

Fiscal Year 2025 Sustainability Accounting Standards Board (SASB) Index

Below is our 2025 SASB Index for the Food Retailers and Distributors Standard (Version 2018-10). All metrics in our SASB Index are based on the fiscal year 2025 for our corporate stores across retail grocery banners and distribution centers, excluding pharmacy sites.

Topic	Accounting Metric	Codes	2025 ¹		
			Sobeys Inc.	Longo's	Farm Boy
Fleet Fuel Management	Fleet fuel consumed, percent renewable	FB-FR-110a.1	CY2024: 933,195 GJ CY2024: 0% renewable	CY2024: 11,988 GJ CY2024: 0% Renewable	CY2024: 0 GJ CY2024: 0% Renewable
Air Emissions From Refrigeration	(1) Gross global scope 1 emissions from refrigerants metric (tonnes CO2e)	FB-FR-110b.1	CY2024: 141,792	CY2024: 3,678	CY2024: 7,065
	(2) Percentage refrigerants consumed with zero ozone depleting potential	FB-FR-110b.2	CY2024: 96% (Includes Sobeys Inc. Longo's and Farm Boy)	CY2024: 100%	Data not available at this time
	(3) Average refrigerant emissions rate	FB-FR-110b.3	CY2024: 9%	CY2024: 11%	Data not available at this time
Energy Management	(1) Operational energy consumed (GJ)	FB-FR-130a.1	CY2024: 3,169,148 GJ	CY2024: 409,216 GJ	CY2024: 393,765 GJ
	(2) Percentage grid electricity		CY2024: 69%	CY2024: 61%	CY2024: 61%
	(3) Percentage renewable		0% renewable energy	1% renewable energy	0% renewable energy

¹ All the numbers with decimal points are rounded off to the nearest whole number, excluding our labour wage data.

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Food Waste Management	(1) Amount (MT) of food waste generated (2) percentage diverted from the waste stream	FB-FR-150a.1	Since 2016, we have reduced the amount of surplus food generated per square foot by 37% across our corporate stores (as of December 2024).	Almost 5,906 tonnes of organic waste were diverted from landfill through in store biodigesters or diverted from landfill through our organics recycling program. Our organics are processed into animal feed and compost (CY2024).	Data not available at this time.
Data Security	(1) Number of data breaches	FB-FR-230a.1	In fiscal 2025, we did not experience any material internal breach of our data.	In fiscal 2025, we did not experience any material internal breach of our data.	In fiscal 2025, we did not experience any material internal breach of our data.
	(2) Percentage that are personal data breaches		In fiscal 2025, we did not experience any material internal breach of our data.	In fiscal 2025, we did not experience any material internal breach of our data.	In fiscal 2025, we did not experience any material internal breach of our data.
	(3) Number of customers affected		In fiscal 2025, we did not experience any material internal breach of our data.	In fiscal 2025, we did not experience any material internal breach of our data.	In fiscal 2025, we did not experience any material internal breach of our data.
	Description of approach to identifying and addressing data security risks	FB-FR-230a.2	We have implemented a comprehensive set of technical, administrative, and training-based controls to manage data security risks. These include advanced	We have implemented a comprehensive set of technical, administrative, and training-based controls to manage data security risks. These include advanced	We have access control with role-based access restrictions, endpoint detection and response, Micro Segmentation, multifactor authentication for offsite virtual private network (VPN) access.

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			endpoint protection, email threat prevention, data access monitoring, and multi-factor authentication, 24/7 event monitoring to protect sensitive systems and information. Access to systems and data is governed by formal request and approval processes. In addition, we conduct monthly cybersecurity awareness and phishing simulation campaigns to educate employees on recognizing and reporting potential threats, helping to strengthen our organizational security posture.	endpoint protection, email threat prevention, data access monitoring, and multi-factor authentication, 24/7 event monitoring to protect sensitive systems and information. Access to systems and data is governed by formal request and approval processes. In addition, we conduct monthly cybersecurity awareness and phishing simulation campaigns to educate employees on recognizing and reporting potential threats, helping to strengthen our organizational security posture.	We are investing in a number of initiatives to continue strengthening our data protection. We also have a cyber security awareness program in place that shares best practices with our team members, so they know how to make informed decisions to protect our organization from any threats as well as to report a suspicious activity. On a regular basis we send security awareness communications to our employees and will be integrating this knowledge into our new learning management system.
Food Safety	High-risk food safety violation rate	FB-FR-250a.2	Of the 2415 food safety grocery store audits performed in FY2025, 99.7% passed without exception. Out of the 29 Retail Support Centre audits, 96.6% passed without exception.	All stores receive a detailed audit which consists of a compliance assessment of security, health and safety, and food safety. Out of a total of 40 audits, 100% passed and were classified as "low risk".	Of the 99 food safety retail audits performance in fiscal 25, 97 passed without exception. Two stores did not achieve the 85% in the first round, both were addressed promptly. All stores passed their round 2 audit.

