



Environmental, Social and Governance

Early Release of Priority 2024 ESG Disclosures

February 2025

Loblaw
Companies
Limited



As Canada’s food and pharmacy leader, Loblaw Companies Limited (“Loblaw”, the “Company”, “we” or “our”) aspires to be a force for positive environmental and social change, and to demonstrate robust corporate governance practices. As one of the nation’s largest retailers and private sector employers, including the hundreds of small businesses operated by our franchisees and associate-owners, Loblaw is uniquely positioned to make a difference. We focus on the areas that matter most to Loblaw and our stakeholders, driving local, national and global impact. We are driven by our purpose — to Help Canadians Live Life Well® — addressing Environmental, Social and Governance (“ESG”) priorities where we feel we can have the biggest impact: fighting climate change and advancing social equity. Fighting climate change for Loblaw means working to help mitigate the environmental causes and effects of climate change through measures such as: reducing CO₂ emissions, reaching our net-zero targets, ensuring packaging compliance in accordance with the Golden Design Rules, and eliminating food waste¹. Advancing social equity means building a diverse and inclusive workforce and supporting the health and well-being of women and children.

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Reading and Understanding this Report

This report covers Loblaw’s 2024 fiscal year. Unless otherwise noted data included in this report relates to this time period.

Our reporting and data measurement methods are consistent with those used in the Company’s 2023 ESG report and relate specifically to our corporate operations, which includes corporate-owned retail stores, distribution centres and offices. Where appropriate and available, we also indicate the inclusion of information relating to grocery franchisees, T&T®, and Shoppers Drug Mart®/Pharmaprix® associate-owned locations.

Our goal is to deliver robust and transparent ESG disclosures in a timely manner for our stakeholders. As such, we are pleased to provide this early release of priority 2024 ESG disclosures taking guidance from the International Sustainability Standards Board (“ISSB”) International Financial Reporting Standards (“IFRS”) S1 General Requirements for Disclosure of Sustainability-related Financial Information (“S1”), and IFRS S2 Climate-Related Disclosures (“S2”). Loblaw is planning to align with the IFRS standards as endorsed by the Canadian Sustainability Standards Board (“CSSB”) when required by the Canadian Securities Administrators (“CSA”).

This early disclosure provides an overview of our ESG governance, strategy, risk management, and select metrics and targets for fiscal 2024. It is not the Company’s comprehensive 2024 ESG report. The fulsome ESG performance for this year will be available in the 2024 ESG report, to be released in Spring 2025. Please see our ESG forward looking statements on [page 13](#).

This report is provided solely as an update on the Company’s ESG initiatives and is not intended to promote any specific product or service. Customers should consult the applicable product label or service terms when making purchasing decisions.

Unless otherwise noted, all monetary figures in this report are presented in Canadian dollars.

For the latest updates regarding our ESG progress, please see our website <https://www.loblaw.ca/en/responsibility/>.

Please direct inquiries to esg@loblaw.ca.



ESG Governance

Loblaw recognizes that strong governance practices are a key driver of ESG success. We have embedded ESG responsibilities into all levels of the organization to facilitate decision-making that includes ESG considerations.

ESG matters have the potential to impact business operations, regulatory compliance, reputation, and financial outcomes, and are therefore an important area of focus for the Loblaw Board of Directors and its committees (see outline on the next page). The Board oversees and monitors the Company's approach, policies, and practices related to ESG matters. This includes the Company's Enterprise Risk Management ("ERM") program, including its design and structure, and assessment of its effectiveness.

Loblaw has an ESG Steering Committee comprised of senior leaders who guide the Company and its colleagues on the ESG program and related activities, and is tasked with ensuring that the Company considers and adopts leading ESG practices and programs. Responsibilities include overseeing strategic business objectives for ESG commitments and targets, as well as setting the "tone from the top" to foster an ESG-focused culture within the organization. The ESG Steering Committee also has oversight for the various ESG Management committees which are responsible for setting priorities and implementing and monitoring ESG-related initiatives across the organization.

Responsibilities/ Outcomes

Governance Body

Key Activities

- Oversees and monitors the Company's strategy, policies and practices related to ESG matters.
- Oversees the Company's ESG strategy, design and program, and progress against its ESG related goals.
- Oversees the adequacy and effectiveness of applicable ESG controls and review of ESG disclosures prior to publication.
- Oversees the design and achievement of the short-term incentive plan which includes an ESG component.

BOARD

Board of Directors

- Reviews ESG strategy and significant ESG projects
- Approves significant ESG disclosures

Risk and Compliance Committee

- Obtains reports on ESG progress against commitments and targets to ensure Management is executing on ESG priorities
- Reviews significant ESG disclosures

Audit Committee

- Obtains reports on the effectiveness of the ESG control environment
- Reviews internal assurance ESG engagement results
- Approves external assurance ESG engagements and reviews assurance results
- Reviews significant ESG disclosures

Governance Committee

- Reviews the design of the incentive plans
- Obtains quarterly reports on the status of incentive plans to target incl. ESG
- Reviews the incentive payouts

- Responsible for ensuring that ESG programs and activities are executed, and that progress is made towards established goals and targets.
- Provides guidance to the Company and its colleagues on ESG programs and related matters, as well as strategic direction on ESG activities, priorities, internal metric tracking, and external disclosure frameworks.

EXECUTIVE LEVEL

Management Board

- Provides updates to the Board on progress of ESG commitments
- Determines the capital plans required to support the ESG strategic priorities

ESG Steering Committee

- Develops the ESG strategy and presents it to the Board of Directors
- Obtains reports on the status of ESG strategic priorities for reporting to Management Board or the Board of Directors
- Approves all ESG public disclosures
- Promotes accountability at the Management level to drive progress and ensure the advancement of ESG within the organization
- Ensures effective management of sustainability-related risks and opportunities

- Responsible for establishing and maintaining adequate internal controls over ESG disclosures and the implementation of a control environment which mirrors the Internal Controls over Financial Reporting ("ICFR") framework.
- Ensures the relevance of ESG within the organization and aligns execution with overall strategy

ESG INTEGRATION AND REPORTING

ESG Integration and Reporting

- Implements a thorough review and validation process to ensure the consistency, accuracy, completeness, and timeliness of all ESG disclosures
- Implements a Three Lines of Defense model, which includes engaging Internal Audit to provide assurance over a risk-based subset of quantitative ESG information, and executes on an external assurance plan for ESG
- Provides support to the Management level ESG committees
- Provides oversight for the management of sustainability-related risks and opportunities

- Responsible for assessing and managing projects and programs associated with ESG priorities.

