

Empire Company Limited

# 2024 CDP Corporate Questionnaire 2024

Word version

**Important: this export excludes unanswered questions**

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

▪

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## C1. Introduction

### (1.1) In which language are you submitting your response?

Select from:

☒ English

### (1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ CAD

### (1.3) Provide an overview and introduction to your organization.

#### (1.3.2) Organization type

Select from:

☒ Publicly traded organization

#### (1.3.3) Description of organization

*Empire Company Limited (TSX: EMP.A) is a Canadian company headquartered in Stellarton, Nova Scotia. Empire's key businesses are food retailing, through wholly-owned subsidiary Sobeys Inc., and related real estate. With approximately 30.7 billion in annual sales and 16.8 billion in assets, we employ approximately 128,000 people. Sobeys Inc. has more than 115 years of experience serving customers in the food retail business. Sobeys Inc. is one of only two national Canadian grocers operating across all 10 provinces with approximately 1,600 stores. Sobeys Inc. oversees familiar banner names of Sobeys, Safeway, IGA, Foodland, FreshCo, Thrifty Foods, Farm Boy, Kim Phat, Longo's, Lawtons Drugs, and Ricardo, and operates e-commerce under the banners Voilà, Voilà par IGA, and ThriftyFoods.com, as well as more than 145 retail fuel locations. We also operate with five core retail food formats and related businesses to ensure we are able to satisfy the unique shopping needs of our customers: full service; community; discount; convenience, and e-commerce. Across our banners and businesses from coast to coast, Sobeys Inc. fosters a culture of care, trust, respect and growth for our people and customers and their communities. Together, our store teammates, franchisees and diverse retail networks are dedicated to serving customer needs by providing exceptional shopping and food experiences. Learn more: Empire [link: <https://www.empireco.ca>] Sobeys Inc. [link: <https://corporate.sobeys.com>]. Sobeys Sustainable Business Report can be accessed at: <http://SobeysSBReport.ca>*  
[Fixed row]

**(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.**

**(1.4.1) End date of reporting year**

12/31/2023

**(1.4.2) Alignment of this reporting period with your financial reporting period**

Select from:

☒ No

**(1.4.3) Indicate if you are providing emissions data for past reporting years**

Select from:

☒ Yes

**(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for**

Select from:

☒ 3 years

**(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for**

Select from:

☒ 3 years

**(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for**

Select from:

☒ 3 years

[Fixed row]

**(1.4.1) What is your organization's annual revenue for the reporting period?**

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?	How does your reporting boundary differ to that used in your financial statement?
	Select from: <input checked="" type="checkbox"/> No	CDP reporting boundary is January 1st 2023 to December 31st 2024. Sobeys financial statements are from May 7th 2023- May 4th 2024

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

### (1.6.2) Provide your unique identifier

291842407

### Ticker symbol

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

### (1.6.2) Provide your unique identifier

EMP. A

### SEDOL code

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

### LEI number

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

### D-U-N-S number

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

## Other unique identifier

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

## (1.7) Select the countries/areas in which you operate.

Select all that apply

☒ Canada

## (1.22) Provide details on the commodities that you produce and/or source.

### Timber products

#### (1.22.1) Produced and/or sourced

Select from:

☒ Sourced

#### (1.22.2) Commodity value chain stage

Select all that apply

☒ Retailing

#### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☒ Yes, we are providing the total volume

#### (1.22.5) Total commodity volume (metric tons)

16059

#### (1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☒ No

#### (1.22.11) Form of commodity

Select all that apply

☒ Goods not for resale (GNFR)

☒ Paper

☒ Pulp

☒ Secondary packaging

☒ Tertiary packaging

#### (1.22.12) % of procurement spend

Select from:

☒ Unknown

#### (1.22.13) % of revenue dependent on commodity

Select from:

☒ Less than 1%

#### (1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☒ Yes, disclosing

#### (1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☒ No

### (1.22.19) Please explain

*Calculated based on value of timber used for Own Brands products.*

## Palm oil

### (1.22.1) Produced and/or sourced

Select from:

☒ Sourced

### (1.22.2) Commodity value chain stage

Select all that apply

☒ Retailing

### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☒ Yes, we are providing the total volume

### (1.22.5) Total commodity volume (metric tons)

1587.2

### (1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☒ No

### (1.22.11) Form of commodity

*Select all that apply*

- ☒ Crude palm kernel oil (CPKO)
- ☒ Crude palm oil (CPO)
- ☒ Palm kernel oil derivatives
- ☒ Other, please specify :Palm-based derivatives and fractions.

#### **(1.22.12) % of procurement spend**

*Select from:*

- ☒ Less than 1%

#### **(1.22.13) % of revenue dependent on commodity**

*Select from:*

- ☒ Less than 1%

#### **(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?**

*Select from:*

- ☒ Yes, disclosing

#### **(1.22.15) Is this commodity considered significant to your business in terms of revenue?**

*Select from:*

- ☒ No

#### **(1.22.19) Please explain**

*Calculated based on value of palm oil used as an ingredient in Own Brands products.*

#### **Cattle products**

#### **(1.22.1) Produced and/or sourced**



Select from:

☒ Sourced

### (1.22.2) Commodity value chain stage

Select all that apply

☒ Retailing

### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☒ No, the total volume is unknown

### (1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☒ No, not disclosing

## Soy

### (1.22.1) Produced and/or sourced

Select from:

☒ Sourced

### (1.22.2) Commodity value chain stage

Select all that apply

☒ Retailing

### (1.22.3) Indicate if you have direct soy and/or embedded soy in your value chain

Select from:

☒ Direct soy only

#### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☒ No, the total volume is unknown

#### (1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☒ No, not disclosing

### Cocoa

#### (1.22.1) Produced and/or sourced

Select from:

☒ Sourced

#### (1.22.2) Commodity value chain stage

Select all that apply

☒ Retailing

#### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☒ No, the total volume is unknown

#### (1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☒ No, not disclosing

### Coffee

### (1.22.1) Produced and/or sourced

Select from:

☒ Sourced

### (1.22.2) Commodity value chain stage

Select all that apply

☒ Retailing

### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☒ Yes, we are providing the total volume

### (1.22.5) Total commodity volume (metric tons)

4187.25

### (1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☒ No

### (1.22.11) Form of commodity

Select all that apply

☒ Other, please specify :Whole beans

### (1.22.12) % of procurement spend

Select from:

☒ Less than 1%

### (1.22.13) % of revenue dependent on commodity

Select from:

☒ Less than 1%

#### (1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☒ Yes, disclosing

#### (1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☒ No

#### (1.22.19) Please explain

*Calculated based on coffee sourced or used as an ingredient in Own Brands products.*

*[Fixed row]*

#### (1.24) Has your organization mapped its value chain?

##### (1.24.1) Value chain mapped

Select from:

☒ No, but we plan to do so within the next two years

##### (1.24.4) Highest supplier tier known but not mapped

Select from:

☒ Tier 4+ suppliers

##### (1.24.8) Primary reason for not mapping your upstream value chain or any value chain stages

Select from:

☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

## (1.24.9) Explain why your organization has not mapped its upstream value chain or any value chain stages

*As a priority, we are taking steps to define specific targets for GHG emissions related to the forestry, land and agriculture (FLAG) sector. We are developing a FLAG-related SBTi for Scope 3, Category 1 — purchased goods and services, in collaboration with supplier partners (SBR, pg 17 Download Fiscal 2024 Sustainable Business Report.pdf). Through this exercise, we are mapping the Sobeys supply chain and plan to complete this exercise within the next two years.*

*[Fixed row]*

## (1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

### (1.24.1.1) Plastics mapping

*Select from:*

☒ No, but we plan to within the next two years

### (1.24.1.5) Primary reason for not mapping plastics in your value chain

*Select from:*

☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

### (1.24.1.6) Explain why your organization has not mapped plastics in your value chain

*Sobeys is completing a packaging audit to assess the key metrics required for regulatory compliance, with a specific focus on the Federal Plastics registry. This audit, once complete, will support us to understand our EPR opportunities to eliminate problematic plastics and report on the various regulatory data points, which includes how we dispose of the EPR related plastics we produce. We expect to have limited data in provinces where EPR on beverage containers is in place.*

*[Fixed row]*

## C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

**(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?**

### Short-term

**(2.1.1) From (years)**

0

**(2.1.3) To (years)**

3

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*In alignment with our ERM (Enterprise Risk Management), 0-3 years is defined as short term. It focuses on Operational and financial planning*

### Medium-term

**(2.1.1) From (years)**

3

**(2.1.3) To (years)**

10

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*In alignment with our ERM (Enterprise Risk Management), 3-10 years is defined as medium term. It focuses on Strategic and capital planning*

## Long-term

### (2.1.1) From (years)

10

### (2.1.2) Is your long-term time horizon open ended?

Select from:

☒ No

### (2.1.3) To (years)

30

### (2.1.4) How this time horizon is linked to strategic and/or financial planning

*In alignment with our ERM (Enterprise Risk Management), 10-30 years is defined as long term. It focuses on Long-term planning  
[Fixed row]*

## (2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

### (2.2.1) Process in place

Select from:

☒ Yes

### (2.2.2) Dependencies and/or impacts evaluated in this process

Select from:

☒ Dependencies only

### (2.2.4) Primary reason for not evaluating dependencies and/or impacts

Select from:

☒ Not an immediate strategic priority

## (2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

Sobeys priority has been on climate action activities, with a focus on palm oil. Consideration for managing all other related dependencies and impacts is an upcoming priority over the next two years.

[Fixed row]

## (2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

## (2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

### Row 1

## (2.2.2.1) Environmental issue

Select all that apply

☒ Climate change

☒ Forests

☒ Water



#### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

*Select all that apply*

- ☒ Risks
- ☒ Opportunities

#### (2.2.2.3) Value chain stages covered

*Select all that apply*

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

#### (2.2.2.4) Coverage

*Select from:*

- ☒ Full

#### (2.2.2.7) Type of assessment

*Select from:*

- ☒ Qualitative and quantitative

#### (2.2.2.8) Frequency of assessment

*Select from:*

- ☒ Annually

#### (2.2.2.9) Time horizons covered

*Select all that apply*

- ☒ Short-term
- ☒ Medium-term

- ☒ Long-term

#### (2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

#### (2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national
- ☒ National

#### (2.2.2.12) Tools and methods used

##### Enterprise Risk Management

- ☒ Enterprise Risk Management

##### Other

- ☒ Scenario analysis

#### (2.2.2.13) Risk types and criteria considered

##### Acute physical

- ☒ Drought
- ☒ Wildfires
- ☒ Heat waves
- ☒ Cyclones, hurricanes, typhoons
- ☒ Heavy precipitation (rain, hail, snow/ice)
- ☒ Flood (coastal, fluvial, pluvial, ground water)

**Chronic physical**

- ☑ Changing precipitation patterns and types (rain, hail, snow/ice)
- ☑ Changing temperature (air, freshwater, marine water)
- ☑ Heat stress

**Policy**

- ☑ Carbon pricing mechanisms
- ☑ Changes to international law and bilateral agreements
- ☑ Changes to national legislation
- ☑ Other policy, please specify :We continually monitor, review, and assess proposed and incoming regulatory change as part of our ERM framework to mitigate and manage potential impacts on our business. (E.g. retail industry in Canada, refrigerant leaks).

**Market**

- ☑ Availability and/or increased cost of raw materials
- ☑ Changing customer behavior
- ☑ Uncertainty in the market signals

**Reputation**

- ☑ Other reputation, please specify :We understands the potential damage to our brand, trust and reputation due to failure to manage our impact on society including climate change.

**Technology**

- ☑ Data access/availability or monitoring systems
- ☑ Transition to lower emissions technology and products
- ☑ Unsuccessful investment in new technologies

**Liability**

- ☑ Exposure to litigation
- ☑ Non-compliance with regulations

**(2.2.2.14) Partners and stakeholders considered**

Select all that apply

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> NGOs      | <input checked="" type="checkbox"/> Regulators        |
| <input checked="" type="checkbox"/> Customers | <input checked="" type="checkbox"/> Local communities |
| <input checked="" type="checkbox"/> Employees |   |
| <input checked="" type="checkbox"/> Investors |   |
| <input checked="" type="checkbox"/> Suppliers |   |

#### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- ☒ No

#### (2.2.2.16) Further details of process

*Climate change may pose adverse impact to our business, including to our stores, offices and warehouses, and supply chain. To identify, assess, prioritize, address, manage, monitor and communicate climate risks across our operations, we have an Enterprise Risk Management (ERM) program in place. Our ERM process ensures we evaluate and manage risks in a structured and consistent way at all levels of the organization. Over the past year, we conducted a refresh of our ERM framework and re-evaluated the risks deemed most material to our business. Climate change has increased in importance as a material ESG topic. Climate change is included within our risk register and will be considered for future risk assessments. During 2022, we conducted our inaugural climate risk assessment and scenario analysis in alignment with the former TCFD (Task Force on Climate-related Financial Disclosures) as a first important step in integrating climate related risks into our strategic and financial planning. Building from this, we will further integrate climate change into our business strategy and decision making, striving to strengthen our performance and resilience. Sobeys released its 2024 Climate-related Financial Disclosures Report, a TCFD-aligned report to support the transition to align to the International Financial Reporting Standards (IFRS) Empire intends to align with the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (S1) and IFRS S2 Climate-Related Disclosures (S2) once they are endorsed by the Canadian Sustainability Standards Board (CSSB) and required by the Canadian Securities Administrators (CSA). More broadly, key ESG-related risks are embedded in business and strategy discussions at meetings of our Board and its committees. Our Board of Directors delegate ESG responsibilities to the Corporate Governance & Social Responsibility Committee, the HR Committee and the Audit Committee, which are each informed of applicable ESG issues on a quarterly basis. Further to this, one of the Board's primary responsibilities is to oversee and interact with senior management with respect to key aspects of the Company's business, including assessment and mitigation of the Company's top climate-related risks. To fulfil this, the SVP, Legal and Sustainability updates the Board of Directors quarterly on all sustainability issues, assessments and initiatives being championed by the company. Annually, our senior leadership team conducts a regular assessment of the company's effectiveness in managing existing and known risks along with an identification and discussion of new and emerging risks. Our ESG Finance and Sustainability teams continuously monitor policy, legal and regulatory risks as it relates to climate change. This includes climate related laws, rules and regulations related to our business that could have a material impact on our reputation and financial results. Additionally, we work with numerous government bodies and trade associations to monitor emerging environmental regulations and policies that are expected to impact the retail industry in Canada, including the Retail Council of Canada (RCC), and Food, Health and Consumer Products of Canada (FHCP).*

[Add row]

## (2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

### (2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ No

### (2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:

☒ Not an immediate strategic priority

### (2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

*Sobeys priority has been climate action activities (such as near-term targets and net-zero activation). Consideration for assessing interconnections between dependencies, impacts, risks, and/or opportunities is an upcoming priority over the next several years.*

[Fixed row]

## (2.3) Have you identified priority locations across your value chain?

	Identification of priority locations	Primary reason for not identifying priority locations	Explain why you do not identify priority locations
	Select from: <input checked="" type="checkbox"/> No, but we plan to within the next two years	Select from: <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Sobeys priority has been climate action activities. Consideration for priority locations is an upcoming priority over the next two years.</i>

[Fixed row]

## (2.4) How does your organization define substantive effects on your organization?

### Risks

#### (2.4.1) Type of definition

Select all that apply

☒ Qualitative

#### (2.4.6) Metrics considered in definition

Select all that apply

☒ Frequency of effect occurring

☒ Likelihood of effect occurring

#### (2.4.7) Application of definition

*Our ESG Finance and Sustainability teams continuously monitor policy, legal and regulatory risks. This includes climate related laws, rules and regulations related to our business that could have a material impact on our reputation and financial results. Additionally, we work with numerous government bodies and trade associations to monitor emerging environmental regulations and policies that are expected to impact the retail industry in Canada, including the Retail Council of Canada (RCC), and Food, Health and Consumer Products of Canada (FHCP). Our ERM team uses a Likelihood and Impact Framework to evaluate and define what a substantive risk or opportunity would be as it relates to key categories.*

### Opportunities

#### (2.4.1) Type of definition

Select all that apply

☒ Qualitative

#### (2.4.6) Metrics considered in definition

Select all that apply

☒ Frequency of effect occurring

☒ Likelihood of effect occurring

## (2.4.7) Application of definition

*Our ESG Finance and Sustainability teams continuously monitor policy, legal and regulatory risks. This includes climate related laws, rules and regulations related to our business that could have a material impact on our reputation and financial results. Additionally, we work with numerous government bodies and trade associations to monitor emerging environmental regulations and policies that are expected to impact the retail industry in Canada, including the Retail Council of Canada (RCC), and Food, Health and Consumer Products of Canada (FHCP). Our ERM team uses a Likelihood and Impact Framework to evaluate and define what a substantive risk or opportunity would be as it relates to key categories.*

*[Add row]*

## (2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	Please explain
	Select from: <input checked="" type="checkbox"/> No, we do not identify and classify our potential water pollutants	<i>At this time Sobeys does not identify and classify our potential water pollutants.</i>

*[Fixed row]*

### C3. Disclosure of risks and opportunities

**(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

#### Climate change

##### **(3.1.1) Environmental risks identified**

*Select from:*

☒ Yes, both in direct operations and upstream/downstream value chain

#### Forests

##### **(3.1.1) Environmental risks identified**

*Select from:*

☒ Yes, both in direct operations and upstream/downstream value chain

#### Water

##### **(3.1.1) Environmental risks identified**

*Select from:*

☒ Yes, only within our direct operations

##### **(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain**

*Select from:*

☒ Evaluation in progress



### (3.1.3) Please explain

*We are completing an evaluation to identify water environmental risks within our direct operations.*

## Plastics

### (3.1.1) Environmental risks identified

*Select from:*

☒ No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

*Select from:*

☒ Evaluation in progress

### (3.1.3) Please explain

*We are completing a plastics assessment.*

*[Fixed row]*

**(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

## Climate change

### (3.1.1.1) Risk identifier

*Select from:*

☒ Risk1

### (3.1.1.3) Risk types and primary environmental risk driver

## Acute physical

☒ Other acute physical risk, please specify :extreme heat

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

### (3.1.1.9) Organization-specific description of risk

*We have stores across Canada that are subjected to increased temperature. To assess these potential impacts, we have used geospatial mapping and the most recently published climate models to analyze our operating sites. Extreme heat that exceeds the threshold (exceeding 30C in a day) for safe building and equipment operations can affect the safety of employees and customers and decrease productivity. Rising temperatures are associated with increases in the frequency of very hot days and heatwaves which can result in the temporary closure of stores due to power failures if the electricity grid fails. Potential business impacts anticipated would be: a. Disruption to HVAC and refrigeration systems where temperatures exceed their design capacity physical damage or loss of property with costs associated with repair or rebuild of affected buildings and equipment; b. Increased costs to redesign and retrofit stores and warehouses to better withstand more frequent and severe weather events; c. Increased maintenance requirements for buildings and equipment (e.g. HVAC); d. Increased operational costs of air conditioning and temperature moderation in retail stores and distribution centres due to temperature fluctuations.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased direct costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

#### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

#### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*We have calculated the financial impact of the risk, however, for competitive reasons, we do not disclose the financial impact figure.*

#### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

#### (3.1.1.26) Primary response to risk

##### Policies and plans

☒ Develop a climate transition plan

#### (3.1.1.27) Cost of response to risk

0

#### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.1.1.29) Description of response

One of the most important ways we are working to mitigate the physical risks of climate change is through implementing our Climate Action Plan. Our Climate Action Plan includes a range of mitigation and adaptation measures to prepare for increased extreme heat, including maintaining equipment, having robust crisis and business continuity plans, and an ongoing focus on health and safety management for teammates and customers. Also, adapting a Crisis Management Framework and Emergency Event Guidelines helps us to prepare for, identify, respond to, and recover from a crisis event efficiently and effectively. Each crisis scenario is assigned leads from the Crisis Management Team, Executive Committee, and core teams to lead the response to the event. Our Emergency Event Guidelines outline the actions we take to mitigate and monitor emergencies. Each store has an emergency response plan on site. These guidelines are implemented by the Director of Operations, District Operator, maintenance solution centers and onsite staff. Our annual maintenance audits are an opportunity to reassess our current building standards and consider whether there are additional opportunities for mitigation-based upgrades and redesign. Looking ahead, we will continue to develop specific plans to mitigate each of the physical risks considered in our scenario analysis.

## Forests

### (3.1.1.1) Risk identifier

Select from:

☒ Risk1

### (3.1.1.2) Commodity

Select all that apply

☒ Timber products

### (3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☒ Wildfires

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Downstream value chain

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

#### **(3.1.1.9) Organization-specific description of risk**

*As chronic temperature and extreme heat days increase across Canada, along with changes in rainfall, there is an increase in incidence of wildfires across the regions. Hot and dry conditions enhance the drying of organic matter in forests. Wildfires are likely to damage to our assets particularly those that are located near forests, disrupt supply chains, and increase safety concerns for staff and customers in high risk areas. Hazards are assessed by extreme fire weather days for 2030 and 2050 under the 4C scenario only. Extreme fire weather days are defined as days per year where the Fire Weather Index (FWI) exceeds the local historical 95th percentile and therefore does not account for vegetation influences.*

#### **(3.1.1.11) Primary financial effect of the risk**

Select from:

☒ Disruption in upstream value chain

#### **(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization**

Select all that apply

☒ Long-term

#### **(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon**

Select from:

☒ Unlikely

#### **(3.1.1.14) Magnitude**

Select from:

☒ Low

#### **(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons**

*Financial impact and cost have not been estimated.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

### (3.1.1.26) Primary response to risk

#### Compliance, monitoring and targets

☒ Promotion of best practice and awareness in the value chain

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*We continue to work closely with our procurement team to explore other options as it pertains to lowering our risk to exposure to timber products sourced from high-risk areas exposed to wildfires.*

## Water

### (3.1.1.1) Risk identifier

Select from:

☒ Risk1

### (3.1.1.3) Risk types and primary environmental risk driver

#### Acute physical

☒ Flooding (coastal, fluvial, pluvial, groundwater)

#### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

#### (3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Fraser River

#### (3.1.1.9) Organization-specific description of risk

*Flooding in the Fraser River basin, depending on the magnitude, has the potential to impact our operations in the region and cause disruptions to our supply chain.*

#### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Closure of operations

#### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost have not been estimated.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

### (3.1.1.26) Primary response to risk

#### Infrastructure, technology and spending

☒ Adopt water efficiency, water reuse, recycling and conservation practices

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*Working with our Real Estate team, our annual maintenance audits are an opportunity to reassess our current building standards and consider whether there are additional opportunities for mitigation-based upgrades and redesign. Looking ahead, we will continue to develop specific plans to mitigate each of the physical risks, specifically related to extreme rain and flooding. In the climate risk assessment we completed over the past year, extreme rain intensity and frequency, with the result of flooding, is identified as one of our priority acute physical risks, affecting our stores and warehouses under the 1.5, 2.0 and 4.0 degree Celsius scenarios, across the 2030 and 2050 horizons.*



## Climate change

### (3.1.1.1) Risk identifier

Select from:

☒ Risk2

### (3.1.1.3) Risk types and primary environmental risk driver

**Acute physical**

☒ Heavy precipitation (rain, hail, snow/ice)

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

### (3.1.1.9) Organization-specific description of risk

*We have stores across Canada that are subject to extreme rainfall. Increased extreme rainfall events (15 days annually greater than 20mm precipitation daily) are likely to lead to an increase in flooding potential and damage to property, assets and supply chain disruption. Unlike temperature, rainfall does not increase linearly over time. Flooding events caused by extreme rainfall can cause asset damage or degradation, operational delays, employee health and safety concerns, infrastructure damage (roads, bridges, etc.), and/or disruption to supply chain and logistics.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased direct costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*We have calculated the financial impact of the risk, however, for competitive reasons, we do not disclose the financial impact figure.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

### (3.1.1.26) Primary response to risk

#### Policies and plans

☒ Other policies or plans, please specify :Adapt crisis management framework and emergency event guidance

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*One of the most important ways we are working to mitigate the physical risks of climate change is adapting a Crisis Management Framework and Emergency Event Guidelines to help us prepare for, identify, respond to, and recover from a crisis event efficiently and effectively. Our Crisis Management Framework provides guidance across the business in the event of a crisis, which could include natural disasters such as hurricanes, blizzards and floods that may disrupt our store operations, back-office operations, and distribution. Looking ahead, we will continue to develop specific plans to mitigate each of the physical risks considered in our scenario analysis.*

