



2025

Live Life Well[®] Report

Loblaws
Companies
Limited

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Understanding this report

We believe Canada’s long-term prosperity is built together community by community. It grows when families can rely on value for their everyday essentials, when communities support one another in times of need, and when businesses invest with confidence in the future. Ultimately, we believe that when Canadian communities thrive, we all share in that prosperity. This belief guides how we do our work, why we focus on fighting climate change and advancing social equity, and why we work so hard to deliver value, quality, service and convenience to our customers from coast to coast.

The Live Life Well® Report shares how we are making progress in our priority areas of fighting climate change and advancing social equity. It provides data and a window into the actions we are taking, the impact we are having, and stories and facts about how this work supports Canadians, our colleagues, and the long-term success of our business.

This report covers Loblaw’s 2025 fiscal year, ending January 3, 2026. Unless otherwise noted, the information included relates to this period, and all financial figures are presented in Canadian dollars.

Our Live Life Well® Report is part of broader disclosures we provide. This diagram shows how the Live Life Well® Report fits alongside our other disclosures and helps readers understand which topics are covered here and where more detailed or technical information can be found. This report focuses on context, priorities and progress. Additional data tables, technical disclosures, and forward-looking statements are provided in other reports and supplementary materials referenced in the diagram.

Our environmental, social, and governance (ESG) strategy, governance structure, and risk management approach are detailed in our [2025 Priority ESG Disclosure Report](#). That report outlines how ESG considerations are embedded into our business strategy, overseen by our Board of Directors, and integrated into enterprise risk management and decision-making. Together, these disclosures provide a comprehensive view of how we manage ESG priorities and measure progress over time.

The information in this report reflects Loblaw’s enterprise-wide operations, including corporate, franchise, and associate-owned businesses, unless otherwise noted. This includes grocery franchisees, T&T®, and associate-owned Shoppers Drug Mart® and Pharmaprix^{MD} locations.

In a limited number of cases where data is not yet available on a consistent basis across all operating models, metrics are presented for company-operated assets only. These instances are explicitly identified in the relevant sections or endnotes.

This report primarily focuses on emissions from our enterprise operating footprint (Scope 1 and Scope 2). These emissions represent a portion of our total carbon footprint. The majority of emissions occur in Scope 3, which includes our supply chain and product lifecycle. We have set a target to achieve net-zero Scope 3 emissions by 2050.

Oversight of ESG priorities and disclosures is embedded within Loblaw’s governance structure, with regular review by senior management and the Board of Directors. Reported metrics are subject to

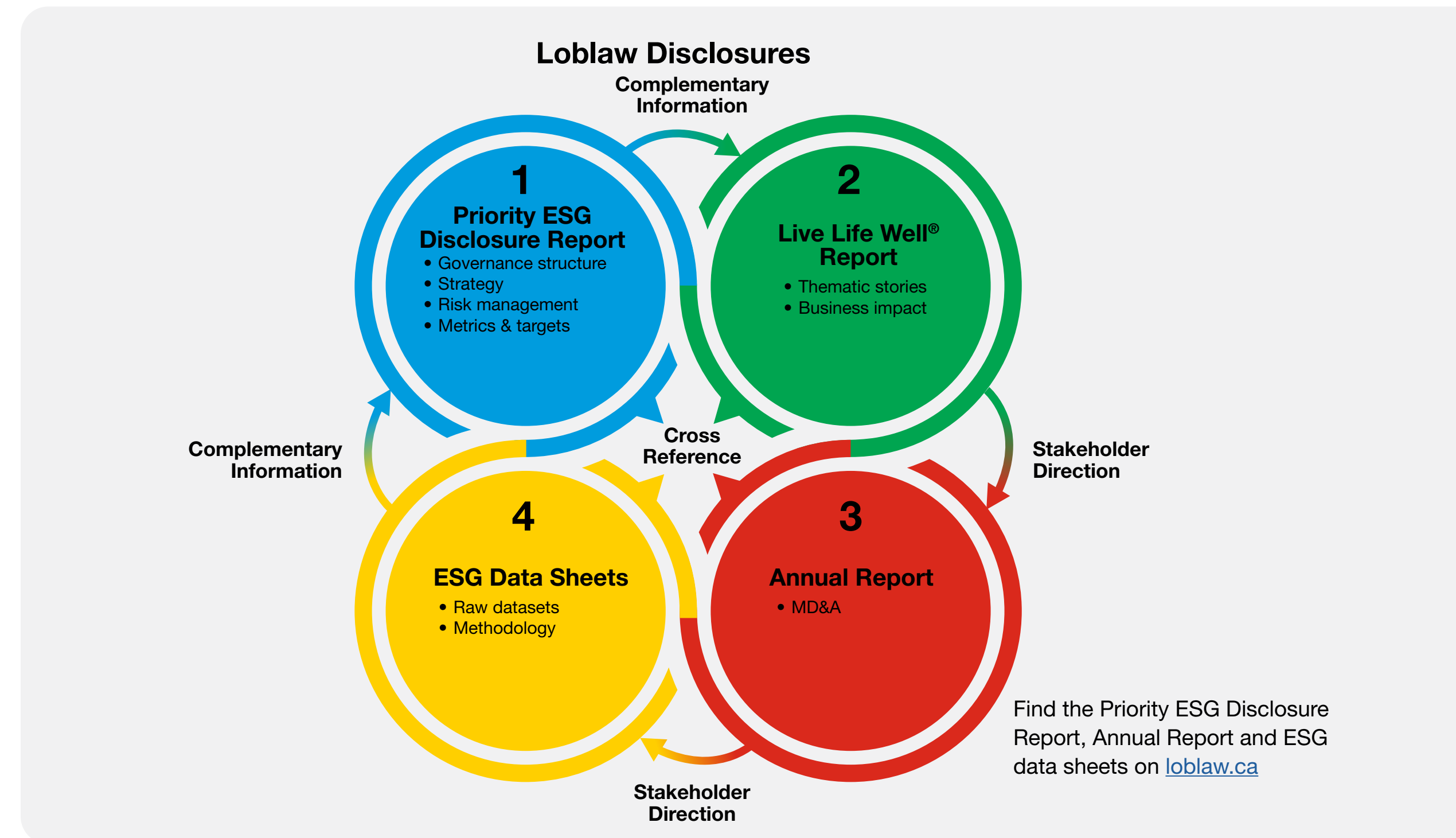
established internal controls and review processes, including oversight by External Financial Reporting. Internal Audit reviews select metrics and processes to support accuracy and consistency.

Each year, we review widely recognized third-party reporting frameworks to guide how we share information about our environmental and social performance. These frameworks help ensure our reporting is clear, consistent, and aligned with

credible international standards. A full list of the frameworks we reference is included in the endnotes.

This report does not provide product-specific information. Customers should continue to refer to product labels or service terms when making purchasing decisions. For the latest updates on our responsibility efforts, visit loblaw.ca/en/responsibility.

Questions or feedback can be directed to responsibility@loblaw.ca



Message from our President and Chief Executive Officer



As a generational Canadian company, we are deeply rooted in the communities we serve. Across more than 2,800 locations, our Franchisee Owners, Associate Owners, Managers, Pharmacists and colleagues live where they work. They understand the realities facing their neighbours, and that proximity shapes how we respond to social challenges, climate impacts, and the everyday needs of the millions of Canadians who rely on us.

In 2025, many Canadians continued to face affordability pressures while global instability, including tariff threats, created uncertainty across supply chains. Through it all, we remained guided by a simple belief: when Canadians and their communities prosper, our business prospers too. That belief is reflected in the priorities that guide our approach to shared prosperity. We are committed to addressing climate change, advancing social equity, and supporting communities. By acting on these priorities, we grow responsibly with our suppliers and partners and continue to deliver the goods and services Canadians need.

We proudly support communities across Canada. With the generosity of customers, colleagues and franchisees, we raised and donated more than \$23.7 million to President's Choice Children's

Charity, helping them reach one million children each year through school food programs.^{6,8} Shoppers Foundation for Women's Health™ surpassed its goal of investing \$50 million by 2026 in women's health initiatives. Since 2022, we've opened 250 Pharmacy Care Clinics to help ease pressure on family doctors and in 2025 we launched the Ask for Angela program in over 300 locations to create safer spaces in our stores.

We are committed to doing our part to address climate change. In 2025, we announced our largest rooftop solar installation at our East Gwillimbury Distribution Centre, reduced empty miles across our transport network, and reached 98% recyclable or reusable control brand and store-supplied plastic packaging.¹⁵ These actions, among many others, strengthen resilience while lowering our environmental impact.

Supporting suppliers is another way we helped build prosperity across Canada's food system. By working closely with Canadian producers and maintaining a diverse supply base, we expanded choice and supported local communities, while continuing to protect affordability in a year marked by economic uncertainty and trade pressures. We built 77 new stores to better serve communities across Canada, many of them in our discount banner.

None of the success we achieved in 2025 would have been possible without our people. Their commitment to our CORE values of Care, Ownership, Respect, and Excellence turns our purpose – to help Canadians Live Life Well®, into action every day. In this report, we have taken a more editorial approach, sharing the people, partnerships, and stories that bring our work to life across Canada.

Prosperity is shared, built step by step through responsible action by our people, strong supplier partnerships and the trust of our customers. I am proud of what our teams achieved in 2025, often under challenging conditions. As a proudly Canadian food and health care company, we remain committed to strengthening communities, addressing climate and social challenges, and helping Canadians prosper today and for generations.

A handwritten signature in black ink, appearing to read 'Per Bank'. The signature is stylized and cursive.

Per Bank
President and Chief Executive Officer

Materiality

In 2021, we conducted a materiality assessment following GRI Standards 2016, identifying key issues impacting our business and those that are important to our stakeholders. Engaging a third-party consultant, we surveyed more than 600 internal and external stakeholders, including colleagues, suppliers, government entities, academia, Non-governmental organizations (NGOs), and investors. This survey gauged the significance, relevance, impact, and perception of select Environmental, Social, and Governance issues, considering familiarity with our sustainability practices and evolving sustainability concerns. Acknowledging investors' growing influence, targeted interviews were conducted to understand their top sustainability concerns.