MANAGEMENT LEVEL

ESG Committees: Carbon Reduction Plastics Food Waste Inclusion Council Community Investment

- Executes projects and processes to support the achievement of ESG commitments
- Updates the ESG Steering Committee and/or Management Board on ESG progress
- Manages sustainability-related risks and opportunities
- Advances ESG in business decision-making

ESG Strategy

We recognize that as a large and diverse company, there are a wide range of ESG topics that fall under the scope of our operations. Our ESG strategy is rooted in two purpose-led pillars: fighting climate change and advancing social equity. Under these two pillars, we have developed five focus areas: carbon net-zero; eliminating food waste; tackling plastic waste; being Canada's most diverse and inclusive employer; and supporting the health and well-being of women and children. Through these focus areas, we address the topics that matter most to our business and prioritize the concerns of our stakeholders. We understand the importance of being accountable for our commitments and the need to disclose both progress and challenges transparently. To this end, we developed targets based on thorough analysis and development of internal roadmaps that are challenging yet achievable.

Our ESG strategy is informed by specific sustainability-related risks and opportunities, reviewed annually to ensure alignment with our ESG strategy and long-term plans. We continuously monitor potential sustainability-related risks and opportunities across our value chain, adjusting our program and metrics as needed.

Loblaw publishes various disclosures focused on how it is addressing environmental and social issues. Annually, we analyze third-party disclosure frameworks to determine reporting alignment based on global prominence, reputation, and relevance to our ESG strategy, risk management, and material topics.

This report references and/or is aligned to disclosures from the Global Reporting Initiative ("GRI") Standards 2021, as well as the Sustainability Accounting Standards Board ("SASB") Food Retailers Standard, Drug Retailers Standard, Consumer Finance Standard, and Apparel, Accessories and Footwear Standard. It takes additional reporting guidance from the UN Sustainable Development Goals ("UN SDG's") and the Task Force on Climate-Related Financial Disclosures ("TCFD"). We continue to monitor the changing regulatory landscape related to ESG disclosures and we anticipate that our existing and future programs will fully align with standards issued by the ISSB.

Guided by IFRS S2, our ESG climate strategy recognizes climate-related risks and opportunities. To understand the potential implications of both the physical and transition risks and opportunities associated with climate change, we conducted a climate risk assessment in 2022, using both qualitative and quantitative scenario analysis across medium term (2030) and long term (2050) time horizons. This assessment, performed by an independent expert, evaluated potential effects of physical and transition risks on our strategic and financial position under various internationally recognized climate scenarios - Representative Concentration Pathway ("RCP") and Shared Socio-economic Pathway ("SSP"). The assessment identified climate-related risks and opportunities, that helped inform our transition plan. This plan anticipates a 1.5-degree-Celsius global temperature increase, aligning with the Science Based Targets initiative ("SBTi").

ESG Risk Management

Loblaw faces ESG risks that could, directly or indirectly, negatively impact our reputation, operations, or performance over the short, medium, or long term. We assess risk for all of our significant sustainability-related risks and opportunities and perform a specific assessment of select climate-related risks and opportunities. Teams within the business, such as ESG Integration and Reporting, Sustainability and Social Impact, Legal, Investor Relations, and External Financial Reporting, work together to identify and set mitigation strategies for sustainability-related and climate-related risks throughout the year.

Loblaw has a defined ERM program to assess enterprise risks, including potential environmental and social related risks. ESG risk management is aligned to the ERM program, though the ERM and ESG risk timelines are different given that ESG risks include longer-term risk horizons. The climate risk assessment conducted in 2022 aligns with the ERM risk assessment model to allow for consistent criteria and comparability. The specific criteria used within the assessment included potential impact to the business, likelihood of occurrence, the speed of onset, the current control environment and the level of mitigation activity required to address the risk. More information on our ERM program can be found in the [Annual Information Form and in the Management Discussion and Analysis](#).

The 2022 Climate Risk Assessment identified the following risks as having the highest potential to impact our business operations:

Transition Risks

- **Carbon pricing** - Carbon pricing has a significant impact on the cost of energy, fuel, raw materials, and operations and it is expected to increase annually to meet Canada's net-zero target.
- **Food waste** - Food waste is a key component of our GHG emissions and is expected to be subject to stricter regulations, increased transportation costs, as well a social pressure in the years to come.
- **Refrigeration and refrigerants** - As an integral component of all our stores and distribution centres, changes to regulations regarding refrigerants and retrofitting of systems have the potential to significantly impact our operations.

Physical Risks

- **Supply chain interruptions** - The effects of physical risks (wildfires, ice/snow, droughts, flooding) have the potential to impact the cost and availability of products to the Company through its supply chain.
- **Long-term temperature and precipitation rise** - Rising mean temperatures, along with the accompanying changes in precipitation patterns, could potentially drive more acute extreme events, and impact our operations, colleagues, and customers, such as the potential to impact access to our stores and distribution centres.

Details on these risks including classifications, time horizons and mitigation strategies can be found in the [2023 ESG report](#). Updated mitigation plan information will be available in our 2024 ESG report (to be released Spring 2025).

ESG risks and opportunities noted through risk management exercises inform the Company's ESG strategy during the annual review of ESG materiality and progress. As a result of risks and opportunities identified, changes to the strategy, metrics and/or targets are made as required.

We understand that ESG is a priority for stakeholders who seek to understand how companies incorporate sustainability considerations into their strategic decision-making, and risk management. Stakeholders are interested in how a company's sustainability plans align with its business model, risk mitigation plans, and its potential for long-term value creation. Therefore, we aim to continue to provide transparency related to activities required to achieve our sustainability commitments.

2024 ESG Performance

Through our ESG priorities to fight climate change and advance social equity, we address the areas that matter most for our business and our stakeholders. We understand the importance of being accountable to our stakeholders for our commitments and the need to disclose both progress and challenges transparently. To achieve this, we have established priority targets and metrics and we regularly disclose our progress against them.

To drive ESG performance, Loblaw includes ESG as a criterion in the Company's short-term incentive program ("STIP"), linking performance on fighting climate change and advancing social equity activities to compensation for permanent, non-unionized, corporate colleagues at all levels.