## Climate change

### (3.1.1.1) Risk identifier

*Select from:*

☒ Risk3

### (3.1.1.3) Risk types and primary environmental risk driver

#### Acute physical

☒ Wildfires

### (3.1.1.4) Value chain stage where the risk occurs

*Select from:*

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

*Select all that apply*

☒ Canada

### (3.1.1.9) Organization-specific description of risk

*We have stores in Canada and as chronic temperature and extreme heat days increases across Canada, along with changes in rainfall, there is an increase in incidence of wildfires across the regions. Hot and dry conditions enhance the drying of organic matter in forests leading into high risk of wildfires. Wildfires are likely to damage to assets particularly those that are located near forests, disrupt supply chains, and increase safety concerns for staff and customers in high-risk areas.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased direct costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*We have calculated the financial impact of the risk, however, for competitive reasons, we do not disclose the financial impact figure.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

### (3.1.1.26) Primary response to risk

#### Policies and plans

☒ Other policies or plans, please specify :Adapt Crisis Management Framework and Emergency Event Guidelines

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*One of the most important ways we are working to mitigate the physical risks of climate change is through adapting a Crisis Management Framework and Emergency Event Guidelines to help us prepare for, identify, respond to, and recover from a crisis event efficiently and effectively. Our Crisis Management Framework provides guidance across the business in the event of a crisis, which could include natural disasters such as hurricanes, blizzards and floods that may disrupt our store operations, back -office operations, and distribution. Looking ahead, we will continue to develop specific plans to mitigate each of the physical risks considered in our scenario analysis.*

## Climate change

### (3.1.1.1) Risk identifier

Select from:

☒ Risk4

### (3.1.1.3) Risk types and primary environmental risk driver

#### Chronic physical

☒ Other chronic physical risk, please specify :Chronic temperature risk

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

#### (3.1.1.9) Organization-specific description of risk

*We have stores across Canada and since 1948, Canada's temperature has risen 1.7C across the country, with higher warming of 2.3C across northern Canada and more over winter than for summer. Changes in greenhouse gas concentrations and the corresponding warming can increase the length of the growing season, particularly in cold regions including Canada. Changes in growing season length may indicate a shift in the timing of many climate impact-drivers (e.g. extreme heat, cold spells and frosts) with broad implications for agricultural production and changing consumer preferences. The changes of growing season could impact the agriculture harvest and livestock feeding, and cause supply chain disruptions on local sourcing which can financially impact our business. Chronic temperature rise and the accompanying changes in weather patterns and extreme events can cause asset damage or degradation, operational delays, employee health and safety concerns, infrastructure damage (roads, bridges, etc.), and/or disruption to supply chain and logistics.*

#### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased direct costs

#### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

#### (3.1.1.14) Magnitude

Select from:

☒ Medium

#### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*We have calculated the financial impact of the risk, however, for competitive reasons, we do not disclose the financial impact figure.*

#### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

#### (3.1.1.26) Primary response to risk

##### Policies and plans

☒ Develop a climate transition plan

#### (3.1.1.27) Cost of response to risk

0

#### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.1.1.29) Description of response

*One of the most important ways we are working to mitigate the physical risks of climate change is through implementing our Climate Action Plan. Our Climate Action Plan includes a range of mitigation and adaptation measures to prepare for increased extreme heat, including maintaining equipment, having robust crisis and business continuity plans, and an ongoing focus on health and safety management for teammates and customers.*

### Climate change

#### (3.1.1.1) Risk identifier

Select from:

☒ Risk5

### (3.1.1.3) Risk types and primary environmental risk driver

#### Acute physical

☒ Cyclone, hurricane, typhoon

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

### (3.1.1.9) Organization-specific description of risk

*We have stores in Canada which can be affected by storms, hurricanes, or tornados which can cause damage to assets, operational delays and safety concerns. These have serious consequences for store operations, supply chain disruptions, product waste and revenue losses.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased capital expenditures

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon



Select from:

☒ Virtually certain

#### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

#### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*We have calculated the financial impact of the risk, however, for competitive reasons, we do not disclose the financial impact figure.*

#### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

#### (3.1.1.26) Primary response to risk

##### Policies and plans

☒ Other policies or plans, please specify :Adapt Crisis Management Framework and Emergency Event Guidelines

#### (3.1.1.27) Cost of response to risk

0

#### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.1.1.29) Description of response

*As risk for cyclone/ hurricane increases, one of the most important ways we are working to mitigate this is by adapting a Crisis Management Framework and Emergency Event Guidelines which helps us to prepare for, identify, respond to, and recover from a crisis event efficiently and effectively. Our Crisis Management Framework provides guidance across the business in the event of a crisis, which could include natural disasters such as hurricanes, blizzards and floods that may disrupt our store operations, back-office operations, and distribution. Looking ahead, we will continue to develop specific plans to mitigate each of the physical risks considered in our scenario analysis.*

## Climate change

### (3.1.1.1) Risk identifier

Select from:

☒ Risk6

### (3.1.1.3) Risk types and primary environmental risk driver

#### Technology

☒ Transition to lower emissions technology and products

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

### (3.1.1.9) Organization-specific description of risk

*Refrigerants are a significant portion of our Scope 1 GHG emissions and play a are critical for food safety and food preservation within the food & beverage and grocery retail sectors. Refrigerant leaks are of particular concern because refrigerant fluids (such as halocarbons) are the most potent greenhouse gas, with global warming potentials orders thousands of times higher than CO2. There is also a policy pressure to transition away from use of refrigerants with high global warming potential (GWP). We assessed the level of impact of Refrigerants risk and opportunity in our ERM framework, which include finance, customer satisfaction and sales, reputation and operations.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased direct costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ Virtually certain

### (3.1.1.14) Magnitude

Select from:

- ☒ Medium-high

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

- ☒ No

### (3.1.1.26) Primary response to risk

#### Compliance, monitoring and targets

- ☒ Implementation of environmental best practices in direct operations

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*We are prioritizing a transition to refrigerants with low or zero GWP for all new corporate stores and most renovation projects. At this time, 16 per cent of our corporate stores, including Farm Boy and Longo's, have transitioned to CO2 refrigerants. We have two pilot stores trialing a combination of propane and hydrofluoro-olefin (HFO) refrigerants. HFO has significantly lower GWP compared to traditional hydrochlorofluorocarbons (HFC). We have another pilot store evaluating the effectiveness of 100% propane use. In the coming year, we plan to retrofit additional locations through actions such as reducing leak rates and completing more HFC to HFO gas replacement projects.*

## Climate change

### (3.1.1.1) Risk identifier

Select from:

☒ Risk7

### (3.1.1.3) Risk types and primary environmental risk driver

#### Technology

☒ Other technology risk, please specify :Renewable energy

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

### (3.1.1.9) Organization-specific description of risk

*As a national retailer with approximately 1,600 stores in all 10 provinces under multiple retail banners across Canada, we operate extensive and complex information technology systems that are vital to the successful operation of our business and marketing strategies. Therefore, we are committed to doing our part to prioritize energy efficiency projects and transition to less carbon intensive technological solutions that will help us develop a portfolio of renewable energy projects to lead the Canadian marketplace. Also, electricity prices are likely to increase under Canada's carbon-pricing scheme. Transitioning to a higher proportion of renewable electricity in our operations can contribute to meeting carbon targets, reduce carbon tax obligations, and boost our brand as a responsible business.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased capital expenditures

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Unlikely

### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

### (3.1.1.26) Primary response to risk

**Infrastructure, technology and spending**

☒ Improve maintenance of infrastructure

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*Renewable energy is an important component of our roadmap to decarbonize our operations. We are prioritizing our activities in targeted provinces, taking the carbon intensity of provincial grids into account. In fiscal 2024, we plan to deliver solar rooftop projects in corporate stores in Nova Scotia. Beyond these projects, we aim to mobilize a portfolio of renewable energy projects, including the purchase of renewable energy, to address Scope 2 emissions and establish leadership in the Canadian marketplace.*

## Climate change

### (3.1.1.1) Risk identifier

Select from:

☒ Risk8

### (3.1.1.3) Risk types and primary environmental risk driver

## Reputation

- ☒ Increased partner and stakeholder concern or negative partner and stakeholder feedback

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Downstream value chain

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ Canada

### (3.1.1.9) Organization-specific description of risk

*Food waste is recognized as a climate risk because of the significant climate implications associated with decomposition of food that is wasted (methane emissions in landfill). The media and customers are increasingly concerned about the social and environmental (GHG emission) implications of food waste. Therefore, failure to meet food waste targets and significantly reduce food waste across the value chain can lead to negative reputational impacts. Also, food waste contributes to upstream and downstream GHG emissions. Reducing food waste and diverting it from landfills is key to reducing GHG emissions.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased indirect [operating] costs

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ Likely

#### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

#### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

#### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

#### (3.1.1.26) Primary response to risk

##### **Compliance, monitoring and targets**

☒ Implementation of environmental best practices in direct operations

#### (3.1.1.27) Cost of response to risk

0

#### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.1.1.29) Description of response

*We are committed to reducing food waste in our operations by 50 per cent by 2025, measuring and reporting on our progress using the globally recognized Food Loss and Waste Accounting and Reporting Standard. To reach this target, we work with like-minded partners to reduce food waste in our stores and supply chain, ensure surplus food makes its way to the tables of families who are in need, and track the incredible food rescue and donation programs already in place at our stores across the country. Our Food waste reduction strategy has three area of focus: a. Preventing food loss and waste from happening in our stores and warehouses and across our supply chain: we equip our store managers with consistent foundational knowledge and skills, train teammates on a variety of fresh item management*



systems and use computer-generated ordering to assist with more accurate ordering and tracking of products, b. Reusing and redistributing as much surplus food as possible, we have successfully deployed the Second Harvest Food Rescue App (Canada's largest food- rescue organization) across Canada, connecting families in need with non-profit organizations that have received fresh, healthy food, while also reducing surplus food. In addition to our work with Second Harvest, we also continue to build awareness with our customers through ongoing campaigns about how to reduce food waste. We have partnered with the FoodHero mobile app, which enables our store teams to divert surplus food by offering it at discounted prices. c. Finding alternative waste streams to landfill, including composting.

## Climate change

### (3.1.1.1) Risk identifier

Select from:

☒ Risk9

### (3.1.1.3) Risk types and primary environmental risk driver

#### Policy

☒ Other policy risk, please specify :Emerging regulation- enhanced emissions reporting obligations

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

### (3.1.1.9) Organization-specific description of risk

Reporting frameworks are increasingly requiring organizations to go beyond metrics, for example, stating progress against targets, and elaborating on how ESG issues, such as climate, are embedded throughout the business in order to drive progress. Organizations need to integrate climate metrics and KPIs into business processes and build organizational functions and capabilities that will support their climate ambition and high-quality reporting. Climate reporting focuses on the risks associated with current and impending reporting requirements by evaluating the frameworks, methodologies, and capabilities that we should comply with to accurately and consistently report climate risks, opportunities, and impacts across its operations and value chain.

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased credit risk

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

### (3.1.1.14) Magnitude

Select from:

☒ Medium-high

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

### (3.1.1.26) Primary response to risk

#### Compliance, monitoring and targets

☒ Greater compliance with regulatory requirements

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*We continue to monitor and prepare for emerging regulations and policies, to integrate mitigation into our operations and to share our progress. Also, this year, our ESG Finance focused on documenting and working with internal stakeholders on the data collection and verification for disclosure in our externally shared documents. This ensures consistency and credibility of externally shared information related to environmental issues.*

## Forests

### (3.1.1.1) Risk identifier

Select from:

☒ Risk2

### (3.1.1.2) Commodity

Select all that apply

☒ Palm oil

### (3.1.1.3) Risk types and primary environmental risk driver

#### Policy

☒ Poor enforcement of environmental regulation

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Downstream value chain

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ Colombia
- ☒ Indonesia
- ☒ Malaysia
- ☒ Nigeria
- ☒ Thailand

#### (3.1.1.9) Organization-specific description of risk

*Reducing and mitigating brand risk is a core pillar for our External Communications team. Through effective reputation management, a commitment to transparency and maintaining consistent brand messaging across touchpoints (media, suppliers and stakeholders). We have, and continue to, innovate and commit to sustainability best-practices across our company and supply chain, as well as create positive brand - associations that will serve as our key strength in the occasion of a crisis management or brand risk scenario.*

#### (3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Brand damage

#### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Long-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ Unlikely

#### (3.1.1.14) Magnitude

Select from:

☒ Low

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ No

### (3.1.1.26) Primary response to risk

#### **Agricultural practices**

☒ Transition towards a diversified product portfolio that includes alternative materials [recycled and/or plant-based]

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*Last year we updated our Sustainable Palm Oil Policy, setting a goal to only source 100% certified sustainable palm oil in Own Brands products by December 31, 2025, as defined by the Roundtable on Sustainable Palm Oil (RSPO) standard. We will achieve this goal without purchasing palm oil credits. As we increased our commitment, we updated our approach to ensure supplier partners meet our standards through annual checks and verified certification. Additionally, Through our Seafood Metrics initiative, delivered by the Sustainable Fisheries Partnership, supplier partners gain a comprehensive understanding of the sustainability risks and opportunities associated with their source fisheries, including both wild-caught and farmed seafood. We are working to expand our sustainable seafood guidelines beyond our Own Brands products, currently 96% of Own Brands fresh and frozen fish and other seafood by weight is third-party certified sustainable or recommended.*

## Water

### (3.1.1.1) Risk identifier

Select from:

☒ Risk2

### (3.1.1.3) Risk types and primary environmental risk driver

#### Acute physical

☒ Heavy precipitation (rain, hail, snow/ice)

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Canada

### (3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Saguenay (Riviere)

### (3.1.1.9) Organization-specific description of risk

*Heavy precipitation in the Saguenay basin, depending on the magnitude, has the potential to shut down our operations in the region and cause disruptions to our supply chain, impacting operations across Canada.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Closure of operations

#### **(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization**

Select all that apply

☒ Short-term

#### **(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon**

Select from:

☒ Virtually certain

#### **(3.1.1.14) Magnitude**

Select from:

☒ Medium-high

#### **(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons**

*Financial impact and cost of have not been estimated.*

#### **(3.1.1.17) Are you able to quantify the financial effect of the risk?**

Select from:

☒ No

#### **(3.1.1.26) Primary response to risk**

**Policies and plans**

☒ Develop flood emergency plans

#### **(3.1.1.27) Cost of response to risk**

### (3.1.1.28) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.1.1.29) Description of response

*Working with our Real Estate team, our annual maintenance audits are an opportunity to reassess our current building standards and consider whether there are additional opportunities for mitigation-based upgrades and redesign. Looking ahead, we will continue to develop specific plans to mitigate each of the physical risks, specifically related to extreme rain and flooding. In the climate risk assessment we completed over the past year, extreme rain intensity and frequency, with the result of flooding, is identified as one of our priority acute physical risks, affecting our stores and warehouses under the 1.5, 2.0 and 4.0 degree Celsius scenarios, across the 2030 and 2050 horizons.*

*[Add row]*

**(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?**

**Row 1**

### (3.2.1) Country/Area & River basin

**Canada**

☒ Saguenay (Riviere)

### (3.2.2) Value chain stages where facilities at risk have been identified in this river basin

*Select all that apply*

☒ Direct operations

### (3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin



**(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin**

Select from:

☒ 1-25%

**(3.2.10) % organization’s total global revenue that could be affected**

Select from:

☒ Unknown

**(3.2.11) Please explain**

*We cannot disclose this information for competitive reasons.*

*[Add row]*

**(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?**

	Water-related regulatory violations	Comment
	Select from: <input checked="" type="checkbox"/> No	<i>We did not have any water-related regulatory violations.</i>

*[Fixed row]*

**(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

Select from:

☒ Yes

### (3.5.1) Select the carbon pricing regulation(s) which impact your operations.

Select all that apply

- ☒ Canada federal fuel charge
- ☒ Newfoundland and Labrador carbon tax
- ☒ Nova Scotia CaT - ETS
- ☒ Québec CaT - ETS

### (3.5.3) Complete the following table for each of the tax systems you are regulated by.

	% of total Scope 1 emissions covered by tax	Total cost of tax paid	Comment
Canada federal fuel charge	0	0	Not disclosing.

[Fixed row]

### (3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

We aim to reduce our emissions through investments in energy saving devices and optimization of fleets. We take compliance very seriously when it comes to carbon pricing regulations. We have several positions within the company responsible for managing and monitoring our carbon tax obligations.

### (3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized
Forests	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized
Water	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

**(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

## Climate change

### (3.6.1.1) Opportunity identifier

*Select from:*

☒ Opp1

### (3.6.1.2) Commodity

*Select all that apply*

☒ Not applicable

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resource efficiency

☒ Increased efficiency of production and/or distribution processes

#### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

#### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Canada

#### (3.6.1.8) Organization specific description

*We have identified this opportunity to reduce our operational emissions by 2030 through projects that will help us decarbonise our corporate stores, offices and warehouses. Although our focus will be aimed at corporate locations, we will also support our franchisee and affiliated owners in their transition to lower carbon solutions. To achieve this, we will build on our proven Energy Efficiency Initiative, which was initiated in 2019 to reduce energy consumption at our sites. We will prioritize energy efficiency projects and transition to refrigerants with low or no global warming potential (GWP) for all new stores and most renovation projects beginning in fiscal 2024.*

#### (3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Reduced direct costs

#### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

#### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Virtually certain (99–100%)

#### (3.6.1.12) Magnitude

Select from:

☒ Medium-high

#### (3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

#### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

#### (3.6.1.24) Cost to realize opportunity

0

#### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.6.1.26) Strategy to realize opportunity

*Over the past four years we've focused on reducing our energy use, implementing a range of energy efficiency initiatives including upgrades to refrigeration, lighting and HVAC systems in our stores. This program established our strong foundation of action on climate change, which has led us to focus on better understanding all the sources of our GHG emissions. Moving forward, our strategy to realize climate-related opportunities is informed by our Climate Action Plan (released in July 2022). The plan outlines our initiatives to reduce Scope 1 and 2 emissions and decarbonize our business. Energy efficiency is critical component of our strategy and provides us opportunities to prioritize, accelerate and expand carbon abatement projects that will help lower our Scope 1 and Scope 2 emissions. Based on our emissions profile, we have developed a framework for prioritizing Scope 1 and 2 emissions reductions initiatives (or carbon abatement projects). Abatement projects were initially selected based on proven approaches to reducing emissions in key areas of our business (e.g., refrigeration, fleet, renewable energy). We then filtered the list of potential projects to focus on those with the greatest GHG reduction potential and those that were most practical for our business to pursue. Our strategy is to prioritize existing and new carbon abatement projects occurring at our corporate sites and through our owned fleet that enable us to reduce and replace emissions to low carbon sources as much as possible. To this end, we aim to expand on existing projects and accelerate piloting new projects during Phase 1 (fiscal 2024 – 2026). In the years following Phase 1, we will focus on scaling up successful pilots. Finally, we will mobilize a Renewable Energy Strategy.*

## Forests

### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

### (3.6.1.2) Commodity

Select all that apply

☒ Palm oil

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Markets

☒ Increased availability of products with reduced environmental impact [other than certified products]

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Upstream value chain

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Canada

### (3.6.1.8) Organization specific description

*We have identified the opportunity where over time there may be increased availability of a product and/or product alternative with a reduced environmental impact.*

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Other, please specify :Increased brand & shareholder value

### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Very likely (90–100%)

### (3.6.1.12) Magnitude

Select from:

☒ Low

### (3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.6.1.26) Strategy to realize opportunity

We are working to explore other viable products that may provide the same quality to our customers that have a reduced environmental impact without increasing the cost.

## Water

### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

### (3.6.1.2) Commodity

Select all that apply

☒ Not applicable

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resource efficiency

☒ Use of new technologies

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Canada

### (3.6.1.6) River basin where the opportunity occurs

Select all that apply

☒ Unknown



### **(3.6.1.8) Organization specific description**

*We are currently piloting the Clean Works technology in its Commissary in Calgary to understand how it can help reduce water consumption in those types of facilities. Clean Works technology is used for cleaning produce items, and is shown to effectively reduce pathogens, increase shelf life and greatly reduce water consumption*

### **(3.6.1.9) Primary financial effect of the opportunity**

Select from:

☒ Other, please specify :Improved water efficiency

### **(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization**

Select all that apply

☒ Short-term

### **(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon**

Select from:

☒ Very likely (90–100%)

### **(3.6.1.12) Magnitude**

Select from:

☒ Low

### **(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons**

*Financial impact and cost of have not been estimated.*

### **(3.6.1.15) Are you able to quantify the financial effects of the opportunity?**

Select from:

☒ No

#### (3.6.1.24) Cost to realize opportunity

0

#### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.6.1.26) Strategy to realize opportunity

*Our partnership with Clean Works technology is allowing us to explore viable alternatives to cleaning produce items. As this partnership evolves, we hope to have identified a more sustainable way of cleaning produce while limiting our water consumption.*

### Climate change

#### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

#### (3.6.1.3) Opportunity type and primary environmental opportunity driver

##### Resource efficiency

☒ Use of more efficient modes of transport

#### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

#### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Canada

### (3.6.1.8) Organization specific description

*As part of our Climate Action Plan, we are investing in the energy efficiency and electrification of our supply chain and fleet vehicles by installing smart technology on transport trucks to manage refrigeration more efficiently and by optimizing route selection to reduce fuel and energy consumption.*

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Reduced direct costs

### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Likely (66–100%)

### (3.6.1.12) Magnitude

Select from:

☒ Medium-low

### (3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.6.1.26) Strategy to realize opportunity

*Our fleet is responsible for 19 % of total Scope 1 emissions in our operations. As part of our Climate Action Plan, our Transportation Strategy & Innovation Team is leading the planning, development and roll out of key programs to help us achieve cost efficiencies and reduce our impact on the environment. Keys programs include: Investing in analytics technology Investing in alternative fuels Investing in electrification*

## Climate change

### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp3

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resource efficiency

☒ Use of new technologies

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

*Select all that apply*

☒ Canada

#### **(3.6.1.8) Organization specific description**

*Refrigerants are a significant portion of our Scope 1 GHG emissions and are critical for food safety and food preservation within the food & beverage and grocery retail sectors. Refrigerant leaks are of particular concern because refrigerant fluids (such as halocarbons) are the most potent greenhouse gas, with global warming potentials orders thousands of times higher than CO2. There is also policy pressure to transition away from use of refrigerants with high global warming potential (GWP).*

#### **(3.6.1.9) Primary financial effect of the opportunity**

*Select from:*

☒ Reduced direct costs

#### **(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization**

*Select all that apply*

☒ Long-term

#### **(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon**

*Select from:*

☒ Virtually certain (99–100%)

#### **(3.6.1.12) Magnitude**

*Select from:*

☒ Medium-high

#### **(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons**

*Financial impact and cost of have not been estimated.*

#### **(3.6.1.15) Are you able to quantify the financial effects of the opportunity?**

Select from:

☒ No

#### (3.6.1.24) Cost to realize opportunity

0

#### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.6.1.26) Strategy to realize opportunity

*We are prioritizing a transition to refrigerants with low or zero GWP for all new corporate stores and most renovation projects. At this time, 16% of our corporate stores, including Farm Boy and Longo's, have transitioned to CO2 refrigerants. We have two pilot stores trialing a combination of propane and hydrofluoro-olefin (HFO) refrigerants. HFO has significantly lower GWP compared to traditional hydrochlorofluorocarbons (HFC). We have another pilot store evaluating the effectiveness of 100 per cent propane use. In the coming year, we plan to retrofit additional locations through actions such as reducing leak rates and completing more HFC to HFO gas replacement projects.*

### Climate change

#### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp4

#### (3.6.1.3) Opportunity type and primary environmental opportunity driver

##### Energy source

☒ Use of renewable energy sources

#### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Canada

### (3.6.1.6) River basin where the opportunity occurs

Select all that apply

☒ Unknown

### (3.6.1.8) Organization specific description

a) *Electricity prices are likely to increase under Canada's carbon-pricing scheme* b) *There is opportunity to use government clean-energy incentives and power purchase agreements to reduce Scope 2 emissions*

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Returns on investment in low-emission technology

### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Unlikely (0–33%)

### (3.6.1.12) Magnitude

Select from:

☒ Medium-high

### (3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.6.1.26) Strategy to realize opportunity

*We continue to focus on energy efficiency in our stores and distribution centres. We are taking steps to reduce energy consumption and optimize the efficiency of our buildings through high-impact projects. Initiatives planned for fiscal 2024 include ongoing lighting retrofits, upgrades to HVAC controllers, and high efficiency, variable speed HVAC motor systems installations. In addition, we will upgrade our building management software by harnessing the power of artificial intelligence and machine learning (AIML) technology. By using data analytics, machine learning algorithms, and predictive models, AIML can help us identify energy efficiency opportunities, automate processes, reduce equipment failures and optimize energy systems to reduce costs and environmental impacts. Transitioning to renewable energy is an important component of our roadmap to decarbonize our operations. We are prioritizing our activities in targeted provinces, taking the carbon intensity of provincial grids into account. Beyond these projects, we aim to mobilize a portfolio of renewable energy projects, including the purchase of renewable energy, to address Scope 2 emissions and establish leadership in the Canadian marketplace.*

## Climate change

### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp5



### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Energy source

- ☒ Use of renewable energy sources

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ☒ Canada

### (3.6.1.8) Organization specific description

*The opportunity here is to reduce carbon emissions in jurisdictions where a tax is present. We are continually working to reduce our building emissions for both our stores and distribution centers. Stores and specifically store refrigeration systems are the single largest source of energy usage in the business.*

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced indirect (operating) costs

### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Long-term

### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Virtually certain (99–100%)

### (3.6.1.12) Magnitude

Select from:

☒ Medium-low

### (3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

### (3.6.1.26) Strategy to realize opportunity

*Climate Action Plan: Phase 1 a) During Phase 1 of our plan, from fiscal 2024 to fiscal 2026, we will be working to achieve our near-term targets by focusing on areas that are most critical to our emissions output. b) Reducing emissions from our sites: We aim to reduce Scope 1 and 2 emissions by 55% by 2030 through projects primarily focused on decarbonizing our corporate stores, offices and warehouses. Although our focus will be aimed at corporate locations, we will also support our franchisee and affiliated owners in their transition to lower carbon solutions. c) Reducing Emissions from Our Vehicle Fleet: In fiscal 2024, we procured Level 3 charging infrastructure to pilot Class 8 trucks in our Quebec-based fleet. We aim to initiate the pilot in fiscal 2025.*

## Climate change

### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp6

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resource efficiency

☒ Use of more efficient modes of transport

### (3.6.1.4) Value chain stage where the opportunity occurs

*Select from:*

☒ Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

*Select all that apply*

☒ Canada

### (3.6.1.8) Organization specific description

*Electricity in Motion*

### (3.6.1.9) Primary financial effect of the opportunity

*Select from:*

☒ Reduced direct costs

### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

*Select all that apply*

☒ Short-term

### (3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

*Select from:*

☒ Virtually certain (99–100%)

#### (3.6.1.12) Magnitude

Select from:

☒ Medium-low

#### (3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Financial impact and cost of have not been estimated.*

#### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

#### (3.6.1.24) Cost to realize opportunity

0

#### (3.6.1.25) Explanation of cost calculation

*We don't disclose financial impact numbers for competitive reasons*

#### (3.6.1.26) Strategy to realize opportunity

*As part of our Climate Action Plan, we are investing in the energy efficiency of our supply chain and fleet vehicles by installing smart technology on transport trucks to manage refrigeration more efficiently and by optimizing route selection to reduce fuel and energy consumption. In fiscal 2024, we procured Level 3 charging infrastructure to pilot Class 8 trucks in our Quebec-based fleet. We aim to initiate the pilot in fiscal 2025. The learnings from the pilot will inform our go-forward strategy on fleet electrification.*

*[Add row]*

## C4. Governance

**(4.1) Does your organization have a board of directors or an equivalent governing body?**

### (4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

### (4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ Quarterly

### (4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

### (4.1.4) Board diversity and inclusion policy

Select from:

☒ No

[Fixed row]

**(4.1.1) Is there board-level oversight of environmental issues within your organization?**

## Climate change

### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ Yes

## Forests

### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ Yes

## Water

### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ Yes

## Biodiversity

### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ No, but we plan to within the next two years

### (4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

☒ No standardized procedure

### (4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

*Sobeys priority has been climate action activities. Establishing board-level oversight on Biodiversity is an upcoming priority over the next two years.*  
[Fixed row]

**(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.**

## **Climate change**

### **(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

*Select all that apply*

- ☒ Board chair
- ☒ Chief Executive Officer (CEO)
- ☒ Other, please specify :SVP Legal and Sustainability

### **(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

*Select from:*

- ☒ Yes

### **(4.1.2.3) Policies which outline the positions' accountability for this environmental issue**

*Select all that apply*

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions

### **(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item**

*Select from:*

- ☒ Scheduled agenda item in some board meetings – at least annually

### **(4.1.2.5) Governance mechanisms into which this environmental issue is integrated**

*Select all that apply*

- ☒ Overseeing and guiding scenario analysis

- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Overseeing reporting, audit, and verification processes
- ☒ Approving corporate policies and/or commitments

#### **(4.1.2.7) Please explain**

*In our fiscal year 2022, we established a new governance structure for climate- related issues and our newly developed Climate Action Plan, which was approved by the Board of Directors in June 2022 and announced in July 2022. The Board delegates oversight of our material Environmental Social and Governance (ESG) issues, including climate change, to the Corporate Governance & Social Responsibility Committee, which meets quarterly, and the annual review and sign- off of significant ESG-related metrics for disclosure, including our greenhouse gas emissions, to the Audit Committee. The Corporate Governance & Social Responsibility Committee of our Board of Directors provides oversight over our material ESG issues to ensure delivery in our actions and accountability in the execution of our goals. As it relates to climate-related issues, over the reporting period, the Corporate Governance & Social Responsibility Committee: • Received quarterly updates on ESG initiatives including: our Climate Action Plan, GHG emissions reduction initiatives, energy management, labour practices, food waste, plastics reduction and investments into Extended Producer Responsibility (EPR) • Received and reviewed an update on the Climate Action plan for the upcoming fiscal year to reduce operational emissions (Scope 1 & 2) and value chain- related emissions (Scope 3) In our fiscal 2022, the Audit Committee of the Board updated its mandate to include ESG metrics, including climate-related metrics, as part of its approval of corporate disclosures. This Committee reviews all material ESG metrics, including our greenhouse gas emissions, once per year.*

## **Forests**

#### **(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

*Select all that apply*

- ☒ Board chair
- ☒ Chief Executive Officer (CEO)
- ☒ Other, please specify :SVP Legal and Sustainability

#### **(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

*Select from:*

- ☒ Yes

#### **(4.1.2.3) Policies which outline the positions' accountability for this environmental issue**

*Select all that apply*



- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions

#### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

#### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- ☒ Overseeing and guiding scenario analysis
- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Overseeing reporting, audit, and verification processes
- ☒ Approving corporate policies and/or commitments

#### (4.1.2.7) Please explain

*Corporate Governance & Social Responsibility Committee: Responsibility: Receiving and reviewing periodic reports of the Company's policies, activities and progress pertaining to social responsibility initiatives, including sustainability, as well as updates on regulatory and general market developments relating to such matters.*

### Water

#### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Board chair
- ☒ Chief Executive Officer (CEO)
- ☒ Other, please specify :SVP Legal and Sustainability

#### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☒ Yes

#### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

*Select all that apply*

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions

#### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

*Select from:*

- ☒ Scheduled agenda item in some board meetings – at least annually

#### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

*Select all that apply*

- ☒ Overseeing and guiding scenario analysis
- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Overseeing reporting, audit, and verification processes
- ☒ Approving corporate policies and/or commitments

#### (4.1.2.7) Please explain

*The Board delegates oversight of our material Environmental Social and Governance (ESG) issues, including water-related issues, to the Corporate Governance & Social Responsibility Committee, which meets quarterly, and the annual review and sign-off of significant ESG-related metrics for disclosure, including our greenhouse gas emissions, to the Audit Committee. The Corporate Governance & Social Responsibility Committee of our Board of Directors provides oversight over our material ESG issues to ensure delivery in our actions and accountability in the execution of our goals.*

*[Fixed row]*

#### (4.2) Does your organization's board have competency on environmental issues?

**Climate change**

#### (4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

#### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☒ Other, please specify :Receive quarterly updates from relevant sub-committees via the Board Governance Committee

### Forests

#### (4.2.1) Board-level competency on this environmental issue

Select from:

☒ No, but we plan to within the next two years

#### (4.2.4) Primary reason for no board-level competency on this environmental issue

Select from:

☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

#### (4.2.5) Explain why your organization does not have a board with competence on this environmental issue

*Our Board of Directors is building their competence on this issue.*

### Water

#### (4.2.1) Board-level competency on this environmental issue

Select from:

☒ No, but we plan to within the next two years

#### (4.2.4) Primary reason for no board-level competency on this environmental issue

Select from:

☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

#### (4.2.5) Explain why your organization does not have a board with competence on this environmental issue

*Our Board of Directors is building their competence on this issue.*

[Fixed row]

### (4.3) Is there management-level responsibility for environmental issues within your organization?

#### Climate change

#### (4.3.1) Management-level responsibility for this environmental issue

Select from:

☒ Yes

#### Forests

#### (4.3.1) Management-level responsibility for this environmental issue

Select from:

☒ Yes

#### Water

#### (4.3.1) Management-level responsibility for this environmental issue

Select from:

☒ Yes

#### Biodiversity

#### (4.3.1) Management-level responsibility for this environmental issue

Select from:

- ☒ No, but we plan to within the next two years

#### (4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

- ☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

#### (4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

*Sobeys priority has been climate action activities. Establishing management-level responsibility on Biodiversity is an upcoming priority over the next two years.*  
[Fixed row]

#### (4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

##### Climate change

##### (4.3.1.1) Position of individual or committee with responsibility

###### Other

- ☒ Other, please specify :SVP Legal and Sustainability

##### (4.3.1.2) Environmental responsibilities of this position

###### Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments  
☒ Measuring progress towards environmental science-based targets

###### Strategy and financial planning

- ☒ Developing a business strategy which considers environmental issues  
☒ Implementing a climate transition plan

- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing annual budgets related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- ☒ Other, please specify :Reports to Executive Leadership Team & CDO

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

#### (4.3.1.6) Please explain

*Key activities include: Building and driving accountability, including ensuring sustainability key performance indicators (KPIs) are integrated with functional teams. Providing strategic direction on ESG activity and reporting. Reviewing ESG performance. Providing updates on corporate ESG-related commitments, reporting and emerging topics. Aligning on ESG gaps and opportunities to address across functional teams.*

### Forests

#### (4.3.1.1) Position of individual or committee with responsibility

**Other**

- ☒ Other, please specify :SVP Legal and Sustainability

#### (4.3.1.2) Environmental responsibilities of this position

##### **Policies, commitments, and targets**

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental science-based targets

### Strategy and financial planning

- ☒ Developing a business strategy which considers environmental issues
- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing annual budgets related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- ☒ Other, please specify :Reports to Executive Leadership Team & CDO

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

#### (4.3.1.6) Please explain

*Key activities include: Building and driving accountability, including ensuring sustainability key performance indicators (KPIs) are integrated with functional teams. Providing strategic direction on ESG activity and reporting. Reviewing ESG performance. Providing updates on corporate ESG-related commitments, reporting and emerging topics. Aligning on ESG gaps and opportunities to address across functional teams.*

## Water

#### (4.3.1.1) Position of individual or committee with responsibility

Other

- ☒ Other, please specify :SVP Legan and Sustainability

#### (4.3.1.2) Environmental responsibilities of this position

**Policies, commitments, and targets**

- ☒ Monitoring compliance with corporate environmental policies and/or commitments

- ☒ Measuring progress towards environmental science-based targets

#### Strategy and financial planning

- ☒ Developing a business strategy which considers environmental issues
- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing annual budgets related to environmental issues

#### (4.3.1.4) Reporting line

Select from:

- ☒ Other, please specify :Reports to Executive Leadership Team & CDO

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

#### (4.3.1.6) Please explain

*Key activities include: Building and driving accountability, including ensuring sustainability key performance indicators (KPIs) are integrated with functional teams. Providing strategic direction on ESG activity and reporting. Reviewing ESG performance. Providing updates on corporate ESG-related commitments, reporting and emerging topics. Aligning on ESG gaps and opportunities to address across functional teams.*

[Add row]

### (4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

#### Climate change

#### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:



☒ Yes

#### (4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

#### (4.5.3) Please explain

10% of our short-term incentive plan awards are associated with specific goals tied to ESG. 5% tied to Sustainability metrics and 5% to DEI. Our executive compensation program is designed to attract, motivate and retain a highly skilled executive team and directly align their compensation to personal and corporate performance objectives— including ESG-related areas. In fiscal 2023, we maintained a key performance indicator related to DE&I and added a Sustainability KPI in support of our Climate Action Plan targets and key sustainability commitments. In fiscal 2024, all Named Executive Officers (NEOs) will continue to have 20% of their STIP target award associated with specific goals tied to the successful achievement of Sustainability initiatives, and progress on DE&I initiatives. For fiscal 2024, we will measure the achievement of the following climate-related KPI, as part of the ESG KPIs, which represents 10% of STIP: % reduction in absolute Scope 1 and Scope 2 GHG emissions.

### Forests

#### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ No, and we do not plan to introduce them in the next two years

#### (4.5.3) Please explain

During fiscal 2023, we broadened our Environmental, Social, Governance (“ESG”) focus by introducing environmental and sustainability metrics as a Key Performance Indicator (“KPI”) in the Short-Term Incentive Plan (“STIP”), applied to our Named Executive Officers (“NEOs”) who play an active leadership role in ensuring ESG objectives are achieved. Additionally, we have an Environmental and Sustainability Key Performance Indicator (“KPI”) and a Diversity, Equity and Inclusion (“DE&I”) KPI in the Company’s Profit Sharing Plan. For our upcoming fiscal year, the ESG-related KPIs are based on climate action, waste reduction and DE&I.

### Water

#### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ No, and we do not plan to introduce them in the next two years

### (4.5.3) Please explain

*During fiscal 2023, we broadened our Environmental, Social, Governance (“ESG”) focus by introducing environmental and sustainability metrics as a Key Performance Indicator (“KPI”) in the Short-Term Incentive Plan (“STIP”), applied to our Named Executive Officers (“NEOs”) who play an active leadership role in ensuring ESG objectives are achieved.*

*[Fixed row]*

**(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).**

### Climate change

#### (4.5.1.1) Position entitled to monetary incentive

##### Board or executive level

☒ Other C-Suite Officer, please specify :Named executive Officers

#### (4.5.1.2) Incentives

*Select all that apply*

☒ Profit share

#### (4.5.1.3) Performance metrics

##### Targets

☒ Achievement of environmental targets

#### (4.5.1.4) Incentive plan the incentives are linked to

*Select from:*

- ☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

#### (4.5.1.5) Further details of incentives

*During fiscal 2023, we broadened our Environmental, Social, Governance (“ESG”) focus by introducing environmental and sustainability metrics as a Key Performance Indicator (“KPI”) in the Short-Term Incentive Plan (“STIP”), applied to our Named Executive Officers (“NEOs”) who play an active leadership role in ensuring ESG objectives are achieved.*

#### (4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Linking our executive compensation program to climate-related projects and target attainment helps to build broad leadership accountability on our climate commitments.*

### Climate change

#### (4.5.1.1) Position entitled to monetary incentive

##### Board or executive level

- ☒ Chief Executive Officer (CEO)

#### (4.5.1.2) Incentives

*Select all that apply*

- ☒ Profit share

#### (4.5.1.3) Performance metrics

##### Targets

- ☒ Achievement of environmental targets

#### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

#### (4.5.1.5) Further details of incentives

*During fiscal 2023, we broadened our Environmental, Social, Governance (“ESG”) focus by introducing environmental and sustainability metrics as a Key Performance Indicator (“KPI”) in the Short-Term Incentive Plan (“STIP”), applied to our Named Executive Officers (“NEOs”) who play an active leadership role in ensuring ESG objectives are achieved.*

#### (4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Linking our executive compensation program to climate-related projects and target attainment helps to build broad leadership accountability on our climate commitments.*

### Climate change

#### (4.5.1.1) Position entitled to monetary incentive

##### Board or executive level

☒ Other C-Suite Officer, please specify

#### (4.5.1.2) Incentives

Select all that apply

☒ Profit share

#### (4.5.1.3) Performance metrics

##### Targets

☒ Achievement of environmental targets

☒ Organization performance against an environmental sustainability index

#### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

#### (4.5.1.5) Further details of incentives

*SVP, Legal and Sustainability is responsible for developing and driving the company's time-bound targets and public commitments (including emissions reduction, sustainably sourcing, food waste targets and for increasing trust and transparency with customers). The SVP, Legal and Sustainability performance evaluation and compensation depend in part on the performance of his team and that of the company in delivering on KPIs each year.*

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Linking our executive compensation program to climate-related projects and target attainment helps to build broad leadership accountability on our climate commitments.*

### Climate change

#### (4.5.1.1) Position entitled to monetary incentive

##### Sustainability specialist

- ☒ Other sustainability specialist, please specify :Director, Corporate Sustainability

#### (4.5.1.2) Incentives

Select all that apply

- ☒ Profit share

#### (4.5.1.3) Performance metrics

##### Targets

- ☒ Progress towards environmental targets
- ☒ Reduction in absolute emissions in line with net-zero target

#### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

#### (4.5.1.5) Further details of incentives

*Director, Corporate Sustainability is responsible for developing, implementing and tracking the company's time-bound targets and public commitments (including emissions reduction, sustainably sourcing, food waste targets and for increasing trust and transparency with customers with guidance from the SVP Legal and Sustainability). The Director, Corporate Sustainability performance evaluation and compensation depends on the performance of the Sustainability team and in delivering on KPIs each year.*

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Linking our executive compensation program to climate-related projects and target attainment helps to build broad leadership accountability on our climate commitments.*

[Add row]

#### (4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

#### (4.6.1) Provide details of your environmental policies.

## Row 1

### (4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water
- ☒ Biodiversity

### (4.6.1.2) Level of coverage

Select from:

- ☒ Organization-wide

### (4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations

### (4.6.1.4) Explain the coverage

*The Environmental Policy is based on the recommendations of the ISO 14001:2015 Standard regarding Environmental Policies. It explains how Sobeys manages its responsibilities to the environment and it applies to all operations of Sobeys brands and across all operational jurisdictions. Where possible this policy applies to our engagement with suppliers and we encourage our suppliers to demonstrate the commitments reflected in this Policy. Our commitment to improving our environmental performance includes but is not limited to all applicable environmental laws and regulations. We are continually improving our environmental management system in line with the ISO14001:2015 Standard to minimise environmental impacts. The policy will be reviewed on an annual basis and shall be revised whenever a new version of the Standard is published. This policy is communicated to all Sobeys employees and made available to interested parties on our website. ISO14001:2015 Standard to minimise environmental impacts. The policy will be reviewed on an annual basis and shall be revised whenever a new version of the Standard is published. This policy is communicated to all Sobeys employees and made available to interested parties on our website.*

### (4.6.1.5) Environmental policy content

#### Environmental commitments

- ☒ Commitment to comply with regulations and mandatory standards

- ☒ Commitment to take environmental action beyond regulatory compliance
- ☒ Commitment to engage in integrated, multi-stakeholder landscape (including river basin) initiatives to promote shared sustainability goals

#### Climate-specific commitments

- ☒ Commitment to net-zero emissions

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

*Select all that apply*

- ☒ Yes, in line with the Paris Agreement

#### (4.6.1.7) Public availability

*Select from:*

- ☒ Publicly available

#### (4.6.1.8) Attach the policy

*Environmental-Policy.pdf*

### Row 2

#### (4.6.1.1) Environmental issues covered

*Select all that apply*

- ☒ Forests

#### (4.6.1.2) Level of coverage

*Select from:*

- ☒ Selected products only

#### (4.6.1.3) Value chain stages covered



Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

#### (4.6.1.4) Explain the coverage

Sobeys Sustainable Palm Oil Sourcing Policy applies to palm oil, palm kernel oil and all derivative ingredients in the company's packaged Own Brands goods sold at Sobeys Inc. banner stores under Compliments and related brands.<sup>1</sup> This includes all full-service, community and discount banners, convenience, fuel locations and pharmacies, as well as our e-commerce grocery business. Through extensive internal work, we have identified those products that contain palm oil, palm kernel oil and all derivatives.

#### (4.6.1.5) Environmental policy content

##### Forests-specific commitments

- ☒ Other forests-related commitment, please specify :100% certified sustainable palm oi sourced by December 31st, 2025.

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with another global environmental treaty or policy goal, please specify :Consumer Goods Forum

#### (4.6.1.7) Public availability

Select from:

- ☒ Publicly available

#### (4.6.1.8) Attach the policy

Sobeys-Sustainable-Palm-Oil-Sourcing-Policy-EN.pdf

### Row 3

#### (4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Forests
- ☒ Water

#### (4.6.1.2) Level of coverage

Select from:

- ☒ Organization-wide

#### (4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

#### (4.6.1.4) Explain the coverage

*Our Ethical and Sustainable Sourcing Policy ('Policy') supports the integration of social and environmental performance factors into the process of supplier partner selection and relationship management. This Policy sets out what we expect from all our supplier partners and service providers, including contractors. We ask all our suppliers and contractors to understand and apply this Policy in their businesses and encourage them to think bigger, be innovative and find ways to exceed these minimum requirements. This Policy applies to all direct and indirect suppliers ('suppliers') supplying all products, materials, and services (including goods for sale and goods not for resale) purchased by Sobeys. This encompasses the Sobeys family of brands, including those stores under our full-service, discount and community banners, convenience, fuel and pharmacy stores, as well as related business and our e-commerce grocery business. We endorse the United Nations Universal Declaration of Human Rights, the Core Conventions of the International Labour Organization, the United Nations Convention on the Rights of the Child and the standards in our Ethical and Sustainable Sourcing Policy have been informed by these international codes and conventions.*

#### (4.6.1.5) Environmental policy content

##### **Social commitments**

- ☒ Commitment to respect internationally recognized human rights

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with another global environmental treaty or policy goal, please specify :UN Declaration of Human Rights

#### (4.6.1.7) Public availability

Select from:

☒ Publicly available

#### (4.6.1.8) Attach the policy

*Ethical-and-Sustainable-Sourcing-Policy-EN.pdf*

[Add row]

### (4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

#### (4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

#### (4.10.2) Collaborative framework or initiative

Select all that apply

☒ Science-Based Targets Initiative (SBTi)

#### (4.10.3) Describe your organization's role within each framework or initiative

*SBTs are internationally recognized and validated greenhouse gas (GHG) reduction targets that align with the Paris Agreement. We have received validation for our near-term Scope 1 and 2 targets through the Science Based Targets initiative (SBTi). In alignment with SBTi requirements, our targets address emissions from our operations, fleet and distribution (Scope 1 & 2), as well our extended value chain (Scope 3).*

[Fixed row]

### (4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

#### **(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment**

*Select all that apply*

☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

#### **(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals**

*Select from:*

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

#### **(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement**

*Select all that apply*

☒ Paris Agreement

#### **(4.11.5) Indicate whether your organization is registered on a transparency register**

*Select from:*

☒ No

#### **(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan**

*As one of the largest grocery retailers in Canada, we have a responsibility to create a more sustainable industry. Strong partnerships are integral to the way we do business at Empire, and our sustainability journey is all about the progress we make together. All the good that we do as a business (including our sustainability commitments) happens in collaboration with our teams, suppliers, customers and communities. a. Work with industry associations to advocate for collective action to tackle climate change across the grocery industry. Our membership and collaboration with RCC (Retail Council of Canada) is an example of this engagement. b. We have committed to SBTi, SBTs are internationally recognized and validated greenhouse gas (GHG) reduction targets that align with the Paris Agreement. We have received validation for our near-term Scope 1 and 2 targets through the Science Based Targets initiative (SBTi). In alignment with SBTi requirements, our targets address emissions from our operations, fleet and distribution (Scope 1 & 2), as well our extended value chain (Scope 3). c. We have partnered with the CDP Supply Chain program to provide practical resources to our supplier partners so they can measure and disclose their GHG emissions and have access to resources to support them with target-setting. To support the launch of CDP Supply Chain, in fiscal 2023 we ran Climate Action training with our supplier-facing teams in*

merchandising and strategic sourcing. Looking ahead, we will use data-driven insights to identify collaboration opportunities, prioritize suppliers for further engagement, and to improve Scope 3 measurement. d. Like us, our suppliers recognize that we are at a critical juncture and are partnering with Empire. Our goal is to reduce Scope 3 emissions from fuel sold at our filling stations by 28% by 2030. We are continuing to comply with the proposed National Clean Fuel Regulations which will enable us to achieve an estimated 12% reduction in emissions from fuel sold by 2030. Looking ahead, we plan to collaborate with our fuel suppliers to increase the availability of lower carbon-intensity fuel. intensity fuel.

