

metro



Corporate Responsibility Report

2025 Fiscal Year





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About METRO

METRO is a food and pharmacy leader in Québec and Ontario.

As a retailer, franchisor, distributor, manufacturer and provider of e-commerce services, we operate or service a network of 1,006 food stores under several banners, including Metro, Metro Plus, Super C and Food Basics, as well as 638 pharmacies, under the Jean Coutu, Brunet, Metro Pharmacy and Food Basics Pharmacy banners.

About this report

This corporate responsibility (CR) report covers the operations and activities of METRO INC. and its affiliated entities (collectively, the “Corporation”) for the 2025 fiscal year ending on September 27, 2025. This is our fourth annual CR report since publishing our third five-year CR Plan for 2022–2026 for our food and pharmacy activities. We continue to report on metrics based on the Sustainability Accounting Standards Board (SASB) Food Retailers & Distributors and Drug Retailers standards and on the Global Reporting Initiative (GRI) Standards. All financial figures are in Canadian dollars unless otherwise specified. In this report, METRO refers to the Corporation, and Metro refers to the conventional store banner. This

report was reviewed by internal auditors but was not externally audited, with the exception of certain climate data (Scopes 1 and 2 greenhouse gas emissions), which were the subject of a limited assurance by our external auditor.

Forward-looking information

Throughout this report, we have used statements that may constitute forward-looking information. In general, any statement in this report that does not constitute historical fact may be considered a forward-looking statement. The use of the future tense as well as expressions such as “commit,” “aim,” “vision,” “ambition,” “seek,” “targets,” “objectives” and other similar expressions is generally indicative of forward-looking statements. The forward-

looking statements that may be set out in this report refer to hypotheses on the Canadian food and pharmacy industries, targets and the economy in general as well as our 2025 action plan and 2022–2026 CR Plan. These forward-looking statements do not provide any guarantees as to the future performance of the Corporation and are subject to known and unknown risks and uncertainties that could cause the outcome to differ significantly. We believe these statements to be reasonable and relevant at the publication date and representative of our expectations. METRO does not intend to update any forward-looking statements contained herein.

For more information

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More than
\$22 billion
in sales

A network of over
1,640
stores

More than
97,000
colleagues

Founded in
1947

Food (1,006 food stores)

	Supermarkets	Discount stores	Neighbourhood stores	Specialized stores
Québec 710	183 Metro Metro Plus 11 Adonis	117 Super C	52 Marché Richelieu 320 Marché Ami	26 Première Moisson 1 Les 5 Saisons
Ontario 289	133 Metro 5 Adonis	150 Food Basics		1 Première Moisson
New Brunswick 7			1 Marché Richelieu 6 Marché Ami	
Total	332	267	379	28

Pharmacy (638 pharmacies)

Québec 526	385 PJC Jean Coutu PJC Santé PJC Santé Beauté	141 Brunet Brunet Plus Brunet Clinique Clini Plus
Ontario 85	7 PJC Jean Coutu PJC Santé	78 Metro Pharmacy Food Basics Pharmacy
New Brunswick 27	27 PJC Jean Coutu PJC Santé PJC Santé Beauté	
Total	638	



Message from Our President and CEO

For over 15 years, METRO has been committed to a rigorous corporate responsibility (CR) approach, embedded in its business practices. This journey has led us to transform the way we operate, ensuring that environmental, social and governance (ESG) issues are progressively taken into account across all levels of the organization.

Foundational initiatives such as our Sustainable Fisheries and Aquaculture Policy and our local purchasing program are now fully integrated in our day-to-day business practices. Since 2024, ESG objectives have been included in the long-term incentive plan for our executives, reflecting an accountability-driven approach. Change takes time, but our new practices are taking root, and we are confident they are here to stay.

As we enter the final year of our 2022–2026 CR Plan, we continue our efforts with determination. Our initiatives to reduce greenhouse gas emissions — including the adoption of near-term science-based targets — illustrate our commitment to addressing environmental challenges with both pragmatism and ambition. For the first time, our external auditor has provided a limited assurance report¹ for our Scopes 1 and 2 climate data, further strengthening the credibility of this data and, more broadly, that of our overall approach.

We are closely monitoring the evolving regulatory landscape, particularly regarding human rights. In addition to publishing our second report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, we also released our very first Human Rights Statement this year. This statement reinforces our existing alignment with international best practices and reflects our determination to contribute to a more just and equitable society.

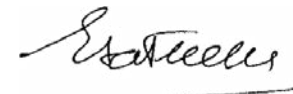
We are also proud of the recognition we received this year. The Maurice-Pollack Award highlights the excellence of our equity, diversity and inclusion efforts, and shines a light on the sustained work of our teams to create an inclusive work environment that reflects the society in which we operate.

Our community engagement remains steady. For the third consecutive year, our community investment program was awarded Imagine Canada's PRISM certification, confirming that our initiatives are deeply rooted in our purpose. The launch of METRO Shared Kitchens in Québec and Ontario reflects our sincere desire to make a real difference, particularly in the areas of food and health. Beyond financial support, we rely on long-term partnerships and the direct involvement of our teams to amplify the impact of our actions in the field.

To capture the true value of our approach, we must understand the issues at stake, identify how our company can address them, and evolve our practices with diligence. This is not a revolution, but a process of continuous adaptation — guided by science and by the expectations of our customers, colleagues, partners and investors.

We humbly acknowledge that some objectives remain difficult to achieve. But we are not giving up. Thanks to the dedication of our teams and strong governance, we are constantly working to improve our practices, deliver quality products and create lasting value.

Today, our CR approach is a key pillar of our overall performance. It is built on informed choices, reliable data and continuous engagement. This is how we are preparing METRO to meet the challenges of tomorrow.



Eric La Flèche

President and Chief Executive Officer



¹ Limited assurance is a form of independent verification conducted by a third party, often an audit firm, of certain information published in a sustainability or corporate responsibility report. Its purpose is to confirm that the data is plausible, evidence-based, and grounded in a recognized methodology, but it does not guarantee absolute accuracy.

Three Questions for Our Vice President, Public Affairs and Communications

1. This year, METRO is adopting a new target to address food loss and waste. What would you like stakeholders to take away from this new commitment?

With a goal to increase the proportion of food we rescue from waste by 30% by 2030 compared with 2024, we are marking a significant milestone in our fight against food waste. This ambitious target was adopted following a thorough review of best practices in food loss and waste measurement and represents a meaningful evolution in our approach, as it places greater emphasis on redistributing food for human consumption. In addition to expanding the scope of our target beyond our stores to include our distribution centres, our new objective will be measured with improved data, allowing for a clearer and more stable assessment of our progress.

Our target builds on the lessons learned in recent years, including the strong partnerships we have developed with community organizations, and our desire to have a more direct social impact. It reflects our conviction that food should, first and foremost, fulfil its primary purpose: to nourish people.

In this sense, our target aligns with our business model and our commitment to contributing to food security while reducing our environmental footprint. It is a concrete way to improve our performance by focusing on sustainable, meaningful solutions.

2. METRO has introduced continuous improvement plans for its suppliers with regard to responsible procurement. Why is this an important aspect of your approach?

Since 2023, we have been working with Sphera to assess our partners' performance against the principles outlined in our [Supplier Code of Conduct for responsible procurement](#). This approach relies on the active engagement of our suppliers, and on our maintaining transparency and close collaboration with them to ensure the adoption of responsible practices throughout our entire supply chain.

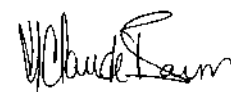
Although supplier participation remains a challenge, our teams are deploying significant efforts to guide our suppliers every step of the way. This year, we also took the additional step of implementing continuous improvement plans for those who do not meet our compliance threshold. This shift reflects the growing maturity of our approach. We are no longer simply assessing — we are investing time and resources to help our partners raise their social and environmental standards in a tangible way. The plans are customized and are supported by rigorous follow-ups.

3. This year, METRO launched its first Shared Kitchens. What impact is this program intended to have in the communities in which the company is present?

The METRO Shared Kitchens program was developed in response to a clearly expressed need from the community sector: access to professional kitchen infrastructures to better address food insecurity. In collaboration with Food Banks of Québec and, more recently, Feed Ontario, our ambition is to build a community-based network of Shared Kitchens in the regions we serve across Québec and Ontario.

This network has multiple impacts. First, Shared Kitchens allow organizations to build collective gathering places where different community groups can come together, thereby enhancing their service offerings and reaching more people in need. They also promote access to healthy, affordable food through culinary education workshops, food transformation and meal preparation initiatives — meals that can then be donated or sold at low cost within the community. These activities also help reduce social isolation for many, providing individuals the opportunity to participate in workshops and/or benefit from the collective efforts taking place in them.

The METRO Shared Kitchens will be part of our legacy — a living expression of our purpose: to nourish the health and well-being of our communities.



Marie-Claude Bacon
Vice President, Public Affairs
and Communications

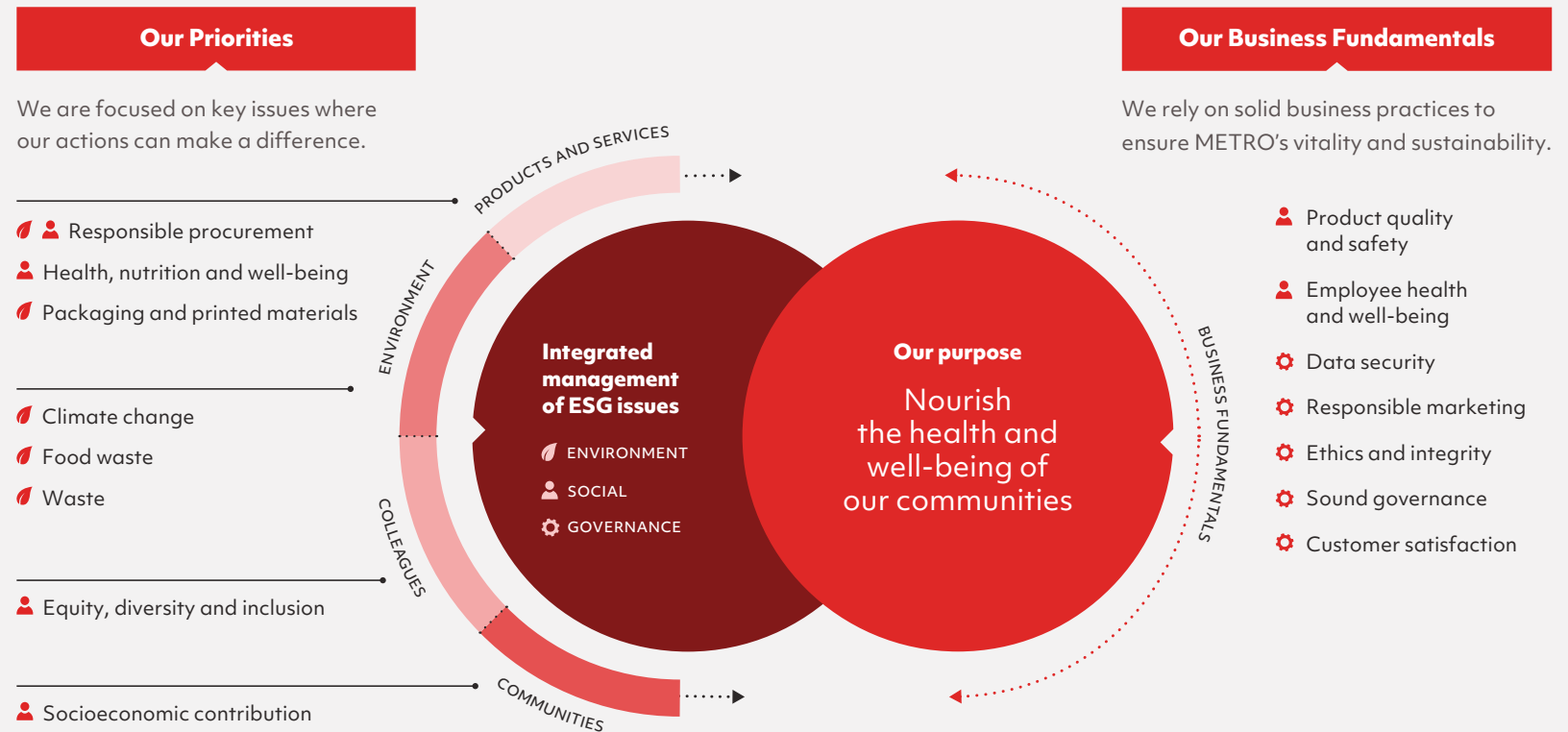


Our Approach

Our 2022–2026 Corporate Responsibility Plan outlines the company’s key long-term objectives.