In light of the potential for ISSB-aligned disclosure requirements, the Company has deferred a formal materiality assessment pending Canadian regulatory adoption and continues to monitor regulatory developments to determine the appropriate timing for completion.



This materiality assessment reflects the input of a broad range of stakeholders and may not align with the enterprise risk assessments of Company Management.

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. 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.

2025: performance highlights

2,800 locations

77 new stores in 2025



18M+ Active PC Optimum™ Members



220K employees and colleagues



250 Pharmacist-led clinics

Raised and donated **\$23.7M** for PC Children's Charity⁶



Raised and donated **\$18.7M** for Shoppers Foundation for Women's Health™⁷



Raised and donated **\$3.9M** for Feed More Families™¹¹



\$2.1B invested back into the Canadian economy with plans to invest more than \$10 billion by 2030

Achieved **98%** compliance to our 2025 target for tackling plastic waste.¹⁵



Completed **344** Carbon Reduction Projects.⁴



Donated over **20K** metric tonnes to food banks and food recovery agencies.¹

When Canadian communities grow stronger, prosperity follows

Communities grow stronger when they have access to food, care, and support, especially in times of need. Whether responding to climate-related emergencies or helping families put food on the table, we are committed to strengthening the communities we serve. Through our climate strategy, we are reducing emissions, tackling food and plastic waste, and investing in long-term resilience to help communities adapt and endure.

In 2025, as wildfires and floods affected regions across the country, our teams worked alongside local partners to help ensure access to food, water, and essential supplies. Through President's Choice Children's Charity, Feed More Families™, and the Shoppers Foundation for Women's Health™, we continue to support nutrition programs, food access, research, and equitable care nationwide. Partnerships with Second Harvest and Food Banks Canada help redirect surplus food to those who need it most.

In our stores and pharmacies, expanded Pharmacist-led clinics and enhanced in-store initiatives are improving access to trusted care and creating safe, welcoming spaces for all. Supporting communities in moments of crisis and every day is how we help build long-term resilience.

Climate action and strategy

As a Canadian company with stores, pharmacies, and distribution centres across the country, we are part of the communities we serve. We see firsthand the impact climate change is having on our colleagues, our customers, and the places we call home. To succeed, we must help communities succeed, and helping to fight climate change is one of our core responsibilities. We are committed to mitigating the impact of our operations, and supporting our value chain in their own efforts to do the same.

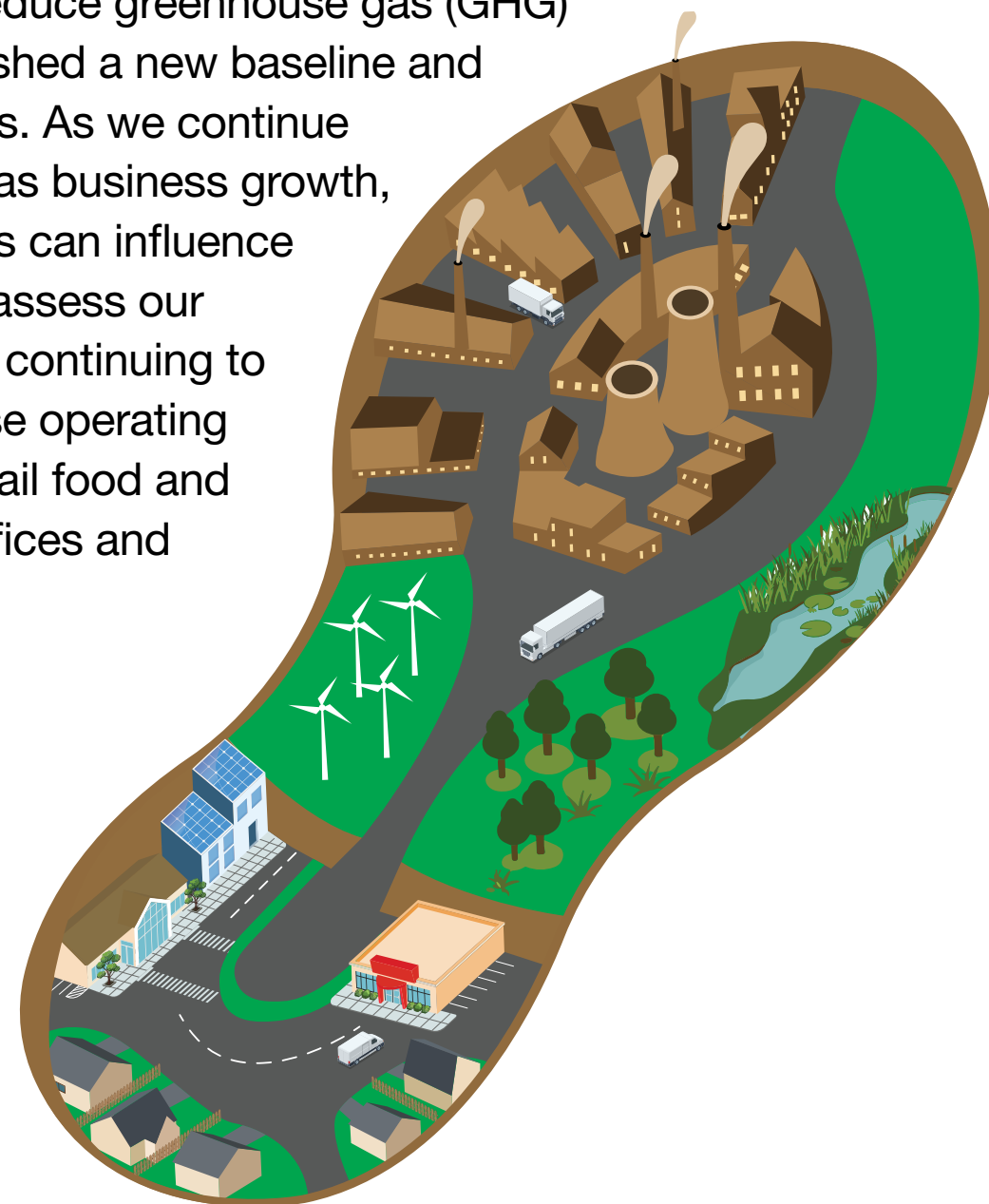
To do our part in building thriving, prosperous communities for generations to come, addressing climate risk is paramount. It is the right thing to do for our communities and our customers. Our carbon journey not only helps mitigate climate-related risks and advance our progress toward achieving our net-zero objectives, but also creates new opportunities and strengthens our business for long-term success. Read more about our progress towards our carbon reduction ambitions in our [2025 Priority ESG Disclosure Report](#).

Carbon reduction target aspirations

For almost two decades, we have been working to reduce greenhouse gas (GHG) emissions across our operations. In 2021, we established a new baseline and set an ambitious net-zero target to guide our progress. As we continue advancing this work, we recognize that factors such as business growth, changes in the energy grid, and evolving technologies can influence emissions outcomes. With this in mind, we regularly assess our carbon plan to ensure it remains fit for purpose while continuing to provide transparency into our progress. Our enterprise operating footprint includes corporate and franchise-owned retail food and associate-owned drugstores, as well as corporate offices and distribution centres.

Our ambitions

- Reduce our enterprise operating footprint (Scope 1 and Scope 2, market-based emissions) by 50% by 2030 from a 2020 baseline.
- Achieve net-zero for our enterprise operating footprint (Scope 1 and Scope 2, market-based emissions) by 2040.
- Achieve net-zero for Scope 3 emissions by 2050.



Supplier Leadership on Climate Transition (SLOCT)

As part of our net-zero ambition, we are engaging suppliers to set science-based carbon reduction targets, aligning with our SBTi target to have 70% of Tier 1 supplier spend with science-based targets by 2027.²

In 2025 we offered the SLOCT training to select suppliers. SLOCT provides comprehensive training for our suppliers on GHG emissions, covering Scope 1,2,3 carbon measurement and the process of setting science-based targets.

Progress through Projects

Over \$36M in capital spent on carbon reduction projects completed during the period.³

344 carbon reduction projects completed during the period.⁴

43% of Tier 1 suppliers (by spend) with science-based targets²



Big solar power for a brighter future

At Loblaws's new East Gwillimbury Distribution Centre, a 1.2-million-square-foot facility serving more than 1,400 stores, sustainability was built into the design from the start. When completed in 2026, the centre will feature our largest rooftop solar array, covering about 435,000 square feet and is projected to generate over 8.5 million kWh of clean on-site power each year, roughly a quarter of the site's electricity needs. The installation, part of a long-standing partnership with Canadian solar developer Great Circle Solar, complements other low-carbon features such as fully electric shunt trucks and advanced energy-management systems. This project reflects Loblaws's continued effort to reduce greenhouse-gas emissions and advance toward its net-zero goals.



Disaster and humanitarian response

When disaster strikes, being part of a community comes with a responsibility to show up to support one another.

At Loblaw, supporting communities means standing with Canadians when it matters most. Our partnership with the Canadian Red Cross reflects a shared commitment to act quickly and responsibly when disaster strikes.

In 2025, severe flooding in Atlantic Canada and wildfires across Western provinces displaced families and disrupted daily life. In response, our stores and distribution centres acted quickly by donating essential items like food, water, toiletries and clothing to communities affected by natural disasters, helping to ensure people had access to critical supplies in the immediate aftermath.

When businesses, humanitarian organizations, and local teams work together, recovery happens faster and resilience grows stronger. Through this partnership, we help Canadians regain their footing in times of disruption and move forward with confidence.

This is how we help Canadians Live Life Well®, in moments of crisis and in the days that follow.