[Fixed row]

## **(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.**

### **Row 1**

#### **(4.11.2.1) Type of indirect engagement**

Select from:

☒ Indirect engagement via a trade association

#### **(4.11.2.4) Trade association**

##### **North America**

☒ Other trade association in North America, please specify :Retail Council of Canada (RCC)

#### **(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position**

Select all that apply

☒ Climate change

☒ Forests

☒ Water

#### **(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with**

Select from:

☒ Consistent

**(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year**

Select from:

☒ Yes, we publicly promoted their current position

**(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position**

*RCC advocates that with emerging climate policy, shifting consumer preferences, rising investor interest, rapidly changing technologies and an evolving supply chain, it is key that retailers begin taking action to mitigate greenhouse gas emissions. We are aligned with RCC's position on climate change and the action required to mitigate GHG emissions. We are participating members of RCC's Climate Risks & Opportunities Working Group, which was created in 2022.*

**(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals**

Select from:

☒ Yes, we have evaluated, and it is aligned

**(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

Select all that apply

☒ Paris Agreement

[Add row]

**(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?**

Select from:

☒ Yes

**(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.**

**Row 1**

**(4.12.1.1) Publication**

*Select from:*

☒ In voluntary sustainability reports

**(4.12.1.3) Environmental issues covered in publication**

*Select all that apply*

☒ Climate change

☒ Forests

☒ Water

☒ Biodiversity

**(4.12.1.4) Status of the publication**

*Select from:*

☒ Complete

**(4.12.1.5) Content elements**

*Select all that apply*

☒ Strategy

☒ Other, please specify :**Metrics**

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

**(4.12.1.6) Page/section reference**

#### (4.12.1.7) Attach the relevant publication

[Download Fiscal 2024 Sustainable Business Report.pdf](#)

#### (4.12.1.8) Comment

*This report represents the sustainability commitments, targets, approach and progress of Empire Company Limited and Sobeys Inc. Empire Company Limited (TSX: EMP.A) is a Canadian company headquartered in Stellarton, Nova Scotia. Empire's key businesses are food retailing, through wholly-owned subsidiary Sobeys Inc., and related real estate. This report covers Empire's food retailing business, as defined in Empire's 2024 Annual Information Form, and excludes Investments and Other Operations. This report focuses on material environmental, social and governance (ESG) factors for Sobeys Inc. operations. This encompasses: • Full-service, community and discount grocery banners • Related businesses, including convenience, fuel, liquor, pharmacy, wholesale, Pete's Frootique and Big 8 • E-commerce grocery business This report covers our more than 1,600 stores, 24 retail support centres, three customer fulfillment centres and related business locations in all 10 Canadian provinces, as well as our 128,000 teammates. Unless otherwise stated, data included in this report reflects all Sobeys Inc. operations, excluding Farm Boy, Kim Phat, Longo's and Ricardo.*

### Row 2

#### (4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

#### (4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ TCFD

#### (4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

#### (4.12.1.4) Status of the publication



Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Governance

☒ Risks & Opportunities

☒ Strategy

(4.12.1.6) Page/section reference

The entire report.

(4.12.1.7) Attach the relevant publication

2024 Climate-related Financial Disclosures Report.pdf

(4.12.1.8) Comment

This report summarizes Sobeys actions to tackle climate change.  
[Add row]

## C5. Business strategy

### (5.1) Does your organization use scenario analysis to identify environmental outcomes?

#### Climate change

##### (5.1.1) Use of scenario analysis

Select from:

☒ Yes

##### (5.1.2) Frequency of analysis

Select from:

☒ Every two years

#### Forests

##### (5.1.1) Use of scenario analysis

Select from:

☒ Yes

##### (5.1.2) Frequency of analysis

Select from:

☒ Every two years

#### Water

##### (5.1.1) Use of scenario analysis

Select from:

☒ Yes

## (5.1.2) Frequency of analysis

*Select from:*

☒ Every two years

*[Fixed row]*

## (5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

### Climate change

#### (5.1.1.1) Scenario used

##### Physical climate scenarios

☒ Customized publicly available climate physical scenario, please specify

#### (5.1.1.3) Approach to scenario

*Select from:*

☒ Qualitative and quantitative

#### (5.1.1.4) Scenario coverage

*Select from:*

☒ Organization-wide

#### (5.1.1.5) Risk types considered in scenario

*Select all that apply*

☒ Policy

☒ Market

- ☒ Reputation
- ☒ Technology
- ☒ Liability

#### (5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.5°C or lower

#### (5.1.1.7) Reference year

2019

#### (5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2050

#### (5.1.1.9) Driving forces in scenario

##### **Regulators, legal and policy regimes**

- ☒ Other regulators, legal and policy regimes driving forces, please specify :Large governmental, corporate, and societal efforts towards current climate targets aligned with Paris agreement goals of warming well-below 2.0°C Increased environmental policy and regulation, transition from fossil fuels, low carbon intensity

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Global collaboration to reduce emissions now to meet Paris Agreement goals of curbing warming to 1.5C*

#### (5.1.1.11) Rationale for choice of scenario

*Our Environmental, Social and Governance (ESG) reporting is aligned with the Task Force on Climate related Financial Disclosures (TCFD). We have considered the 1.5C and 2C scenarios to assess four prioritized areas of transition risks and opportunities: Refrigerants, Renewable energy, Food Waste and Climate Integration &*

reporting. We assessed the level of impact of each transition risk and opportunity in reference to categories in our ERM framework, which include finance, customer satisfaction and sales, reputation and operations.

## Forests

### (5.1.1.1) Scenario used

#### Physical climate scenarios

☒ RCP 8.5

### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

Select from:

☒ No SSP used

### (5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

### (5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

### (5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

### (5.1.1.6) Temperature alignment of scenario

Select from:

☒ 4.0°C and above

#### (5.1.1.7) Reference year

2001

#### (5.1.1.8) Timeframes covered

*Select all that apply*

☒ 2030

☒ 2050

#### (5.1.1.9) Driving forces in scenario

##### **Regulators, legal and policy regimes**

☒ Other regulators, legal and policy regimes driving forces, please specify :No constraints or minimal policy and government efforts towards fossil fuel use and concerns on global environmental issues

##### **Macro and microeconomy**

☒ Other macro and microeconomy driving forces, please specify :Strongly globalized; materialism and status consumption; "Business as usual"

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The high emissions scenario with no climate action, aligned with a 4C global average increase in temperature (3.3 to 5.9C) by 2100.*

#### (5.1.1.11) Rationale for choice of scenario

*Exposure to wildfire is not available under 2C emission scenario due to climate change model limitations.*

### **Water**

#### (5.1.1.1) Scenario used

##### **Physical climate scenarios**

☒ RCP 2.6

#### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

*Select from:*

☒ SSP1

#### (5.1.1.3) Approach to scenario

*Select from:*

☒ Qualitative and quantitative

#### (5.1.1.4) Scenario coverage

*Select from:*

☒ Organization-wide

#### (5.1.1.5) Risk types considered in scenario

*Select all that apply*

☒ Acute physical

#### (5.1.1.6) Temperature alignment of scenario

*Select from:*

☒ 1.5°C or lower

#### (5.1.1.7) Reference year

1995

#### (5.1.1.8) Timeframes covered

*Select all that apply*

☒ 2030

☒ 2050

### (5.1.1.9) Driving forces in scenario

#### Regulators, legal and policy regimes

☒ Other regulators, legal and policy regimes driving forces, please specify :Large govnrnmental, corporate & societal efforts towards current climate targets aligned with Paris Agreeemnt goals of warming well-below 2.0°C Increased environmental policy & regulation, transition away frm fossil fuels, low carbon & energy intensity

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Global collaboration to reduce emissions now to meet Paris Agreement goals of curbing warming to 1.5C*

### (5.1.1.11) Rationale for choice of scenario

*We completed a climate risk assessment covering our portfolio, including stores, offices, and warehouses, which were assessed against our emergency Risk Management (ERM) Framework vulnerability categories. Each site was assigned an exposure rating according to the magnitude of projected changes. We used geospatial mapping and the most recently published climate models to analyse the potential impact of physical risks to our operating sites and considered the risk exposures at a localized level using the 1.5C, 2C and 4C scenarios adopted by the IPCC. Specific to Extreme Rain physical hazard (which is separated into extreme rain frequency, and extreme rain intensity), we used Regional Canadian Government (CMIP6 based) data, against 2030 and 2050 time horizons, and SSP1-2.6, SSP2-4.5, SSP5-8.5 scenarios. We only considered the medium and long term time horizons in our assessment. Our estimates of the exposure to all identified physical risks, are determined using historical financial information for each operating site, including the annual sales of each site as of the 2022 fiscal year-end and the insured value of the property, equipment, and inventory as well as the square footage of each property. The exposure to extreme rain affecting our sites, based on our ERM framework rating is likely to almost certain likelihood.*

## Climate change

### (5.1.1.1) Scenario used

#### Physical climate scenarios

☒ Customized publicly available climate physical scenario, please specify

### (5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative



#### (5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

#### (5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Policy  
☒ Market  
☒ Reputation  
☒ Technology  
☒ Liability

#### (5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 2.0°C - 2.4°C

#### (5.1.1.7) Reference year

2019

#### (5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030  
☒ 2050

#### (5.1.1.9) Driving forces in scenario

##### Macro and microeconomy

- ☒ Other macro and microeconomy driving forces, please specify : • De-globalizing, material-intensive consumption • Low priority for environmental issues, serious environmental degradation

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Mitigation (1.8 to 3.3C warming by 2100) where current climate targets and policies are met.*

### (5.1.1.11) Rationale for choice of scenario

*Our Environmental, Social and Governance (ESG) reporting is aligned with the Task Force on Climate related Financial Disclosures (TCFD). We have considered the 1.5C and 2C scenarios to assess four prioritized areas of transition risks and opportunities: Refrigerants, Renewable energy, Food Waste and Climate Integration & reporting. We assessed the level of impact of each transition risk and opportunity in reference to categories in our ERM framework, which include finance, customer satisfaction and sales, reputation and operations.*

## Climate change

### (5.1.1.1) Scenario used

#### Physical climate scenarios

☒ RCP 2.6

### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

*Select from:*

☒ SSP1

### (5.1.1.3) Approach to scenario

*Select from:*

☒ Qualitative and quantitative

### (5.1.1.4) Scenario coverage

*Select from:*

☒ Organization-wide

#### (5.1.1.5) Risk types considered in scenario

*Select all that apply*

- ☒ Acute physical
- ☒ Chronic physical

#### (5.1.1.6) Temperature alignment of scenario

*Select from:*

- ☒ 1.5°C or lower

#### (5.1.1.7) Reference year

1995

#### (5.1.1.8) Timeframes covered

*Select all that apply*

- ☒ 2030
- ☒ 2050

#### (5.1.1.9) Driving forces in scenario

##### **Regulators, legal and policy regimes**

- ☒ Other regulators, legal and policy regimes driving forces, please specify :Large govnrmental, corporate, & societal efforts towards current climate targets aligned with Paris Agreement goals of warming well-below 2.0°C Increased envirnmtal policy & regulation, transition away frm fossil fuels, low carbon & energy intensity

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Global collaboration to reduce emissions now to meet Paris Agreement goals of curbing warming to 1.5C*

#### (5.1.1.11) Rationale for choice of scenario

*In 2022, we conducted a climate risk assessment for our operations. To assess the potential impact of physical risks, we used geospatial mapping and the most recently published climate models to analyse our operating sites. We have considered the primary and secondary risk exposures of five physical risks at a localized level using the 1.5C, 2C and 4C scenarios adopted by the IPCC. The climate risks and potential impacts are not unique to Empire and will affect food retailers globally as well as other businesses and communities. The physical risks further studied are: Chronic physical risk - Temperature rise and Acute physical risk - Extreme heat, extreme rain & flooding, Wildfires, Hurricanes.*

## Climate change

### (5.1.1.1) Scenario used

#### Physical climate scenarios

☒ RCP 4.5

### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

Select from:

☒ SSP2

### (5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

### (5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

### (5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

#### (5.1.1.6) Temperature alignment of scenario

Select from:

☒ 2.0°C - 2.4°C

#### (5.1.1.7) Reference year

1995

#### (5.1.1.8) Timeframes covered

Select all that apply

☒ 2030

☒ 2050

#### (5.1.1.9) Driving forces in scenario

##### Macro and microeconomy

☒ Other macro and microeconomy driving forces, please specify : • De-globalizing, material-intensive consumption • Low priority for environmental issues, serious environmental degradation

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Mitigation (1.8 to 3.3C warming by 2100) where current climate targets and policies are met.*

#### (5.1.1.11) Rationale for choice of scenario

*In 2022, we conducted a climate risk assessment for our operations. To assess the potential impact of physical risks, we used geospatial mapping and the most recently published climate models to analyse our operating sites. We have considered the primary and secondary risk exposures of five physical risks at a localized level using the 1.5C, 2C and 4C scenarios adopted by the IPCC. The climate risks and potential impacts are not unique to Empire and will affect food retailers globally as well as other businesses and communities. The physical risks further studied are: Chronic physical risk - Temperature rise and Acute physical risk - Extreme heat, extreme rain & flooding, Wildfires, Hurricanes.*

### Climate change

#### (5.1.1.1) Scenario used

##### Physical climate scenarios

☒ RCP 8.5

#### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

*Select from:*

☒ SSP5

#### (5.1.1.3) Approach to scenario

*Select from:*

☒ Qualitative and quantitative

#### (5.1.1.4) Scenario coverage

*Select from:*

☒ Organization-wide

#### (5.1.1.5) Risk types considered in scenario

*Select all that apply*

☒ Acute physical

☒ Chronic physical

#### (5.1.1.6) Temperature alignment of scenario

*Select from:*

☒ 4.0°C and above

#### (5.1.1.7) Reference year

1995

### (5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2050

### (5.1.1.9) Driving forces in scenario

#### Regulators, legal and policy regimes

- ☒ Other regulators, legal and policy regimes driving forces, please specify :No constraints or minimal policy and government efforts towards fossil fuel use and concerns on global environmental issues

#### Macro and microeconomy

- ☒ Other macro and microeconomy driving forces, please specify :Strongly globalized; materialism and status consumption; "Business as usual"

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The high emissions scenario with no climate action, aligned with a 4C global average increase in temperature (3.3 to 5.9C) by 2100.*

### (5.1.1.11) Rationale for choice of scenario

*In 2022, we conducted a climate risk assessment for our operations. To assess the potential impact of physical risks, we used geospatial mapping and the most recently published climate models to analyse our operating sites. We have considered the primary and secondary risk exposures of five physical risks at a localized level using the 1.5C, 2C and 4C scenarios adopted by the IPCC. The climate risks and potential impacts are not unique to Empire and will affect food retailers globally as well as other businesses and communities. The physical risks further studied are: Chronic physical risk - Temperature rise and Acute physical risk - Extreme heat, extreme rain & flooding, Wildfires, Hurricanes.*

## Water

### (5.1.1.1) Scenario used

#### Physical climate scenarios

- ☒ RCP 4.5

#### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

*Select from:*

☒ SSP2

#### (5.1.1.3) Approach to scenario

*Select from:*

☒ Qualitative and quantitative

#### (5.1.1.4) Scenario coverage

*Select from:*

☒ Organization-wide

#### (5.1.1.5) Risk types considered in scenario

*Select all that apply*

☒ Acute physical

#### (5.1.1.6) Temperature alignment of scenario

*Select from:*

☒ 2.0°C - 2.4°C

#### (5.1.1.7) Reference year

1995

#### (5.1.1.8) Timeframes covered

*Select all that apply*

☒ 2030

☒ 2050



### (5.1.1.9) Driving forces in scenario

#### Macro and microeconomy

☒ Other macro and microeconomy driving forces, please specify : • De-globalizing, material-intensive consumption • Low priority for environmental issues, serious environmental degradation

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Mitigation (1.8 to 3.3C warming by 2100) where current climate targets and policies are met.*

### (5.1.1.11) Rationale for choice of scenario

*We completed a climate risk assessment covering our portfolio, including stores, offices, and warehouses, which were assessed against our emergency Risk Management (ERM) Framework vulnerability categories. Each site was assigned an exposure rating according to the magnitude of projected changes. We used geospatial mapping and the most recently published climate models to analyse the potential impact of physical risks to our operating sites and considered the risk exposures at a localized level using the 1.5C, 2C and 4C scenarios adopted by the IPCC. Specific to Extreme Rain physical hazard (which is separated into extreme rain frequency, and extreme rain intensity), we used Regional Canadian Government (CMIP6 based) data, against 2030 and 2050 time horizons, and SSP1-2.6, SSP2-4.5, SSP5-8.5 scenarios. We only considered the medium and long term time horizons in our assessment. Our estimates of the exposure to all identified physical risks, are determined using historical financial information for each operating site, including the annual sales of each site as of the 2022 fiscal year-end and the insured value of the property, equipment, and inventory as well as the square footage of each property. The exposure to extreme rain affecting our sites, based on our ERM framework rating is likely to almost certain likelihood.*

## Water

### (5.1.1.1) Scenario used

#### Physical climate scenarios

☒ RCP 8.5

### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

Select from:

☒ SSP5

### (5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

### (5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

### (5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

### (5.1.1.6) Temperature alignment of scenario

Select from:

☒ 4.0°C and above

### (5.1.1.7) Reference year

1995

### (5.1.1.8) Timeframes covered

Select all that apply

☒ 2030

☒ 2050

### (5.1.1.9) Driving forces in scenario

#### Regulators, legal and policy regimes

☒ Other regulators, legal and policy regimes driving forces, please specify :No constraints or minimal policy and government efforts towards fossil fuel use and concerns on global environmental issues

## Macro and microeconomy

☒ Other macro and microeconomy driving forces, please specify :Strongly globalized; materialism and status consumption; “Business as usual”

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*The high emissions scenario with no climate action, aligned with a 4C global average increase in temperature (3.3 to 5.9C) by 2100.*

### (5.1.1.11) Rationale for choice of scenario

*We completed a climate risk assessment covering our portfolio, including stores, offices, and warehouses, which were assessed against our emergency Risk Management (ERM) Framework vulnerability categories. Each site was assigned an exposure rating according to the magnitude of projected changes. We used geospatial mapping and the most recently published climate models to analyze the potential impact of physical risks to our operating sites and considered the risk exposures at a localized level using the 1.5C, 2C and 4C scenarios adopted by the IPCC. Specific to Extreme Rain physical hazard (which is separated into extreme rain frequency, and extreme rain intensity), we used Regional Canadian Government (CMIP6 based) data, against 2030 and 2050 time horizons, and SSP1-2.6, SSP2-4.5, SSP5-8.5 scenarios. We only considered the medium and long term time horizons in our assessment. Our estimates of the exposure to all identified physical risks, are determined using historical financial information for each operating site, including the annual sales of each site as of the 2022 fiscal year-end and the insured value of the property, equipment, and inventory as well as the square footage of each property. The exposure to extreme rain affecting our sites, based on our ERM framework rating is likely to almost certain likelihood.*

*[Add row]*

## (5.1.2) Provide details of the outcomes of your organization’s scenario analysis.

### Climate change

#### (5.1.2.1) Business processes influenced by your analysis of the reported scenarios

*Select all that apply*

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Target setting and transition planning

#### (5.1.2.2) Coverage of analysis

Select from:

☒ Organization-wide

### (5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

*In 2022, we conducted our first scenario analysis and climate risk assessment for our operations. As part of the assessment, we developed an initial inventory of climate related risks and opportunities based on historical events that impacted our business, forward-looking trends, government policies, business strategy and stakeholder interviews. We utilized scenario analyses as a tool in our climate risk assessment to understand the potential impacts of climate-related physical risks, transition risks, and opportunities on our operations. 1) Physical Risk: To analyse the potential impact of physical risks to our stores, we used geospatial mapping and the most recently published climate models. We have considered the primary and secondary risk exposures of five physical risks at a localized level using the 1.5C, 2C and 4C scenarios adopted by the IPCC. The physical risks studied are: Chronic physical risk - Temperature rise, Acute physical risk - Extreme heat, extreme rain & flooding, Wildfires, Hurricanes. Our climate risk assessment identified extreme heat as a priority area of focus both in preparing for these extreme events, and our mitigation and adaptation strategy planning. 2) We have considered the 1.5C and 2C scenarios to assess four prioritized areas of transition risk and opportunity: Refrigerants, Renewable energy, Food Waste and Climate Integration & reporting. We assessed the level of impact of each transition risk and opportunity in reference to categories in our ERM framework, which include finance, customer satisfaction and sales, reputation and operations. Representing a significant portion of our Scope 1 emissions, refrigerants were identified as a priority area of focus. Emerging regulations will further increase the need for action in order to meet our climate action targets and adhere to future government policy. This inaugural physical risk assessment did not cover supply chain related risks and opportunities (i.e. Scope 3 emissions, which make up over 90% of our GHG emissions). Deepening our understanding of climate risks and opportunities in our supply chain is critical to our work ahead. We aim to conduct a scenario analysis of commodity and supply chain impacts in a future phase.*

## Forests

### (5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☒ Risk and opportunities identification, assessment and management

☒ Strategy and financial planning

☒ Resilience of business model and strategy

### (5.1.2.2) Coverage of analysis

Select from:

☒ Organization-wide

### (5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

*Exposure to wildfire is not available under 2C emission scenario due to climate change model limitations. The findings related to wildfires indicate that sites located in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, and Quebec have the greatest exposure to more wildfire weather. Increased exposure will likely lead to asset damage, supply chain disruption, and affect insurance premiums. Increased exposure to extreme fire weather days will likely lead to more wildfires, which could cause smoke inhalation and other risks to personal health, damage assets, disrupt supply chains, and impact Sobeys' profits and insurance premiums. We have started to integrate the findings from our climate risk assessment into climate action planning, and corporate governance.*

## Water

### (5.1.2.1) Business processes influenced by your analysis of the reported scenarios

*Select all that apply*

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy

### (5.1.2.2) Coverage of analysis

*Select from:*

- ☒ Organization-wide

### (5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

*The findings related to extreme rain frequency and intensity (flooding) indicate that sites located close to the coast of British Columbia, Nova Scotia, New Brunswick, and Newfoundland and Labrador experience the highest number of extreme rain days per year, and are the most exposed to extreme rain and flood risk. Across all scenarios and time horizons, projected increases to the frequency of extreme rain days and intensity are greatest at sites located close to the coast in British Columbia, Ontario, Quebec, Nova Scotia, and Newfoundland and Labrador. Larger increases in the frequency of extreme rainfall occur under both 1.5C and 4C scenarios and at more distant time horizons. The largest increase to intensity occur under both 2 degree and 4 degree C scenarios and at more distant time horizons. We have started to integrate the findings from our climate risk assessment into climate action planning, and corporate governance.*

*[Fixed row]*

## (5.2) Does your organization's strategy include a climate transition plan?

### (5.2.1) Transition plan

Select from:

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

### (5.2.3) Publicly available climate transition plan

Select from:

☒ No

### (5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, and we do not plan to add an explicit commitment within the next two years

### (5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

*We have plans to reduce emissions from fuel sold by 28% by 2030 as part of our net zero action plan. Currently we operate more than 145 retail fuel locations. Our second Scope 3 target is to reduce emissions from fuel sold at our filling stations by 28% by 2030. We are continuing to comply with the proposed National Clean Fuel Regulations, which will enable us to achieve an estimated 12% reduction in emissions from fuel sold by 2030. The balance of this emissions reduction work will be achieved through collaborations with our fuel suppliers, including plans to increase the availability of lower carbon-intensity fuel*

### (5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☒ We have a different feedback mechanism in place

### (5.2.8) Description of feedback mechanism

*We recognize the importance of strong and consistent engagement with our stakeholders. Management engages on a year-round basis with a wide range of stakeholders, including shareholders, fixed income investors, proxy advisory firms, and prospective shareholders, among others. Our investment community engagement takes various forms such as non-deal roadshows, and individual meetings in-person, on video or over the phone with the CEO, CFO and other members of management. We also have ordinary course quarterly conference calls and webcasts, news releases, general and industry-specific investor conferences with various members of management. Shareholders, employees and other stakeholders can also contact the Board directly by writing to our Executive Vice President, Chief Development Officer, General Counsel and Corporate Secretary or the Chair of the Board. In addition, stakeholders may direct any inquiries regarding financial results, strategy and business and operations to the Empire Company Investor Relations team via email at [investor.relations@empireco.ca](mailto:investor.relations@empireco.ca).*