It applies to all our activities and builds on METRO’s achievements and experience since the launch of our first CR Plan in 2010. It demonstrates our rigorous and committed approach to tackling complex ESG issues while creating value for METRO and all its stakeholders.

Our 2022–2026 CR Plan at a Glance



Our Business Fundamentals

Our seven business fundamentals are part of METRO's day-to-day operations. These principles, clearly identified in the materiality assessment, are key ESG factors for METRO. We are monitoring our performance across several business fundamentals and plan to increase our overall monitoring each year.

1. Product quality and safety

As a retailer, franchisor, distributor and manufacturer, ensuring the quality and safety of the products available in our network of food stores and pharmacies is one of our most important responsibilities.

Please see:

[ESG Performance Data](#), p. 49

2. Employee health and well-being

The health and well-being of our colleagues underpin our purpose and ensure our organizational effectiveness. We build on occupational health and safety, respectful labour relations, sound talent management, and an equitable and inclusive work environment.

Please see:

[ESG Performance Data](#), p. 57

3. Data security

We collect data from our customers, suppliers, employees and other stakeholders. We must maintain the trust they place in us by using physical and technological security measures to prevent inappropriate data use and protect the systems against malicious attacks and failures.

Please see:

[METRO Annual Report 2025](#)

4. Responsible marketing

Marketing activities include advertising, promotion and sponsorships. We are committed to conducting these activities ethically and fairly. Our marketing must inspire trust and enable our customers to access quality products and services in our food and pharmacy banners.

5. Sound governance

METRO's sound management requires establishing clear governance systems for the Board of Directors and management team to ensure reporting, risk management and controls are adequately integrated into the corporate structure.

Please see:

[CR Governance](#), p. 11

[METRO Annual Report 2025](#)

[Corporate Governance](#)

6. Ethics and integrity

METRO provides a rigorous framework for the conduct of its employees, executives and Board of Directors. The Employee Code of Conduct and Code of Ethics of the Directors guide and clarify the behaviours that must be adopted in corporate life.

Please see:

[Code of Ethics of the Directors](#)

[Employee Code of Conduct](#)

[Corporate Governance](#)

[Reference Documents](#)

7. Customer satisfaction

As it has been for many years, our mission is to exceed our customers' expectations every day to earn their long-term loyalty. Our customers' satisfaction remains the key indicator to measure our banners' performance.

Please see:

[ESG Performance Data](#), p. 49

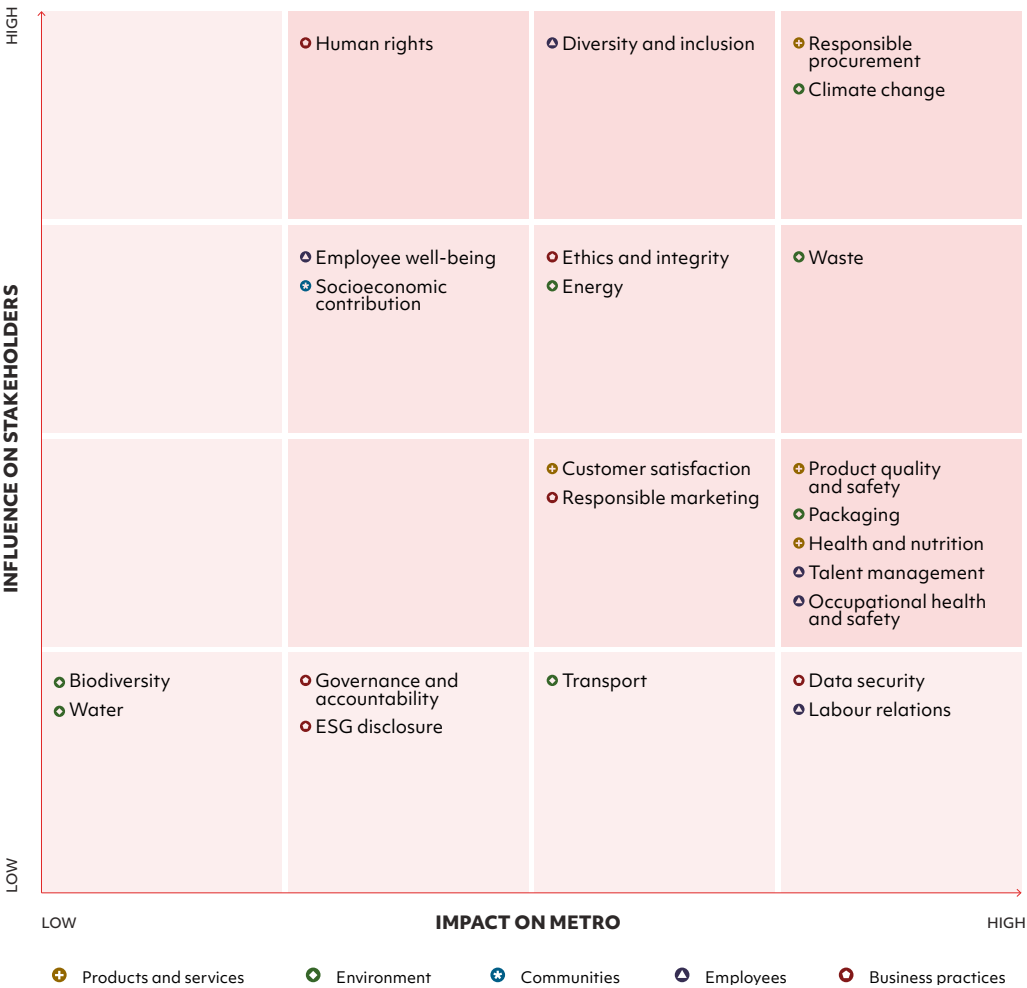
Materiality

The content of this report is based on a materiality assessment carried out in 2021, where we identified, analyzed and prioritized the ESG matters that are most important to our stakeholders. Its outcomes provided the foundation of our CR strategy and enabled us to identify the eight priorities of our 2022–2026 CR Plan and our business fundamentals.

The ESG priorities identified in our materiality assessment are grouped under the four pillars of our approach: products and services, environment, colleagues and communities.

The assessment was conducted in collaboration with an external consulting firm, guided by internationally recognized sustainability standards:

- Global Reporting Initiative (GRI) Standards
- Sustainability Accounting Standards Board (SASB) Standards
- AA1000 Stakeholder Engagement Standard (AA1000SES) by AccountAbility
- United Nations Sustainable Development Goals (SDGs)



United Nations Sustainable Development Goals

Our approach to CR supports the achievement of the United Nations SDGs, which guide the way to a better and more sustainable future for people and the planet alike. While we implement actions that contribute to all the SDGs, we focus on the goals shown below as they underpin our purpose and are areas where we can have the most significant impact. Our contribution to the SDGs and specific SDG targets, in relation to the objectives defined in our 2022–2026 CR Plan, is mapped in our [Scorecard](#) on pp. 42–48 of this report.



Engaging with Our Stakeholders

Our stakeholders are essential to our success. We know that we are stronger together and that achieving our CR goals requires all stakeholders to be engaged and mobilized. Maintaining ongoing, transparent and effective communications with all our stakeholders is an important part of our CR activities. It enables us to learn from various perspectives and experiences and build a common language to proactively address concerns relevant to our business.

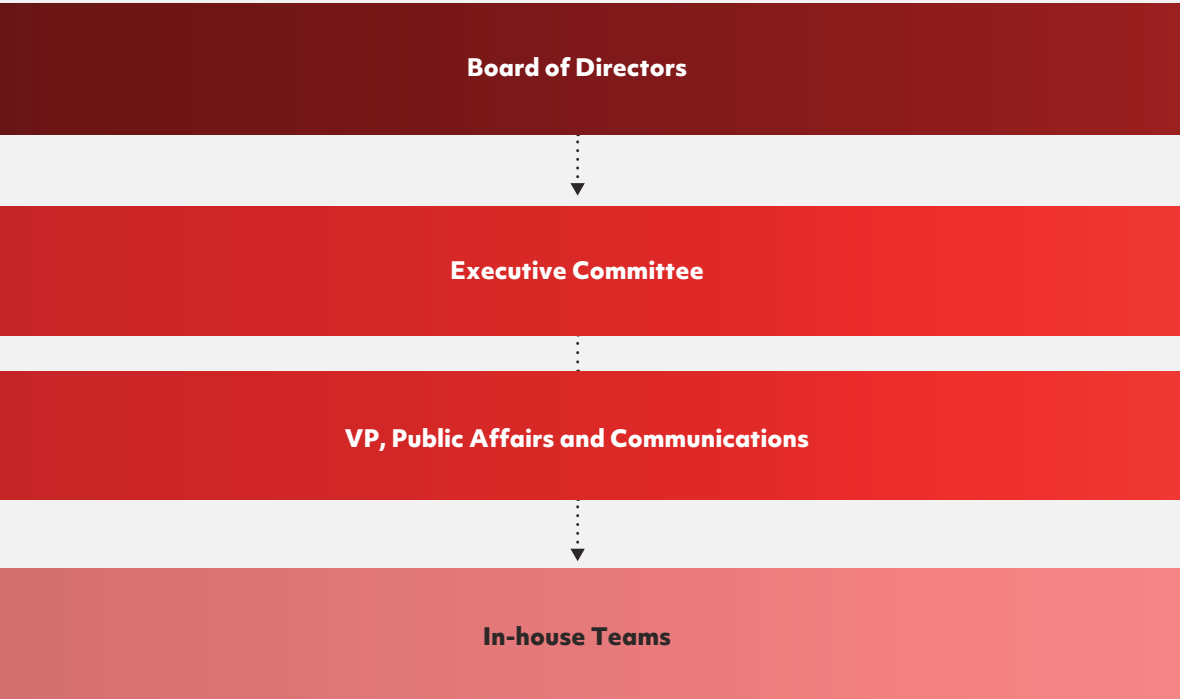
We use several communication channels to reach our stakeholders, customizing our approach as needed. The table lists the channels most frequently used to discuss topics of significant interest:

Key stakeholders	Communication channels
Customers	Surveys Feedback to Customer Service Communications via social media
Colleagues — employees, unions, merchants and pharmacist owners	Individual and sectoral meetings Joint committees Internal communications Training Dedicated line for employees
Suppliers	Discussions and meetings Surveys on supplier practices Training
Investors — shareholders and lenders	Annual meetings Annual and quarterly corporate documents: quarterly reports, annual report, press releases, annual information reports, management proxy circular In-person or virtual meetings Conferences with analysts and investors Participation in studies (questionnaires and surveys)
Interest groups/non-governmental organizations (NGOs)	Discussions and meetings Participation in studies (questionnaires and surveys)
Community partners	Participation on committees Contributions and partnerships Employee volunteering
Industry	Association memberships Participation on sectoral committees Conferences
Legislators	Participation in industry initiatives Participation in studies (questionnaires and surveys) Representation



Corporate Responsibility Governance

METRO’s CR governance is integrated into the Corporation’s management structure, led by the executive team. It relies on specific individuals throughout the decision-making and implementation processes, all under the oversight of the Board of Directors.