The ESG targets for 2024 were designed to focus colleagues on continuing to drive further sustainability and social impact progress across the business. Achievement of the ESG STIP metric was determined based in equal part on social and environmental initiatives. These targets make up 10% of the short-term incentive plan criteria. The design, weighting and payout of the ESG STIP metric is overseen by the Company's Governance Committee, with input from the Risk and Compliance Committee. For more information, please refer to the Company's [2024 Management Proxy Circular](#).

Priority Metrics and Targets

The following tables do not represent the Company's full list of ESG metrics and targets. A full review of our metrics and targets related to fighting climate change and advancing social equity will be available in our 2024 ESG report (to be released Spring 2025).

We are pleased with these results and the progress we are making to fight climate change and advance social equity. These results are in-line with Management's expectation of progress towards our targets at this time.

Fighting Climate Change

Carbon Net-Zero

Carbon Reduction Target Aspirations:

- Reduce our enterprise operating footprint² (Scope 1 and 2) by 50% by 2030 from a 2020 baseline
- Operate a zero emissions short-haul outbound corporately owned and operated truck fleet by 2030
- Achieve net-zero for our enterprise operating footprint² (Scope 1 and 2) by 2040
- Achieve net-zero for scope 3 emissions by 2050

Scope 1 & 2 GHG Emissions^{2,3,4}

Metric	Unit of Measure	FY2024	FY 2023	FY 2022	FY 2021	FY 2020	Applicable Framework
Scope 1 (Direct) – Fleet and building fuel consumptions, refrigerant releases, and company-owned travel	Metric tonnes of CO ₂ e	687,940 ⁵	726,052	752,306 ⁶	766,856 ⁶	826,921 ⁶	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition with the inclusion of HCFC refrigerant leaks in Scope 1
Scope 2 (Indirect) – Electricity, location-based	Metric tonnes of CO ₂ e	376,246 ⁵	392,500	407,217	427,857	429,413	
Scope 2 (Indirect) – Electricity, market-based ⁷	Metric tonnes of CO ₂ e	368,076 ⁵	388,300	407,217	427,857	429,413	
Total (Scope 1 and Scope 2, market-based)	Metric tonnes of CO₂e	1,056,016	1,114,352	1,159,523	1,194,713	1,256,334	
Change as a % compared to prior year	%	-5%	-4%	-3%	-5%	-	
Change % against baseline year (2020)	%	-16%	-11%	-8%	-5%	-	
Change % against baseline compared to prior year	%	-5%	-4%	-3%	-5%	-	
Progress through Projects – Capital spent on carbon reduction projects during the period ⁸	\$	\$40,699,000 ⁵	\$43,990,000	- ⁹	- ⁹	- ⁹	Management's internally developed criteria
Progress through Projects - Number of carbon reduction projects completed during the period ¹⁰	Count	509 ⁵	490	250	- ⁹	- ⁹	
Progress through Projects - Number of corporate owned and operated electric trucks ¹¹	Count	20 ⁵	14	nil	nil	nil	
Progress through Projects – Corporate owned and operated electric trucks as a percentage of total corporate owned and operated short-haul outbound trucks ¹²	%	9.4% ⁵	- ⁹	- ⁹	- ⁹	- ⁹	

Please see Appendix I for other carbon related metrics.

Addressing Scope 3

While our own emissions (Scope 1 and 2) are significant, the large majority of our carbon footprint stems from external sources in our value chain (Scope 3). These are vital to our operations but are not directly managed by Loblaw. Although it represents challenges, tackling Scope 3 emissions is of critical importance to our plan to fight climate change and achieve net-zero by 2050. To succeed, strong data collection and collaboration across the value chain is required.

In late 2023, we increased our transparency by disclosing our plan to tackle Scope 3 emissions, which included a call to action sent to all Tier 1 vendors asking them to **#JoinTheCarbonFight**. Please see our [net-zero plan](#) for more details. We look forward to sharing more on our Scope 3 journey in our 2024 ESG report.

Eliminating Food Waste

Food Waste Target Aspirations:

- Send zero food to landfill by 2030

Metric	Unit of Measure	FY 2024	FY 2023	FY 2022	FY 2021	Applicable Framework
Redistribution of food surplus ¹³	Metric tonnes	17,656	16,992	6,667	2,064	CGF - Food Loss and Waste Protocol
Feeding animals ¹³	Metric tonnes	30,350	23,987	21,623	17,203	
Bio-based materials / biochemical processing ¹³	Metric tonnes	1,484	3,987	3,261	3,883	
Anaerobic digestion ¹³	Metric tonnes	5,888	13,751	32,936	34,296	
Composting / aerobic processes ¹³	Metric tonnes	27,163	20,070	379	343	
Total Food Waste Diverted¹³	Metric tonnes	82,541	78,787	64,866	57,789	
Percentage of stores that donated to a food recovery partner in the fiscal year ¹⁴	%	100%	100%	100%	Not Tracked	Management's internally developed criteria

The above food waste diversion figures currently reflect food waste diverted (in metric tonnes) from corporate food retail operations only. We are actively working to present data that includes food franchise locations, T&T[®], associate-owned operations as well as distribution centres in order to disclose the full percentage of food waste diverted across all enterprise operations.

Tackling Plastic Waste

Plastic Waste Target Aspirations:

- Ensure control brand and in-store plastic packaging is recyclable or reusable in accordance with the in-scope Golden Design Rules by 2025¹⁵

Metric	Unit of Measure	FY 2024	FY 2023	FY 2022	FY 2021	Applicable Framework
Compliance with in-scope Golden Design Rules ("GDRs") as defined by Consumer Goods Forum ("CGF") for control brand and in-store plastic packaging ^{16,17,18,19,20,21}	% Compliant	90% +	64%	35%	Not Tracked	CGF - Golden Design Rules

Advancing Social Equity

Aim to be Canada's Most Diverse and Inclusive Employer

Metric ^{22,23,24}	Unit of Measure	2024 Target	FY 2024	FY 2023	FY 2022 ²⁵	FY 2021	Applicable Framework
Percentage of women in Board of Directors	%	40%	46% ⁵	42%	45%	42%	GRI 405-1a.i
Percentage of women in Executive positions ^{26, 27}	%	40%	39.5% ⁵	39%	38%	38%	GRI 405-1b.i
Percentage of women in Management positions ^{26,28}	%	43%	46% ⁵	46%	47%	44%	GRI 405-1b.i
Percentage members of visible minorities in Board of Directors	%	25%	23% ⁵	17%	18%	17%	GRI 405-1a.iii
Percentage members of visible minorities in Executive positions ^{26,27}	%	25%	28% ⁵	28%	26%	24%	GRI 405-1b.iii
Percentage members of visible minorities in Management positions ^{26,28}	%	30%	34% ⁵	32%	30%	26%	GRI 405-1b.iii
Cumulative number of colleagues that have completed training on fundamental Diversity, Equity and Inclusion topics ²⁹	Number of People	200,000	198,000 ⁵	166,400	122,100	16,500	Management's internally developed criteria

We are pleased with the progress we have made towards our 2024 targets. We continue to place a priority on Culture and Inclusion, and we look forward to sharing further details and new targets in our 2024 ESG report.

