

## Fiscal 2021 Sustainability Performance Data

Our Sustainability Performance Data Table provides an overview of our progress during fiscal year 2021 against key goals across our three sustainability pillars: People, Planet and Products. We believe that being transparent about our progress is foundational to building trust.

Legends Achieved On Track Increased Focus

| OUR GOALS   | MEASURED BY  | 2021 REPORTING YEAR  | OUR PROGRESS |
|---|--|--|--------------|
| <b>PEOPLE - Community Investment</b>  |  |  |              |
| <b>Healthy Bodies: Remove barriers to help Canadians access healthy and affordable food*</b>          | <b>National Campaigns and Donations (all provinces)</b>  |  |              |
|   | Amount raised and donated to support Healthier Tomorrows   | Nearly \$18 million  |              |
|   | Amount raised and donated to support La Tablee des Chefs   | \$907,624 raised and donated; 526,000 meals made possible, with 100 kids accessing nutrition education resources   |              |
|   | Amount raised and donated to support Special Olympics Canada   | 982 participating stores raised \$1,189,022 for 41,000 Special Olympics Canada athletes  |              |
|   | Number of Special Olympics Canada athletes accessing Sobeys Online Nutrition Corner  | 12,864 athletes  |              |
|   | <b>Campaigns and Donations Across Canada (select provinces)</b>  |  |              |
|   | Amount raised and donated to support Toonies for Tummies   | 682 participating stores raised \$1,432,374 for 1,140 schools, resulting in 897,673 meals made possible <sup>1</sup>   |              |
|   | Amount raised and donated to support Annual Holiday Food Drive in December   | 996 participating stores, together with a company donation, raised \$3.8 million for more than 100 food banks, equalling 11.4 million meals <sup>2</sup> made possible |              |
|   | Support of nutrition education and emergency food relief for kids with disabilities and families living at or below the poverty line through the Jays Care Foundation                          | 26,250 meals served and 6,241 kids and adults accessed nutrition education <sup>3</sup>  |              |
|   | <b>Campaigns and Donations in Quebec</b>   |  |              |
| Amount donated to the Annual Holiday campaign in support of La Guignolée                              | \$1,738,150 (↑ 74% YoY)  |  |              |
| Amount donated to support Fondation Charles-Bruneau   | Over \$1 million (↑ 121% YoY) to support Project VIE, a collaboration with the CHU Sainte-Justine, focused on integrating healthy eating habits for children receiving chemotherapy treatments |  |              |
| Amount raised and donated by IGA Quebec to support Fondation de L'Institut de Cardiologie de Montréal | \$285,943 (↑ 25% YoY)  |  |              |
| Amount raised and donated by Marchés Tradition et Bonichoix to support Fondation Olo                  | 155,000 (↑ 55% YoY)  |  |              |
| <b>Healthy Minds: Increase early interventions of child &amp; youth mental health</b>                 | <b>National Campaigns and Donations (all provinces)</b>  |  |              |
|   | Amount donated in collaboration with the Sobeys Foundation to A Family of Support: Child & Youth Mental Health Initiative  | \$1.35 million donated to support 15 early intervention programs across 13 hospital foundations  |              |
|   | Amount donated through in-store fundraising campaigns to A Family of Support: Child & Youth Mental Health  | 1,823 participating stores raised \$2,083,130 to support specific provincial needs for 13 children's hospital foundations  |              |
| <b>Empower our store teams to make a local impact</b>   | <b>National Campaigns and Donations (all provinces)</b>  |  |              |
|   | Amount donated to the Community Action Fund  | Over \$1 million supporting more than 140 community organizations  |              |
|   | <b>Campaigns and Donations (select provinces)</b>  |  |              |
| Amount donated through the Food Bank Hampers Program  | \$4.9 million in pre-packaged food hampers sold to support local community organizations   |  |              |