Oversees the Corporation’s activities and disclosure related to CR, including ESG matters, through the Governance and Corporate Responsibility Committee. The Board also approves CR plans and reports.

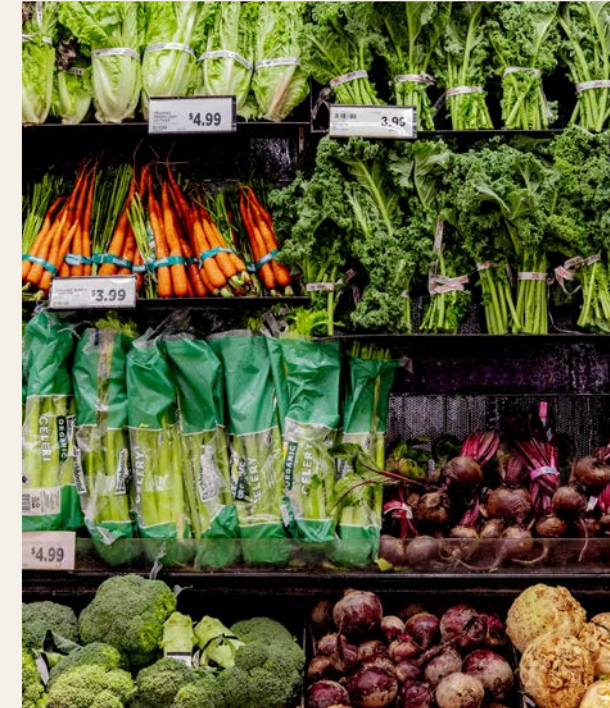
Approves the CR strategy and ensures priorities are aligned with the Corporation’s business strategy and the incentive plans of all relevant executives and employees, and that objectives are met.

Develops strategic CR directives, supports the Vice Presidents accountable for CR Plan programs, and reports on progress to the Executive Committee and to the Governance and Corporate Responsibility Committee.

Reporting to the Vice Presidents responsible for the programs in the CR Plan, the teams assigned to the initiatives ensure continuous progress by working toward established goals and targets. For specific priorities, including environment; climate change; equity, diversity and inclusion; responsible procurement; packaging and printed materials; and health and safety, specific working groups or committees have been set up to bring together stakeholders from different teams.

Products and Services

What if consuming better started with better choices?



We believe that food and health are powerful levers for encouraging the adoption of better consumption habits. By offering a variety of healthy and responsibly sourced products, we provide our customers with options to consume differently and make informed, thoughtful choices. This section explores how we move from intention to action, in partnership with our suppliers, to build a supply chain that is fairer, more resilient and more transparent.

Our priorities

 Responsible Procurement

 Health, Nutrition and Well-being

 Packaging and Printed Materials


Responsible Procurement

VISION
2026

Our ambition is to implement responsible practices¹ within our supply chain to offer our customers products that respect workers and the environment. This long-term task requires continuous issue monitoring, close collaboration with our suppliers and rigorous implementation programs.

Managing risks in our supply chain

We built on our partnership with Sphera, launched in 2023, to assess our suppliers’ performance against the principles of our [Supplier Code of Conduct for responsible procurement](#). Collaborating with our suppliers is essential as it enables us to move toward more socially and environmentally responsible practices.

Measuring impact

In 2025, **1,177** new suppliers were targeted, with a **47%** participation rate. Since the beginning of our partnership with Sphera in 2023, we have assessed **29%** of our active suppliers — representing almost **69%** of our purchases. Of those purchases, **91%** were made with suppliers who meet our expectations.



Defining our expectations

With the help of sustainability experts, we developed a questionnaire grounded in the four principles of METRO’s Supplier Code of Conduct for responsible procurement.



Understanding our supply chain

Sphera’s Supply Chain Sustainability cloud-based platform enables us to assess our suppliers, starting with tier one, thus gaining a deeper understanding of the practices across our supply chain.



Scoring our suppliers and identifying risk

Participating suppliers have access to their own performance results, promoting accountability and creating improvement opportunities. The assessment’s results help us identify risks and prioritize next steps.



Driving continuous improvement

METRO believes in fostering lasting partnerships based on transparency, open dialogue and continuous improvement. Customized action plans are shared with suppliers to address gaps, while tailored support and regular monitoring help strengthen responsible practices and ensure sustained progress.



¹ METRO defines responsible practices as practices that are aligned with the principles set out in its Supplier Code of Conduct for responsible procurement.



Respect for workers

This year, we published our first [Human Rights Statement](#), which formalizes our commitment and outlines the principles that guide our actions. It sets out METRO's expectations toward its employees, business partners and other stakeholders linked to the company's activities, products and services. The statement applies to all of METRO's operations and activities, as well as its supply chain. We are committed to integrating the principles of this statement into our business decisions, our relationships with employees and suppliers, and our engagement with stakeholders, in order to contribute to building a more just and ethical society.

We also updated our Supplier Code of Conduct for responsible procurement, particularly with regard to respect for workers, one of our Code's four core principles. This update strengthens our alignment with industry best practices and reaffirms our commitment to an ethical and responsible supply chain.

Through Sphera, METRO has been assessing its suppliers' performance in priority product categories, based on criteria such as labour-related risks, purchase volume, and strategic importance of the products. These categories include fruits and vegetables, meat and poultry, and fish and seafood, as well as private brand food and non-food products. For these products, 83% of suppliers who completed our questionnaire meet our expectations regarding working conditions, representing close to 94% of the evaluated purchases.

Animal welfare

METRO recognizes farm animals as sentient beings. As such, the company is fully committed to and advocates for a rigorous, science-based approach to animal welfare. That is why we support the process and approach of the [National Farm Animal Care Council](#) (NFACC) and require our suppliers to apply, at a minimum, the Codes of Practice developed by the Council.

In 2025, we continued assessing our suppliers at each stage of the supply chain — from farm to transport to slaughter. As in the previous year, among those assessed, all meat producers and slaughterhouses, as well as all our suppliers of farmed salmonids, eggs, milk and dairy products, met our requirements with regard to animal welfare. These suppliers represent a significant share of METRO's product offering in each of these categories.

All the chicken we purchase from producers and slaughterhouses comes from farms that meet the NFACC's stocking density requirements, in line with the higher animal welfare standards of the [Better Chicken Commitment](#). In addition, almost 77% was sourced from suppliers that use controlled-atmosphere stunning, a method recognized for minimizing pain and stress in poultry at the time of slaughter.

Improving housing conditions

We recognize that the use of gestation crates for sows is a welfare issue. Housing systems have a direct impact on the physical and psychological health of farm animals. That is why we continue to meet with our pork suppliers twice a year to encourage them to progress toward the industry-wide goal of phasing out gestation crates by 2029. The average conversion rate among our Canadian pork suppliers — who represent the majority of our purchases — is currently 78%¹.

METRO recognizes that the use of cage-free housing systems or enriched cages is preferable to the use of conventional battery cages for the welfare of laying hens. Although cage-free systems offer hens greater opportunities to engage in their natural behaviours, enriched cages have their own advantages, such as more effective prevention of disease and injury. There is currently no scientific consensus to suggest that cage-free housing provides superior overall welfare for hens compared to enriched cages². In line with the position statement of the [Canadian Veterinary Medical Association](#), we consider both housing systems to be compatible with good standards of animal welfare. To meet the needs of consumers looking for a high-quality, nutritious source of protein at an affordable price, we continue to offer all types of eggs.

In 2025, cage-free eggs accounted for 33% of our total whole-egg assortment and close to 14% of our sales in that category, while eggs from enriched cage systems represented 37% of our offering and approximately 2% of sales. The remainder came from a mix of enriched and conventional cage systems. We also closely monitor our egg suppliers' transition to alternative housing systems by collecting data on the proportion of their production by housing type. This year, the average transition rate among our suppliers was 65%, with 32% from enriched cages and 33% from cage-free systems. Finally, 94% of our stores offer cage-free eggs, and all whole eggs sold under our private brand Life Smart are organic and cage-free. Only a few stores are unable to include them in their offering, due to their smaller surface area and consequently limited shelf space.



¹ Unweighted average: sum of conversion rates for each supplier/total number of suppliers.

² Source: Literature review, 2021.

Deforestation

We are working to reduce deforestation and land conversion associated with our food supply chain. This year, once again, our attention was focused on the production of two commodities that are recognized as major global drivers of deforestation: beef and palm oil¹.

In 2025, we updated our list of high-risk countries related to beef production. To date, the origin of more than 99% of our beef purchases is documented, and none of these come from areas identified as high risk. In fact, the vast majority of the beef sold in our stores comes from North America, a region considered of low concern in terms of deforestation.

Over 90% of our private brand food products containing palm oil now use oil certified by the [Roundtable on Sustainable Palm Oil](#) (RSPO). This reflects our ongoing commitment to prioritize responsible sourcing whenever palm oil is used. This progress marks a notable improvement over the 84% recorded last year. Additionally, we are introducing a new indicator aligned with international standards, namely the weight of palm oil used in the manufacturing of our products. This metric will allow us to better target our efforts, as some products contain only very small amounts. We began mass-based characterization in 2025, and 73% of our private brand food products have already been analyzed. Among these, a total of approximately 1,186 tonnes of palm oil was used, of which close to 94% was certified by the RSPO.

¹ Source: [World Resources Institute](#), 2024.

Genetically modified organisms (GMOs)

METRO has committed to not market the main genetically modified foods available on the Canadian market and has compiled — and maintains — a list of these products. This list is updated annually based on the actual or anticipated presence of these products in the Canadian market. In 2025, papaya, zucchini, summer squash and lettuce mixes were added. Corn, apples, potatoes, farmed Atlantic salmon and pink-fleshed pineapple were already included on our list. We continue to document our suppliers’ practices for these categories: nearly 100% of our purchases were assessed and not using GMOs.

