₂ e (location based)	Include Sobeys Inc, and Longo's (Retail sites, distribution centers, offices)	CY2024: 209,776	CY2023: 217,073	CY2022: 232,360
	Carbon Intensity: Combined Scope 1 and 2 Emissions per unit of square foot	Sobeys Inc., and Longo's	CY2024: 22 kgCO ₂ e/sqft (34% compared to CY2019 base year)	CY2023: 23 kgCO ₂ e/sqft (29% compared to CY2019 base year)	CY2022: 24 kgCO ₂ e/sqft (27% compared to CY2019 base year)
	Total Scope 3 Emissions in metric tonnes CO ₂ e	Include Sobeys Inc, and Longo's (Purchased goods and services, use of sold products, other Scope 3 categories)	15,233,336	18,279,106	17,414,110
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, and Longo's	30%	26%	24%


Goal	Measured By	Boundary	FY 2025 ¹	FY 2024	FY 2023
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. and Longo's	57% ¹⁵	55% ¹⁶	75%
	Percentage of suppliers, by spend, engaged on CDP Supply Chain	Sobeys Inc. and Longo's	86%	80%	75%
(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. and Longo's	6%	2%	6%
a. Carbon reduction capital spend. b. Carbon reduction projects	a. Total capital spend on carbon reduction projects b. Total no. of stores executing carbon reduction projects.	Sobeys Inc.	a. \$ 44 million b. 155	a. \$47 million b. Not Disclosed ¹⁷	a. Not Disclosed b. Not Disclosed



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 ¹⁸	CY2024: 45%	CY2023: 36%	CY2022: 31%
	Percentage decrease in surplus food generated per square foot in our retail stores	Corporate and franchise stores ¹⁸	CY2024: 44%	CY2023: 37%	CY2022: 32%

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
Prevent food loss and waste in our stores	FoodHero App				
	Number of stores	All participating Sobeys Inc. Retail	839	339	285
	Number of items posted	All participating Sobeys Inc. Retail	9,078,076	5,872,917	5,185,847
	Number of items sold	All participating Sobeys Inc. Retail	4,027,095	2,868,840	2,113,599
	Total weight of items in tonnes	All participating Sobeys Inc. Retail	1,862	1,247	920
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	1,162	1,014	728¹⁹
	a. Tonnage of donations of surplus food to local charities	stores, warehouses, Voila customer fulfillment centres	17,690	16,484	10,616²⁰
	Tonnage of waste sent to organic composting	All Sobeys Inc. retail , Longo's, Retail Support Centres (RSC) and Voila Customer Fulfillment Centres (CFC)	CY2024: 21,915	CY2023: 25,141	CY2022: 42,513

Goal	Measured By	Boundary	FY 2025 ¹	FY 2024	FY 2023
<div> Our Focus: Environmental Management</div>					
Improve waste diversion in our stores ²¹	Total waste (organic and non-organic) generated from stores in tonnes	Corporate and franchise stores	CY2024: 159,602	CY2023: 154,660	CY2022: 181,410
	Percentage of total waste from stores sent to landfill	Corporate and franchise stores	CY2024: 56%	CY2023: 58%	CY2022: 55%
	Percentage of waste from stores sent to recycling ²⁰	Corporate and franchise stores	CY2024: 30%	CY2023: 26%	CY2022: 21%
	Percentage of waste from stores sent to organics composting	Corporate and franchise stores	CY2024: 14%	CY2023: 16%	CY2022: 23%
	Percentage of stores that have an organics program	Corporate and franchise stores	<ul style="list-style-type: none">• Outside Quebec CY2024: 38%• Quebec CY2024: 86%	<ul style="list-style-type: none">• Outside Quebec CY2023: 37%• Quebec CY2023: 77%	<ul style="list-style-type: none">• Outside Quebec CY2022: 38%• Quebec CY2022: 67%
	Percentage of total waste from stores that is diverted from landfill (organics and recycling)	Corporate and franchise stores	CY2024: 44%	CY2023: 42%	CY2022: 44%
	Total number of participating stores with an active certification in the Action Reduction Program	Quebec stores only	Moment in time, FY2025: 233 participating stores <ul style="list-style-type: none">• 16% of participating stores have a waste recovery rate of 80% or higher	Moment in time, FY2024: 233 participating stores <ul style="list-style-type: none">• 16% of participating stores have a waste recovery rate of 80% or higher	Moment in time, FY2023: 233 participating stores <ul style="list-style-type: none">• 16% of participating stores have a waste recovery rate of 80% or higher


Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
Real estate / green building certification	Percentage of corporate offices and offices certified by green buildings or health and safety standards	Corporate office ²³	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, FY2025: \$16 million	Moment in time, FY2024: \$15 million	Moment in time, FY2023: \$14 million

PRODUCTS



Our Focus: Ethical and Sustainable Sourcing

Offer sustainable and ethical product choices for our customers ²⁴	Number of Own Brands Organic SKUs	Own Brands	162	180	174
	Number of Own Brands Naturally Simple SKUs	Own Brands	14%	17% ²⁵	17%
	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	100% of all Own Brands food suppliers are GFSI certified
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	90%	86%	77%

Goal	Measured By	Boundary	FY 2025¹	FY 2024	FY 2023
Minimum of 95% 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	99%	96%	96%
Increase the availability of cage-free (including free-run, free-range and organic) and enriched-housing eggs²⁶	Total number of shell eggs sold that are cage-free	All Sobeys Inc. retail banners and Longo's	122,772,810	93,449,635	85,156,578²⁷
Remain aligned with industry efforts to phase out gestation crates	Percentage of total shell eggs sales that are cage-free – i.e. free run, free range and organic	All Sobeys Inc. retail banners and Longo's	20%	17%	17%
	Percentage of Own Brands fresh pork sales that comes from sows raised in loose housing systems²⁴	Own Brands	One large supplier for our Own 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 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.
<div> Our Focus: Local Sourcing</div>					
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)	11,862 SKUs	10,327 SKUs	8,351 SKUs

Goal	Measured By	Boundary	FY 2025 ¹	FY 2024	FY 2023
Champion supplier diversity	Number of women entrepreneurs	National (corporate and franchise, exclude discount, Quebec, and Farm Boy)	438	381	392

¹ All numbers with decimals were rounded off the nearest whole number in this table.

²All DE&I boundary metrics exclude Farm Boy.

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

⁴Throughout 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.

⁵In 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

⁶Visible 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 (e.g Indian, Pakistani, Sri Lankan), Southeast Asian (e.g., Filipino, Vietnamese, Cambodian, Laotian, Thai), and West Asian (e.g. Iranian, Afghan, Arab).

⁷Indigenous Peoples represented by First Nations (Status), First Nations (Non-Status), Inuit, and Métis.

⁸The 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 FY2023.

⁹People 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.

¹⁰2SLGBTQIA+: Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex and additional people who identify as part of sexual and gender diverse communities.

¹¹In late FY2025 we launched a new national structure for our Women’s Inclusion Network that will continue to roll out in the new fiscal year. As such, a number was not available for this year.

¹²The DE&I index measurement is a score from combination of six DE&I questions answered by employees in employee survey.

¹³Boundary for these metrics excludes Farm Boy.

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

¹⁵The data is based on our suppliers reporting in FY2024 on their CY2023 data.

¹⁶The data is based on our suppliers reporting in FY2023 on their CY2022 data.

¹⁷In 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.

¹⁸The boundary includes the following Sobeys Inc. Retail: Sobeys, Safeway, IGA Extra, IGA, Thrifty Foods, Rachelle Berry, Foodland, FreshCo.

¹⁹The FY2023 numbers do not include Quebec warehouses and store data. However, in FY2024 Quebec was added to the boundary and corresponding data.

²⁰The FY2023 numbers do not include Quebec warehouses and store data. However, in FY2024 Quebec was added to the boundary and corresponding data.

²¹The data represented in waste diversions in store is moved from Fiscal year metrics to calendar year to align with our GHG Inventory.

²²Recycling capabilities have increased to include certain paper products, metals, plastics, wood products, oils & greases, fat & bone, and C&D materials.

²³Boundary for this metric excludes Farm Boy.

²⁴Naturally Simple product categorizing is being dissolved and incorporated into new product lines. As such, number of Own Brands Naturally Simple SKUs is no longer a metric.

²⁵Additional data was incorporated.

²⁶Currently, many egg suppliers use both enriched housing systems and conventional cages, and it is difficult to get accurate data as to the proportions from each type of housing within the supply provided. As the transition from conventional cages to enriched housing systems continues, we will work with suppliers to get accurate data to help demonstrate our progress towards our commitment.

²⁷Data reported in Fiscal 2023 has been corrected due to incorporating missing information.

²⁸The 2023 numbers do not include Quebec warehouses and store data. However, in fiscal 2024 Quebec was added to boundary and corresponding data.