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Food Safety	Number of recalls		There were 88 National and Own Brands ² recalls in FY2025.	There were 10 national recalls in FY2025.	There were 113 National, Private Label and Commissary Branded product removals in fiscal 25. Of these 27 met the definition of a recall – potential food safety or regulatory risk.
	Number of units recalled		Data not available at this time.	Data not available at this time.	Data not available at this time.
	Percentage of units recalled that are private-label products		8% of the total recalls were Own Brands recalls.	0% of total recalls were for Private Label products.	33% of the total recalls were for Central Commissary, and 4% Private Label products.
Product Health & Nutrition	Revenue from products labeled or marketed to promote health and nutrition attributes	FB-FR-260a.1	Our Own Brands, primarily within the Compliments brand, offer more than 686 products that address the specific health and nutritional requirements and choices of our customers, specifically: gluten-free, 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,	Total Private Brands FY2025 growth is +4.36% compared to previous fiscal year. This growth includes Private Label products that promote health and nutrition attributes including no artificial colours/flavours, vegan/plant based, organic, gluten free, and various other claims or call outs.	Data not available at this time.

² The Own Brands refers to Sobeys Inc. Private-label business.

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			there was growth in revenue for this product type of 11% in FY2025 compared to FY2024.		
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-FR-260a.2	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.	Longo's works directly with our supplier partners to assess market trends, identify new opportunities and recognize assortment gaps to ensure that we continue to offer Private Label products with positive nutritional benefits for our guests. We continue to leverage research data and consumer trends to develop new and unique Private Label products. We ensure that our products are third-party lab certified with vendor accredited plants and ensure that we are complying with all CFIA regulations including the upcoming Front of Pack legislation, potassium values and all other regulations that are required.	Regulatory specification review for all ingredients, internal nutritional calculation based on recipe for all commissary branded products using third party nutritional software. Regulatory specification, working art, final art and proof review for all Private Label Products. Food Safety review of all internal commissary recipes. Internal or third-party accredited laboratory analysis completed to validate some nutrition and health claims. Kosher, Organic, Halal, RSPO, non-GMO, gluten-free, and plant-based products are third-party audited to an accredited certification scheme if claiming certified. Letter of Guarantee is also accepted for non certified non-GMO, gluten free, organic and plant-based products.

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Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling or marketing codes	FB-FR-270a.1	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).	Zero reported incidents (i.e. no findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards because of adverse rulings by the Advertising Standards Council of Canada (ASC).	One incident of undeclared allergen on Farm Boy Loaded baked potato soup, resulting in a recall due to old label used in production. Corrective actions were taken, including additional process for production for label verifications.
	Total amount of monetary losses as a result of legal proceedings associated with marketing or labelling practices	FB-FR-270a.2	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices.	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices.	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-FR-270a.3	Our Own Brands offer 162 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, the revenue for this product type was 6.2% higher in FY2025 compared to FY2024.	Our Longo's Organic Private Branded products are non-GMO and third-party certified. For FY2025, there was no sales growth compared to previous fiscal year for Longo's Organic products in Private Label.	Data not available at this time.
Labor Practices	Average hourly wage	FB-FR-310a.1	Our average national hourly wage for all corporate, part-time, fulltime and casual employees in both our	Average hourly for all corporate, retail, distribution centre, grocery gateway, central kitchen is \$19.32, including students,	The average hourly wage is \$18.37 for hourly employees (as of 5-June-2025).

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			retail stores and distribution centres is \$22.12. Including benefits, our average hourly rate is \$25.44.	part-time and full-time. Excluding students, the average hourly rate is \$19.73.	
	Percentage of in-store and distribution center employees earning minimum wage, by region	FB-FR-310a.1	More than 84% of in store and distribution centre employees earn more than minimum wage.	100% of Active Hourly Team Members in Retail and DC are earning at least minimum wage of \$17.20.	GTA – 41% of the GTA total hourly employees earn minimum wage Ottawa – 43% of the Ottawa total hourly employees earn minimum wage SWO – 51% of the SWO total hourly employees earn minimum wage.
	Percentage of active workforce covered under collective bargaining agreements	FB-FR-310a.2	National average of workforce covered by collective bargaining agreement is 36%.	0% as Longo's is not unionized.	National average of workforce covered by collective bargaining agreement is 0%.
	(1) Number of work stoppages (2) total days idle	FB-FR-310a.3	During FY2025, we had no work stoppages.	Not Applicable.	Not Applicable.
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labour law violations and (2) employment discrimination	FB-FR-310a.4	Not applicable. Zero monetary losses as a result of labour board or human rights tribunal judgements associated with labour law violations or employment discrimination.	Not Applicable.	\$91,938 paid as a result of a wrongful dismissal claim that was settled and a Human Rights complaint that was settled.