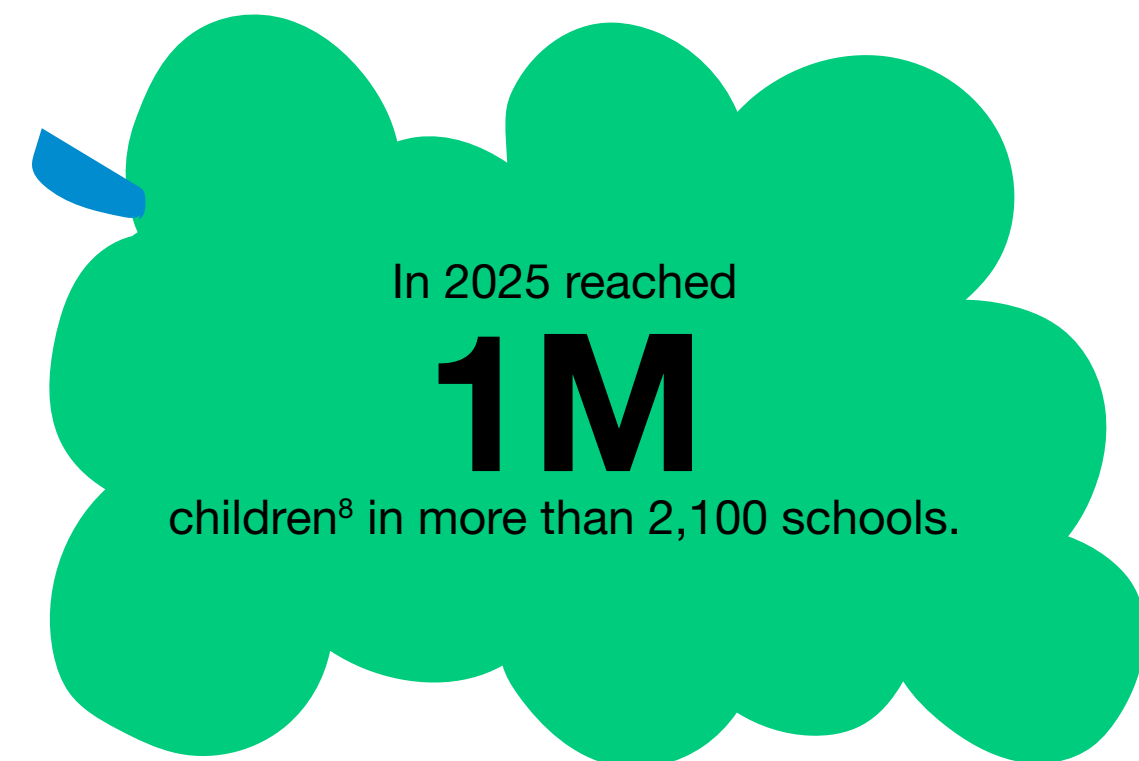
[See how we answer the call](#)



President's Choice Children's Charity

When kids don't have enough to eat, it is hard for them to focus on anything else. Hunger can limit a child's ability to learn, grow and reach their full potential. Today, more than 2.5 million Canadian children experience food insecurity.⁵

For 36 years, President's Choice Children's Charity has been dedicated to helping children. Since 2018, the Charity has concentrated its efforts on helping young minds across the country focus on removing hunger as a barrier to learning by addressing childhood hunger in schools through Power Full Kids™ | Eat Well, one of Canada's largest charitable direct-to-school food program.



For more information, please see the [2025 Priority ESG Disclosure Report](#)

\$23.7M

Amount raised in 2025 from Loblaw corporate donations and fundraising⁶ for President's Choice Children's Charity, to support and address childhood hunger and improve food skills.



Shoppers Foundation for Women's Health™

At Shoppers Foundation for Women's Health™, we believe in the power of collaboration to transform women's health. We are proud to work closely with a network of partners to address the health disparities faced by women in Canada. From fueling critical women's health research, improving access to mental health care and support, and addressing the urgent health needs of women impacted by poverty and gender-based violence, Shoppers Foundation for Women's Health™ is making a difference.

Throughout 2025, our efforts focused on bringing women's health to the forefront, supporting local communities through campaigns like Shoppers Drug Mart® Run for Women and Giving Shelter, and maximizing impact through core priority areas including menstrual equity, women's health research and menopause education and awareness. All of this work aims to make women's health visible, creating a healthier future for women and our communities.



\$18.7M

raised for Shoppers Foundation for Women's Health™ through corporate donations and fundraising⁷



360 partner organizations supported



500K+ women reached



Contributed **\$50M** to women's health initiatives since 2022.



Shoppers Run for Women: **\$3.5M+** raised for local women's mental health programs

See more in the [Shoppers Foundation for Women's Health™ Impact Report](#).



Feed More Families™

Nearly half of all food in Canada is wasted, yet 41.7% of that food has the potential to be rescued and redirected to support communities.⁹ At the same time, food insecurity remains a significant and growing challenge across the country. Addressing both issues requires coordinated action across the food system.

Since launching in 2022, Feed More Families™ has become one of the most meaningful ways we support community members facing food insecurity. What began as a focused commitment has grown into a national movement across our store network, distribution centres, and communities.

To date, the program has donated the equivalent of 180 million pounds of food¹⁰ to local food banks and community organizations across Canada. Through our Spring and Holiday Food Drives, our stores and operators raised more than \$2.3 million in 2025 to support local food banks¹¹, with funds staying in the communities where they are raised.

Feed More Families™ is about more than donations. It reflects the role our stores and distribution centres play as trusted community anchors. Across the country, we're building strong relationships with local food banks, schools, and grassroots organizations to ensure support reaches the right places quickly and efficiently. Our Feed More Families™ Champions Awards recognize stores that go above and beyond, demonstrating leadership, partnership, and sustained commitment to addressing food insecurity in their neighbourhoods.

By combining surplus food recovery, fundraising, volunteer engagement, and local partnerships, Feed More Families™ strengthens community food systems while reducing food waste. It ensures that food is redirected to families rather than landfills and that support remains close to home.



Nourishing communities while reducing waste



Our partners in food recovery



Second Harvest recognized Loblaw with a Transformational Partnership Award, with the Regina Distribution Centre receiving a Food Defender Award for outstanding contribution.

Reducing waste

By reducing food waste, we can help ensure that Canadians have access to healthy food, minimize our environmental impact, reduce our cost to serve, and strengthen our relationships with local partners and producers, creating a more prosperous food system that benefits our customers, our communities, and our business.

As we progress toward our goal of eliminating food waste sent to landfill by 2030, we are advancing this commitment through prevention, recovery, innovation, and collaboration.


Zero food to landfill by 2030:

In 2025, we redirected more than 83,000 metric tonnes of food from our corporate retail operations through donations to food banks and food recovery agencies, anaerobic and aerobic digestion, bio-chemical processing and feeding animals¹. These efforts reduce landfill waste while ensuring food serves a productive purpose.

Flashfood:
Flashfood is now live in more than 900 of our stores. In 2025, we diverted more than 21 million pounds¹² of potential food waste while helping Canadians save millions on their grocery bills.



Flashfood



Too Good To Go pilot:
We continue to expand on our partnership with Too Good To Go, a third-party app that gives users the opportunity to purchase surprise bags of surplus food at discounted prices.



Loop:
We continue to partner with Loop Resource Ltd. to send food that is not fit for human consumption to farms where it is fed to animals. In 2025, more than 20,000 metric tonnes of food was provided to feed animals from our corporate grocery retail stores.



Loop

Zooshare:
In 2025, we continued our partnership with ZooShare Biogas LP., who combine used cooking oil and food no longer fit for human consumption with animal manure from the Toronto Zoo to produce biogas that generates renewable electricity fed directly into the Ontario provincial power grid. Through this program, our stores diverted more than 600 metric tonnes of residual material from disposal.