Legends Achieved On Track Increased Focus

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|---|---|---|--------------|
| <b>PEOPLE - Diversity, Equity &amp; Inclusion</b>   |   |   |              |
| <b>Increase women representation</b>  | Number of employees participating in Women's Inclusion Network  | 1,089 members (↑ 38% YoY)   |              |
|   | Percentage of female representation in Store Managers (SM)  | SM: 25% (↑ 1% YoY)  |              |
|   | Percentage of female representation at senior leadership levels (senior vice president and vice president)                | 34.2% (↑ 5.5% YoY)  |              |
|   | Percentage of female representation at director levels  | 36.5% (↑ 7.6% YoY)  |              |
| <b>Partner with organizations who connect with Black, Indigenous and other under-represented communities to promote opportunities</b> | Number of strategic partnerships  | 7 partnerships established: <ul style="list-style-type: none"> <li>• The BlackNorth Initiative</li> <li>• The Canadian Council for Aboriginal Business (CCAB),</li> <li>• The Canadian Aboriginal and Minority Supplier Council (CAMSC)</li> <li>• Catalyst</li> <li>• Holland Bloorview Dear Everybody Campaign</li> <li>• Pride at Work Canada</li> <li>• Canadian Centre for Diversity and Inclusion (CCDI)</li> </ul> |              |
| <b>Strengthen inclusive leadership</b>  | Number of Conscious Inclusion sessions  | 43 sessions delivered   |              |
|   | Number of teammates and leaders participating in Conscious Inclusion sessions   | 686 have completed the session, of which 171 are leaders (Directors and above), as of April 29, 2021  |              |
|   | Percentage of teammates who have completed the Diversity Self Identification Process                                      | 32% of operations and 64% of non-retail, office-based employees have self-identified through this process   |              |
|   | The establishment of DE&I Leadership Committees   | Three committees established: <ol style="list-style-type: none"> <li>(1) DE&amp;I Council (17 members)</li> <li>(2) Supplier Diversity Steering Committee (14 members)</li> <li>(3) Executive DE&amp;I Committee (8 members)</li> </ol>   |              |
| <b>Empower our teammates through diversity, equity and inclusion training</b>   | Number of employees completing DE&I Strategy & Commitments cascade training   | 743   |              |
|   | Number of DE&I education and awareness events and registrants   | 7 events with 1,989 registrants   |              |
|   | Number of teammates completing the Retail Council of Canada (RCC) training course on preventing consumer racial profiling | 45,246  |              |
| <b>PEOPLE - Employee Health, Safety &amp; Wellness</b>  |   |   |              |
| <b>Track teammate health, safety and wellness</b>   | Total Incident Frequency Rate per 200,000 hours   | 7.0 (↑ 1.4% YoY) <sup>4</sup>   |              |
|   | Number of employee fatalities resulting from operational accidents  | 0 fatalities  |              |
|   | Number of contractor fatalities resulting from operational accidents  | 0 fatalities  |              |
|   | Last Time Frequency Rate per 200,000 hours  | 2.5 (↑ 8.7% YoY) <sup>5</sup>   |              |
| <b>PLANET - Plastics &amp; Packaging Waste</b>  |   |   |              |
| <b>Reduce avoidable and hard-to-recycle plastics</b>  | Number of plastic grocery checkout bags removed from circulation per year   | 800 million (↑ 256% YoY)  |              |
|   | Percentage of transactions where customers are using their own reusable bags or not purchasing a checkout bag at all      | 85%   |              |
| <b>Improve waste diversion in our stores</b>  | Tonnage plastics recycled from corporate stores   | 6,755 tonnes <sup>6</sup>   |              |
|   | Tonnage cardboard recycled from corporate stores  | 36,410 tonnes <sup>6</sup>  |              |