Sustainable fish and seafood

We recognize that the health of the oceans and the preservation of natural resources are major issues. Since 2010, our [Sustainable Fisheries and Aquaculture Policy](#) has guided our purchasing practices, enabling us to offer our customers products that are wild-caught or farmed using responsible practices.

We continue to include our “responsibly sourced product” label on our private brand products and support certifications recognized by the [Global Sustainable Seafood Initiative](#) (GSSI). Traceability remains central to our approach, notably through the display of information on the labels of products packaged in our Metro, Super C, Food Basics and Adonis stores.

In line with our commitment, we have updated our list of temporarily withdrawn species. We have stopped offering northern shrimp from the Sept-Îles, Anticosti and Esquiman fishing zones, located in the gulf and estuary of the St. Lawrence River, and have reintroduced Atlantic cod from Newfoundland. This approach is based on constant monitoring of available scientific data and rigorous surveillance of stock levels. It reflects our desire to preserve marine biodiversity and contribute to the sustainability of marine resources.

Fish and seafood sustainability highlights

- We obtained traceability for **99.9%** of our purchases.
- Over **68%** of our fish and seafood purchases were sourced from farms or fisheries certified by a GSSI-recognized standard.
- More than **99%** of purchases under all our improvement programs met the respective program requirements. Such requirements include obtaining credible and recognized certifications, actively participating in species conservation and improving fishing techniques.
- Across all banners, traceability information was provided for **92%** of our fish and seafood product sales, where label space allowed.



Responsible cosmetics

After completing the characterization and developing our evaluation methodology for our targeted product categories in 2024 — i.e., makeup, makeup remover and makeup accessories — we continued our process of continuous improvement this year. We enhanced our methodology with additional criteria designed to provide a more rigorous framework for the use of certain ingredients frequently found in these types of products. These adjustments will help ensure more responsible use of such ingredients, in line with our commitment, while considering the current technical realities of the cosmetics sector. In 2025, we focused our efforts on developing products that meet the criteria of our **Responsible Cosmetics Statement**, in partnership with our suppliers. The work underway enables us to remain aligned with our objective of launching a new line of responsible cosmetics in the fall of 2026.

Inclusive cosmetics and beauty products

Our teams continue to apply particular focus on better meeting the beauty product needs of Black and Asian communities.

In 2025, we maintained our efforts to ensure an offering of textured hair and facial care products adapted to the Black community in many Jean Coutu pharmacies. The most popular brand of shampoo for textured hair was integrated into the regular planogram for the hair care category across all our pharmacies.

Launched at Jean Coutu in 2024, the K-Beauty (Korean beauty products) section has since expanded to several additional locations with new brands and products added to the selection. Popular among the Asian community and beyond, this product category has also been integrated across the Brunet network.

Resources

-  [Animal Welfare Statement](#)
-  [Human Rights Statement](#)
-  [Local Purchasing Policy](#)
-  [Report Under the Fighting Against Forced Labour and Child Labour in Supply Chains Act](#)
-  [Responsible Cosmetics Statement](#)
-  [Supplier Code of Conduct for responsible procurement](#)
-  [Sustainable Fisheries and Aquaculture Policy](#)

Health, Nutrition and Well-being

VISION 2026

Our ambition is to support our customers in their daily actions to care for their health and well-being by offering products that meet their aspirations and nutritional needs and providing professional services to help them take concrete actions for their health. We intend to continue to play an active role in supporting public health through our network of neighbourhood stores and pharmacies.

Product offering

In 2025, we continued to expand our offering of private brand products that support healthy eating. The number of products categorized as healthy¹ increased by almost 11%, reaching 656 products. Among the new items launched this year, 11.5% were under the Life Smart brand, while the others were part of the Selection or Irrésistible lines with reduced salt or sugar content, as well as the Personnelle organic brand.

We have observed consistent growth in Life Smart product sales over the past few years. This growth was largely driven by the implementation of a wide range of initiatives focused on visibility, merchandising and promotion, as well as the introduction of new product categories. In 2025, popular products such as plant-based beverages, family-size fruit snacks and no sugar added fruit juice further enriched the brand's portfolio.

We continue to increase the visibility and promotion of organic products to make them more accessible to consumers. All Metro stores in Québec now offer, almost exclusively, fresh organic mushrooms under the Life Smart brand, which account for nearly a quarter of fresh mushroom sales across all our banners.

On the pharmacy side, the health and wellness programs launched in 2024 across our Jean Coutu and Brunet banners continued to receive active support in stores and through our various customer communication channels. In addition to ongoing promotion of health products, new themes such as stress, sleep, active living and baby care were featured. A dedicated online store, Well-being Essentials, will be launched in 2026 on Jean Coutu's website to group health-related products together and simplify the online shopping experience for our customers. Finally, new brands aligned with wellness values were introduced across our networks, including Good Protein and Yummy Sports, two Québec-based brands, as well as Can-i Wellness and Beekeeper's Naturals, two other Canadian brands.



¹ METRO defines a "healthy" product as one that has at least one of the following attributes: certified organic, natural, gluten-free, lactose-free, plant-based, or containing at least 25% less sugar, fat or salt than a similar Selection or Irrésistible brand product. The attribute "natural" refers to a product with a very simple list of ingredients, free of GMOs, free of nitrites and antibiotics (meat) or tested free of pesticides (frozen fruit).



Empowering our customers

We continue to support our customers in their pursuit of better food choices that reflect their lifestyles, notably through our [My Health My Choices](#) program, available in our Metro stores in Québec and Ontario.

Sales of healthier products continued to grow at a faster pace than those of regular products, across both our conventional and discount banners, reflecting a sustained interest in healthier eating. By integrating health-related topics more frequently into our communication tools, we created additional opportunities to inform our customers. Dedicated sections on plant-based, organic and gluten-free products were featured in our printed flyers and on our digital platforms, helping guide customers toward products that align with their specific preferences and needs.

Finally, several new products were introduced across all our banners, particularly in high-demand categories such as protein snacks, featuring brands associated with well-known personalities like Jimmy Sévigny, Hugo Girard and Isabelle Huot, as well as in functional beverages, with brands such as Jouvence, Ö hydration, Maple 3 and Bizz Bizz Bizz.



Professional services in our pharmacy network

In 2025, we continued to expand our offering of professional services across our pharmacy networks. As the scope of practice for pharmacists continues to broaden in Québec, New Brunswick and Ontario, their role as front-line health-care professionals is more central than ever. In this context, increasing the accessibility and reach of health services offered in pharmacies is particularly relevant.

In Ontario, our pharmacists collaborated with an external medical group to provide virtual access to comprehensive support for weight management and for managing diabetes. This service includes consultation with other health-care providers, the prescribing of medication when appropriate, and personalized medical follow-up. Through their expanded scope of practice, our Ontario pharmacists continued to assess and prescribe for many common ailments, including urinary tract infections, pink eye and cold sores. These services and others including travel and smoking cessation consultations were offered in-pharmacy and virtually, supported by our Pharmacy Health Clinics, to enhance convenience and accessibility for our patients.

In New Brunswick, we supported the participation of one of our pharmacies in the Pharmacy Care Clinics pilot project, which aims to increase access to primary care for New Brunswickers. In these clinics, pharmacists can assess and prescribe for group A streptococcal infection and manage various chronic diseases. In addition, all of our pharmacies continued to offer their services for the management of common conditions, both on site and by appointment.

In Québec, the rollout of our Pharma Clinique PJC concept continued. These dedicated spaces highlight the expanded role of pharmacists as front-line health-care providers, as well as that of nurses in pharmacies. At the end of our fiscal year, 25 Pharma Clinique PJC locations were in operation, with the opening of 30 others planned for 2026. In parallel with this project, pharmacists continued to offer their expanded services, on site or by appointment, including treatment for more than 30 common conditions, therapy adjustments and prescription refills.

Vaccination remained a key focus this year. A notable increase in the number of COVID-19 and influenza vaccines administered was observed in our pharmacy network across Québec. Our pharmacists also had the opportunity to participate in training workshops organized by our teams to optimize the administration of targeted vaccines such as those for shingles, human papillomavirus (HPV) and pneumococcal infections.

Packaging and Printed Materials

VISION 2026

Our ambition is to optimize our packaging and printed materials by reducing their use, relying on optimal design, choosing environmentally responsible materials and facilitating their recovery and recycling. These practices aim to reduce the use of resources, limit product losses and diminish waste generation, while contributing to the fight against single-use plastic.

We first published our [Packaging and Printed Materials Management Policy](#) in 2019, and it continues to guide our teams and suppliers across all areas of our business activities.

In 2025, we completed the characterization process — initiated in 2024 — of all single-use supplies that come into contact with food and that are used in our stores, including scale paper, plastic film and trays. We concluded that all of these packaging materials are free from added per- and polyfluoroalkyl substances (PFAS) and phenols, both of which are included on our list of controversial substances. Our purchasing criteria have been adjusted to ensure that no supplies containing these substances are purchased in the future.

We remain vigilant about other substances that may be present in our packaging, and are working to identify alternative solutions to gradually eliminate phthalates found in certain packaging materials.

Reducing single-use plastic

Aware of the role food retailers play in the fight against single-use plastics, and convinced of the need for close collaboration between governments, producers, suppliers, retailers and consumers, we continued our efforts to reduce our environmental footprint while supporting the circular economy. In the ready-to-eat category, the shift toward more sustainable packaging continued. At Adonis, coloured

plastic containers were replaced with recyclable fibre packaging. This initiative builds on changes already implemented in 2024 in Metro stores in Québec, where ready-to-eat meals are now offered in aluminum containers. Metro stores in Ontario also completed this transition this year for all in-store prepared ready-to-cook meal containers.

As of September 2025, 24 Metro stores in Ontario offer customers the option of bringing reusable containers from home to service counters for deli, prepared meals, meat and seafood. This initiative has been in place in Metro stores in Québec since 2019.





Optimizing private brand packaging

Although we did not meet the objectives we had set for optimizing the packaging of our private brand food products, we made significant strides and remain committed to progressing, particularly by prioritizing the use of materials with the lowest possible environmental footprint.

The results achieved can be attributed to several factors, including the complexity of packaging, the necessary trade-offs between environmental performance, food safety and competitiveness, as well as specific technical and economic constraints. We closely monitor technological developments to integrate more sustainable solutions as soon as they become available. As for sorting instructions, we are currently reviewing our objective.

Over the past several years, many private brand product packages have undergone optimization — whether through reducing their weight, increasing the share of postconsumer materials used, or using materials with strong recycling potential.

For example, Irrésistible spices, Selection maraschino cherries, and Irrésistible *dulce de leche* caramel spreads have transitioned from glass to polyethylene terephthalate (PET) packaging. Since 2021, all Selection brand spring water and sparkling water bottles have been made from 100% recycled PET plastic. More recently, we switched the packaging of several Selection sliced cheeses to thermoformed packaging that meets our definition of recyclability. In 2026, we will continue this transition with shredded and block cheese packaging.