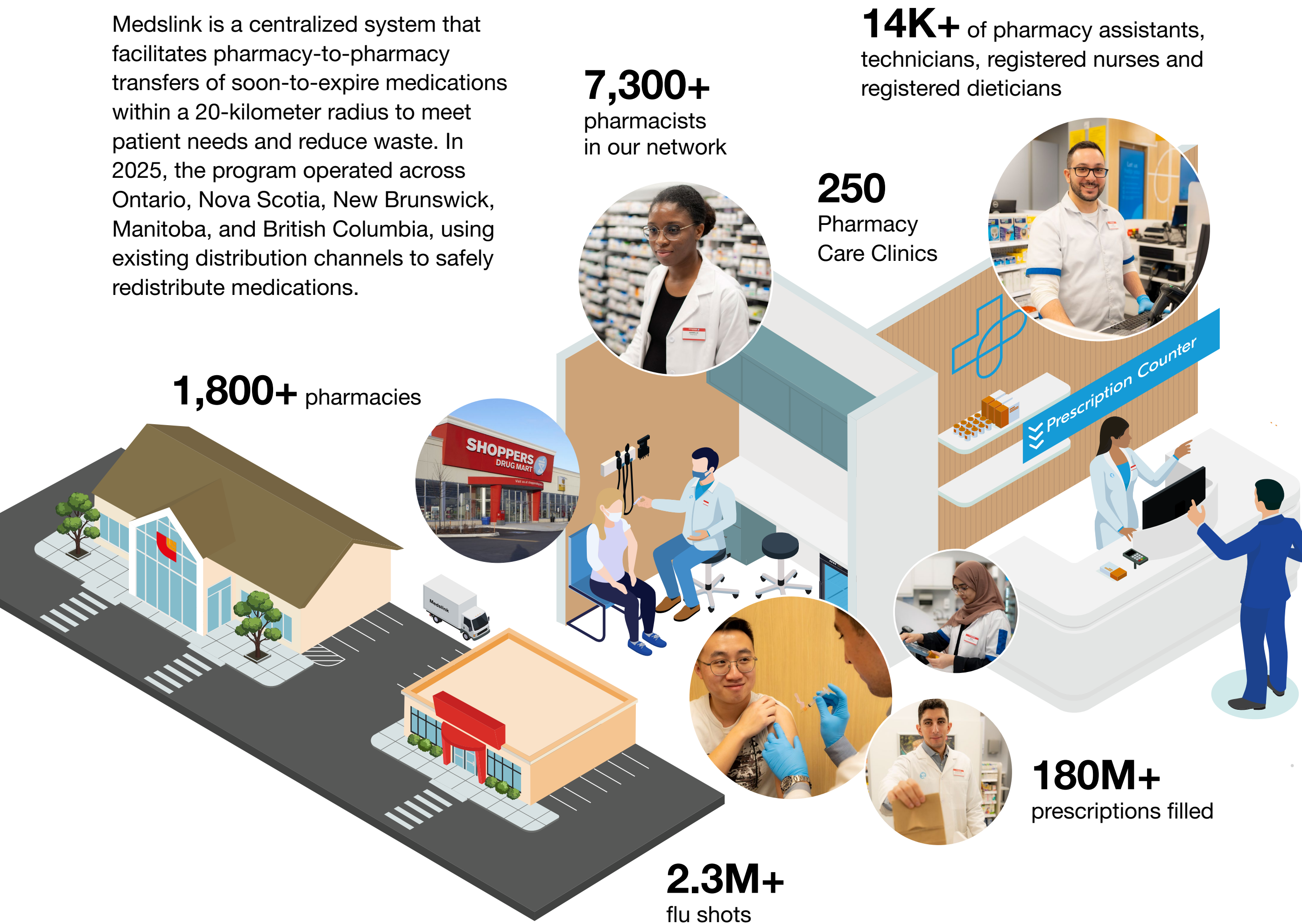


Your grocery budget bestie helping to reduce food waste

Canadians are always looking for ways to find more value in their grocery shop. Through our partnership with Flashfood, customers can access incredible deals on everyday essentials nearing their best-by date, from fresh produce and dairy to quality meats and pantry staples. Available in more than 900 Loblaw stores across the country, the app allows shoppers to purchase food at up to 50% off and pick it up directly in store. In 2025, this partnership saw more than 21 million pounds of food diverted from landfill and saved customers more than \$58 million on groceries¹². Since launching in 2019, the Loblaw® and Flashfood partnership has diverted more than 105 million pounds¹² of potential food waste from landfill supporting the goal of Loblaw® to send zero food to landfill by 2030.

Building more than a store. Delivering trusted care

Medlink is a centralized system that facilitates pharmacy-to-pharmacy transfers of soon-to-expire medications within a 20-kilometer radius to meet patient needs and reduce waste. In 2025, the program operated across Ontario, Nova Scotia, New Brunswick, Manitoba, and British Columbia, using existing distribution channels to safely redistribute medications.



Privacy and cybersecurity

As technology and data play a greater role in how Canadians shop and access care, trust remains essential. Our PC Optimum loyalty program, trusted by more than 18 million members, helps us better understand and respond to our customers' needs. At the same time, our PC Health app provides a quick and secure way to connect with a health professional when it matters most.

At Loblaw, we know that every interaction with our programs and platforms depends on confidence that personal information is handled responsibly and protected with care. We work every day to earn that trust by using data thoughtfully and safeguarding the information of our customers, patients, and colleagues. This includes investing in strong cybersecurity practices, from ongoing monitoring and system testing to colleague training and secure data management. As risks evolve, so do our systems and processes, helping protect the programs and platforms millions of Canadians use every day.



Christina's passion for advancing patient care

For Christina Ma, Director, Pharmacy Services, pharmacy is about more than filling prescriptions. It is about helping people feel supported in managing their health. After years working directly with patients in community pharmacies, she joined Shoppers Drug Mart® to help expand programs that allow pharmacists to play a larger role in patient care. Her work focuses on services that support people living with chronic conditions. By developing tools that allow pharmacists to spend more time with patients, Christina helps strengthen preventative care close to home. Her work reflects the growing role pharmacy teams play in communities, providing trusted advice and support when Canadians need it most.



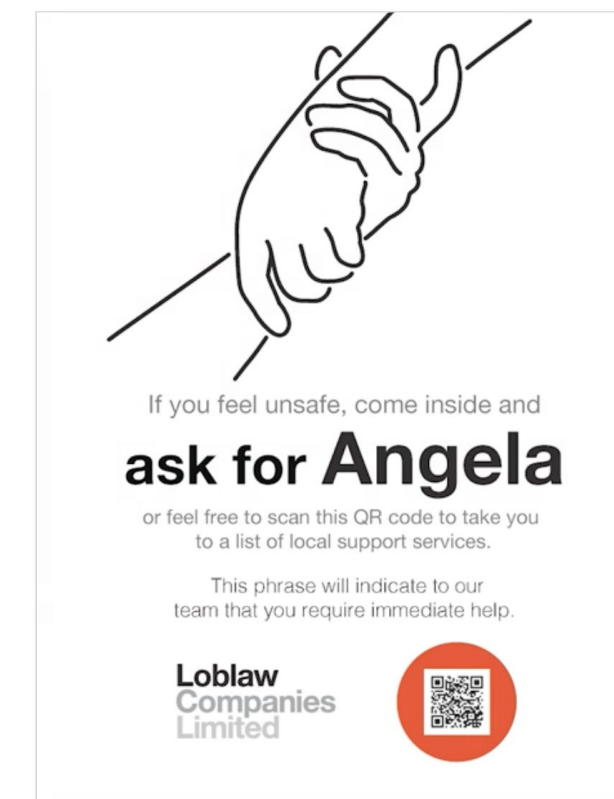
Creating safe and inclusive stores for all

At Loblaw, helping Canadians feel safe, supported, and valued in our stores is an extension of our purpose to help people Live Life Well®. Across communities and in everyday interactions, we partner with organizations and design initiatives that ensure our stores are not just places to shop, but safe spaces where everyone can belong.

One powerful example is **Ask for Angela**. Adapted from a successful global program, this initiative equips store teams to respond compassionately and discreetly when someone feels unsafe or vulnerable. If a customer needs help, they can approach a team member and request “Angela” — a coded signal that prompts staff to guide them to a private and secure area and connect them with appropriate support, including crisis services or emergency assistance. This collaboration with Victim Services Toronto and other gender-based violence support organizations reflects a shared commitment to community well-being and safety.

We also focus on inclusion through everyday interactions. Our **Language Pins program** helps customers feel at home by making it clear which languages colleagues speak in stores across the country. With pins representing more than 150 languages, customers can communicate in a way that feels familiar and comfortable, reducing barriers and building connection.

Together, these programs show how partnerships, empathy, and everyday actions make our stores safer, more welcoming, and more inclusive.



How we grow responsibly with partners to support Canadians



Responsible growth across food, health and everyday essentials

Creating a better food and health care system in Canada cannot be done alone. It requires partnership across the value chain, from farmers and suppliers to industry organizations and community groups. At Loblaw, we believe long-term prosperity depends on collaboration. That belief shows up in three important ways.

Across our control brands, we work closely with suppliers, farmers, and expert organizations to strengthen animal welfare standards, protect biodiversity, and promote responsible sourcing practices. Through alignment with recognized frameworks and industry standards, we help safeguard ecosystems while reinforcing supply chain resilience from product development to consumer. Initiatives such as the Joe Fresh “Washing with Care” empowers consumers to take sustainability beyond the product and the supply chain through dedicated education, collaborative partnerships, and continuous innovation. Protecting nature is not separate from protecting supply. It is essential to it.

Reducing plastic and improving packaging design requires coordinated action. Through collaboration with suppliers and participation in initiatives such as the Golden Design Rules, we are advancing more recyclable and responsible packaging solutions across our control brands. This work depends on shared standards, technical innovation, and supplier engagement. By working together, we are reducing waste while maintaining product quality and affordability for Canadians.

A resilient food system begins with strong Canadian suppliers. We continue to support supplier engagement on science-based emissions reduction targets, and invest in programs that bring farms closer to home. Stories such as [Field to Fork](#) and [From Farm to Fridge](#) reflect how collaboration strengthens local economies, shortens supply chains, and builds long-term resilience.

Responsible sourcing through partnership

A strong food and health system is built through collaboration, shared standards, and long-term partnerships. From farmers and fisheries to manufacturers and certification bodies, we work alongside partners who share our responsibility to strengthen Canada’s supply chains while protecting the natural systems they depend on.

Growing responsibly requires a clear understanding of the environmental and social risks embedded within global supply chains. In 2024, we conducted a comprehensive commodity risk assessment across high-risk commodities within our control brand portfolio to evaluate climate exposure, biodiversity impact, water use, pesticide pollution, forced labour, discrimination, and workplace safety. As a proactive measure to enhance our commitment to ethical and sustainable sourcing, in 2025 we reinforced our approach by establishing a new Vice President role dedicated to strategy, supplier engagement and responsible sourcing. This strategic leadership position is tasked with developing and implementing our responsible sourcing plan.

Reducing GHG emissions across our supply chain also requires collaboration. Through #JoinTheCarbonFight, we continue to engage our suppliers to measure and report their GHG emissions while advancing reduction strategies. Transparent data and shared accountability are foundational to meaningful climate progress.

Managing risk across key commodities

- Ten priority commodities assessed in 2024
- Nine environmental and social impact categories evaluated
- Human Rights Impact Assessment integrated into sourcing strategy

Responsible sourcing at Loblaw



We had the largest control brand Fairtrade certified assortment in Canada in 2025

100+
Control brand products that are MSC, ASC or BAP Certified



78
Control brand products Rainforest Alliance Certified



32
Control Brand products Fairtrade Certified



Palm Oil

We remain committed to aligning all Loblaw control brand products with one of the four Roundtable on Sustainable Palm Oil supply chain methods: Identity Preserved, Segregated, Mass Balance, or Book and Claim. We continue to work with our suppliers to evaluate and implement strategies to achieve full alignment with RSPO for Loblaw control brand products.

Animal welfare

At Loblaw, we recognize the importance of animal welfare in our supply chain and believe animals should be treated humanely. From our policies on animal fibres and animal testing, to responsible antibiotic use and commitments for animals raised for food, we have set high standards. We commit to upholding, evaluating and evolving these standards. We believe in taking a science-based approach when making purpose-led commitments, ensuring that our actions are guided by evidence and research.

Our expectations extend to all suppliers. Through our Supplier Code of Conduct, we require adherence to government and industry recognized standards for humane care across meat, poultry, egg, dairy, and other animal derived products. We are committed to continuous improvement and responsible sourcing across our value chain. For more information, please read our [Animal Welfare Principles](#).