Legends Achieved On Track Increased Focus

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| <b>Improve waste diversion in our stores</b>   | Percentage of total waste from corporate stores that is diverted from landfill (organics & recycling)   | 31% (corporate stores outside Quebec) <sup>7</sup><br>63% (Quebec corporate stores) <sup>8</sup>  |                            |
|  | <b>Quebec Stores Only</b>   |   |                            |
|  | Number of stores certified on Action Reduction Program <sup>9</sup>   | 247 (↑ 23)  |                            |
|  | Number of stores certified in each Action Reduction Program category <sup>9</sup>   | Diamond: 32 (↑ 2 YoY)<br>Platinum: 45 (↑ 9 YoY)<br>Gold: 44 (↑ 11 YoY)<br>Silver: 62 (↑ 4 YoY)<br>Bronze: 64 (↓ 3 YoY)  |                            |
| Percentage of total waste from corporate stores that is diverted from landfill (organics & recycling) <sup>7</sup> | 63%   |   |                            |
| <b>Improve waste diversion in our distribution of products</b>   | <b>Retail Distribution Centres (RSCs)</b>   |   |                            |
|  | Tonnage cardboard recycled from RSCs  | 69,152 tonnes (↑ 28.0% YoY)   |                            |
|  | Tonnage plastic film recycled from RSCs   | 2,342 tonnes (↑ 17.1% YoY)  |                            |
| Tonnage Polystyrene recycled from RSC Terrebonne in Quebec   | 44 tonnes (↓ 26.7% YoY)   |   |                            |
| <b>PLANET - Food Waste</b>   |   |   |                            |
| <b>50% reduction in food waste sent to landfill by 2025:</b>   | Percentage of goal accomplished based on 2016 baseline <sup>9</sup>   | 23.4% (↑ 67.1% YoY)   |                            |
|  | Percentage decrease in surplus food generated per square foot in our retail stores  | 24.07% (↑ 60.5% YoY) <sup>10</sup>  |                            |
| <b>Prevent food loss and waste in our stores</b>   | FoodHero App (Quebec) <ul style="list-style-type: none"> <li>Number of stores</li> <li>Number of items posted</li> <li>Number of items sold</li> <li>Total weight of items</li> </ul> | <ul style="list-style-type: none"> <li>203 (↑ 24.5% YoY)</li> <li>1,570,219 (↑ 95.0% YoY)</li> <li>956,330 (↑ 134.0% YoY)</li> <li>309,019 kg (↑ 106.4% YoY)</li> </ul>   |                            |
|  | <b>50% reduction in food waste sent to landfill by 2025:</b>  | Tonnage of organics diverted from landfill  | 17,357 tonnes <sup>6</sup> |
| <b>Expand organics composting program</b>  | Percentage of corporate stores that have organics program <sup>5</sup>  | 40% (corporate stores outside Quebec) <sup>7</sup><br>68% (Quebec corporate stores) <sup>8</sup>  |                            |
| <b>PLANET - Climate Action</b>   |   |   |                            |
| <b>Reduce energy consumption in our stores and distribution centres</b>  | Energy reduction achieved from the Energy Efficiency Initiatives in F2I   | 24 million kWh (↓ 57.9% YoY); Initiatives included: <ul style="list-style-type: none"> <li>Retrofitting overhead lighting at 200 locations.</li> <li>Retrofitting Case lighting at 134 locations.</li> <li>Installing SMC fan motors in 88 locations.</li> <li>Installing Digital Disc compressors at 105 locations.</li> </ul> |                            |
| <b>Complete comprehensive greenhouse gas (GHG) baseline to set emissions reduction target</b>                      | Total Scope 1 Emissions (CY 2019)   | 396,685 tCO <sub>2</sub> e <sup>11</sup>  |                            |
|  | Total Scope 2 Emissions (CY 2019)   | 354,893 tCO <sub>2</sub> e <sup>12</sup>  |                            |
|  | Total Scope 3 Emissions (CY 2019)   | 22,926,514 tCO <sub>2</sub> e <sup>13</sup>   |                            |
|  | Combined Scope 1 and 2 Emissions per unit of square foot  | 33.73 kgCO <sub>2</sub> e/sqf   |                            |
| <b>Champion climate action in our communities</b>  | Total trees committed and planted through One Tree Planted partnership  | 44,575 committed; 14,000 planted  |                            |