To design our plastic packaging, we rely on recognized criteria — namely, Golden Design Rules 1, 2, 4, 5 and 6 of the [Consumer Goods Forum](#). The terms “recyclable,” “recyclability” or “compostable,” as used in this report, refer to the technical characteristics of the materials used in our packaging. They do not guarantee that these materials will systematically be accepted, recycled or composted, as several external factors may influence their actual processing, including the availability of local equipment and infrastructure, the existence of market outlets, the condition of the packaging upon arrival at the sorting centre, and consumer sorting behaviours.

Objective	2025 progress
Reduce the average packaging weight by 10% as compared to 2018	1.4%
Use 100% recyclable or compostable (fibres only) materials, as defined at left, in 100% of packaging	94%
Increase postconsumer materials in packaging to 45%	39%
Provide sorting instructions on 100% of packaging	Objective under review

Resources

-  [Better Packaging for Better Recycling Guide](#)
-  [Packaging and Printed Materials Management Policy](#)
-  [Responsible Packaging Training Module](#)





Environment

What if reducing our footprint was an opportunity rather than a constraint?



Every tonne of greenhouse gas we avoid emitting, every piece of residual material we divert from landfills, and all the food we save from waste represents a concrete step toward a more sustainable model. This section highlights our achievements, challenges and the solutions we are implementing to make environmental performance a driver of innovation and progress.

Our priorities

Climate Change

Waste

Food Loss and Waste

Climate Change

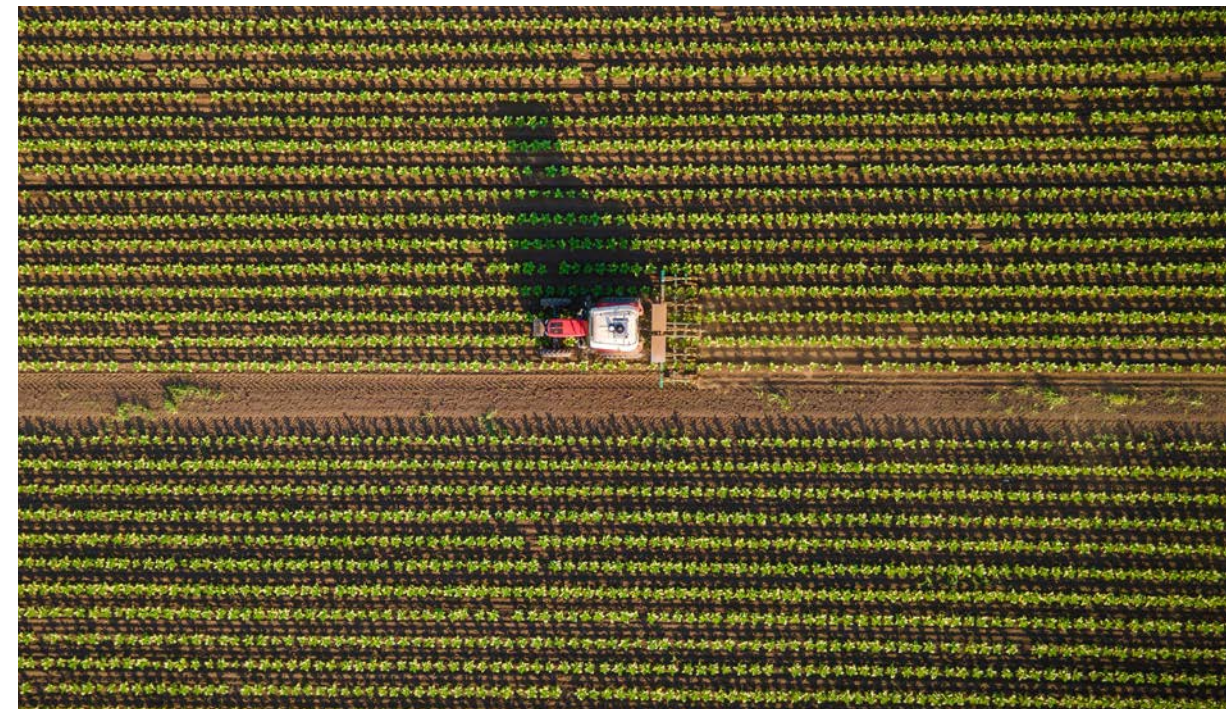
VISION 2026

Our ambition is to reduce our greenhouse gas (GHG) emissions to limit global warming by focusing our efforts on key sectors over which we have direct operational control, as well as select categories under our indirect control. Through these actions, we aim to contribute to the collective effort to transition to a lower-carbon economy.

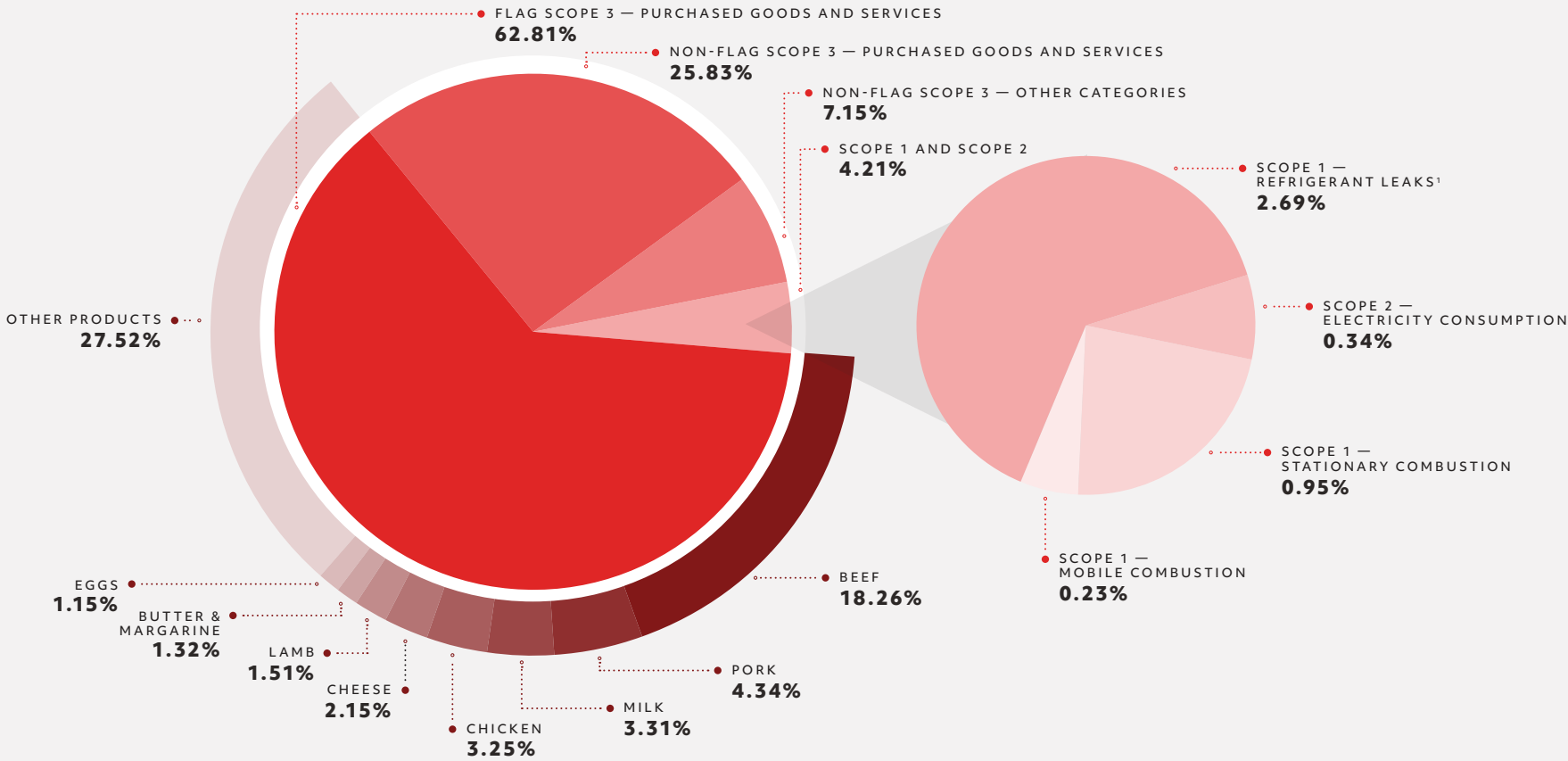
METRO remains focused on reducing its GHG emissions in order to address climate change and build resilience. Our [decarbonization plan](#) outlines the key measures we implement to reduce our direct (Scopes 1 and 2) and indirect (Scope 3) GHG emissions.

In November 2023, METRO committed to five near-term company-wide GHG emissions reduction targets aligned with the level of decarbonization required to limit global temperature rise to 1.5°C above pre-industrial levels. We chose to submit these targets to the Science Based Targets initiative (SBTi) for validation. In accordance with the specific requirements for the forest, land and agriculture (FLAG) sector, METRO had already set a deforestation target in 2022 for beef and palm

oil, two raw materials recognized as major drivers of deforestation and which account for a significant portion of our purchases. During the validation process, it was determined that the SBTi requires the deforestation target to cover the five most critical commodities — not only beef and palm oil but also soy, cocoa as well as wood and wood fibres — for all brands, including those over which METRO has no operational control. Given this broader and more prescriptive scope, we concluded that the SBTi requirement could not be met within the prescribed timeframe. For this reason, we withdrew from the validation process. Nonetheless, METRO continues to uphold its five near-term GHG reduction targets, and we are continuing the work we have begun.



Our Scopes 1, 2 and 3 GHG emissions



¹ The estimation of GHG emissions associated with refrigerant leaks in stores is based on an average leak rate of 10%, a value derived from an internal study based on a sample of stores. We are aware of the limitations of this methodology and are actively working to implement measures that will enable us to calculate actual leaks.

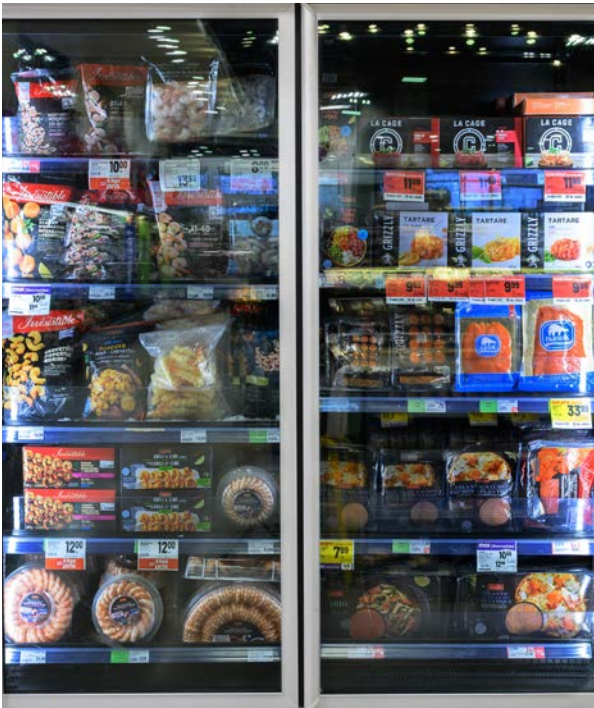
For a comprehensive understanding of our strategy and performance related to reducing our GHG emissions, as well as our methodology, please refer to our [GHG Emissions Infosheet](#) and consult our [Methodology for Reporting Our GHG Emissions](#). For an overview of how climate considerations — including risks and opportunities — are integrated into our governance, strategy, risk management and performance metrics, please refer to our [2025 TCFD report](#).