Chicken eggs

As part of this commitment, we have accelerated our transition plan, ensuring that all control brand shelled chicken eggs will come from hens housed in alternatives to the standard “battery” cage by 2030, including from free-run¹³ or free-range¹⁴. Today, 100% of PC® shell eggs are now entirely free-run and/or free-range hen housing systems. In 2025, free-run and free-range eggs represented approximately 18% of total category sales.

Responsible materials and beauty

Joe Fresh® has banned the use of fur, mohair (from Angora goat), and Angora (from Angora rabbit) in all Joe Fresh® branded products.



100% of our Quo Beauty® brand products are certified vegan and animal test free. People for the Ethical Treatment of Animals (“PETA”) have certified that none of our products are manufactured with animal by-products.



From Farm to fridge: the Miller's Dairy story

In Creemore, Ontario, great dairy starts with the Miller family. Since 1959, they have built a brand Canadians love, growing from a small farm into a community favourite defined by quality, ethical farming, and a commitment to doing things the right way. For more than sixty years, the Millers have believed that healthy, happy and loved cows produce the best milk. Their Jersey herd is raised with careful attention to daily care, nutrition, and space, reflecting a deep respect for animal welfare. Milk from the farm is processed and bottled on-site, in reusable glass bottles that help preserve freshness while reducing waste. Through Loblaw's partnership with Miller's Dairy, more Canadians can enjoy dairy products that reflect those same values of care, quality, and responsible farming.



Protecting nature and strengthening biodiversity

Biodiversity loss and water stress are growing global challenges that directly impact food security, agricultural productivity, and ecosystem health. As a company operating in communities and serving Canadians from coast to coast, we recognize that protecting nature is essential to building a resilient food system and to our collective success. Our approach focuses on partnership, responsible sourcing, conservation investment, and measurable action across our operations.

Our key initiatives include:

- Enabling restoration efforts through our native plants program, offering more than 60 Ontario native species at 142 stores in 2025.
- Participating in the Canadian Alliance for Net Zero Agriculture (CANZA) to help create an environmental outcomes marketplace that rewards farmers for improving soil health, water quality, and biodiversity.
- Partnering with Ducks Unlimited Canada, a national leader in wetland conservation and sustainable agriculture.
- Partnering with Alvéole, an urban beekeeping program that promotes pollinator biodiversity and provides environmental education. A honeybee hive is kept onsite at our 1 President's Choice Circle office, where colleagues have the opportunity to attend educational events.
- Participating in the Carbon Disclosure Project (CDP) and achieving scores for Climate, Forests and Water Security.

Through collaboration and science-based action, we are working to protect the natural systems that sustain Canadian communities and future generations.



A Solution Space by
Generate Canada

Partnership Profile:

Ducks Unlimited Canada

Helping Canadians Live Life Well begins long before food reaches our shelves. It begins on the land.

Our partnership with Ducks Unlimited Canada reflects our belief that a healthy food system depends on healthy ecosystems. By supporting conservation projects that restore habitats, improve soil health, and strengthen biodiversity, we are helping farmers build resilience in the face of climate change while protecting the natural resources that sustain Canadian agriculture. Ducks Unlimited Canada agronomists work directly with producers to rehabilitate marginal farmland and adopt practices that improve water quality, enhance wildlife habitat, and increase long term productivity.

This partnership is about more than conservation. It is about supporting the future of Canadian farming and the communities that depend on the practice. When soil is healthier and water is cleaner, farms are stronger. When farms are stronger, families and communities are better positioned to thrive.

Together, we are cultivating a food system that balances productivity with stewardship, ensuring Canadians can Live Life Well® today and for generations to come.



Ducks Unlimited
Canada

Tackling plastic

Reducing plastic waste requires collaboration across manufacturers, suppliers, recyclers, governments, and industry coalitions. As we grow, we are committed to growing responsibly alongside our partners to build a more circular packaging system in Canada.

- Industry Coalitions and Shared Standards:**
 Through our membership in the Consumer Goods Forum Plastic Waste Coalition of Action and as a founding partner of the Canada Plastics Pact, we work alongside peers and global brands to advance shared design standards and accelerate the adoption of recyclable and reusable packaging across the industry.
- Strengthening Recycling Infrastructure:**
 We were a founding member of [Circular Materials](#), a national not-for-profit producer responsibility organization, helping lead Canada's transition to full extended producer responsibility and advancing stronger recycling systems and accountability across provinces.
- Operational Collaboration:**
 In partnership with suppliers and logistics partners, we are expanding reusable plastic crates, enhancing pallet wrap recycling programs in our distribution centres, and reducing unnecessary plastics across our supply chain.



Canada Plastics Pact and The Golden Design Rules

As a founding member of the Canada Plastics Pact, we committed to in-scope Consumer Goods Forum's Golden Design Rules¹⁵ to help reshape how packaging is created, used, and recovered. These rules push the industry toward simpler materials, improved recyclability, and the elimination of unnecessary plastics. In 2025, we reached 98% compliance¹⁵ across thousands of control brand products. That progress reflects thousands of design decisions made in collaboration with suppliers and partners. It required rethinking packaging formats, removing difficult components, and balancing environmental improvements with food safety, affordability, and product quality.

Reducing plastic at this scale is complex. It demands alignment across manufacturers, material suppliers, engineers, and retailers.

Together, we are moving closer to a circular system where packaging is designed to stay in the economy and out of nature. This is partnership in action, and it is central to how we grow responsibly.

Tackling Plastic Waste

98% compliance ¹⁵ achieved in 2025	Best in class: 2025 PAC Awards Package circularity, President's Choice®, no name®, Farmer's Market®, Life Brand™	Founding member of the Canada Plastics Pact
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A Solution Space by
Generate Canada

Growing innovation through partnership

In many global markets, retail scale can be a barrier for small brands. At Loblaw, we have intentionally flipped that dynamic. Our Small Supplier Program is designed not simply to offer shelf space, but to create the conditions for entrepreneurs to grow into national players within the Canadian retail landscape.

The program addresses one of the biggest pressures facing emerging businesses: cash flow. Participating suppliers benefit from seven-day payment terms, helping reduce financial strain and enabling reinvestment in growth. They receive access to performance and sales data, giving them real time insight into how their products are performing and where opportunity exists. A dedicated internal team works alongside them, guiding suppliers through systems, processes, and scaling strategies.

This approach has become a meaningful competitive differentiator. It reflects our belief that supporting innovation across our Canadian operations strengthens the broader economy. Many brands have graduated from the program, expanding production, building new capabilities, and growing their footprint across the country.

When small businesses succeed, communities prosper. By investing in supplier development, we are helping build a stronger, more resilient Canadian retail ecosystem, one where scale becomes a catalyst for opportunity rather than a barrier to entry.

Learn more about our [Small Supplier Program](#).



Over **200** small suppliers became eligible for enrolment in the program and to receive its benefits in 2025¹⁶



On the road with Danni: great food, great partnerships

When Danni Peirce became Chief Sourcing Officer, she set out to meet the people behind the food Canadians enjoy every day. Travelling across the country, she visited farms, production facilities, and small businesses. Each stop revealed the dedication and pride that define Canadian producers. These visits highlighted the partnerships that bring food from fields and waters to store shelves. Many of these relationships have grown over decades, built on trust and shared goals. For Danni, the journey reinforced that great food begins with strong relationships between farmers, producers, and the retailers who bring their work to Canadians' tables.

Our people and the value we deliver to Canadians every day



Prosperity is within ten kilometres

Whether they work in our stores or shop with us, 90% of Canadians live within 10 km of one of our grocery stores or pharmacies. We take pride in the important role we play in each community.

For our 220,000 colleagues who work in our stores, pharmacies, distribution centres or offices, prosperity shows up in many ways. It grows in new store managers hosting early morning huddles and having quiet mentorship conversations. It is a pharmacy technician who helps someone navigate a new medication, turning a confusing moment into a manageable one, and in doing so builds confidence, expertise, and pride in the care they provide. It is the assistant produce manager who received one of our tuition grants to relieve some of the pressure of school in the fall. It is newcomers building their first Canadian résumé and getting their first job. It is the confidence that a shift today builds something steadier tomorrow.

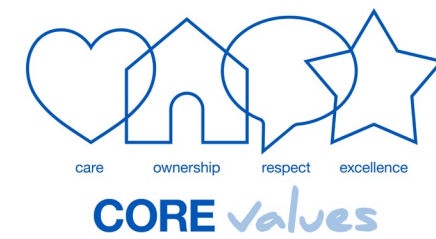
It's also in the family looking for real value when shopping in our stores and not having to compromise on quality when choosing no name® products. It's when a busy mom of four uses PC Express™ to do her grocery shopping, picking it up in minutes, and spending more time with the people she loves. Or, in the parent who can find a pharmacy open late at night when it matters most.

Finally, it's a small supplier who sees their product on our shelves and realizes that what began as an idea at a kitchen table has become a stable, growing business.

Culture and inclusion

Culture shapes who we are and how we show up. At Loblaw, we are proud of the culture we continue to build. Guided by our CORE values of Care, Ownership, Respect, and Excellence, our values are embedded in everything we do and come to life through our culture principles of being authentic, building trust and making meaningful connections. These values and principles directly reflect Canadian values and principles.

We invest in our culture and inclusion strategy through b3 training, employee resource groups, leadership development, and ongoing colleague training programs that build skill and confidence. We are at our best when our stores, pharmacies, and clinics reflect the communities they serve, and when colleagues feel they can bring their full selves to work. Culture and inclusion fuels innovation, strengthens our business, and helps make our communities stronger.



Governance

Our progress in culture and inclusion is a direct result of its integration into our business strategy and the unwavering commitment from our leadership. Our Culture and Inclusion Council, comprised of executive and senior management colleagues from across the organization, meets quarterly to steer and accelerate our initiatives.

Representation

Loblaw's representation goals are driven by a simple belief: a diverse workforce is a stronger workforce. That belief shapes our commitment to building teams that reflect the Canadian communities we serve. Representation is not symbolic. It makes us more innovative, leads to better decisions, and ensures we live the values Canadians expect from us.