Supporting the Health and Well-Being of Children and Women

Target Aspirations:

- President's Choice Children's Charity aims to feed one million children annually by 2025
- Loblaw commits to \$150 million in corporate and fundraising support to President's Choice Children's Charity to help address childhood hunger and improve food skills by 2027
- Shoppers Foundation for Women's Health™ aims to support initiatives that improve women's access to care through providing \$50 million by 2026
- Feed More Families™ aims to provide one billion pounds of food to community-based food charities

Metric ³⁰	Unit of Measure	FY 2024	FY 2023 ³¹	FY 2022 ³¹	FY 2021 ³¹	Applicable Framework
Amount provided to President's Choice Children's Charity from Loblaw's corporate donations and fundraising ^{32,33}	\$	\$22,522,000 ⁵	\$22,180,000	\$22,848,000	\$17,900,000	Management's internally developed criteria
Amount provided to Shoppers Foundation for Women's Health™ from Loblaw's corporate donations and fundraising ^{33,34}	\$	\$12,573,000 ⁵	\$11,295,000	\$12,163,000	\$8,546,000	
Amount provided to Food Banks and Food Recovery Agencies from Loblaw's corporate donations and fundraising ³⁵	\$	\$4,266,000 ⁵	\$5,100,000	\$4,366,000	\$3,848,000	
Amount provided to other registered charitable organizations from Loblaw's corporate donations and fundraising ³⁶	\$	\$1,713,000 ⁵	\$2,380,000	\$4,100,000	\$2,599,000	
Total funds raised and donation (excluding donations in-kind)	\$	\$41,074,000	\$40,955,000	\$43,477,000	\$32,893,000	
Donations in-kind provided to Food Banks and Food Recovery Agencies ³⁷	\$	\$165,951,000	\$127,099,000	\$56,967,000	\$39,760,000	
Funds raised or in-kind donations made to other community investment programs (e.g. Loblaw Scholarship fund, other health initiatives)	\$	\$5,338,000	\$6,282,000	\$7,744,000	\$8,462,000	
Total funds raised and donated (including donations in-kind)	\$	\$212,363,000	\$174,336,000	\$108,188,000	\$81,115,000	



The \$22.5 million raised in 2024 brings the cumulative total raised and donated since 2018 to \$134 million in support of President's Choice Children's Charity. The funds raised in 2024 will help the Charity reach more than 997,000 students nationwide this school year (2024/2025), in pursuit of their goal to feed one million children annually by 2025³⁸.



Cumulatively since 2022 the Shoppers Foundation for Women's Health™ has provided more than \$34 million in support of initiatives that improve women's access to care.



The funds raised and in-kind donations provided through Feed More Families™ is the equivalent of 120 million pounds³⁹ of food that has been provided to food charities across Canada since the launch of the program in 2022.

Ensuring Reliability of our ESG Disclosures

We recognize the importance of ensuring the accuracy and reliability of our ESG disclosures. That is why we have built a robust control environment to test and validate the accuracy of our ESG information which supports our commitment to transparency and accountability. Our sustainability and social impact reporting is part of our work to further mature our ESG program, and we continue to evolve and strengthen our control environment as necessary to ensure that the integrity and reliability of our disclosures meet the expectations of our stakeholders in an evolving landscape.

Control Environment

Management is responsible for establishing and maintaining adequate internal controls over ESG disclosures and has implemented a control environment which mirrors the Internal Controls over Financial Reporting (“ICFR”) framework. To ensure consistency, accuracy, completeness, timeliness, relevance, and alignment with our overall strategy, we have established a rigorous process which is applied to all ESG disclosures. Effective as of 2021, our Finance team is involved in reviewing and verifying the quantitative information in our ESG disclosures using a financial assertions framework. The foundation of this control environment is the Three Lines of Defense model. The ESG Integration and Reporting team executes this program, to ensure information in our ESG disclosures is reliable and assurance ready.

Similar to the ICFR framework, in designing such a control environment, it should be recognized that due to inherent limitations, any control, no matter how well designed and operated, may not prevent or detect misstatements.

Assurance

As we continue to mature our ESG program, our goal is to obtain the appropriate level of assurance over our ESG disclosures. Our Internal Audit team is engaged to perform a review over a risk-based subset of quantitative information that we disclose. Additionally, PricewaterhouseCoopers LLP was engaged to perform limited assurance over select performance metrics for the current reporting year as outlined on [page 18](#). We will continue to assess and determine the appropriate level of assurance required for our key ESG disclosures.

About Forward-Looking Statements

This 2024 Early Release of Significant ESG Disclosures (the “Report”) may contain forward-looking information within the meaning of applicable securities legislation which reflects Loblaw Companies Limited’s (the “Company”) current expectations regarding future events, including environmental, social and governance (“ESG”) matters discussed in the Report. Although the Company believes that the expectations reflected in such forward-looking information are reasonable, assessing forward-looking ESG metrics and risks, and climate metrics and risks in particular, is more complex and longer-term in nature than traditional business metrics and risks. Many forward-looking methodologies are new and evolving, and there is limited guidance from methodology providers on the calculation or comparability of these measures. In particular, uncertainty around future climate-related policy can contribute to greater variation in transition pathway models. Future updates to factors such as changes in global emissions, available technologies or economic conditions may result in changes to the Company’s net-zero path, resulting in changes to the Company’s targets. A number of additional factors, including improvements to the coverage, quality, and availability of the Company’s data and methodologies, may also necessitate changes to the Company’s 2020 baseline or net-zero targets. This Report is informed by the global publication of International Financial Reporting Standards (“IFRS”) S1 and S2, Global Reporting Initiative (“GRI”), the Sustainable Accounting Standards Board (“SASB”) and the Task Force on Climate-Related Financial Disclosures (“TCFD”). The Company regularly monitors the development of provincial and international ESG reporting regulations, standards and frameworks for their relevance and usability, as well as stakeholder expectations regarding these standards. The Company will periodically assess the comparability and appropriateness of its metrics and targets, and, where appropriate, incorporate new insights, data, models and tools into the Company’s ongoing assessment of ESG matters, including climate change. The Company expects its ESG disclosures to continue to evolve as reporting regulations, standards and frameworks mature.