Performance toward our targets

Objective	Metric	2023 (baseline year)	2025	Variation compared to baseline year
Reduce absolute Scopes 1 and 2 GHG emissions by 42% by 2030	tCO ₂ e	380,415	369,480	-2.9%
Have 45% of our suppliers by spend with science-based targets by 2028	%	34%	40%	6%
Reduce absolute Scope 3 GHG emissions from purchases of goods and services by 25% by 2030	tCO ₂ e	2,243,387	2,265,828	1%
Reduce absolute Scope 3 GHG emissions from downstream transportation and distribution by 25% by 2030	tCO ₂ e	399,226	366,556	-8.2%
Reduce Scope 3 FLAG ¹ GHG emissions by 30% by 2030	tCO ₂ e	5,517,712	5,510,409	-0.1%

1 Scope 3 FLAG emissions are generated by the activities of the forest, land and agriculture sector. For METRO, this means any land-based emissions and other biogenic emissions from food production activities at the agricultural level. For more information on FLAG emissions, please refer to sciencebasedtargets.org.





Refrigerant systems

Refrigeration remains a key focus of our decarbonization strategy, given that refrigerant leaks are the single largest contributor to our direct GHG emissions. In line with our commitment to reduce emissions at the source, we continue to invest in a range of measures to lower the climate impact of our refrigeration systems.

Our maintenance teams have adopted a proactive approach to equipment maintenance and intensified their efforts to monitor refrigeration systems, enabling quicker response to leaks and limiting refrigerant losses. We are replacing certain gases used in our systems with alternatives that have a lower global warming potential (GWP), such as CO₂. In 2025, we completed 54 refrigeration projects, which included converting existing systems to these gases and refurbishing aging equipment. These actions helped reduce our direct GHG emissions, despite an increase in emissions from the Ontario power grid.



By using actual leakage data from our operations instead of a fixed estimated annual leakage rate, we are able to monitor and manage our refrigeration systems more accurately. This enables us to better capture the benefits of transitioning to lower-GWP refrigerants as well as the emissions reductions achieved through proactive maintenance efforts, while also improving the accuracy of our emissions inventory and enhancing the overall effectiveness of our reduction strategy.

Supply chain

We have increased our engagement efforts with suppliers to improve our visibility on their climate commitments. This approach, combined with a broader trend toward adopting climate targets, has enabled us to increase the proportion of our partners with science-based GHG emissions reduction targets. At the same time, we are looking for a simple and effective tool to access our suppliers' climate data. This will allow us to better assess their actual contribution to our emissions — for example, by factoring in their transition to renewable energy — and thus guide our next steps more effectively. Our Scope 3 emissions have increased slightly compared to the baseline year, underscoring the importance of continuing to improve our understanding of our partners' practices and encouraging climate action in our supply chain.

Fast-charging infrastructure

We began the gradual deployment of fast-charging infrastructure at our store locations during the year to provide electric vehicle drivers with convenient access to reliable charging options. This rollout supports our commitment to reducing indirect emissions linked to customer transportation and reinforces our contribution to the ongoing energy transition underway in the communities we serve. Construction has begun on 17 locations and has been completed on three others.

Waste

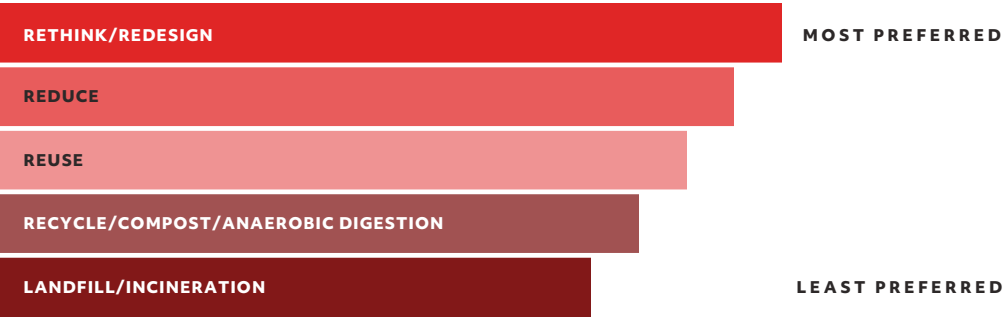
**VISION
2026**

Our ambition is to avoid sending waste generated by our activities to landfill and achieve zero waste at our locations, representing a diversion rate of at least 90%. We intend to enhance our performance by mobilizing our teams to optimize our operational practices.

In 2025, we partnered with an environmental consulting firm to support waste diversion efforts at select stores and distribution centres. Through on-site diagnostic visits, the firm provided a personalized report for each site outlining key findings and tailored recommendations. These included identifying strategic areas for recycling and organics recovery bins, as well as signage to better identify and capture recoverable materials. By acting on these insights, we aim to improve our diversion performance and reduce the volume of waste sent to landfill.

For a comprehensive understanding of our strategy and performance related to reducing waste going to landfill, please refer to our [Waste Diversion Infosheet](#).

Zero waste hierarchy



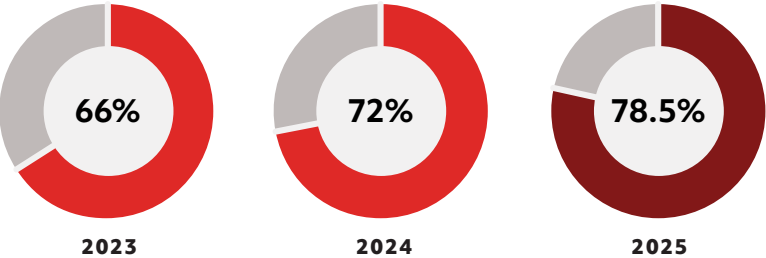
Stores

In 2025, our overall store diversion rate reached 78.5%, reflecting an increase of more than 6% from 2024. This improvement was largely driven by several banners reducing garbage tonnage, primarily by diverting more organics from compactors to anaerobic digestion, compost, food rescue apps and food donations. This progress reflects a stronger store-level focus supported by enhanced training, updated signage and initiatives like the Environment Ambassador pilot.

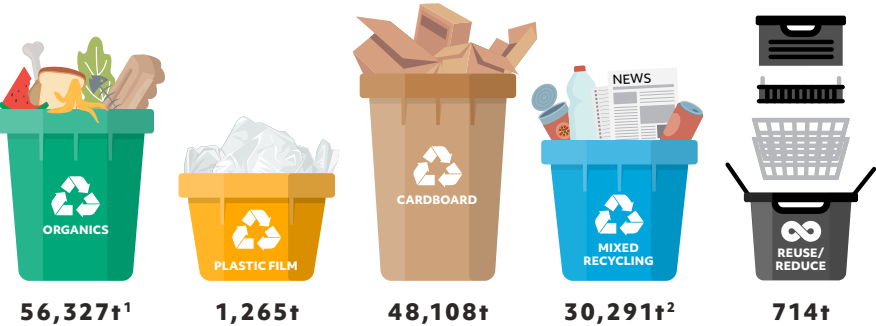
Performance

Objective	2025 progress	2026 target
Achieve zero waste in 25% of stores	16%	25%
Achieve 80% to 89% diversion in 25% of stores	38%	25%
Achieve at least 50% diversion in all stores	98%	100%

Waste diversion over the years



2025 composition of reused or diverted waste materials



1 Organics include donations to food banks and diversion to animal feed, compost, anaerobic digestion, used cooking oil, grease traps, etc.
2 Mixed recycling includes waxed cardboard, mixed paper, metal/aluminum cans, light rigid plastics, rigid plastics, corrugated cardboard and label backing.

Environment Ambassador

Following the 2024 pilot launch of our enhanced Environment Ambassador program in Super C and Food Basics banners, this year we expanded the pilot to include our Adonis and Metro banners in both Ontario and Québec. Ambassadors receive quarterly training and contribute to building a culture of sustainability and enhancing waste diversion efforts.

“As the store’s Environment Ambassador, I’ve made it my mission to reduce waste in our operations. I take the initiative to speak daily with our department heads about ways we can minimize the waste generated by the store.

I check the area where unsold items are set aside to make sure as many products as possible are redirected to the Too Good To Go app and the food bank. I also support our team with the organics recovery program, ensuring that inedible items are properly sorted and diverted from landfill.

Thanks to the passion and commitment of our team, our store has become more successful in reducing its environmental impact. I truly enjoy being the store’s ambassador and hope to make a positive difference for future generations.”

Mike Lamond, receiver and grocery clerk, Food Basics 831



Distribution and production centres

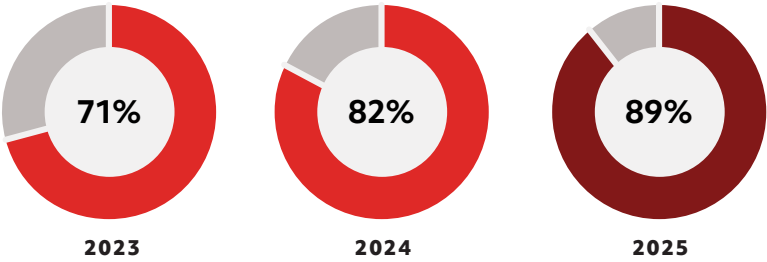
We continued to improve data collection and optimize programs at our distribution and production centres (DCs), resulting in a diversion rate of 89% in 2025, an increase of 7% over 2024. This progress is largely due to the inclusion of recovery streams that were already in place but not fully captured in each site’s performance — such as wood recovery, metal recycling and product donations — as well as to operational improvements and a reduction in landfill tonnages. DCs improved waste sorting protocols by reinforcing material separation on the warehouse floor and strengthening collaboration with service providers to clarify acceptance criteria and resolve recycling challenges. This primarily led to an increase in cardboard recovery, effectively diverting more material from landfill.

Performance

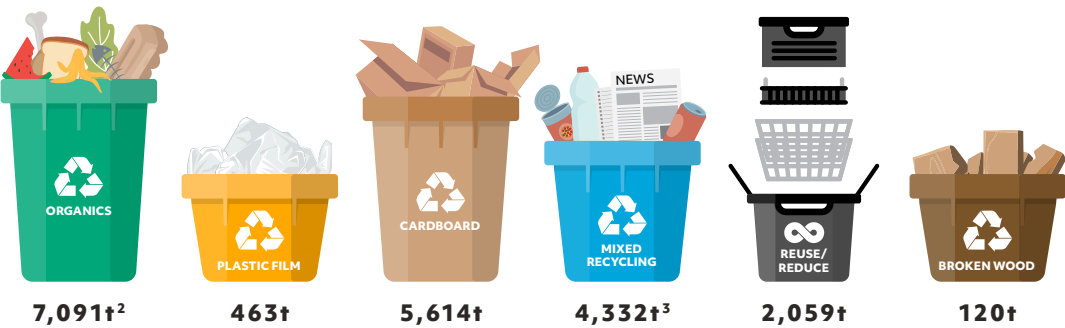
Province	DC type	Diversion rate	Zero waste ¹ active DCs
ON	Food DC	82%	15%
	Pharmacy DC	90%	5%
QC	Food DC	92%	35%
	Pharmacy DC	91%	10%

1 Zero waste = 90% diversion or above.

Waste diversion over the years



2025 composition of reused or diverted waste materials



2 Organics include donations to food banks and diversion to animal feed, compost, anaerobic digestion, used cooking oil, grease traps, etc.