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Management of Environmental and Social Impacts in Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standard	FB-FR-430a.1	Sobeys Own Brands offer 279 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 6.3% in FY2025 compared to FY2024.	Longo's Private Label offers 45 SKUs of fresh and frozen seafood that are third-party certified to an environmental and/or social standard. While we do not disclose revenue amounts, there was a decrease in revenue for this product category by 2.15% in fiscal 2025 compared to the previous fiscal year.	Data not available at this time.
	Percentage of revenue from (1) eggs that originated from a cage-free environment, (2) pork produced without the use of gestation crates	FB-FR-430a.2	(1) In fiscal 2025, our cage-free eggs represented 17.5% of total egg sales. Currently, 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.	(1) We have 27 SKUS in Dairy with shelled egg sales. 28% of sales are enriched coop and 48% of sales are Free Range. In total we have 76% of sales of free range or enriched coop, with 68% of space dedicated to Enriched Co-op and Free Range in our ""most common"" POG. (2) Our pork supplier partners are aligned with and currently implementing Canadian industry animal welfare standards, which includes requirements for sows to be	Data is pending.

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			<p>(2) As part of our broad commitment to animal welfare, we are making progress on our goal to source pork from producers using gestation crate-free housing systems. Our supplier partners, as well as their independent, local, suppliers, care about animal well-being and are supportive and actively committed to implementing loose housing systems during gestation as per Canadian industry animal welfare standards as defined by the National Farm Animal Care Council and Canadian Pork Excellent Program.</p> <p>The raw materials for our Own Brands lean ground pork come from different sources who are at different points in their transition to these systems. One large supplier for our Own Brands lean ground pork estimates that 75% of their sows are</p>	<p>accommodated in loose housing systems during gestation. The majority of our pork is provided by three Canadian producers. We estimate that about 67% of Longo's pork sales are from pork raised in loose housing systems for FY2025.</p>	

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			raised in loose housing systems. We are committed to continuing to work in partnership with our suppliers and the farmers that handle the sows during their gestation period		
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	FB-FR-430a.3	Please see Ethical and Sustainable Sourcing section in our Sustainable Business Report 2025 to learn about our strategy to manage environmental/social risks in our supply chain.		
	Discussion of strategies to reduce the environmental impact of packaging	FB-FR-430a.4	Our strategic approach to reducing the environmental impact of plastics & packaging aligns with the Government of Canada's Action Plan on Zero Plastic Waste. In FY2025 we continued to make progress on a multi-year plastics reduction strategy focused on improving reuse, reducing plastic waste and improving value recovery. Additionally, we joined the Canada Plastics Pact (CPP) this past fiscal year. Through this partnership,	Our approach to reducing the environmental impact of packaging is aligned with the Government of Canada's Action Plan on Zero Plastic Waste. We have communicated to our Private Label vendors that hard-to-recycle black plastic packaging must be phased out by December 2025 and we are on track to achieve this.	In P4-2025, we began the first of 2 reusable container pilot projects in our Salad Bar/Hot Bar, in our Guelph Location, with The Friendlier Company. We launched a second reusable container pilot in P6, with a different partner, CIC, at our 2 downtown Ottawa stores. In P9 we expanded our Friendlier Project to 5 more stores in the SWO region.

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			<p>we work alongside industry leaders to accelerate packaging innovation, improve recyclability and reduce plastic waste in our supply chain.</p> <p>We have completed a comprehensive audit of over 2900 in-store packaging and commenced a review of all Own Brands packaging, which is expected to be completed in early FY2026. This work will establish strategic objectives to increasing packaging circularity, ensure regulatory compliance-including Extended Producer Responsibility (EPR) requirements. We have also engaged with our foreign supplier partners to evaluate the presence of certain per- and polyfluoroalkyl substances (PFAS) in packaging in line with CEPA Section 71 notice. On Reuse, we partnered with Friendlier in Farm Boy stores across South-Western Ontario to offer customers a reusable container for the hot and cold salad bar.</p>		

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			<p>Additionally, two of our Farm Boy Ottawa stores took part in a pilot project to reduce single-use plastics driven by a unique collaboration between the Circular Innovation Council, Environment and Climate Change Canada, the City of Ottawa and other retail partners. We have also expanded our bulk windshield washer fluid stations in Quebec leading to significant plastic waste reduction.</p> <p>In FY2025, we transitioned floral bouquet sleeves to 90% PCR material in Ontario and Atlantic Canada, reducing plastic use while maintaining product quality.</p>		
Activity Metrics	Number of retail locations and distribution centers	FB-FR-000.A	Retail Locations: 2,301 Distribution Centres: 24	Retail Sites: 42 Distribution Centres: 1	Retail Sites: 51 Stores Distribution Centres: 3
	Total area of retail space and distribution centers	FB-FR-000.B	Retail Sites: 43,060,584 sqft Distribution Centres: 7,413,475 sqft	Retail Sites: 1,479,871 sqft Distribution Centres: 360,000 sqft	Retail Sites: 117,994 sqft Distribution Centres: 355,999 sqft

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			Sobeys Inc.	Longo's	Farm Boy
	Number of vehicles in commercial fleet	FB-FR-000.C	Tractor: 483 Trucks: 15 Trailers: 1,651 Voila: 534 vans	Tractors: 6 Trucks: 2 Trailers: 50 Designated pick store van: 1	Logistics is all third party
	Tonne-kilometres travelled	FB-FR-000.D	Data not available at this time.	Data not available at this time.	Data not available at this time.