The information in this Report reflects what the Company believes is its best available data and, in the case of climate change disclosures, best available scenario projections, which are based on the most current emissions information available to the Company. Where appropriate, including in setting its greenhouse gas reduction targets and making climate disclosures, the Company has made reasonable and good faith approximations and assumptions. However, there are many factors that the Company may not foresee or that it may be unable to predict accurately. The Company’s ability to achieve its ESG goals, including ESG matter(s) discussed in this Report, is based on a number of assumptions and is subject to a number of risks and uncertainties, many of which are beyond the Company’s control, that could cause actual results and events to differ materially from those that are disclosed in or implied by such forward-looking information and may require the Company to adjust its ESG initiatives, activities or plans to reflect a changing landscape. Such risks and uncertainties include, but are not limited to, the Company’s ability to meet its greenhouse gas reductions targets; the availability, accessibility and suitability of comprehensive and high-quality data; the need for active and continued participation of the Company’s stakeholders; the development of consistent, robust and comparable ESG metrics and methodologies, in particular in respect of climate change; the development and deployment of new technologies and industry-specific solutions; international cooperation; the development of provincial, national and international laws, policies and regulations in respect of ESG matters; and the factors discussed in the Company’s current Annual Information Form and most recent Management, Discussion & Analysis. The forward-looking statements in this Report are presented for the purpose of assisting investors and other stakeholders in understanding the Company’s ESG priorities, strategies and objectives, and may not be appropriate for other purposes. Undue reliance should not be placed on the forward-looking information in this Report. The Company does not undertake any obligation to update such forward-looking information, whether as a result of new information, future events or otherwise, except as expressly required by applicable law. All forward-looking statements contained in this Report are made as of the date hereof and are qualified by these cautionary statements.

Endnotes

- 1 Plan development and processes utilized to measure progress against our targets leverages and are in accordance with internationally recognized methodology including as set out in the Paris Agreement, which aims to limit global temperature rise to 1.5 degrees Celsius.
- 2 Includes corporate, franchise, associate-owned, and T&T® operations as well as corporate offices and distribution centres (“DCs”).
- 3 A level of measurement uncertainty exists in these metrics due to the use of estimates for data points that are difficult to obtain. If actual data becomes available, we will adjust historical estimates where applicable and where material.
- 4 Emissions are calculated following the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and emission factors defined by the National Inventory Report (“NIR”), although, for Scope 1 and 2 emission factors, Management used 2018 NIR for 2020 figures, 2019 NIR for 2021 figures, 2020 NIR for 2022 figures, 2021 NIR for 2023 figures and 2022 NIR for 2024 figures. Management has included emissions from HCFC refrigerant leaks in “Scope 1 emissions” and “Scope 1 by Greenhouse Gas Type – Other”.
- 5 This symbol identifies that third-party limited assurance was obtained for this data point. Refer to [pg 18](#) of this document for the Limited Assurance report.
- 6 Numbers in the GHG inventory table may fluctuate as more accurate information becomes available such as updates to the emission factors as defined by the NIR. Scope 1 values have changed from prior years disclosed amounts due to a change in estimate related to franchise refrigerant leak data. The previous values for 2022, 2021, and 2020 were 623,613, 629,662, and 691,679, respectively.
- 7 Loblaw had contractual agreements for Clean Energy Credits in Ontario which represent approximately 7.9% and 5% of the overall electricity consumption for 2024 and 2023 respectively.
- 8 The total capital expenditure reported for Scope 1 and Scope 2 carbon reduction projects includes investments made in both projects that were completed in 2024 and projects that were in progress at the end of the reporting period. The calculation of this metric aligns with the capitalization policy for financial reporting purposes, as such, reported amounts include those which meet the criteria for capitalization within the reporting period. Items excluded from capital expenditure for this metric include, but are not limited to, regular maintenance and repairs, preventative measures (e.g. refrigeration leak inspections), and minor energy efficiency upgrades which are not capitalized. Refer to endnote 10 for details on what qualifies as a carbon reduction project.
- 9 This metric was not formally tracked in prior years, therefore data is not available to disclose for this time period.
- 10 This metric is the count of carbon reduction projects completed during the reporting period. Carbon reduction projects relate to the following activities: store refrigerant conversions, store lighting upgrades, franchise store recommissioning for efficiencies and calibrations of systems, automated refrigerant leak detection, DC retrofits including lighting and refrigeration, and fleet electrification. A project is defined at the individual site or fleet vehicle level.
- 11 This metric is the count of corporate owned and operated electric trucks that includes short-haul outbound day cabs and shunt trucks as at the end of the reporting period.
- 12 This metric is the number of corporate owned and operated electric trucks (refer to endnote 11) divided by the total number of short-haul outbound corporately owned and operated trucks as at the end of the reporting period. The number of short-haul outbound corporately owned and operated fleet includes day cabs and shunt trucks owned and operated by Loblaw, as well as trucks leased and operated by Loblaw that are recognized as Right-of-Use (ROU) assets on the balance sheet as at the end of the reporting period.
- 13 Includes corporate food retail operations only.
- 14 Includes food retail operations (including franchise) and eligible Shoppers Drug Mart®/Pharmaprix® associate-owned locations.
- 15 Due to the complexity and variability of the capabilities of the municipal recycling systems across Canada, we define “recyclable or reusable” as being compliant with the Consumer Goods Forum’s Golden Design Rules (“GDRs”) with a focus on material conversions and the removal of problematic elements where we can drive change. As such, our compliance to the rules excludes: (a) for a subset of products, GDR 3 “headspace reduction”; (b) GDR 8 to “reduce virgin plastic in business-to-business packaging”, which is not the scope of this control brand and in-store packaging project; and (c) GDR 9 “on pack recycling”, which we do not endorse as it is the outcome of downstream stakeholders upgrading the capability of current municipal recycling systems.