3 Mixed recycling includes waxed cardboard, mixed paper, metal/aluminum cans, light rigid plastics, rigid plastics, corrugated cardboard and label backing.

Food Loss and Waste

VISION
2026

Our ambition is to ensure that food that is safe for consumption and food residue generated by our activities are not thrown away. By redistributing them to organizations or giving them a second life, we are helping to address food insecurity and reduce the GHG emissions caused by landfill organic waste.

METRO’s efforts to reduce food loss and waste (FLW) are closely aligned with our purpose: to nourish the health and well-being of our communities. Our approach is aligned with the [Food Loss and Waste Accounting and Reporting Standard](#). We focus on two complementary actions:

- Preventing food from becoming wasted through root cause analysis, improved inventory control, and measures to extend product shelf life;
- Rescuing surplus food as it occurs.

Defining food loss and waste

Surplus food

All food that goes unsold or unused by a business, including rescued food and food loss and waste.

Rescued food

Surplus food redistributed for human consumption.

Food loss and waste

All food products intended for human consumption that are removed from the supply chain and redirected to a different output such as organics recovery (for animal consumption, animal feed processing, renewable energy or compost) or sent to landfill.

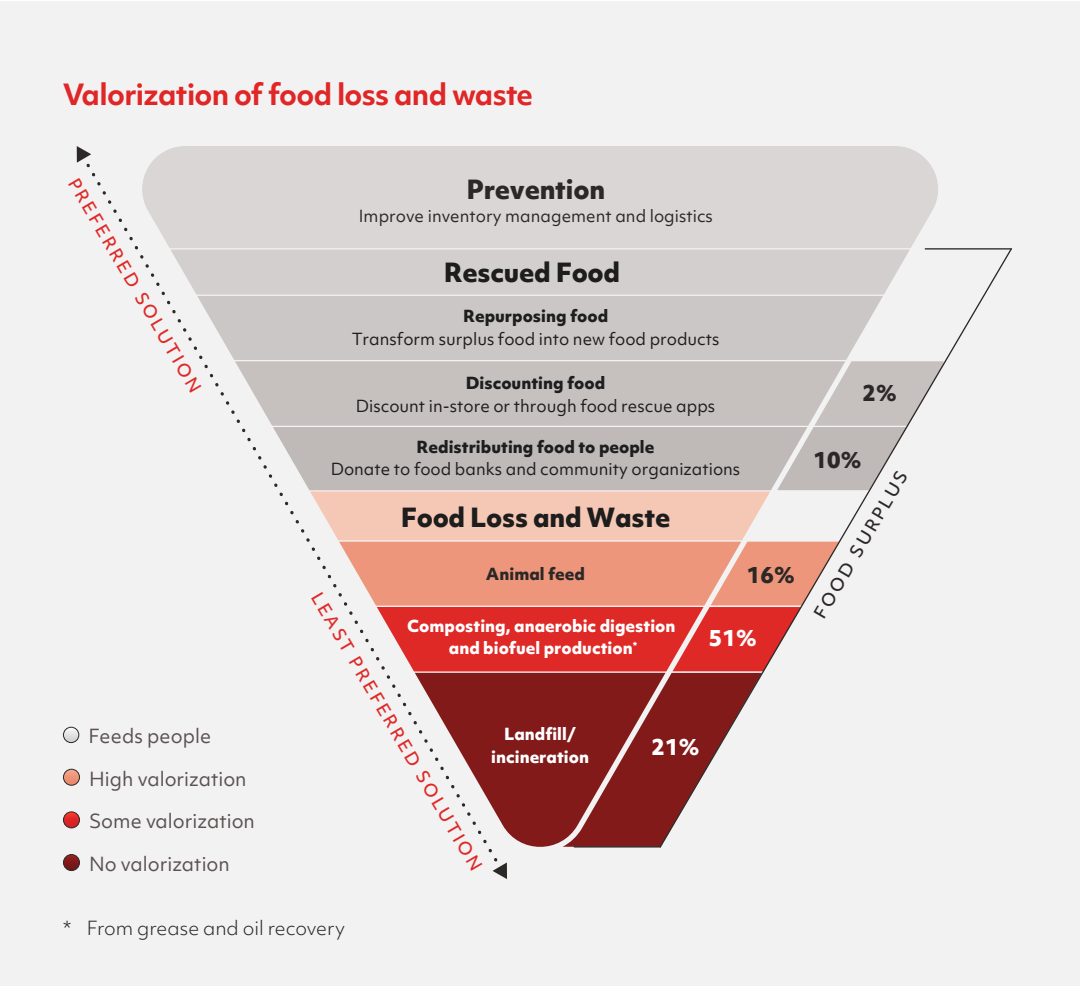


Please refer to our [FLW Infosheet](#) for more details on our strategy and performance related to reducing food loss and waste.

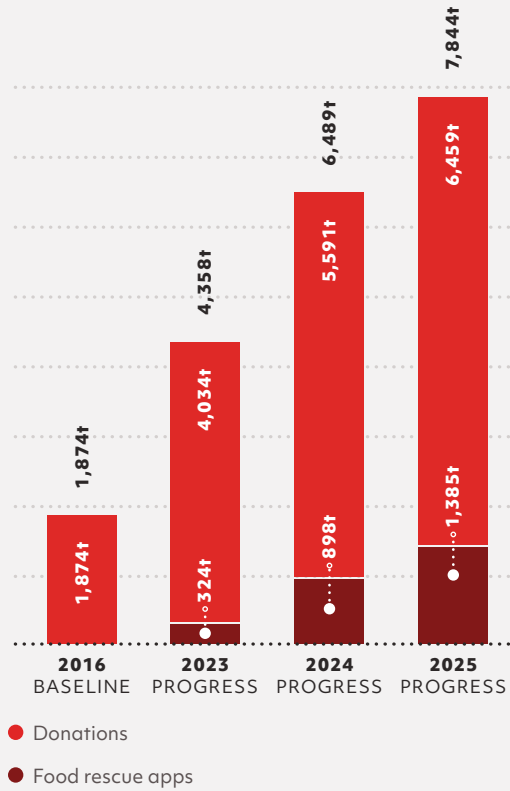


Valorization

Through consistent efforts, we are rescuing more food from being wasted each year. To ensure that our surplus reaches the end destination with the highest value possible, we leverage a number of key initiatives. These include selling our surplus at a discount in-store through our Together Against Waste program or via food rescue apps, and repurposing it in products and meals prepared in-store. Since launching our partnerships with FoodHero in 2019 and Too Good To Go in 2022, we have helped direct surplus to consumers, ensuring more food ends up on plates rather than in the trash. Our One More Bite program is another flagship initiative in our fight against food waste. Our network of food donation partners continues to grow each year, connecting more stores and DCs to food banks and community organizations. As of 2025, 89% of our food stores in Ontario, 95% of our food stores in Québec and 95% of our DCs are paired with a community partner.



Stores' rescued food



Our progress toward our target

Although we were not able to reduce food loss and waste in our activities by 50% in 2025 compared to 2016, METRO has made meaningful progress. As of 2025, the FLW ratio in our stores stands at 4.57, down from 6.30 in 2016 — representing a 27% reduction. At our DCs, the 2025 FLW ratio stands at 0.83, representing a 0.5% improvement compared to our 2022 baseline.

Without intervention, businesses generally see FLW increase proportionally with their growth. However, since 2016, the total amount of FLW from our stores has remained relatively stable, even as METRO continued to grow. This stability is due in part to inventory management tools implemented across all our operations. In addition, the amount of food rescued from stores has significantly increased between 2016 and 2025, mainly due to expanding partnerships that facilitate the redistribution of surplus food to human consumption, demonstrating our firm commitment to preventing and mitigating FLW within all our activities.

A few ways we tackle FLW

Prevention

In 2025, METRO's Manufacturing Group invested in an improved recovery system for its hummus and garlic sauce production line. It uses compressed air to move product through the piping, helping reduce losses. Not only did this improve the yield, but it has also prevented approximately 128 tonnes of food waste annually.

Repurposing

Since 2021, our fresh DCs have been redirecting our surplus tropical fruits (mainly citrus fruits and bananas) to our valorization partners, LOOP Mission and Veg Fresh, who transform them into new products, such as juices, purees and jams, giving them a second life. These efforts rescued 342 tonnes of produce from waste in 2025.

Discounting

Our discounting processes are regularly reviewed to improve efficiency and better connect surplus food with consumers. In 2025, we have also added more product categories on the Too Good To Go app and introduced dynamic pricing. This add-on offers surprise bags at the optimal price point.

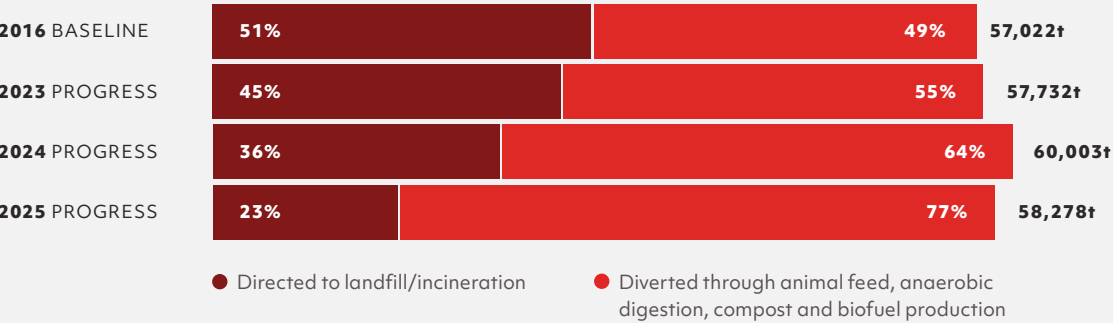
Our 2030 FLW target

METRO is evolving its approach and adopting a new FLW target that applies to both our stores and distribution centres: by 2030, we aim to increase the proportion of food rescued from waste by 30% compared to 2024.

Rather than focusing on how much food is wasted, we will focus on how much can be saved before it turns into waste. In concrete terms, this means recovering surplus food and redirecting it to its original purpose: feeding people. By maximizing our efforts to save food in time, we help reduce our environmental footprint, preserve the natural and economic resources used to produce that food, and recognize the human labour involved throughout the food chain — all while strengthening food security in our communities.

Food waste from stores diverted from landfill

%/metric tonnes of waste generated



Colleagues

What if the way we care for people was how we stayed ahead?



When we nurture our talents, we are not only confidently betting on our collective success, but also acknowledging that the excellence of our products and services is rooted in the expertise and dedication demonstrated by our team. By supporting health, safety and well-being, embracing diversity and encouraging career progression, we make people a real driver of transformation and strengthen our ability to innovate, evolve and grow responsibly through a healthy and inclusive work environment. This section illustrates how our commitment to our colleagues fosters a culture of fairness, respect, security and shared ambition.