### (5.2.9) Frequency of feedback collection

Select from:

☒ More frequently than annually

### (5.2.10) Description of key assumptions and dependencies on which the transition plan relies

*Key assumptions: • The regulatory environment allows for stable and predictable climate related regulations. • Technology advancements continue to be available and affordable (renewable energy, electrification), • Economic growth allows us to fund and support the transition. Dependencies pertain to supply chain (Scope 3) decarbonization commitments and timely reductions. Energy infrastructure being built and modernized to support low carbon efforts.*

### (5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

*We have implemented our Climate Action Plan: Phase 1, which runs from fiscal 2024 to fiscal 2026. Year one of our strategy has focused on taking steps to reduce Scope 1 and 2 emissions from our business by aggressively reducing emissions generated at our stores and warehouses. We have invested approximately 47 million in more than 500 carbon-reduction projects across our grocery stores, including eliminating the vast majority of ozone depleting refrigerants in our corporate locations, upgrading to high-efficiency HVAC systems, installing artificial intelligence systems to monitor energy performance, and adding solar panels on selected offices. Completion of the climate risk assessment informs our adaptation/mitigation efforts which inform our transition plan development.*

### (5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

*Sobeys-2024-Task-Force-on-Climate-related-Financial-Disclosures\_EN\_.pdf,TCFD-Report-2023-EN.pdf*

### (5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☒ No other environmental issue considered

*[Fixed row]*

## (5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

### (5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ Yes, strategy only

### (5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

*Select all that apply*

- ☒ Products and services
- ☒ Upstream/downstream value chain
- ☒ Investment in R&D
- ☒ Operations

### (5.3.3) Primary reason why environmental risks and/or opportunities have not affected your strategy and/or financial planning

*Select from:*

- ☒ Not an immediate strategic priority

### (5.3.4) Explain why environmental risks and/or opportunities have not affected your strategy and/or financial planning

*Financial planning is targeted to address Scope 1 and 2 emissions as part of Sobeys climate action plan.*

*[Fixed row]*

### (5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

#### Products and services

#### (5.3.1.1) Effect type

*Select all that apply*

- ☒ Risks
- ☒ Opportunities

#### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

*Select all that apply*

- ☒ Climate change



### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*Risks and opportunities related to the growing demand from customers for transparency, naturality, and food and drinks with low carbon footprint, have influenced our product related strategy and portfolio. Indeed, our Climate Action work will impact our assortment in the years to come as we work towards the goal of net zero Scope 3 emissions by 2050. Growing our assortment of lower carbon foods and products, working with producers and suppliers on food production practices, such as regenerative agriculture, and continuously improving data capture and tracking will all play an increasingly important role in our efforts to decarbonize. We cannot achieve our Scope 3 emissions reductions alone. Collaboration, partnership and action from suppliers, industry, government and customers are needed to achieve a more sustainable and low-carbon future. We remain committed to working collaboratively to decarbonize grocery supply chains in Canada and beyond. We remain focused on supporting local supplier partners in the communities and regions where we live and work, helping them serve local customers and scale their offerings to reach more customers across Canada. In fiscal 2023 we continued to implement a strategy to foster local products and local entrepreneurs, with goals including improving food security, reducing transportation-related impacts and empowering customers to buy sustainable, local products. We welcomed 184 new local suppliers, an increase of 28 % from fiscal 2022. We also helped 10 Canadian supplier partners scale to national or regional levels so they could reach more customers within their provinces or jurisdictions. In addition to our five regionally based and dedicated Local Development Teams, we support local supplier partners through an annual product roadshow and intake events and by rolling out portals on our banner websites that make it easier for small companies to engage with us.*

### Upstream/downstream value chain

#### (5.3.1.1) Effect type

*Select all that apply*

- ☒ Risks
- ☒ Opportunities

#### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

*Select all that apply*

- ☒ Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*The primary segment of our supply chain where climate related risks and opportunities have influenced business strategy is engagement with our suppliers. As one of the largest grocery retailers in the country, we're holding our supplier partners accountable too, because we believe we have a shared responsibility to create a more sustainable industry. Sourcing and Merchandising - Engaging Supplier Partners We have set a target for a minimum of 64% of our suppliers, by spend, to set science-based targets on their Scope 1 and 2 emissions by the end of calendar year 2027. We have partnered with the CDP Supply Chain program to provide practical resources to our supplier partners so they can measure and disclose their GHG emissions and have access to resources to support them with target-setting. To support the launch of CDP Supply Chain, in April 2023 we ran climate action training with all our supplier-facing teams in merchandising and strategic sourcing. Since then, more than two-thirds of requested suppliers have submitted climate data, with 44 suppliers reporting to CDP for the first time in fiscal 2024. Looking*

ahead, we will use data-driven insights to identify collaboration opportunities, prioritize suppliers for further engagement, and to improve Scope 3 measurement. Fuel sales Our goal is to reduce Scope 3 emissions from fuel sold at our filling stations by 28% by 2030. We are continuing to comply with the proposed National Clean Fuel Regulations which will enable us to achieve an estimated 12% reduction in emissions from fuel sold by 2030. The balance of this emissions reduction work will be achieved through collaborations with our fuel suppliers, including plans to increase the availability of lower carbon-intensity fuel.

## Investment in R&D

### (5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate-related risks and opportunities have been influenced by our R&D investment strategy. The commitment to take action on plastic waste reduction influenced our business strategy and helped us foster innovation to a great extent. In FY2022, we launched a national Plastic Waste Challenge to find a commercially viable and sustainable alternative for instore wrapped seafood meat and produce packaging. The pilot project is the latest phase in our national Plastic Waste Challenge, launched in fiscal 2022 in partnership with IGNITE Atlantic, Divert NS and the Atlantic Canada Opportunities Agency (ACOA). Drawing on submissions from nearly 20 companies and presentations from six finalists, Ontario-based Eco Guardian won the 25,000 challenge and the opportunity to pilot its sugarcane and bamboo-derived packaging in stores. In fiscal 2023, we collaborated with Eco Guardian in its design and prototype testing of compostable meat trays to replace plastics and extruded polystyrene. We are learning important lessons about how to ensure sustainable packaging is ready for customers and contributing to a circular economy. Further, innovation and sustainability have been identified as key drivers of success for our Own Brands team. Our product developers use tools such as Mintel and Technomics to identify key food and retail trends that can guide the development of products to supplement our Own Brands portfolio.

## Operations

### (5.3.1.1) Effect type

Select all that apply

- ☒ Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

a) We continue to focus on energy efficiency in our stores and distribution centres. We are taking steps to reduce energy consumption and optimize the efficiency of our buildings through high-impact projects. Initiatives planned for fiscal 2024 and 2025 include ongoing lighting retrofits, installing glass doors on cases and bunkers and roll-down curtains at night in the produce section to reduce the energy needed to maintain temperatures while keeping products fresher for longer, upgrades to HVAC controllers, and high efficiency, variable speed HVAC motor systems installations. In addition, we will upgrade our building management software by harnessing the power of artificial intelligence and machine learning (AIML) technology. b) Renewable energy is an important component of our roadmap to decarbonize our operations. We are prioritizing our activities in targeted provinces, taking the carbon intensity of provincial grids into account. In fiscal 2024, we piloted rooftop solar arrays at two Sobeys stores in Nova Scotia. Both locations have approximately 277 kW solar systems that are expected to save 45 tonnes of CO<sub>2</sub>e each year. We have also installed solar generation at our corporate offices in Stellarton, Nova Scotia, including a solar carport. These pilots add to work under way at Longo's, where the team has installed solar panels in nine locations. Beyond these projects, we aim to mobilize a portfolio of renewable energy projects, including the purchase of renewable energy, to address Scope 2 emissions and establish leadership in the Canadian marketplace. c) Understanding that emissions from transport are an important contributor to our country's emissions and knowing that transition to a lower-carbon economy requires a strong electric vehicles (EV) charging infrastructure, we are making it easier for our customers to charge their EVs while shopping in our stores by expanding charging infrastructure. In fiscal 2023 our IGA team met its goal of installing 100 EV charging stations at 50 stores. Thanks to fast-charging technology, customers can recharge their EVs in about 20 minutes while completing their shopping. Also, managing energy responsibly also means focusing on the transportation of goods. Based on our latest carbon inventory (CY2022), our fleet is responsible for approximately 19 % of total Scope 1 emissions in our operations. Our Transportation Strategy & Innovation Team is leading the planning, development and rollout of key programs to help us achieve cost efficiencies and reduce our impact on the environment.

[Add row]

### (5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from:

	Identification of spending/revenue that is aligned with your organization's climate transition
	<input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

**(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?**

**(5.9.1) Water-related CAPEX (+/- % change)**

0

**(5.9.2) Anticipated forward trend for CAPEX (+/- % change)**

0

**(5.9.3) Water-related OPEX (+/- % change)**

0

**(5.9.4) Anticipated forward trend for OPEX (+/- % change)**

0

**(5.9.5) Please explain**

*We cannot disclose this information for competitive reasons.*

[Fixed row]

### (5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	<i>Select from:</i> <input checked="" type="checkbox"/> No, but we plan to in the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Other, please specify :Our priorities have been on our climate action work toward our near-term and net zero targets.	<i>Our priorities have been on our climate action work toward our near-term and net zero targets.</i>

[Fixed row]

### (5.11) Do you engage with your value chain on environmental issues?

#### Suppliers

#### (5.11.1) Engaging with this stakeholder on environmental issues

*Select from:*

☒ Yes

#### (5.11.2) Environmental issues covered

*Select all that apply*

☒ Climate change

☒ Forests

#### Smallholders

#### (5.11.1) Engaging with this stakeholder on environmental issues

*Select from:*

☒ No, and we do not plan to within the next two years

### (5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☒ Not an immediate strategic priority

### (5.11.4) Explain why you do not engage with this stakeholder on environmental issues

*As we develop capacity internally, we plan to engage with smallholders within the next two years.*

## Customers

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

### (5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

## Investors and shareholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

### (5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

## Other value chain stakeholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

### (5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Forests

[Fixed row]

**(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?**

#### Climate change

### (5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

#### Forests

### (5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

### (5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Dependence on commodities

#### (5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 1-25%

#### (5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

*Specific to our Own Brands, all products are screen for Palm Oil or its derived ingredients. Tier 1 suppliers implicated by these products or ingredients are assessed via an annual survey to validate certification against the RSPO standard. Sobeys expects suppliers to move to physical trace CSPO for products manufactured for Sobeys by Dec. 31, 2025. The purchase of GreenPalm certificates is acceptable as an interim option to reach the Dec. 2025 deadline. By Dec. 31, suppliers must transition.*

#### (5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

Select from:

☒ 1-25%

#### (5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

51

[Fixed row]

### (5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

#### Climate change

#### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:



- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

#### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Material sourcing     | <input checked="" type="checkbox"/> Vulnerability of suppliers   |
| <input checked="" type="checkbox"/> Procurement spend     | <input checked="" type="checkbox"/> Strategic status of suppliers  |
| <input checked="" type="checkbox"/> Product lifecycle     | <input checked="" type="checkbox"/> Product safety and compliance  |
| <input checked="" type="checkbox"/> Regulatory compliance | <input checked="" type="checkbox"/> Supplier performance improvement   |
| <input checked="" type="checkbox"/> Reputation management | <input checked="" type="checkbox"/> Other, please specify :Location of suppliers to minimize distance travelled. |

#### (5.11.2.4) Please explain

Sobeys Supplier Code of Conduct informs our supplier engagement efforts.

### Forests

#### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

#### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ Material sourcing
- ☒ Regulatory compliance

#### (5.11.2.4) Please explain

Sobeys Supplier Code of Conduct informs our supplier engagement efforts.

[Fixed row]

### (5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process	Policy in place for addressing supplier non-compliance	Comment
Climate change	Select from: <input checked="" type="checkbox"/> No, but we plan to introduce environmental requirements related to this environmental issue within the next two years	Select from: <input checked="" type="checkbox"/> No, we do not have a policy in place for addressing non-compliance	As we develop capacity, we will develop a policy for supplier non-compliance that is specific to climate change targets.
Forests	Select from: <input checked="" type="checkbox"/> Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts	Select from: <input checked="" type="checkbox"/> Yes, we have a policy in place for addressing non-compliance	Our ESSP policy references our Palm oil policy which speaks to non-compliance.

[Fixed row]

### (5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

#### Forests

#### (5.11.6.1) Environmental requirement

Select from:

☒ Compliance with an environmental certification, please specify :Certified Sustainable Palm Oil (CSPO)

#### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Certification

**(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement**

Select from:

☒ 26-50%

**(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement**

Select from:

☒ Less than 1%

**(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement**

Select from:

☒ 1-25%

**(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement**

Select from:

☒ 1-25%

**(5.11.6.9) Response to supplier non-compliance with this environmental requirement**

Select from:

☒ Retain and engage

**(5.11.6.10) % of non-compliant suppliers engaged**

Select from:

☒ 100%

**(5.11.6.11) Procedures to engage non-compliant suppliers**

Select all that apply

- ☒ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

#### (5.11.6.12) Comment

*Specific to our Own Brands, all products are screen for Palm Oil or its derived ingredients. Tier 1 suppliers implicated by these products or ingredients are assessed via an annual survey to validate certification against the RSPO standard. Sobeys expects suppliers to move to physical trace CSPO for products manufactured for Sobeys by Dec. 31, 2025. The purchase of GreenPalm certificates is acceptable as an interim option to reach the Dec. 2025 deadline. By Dec. 31, suppliers must transition.*

[Add row]

### (5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

#### Climate change

#### (5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Emissions reduction

#### (5.11.7.3) Type and details of engagement

##### Capacity building

- ☒ Provide training, support and best practices on how to set science-based targets

##### Innovation and collaboration

- ☒ Other innovation and collaboration activity, please specify :Encourage local suppliers and promote their products with lower footprint in our stores

#### (5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers  
☒ Tier 2 suppliers

#### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☒ 100%

#### (5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☒ Unknown

#### (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

*We have set a target for a minimum of 64% of our suppliers, by spend, to set science based targets on their Scope 1 and 2 emissions by the end of calendar year 2027. The target is based on the SBTi requirement to cover two third of our Scope 3 emissions. We have launched the CDP supply chain in fiscal 23 and have partnered with the CDP Supply Chain program to provide practical resources to our supplier partners so they can measure and disclose their GHG emissions and have access to resources to support them with target-setting. We hosted 3 supplier-facing webinars in collaboration with CDP supply chain throughout June and July 2024. Looking ahead, we will use data-driven insights to identify collaboration opportunities, prioritize suppliers for further engagement, and to improve Scope 3 measurement. We engaged local suppliers in Scope 3 targets with provincial roadshows. In CY24, we presented at two provincial conferences (Horticulture Nova Scotia and Food and Beverage Manitoba) within the agriculture, food and beverage sector to engage suppliers and inform of our Scope 3 goals.*

#### (5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Unknown

### Forests

#### (5.11.7.1) Commodity

Select from:

☒ Timber products

#### (5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Carbon removals

#### (5.11.7.3) Type and details of engagement

##### Capacity building

- ☒ Provide training, support and best practices on how to mitigate environmental impact

#### (5.11.7.4) Upstream value chain coverage

*Select all that apply*

- ☒ Tier 1 suppliers
- ☒ Tier 2 suppliers
- ☒ Tier 3 suppliers
- ☒ Tier 4+ suppliers

#### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

*Select from:*

- ☒ 100%

#### (5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

*Select from:*

- ☒ Unknown

#### (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

*We engage our suppliers with webinars, merchandising, emails, and surveys to ensure compliance. We hosted 3 tier 1 supplier-facing webinars on sustainable palm oil RSPO certification. We are also focused on educating teammates about the environmental and social impacts of palm oil sourcing.*

#### (5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Unknown

[Add row]

## **(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.**

### **Climate change**

#### **(5.11.9.1) Type of stakeholder**

Select from:

☒ Customers

#### **(5.11.9.2) Type and details of engagement**

##### **Education/Information sharing**

☒ Other education/information sharing, please specify :Run an engagement campaign to educate customers about your climate change performance and strategy

#### **(5.11.9.3) % of stakeholder type engaged**

Select from:

☒ Unknown

#### **(5.11.9.4) % stakeholder-associated scope 3 emissions**

Select from:

☒ Unknown

#### **(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement**

*Through its customer-facing blog, OurPart.ca, launched in FY21, Sobeys is committed to utilizing its customer reach to positively inform and educate the communities it services and operates in. OurPart is an important way we share our sustainability commitment with our customers and teammates. Through this people-focused,*

story-led digital platform, we feature stories that spotlight the many ways we are working in our teams and with our supplier partners and communities to advance sustainability initiatives. Aligned with our business-wide sustainability strategy and pillars, OurPart includes stories focused on a range of topics, including: • Waste reduction • Supplier partnerships • Climate action • Sourcing ethically and sustainably

#### (5.11.9.6) Effect of engagement and measures of success

*Ongoing Customer Engagement We prioritize ongoing customer engagement and education. In fiscal 2023, we highlighted sustainable behaviours through OurPart, our customer sustainability storytelling platform. Delivered campaigns focused on reducing food waste and promoting sustainable purchasing choices. Additionally, we enhanced customer experience through tech-based innovations like expanding EV chargers at Quebec stores. Raising Awareness to Reduce Food Waste at Home Alongside our partnership with Second Harvest, we ran campaigns to raise awareness about reducing food waste. We collaborated with the Circular Innovation Council for a campaign during Waste Reduction Week, promoting waste-reduction practices. We encouraged the "fourth R" — Reduce, Reuse, Recycle & Rescue. Our Quebec and New Brunswick teams partnered with Fonds Éco IGA for workshops, providing customers with tips to minimize food waste. The "Food Fight" program, completed in September 2022, has engaged approximately 20,000 participants since 2015. Responsible Marketing We are committed to ethical marketing and listening to customers. Our legal and regulatory team reviews marketing materials for responsible content. Customer care channels are available to address complaints, ensuring prompt responses and accessible communication for the community.*

### Forests

#### (5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :Suppliers

#### (5.11.9.2) Type and details of engagement

##### Education/Information sharing

☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

#### (5.11.9.3) % of stakeholder type engaged

Select from:

☒ Unknown

#### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement



Sobeys Inc. ('Sobeys') has a responsibility to ensure that palm oil sourcing and any derivatives used in the production of its Own Brands products do not contribute to tropical deforestation. Sobeys has developed its Sourcing Policy for implementation across its Own Brands supplier network for its Compliments and related brands. We host supplier-facing webinars on sustainable palm oil RSPO certification.

#### (5.11.9.6) Effect of engagement and measures of success

Specific to our Own Brands, all products are screen for Palm Oil or its derived ingredients. Tier 1 suppliers implicated by these products or ingredients are assessed via an annual survey to validate certification against the RSPO standard. Sobeys expects suppliers to move to physical trace CSPO for products manufactured for Sobeys by Dec. 31, 2025. The purchase of GreenPalm certificates is acceptable as an interim option to reach the Dec. 2025 deadline. By Dec. 31, suppliers must transition.

### Climate change

#### (5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :Employees

#### (5.11.9.2) Type and details of engagement

##### Innovation and collaboration

☒ Other innovation and collaboration, please specify :Engage employees on targets and commitments

#### (5.11.9.3) % of stakeholder type engaged

Select from:

☒ Unknown

#### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ Unknown

#### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

*In CY2023 we launched Sustainably connected for employees, series of 4 webinars on sustainability and DE&I targets, one webinar focused on employee engagement on Scope 3 and working with suppliers to achieve engagement target. Launched and issued internal quarterly newsletter to merchandising team to inform of progress against sustainability and DE&I goals and initiatives happening across the business related to those targets. The goal of the newsletter is to build a solid foundational understanding of sustainability/ supplier diversity across the merch teams, including existing initiatives. Additionally, it will help accelerate growth in these strategic areas as sustainability/supplier diversity becomes more operationalized according to the business needs. Housed newsletter and linking material to intranet site: Sustainably Connected We continue to update the corporate intranet with updates on sustainability initiatives related to Scope 3.*

#### **(5.11.9.6) Effect of engagement and measures of success**

*The impact of these sessions was educational.*

*[Add row]*

## C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

### Climate change

#### (6.1.1) Consolidation approach used

Select from:

☒ Operational control

#### (6.1.2) Provide the rationale for the choice of consolidation approach

*Sobeys GHG inventory is based on the operational control approach. Due to the complexity of Sobeys' structure, wherein financial control (i.e., Sobeys equity in a site) could vary significantly between sites and change year over year, the operational control approach was taken to streamline GHG accounting. This increases traceability and repeatability for auditing and performance tracking purposes, respectively.*

### Forests

#### (6.1.1) Consolidation approach used

Select from:

☒ Operational control

#### (6.1.2) Provide the rationale for the choice of consolidation approach

*Sobeys GHG inventory is based on the operational control approach. Due to the complexity of Sobeys' structure, wherein financial control (i.e., Sobeys equity in a site) could vary significantly between sites and change year over year, the operational control approach was taken to streamline GHG accounting. This increases traceability and repeatability for auditing and performance tracking purposes, respectively.*

### Water

#### (6.1.1) Consolidation approach used

Select from:

☒ Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

*Sobeys GHG inventory is based on the operational control approach. Due to the complexity of Sobeys' structure, wherein financial control (i.e., Sobeys equity in a site) could vary significantly between sites and change year over year, the operational control approach was taken to streamline GHG accounting. This increases traceability and repeatability for auditing and performance tracking purposes, respectively.*

## Plastics

### (6.1.1) Consolidation approach used

Select from:

☒ Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

*Sobeys GHG inventory is based on the operational control approach. Due to the complexity of Sobeys' structure, wherein financial control (i.e., Sobeys equity in a site) could vary significantly between sites and change year over year, the operational control approach was taken to streamline GHG accounting. This increases traceability and repeatability for auditing and performance tracking purposes, respectively.*

## Biodiversity

### (6.1.1) Consolidation approach used

Select from:

☒ Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

*Sobeys GHG inventory is based on the operational control approach. Due to the complexity of Sobeys' structure, wherein financial control (i.e., Sobeys equity in a site) could vary significantly between sites and change year over year, the operational control approach was taken to streamline GHG accounting. This increases traceability and repeatability for auditing and performance tracking purposes, respectively.*

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☒ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

*In 2023, we recalculated the Scope 3 Category 1 and 11 to account for the change in the methodology, from Scope 3 Evaluator tool to EPA Supply chain-based method. We also updated 2019 Farm Boy emissions in 2023, specifically for refrigeration and upstream transportation emissions as the activity data was updated after confirmation.*

*[Fixed row]*

### **(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?**

#### **(7.1.3.1) Base year recalculation**

Select from:

☒ Yes

#### **(7.1.3.2) Scope(s) recalculated**

Select all that apply

☒ Scope 1

☒ Scope 2, location-based

☒ Scope 3

#### **(7.1.3.3) Base year emissions recalculation policy, including significance threshold**

*For the GHG inventory to meet the consistency and relevance principles, Sobeys will consider determining a recalculation threshold to inform the decision-making process whether to adjust the 2019 baseline GHG inventory for the target. The following are potential scenarios that may trigger the recalculation threshold resulting in changes to the GHG inventory baseline: 1) Mergers, acquisitions, divestments, or other structural changes to organizational boundaries; 2) Outsourcing and insourcing of emitting activities; 3) Changes in calculation methodology or improvements in the accuracy of emission factors or activity data that result in a significant impact on the base year emissions data; and/or, 4) Discovery of significant errors, or a number of cumulative errors, that are collectively material. Based on the industry practices, 3 to 10% could be considered as a material impact on the GHG inventory, while 5% is commonly observed as a general recalculation threshold. The Science Based Targets Initiative (SBTi) also requires re-calculation for impact above 5%. Hence, Sobeys has chosen the recalculation threshold of 5%.*

#### **(7.1.3.4) Past years' recalculation**

Select from:

☒ Yes

[Fixed row]

## **(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

*Select all that apply*

☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☒ The Greenhouse Gas Protocol: Scope 2 Guidance

☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

## **(7.3) Describe your organization's approach to reporting Scope 2 emissions.**

### **(7.3.1) Scope 2, location-based**

*Select from:*

☒ We are reporting a Scope 2, location-based figure

### **(7.3.2) Scope 2, market-based**

*Select from:*

☒ We have no operations where we are able to access electricity supplier emission factors or residual emissions factors and are unable to report a Scope 2, market-based figure

