

B.C. Pay Transparency Report

Sobey's Commitment

At Sobeys, pay equity is a cornerstone of our DE&I and sustainability strategy.

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

The report highlights that women earn \$1.01 for every \$1 earned by men, based on hourly rates. While discrepancies in Overtime Pay and Bonuses are observed, they must be interpreted within the following context.

Hourly Pay:

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

Overtime Pay:

- Overtime pay is dictated by business needs and is more readily available in distribution centres where men are more represented in the broader job market

Bonus Pay:

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

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

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

Women earned

\$1.01

for every \$1 earned by men in hourly pay

Women represent

55.8 %

of top half earners in our organization

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Hourly Rate

For every \$1 earned by men, women earned \$1.01 in hourly rate



Overtime Pay

Overtime is more readily available in distribution centres where men are more represented in the broader job market



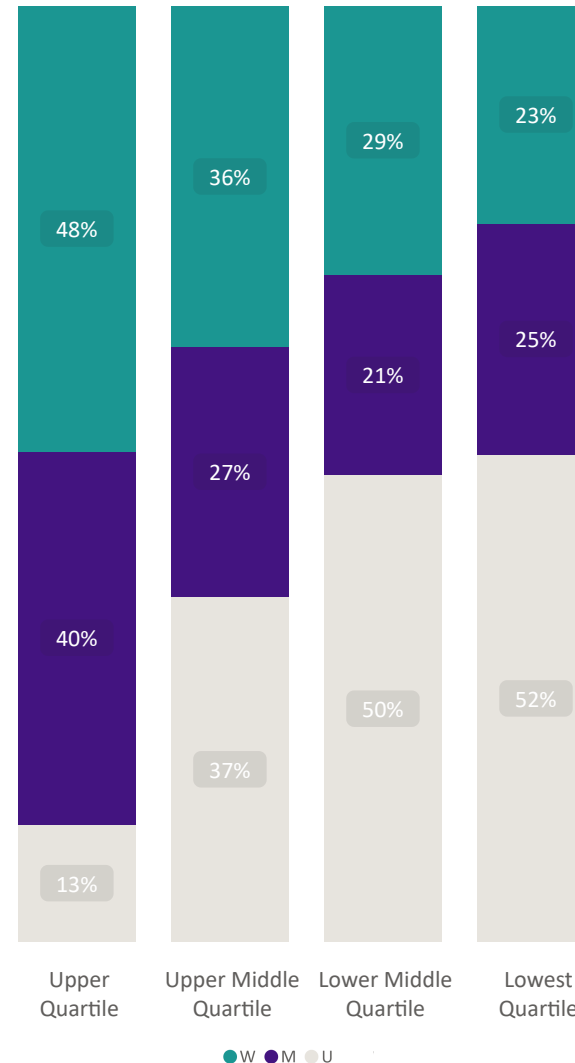
Bonus Pay

Disparities in bonuses stem from the inclusion of senior management and interim assignments contributes to eligibility and payout



Pay Quartiles - Hourly Rate

Women represent 48% of top earners within the organization



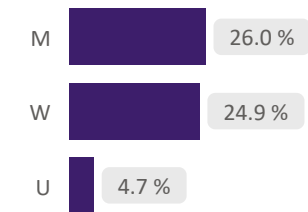
% Receiving Overtime

Almost two thirds of both men and women earned overtime pay



% Receiving Bonus

Almost a quarter of men and women earned bonuses



Overtime Differential

Women worked 3 hours of overtime less compared to men

Gender	Median	Mean
W	-3	-27
U	-6	-25