- 16 Excludes T&T®.
- 17 A level of measurement uncertainty exists in this metric due to the large volume of technical data required to track, change, and consolidate over 11,000 individual SKUs.
- 18 Includes only plastic packaging that would leave the store with the customer and as such does not include business to business packaging or supplies used in-store.
- 19 This is the percentage compliance to the in-scope Consumer Goods Forum's Golden Design Rules.
- 20 Excludes a small portion of SKUs (or a component of the packaging) which were approved as exemptions by Executive Management, namely products governed by Health Canada, safety seals, and products where the packaging is considered a functional part of the product itself.
- 21 Compliance is determined based on all new purchase orders placed for product in new compliant packaging. However, products in stores may reflect old packaging where excess inventory needs to be sold through or where temporary accommodations are made as a result of availability constraints for compliant packaging materials.
- 22 All Diversity and Inclusion metrics are as at year end 2024.
- 23 The Statistics Canada 2021 Census reports women representing 50% and members of visible minorities representing 26% of the Canadian population.
- 24 Self-identification data is collected through our Human Resources Information System throughout the year, with race/ethnicity information being collected on a voluntary basis. In 2024, 65% of management and 89% of executives voluntarily disclosed their race or ethnicity.
- 25 To ensure consistency in application of the definitions used, certain 2022 numbers have been adjusted.
- 26 Includes corporate workforce only.
- 27 Executive positions includes vice president level and above.
- 28 For the purpose of representation reporting, management encompasses roles with direct leadership type responsibilities including managing operations and/or managing people. The roles defined as management include, but are not limited to, senior director, director, senior manager, manager, DC managers, store managers, and assistant store managers. The company has made efforts to apply this definition consistently, however where job titles were unclear, certain roles which may possess some managerial responsibilities were classified as individual contributors.
- 29 This metric is the cumulative number of colleagues that have completed Diversity, Equity and Inclusion training since 2020. Each count of an employee is based on their completion of either Even Better 3 ("EB3") training or two Diversity, Equity and Inclusion e-learnings on "Being an Ally" and one edition of "Building a Culture of Inclusion". These training courses cover fundamental Diversity, Equity and Inclusion topics, which includes one or more of Diversity, Equity and Inclusion, and Belonging, and are delivered in line with our Culture Principles (Be Authentic, Build Trust, Make Connection) and CORE values (Care, Ownership, Respect, Excellence).
- 30 Includes enterprise operations (corporate, franchise, associated-owned, and T&T®).
- 31 Certain comparative amounts have been restated to conform to the fiscal 2024 presentation based on the application of the definitions used.
- 32 President's Choice Children's Charity/La Fondation Pour Les Enfants Le Choix Du Président ("PCCC") is a charity incorporated without share capital. PCCC is continued under the Canada Not-for-Profit Corporations Act and is registered as a charitable organization under the Income Tax Act (Canada). PCCC is committed to the fight against childhood hunger and partners directly with schools to nourish students, remove hunger as a barrier to education and empower Canadian children with the skills to grow, cook and thrive.
- 33 This metric includes amounts that were provided by Loblaw to PCCC and Shoppers Foundation for Women's Health™ (the "Shoppers Foundation") through corporate donations and amounts raised by PCCC and the Shoppers Foundation and through fundraising facilitated by Loblaw during the reporting period. Fundraising facilitated by Loblaw includes contributions obtained from customers, colleagues, vendors, online portals, PC Optimum™ points redemptions and corporate donations.
- 34 Shoppers Foundation for Women's Health™ / Fondation Pharmaprix pour la Santé des Femmes^{MC} (the "Shoppers Foundation") is a charity incorporated without share capital. The Shoppers Foundation is continued under the Canada Not-for-Profit Corporations Act and is registered as a charitable organization under the Income Tax Act (Canada). The Shoppers Foundation is committed to supporting charities that make a meaningful impact on the health and wellness of women.

- 35 This metric includes amounts that were provided by Loblaw to Food Banks and Food Recovery agencies through corporate donations and in-store fundraising facilitated by Loblaw during the reporting period.
- 36 Includes funds raised and donated to registered charities over and above the amounts indicated for President's Choice Children's Charity, Shoppers Foundation for Women's Health™, and Feed More Families™ through corporate donations and in-store fundraising facilitated by Loblaw during the reporting period.
- 37 Due to data limitations, these in-kind amounts are based on reporting provided by Second Harvest, Food Banks Canada, and Banques Alimentaires du Québec. The in-kind valuation of pounds of food donated is calculated by multiplying the number of pounds donated by a conversion rate – both the pounds and the conversion rates are provided by our food recovery partners. This conversion rate is based on a basket valuation that supports the average retail value of 1lb of food which allows a monetary value to be assigned to the donated food.
- 38 The number of children reached is defined as the entire school population of children who have access to the daily food programs, offered universally, during the school year. The entire school population of children is self-reported with attestations obtained from each of the schools.
- 39 Pounds of food donated to community-based food charities are calculated by multiplying the total dollar value of monetary contributions by a conversion factor of 2 pounds per \$1 donated. This conversion factor is based on information included in Food Banks Canada's "meal metric" and aligned to with our food recovery partners. While the majority of donations are intended to support and enable food related initiatives, some funds may be allocated by the partners to other programs or operational needs, including research.