### **(7.3.3) Comment**

*We have no operations where we are able to access electricity supplier emission factors or residual emissions factors and are unable to report a Scope 2, market-based figure.*

[Fixed row]

**(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

Select from:

☒ Yes

**(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.**

**Row 1**

#### **(7.4.1.1) Source of excluded emissions**

*Refrigeration emissions across Quebec corporate stores and two banners – Foodland (Ontario) and Needs*

#### **(7.4.1.2) Scope(s) or Scope 3 category(ies)**

Select all that apply

☒ Scope 1

#### **(7.4.1.3) Relevance of Scope 1 emissions from this source**

Select from:

☒ Emissions are relevant but not yet calculated

#### **(7.4.1.10) Explain why this source is excluded**

*Refrigeration emissions across these banners – Foodland (Ontario), and Needs are not included in the GHG inventory. The refrigerant data for these banners was not readily available during the preparation of the GHG inventory, as they were not integrated in the data collection software system. We are working on integrating these banners in the system. In order to collect this historical data, we would need to request this data directly from maintenance service providers individually for each banner/site and compile manually.*

#### **(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents**



*These sites also comprise 7% of the square foot for all corporate sites. Based on average refrigerants emission from other corporate sites, it is expected that refrigerants from these stores would amount to about 2 - 3% of Scope 1 emission, and 1 - 2% of Scope 1 and 2 emissions combined. Given the level of effort to retrieve this data and the low impact on scope 1 and 2 emissions, they were excluded.*

## Row 2

### (7.4.1.1) Source of excluded emissions

*Purchased goods and services (3rd party data Centre)*

### (7.4.1.2) Scope(s) or Scope 3 category(ies)

*Select all that apply*

☒ Scope 3: Purchased goods and services

### (7.4.1.6) Relevance of Scope 3 emissions from this source

*Select from:*

☒ Emissions are relevant and calculated, but not disclosed

### (7.4.1.9) Estimated percentage of total Scope 3 emissions this excluded source represents

0

### (7.4.1.10) Explain why this source is excluded

*Our Longo's operation engaged with one third-party data centre service provider, which is considered outside the organizational boundary. The emissions from this data centre have not been accounted in Scope 3 emissions; however, based on spend -based approach (using Scope 3 screening tool), estimated emissions from this data centre would be 0.0005% of total Scope 3 emissions. This emissions source has been excluded considering the quantum of the estimated emissions to be considered relevant.*

### (7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

*Based on spend-based approach, estimated emissions from this data centre would be 0.0005% of total Scope 3 emissions. This emissions source has been excluded considering the quantum of the estimated emissions to be considered relevant.*

## Row 3

### (7.4.1.1) Source of excluded emissions

*Upstream transportation and distribution*

### (7.4.1.2) Scope(s) or Scope 3 category(ies)

*Select all that apply*

☒ Scope 3: Upstream transportation and distribution

### (7.4.1.6) Relevance of Scope 3 emissions from this source

*Select from:*

☒ Emissions are relevant and calculated, but not disclosed

### (7.4.1.9) Estimated percentage of total Scope 3 emissions this excluded source represents

0.1

### (7.4.1.10) Explain why this source is excluded

*We have excluded third-party transportation and distribution costs related to inbound transportation for grocery, frozen meat and dairy (GFMD) business, and third-party warehousing of seasonal products. Using the Scope 3 screening tool, the associated emissions would be 0.15% of total Scope 3 emissions in 2019 which is our base year.*

### (7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

*The associated emissions would be 0.15% of total Scope 3 emissions in 2019 which is our base year.*

## Row 4

### (7.4.1.1) Source of excluded emissions

*Downstream transportation and distribution*

#### (7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☒ Scope 3: Downstream transportation and distribution

#### (7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☒ Emissions are relevant and calculated, but not disclosed

#### (7.4.1.9) Estimated percentage of total Scope 3 emissions this excluded source represents

0

#### (7.4.1.10) Explain why this source is excluded

*We have excluded downstream transportation and distribution costs related delivery to end consumers of pharmacy products. Using the Scope 3 screening tool, the associated emissions would be 0.01% of total Scope 3 emissions in 2019 our base year.*

#### (7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

*The associated emissions would be 0.01% of total Scope 3 emissions in 2019 our base year.*

### Row 5

#### (7.4.1.1) Source of excluded emissions

*End of life treatment*

#### (7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☒ Scope 3: End-of-life treatment of sold products

#### (7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☒ Emissions are relevant and calculated, but not disclosed

#### (7.4.1.9) Estimated percentage of total Scope 3 emissions this excluded source represents

1.3

#### (7.4.1.10) Explain why this source is excluded

*We do not have visibility on the end use of products with respect to waste disposal and treatment and thus we have used an estimation approach to calculate emissions from this category. We have used our annual sales revenue (CAD) as proxy and converted to average weight of product sold (tonnes) using monthly average cost of food and other products by Statistics Canada. We have made a conservative assumption that 50% of our products (includes food and packaging) by weight are wasted by end consumers and disposed in landfill. As per the study on food waste in Canada by Value Chain Management International, almost 23% of total food sold at retail is wasted by end consumers in households. Hence, our assumption of 50% products wasted by end consumers can be considered conservative. Using this approach, the estimated emissions from end of life of our products is about 1.3% of total Scope 3 emissions.*

#### (7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

*We have used an estimation approach to calculate emissions from this category. We have used our annual sales revenue (CAD) as proxy and converted to average weight of product sold (tonnes) using monthly average cost of food and other products by Statistics Canada.*  
[Add row]

### (7.5) Provide your base year and base year emissions.

#### Scope 1

##### (7.5.1) Base year end

12/31/2019

##### (7.5.2) Base year emissions (metric tons CO2e)

396300

##### (7.5.3) Methodological details

We developed a GHG inventory with the help of an external consultant by using the GHG Protocol to define our organizational and operational boundaries and to determine the activities that contribute to each category of Scope 1, Scope 2, Scope 3 emissions. Scope 1: 1. 2019 GHG inventory includes all our grocery and related business banners in operation in 2019, including corporate and franchise sites. 2. Emissions sources include natural gas, propane and fuel oil used for heating and store operations, as well as refrigerant emissions, fuel from corporate fleet Voilà fleet, and diesel in onsite generators. 3. Scope 1 emissions from refrigerant leakage includes our corporate grocery sites where maintenance service providers are integrated with our maintenance tracking and data management system. We will be enhancing our data collection processes over the next year as we continue to work with our service providers to expand coverage of this emissions source. Reported emissions for CY19, CY20 and CY21 have been recalculated for improved accuracy in accordance with our internal greenhouse gas methodology document and in alignment with guidance from SBTi. Over the past year, we have improved our data collection methodology for Mobile combustion emissions (Scope 1 emissions).

## Scope 2 (location-based)

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

357030

### (7.5.3) Methodological details

Scope 2 emissions: 1) This encompasses all sources of electricity consumption.

## Scope 2 (market-based)

### (7.5.3) Methodological details

Not Applicable because none of our operations purchase electricity from suppliers directly.

## Scope 3 category 1: Purchased goods and services

### (7.5.1) Base year end

12/31/2019

## (7.5.2) Base year emissions (metric tons CO2e)

13695194

## (7.5.3) Methodological details

*The category includes emissions related to goods and services purchased in the reporting year. The emissions were estimated using the Scope 3 evaluator tool based on the financial data for purchased goods and services across grocery banners, related business, wholesale and private label banners.*

### Scope 3 category 2: Capital goods

## (7.5.1) Base year end

12/31/2019

## (7.5.2) Base year emissions (metric tons CO2e)

116093

## (7.5.3) Methodological details

*The category includes emissions related to capital goods purchased in the reporting year. The emissions were estimated using the Scope 3 evaluator tool based on the spend data including new equipment and machinery spend, building and construction activities, vehicles and transportation of capital goods.*

### Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

## (7.5.1) Base year end

12/31/2019

## (7.5.2) Base year emissions (metric tons CO2e)

196794

## (7.5.3) Methodological details

*The emissions include relevant upstream emissions from fuel and energy reported. This includes emissions related to transmission and distribution (T&D) losses for electricity purchased from grid. well-to-tank emissions related to fuels and electricity.*

## **Scope 3 category 4: Upstream transportation and distribution**

### **(7.5.1) Base year end**

12/31/2019

### **(7.5.2) Base year emissions (metric tons CO2e)**

68522

### **(7.5.3) Methodological details**

*The category includes emissions related to transportation and distribution services purchased in the reporting year, including inbound and outbound logistics and transportation and distribution between our own facilities.*

## **Scope 3 category 5: Waste generated in operations**

### **(7.5.1) Base year end**

12/31/2019

### **(7.5.2) Base year emissions (metric tons CO2e)**

174905

### **(7.5.3) Methodological details**

*The category includes emissions related to disposal and treatment of waste generated in our operations in the reporting year. The emissions were calculated using emissions factors based on the waste generated by type of disposal (e.g. landfill, recyclables, organic etc.)*

## **Scope 3 category 6: Business travel**

### **(7.5.1) Base year end**

12/31/2019

## **(7.5.2) Base year emissions (metric tons CO2e)**

4148

## **(7.5.3) Methodological details**

*The category includes emissions related to transportation of employees for business- related activities during the reporting year. This includes transportation of employees for business-related activities in vehicles owned or operated by third parties, including aircraft and passenger cars.*

### **Scope 3 category 7: Employee commuting**

## **(7.5.1) Base year end**

12/31/2019

## **(7.5.2) Base year emissions (metric tons CO2e)**

49262

## **(7.5.3) Methodological details**

*The category includes emissions related to transportation of employees between their homes and their worksites during the reporting year.*

### **Scope 3 category 8: Upstream leased assets**

## **(7.5.3) Methodological details**

*This category is not applicable as under the operational control consolidation approach, we have reported emissions related to upstream leased assets of our corporate stores as Scope 1 and 2.*

### **Scope 3 category 9: Downstream transportation and distribution**

## **(7.5.1) Base year end**



12/31/2019

### (7.5.3) Methodological details

*This includes emissions related to downstream transportation activity due to e-commerce business of Longo's.*

### Scope 3 category 10: Processing of sold products

### (7.5.3) Methodological details

*This category is not applicable as we do not sell intermediate products. We sell products direct to the consumers for their own use.*

### Scope 3 category 11: Use of sold products

### (7.5.1) Base year end

12/31/2019

### (7.5.2) Base year emissions (metric tons CO2e)

3875812

### (7.5.3) Methodological details

*This category includes emissions related to products that contribute to 'Direct use phase emissions'. This includes fuel sold at gas stations and retail products that consume electricity. Fuel sold at gas stations was included, as this would contribute the majority of our emissions in this category. Any other products that consume electricity comprise a very small portion of our business and is immaterial compared to fuel.*

### Scope 3 category 12: End of life treatment of sold products

### (7.5.1) Base year end

12/31/2019

### (7.5.3) Methodological details

*The emissions in this category due to end-of-life treatment of our sold products will be negligible. As per our estimates (using revenue, average cost of products, and a conservative assumption of 50% of products by weight being disposed in landfill) the approximate emissions would be less than 2% of total Scope 3 emissions.*

### **Scope 3 category 13: Downstream leased assets**

#### **(7.5.3) Methodological details**

*Not applicable as there are no downstream leased assets.*

### **Scope 3 category 14: Franchises**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO2e)**

314167

#### **(7.5.3) Methodological details**

*This category includes emissions related to electricity, natural gas, diesel, propane and fuel oil consumed by our non-corporate sites.*

### **Scope 3 category 15: Investments**

#### **(7.5.2) Base year emissions (metric tons CO2e)**

0

#### **(7.5.3) Methodological details**

*The emission from this category are deemed immaterial and hence excluded in our base year 2019.*  
*[Fixed row]*

### **(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Reporting year	336560	Date input [must be between [10/01/2015 - 10/01/2023]	Scope 1 emissions for CY 2023
Past year 1	340790	12/31/2022	Scope 1 emissions for CY 2022
Past year 2	359200	12/31/2021	Scope 1 emissions for CY 2021
Past year 3	396300	12/31/2019	Scope 1 emissions for CY 2019

[Fixed row]

### (7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

	Gross global Scope 2, location-based emissions (metric tons CO2e)	End date	Methodological details
Reporting year	215360	Date input [must be between [10/01/2015 - 10/01/2023]	Scope 2 emissions for CY 2023
Past year 1	232360	12/31/2022	Scope 2 emissions for CY 2022
Past year 2	262956	12/31/2021	Scope 2 emissions for CY 2021
Past year 3	357030	12/31/2019	Scope 2 emissions for CY 2019

[Fixed row]

### (7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

#### Purchased goods and services

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

13683707

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*The category includes emissions related to goods and services purchased in the reporting year. The emissions were estimated using the U.S. Environmentally Extended Input-Output (USEEIO) model that convert expenditure based activity data to emissions. Exclusion: Purchased goods and services (3rd party data Centre) Our Longo's operation engaged with one third-party data centre service provider, which is considered outside the organizational boundary. The emissions from this data centre have not been accounted in Scope 3 emissions; however, based on spend -based approach (using Scope 3 screening tool), estimated emissions from this data centre would be 0.0005% of total Scope 3 emissions. This emissions source has been excluded considering the quantum of the estimated emissions to be considered relevant.*

## Capital goods

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

**(7.8.3) Emissions calculation methodology***Select all that apply*☒ Spend-based method**(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

**(7.8.5) Please explain**

*The category includes emissions related to capital goods purchased in the reporting year. The emissions were estimated using the U.S. Environmentally Extended Input-Output (USEEIO) model that convert expenditure based activity data to emissions, including new equipment and machinery spend, IT, building and construction activities, vehicles and transportation of capital goods.*

**Fuel-and-energy-related activities (not included in Scope 1 or 2)****(7.8.1) Evaluation status***Select from:*☒ Relevant, calculated**(7.8.2) Emissions in reporting year (metric tons CO2e)**

145847

**(7.8.3) Emissions calculation methodology***Select all that apply*☒ Average data method**(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

### (7.8.5) Please explain

*The emissions include relevant upstream emissions from fuel and energy reported. This includes emissions related to transmission and distribution (T&D) losses for electricity purchased from grid. well-to-tank emissions related to fuels and electricity.*

## Upstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

78702

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*The category includes emissions related to transportation and distribution services purchased in the reporting year, including inbound and outbound logistics and transportation and distribution between our own facilities. Exclusion: We have excluded third-party transportation and distribution costs related to inbound transportation for grocery, frozen meat and dairy (GFMD) business, and third -party warehousing of seasonal products. using the U.S. Environmentally Extended Input-Output (USEEIO) model that convert expenditure-based activity data to emissions. The associated emissions would be 0.15% of total Scope 3 emissions in 2019 which is our base year.*

## Waste generated in operations

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

89288

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*The category includes emissions related to disposal and treatment of waste generated in Sobeys' operations in the reporting year. The emissions were calculated using emissions factors based on the waste generated by type of disposal (e.g. landfill, recyclables, organic etc.).*

## Business travel

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

2516

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

#### (7.8.5) Please explain

*The category includes emissions related to transportation of employees for business related activities during the reporting year. This includes transportation of employees for business-related activities in vehicles owned or operated by third parties, including aircraft and passenger cars.*

### Employee commuting

#### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

23545

#### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

#### (7.8.5) Please explain

*The category includes emissions related to transportation of employees between their homes and their worksites during the reporting year.*



## Upstream leased assets

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not applicable as under the operational control consolidation approach, we have reported emissions related to upstream leased assets of our corporate stores as Scope 1 and 2.*

## Downstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

127

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*This includes emissions related to downstream transportation activity due to e-commerce business of Longo's. Exclusion: We have excluded downstream transportation and distribution costs related delivery to end consumers of pharmacy products. Using the Scope 3 screening tool, the associated emissions would be 0.01% of total Scope 3 emissions in 2019 our base year.*

## Processing of sold products

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*This category is not applicable as we do not sell intermediate products. We sell products direct to the consumers for their own use.*

## Use of sold products

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

3798771

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Fuel-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

*This category includes emissions related to products that contribute to 'Direct use phase emissions'. This includes fuel sold at gas stations and retail products that consume electricity. Fuel sold at gas stations was included, as this would contribute the majority of our emissions in this category. Any other products that consume electricity comprise a very small portion of our business and is immaterial compared to fuel.*

## End of life treatment of sold products

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*We do not have visibility on the end use of products with respect to waste disposal and treatment and thus have used an estimation approach to calculate emissions from this category. We have used our annual sales revenue (CAD) as proxy and converted to average weight of product sold (tonnes) using monthly average cost of food and other products by Statistics Canada. We have made a conservative assumption that 50% of our products (includes food and packaging) by weight are wasted by end consumers and disposed in landfill. As per the study on food waste in Canada by Value Chain Management International, almost 23% of total food sold at retail is wasted by end consumers in households. Hence, our assumption of 50% products wasted by end consumers can be considered conservative. Using this approach, the estimated emissions from end of life of our products is about 1.3% of total Scope 3 emissions.*

## Downstream leased assets

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*Not applicable as there are no downstream leased assets.*

## Franchises

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

324658

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

☒ Franchise-specific method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*This category includes emissions related to electricity, natural gas, diesel, propane and fuel oil consumed by our non-corporate sites. Exclusions: Refrigeration emissions across Quebec franchise stores - Refrigerants for these stores were not readily available, as they were not included in the Verisae system. Therefore, the data would need to be requested from suppliers individually for each store and compiled manually. Given the level of effort to retrieve this data and the low impact on scope 3 emissions, they were excluded.*

## Investments

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

3528

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

[Fixed row]

### (7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

#### Past year 1

#### (7.8.1.1) End date

12/31/2022

#### (7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

12735041

#### (7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

176236

#### (7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

170914

#### (7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

93190

#### (7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

95785

**(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

1869

**(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

39280

**(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)**

309

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)**

3658062

**(7.8.1.15) Scope 3: Franchises (metric tons CO2e)**

282932

**(7.8.1.16) Scope 3: Investments (metric tons CO2e)**

3543

**Past year 2**

**(7.8.1.1) End date**

12/31/2021

**(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)**

14691645

**(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)**

135944

**(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

143796

**(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)**

102772

**(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)**

172120

**(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

962

**(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

53845

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)**

3684791

**(7.8.1.15) Scope 3: Franchises (metric tons CO2e)**

250587

**Past year 3**

**(7.8.1.1) End date**

12/31/2019

**(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)**

13695194

**(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)**

116093

**(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

196794

**(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)**

68522

**(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)**

174905

**(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

4148

**(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

49263

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)**

3875812

**(7.8.1.15) Scope 3: Franchises (metric tons CO2e)**



**(7.9) Indicate the verification/assurance status that applies to your reported emissions.**

	Verification/assurance status
Scope 1	<i>Select from:</i> <input checked="" type="checkbox"/> No third-party verification or assurance
Scope 2 (location-based or market-based)	<i>Select from:</i> <input checked="" type="checkbox"/> No third-party verification or assurance
Scope 3	<i>Select from:</i> <input checked="" type="checkbox"/> No third-party verification or assurance

[Fixed row]

**(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?**

*Select from:*

☒ Decreased

**(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

**Change in renewable energy consumption**

**(7.10.1.2) Direction of change in emissions**

Select from:

☒ No change

## Other emissions reduction activities

### (7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

### (7.10.1.4) Please explain calculation

*Key factors driving reduction: Energy Efficiency: Improved energy consumption in retail locations due to energy efficiency projects and optimization of corporate site areas. Fleet Efficiency: Reduced fuel usage in our fleet through better efficiency using strategic fleet planning and management tools. Grid Decarbonization: Significant reductions in carbon emissions from electricity use due to cleaner energy sources being added to the electrical grid. For instance, Alberta and Nova Scotia have been incorporating more renewable energy sources including wind and solar, lowering the overall carbon intensity of the electricity we use and contributing to a 4% reduction in Scope 2 emissions. Key factors driving increase: Refrigeration: Overall, emissions rose by 4.5% compared to last year due to increased refrigerant system maintenance and improvement of data systems and tracking in stores leading to better leak detection. However, in retail sites where we have had conversions from high global warming potential (GWP) refrigerants, we have lowered emissions by approximately 3%. As we continue to convert high GWP refrigerants to low GWP refrigerants, we expect to see further reductions in emissions. Organic Growth: The expansion of our e-commerce business, Voilà, was particularly associated with the growth of the delivery fleet.*

## Divestment

### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

## Acquisitions

### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

## Mergers

### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

## Change in output

### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

## Change in methodology

### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

## Change in boundary

### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

## Change in physical operating conditions

### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.2) Direction of change in emissions

Select from:  
☒ No change  
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:  
☒ Location-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:  
☒ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:  
☒ No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)
Canada	336560	215360

[Fixed row]

**(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**

Select all that apply

☒ By activity

**(7.17.3) Break down your total gross global Scope 1 emissions by business activity.**

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	Retail Sites	87999
Row 2	Fuel used in diesel generators	1522
Row 3	Offices and RSCs	13122
Row 4	Company owned Vehicles	68994
Row 5	Refrigeration Leaks	164925

[Add row]

**(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

Select all that apply

☒ By activity

**(7.20.3) Break down your total gross global Scope 2 emissions by business activity.**

	Activity	Scope 2, location-based (metric tons CO2e)
Row 1	<i>Electricity - Retail Support centres</i>	<i>31048</i>
Row 2	<i>Electricity - Retail Sites</i>	<i>184306</i>

[Add row]

**(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.**

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Please explain
Consolidated accounting group	<i>336560</i>	<i>215360</i>	<i>100% of Sobeys emissions are consolidated under Empire Group of Companies.</i>
All other entities	<i>0</i>	<i>0</i>	<i>N/A</i>

[Fixed row]

**(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?**

Select from:

☒ Not relevant as we do not have any subsidiaries

**(7.29) What percentage of your total operational spend in the reporting year was on energy?**

Select from:

☒ More than 0% but less than or equal to 5%

**(7.30) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

**Consumption of fuel (excluding feedstock)**

**(7.30.1.1) Heating value**

Select from:

☒ HHV (higher heating value)

#### (7.30.1.2) MWh from renewable sources

0

#### (7.30.1.3) MWh from non-renewable sources

556680

#### (7.30.1.4) Total (renewable and non-renewable) MWh

556680

### Consumption of purchased or acquired electricity

#### (7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

#### (7.30.1.2) MWh from renewable sources

6851

#### (7.30.1.3) MWh from non-renewable sources

1073677

#### (7.30.1.4) Total (renewable and non-renewable) MWh

1080528

### Total energy consumption



### (7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

6851

### (7.30.1.3) MWh from non-renewable sources

1630357

### (7.30.1.4) Total (renewable and non-renewable) MWh

1637208

[Fixed row]

### (7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

## Oil

### (7.30.7.1) Heating value

Select from:

☒ HHV

### (7.30.7.2) Total fuel MWh consumed by the organization

5408

### (7.30.7.8) Comment

Fuel oil consumption: 5,408 MWh

## Gas

### (7.30.7.1) Heating value

Select from:

☒ HHV

#### (7.30.7.2) Total fuel MWh consumed by the organization

522683

#### (7.30.7.8) Comment

*Natural Gas consumption: 522,683 MWh*

#### Other non-renewable fuels (e.g. non-renewable hydrogen)

#### (7.30.7.1) Heating value

Select from:

☒ HHV

#### (7.30.7.2) Total fuel MWh consumed by the organization

28589

#### (7.30.7.8) Comment

*Propane consumption: 9,316 MWh Diesel- stationery combustion/DG sets – 19,273 MWh*

#### Total fuel

#### (7.30.7.1) Heating value

Select from:

☒ HHV

#### (7.30.7.2) Total fuel MWh consumed by the organization

556680

### (7.30.7.8) Comment

• Fuel oil consumption: 5,408 MWh • Natural Gas consumption: 522,683 MWh • Propane consumption: 9,316 MWh • Diesel- stationery combustion/DG sets – 19,273 MWh • Total - 556,680 MWh  
[Fixed row]

**(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.**

**Canada**

### (7.30.16.1) Consumption of purchased electricity (MWh)

1082255

### (7.30.16.2) Consumption of self-generated electricity (MWh)

0

### (7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

### (7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

### (7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1082255.00  
[Fixed row]

**(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

## Row 1

### (7.45.1) Intensity figure

23.16

### (7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

551920

### (7.45.3) Metric denominator

Select from:

☒ square foot

### (7.45.4) Metric denominator: Unit total

23832003

### (7.45.5) Scope 2 figure used

Select from:

☒ Location-based

### (7.45.6) % change from previous year

3.1

### (7.45.7) Direction of change

Select from:

☒ Decreased

### (7.45.8) Reasons for change

Select all that apply

☒ Other, please specify :Key Factors Driving Reductions: 1. Energy Efficiency 2. Fleet Efficiency 3. Grid Decarbonization Key Factors Driving Increase: 1. Refrigeration 2. Organic Growth 3. Change in SQFT

(7.45.9) Please explain

Key Factors Driving Reductions: Energy Efficiency: Improved energy consumption in retail locations due to energy efficiency projects and optimization of corporate site areas. Fleet Efficiency: Reduced fuel usage in our fleet through better efficiency using strategic fleet planning and management tools. Grid Decarbonization: Significant reductions in carbon emissions from electricity use due to cleaner energy sources being added to the electrical grid. For instance, Alberta and Nova Scotia have been incorporating more renewable energy sources including wind and solar, lowering the overall carbon intensity of the electricity we use and contributing to a 4% reduction in Scope 2 emissions. Key Factors Driving Increase: Refrigeration: Overall, emissions rose by 4.5% compared to last year due to increased refrigerant system maintenance and improvement of data systems and tracking in stores leading to better leak detection. However, in retail sites where we have had conversions from high global warming potential (GWP) refrigerants, we have lowered emissions by approximately 3%. As we continue to convert high GWP refrigerants to low GWP refrigerants, we expect to see further reductions in emissions. Organic Growth: The expansion of our e-commerce business, Voilà, was particularly associated with the growth of the delivery fleet. Change in Square Foot - The sq.ft for CY 2023 has changed with reference to CY 2022 due to change in the corporate retail stores sq.ft. We continue to make progress reducing GHG emissions thanks to ongoing investments in energy efficiency and work with our supplier partners. Scope 1 and 2 emissions are almost 27% lower compared to our 2019 base year, primarily thanks to reductions in Scope 2 emissions.