Five years ago, we set out to better reflect the diversity of our workforce and customers in leadership. Since then, women now hold 41% of executive roles¹⁷ and 46% of management positions¹⁸. Representation of racialized groups¹⁹ is 28% at the executive¹⁷ level and 29% in management¹⁸.

Progress matters. And so does the work ahead. We remain focused on removing barriers and accelerating representation at the highest levels.

For more information please see our [2025 Priority ESG Disclosure Report](#).

Employee resource groups

Loblaw's Culture and Inclusion strategy is advanced through four equity seeking employee resource groups: Able at Loblaw, Embrace Your Roots at Loblaw, Proud at Loblaw, and Go Further Women at Loblaw. Supported by dedicated funding and executive sponsorship, these groups foster belonging, allyship, strengthen representation, and drive meaningful change across the organization. Culture and Inclusion priorities are further embedded through divisional committees that integrate these commitments into day-to-day operations.



Anti racism and celebrating cultural diversity: Embrace Your Roots at Loblaw

Embrace Your Roots at Loblaw is the multicultural and Indigenous colleague resource group. It celebrates the many cultural backgrounds that exist in our business and promotes the importance of having multiculturalism at all levels of our organization.

In 2025, the Shoppers Foundation for Women's Health announced a \$10 million donation agreement with the Manitoba Government to fund critical programs that will directly benefit children and families of Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples.

We supported community partners through contributions to the Black Business and Professional Association Rise Up Pitch Competition, the Canadian Council for Indigenous Business, including support for young Indigenous entrepreneurs, and to Ascend Canada for its annual conference.



Championing disability inclusion: Able at Loblaw

ABLE at Loblaw acts as both a voice and a support centre for neurodiversity, mental health inclusion, and colleagues with disabilities, helping advance inclusive hiring and workplace practices.

In 2025, created a new Multi-Year Accessibility Plan outlining our strategy for identifying, removing and preventing barriers to accessibility.

In 2025, we continued to roll out our [hearing loop program](#) nationwide.





Go Further
WOMEN
at Loblaw

**Gender equity and advancing women:
Go Further Women at Loblaw**

Go Further Women at Loblaw focuses on empowering women of all backgrounds to realize their full potential and grow their careers at Loblaw. Our approach centers on equitable practices, leadership development, and strengthening talent pipelines.



PROUD
at Loblaw

2SLGBTQIA+ inclusive spaces: Proud at Loblaw

PROUD at Loblaw is dedicated to creating a positive environment where colleagues of all genders and sexual orientations feel welcomed and supported to be their authentic selves.

In 2025 we marched in pride parades across Canada, including Toronto, Halifax, and Vancouver.



**Opening doors:
Jordan's journey at Joe Fresh**

Jordan O'Neal's journey at Joe Fresh reflects how inclusive workplaces can unlock potential. Living with a disability, Jordan entered the workforce through a supportive environment that focused on his abilities, not limitations. Through Loblaw's partnership with Holland Bloorview, he gained early exposure to meaningful work, along with thoughtful accommodations and hands-on support. Starting in a store-based role, Jordan built confidence and skills that opened the door to broader responsibilities within the Joe Fresh team. His experience highlights how inclusion, partnership and a culture of belonging can help colleagues grow, contribute and thrive.

Our colleagues

Colleague code of conduct

Our customers, suppliers and partners have high standards for our organization. Our colleagues must demonstrate integrity, professionalism and accountability at all times to meet these expectations. Our Colleague code of conduct lays the foundation for how we work together in a respectful, transparent and fair way and reflects our CORE values – Care, Ownership, Respect, and Excellence. All colleagues are required to comply with both the spirit and the letter of the code of conduct.

Colleague and career development

At Loblaw, our people are central to our success. We are committed to building a culture of continuous learning that supports both individual growth and organizational performance. In 2025, colleagues completed more than two million training courses, demonstrating strong engagement in development across the organization.

We continue to strengthen our learning ecosystem by expanding digital and AI-enabled coaching tools and enhancing access to consistent leadership development pathways.

Our development programs, ranging from three to twelve months, combine practical experience, coaching, and structured learning to build capability at all career stages. Through Academy, our integrated learning platform, colleagues have access to more than 29,000 courses to support current performance and future growth.

With opportunities across food, healthcare, technology, and finance, we support career progression through development planning, leadership guidance, and regular performance conversations.



Culture, recognition and support

In 2025, we continued our annual “Thanks To You” celebration as a week-long Culture and Inclusion week focused on recognition, appreciation, and belonging. The week brought colleagues together through networking opportunities, and recognition moments that celebrated both individual contributions and our shared success. Across stores, distribution centres, and store support offices, teams hosted their own events, reflecting the creativity and pride that shape our culture every day.

We also continue to invest in colleagues beyond the workplace:



- **Loblaw Scholarship Fund:** Since 2011, we have supported colleagues pursuing post-secondary education. In 2025, 150 recipients received \$2,000 each in recognition of their academic achievement, leadership, and community involvement.
- **Loblaw Volunteer Grant Program:** Colleagues can receive financial recognition for their volunteer time, with up to \$500 matched for 40 hours of service.
- **My Benefits Program:** Our flexible, national benefits plan allows colleagues to tailor coverage to their needs, including mental health support, gender affirmation care, and fertility treatment support for colleagues and their dependents.

These programs, and many others like it reflect our belief that when our people feel supported, they are better able to grow, contribute and thrive.



Briar's unconventional climb

Briar Doble, VP, Strategy & Analytics, Hard Discount, has built a career at Loblaw that shows growth does not always follow a straight path. After joining the company's graduate program, she began working in stores before moving into merchandising roles across several categories. Rather than focusing only on promotions, Briar embraced opportunities to explore different parts of the business. She worked across departments including canned goods, meat, seafood, and digital merchandising through PC Express™. Each move broadened her perspective and strengthened her leadership skills. Today she oversees multiple product categories, bringing lessons from every stage of her journey and showing how curiosity and adaptability can shape meaningful careers.

B3 - better me, better we, better Loblaw

Loblaw's Blue Culture is the foundation of how we work and how we fulfill our purpose to help Canadians Live Life Well®. It is grounded in our CORE values of Care, Ownership, Respect, and Excellence, which guide our decision making, shape our behaviours, and set the standard for how we serve our customers and communities. Alongside these values are our culture principles of making connections, building trust, and being authentic. Together, they form the cultural framework that defines who we are and how we lead.

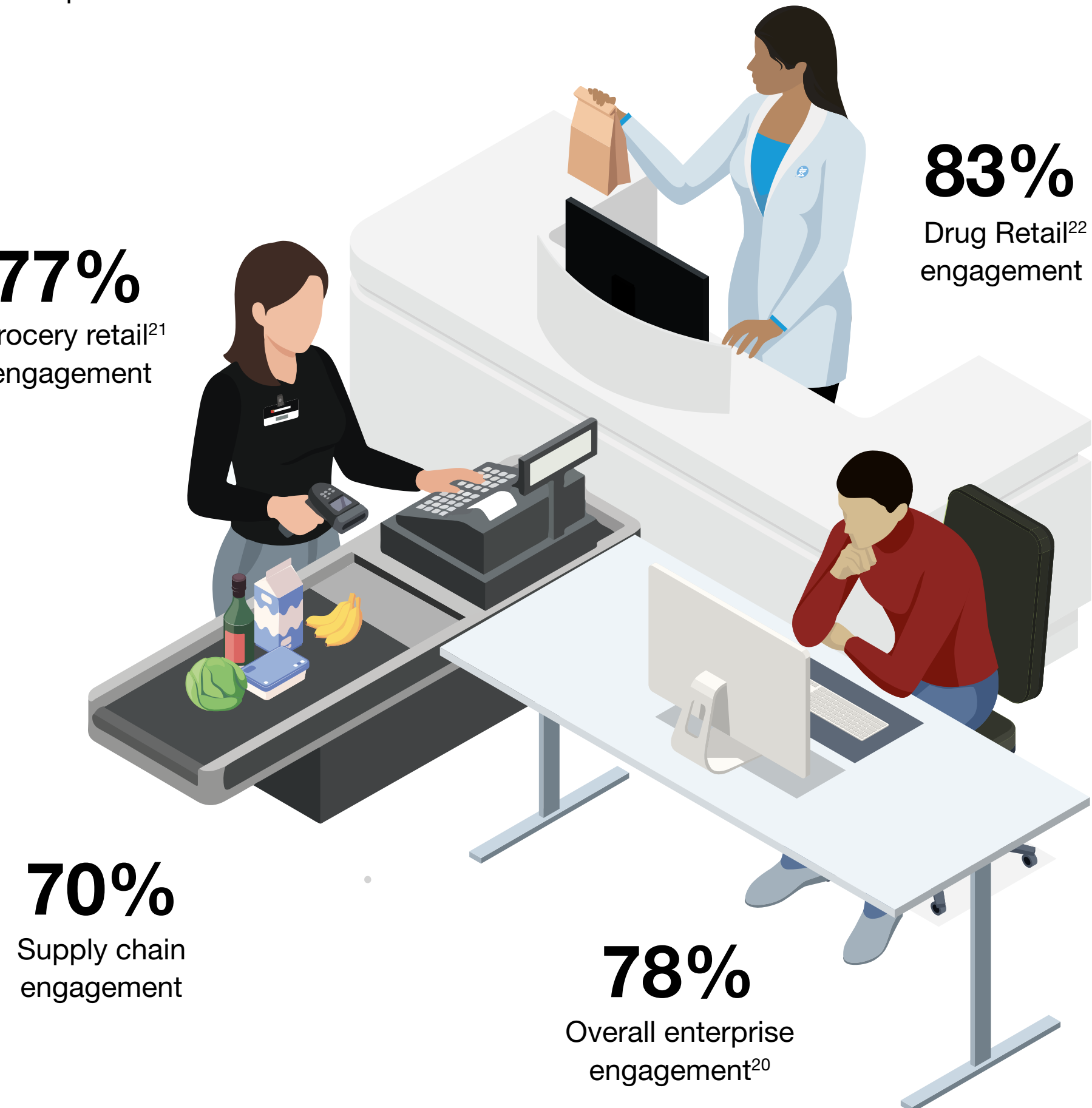
We bring this culture to life through our B3 (Better Me, Better We, Better Loblaw) training workshops. B3 reinforces that culture is a shared responsibility and that every colleague plays a role in advancing inclusion and belonging. Through ongoing learning and engagement, we equip colleagues with the skills and confidence to help create an environment where everyone feels valued and respected.