Appendix I - Other Carbon Metrics

Metric ^{1,2}	Unit of Measure	FY 2024	FY 2023	FY 2022	FY 2021	Applicable Framework
Scope 1 by Greenhouse Gas Type - Carbon Dioxide (CO ₂)	Metric tonnes of CO ₂ e	339,872 ³	321,948	332,427	- ⁴	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition
Scope 1 by Greenhouse Gas Type - Methane (CH ₄)	Metric tonnes of CO ₂ e	255 ³	270	220	- ⁴	
Scope 1 by Greenhouse Gas Type - Nitrous Oxide (N ₂ O)	Metric tonnes of CO ₂ e	2,614 ³	2,865	4,165	- ⁴	
Scope 1 by Greenhouse Gas Type - Hydrofluorocarbons (HFCs)	Metric tonnes of CO ₂ e	333,356 ³	392,945	279,964	- ⁴	
Scope 1 by Greenhouse Gas Type - Perfluorocarbons (PFCs)	Metric tonnes of CO ₂ e	0 ³	0	0	- ⁴	
Scope 1 by Greenhouse Gas Type - Sulfur Hexafluoride (SF ₆)	Metric tonnes of CO ₂ e	0 ³	0	0	- ⁴	
Scope 1 by Greenhouse Gas Type - Other (HCFC)	Metric tonnes of CO ₂ e	12,176 ³	8,029	6,837	- ⁴	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition with the inclusion of HCFC refrigerant leaks
Air Emissions from Refrigeration - Gross global Scope 1 emissions from refrigerants	Metric tonnes of CO ₂ e	345,532 ³	400,985	415,499	443,761	SASB FB-FR-110b.1
Air Emissions from Refrigeration - Percentage of refrigerants consumed with zero ozone-depleting potential	Percentage (%)	96% ³	97%	97%	96%	SASB FB-FR-110b.2
Fleet Fuel Management - Fleet fuel consumed	Gigajoules (GJ)	1,767,921 ³	1,564,532	1,479,804	1,327,632	SASB FB-FR-110a.1
Fleet Fuel Management - Percentage renewable	Percentage (%)	0.182% ³	11%	11%	5%	
Energy Management - Operational energy consumed	Gigajoules (GJ)	14,441,043 ³	15,011,949	15,556,293	7,459,066	SASB FB-FR-130a.1.(1)
Energy Management - Percentage grid electricity	Percentage (%)	73% ³	73%	71%	73%	SASB FB-FR-130a.1.(2)
Energy Management - Percentage renewable	Percentage (%)	0% ³	0.0006%	0.0007%	0.0055%	SASB FB-FR-130a.1.(3)
Energy Breakdown - Natural Gas	Gigajoules (GJ)	3,800,020 ³	3,985,276	4,313,482	- ⁴	GRI 302.1.a
Energy Breakdown - Heating Oil	Gigajoules (GJ)	11,512 ³	12,809	12,840	- ⁴	
Energy Breakdown - Propane	Gigajoules (GJ)	112,929 ³	126,201	124,377	- ⁴	
Energy Breakdown - Diesel	Gigajoules (GJ)	1,766,894 ³	1,392,522	1,298,198	- ⁴	
Energy Breakdown - Gasoline	Gigajoules (GJ)	134,216 ³	153,882	144,342	- ⁴	
Energy Breakdown - Jet Fuel	Gigajoules (GJ)	12,501 ³	17,190	7,158	- ⁴	
Energy Breakdown - Coal	Gigajoules (GJ)	0 ³	-	-	- ⁴	
Energy Breakdown - Biofuel	Gigajoules (GJ)	15,682 ³	118,145	111,062	- ⁴	GRI 302.1.b

1 Includes corporate, franchise, associated-owned, and T&T[®] operations as well as corporate offices and distribution centres.

2 Reporting for prior year(s) for this metric is only updated for changes in estimate that may have occurred in subsequent years if the change is applicable and material.

3 This symbol identifies that third-party limited assurance was obtained for this data point. Refer to [pg 18](#) of this document for the Limited Assurance report.

4 This metric was not formally tracked in prior years, therefore data is not available to disclose for this time period.

Independent practitioner's limited assurance report on the select performance metrics as presented in Loblaw Companies Limited's Early Release of Priority 2024 ESG Disclosures

To the Directors and management of Loblaw Companies Limited

We have conducted a limited assurance engagement on the select performance metrics, including the greenhouse gas emission performance metrics, as detailed in Exhibit 1, of Loblaw Companies Limited ("Loblaw") included in the Early Release of Priority 2024 ESG Disclosures (the "select performance metrics") as at December 28, 2024 and for the year then ended.

Responsibilities for the select performance metrics

Management of Loblaw is responsible for:

- the preparation of the select performance metrics in accordance with the applicable criteria as established in Exhibit 1 (the applicable criteria);
- designing, implementing and maintaining such internal control as management determines is necessary to enable the preparation of the select performance metrics, in accordance with the applicable criteria, that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Inherent limitations in preparing the select performance metrics

Non-financial data is subject to more limitations than financial data, given both the nature and the methods used for determining, calculating, sampling or estimating such data. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgments.

Greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our independence and quality management

We have complied with independence and other ethical requirements of the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the select performance metrics are free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the select performance metrics.

We conducted our limited assurance engagement in accordance with Canadian Standard on Assurance Engagements (CSAE) 3000, *Attestation Engagements Other than Audits or Reviews of Historical Financial Information* ("CSAE 3000"), and, in respect of the greenhouse gas emissions, Canadian Standard on Assurance Engagements (CSAE) 3410, *Assurance Engagements on Greenhouse Gas Statements* issued by the Auditing and Assurance Standards Board ("CSAE 3410").

As part of a limited assurance engagement in accordance with CSAE 3000 and CSAE 3410, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Determine the suitability in the circumstances of Loblaw's use of the applicable criteria as the basis for the preparation of the select performance metrics.
- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of Loblaw's internal control.
- Design and perform procedures responsive to where material misstatements are likely to arise in the select performance metrics. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the select performance metrics. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of where material misstatements are likely to arise in the select performance metrics, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- obtained an understanding of Loblaw's reporting processes relevant to the preparation of its select performance metrics by:
 - Inquiring with those within the entity involved in preparing the select performance metrics.
 - Inspecting relevant documentation relating to Loblaw's reporting processes.

- evaluated whether all information identified by the process to identify the information reported in the select performance metrics is included in the select performance metrics;
- performed inquiries of relevant personnel and analytical procedures on selected information in the select performance metrics;
- performed substantive assurance procedures on selected information in the select performance metrics;
- evaluated the appropriateness of quantification methods and reporting policies;
- evaluated the methods, assumptions and data for developing estimates; and
- reviewed the select performance metrics disclosures in the Early Release of Priority 2024 ESG Disclosures Report to ensure consistency with our understanding and procedures performed.

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the select performance metrics as at December 28, 2024 and for the year then ended are not properly prepared, in all material respects, in accordance with the applicable criteria.

Restriction on use

Our report has been prepared solely for Loblaw for the purpose of assisting management in its sustainability reporting activities. The select performance metrics therefore may not be suitable, and are not to be used, for any other purpose. Our report is intended solely for Loblaw.