[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

	Description	Metric numerator	Please explain
Row 1	Select from: <input checked="" type="checkbox"/> Energy usage	5,079,980	Please refer to our full FY24 SASB metrics disclosure here: <a href="https://sobeyssbreport.com/wp-content/uploads/2024/07/SASB-Drug-Food-Retailers-EN_.pdf">https://sobeyssbreport.com/wp-content/uploads/2024/07/SASB-Drug-Food-Retailers-EN_.pdf</a>

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

**(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.**

**Row 1**

**(7.53.1.1) Target reference number**

Select from:

☒ Abs 1

**(7.53.1.2) Is this a science-based target?**

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

**(7.53.1.3) Science Based Targets initiative official validation letter**

*SBTi of Sobeys Approved Near Term Target.pptx*

**(7.53.1.4) Target ambition**

Select from:

☒ 1.5°C aligned

**(7.53.1.5) Date target was set**

*07/13/2023*

**(7.53.1.6) Target coverage**

Select from:

☒ Organization-wide

**(7.53.1.7) Greenhouse gases covered by target**

*Select all that apply*

- ☒ Methane (CH<sub>4</sub>)
- ☒ Nitrous oxide (N<sub>2</sub>O)
- ☒ Carbon dioxide (CO<sub>2</sub>)
- ☒ Perfluorocarbons (PFCs)
- ☒ Hydrofluorocarbons (HFCs)
- ☒ Sulphur hexafluoride (SF<sub>6</sub>)

#### (7.53.1.8) Scopes

*Select all that apply*

- ☒ Scope 1
- ☒ Scope 2

#### (7.53.1.9) Scope 2 accounting method

*Select from:*

- ☒ Location-based

#### (7.53.1.11) End date of base year

12/31/2019

#### (7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO<sub>2</sub>e)

396300

#### (7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO<sub>2</sub>e)

357030

#### (7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO<sub>2</sub>e)

0.000

#### (7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO<sub>2</sub>e)



753330.000

**(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**(7.53.1.54) End date of target**

12/31/2029

**(7.53.1.55) Targeted reduction from base year (%)**

55

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

338998.500

**(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

336560

**(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

215360

**(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

551920.000

#### (7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

#### (7.53.1.79) % of target achieved relative to base year

48.61

#### (7.53.1.80) Target status in reporting year

Select from:

☒ Underway

#### (7.53.1.82) Explain target coverage and identify any exclusions

*Our Near Term Science Based Targets have been reviewed and approved by the Science Based Target Initiative and are aligned to 1.5C, using 2019 as our baseline year. The target covers Scope 1& 2 emissions.*

#### (7.53.1.83) Target objective

*Achieve net-zero by 2040 for our Scope 1 and 2 emissions and net-zero by 2050 for Scope 3 emissions.*

#### (7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

*The Phase 1 of our Climate Action Plan is from fiscal 2024 to fiscal 2026 and we will be working to achieve our near-term targets by focusing on areas that are most critical to our emissions output. As we aim to reduce our Scope 1 and 2 emissions by 2030, the primarily focus is on decarbonizing our corporate stores, offices and warehouses through reducing our energy consumption and optimize the efficiency of our buildings through high-impact projects. Also, we are prioritizing a transition to refrigerants with low or zero GWP for all new corporate stores and most renovation projects. Renewable energy is another important component of our roadmap helping us to decarbonize our operations along with focus on fleet electrification.*

#### (7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

## Row 2

### (7.53.1.1) Target reference number

Select from:

☒ Abs 2

### (7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

### (7.53.1.3) Science Based Targets initiative official validation letter

*SBTi of Sobeys Approved Near Term Target.pptx*

### (7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

### (7.53.1.5) Date target was set

*07/13/2023*

### (7.53.1.6) Target coverage

Select from:

☒ Organization-wide

### (7.53.1.7) Greenhouse gases covered by target

*Select all that apply*

- ☒ Methane (CH<sub>4</sub>)
- ☒ Nitrous oxide (N<sub>2</sub>O)
- ☒ Carbon dioxide (CO<sub>2</sub>)
- ☒ Perfluorocarbons (PFCs)
- ☒ Hydrofluorocarbons (HFCs)

- ☒ Sulphur hexafluoride (SF<sub>6</sub>)

### (7.53.1.8) Scopes

*Select all that apply*

- ☒ Scope 3

### (7.53.1.10) Scope 3 categories

*Select all that apply*

- ☒ Scope 3, Category 11 – Use of sold products

### (7.53.1.11) End date of base year

12/31/2019

### (7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO<sub>2</sub>e)

3875812

### (7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO<sub>2</sub>e)

3875812.000

### (7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO<sub>2</sub>e)

3875812.000

### (7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO<sub>2</sub>e)

100.0

**(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

100.0

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100.0

**(7.53.1.54) End date of target**

12/31/2030

**(7.53.1.55) Targeted reduction from base year (%)**

28

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

2790584.640

**(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**

3798771

**(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

3798771.000

**(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

3798771.000

#### (7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

#### (7.53.1.79) % of target achieved relative to base year

7.10

#### (7.53.1.80) Target status in reporting year

Select from:

☒ Underway

#### (7.53.1.82) Explain target coverage and identify any exclusions

*Our goal is to reduce Scope 3 emissions from fuel sold at our filling stations company wide by 28% by 2030.*

#### (7.53.1.83) Target objective

*Achieve net-zero by 2040 for our Scope 1 and 2 emissions and net-zero by 2050 for Scope 3 emissions.*

#### (7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

*We are continuing to comply with the proposed National Clean Fuel Regulations which will enable us to achieve an estimated 12% reduction in emissions from fuel sold by 2030. Looking ahead, we plan to collaborate with our fuel suppliers to increase the availability of lower carbon-intensity fuel. Based on our latest inventory (CY2023), the percentage reduction of emissions from fuel sold over our baseline year 2019 is 2%.*

#### (7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

[Add row]

#### (7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☒ Other climate-related targets

**(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.**

**Row 1**

**(7.54.2.1) Target reference number**

Select from:

☒ Oth 1

**(7.54.2.2) Date target was set**

12/31/2019

**(7.54.2.3) Target coverage**

Select from:

☒ Organization-wide

**(7.54.2.4) Target type: absolute or intensity**

Select from:

☒ Intensity

**(7.54.2.5) Target type: category & Metric (target numerator if reporting an intensity target)**

**Waste management**

☒ metric tons of waste generated

**(7.54.2.6) Target denominator (intensity targets only)**

Select from:

☒ square foot

**(7.54.2.7) End date of base year**

12/31/2016

**(7.54.2.8) Figure or percentage in base year**

0

**(7.54.2.9) End date of target**

12/31/2025

**(7.54.2.10) Figure or percentage at end of date of target**

50

**(7.54.2.11) Figure or percentage in reporting year**

37

**(7.54.2.12) % of target achieved relative to base year**

74.0000000000

**(7.54.2.13) Target status in reporting year**

Select from:

☒ Underway

**(7.54.2.15) Is this target part of an emissions target?**

No

**(7.54.2.16) Is this target part of an overarching initiative?**



Select all that apply

☒ Other, please specify

### (7.54.2.18) Please explain target coverage and identify any exclusions

*We are committed to reducing food waste in our operations by 50 per cent by 2025, measuring and reporting on our progress using the globally recognized Food Loss and Waste Accounting and Reporting Standard. We measure against this target based on the reduction of surplus food per square foot of retail space in our corporate grocery store operations (when reporting using the SASB Food Retailers standard) and based on both our corporate and franchise store operations in our other external disclosures (e.g. our annual Sustainable Business Report). The assumptions below were made to calculate food waste per square foot: • Includes all retail and non-retail square footage of our stores • Excludes all non-food banners, as well as Farm Boy and Longo's • Excludes oil, fat and bone • Excludes packaging weight*

### (7.54.2.19) Target objective

*Percentage decrease in surplus food generated per square foot in our retail stores*

### (7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

*To reach this target, we're working with like-minded partners to reduce food waste in our stores and supply chain, ensure surplus food makes its way to the tables of families who are in need, and track the incredible food rescue and donation programs already in place at our stores across the country. Our food waste strategy has three areas of focus: 1. Prevention: Preventing food loss and waste from happening in our stores, warehouses and across our supply chain through initiatives including in-store and app-based markdowns, and updating our operational practices and guidelines 2. Re-use and Redistribution: Re-using and re-distributing as much surplus food as possible through donations and repurposing for people and animal use 3. Alternatives to landfill: Finding alternative waste streams to landfill including composting*

*[Add row]*

**(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Select from:

☒ Yes

**(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Implemented	587	30389

[Fixed row]

**(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.**

## Row 1

### (7.55.2.1) Initiative category & Initiative type

#### Energy efficiency in buildings

☒ Heating, Ventilation and Air Conditioning (HVAC)

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1400

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

☒ Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

### (7.55.2.7) Payback period

Select from:

☒ 1-3 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

### (7.55.2.9) Comment

*We carried out installation of TRU controllers and SMC fan motors— components used in our refrigerator and air-conditioning systems—to another 200 locations. We equipped 70 sites with AIML technology as part of a pilot to understand and reduce mechanical system failures. For this initiative the emission reductions will not be realized until the following fiscal year, 2025, and therefore are not reflected in our year over year Scope 1 and 2 emission reduction progress.*

## Row 2

### (7.55.2.1) Initiative category & Initiative type

**Low-carbon energy consumption**

☒ Solar PV

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

500

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.7) Payback period

Select from:

☒ 11-15 years

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 21-30 years

#### (7.55.2.9) Comment

*Sobeys has completed 2 solar rooftop projects in fiscal 2024 (May 2023 – May 2024). For this initiative the emission reductions will not be realized until the following fiscal year, 2025, and therefore are not reflected in our year over year Scope 1 and 2 emission reduction progress.*

### Row 3

#### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in buildings**

☒ Lighting

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5000

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.7) Payback period

Select from:

☒ 1-3 years

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

#### (7.55.2.9) Comment

*In Fiscal 2023 Sobeys completed LED lighting retrofits in 165 locations. For this initiative the emission reductions will not be realized until the following fiscal year, 2025, and therefore are not reflected in our year over year Scope 1 and 2 emission reduction progress.*

### Row 4

#### (7.55.2.1) Initiative category & Initiative type

**Fugitive emissions reductions**

☒ Refrigerant leakage reduction

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

3000

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- ☒ Scope 1
- ☒ Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

- ☒ Voluntary

#### (7.55.2.7) Payback period

Select from:

- ☒ 4-10 years

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

- ☒ 11-15 years

#### (7.55.2.9) Comment

*In fiscal 2024 we completed refrigerant system upgrades at over 60 corporate Sobeys store locations controlling for leaks. For this initiative the emission reductions will not be realized until the following fiscal year, 2025, and therefore are not reflected in our year over year Scope 1 and 2 emission reduction progress.*

### Row 5

#### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in production processes**

- ☒ Fuel switch

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

20000

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

### (7.55.2.7) Payback period

Select from:

☒ 11-15 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 16-20 years

### (7.55.2.9) Comment

*We completed refrigeration conversion projects at over 90 corporate store locations in fiscal 2024, changing high GWP to low GWP gasses. For this initiative the emission reductions will not be realized until the following fiscal year, 2025, and therefore are not reflected in our year over year Scope 1 and 2 emission reduction progress.*

*[Add row]*

## (7.55.3) What methods do you use to drive investment in emissions reduction activities?

### Row 1

#### (7.55.3.1) Method

Select from:

☒ Compliance with regulatory requirements/standards

#### (7.55.3.2) Comment

*The company ensures that it is compliant with regulatory requirements/standards, including climate change mitigation requirements by continually reviewing new regulations through industry groups and internal analysis.*

#### Row 2

#### (7.55.3.1) Method

Select from:

☒ Dedicated budget for energy efficiency

#### (7.55.3.2) Comment

*The company's annual capital and maintenance budgets includes funds for Climate Action Plan. This plan includes our strategic planning related to our GHG emissions reductions approach and the investments we are going to make over the next 10 years. This plan prioritizes energy efficiency and low-carbon abatement projects that would define our journey towards decarbonization. As part of our Climate Action Plan, we aim to pursue renewable energy projects such as rooftop solar panels on stores and warehouses and Renewable Energy Certificates to reduce Scope 2 emissions.*

#### Row 3

#### (7.55.3.1) Method

Select from:

☒ Financial optimization calculations

#### (7.55.3.2) Comment

*As part of our Climate Action Plan, our Real Estate uses Energy Optimization tools to select projects that maximize energy efficiency to maximize net profit on near-term and long-term horizons*

#### Row 4



### (7.55.3.1) Method

Select from:

☒ Lower return on investment (ROI) specification

### (7.55.3.2) Comment

*As part of our Climate Action Plan Fund, projects with higher emission reduction paybacks are prioritized. E.g.: transition to our existing refrigeration units to CO2 Refrigeration units.*

## Row 6

### (7.55.3.1) Method

Select from:

☒ Internal incentives/recognition programs

### (7.55.3.2) Comment

*In fiscal 2024, all Named Executive Officers (NEOs) had 10% of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance. 5% was tied to specific Sustainability metrics and 5% to DE&I metrics.*

## Row 7

### (7.55.3.1) Method

Select from:

☒ Internal finance mechanisms

### (7.55.3.2) Comment

*Energy efficiency projects that meet the company's capital investment hurdle rate.*

## Row 8

### (7.55.3.1) Method

Select from:

☒ Other

### (7.55.3.2) Comment

*Audits are done with our vendor/partner network to build confidence in the feasibility of projects. We have partnered with regional utility companies to help us identify, evaluate and implement cost-effective energy efficiency equipment and process improvements.*

## Row 9

### (7.55.3.1) Method

Select from:

☒ Employee engagement

### (7.55.3.2) Comment

*Companies' agenda is to drive programs that help develop environmental conservation skills for our front-line staff. Our Sustainability Team delivers engagement through multiple channels to drive employee engagement. One of the examples is the recently piloted sustainability training and engagement program with our Longo's team called the Green Champions. Through the program, teammates build their knowledge about sustainability, explore ways to protect the environment and learn how to influence and drive change in their store. The online training program teaches teammates about the company's sustainability commitments and how they can be part of achieving them. We aim to expand the program to both office and frontline teammates across our store network over the coming years.*  
[Add row]

## (7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ Yes

### (7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

## Row 1

### (7.74.1.1) Level of aggregation

Select from:

☒ Product or service

### (7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ Low-Carbon Investment (LCI) Registry Taxonomy

### (7.74.1.3) Type of product(s) or service(s)

Other

☒ Other, please specify :Fast charging EV charging stations

### (7.74.1.4) Description of product(s) or service(s)

*In Quebec, the Fonds Éco IGA and IGA merchants are making electric vehicle transportation more accessible thanks to RechargÉco charging stations installed in supermarket parking lots. These are Level 3 charging stations, among the fastest on the market, which can charge a car in 20 minutes, on average. More than 100 charging stations were installed at 51 stores by the end of 2023. Each month, revenue from charging stations is donated to local charities, enabling community support in addition to environmental benefits. In early 2024, Longo's launched a cutting-edge battery-powered EV charging solution in North Oakville, Ontario. The new charging facility combines seven Level 3 chargers with a battery system that can also provide some backup power to the store in the event of a power outage. Longo's is committed to having electric vehicle charging stations available at all feasible stores by 2025.*

### (7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ Yes

### (7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☒ Other, please specify

**(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario**

1000

[Add row]

**(7.79) Has your organization canceled any project-based carbon credits within the reporting year?**

Select from:

☒ No

## C8. Environmental performance - Forests

### (8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	Select from: <input checked="" type="checkbox"/> Yes
Palm oil	Select from: <input checked="" type="checkbox"/> No
Cattle products	Select from: <input checked="" type="checkbox"/> No
Soy	Select from: <input checked="" type="checkbox"/> No
Cocoa	Select from: <input checked="" type="checkbox"/> No
Coffee	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

#### (8.1.1) Provide details on these exclusions.

##### Timber products

##### (8.1.1.1) Exclusion

Select from:

☒ Other, please specify :Farm Boy, Longo's

(8.1.1.2) Description of exclusion

The disclosure does not include Farm Boy and Longo's data.

(8.1.1.3) Value chain stage

Select from:

☒ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☒ Challenges associated with traceability

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☒ No, the volume excluded is unknown

[Add row]

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	16059	Select all that apply	16059

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
		<input checked="" type="checkbox"/> Sourced	
Palm oil	1587.2	Select all that apply <input checked="" type="checkbox"/> Sourced	1587.2
Coffee	4187.25	Select all that apply <input checked="" type="checkbox"/> Sourced	4187.25

[Fixed row]

## (8.5) Provide details on the origins of your sourced volumes.

### Timber products

#### (8.5.1) Country/area of origin

Select from:

☒ Unknown origin

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

16059

#### (8.5.5) Source

Select all that apply

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

#### (8.5.7) Please explain

*We are developing supplier facing guidance in which we require numerous metrics to enable us to be in compliance with forthcoming regulations and product area of origin is one such metrics. However, at this time our suppliers are not required to disclose this information.*

## **Palm oil**

### **(8.5.1) Country/area of origin**

*Select from:*

☒ Unknown origin

### **(8.5.4) Volume sourced from country/area of origin (metric tons)**

937.32

### **(8.5.5) Source**

*Select all that apply*

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

### **(8.5.7) Please explain**

*We require manufacturers to use sustainable palm oil for its Own Brands products. We track the country of origin of the oil, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

## **Coffee**

### **(8.5.1) Country/area of origin**

*Select from:*

☒ Unknown origin

### **(8.5.4) Volume sourced from country/area of origin (metric tons)**

2892



### (8.5.5) Source

*Select all that apply*

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

### (8.5.7) Please explain

*We track the country of origin of coffee, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

## Palm oil

### (8.5.1) Country/area of origin

*Select from:*

☒ Indonesia

### (8.5.2) First level administrative division

*Select from:*

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

364.79

### (8.5.5) Source

*Select all that apply*

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

### (8.5.7) Please explain

*We require manufacturers to use sustainable palm oil for its Own Brands products. We track the country of origin of the oil, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

## Palm oil

### (8.5.1) Country/area of origin

Select from:

☒ Malaysia

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

267.67

### (8.5.5) Source

Select all that apply

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

### (8.5.7) Please explain

*Depending on the product and format of the We require manufacturers to use sustainable palm oil for its Own Brands products. We track the country of origin of the oil, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

## Palm oil

### (8.5.1) Country/area of origin

Select from:

☒ Thailand

### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

5.76

#### (8.5.5) Source

Select all that apply

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

#### (8.5.7) Please explain

*We require manufacturers to use sustainable palm oil for its Own Brands products. We track the country of origin of the oil, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

### Palm oil

#### (8.5.1) Country/area of origin

Select from:

☒ Colombia

#### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

5.89

#### (8.5.5) Source

Select all that apply

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

### (8.5.7) Please explain

*We require manufacturers to use sustainable palm oil for its Own Brands products. We track the country of origin of the oil, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

## Palm oil

### (8.5.1) Country/area of origin

Select from:

☒ Nigeria

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

5.76

### (8.5.5) Source

Select all that apply

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

### (8.5.7) Please explain

*We require manufacturers to use sustainable palm oil for its Own Brands products. We track the country of origin of the oil, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

## Coffee

### (8.5.1) Country/area of origin

Select from:

☒ Brazil

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

260

### (8.5.5) Source

Select all that apply

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

### (8.5.7) Please explain

*We track the country of origin of coffee, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

## Coffee

### (8.5.1) Country/area of origin

Select from:

☒ Colombia

### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

370

#### (8.5.5) Source

*Select all that apply*

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

#### (8.5.7) Please explain

*We track the country of origin of coffee, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*

### Coffee

#### (8.5.1) Country/area of origin

*Select from:*

☒ Viet Nam

#### (8.5.2) First level administrative division

*Select from:*

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

665

#### (8.5.5) Source

*Select all that apply*

☒ Other, please specify :Depending on the product and format of the commodity, multiple sources are used.

#### (8.5.7) Please explain

*We track the country of origin of coffee, but we do not have detailed information on the specific state(s)/equivalent jurisdiction(s) for each country of origin.*  
[Add row]

## **(8.6) Does your organization produce or source palm oil derived biofuel?**

Select from:

☒ No

## **(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?**

### **Timber products**

#### **(8.7.1) Active no-deforestation or no-conversion target**

Select from:

☒ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

#### **(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year**

Select from:

☒ Not an immediate strategic priority

#### **(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year**

*Establishing target for this particular commodity is not part of our current strategy.*

### **Palm oil**

#### **(8.7.1) Active no-deforestation or no-conversion target**

Select from:

☒ Yes, we have a no-deforestation target

## (8.7.2) No-deforestation or no-conversion target coverage

Select from:

☒ Suppliers

## (8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☒ Yes, we have other targets related to this commodity

## Cattle products

### (8.7.1) Active no-deforestation or no-conversion target

Select from:

☒ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

### (8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☒ Not an immediate strategic priority

### (8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

*Establishing target for this particular commodity is not part of our current strategy.*

## Soy

### (8.7.1) Active no-deforestation or no-conversion target

Select from:

☒ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years



### (8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☒ Not an immediate strategic priority

### (8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

*Establishing target for this particular commodity is not part of our current strategy.*

## Cocoa

### (8.7.1) Active no-deforestation or no-conversion target

Select from:

☒ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

### (8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☒ Not an immediate strategic priority

### (8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

*Establishing target for this particular commodity is not part of our current strategy.*

## Coffee

### (8.7.1) Active no-deforestation or no-conversion target

Select from:

☒ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

### (8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☒ Not an immediate strategic priority

#### (8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

*Establishing target for this particular commodity is not part of our current strategy.*

*[Fixed row]*

#### (8.7.1) Provide details on your no-deforestation or no-conversion target that was active during the reporting year.

##### Palm oil

##### (8.7.1.1) No-deforestation or no-conversion target

*Select from:*

☒ No-deforestation

##### (8.7.1.2) Your organization's definition of "no-deforestation" or "no-conversion"

*Zero net/gross deforestation*

##### (8.7.1.3) Cutoff date

*Select from:*

☒ No cutoff date

##### (8.7.1.6) Target date for achieving no-deforestation or no-conversion

*Select from:*

☒ 2025

*[Add row]*

#### (8.7.2) Provide details of other targets related to your commodities, including any which contribute to your no-deforestation or no-conversion target, and progress made against them.