Tell It As It Is provides a confidential platform for our colleagues to share feedback and suggestions, ensuring they have the resources needed to perform their best work. Engagement scores help us assess how effectively we are embodying our Blue Culture and CORE values, measure the impact of our inclusion programs, gauge employee pride, purpose and overall contentment enabling us to take necessary actions for continuous improvement.

77%
Grocery retail²¹
engagement

83%
Drug Retail²²
engagement



70%
Supply chain
engagement

78%
Overall enterprise
engagement²⁰

The value we bring to Canadians coast to coast

At Loblaw, helping Canadians Live Life Well® begins with delivering real value. That means affordable prices, trusted quality, meaningful choice, and a reliable experience every time families walk into our stores or pharmacies. When we protect affordability and treat people with dignity and respect, we build trust with our customers and that trust is the foundation of shared prosperity.

no name® provides trusted everyday value to our customers

no name®



Naturally Imperfect®



1,400+
no name® Products



950+ no name®
Simple Check™



50+ no name®
Naturally Imperfect SKUs



We created new ways for customers to save through our Collect & Save program, rewarding everyday shopping with stamps that could be redeemed for high-quality housewares at 60-80% off.

In 2025, customers redeemed over **4M** units through the Collect & Save Program.

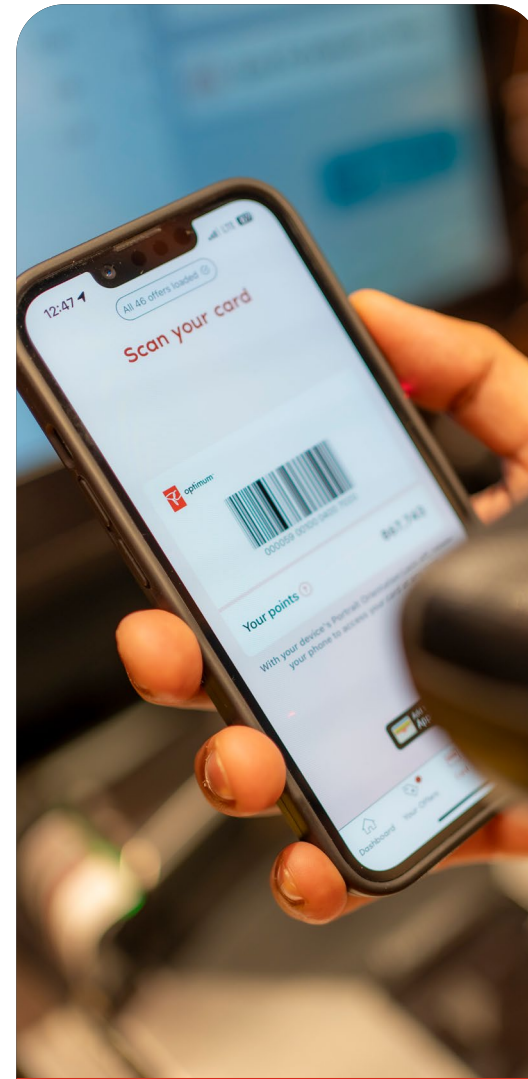


Each month, the Hit of the Month campaign features products that customers want at unbeatable prices, bringing more value to customers across all our banners and divisions.

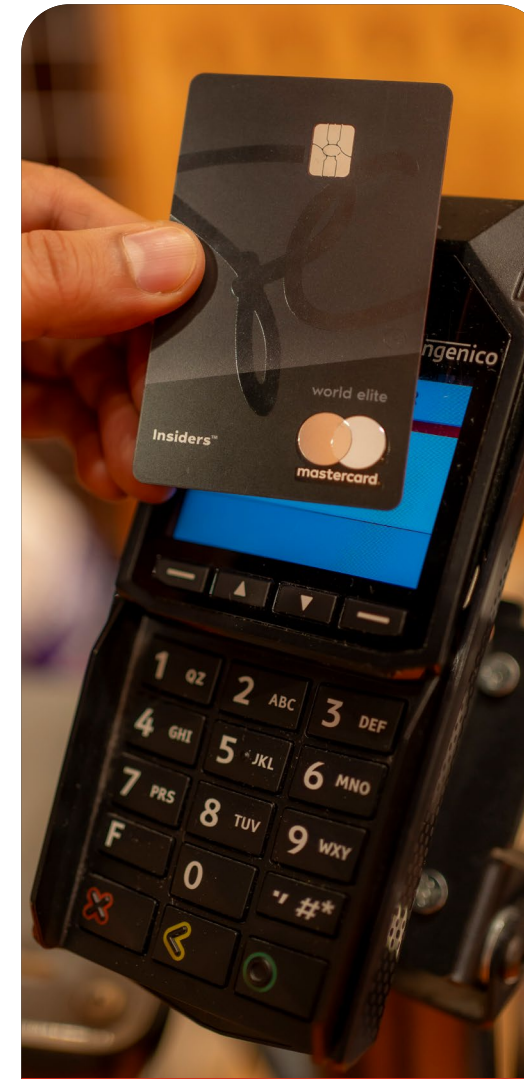


President's Choice® and Possible Lives Here

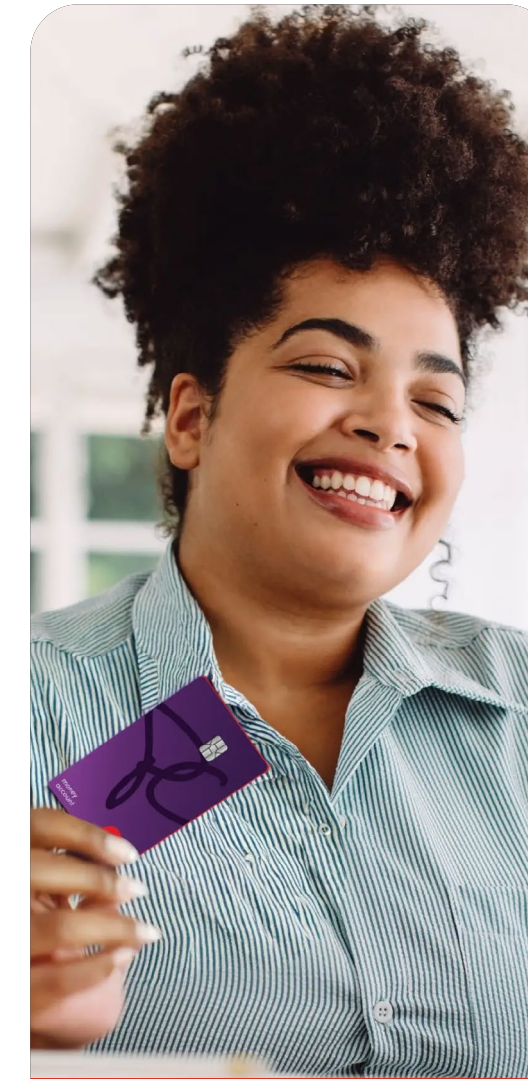
President's Choice® is woven into the everyday lives of Canadians, whether through the food we share at our tables, the health and wellness choices we make, the convenience of PC Express™, helping money go further with PC Financial®, or the rewards of PC Optimum™. Together, these products and services bring value to Canadians every day. It's a powerful reminder of what PC stands for: unlocking possibility and helping Canadians Live Life Well®.



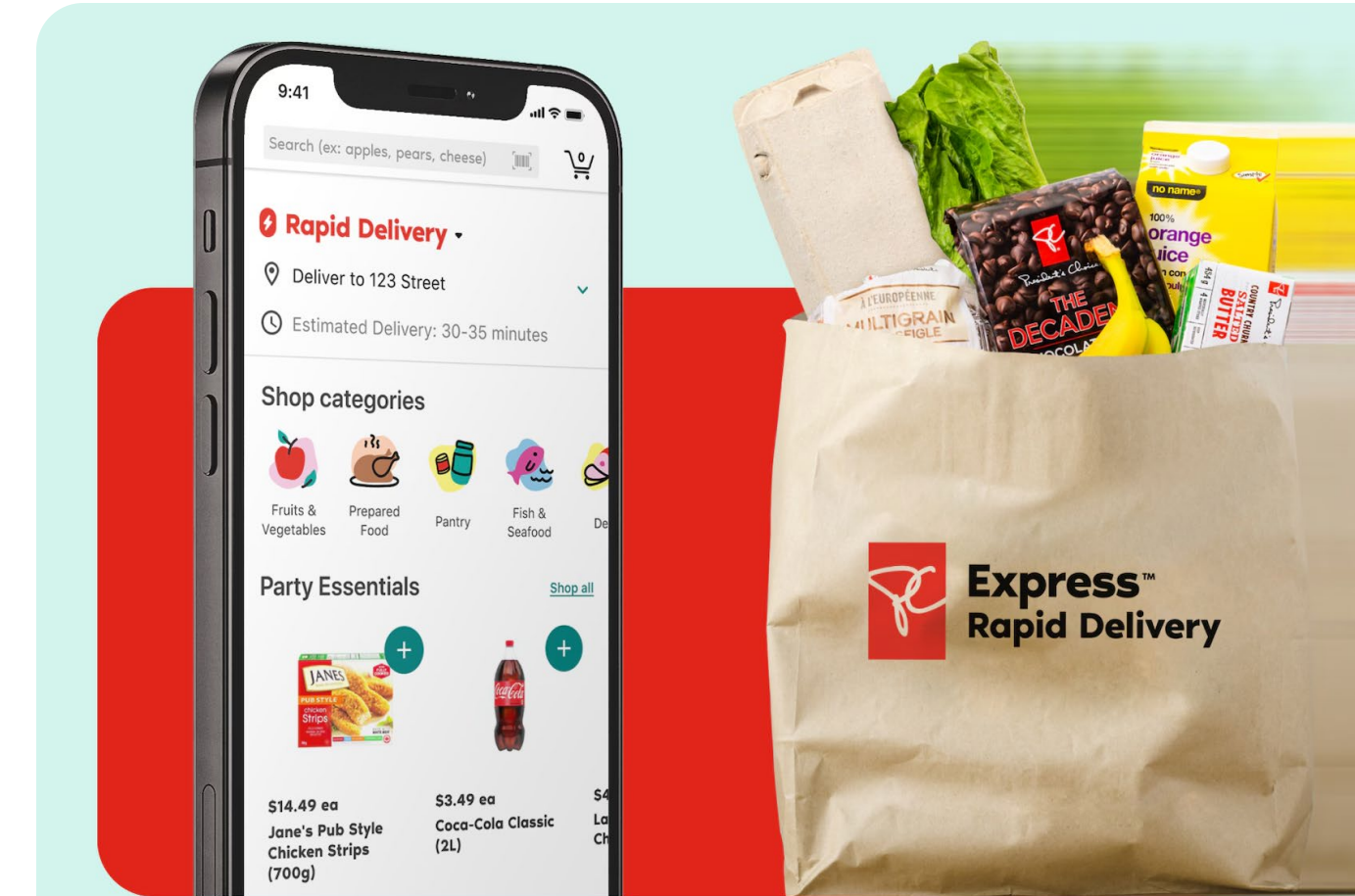
18M+ Active PC Optimum™ Members and Over \$1B in PC Points Redeemed in 2025