We neither assume nor accept any responsibility or liability to any third party in respect of this report.

PricewaterhouseCoopers LLP

Chartered Professional Accountants
Toronto, Ontario
Feb 19, 2025

Exhibit 1 - Select performance metrics and criteria

The limited assurance engagement was performed on the following selected performance metrics for the year ended December 28, 2024 (“2024 Value”):

Select performance metrics	Unit of measure	Criteria	2024 Value	Report Page Number
Climate action to net zero				
Scope 1 (Direct) – Fleet and building fuel consumptions, refrigerant releases, and company-owned travel	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition with the inclusion of HCFC refrigerant leaks	687,940	8
Scope 2 (Indirect) – Electricity, location based	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	376,246	8
Scope 2 (Indirect) – Electricity, market based	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	368,076	8
Scope 1 by Greenhouse Gas Type – Carbon Dioxide (CO ₂)	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	339,872	17
Scope 1 by Greenhouse Gas Type – Methane (CH ₄)	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	255	17
Scope 1 by Greenhouse Gas Type – Nitrous Oxide (N ₂ O)	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	2,614	17
Scope 1 by Greenhouse Gas Type – Hydrofluorocarbons (HFCs)	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	333,356	17
Scope 1 by Greenhouse Gas Type – Perfluorocarbons (PFCs)	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	0	17
Scope 1 by Greenhouse Gas Type – Sulfur Hexafluoride (SF ₆)	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition	0	17
Scope 1 by Greenhouse Gas Type – Other (HCFC)	Metric tonnes of CO ₂ e	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition with the inclusion of HCFC refrigerant leaks	12,176	17
Air Emissions from Refrigeration – Gross global Scope 1 emissions from refrigerants	Metric tonnes of CO ₂ e	SASB FB-FR-110b.1	345,532	17
Air Emissions from Refrigeration – Percentage of refrigerants consumed with zero ozone-depleting potential	Percentage (%)	SASB FB-FR-110b.2	96%	17

Progress through Projects – Number of Carbon reduction projects completed during the period	Count	Management’s internally developed criteria as disclosed in Loblaw’s Early Release of Priority 2024 ESG Disclosures	509	8
Progress through Projects – Number of corporate owned and operated electric trucks	Count	Management’s internally developed criteria as disclosed in Loblaw’s Early Release of Priority 2024 ESG Disclosures	20	8
Progress through Projects – Corporate owned and operated electric trucks as a percentage of total corporate owned and operated short haul outbound trucks	Percentage (%)	Management’s internally developed criteria as disclosed in Loblaw’s Early Release of Priority 2024 ESG Disclosures	9.4%	8
Progress through Projects – Capital spent on Carbon reduction projects during the period	Dollar Amount (\$)	Management’s internally developed criteria as disclosed in Loblaw’s Early Release of Priority 2024 ESG Disclosures	\$40,699,000	8
Fleet Fuel Management – Fleet fuel consumed	Gigajoules (GJ)	SASB FB-FR-110a.1	1,767,921	17
Fleet Fuel Management – Percentage renewable	Percentage (%)	SASB FB-FR-110a.1	0.182%	17
Energy Management – Operational energy consumed	Gigajoules (GJ)	SASB FB-FR-130a.1.(1)	14,441,043	17
Energy Management – Percentage grid electricity	Percentage (%)	SASB FB-FR-130a.1.(2)	73%	17
Energy Management – Percentage renewable	Percentage (%)	SASB FB-FR-130a.1.(3)	0%	17
Energy Breakdown – Natural Gas	Gigajoules (GJ)	GRI 302.1.a	3,800,020	17
Energy Breakdown – Heating Oil	Gigajoules (GJ)	GRI 302.1.a	11,512	17
Energy Breakdown – Propane	Gigajoules (GJ)	GRI 302.1.a	112,929	17
Energy Breakdown – Diesel	Gigajoules (GJ)	GRI 302.1.a	1,766,894	17
Energy Breakdown – Biofuel	Gigajoules (GJ)	GRI 302.1.b	15,682	17
Energy Breakdown – Gasoline	Gigajoules (GJ)	GRI 302.1.a	134,216	17
Energy Breakdown – Jet Fuel	Gigajoules (GJ)	GRI 302.1.a	12,501	17
Energy Breakdown – Coal	Gigajoules (GJ)	GRI 302.1.a	0	17

Select performance metrics	Unit of measure	Criteria	2024 Value	Report Page Number
Culture and Inclusion				
Percentage of women in Board of Directors	Percentage (%)	GRI 405-1a.i	46%	10
Percentage of women in Executive positions	Percentage (%)	GRI 405-1b.i	39.5%	10
Percentage of women in Management positions	Percentage (%)	GRI 405-1b.i	46%	10
Percentage members of visible minorities in Board of Directors	Percentage (%)	GRI 405-1a.iii	23%	10
Percentage members of visible minorities in Executive positions	Percentage (%)	GRI 405-1b.iii	28%	10
Percentage members of visible minorities in Management positions	Percentage (%)	GRI 405-1b.iii	34%	10
Cumulative number of colleagues that have completed training on fundamental Diversity, Equity and Inclusion topics	Number of People	Management's internally developed criteria as disclosed in Loblaw's Early Release of Priority 2024 ESG Disclosures	198,000	10

Select performance metrics	Unit of measure	Criteria	2024 Value	Report Page Number
Community Investment				
Amounts provided to President's Choice Children's Charity from Loblaw's corporation donations and fundraising	Dollars Amount (\$)	Management's internally developed criteria as disclosed in Loblaw's Early Release of Priority 2024 ESG Disclosures	\$22,522,000	11
Amount provided to Shoppers Foundation for Women's Health™ from Loblaw's corporate donations and fundraising	Dollars Amount (\$)	Management's internally developed criteria as disclosed in Loblaw's Early Release of Priority 2024 ESG Disclosures	\$12,573,000	11
Amount provided to Food Banks and Food Recovery Agencies from Loblaw corporate donations and fundraising	Dollars Amount (\$)	Management's internally developed criteria as disclosed in Loblaw's Early Release of Priority 2024 ESG Disclosures	\$4,266,000	11
Amount provided to other registered charitable organizations from Loblaw corporate donations and fundraising	Dollars Amount (\$)	Management's internally developed criteria as disclosed in Loblaw's Early Release of Priority 2024 ESG Disclosures	\$1,713,000	11

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