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|---|---|--|--------------|
| <b>PRODUCTS - Responsible Sourcing</b>  |   |  |              |
| Source only cage-free eggs by the end of 2025   | Percentage of total shell eggs sales that are cage-free (i.e., free run, free range and organic)                                    | 17.5% <sup>14</sup>  |              |
| Source all fresh pork products from producers using gestation crate-free housing systems by the end of 2022 | Percentage of Own Brands fresh pork that comes from farms using alternative housing systems for sows                                | More than 30% of Own Brands lean ground pork are from farms using loose housing systems for sows <sup>15</sup>                                       |              |
| 100% of Own Brands seafood sustainably sourced  | Percentage of Own Brands fresh and frozen fish and seafood by weight that is certified sustainable and/or recommended by Ocean Wise | 96% (↑ 2.1% YoY)   |              |
| By 2020, completely transition to the use of Certified Sustainable Palm Oil (CSPO)                          | Percentage of the palm oil usage in Own Brands products that is certified sustainable palm oil                                      | 100% (98.6% certified (↑ 4.9% YoY); 1.4% credits (↓ 76.7% YoY))  |              |
| Offer sustainable and ethical product choices for our customers   | Number of Own Brands Fairtrade SKUs   | 11 SKUs  |              |
|   | Number of Compliments Organics SKUs   | 227 SKUs (↑ 9.1% YoY)  |              |
|   | Number of Naturally Simple SKUs   | 162 SKUs ((↑ 50.0% YoY)  |              |
| Be a leader in supporting and investing in local suppliers and producers                                    | Number of local product SKUs added (Excluding Quebec)   | 2,686 SKUs   |              |
|   | Percentage increase in number of local producers and suppliers (Excluding Quebec)   | 30%  |              |
|   | Number of women entrepreneurs/suppliers (Excluding Quebec)  | 225 (↑ 58.4% YoY)  |              |
| Champion innovative partnerships  | Number of local supplier partners engaged through R-purpose initiative  | 15   |              |
|   | Total number of stores partnering with Alveole (urban bee keeping)  | 9  |              |
|   | Partnership with Infarm   | <ul style="list-style-type: none"> <li>4,466,913 L water saved</li> <li>292,500 food km prevented</li> <li>3,567 m<sup>2</sup> land saved</li> </ul> |              |
|   | Total amount donated in partnership with Earth Day Canada to support environmental initiatives since 2008                           | \$12 million   |              |

**Footnotes:**

- \* The 13.3 million meals made possible through our various community partnerships (referenced in the Highlights section of this year's report) are inclusive of an estimated 450,000 meals in support of Special Olympics Canada.
- <sup>1</sup> Number of meals calculated based on The Grocery Foundation estimates
- <sup>2</sup> Number of meals calculated based on Food Banks Canada's estimate of \$1 = 3 meals.
- <sup>3</sup> Number of meals calculated based on Jays Care Foundation estimate of \$100 gift card = 25 meals made possible.
- <sup>4</sup> We had 8 fewer total incidents in fiscal year 2021 compared to fiscal year 2020; however, we had 1.56 million fewer productive hours, thereby impacting our Total Frequency Incident Frequency Rate.
- <sup>5</sup> The COVID-19 pandemic impacted our Lost Time Incident Rate in fiscal year 2021.
- <sup>6</sup> Represents data from all corporate stores
- <sup>7</sup> Represents data from 75% of corporate stores
- <sup>8</sup> Represents data from 64% of corporate stores in Quebec participating in the Action Reduction Program
- <sup>9</sup> To recognize grocers' efforts to improve their residual waste management (RWM), Earth Day created Action/Reduction, a certification program designed for the grocery sector.
- <sup>10</sup> For Calendar Year 2020; includes corporate & franchise stores
- <sup>11</sup> Scope 1 boundary: Retail sites, Distribution centres, offices, refrigeration leaks, fuel in generators, company-owned vehicles
- <sup>12</sup> Scope 2 boundary: Retail sites, Distribution centres, offices
- <sup>13</sup> Scope 3 boundary: Purchased goods and services, use of sold products, other Scope 3 categories
- <sup>14</sup> Click here for the June 2021 update on our animal welfare commitments.
- <sup>15</sup> Loose housing is defined as systems that allow for the housing of sows in group pens during their gestation period. For the safety of the animals and caregivers, sows are housed in stalls during their nursing and breeding stages.