2.3M unique consumers with an active credit card account



300K+ unique consumers with an active pre-paid debit card account



Bringing on-demand groceries to 8 million Canadians

As everyday life becomes busier, convenience has become essential. Through PC Express Rapid Delivery, Loblaw is helping customers get what they need, when they need it, with delivery in as little as 30 minutes and access to thousands of everyday essentials. Now reaching more than eight million Canadians, the service offers greater speed, flexibility, and convenience for everyday life. Whether it is a last-minute dinner ingredient or a forgotten household item, customers can rely on a seamless experience that helps them stay on track and focus on what matters most.

Value through President's Choice innovation

For over 40 years, President's Choice has grown alongside Canadians, reflecting how we cook, eat, and gather around food. We continue to focus on delivering meaningful value, bringing together quality, innovation, and price in a way that works for everyday life. From globally inspired products that let Canadians experience new flavours without restaurant prices to a growing range of beverages with added ingredients, such as PC® Cold Pressed Juice with Probiotics to support gut health, we continue to introduce options that fit easily into daily life and help Canadians to Live Life Well®.



About forward-looking statements

This Report may contain forward-looking information within the meaning of applicable securities legislation which reflects the Company's current expectations regarding future events, including 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. The Company is monitoring the development of CSDS, and certain metrics disclosed in this Report are reported using specific criteria from the global publication of GRI and SASB. 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-related 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-related 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 matters 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 and 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 Food waste diversion is limited to data from our corporate food retail operations at this time, however, donations to Food Banks and Food Recovery Agencies includes corporate and franchise-owned retail food and Associate-owned drug stores, as well as distribution centres. Refer to the [2025 Priority ESG Disclosure Report](#) for more information.
- 2 As of fiscal year-end 2025, approximately 43% of Tier 1 supplier spend (Scope 3, Category 1: Purchased Goods and Services) was with suppliers that have established science-based targets (SBTs). For this metric Loblaw defines SBT-aligned suppliers as those with an active “Target Set” status on the SBTi Target Dashboard. This includes targets aligned to 1.5°C (per SBTi Criteria and Recommendations v5.0) and legacy targets validated under prior criteria. Loblaw also recognizes suppliers with publicly disclosed, 1.5°C-aligned targets that have not been validated SBTi.

Supplier spend is based on Accounts Payable payments cleared in fiscal 2025 and focuses on Scope 3, Category 1 to reflect areas of greatest impact. Spend from Category 2 (Capital Goods), 3 (Fuel and Energy related Activities), 4 (Upstream Transportation), 8 (Upstream Leased Assets), and 15 (Investments) were excluded where data granularity allowed, along with non-Scope 3 disbursements (e.g., taxes and union dues), representing approximately 13.1% of total supplier spend, ensuring our reporting base remains robust and aligned with our primary emissions drivers. The reporting boundary aligns with Scope 1 and 2 and includes corporate, franchise, associate-owned and T&T® operations, as well as corporate offices and distribution centres. Loblaw will continue refining this methodology as data visibility and accounting continues to evolve.
- 3 The total capital expenditure reported for Scope 1 and Scope 2 carbon reduction projects includes investments made in both projects that were completed in 2025 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 footnote 4 for details on what qualifies as a carbon reduction project.
- 4 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. This metric excludes Fortinos®, Lifemark Health Group and T&T®.
- 5 PROOF: (2025). New data on household food insecurity in 2024. Retrieved from <https://proof.utoronto.ca/2025/new-data-on-household-food-insecurity-in-2024/>
- 6 This metric includes amounts that were provided to President’s Choice Childrens Charity through Loblaw’s corporate donations and fundraising during the reporting period. Fundraising facilitated by Loblaw includes contributions obtained from customers, colleagues, vendors, online portals, PC Optimum™ points redemptions and corporate donations.
- 7 This metric includes amounts that were provided to the Shoppers Foundation for Women’s Health™ through Loblaw’s corporate donations and fundraising during the reporting period. Fundraising facilitated by Loblaw includes contributions obtained from customers, colleagues, vendors, online portals, PC Optimum™ points redemptions and corporate donations.
- 8 The number of children reached is defined as the total number of students enrolled in the school that are eligible for the President’s Choice Children’s Charity’s Power Full Kids™ | Eat Well Program. The total number of students enrolled is self-attested by the schools at a point in time on an annual basis. Fundraising facilitated by Loblaw includes contributions obtained from customers, colleagues, vendors, online portals, PC Optimum™ points redemptions and corporate donations.
- 9 Second Harvest, The Avoidable Crisis of Food Waste: Updated (2024).
- 10 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.

- 11 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. It also includes amounts raised during the year that were provided to Food Banks and Food Recovery Agencies subsequent to year end
- 12 Pounds diverted is calculated using the average retail price per pound of food based on data from US Bureau of Labor Statistics and Statistics Canada, updated annually based on prices the previous year. Using the total dollars sold on the app, the average price of food per pound at retail, and assuming an average Flashfood discount of 50% across all products, we calculate an approximation for the pounds of food diverted from landfill.
- 13 Free Run Housing System: Birds are kept in barns or hen houses on a floor covered with a “litter” of straw or wood shavings, on wire or slated floors, or a combination of both. Eggs are laid in nesting boxes or laying areas shared by the hens and can be designed so the eggs roll away onto collection belts.
- 14 Free Range Housing System: Birds are not housed in cages, and when the weather permits, they are allowed to venture outdoors. These birds will lay their eggs in nesting boxes as well and have free access to both feed and unlimited water.
- 15 Compliance is relative to the in-scope Consumer Goods Forum’s Golden Design Rules for control brand and store-supplied plastic packaging based on vendor provided data. Refer to the [2025 Priority ESG Disclosure Report](#) for more information. Recyclable or reusable packaging is defined as packaging that is aligned with Consumer Goods Forum’s (“CGF”) Golden Design Rules (“GDRs”) 1, 2, 5, 6, and 7. The scope of this metric includes only plastic packaging that would leave the store with the customer with in-store purchases and as such does not include business-to-business packaging, or supplies used in-store in the ordinary course of business, or packaging for shipping and delivery to customers. In-scope plastic packaging includes products and store-supplied packaging found in corporate and franchise-owned retail food and Associate-owned Drug stores for the following brands: Carnaby Sweet®, Everyday Essentials®, Farmer’s Market®, From Our Chefs®, Joe Fresh®, Life at Home™, Life Brand®, no name®, no name Naturally Imperfect®, Pane Fresco®, PC® Black Label, PC® Blue Menu®, PC® Free From, PC® Organic, President’s Choice®, Quo Beauty®, Rooster®, Seaquest®, Sufra®, SunSpun®, Suraj®, and Ziggy’s®. This metric excludes T&T® branded products, products where packaging is considered a functional part of the product itself and/or a commercially viable alternative for material conversions is not yet available.
- 16 Small suppliers are defined as operations that meet the Loblaw Small Supplier Program criteria based on annual Loblaw purchases and revenue derived from publicly available data. In 2025, identified suppliers became eligible for enrolment in the program and to receive its benefits; however, enrolment is recognized only once the enrolment flag is applied within Loblaw’s internal systems. Suppliers are not eligible for program benefits, including listing fee exemptions, until this flag is in place. Reported supplier counts reflect the initial application of the enrolment flag during fiscal 2025.
- 17 Executive positions include Vice-President level and above. The Executive data is derived from self-identification data collected through our Human Resources Information System throughout the year, with race and ethnicity information being collected on a voluntary basis, and includes the corporate workforce only. In 2025, 93% of Executives voluntarily disclosed their race or ethnicity. All representation metrics have been rounded to the nearest whole percentage.
- 18 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, assistant store managers, and department 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. The Management data is derived from self-identification data collected through our Human Resources Information System throughout the year, with race and ethnicity information being collected on a voluntary basis, and includes the corporate workforce only. In 2025, 66% of Management voluntarily disclosed their race or ethnicity. All representation metrics have been rounded to the nearest whole percentage.
- 19 Starting in 2025, the term “racialized individuals” is adopted for the purposes of representation metrics and reporting, replacing the term “visible minorities”. This terminology is increasingly used in Canada as it emphasizes race as a social construct rather than focusing on visible traits. It also recognizes that racialized groups consist of individuals who may not always be in the minority or visibly identifiable, acknowledging the diverse and nuanced experiences within these communities.
- 20 This metric also includes franchise and associate-owned operations.
- 21 This metric also includes franchise operations.
- 22 This metric relates to associate-owned operations.