## Palm oil

### (8.7.2.1) Target reference number

Select from:

☒ Target 1

### (8.7.2.2) Target contributes to no-deforestation or no-conversion target reported in 8.7

Select from:

☒ Yes, this target contributes to our no-deforestation target

### (8.7.2.3) Target coverage

Select from:

☒ Suppliers

### (8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

☒ Total commodity volume associated with operations or locations covered by target

### (8.7.2.5) Category of target & Quantitative metric

#### Traceability

☒ % of volume traceable to traceability point

### (8.7.2.6) Traceability point

Select from:

☒ Sourcing area, but not to production unit

### (8.7.2.8) Date target was set

01/01/2022

#### (8.7.2.9) End date of base year

05/06/2023

#### (8.7.2.11) End date of target

12/31/2025

#### (8.7.2.12) Target year figure

100

#### (8.7.2.13) Reporting year figure

86.1

#### (8.7.2.14) Target status in reporting year

Select from:

☒ Underway

#### (8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Other, please specify :RSPO Certification

#### (8.7.2.17) Explain target coverage and identify any exclusions

*We are committed to physically source 100 % certified sustainable palm oil by December 31, 2025, as defined by the Roundtable on Sustainable Palm Oil (RSPO) standard, for all Own Brands products.*

#### (8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

*We will achieve this goal without purchasing palm oil credits. As we increased our commitment, we updated our approach to ensure supplier partners meet our standards through annual checks and verified certification. In fiscal 2024, we hosted supplier-facing webinars on sustainable palm oil RSPO certification. We also focused on educating teammates about the environmental and social impacts of palm oil sourcing. We continue to encourage all suppliers to adopt sustainable palm oil practices, end deforestation, treat workers and communities fairly, and protect wildlife and the environment.*

#### **(8.7.2.20) Further details of target**

*We will achieve this goal without purchasing palm oil credits. As we increased our commitment, we updated our approach to ensure supplier partners meet our standards through annual checks and verified certification. In fiscal 2024, we hosted supplier-facing webinars on sustainable palm oil RSPO certification. We also focused on educating teammates about the environmental and social impacts of palm oil sourcing. We continue to encourage all suppliers to adopt sustainable palm oil practices, end deforestation, treat workers and communities fairly, and protect wildlife and the environment.*

[Add row]

### **(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.**

#### **Timber products**

##### **(8.8.1) Traceability system**

Select from:

☒ No, but we plan to establish one within the next two years

##### **(8.8.4) Primary reason your organization does not have a traceability system**

Select from:

☒ Not an immediate strategic priority

##### **(8.8.5) Explain why your organization does not have a traceability system**

*We haven't formally evaluated our deforestation risk yet since this work will be part of our work on Nature. We are also planning on executing a packaging audit of all our private labels. This will allow us to make an informed decision regarding our timber products commodity.*

#### **Palm oil**

### (8.8.1) Traceability system

Select from:

☒ No, but we plan to establish one within the next two years

### (8.8.4) Primary reason your organization does not have a traceability system

Select from:

☒ Other, please specify :We request self declaration of origin from suppliers every year

### (8.8.5) Explain why your organization does not have a traceability system

*Plan to implement a system to track and monitor palm oil origins of our Own Brands products in the next two years. We ask all private label (Own Brands) suppliers self declare origin in our annual survey*

## Coffee

### (8.8.1) Traceability system

Select from:

☒ No, but we plan to establish one within the next two years

### (8.8.4) Primary reason your organization does not have a traceability system

Select from:

☒ Not an immediate strategic priority

### (8.8.5) Explain why your organization does not have a traceability system

*We haven't formally evaluated our deforestation risk yet since this work will be part of our work on Nature. We are also planning on executing a packaging audit of all our private labels. This will allow us to make an informed decision regarding our timber products commodity.*

*[Fixed row]*

## **(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.**

### **Timber products**

#### **(8.9.1) DF/DCF status assessed for this commodity**

Select from:

☒ No, but we plan to do so within the next two years

#### **(8.9.7) Primary reason for not assessing DF/DCF status**

Select from:

☒ Not an immediate strategic priority

#### **(8.9.8) Explain why you have not assessed DF/DCF status**

*We are aiming and planning to verify volumes as deforestation- and/or conversion-free in the next two years via our work on Nature. Indeed we aim to reduce our impact on Nature by reducing waste and integrating nature-related risks and opportunities in business decisions. We aim to develop an understanding on TNFD (Taskforce on Nature-related Financial Disclosures). In our line of business, we are aware of compliance & risks, including: Potential collapse of ecosystem services such as pollination; 90% of tropical deforestation driven by agriculture; Freshwater scarcity in key growing regions (e.g. California & Mexico).*

### **Palm oil**

#### **(8.9.1) DF/DCF status assessed for this commodity**

Select from:

☒ Yes, deforestation-free (DF) status assessed

#### **(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year**

86.1

**(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance**

100

**(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit**

0

**(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area**

0

**(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?**

Select from:

☒ No

**Cattle products**

**(8.9.1) DF/DCF status assessed for this commodity**

Select from:

☒ No, and we do not plan to do so within the next two years

**(8.9.7) Primary reason for not assessing DF/DCF status**

Select from:

☒ Not an immediate strategic priority

**Soy**

**(8.9.1) DF/DCF status assessed for this commodity**

Select from:



☒ No, and we do not plan to do so within the next two years

#### (8.9.7) Primary reason for not assessing DF/DCF status

Select from:

☒ Not an immediate strategic priority

### Cocoa

#### (8.9.1) DF/DCF status assessed for this commodity

Select from:

☒ No, and we do not plan to do so within the next two years

#### (8.9.7) Primary reason for not assessing DF/DCF status

Select from:

☒ Not an immediate strategic priority

### Coffee

#### (8.9.1) DF/DCF status assessed for this commodity

Select from:

☒ No, and we do not plan to do so within the next two years

#### (8.9.7) Primary reason for not assessing DF/DCF status

Select from:

☒ Not an immediate strategic priority

[Fixed row]

**(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.**

## Palm oil

### (8.9.1.1) Third-party certification scheme providing full DF/DCF assurance

#### Chain-of-custody certification

☒ Other chain-of-custody certification, please specify :RSPO standard. The RSPO supplier options are: 'Identity Preserved,' 'Segregated' and 'Mass Balance.'

### (8.9.1.2) % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance

100

### (8.9.1.3) Comment

*We are committed to physically source 100 % certified sustainable palm oil by December 31, 2025, as defined by the Roundtable on Sustainable Palm Oil (RSPO) standard, for all Own Brands products.*

*[Add row]*

**(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.**

	Monitoring or estimating your deforestation and conversion footprint	Primary reason for not monitoring or estimating deforestation and conversion footprint	Explain why you do not monitor or estimate your deforestation and conversion footprint
Timber products	Select from:	Select from: <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Have not been able to assign resources to developing and implementing a deforestation strategy</i>

	Monitoring or estimating your deforestation and conversion footprint	Primary reason for not monitoring or estimating deforestation and conversion footprint	Explain why you do not monitor or estimate your deforestation and conversion footprint
	<input checked="" type="checkbox"/> No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years		
Palm oil	<i>Select from:</i> <input checked="" type="checkbox"/> No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Have not been able to assign resources to developing and implementing a deforestation strategy</i>
Cattle products	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Have not been able to assign resources to developing and implementing a deforestation strategy</i>
Soy	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Have not been able to assign resources to developing and implementing a deforestation strategy</i>
Cocoa	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Have not been able to assign resources to developing and implementing a deforestation strategy</i>
Coffee	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Have not been able to assign resources to developing and implementing a deforestation strategy</i>

[Fixed row]

**(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.**

	Actions taken to increase production or sourcing of DCF volumes
Timber products	<i>Select from:</i> <input checked="" type="checkbox"/> No, but we plan to within the next two years
Palm oil	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Cattle products	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to within the next two years
Soy	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to within the next two years
Cocoa	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to within the next two years
Coffee	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to within the next two years

*[Fixed row]*

**(8.11.1) Provide details of actions taken in the reporting year to assess and increase production/sourcing of deforestation- and conversion-free (DCF) volumes.**

## Palm oil

### (8.11.1.1) Action type

*Select from:*

☒ Working collaboratively in sector initiatives

#### (8.11.1.2) % of disclosure volume that is covered by this action

100

#### (8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:

☒ Yes

#### (8.11.1.4) Main measures identified to manage or resolve the challenges

Select all that apply

☒ Greater stakeholder engagement and collaboration

☒ Greater supplier awareness/engagement

#### (8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

*Last year we updated our Sustainable Palm Oil Policy, setting a goal to only source 100% certified sustainable palm oil in Own Brands products by December 31, 2025, as defined by the Roundtable on Sustainable Palm Oil (RSPO) standard. We will achieve this goal without purchasing palm oil credits. As we increased our commitment, we updated our approach to ensure supplier partners meet our standards through annual checks and verified certification. In fiscal 2024, we hosted supplier-facing webinars on sustainable palm oil RSPO certification. We also focused on educating teammates about the environmental and social impacts of palm oil sourcing. We continue to encourage all suppliers to adopt sustainable palm oil practices, end deforestation, treat workers and communities fairly, and protect wildlife and the environment. 88% of Sobeys Own Brands products are certified sustainable by the RSPO standard, representing an increased volume of certified sustainable palm oil by 11.6% in comparison to last year.*

[Add row]

**(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.**

#### (8.14.1) Assess legal compliance with forest regulations

Select from:

☒ No, and we do not plan to within the next two years

#### (8.14.5) Please explain

*All of our suppliers have an obligation to respect all applicable laws. We also recognizes that some suppliers may have entered into agreements with agents or brokers in the course of their supply activities to us. Such third parties are also expected to respect all applicable laws. As a national grocer and retailer, we are committed to using our scale and influence responsibly, taking steps to ensure all the partners in our supply chain are treated fairly, ethically and are contributing to our sustainable business goals. Our Ethical and Sustainable Sourcing Policy ('Policy') supports the integration of social and environmental performance factors into the process of supplier partner selection and relationship management. This Policy sets out what we expect from all our supplier partners and service providers, including contractors. We ask all our suppliers and contractors to understand and apply this Policy in their businesses and encourage them to think bigger, be innovative and find ways to exceed these minimum requirements. This Policy applies to all direct and indirect suppliers ('suppliers') supplying all products, materials, and services (including goods for sale and goods not for resale) purchased by Sobeys. This encompasses the Empire's family of brands, including those stores under our full-service, discount and community banners, convenience, fuel and pharmacy stores, as well as related business and our e-commerce grocery business. We endorse the United Nations Universal Declaration of Human Rights, the Core Conventions of the International Labour Organization, the United Nations Convention on the Rights of the Child and the standards in our Ethical and Sustainable Sourcing Policy have been informed by these international codes and conventions.*

[Fixed row]

### (8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

#### (8.15.1) Engagement in landscape/jurisdictional initiatives

Select from:

☒ No, we do not engage in landscape/jurisdictional initiatives, but we plan to in the next two years

#### (8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives

Select from:

☒ Not an immediate strategic priority

#### (8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives

*We are aiming and planning to verify volumes as deforestation- and/or conversion-free in the next two years via our work on Nature. Indeed we aim to reduce our impact on Nature by reducing waste and integrating nature-related risks and opportunities in business decisions. We aim to develop an understanding on TNFD (Taskforce on Nature-related Financial Disclosures). In our line of business, we are aware of compliance & risks, including: Potential collapse of ecosystem services such as pollination; 90% of tropical deforestation driven by agriculture; Freshwater scarcity in key growing regions (e.g. California & Mexico).*

[Fixed row]

**(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?**

Select from:

☒ Yes

**(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains**

**Row 1**

**(8.16.1.1) Commodity**

Select all that apply

☒ Palm oil

**(8.16.1.2) Activities**

Select all that apply

☒ Engaging with non-governmental organizations

**(8.16.1.3) Country/area**

Select from:

☒ Not applicable

**(8.16.1.4) Subnational area**

Select from:

☒ Not applicable

#### (8.16.1.5) Provide further details of the activity

*We annually disclose and report on our palm oil consumption within our Own Brands products (RSPO/ACOP and CDP Forests).*  
*[Add row]*

#### **(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?**

*Select from:*

☒ Yes



## C9. Environmental performance - Water security

### (9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☒ Yes

#### (9.1.1) Provide details on these exclusions.

##### Row 1

##### (9.1.1.1) Exclusion

Select from:

☒ Country/geographical area

##### (9.1.1.2) Description of exclusion

Quebec Sites

##### (9.1.1.3) Reason for exclusion

Select from:

☒ Other, please specify :Quebec sites are not included.

##### (9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☒ Unknown

##### (9.1.1.8) Please explain

Quebec sites are not included.

## Row 2

### (9.1.1.1) Exclusion

Select from:

☒ Specific groups, businesses, or organizations

### (9.1.1.2) Description of exclusion

*Farm Boy*

### (9.1.1.3) Reason for exclusion

Select from:

☒ Other, please specify :Sobeys Inc. acquired Farm Boy in the province of Ontario and is working towards improve data availability for its Farm Boy sites to include in future CDP disclosures.

### (9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☒ Unknown

### (9.1.1.8) Please explain

*Sobeys Inc. acquired Farm Boy in the province of Ontario and is working towards improve data availability for its Farm Boy sites to include in future CDP disclosures.*

## Row 3

### (9.1.1.1) Exclusion

Select from:

☒ Specific groups, businesses, or organizations

### (9.1.1.2) Description of exclusion

### (9.1.1.3) Reason for exclusion

Select from:

☒ Other, please specify :Coverage reported represents corporate sites. At present, we are not reporting on franchise sites and we are working towards identifying and improving data available to include in future CDP disclosures.

### (9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☒ Unknown

### (9.1.1.8) Please explain

*Coverage reported represents corporate sites. At present, we are not reporting on franchise sites and we are working towards identifying and improving data available to include in future CDP disclosures.*

## Row 4

### (9.1.1.1) Exclusion

Select from:

☒ Specific groups, businesses, or organizations

### (9.1.1.2) Description of exclusion

*E-commerce*

### (9.1.1.3) Reason for exclusion

Select from:

☒ Other, please specify :Voilà is the e-commerce segment of the Sobeys Inc. launched in 2020. At this time, data from Voilà sites are not included and will be added going forward.

#### (9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☒ Unknown

#### (9.1.1.8) Please explain

*Voilà is the e-commerce segment of the Sobeys Inc. launched in 2020. At this time, data from Voilà sites are not included and will be added going forward.*

### Row 5

#### (9.1.1.1) Exclusion

Select from:

☒ Specific groups, businesses, or organizations

#### (9.1.1.2) Description of exclusion

*Longos*

#### (9.1.1.3) Reason for exclusion

Select from:

☒ Other, please specify :Sobeys' parent company, Empire, purchased 51% stake in Longo's and is working towards improve data availability for its Longos sites to include in future CDP.

#### (9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☒ Unknown

#### (9.1.1.8) Please explain

*Sobeys' parent company, Empire, purchased 51% stake in Longo's and is working towards improve data availability*

*[Add row]*

## **(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?**

### **Water withdrawals – total volumes**

#### **(9.2.1) % of sites/facilities/operations**

Select from:

☒ 51-75

#### **(9.2.2) Frequency of measurement**

Select from:

☒ Other, please specify :Site frequency varies depending on their location and service provider., with monthly, or quarterly measurement frequencies.

#### **(9.2.3) Method of measurement**

*Water withdrawals are measured by our water utility service provides, and volume consumption is shared with us via utility bills.*

#### **(9.2.4) Please explain**

*Our operations (retail stores, retail service centers (RSC) and other facilities) primarily use water from their respective municipal water sources. Water usage is captured per the billing meters (varying per the sourced municipal billing cycle) into our utility maintenance systems. However, oversight over water withdrawal and monitoring is also dependent on the ownership arrangements of our facilities owned/leased/rented.*

### **Water withdrawals – volumes by source**

#### **(9.2.1) % of sites/facilities/operations**

Select from:

☒ Not monitored

#### **(9.2.4) Please explain**

*The responsibility for supplying water is shared between the provincial, territorial, federal and municipal governments. Therefore, we do not track water withdrawals by source as we rely on the respective provinces and municipalities for our water supply.*

## Water withdrawals quality

### (9.2.1) % of sites/facilities/operations

Select from:

☒ Not monitored

### (9.2.4) Please explain

*Water quality is tested routinely at the bottling facility for Big 8. Big 8 is a member of the Canadian Bottled Water Association and is Safe Quality Food (SQF) certified. The responsibility for supplying safe drinking water is shared between the provincial, territorial, federal and municipal governments. Therefore, we do not track water withdrawals quality for our stores as we rely on the respective provinces and municipalities for our water supply.*

## Water discharges – total volumes

### (9.2.1) % of sites/facilities/operations

Select from:

☒ Not monitored

### (9.2.4) Please explain

*We currently do not monitor water discharges – total volumes.*

## Water discharges – volumes by destination

### (9.2.1) % of sites/facilities/operations

Select from:

☒ Not monitored

### (9.2.4) Please explain

*We currently do not monitor water discharges – total volumes.*

## **Water discharges – volumes by treatment method**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ Not relevant

### **(9.2.4) Please explain**

*Discharge of water from our sites and facilities does not require special treatment prior to the discharge of the water into the municipal wastewater system.*

## **Water discharge quality – by standard effluent parameters**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ Not relevant

### **(9.2.4) Please explain**

*Discharge of water from our sites and facilities does not require any quality testing prior to the discharge of the water and can be directly discharged into the municipal sewers.*

## **Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ Not relevant

### **(9.2.4) Please explain**

*Discharge of water from our sites and facilities does not require any quality testing prior to the discharge of the water and can be directly discharged into the municipal sewers.*

## **Water discharge quality – temperature**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ Not relevant

### **(9.2.4) Please explain**

*Discharge of water from our sites and facilities does not require any quality testing prior to the discharge of the water and can be directly discharged into the municipal sewers.*

## **Water consumption – total volume**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ Not relevant

### **(9.2.4) Please explain**

*Not applicable.*

## **Water recycled/reused**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ Not relevant

### **(9.2.4) Please explain**



We do not currently monitor water recycled/reused.

## The provision of fully-functioning, safely managed WASH services to all workers

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.4) Please explain

We have over 1,600 stores in all 10 provinces and office locations in 7 provinces across Canada and provides water, sanitation and hygiene (WASH) services at locations. In addition to these services, our Office Services Team also supplies literature throughout the buildings and facilities, regarding sanitation and, hygiene.  
[Fixed row]

## (9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

### Total withdrawals

#### (9.2.2.1) Volume (megaliters/year)

9216.35

#### (9.2.2.2) Comparison with previous reporting year

Select from:

☒ Higher

#### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :Change in GHG methodology from previous year.

#### (9.2.2.4) Five-year forecast

Select from:

☒ About the same

#### (9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in efficiency

#### (9.2.2.6) Please explain

*Improvement in our methodology for data collection on water use result in greater accuracy in our reporting and increased transparency to the use at each monitored site. As such, our average withdrawal volumes per site remained the same from previous years, however, when we account for these data refinements, we are showing an increase in total withdrawal volumes.*

*[Fixed row]*

**(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.**

#### (9.2.4.1) Withdrawals are from areas with water stress

Select from:

☒ Yes

#### (9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

0

#### (9.2.4.3) Comparison with previous reporting year

Select from:

☒ About the same

#### (9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☒ Unknown

#### (9.2.4.5) Five-year forecast

Select from:

☒ About the same

#### (9.2.4.6) Primary reason for forecast

Select from:

☒ Investment in water-smart technology/process

#### (9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

0.00

#### (9.2.4.8) Identification tool

Select all that apply

☒ WRI Aqueduct

#### (9.2.4.9) Please explain

*We have operations across Canada and we are aware, through the WRI Aqueduct tool, that some areas where we operate are under water stress. We have not yet assessed the total % of sites implicated by this and how it affects our operations.*

*[Fixed row]*

**(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?**

## Direct operations

### (9.3.1) Identification of facilities in the value chain stage

Select from:

☒ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

### (9.3.2) Total number of facilities identified

300

### (9.3.3) % of facilities in direct operations that this represents

Select from:

☒ 1-25

### (9.3.4) Please explain

*We completed a climate risk assessment which included a regional view of future exposure to identified physical risks by 2030 across 1.5C, 2C and 4C temperature scenarios. As it relates to water risk from extreme rain frequency and intensity (flooding), our findings show that high exposure regions across Canada are similar across all temperature scenarios by 2030, but demonstrate varied magnitude of impacts. The hazards associated with these increased extreme rainfall events are likely to lead to an increase in flooding potential, damage to property and assets and supply chain disruption. Based on our climate risk assessment, we estimate that approximately 300 of our facilities are exposed to water risk at the 2C temperature scenario under the 2030 time horizon.*

## Upstream value chain

### (9.3.1) Identification of facilities in the value chain stage

Select from:

☒ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

[Fixed row]

## (9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?**

**Row 1**

#### **(9.13.1.1) Regulatory classification of hazardous substances**

Select from:

☒ List of substances (Canadian Environmental Protection Act)

#### **(9.13.1.2) % of revenue associated with products containing substances in this list**

Select from:

☒ Don't know

#### **(9.13.1.3) Please explain**

*We use various chemicals for cleaning and similar tasks in our stores, office, and warehouse, that are deemed hazardous under WHMIS – they could be corrosive, flammable, toxic etc. Every employee who could come in contact with them has to complete WHMIS training to be knowledgeable about them. Every applicable product has a Safety Data Sheet and label associated with it outlining all the precautionary steps required for that specific material.*

[Add row]

**(9.14) Do you classify any of your current products and/or services as low water impact?**

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
	<i>Select from:</i> <input checked="" type="checkbox"/> No, but we plan to address this within the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Important but not an immediate business priority	<i>We have not yet completed an assessment to inform whether our products and/or services would be classified as low water impact.</i>

[Fixed row]

## (9.15) Do you have any water-related targets?

*Select from:*

☒ No, but we plan to within the next two years

### (9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

#### (9.15.3.1) Primary reason

*Select from:*

☒ Important but not an immediate business priority

#### (9.15.3.2) Please explain

*Our scenario analysis and climate risk assessment completed over the past year has given us a preliminary understanding of our exposure to water related risks such as extreme rain frequency and intensity in our operations. Looking ahead, we are aiming to complete a climate risk assessment of our supply chain, deepening our understanding of areas within our supply chain that may be exposed to water-related physical risks, such as drought. We also aim to evaluate nature-based risks and opportunities. We aim to conduct an assessment aligned with the TNFD (Taskforce on Nature related Financial Disclosures). The outcome of this work may impact future target setting on material topics.*

[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:  
☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply  
☒ Law & policy  
[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: <input checked="" type="checkbox"/> No, we do not use indicators, but plan to within the next two years

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

#### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

#### (11.4.2) Comment

*Aim to complete a full nature and biodiversity assessment in fiscal 2026 in line with TNFD. At this time we will evaluate our operations in relation to areas important for biodiversity.*

### UNESCO World Heritage sites

#### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

#### (11.4.2) Comment

*Aim to complete a full nature and biodiversity assessment in fiscal 2026 in line with TNFD. At this time we will evaluate our operations in relation to areas important for biodiversity.*

### UNESCO Man and the Biosphere Reserves

#### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

#### (11.4.2) Comment



*Aim to complete a full nature and biodiversity assessment in fiscal 2026 in line with TNFD. At this time we will evaluate our operations in relation to areas important for biodiversity.*

## Ramsar sites

**(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity**

*Select from:*

☒ Not assessed

**(11.4.2) Comment**

*Aim to complete a full nature and biodiversity assessment in fiscal 2026 in line with TNFD. At this time we will evaluate our operations in relation to areas important for biodiversity.*

## Key Biodiversity Areas

**(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity**

*Select from:*

☒ Not assessed

**(11.4.2) Comment**

*Aim to complete a full nature and biodiversity assessment in fiscal 2026 in line with TNFD. At this time we will evaluate our operations in relation to areas important for biodiversity.*

## Other areas important for biodiversity

**(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity**

Select from:

☒ Not assessed

## (11.4.2) Comment

*Aim to complete a full nature and biodiversity assessment in fiscal 2026 in line with TNFD. At this time we will evaluate our operations in relation to areas important for biodiversity.*

*[Fixed row]*

## C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party	Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party	Explain why other environmental information included in your CDP response is not verified and/or assured by a third party
	<i>Select from:</i> <input checked="" type="checkbox"/> No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	<i>As we develop internal capacity we will continue to expand our ability to seek third-party assurance.</i>

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

### (13.3.1) Job title

*SVP, Legal and Sustainability*

### (13.3.2) Corresponding job category

*Select from:*

☒ Other C-Suite Officer

[Fixed row]

**(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.**

*Select from:*

☒ No