Our priorities

 Equity, Diversity and Inclusion

 Health, Safety and Well-being


Equity, Diversity and Inclusion

VISION 2026

Our ambition is to strengthen our actions to support an equitable, diverse and inclusive work environment that reflects the customers we serve. We also aim to provide customers with a shopping experience with which they identify in terms of product offer and customer service. We want our initiatives to be a driving force to accelerate the transition to a society rooted in ED&I values.

Our equity, diversity and inclusion (ED&I) approach reached a new milestone this year and is now more mature and structured. It is integrated into many human resources processes and programs, such as our hiring, onboarding and integration tools, as well as various training programs. This integration strengthens our ability to foster an inclusive work environment where everyone can thrive and contribute to our collective success. We continue to work toward providing a work environment that attracts top talent, develops our workforce, and retains individuals who reflect the diversity of the communities we serve and who are essential to our success.

We firmly believe that ED&I is a driver of innovation, performance and loyalty, for both employees and customers. We strive to provide customers with a shopping environment where they feel represented — through both our product offering and the quality of our customer service. To achieve this, we are diversifying our recruitment sources and reaching out to new candidate pools, including individuals from underrepresented groups or non-traditional backgrounds.

In 2025, we also strengthened our collaborations with organizations dedicated to professional inclusion. These partnerships contribute to our ability to diversify our talent pools and increase our visibility among underrepresented groups while building an increasingly inclusive work environment. For example:

- **INICI and Y des femmes de Montréal:** Hosting of a special METRO Day featuring a presentation about the company, an overview of available positions, and “speed interview” sessions with participants, including newcomers, asylum seekers, and women from diverse backgrounds.
- **SOIT:** Participation in the organization’s job fair to connect with individuals newly arrived in the country and looking for employment, particularly in Québec City.
- **DuoEmploi:** Participation in a Québec government-supported program that facilitates internships for individuals with intellectual disabilities. The first internship was completed in 2025, marking the beginning of our collaboration.
- **Ready, Willing and Able:** Continued collaboration with this national initiative that supports the employment of individuals on the autism spectrum or with intellectual disabilities, with individuals being hired primarily into our stores and e-commerce operations.
- **Presence at community job fairs:** Participation in employment-focused events supporting the Algerian and Ukrainian communities in Canada, to present METRO and its job opportunities.

In November 2024, METRO received the Maurice-Pollack Award, which recognizes outstanding actions by a company in managing ethnocultural diversity, in the “Large Business” category. A joint initiative of the ministère de l’Immigration, de la Francisation et de l’Intégration du Québec and the Québec Federation of Chambers of Commerce, the award was presented as part of the Québec intercultural week. METRO was also selected in two categories by Canada’s Top 100 Employers: among Montréal’s Top Employers and among Canada’s Top Employers for Young People.

Career development and talent management

We recognize our responsibility to support the development of our team members and are committed to actively helping them grow and thrive within our organization.

This year, we reached a major milestone in improving access to training with the launch of the METRO Academy, our new online learning platform. This initiative represents an important step in our commitment to modernize and strengthen our culture of skills development, enhance our employee experience and ensure we always have the best team in place. Virtualizing the content has improved accessibility and flexibility, encouraged greater autonomy in learning paths and expanded learning opportunities beyond the scope of specific roles, allowing our colleagues to explore new interests and develop transferable skills.

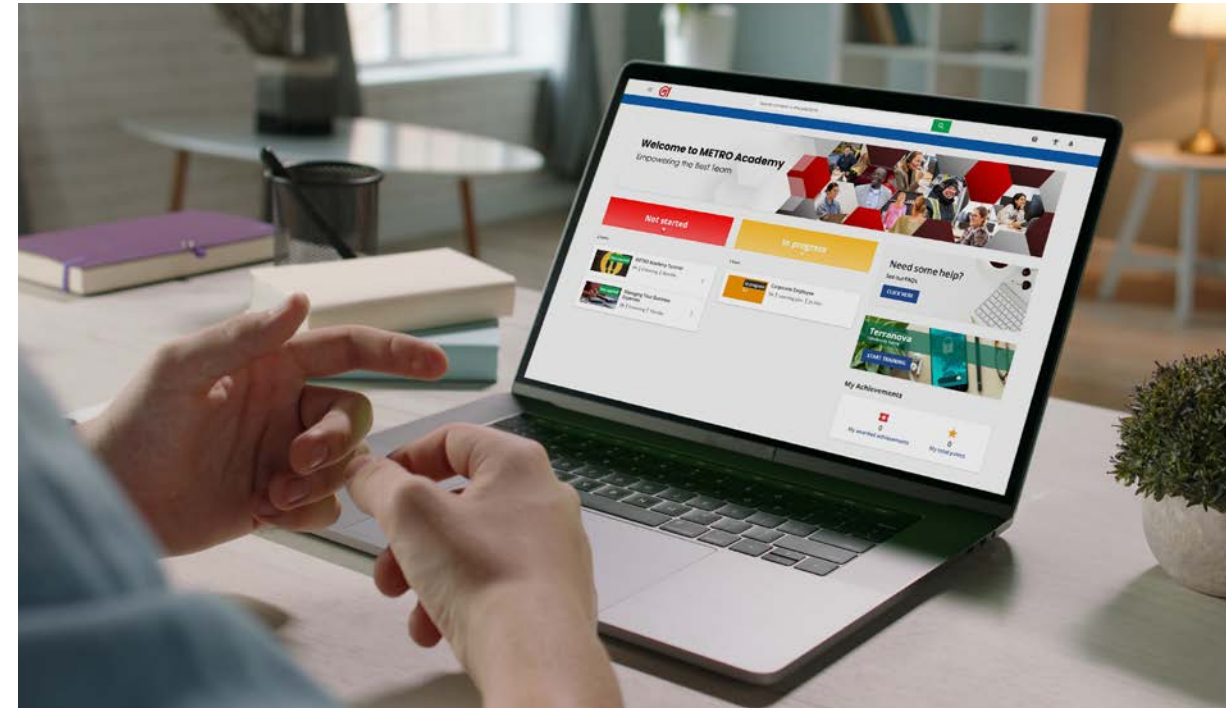
Our Excellence training program, which fosters the development of our store managers' skills, was completely redesigned and migrated to our new learning platform.

Resources

 [Equity, Diversity and Inclusion \(ED&I\) Policy](#)

Finally, we updated our leadership framework, which was originally established in 2016. The revision enabled us to modernize the LEAD program — dedicated to promoting leadership, excellence, action and development among all employees — by reviewing its format and content, and allowed us to integrate its principles across all our human resources processes, tools and training initiatives.

As part of its commitment to diversity and career development, METRO launched two initiatives through the women@metro network: a “speed dating” event allowing women to meet with senior leaders, and a job shadowing activity that enables them to observe senior leaders’ day-to-day work. These initiatives are designed to help women better understand leadership roles, build connections and increase their visibility within the organization by fostering networking and a deeper understanding of leadership positions.



Health, Safety and Well-being

Health and safety

The health and safety of our colleagues remains a top priority, as the strength of our company is built on their engagement and well-being. In 2025, we worked on harmonizing our health and safety processes and programs across all our business units in both Québec and Ontario while implementing best practices — whether in ergonomics and injury prevention, incident management or accident investigations — across our stores, distribution and production centres and offices.

Two complementary initiatives were developed and implemented in Ontario: the Safety Interaction Initiative at our distribution centres, already in place in Québec, is designed to proactively identify and address at-risk behaviours and reinforce safe practices through positive engagement between management and employees; and the Detect & Correct Initiative in our retail stores aims to equip store and pharmacy managers, field specialists, department heads, and Joint Health and Safety Committee members with practical tools to help them quickly recognize and mitigate potential safety hazards.

Keeping leaders engaged in occupational health and safety is essential to maintaining a safe and high-performing work environment.

That's why several of our occupational health and safety initiatives are designed to support our leaders in remaining actively involved with their teams, thereby contributing to a strong and sustainable health and safety culture.

We also strengthened our efforts in training and compliance, both for new hires and for existing teams. More robust training programs were introduced, primarily for managers and leaders, to support a lasting safety culture. Initiatives such as the improvement of the audit process at Super C and the rigorous follow-up on audit recommendations reflect our commitment to maintaining a safe work environment that meets our high standards.

Mental health

The mental health of our teams is a key pillar of our commitment to workplace well-being. This year, we enhanced our training offering, especially in our stores, which account for the largest share of our workforce. This approach is designed to strengthen listening, support and early intervention skills in the workplace.

The highlight this year was the rollout of two key leadership development training programs across our food stores in Québec. These programs were specifically designed to better equip managers and front-line teams. A four-hour training session, *Mental Health Is Everyone's Business*,

was delivered in a hybrid format to all Metro store franchised owners and assistant managers. At Super C, four health-focused workshops — including one dedicated to mental health — were offered to all store directors, either in person or virtually. In addition, various mental health-related training sessions were made available to office and store employees in Québec and Ontario, totalling over 12,500 sessions completed.

Already offered to all METRO employees in Québec and Ontario, an Employee and Family Assistance Program (EFAP) was implemented in January 2025 by the pharmacist owners affiliated with Jean Coutu for employees working in Jean Coutu pharmacies located in Québec, Ontario and New Brunswick. This EFAP, which complements tools such as telemedicine, provides access to a wide range of mental health professionals. Specialists in psychotherapy, psychoeducation and social work are now accessible at all times to better support our colleagues.

Resources

-  [Human Rights Statement](#)
-  [Respect in the Workplace Policy](#)
-  [Telework Policy](#)

Financial well-being

In 2025, we introduced our inaugural Financial Health Month, marking a new milestone in our commitment to the financial well-being of our colleagues. Over the course of four weeks, a series of conferences, presentations and reference materials were offered to help employees better manage their personal finances. Practical topics such as budgeting, debt management and building an emergency fund were covered. Several hundred colleagues participated in the activities, and the satisfaction survey revealed a very high level of overall appreciation. Building on this success, we plan to continue this initiative in the future.

Metro Ontario is proud to once again partner with the Workplace Safety and Insurance Board (WSIB) by successfully participating in its Health and Safety Excellence program. For many years, we have been implementing training components from this program, which continues to assist us with enhancing health and safety in our workplaces.



Communities

What if our impact extended beyond our commercial framework?



Our impact in communities goes far beyond our stores and pharmacies. By supporting initiatives that promote access to healthy food, quality health care and more equitable living environments, we deliver on and bring life to our purpose: to nourish the health and well-being of our communities. This section highlights how our Community Investment Policy translates into tangible actions wherever we operate.

Our priority

Socioeconomic Contribution

Socioeconomic Contribution

VISION
2026

Our ambition is to help reduce social inequalities, especially as they pertain to nutrition and health. Building on our tradition of commitment since our founding in 1947, we count on the strength of our network of employees, merchants and pharmacist owners to contribute to the well-being of communities and generate sustainable benefits.

 Customers	 Colleagues	 Shareholders	 Taxes and contributions
97% of the Québec population visited one of our stores or pharmacies in the past year, according to our estimates 77% of the Ontario population visited one of our stores or pharmacies in the past year, according to our estimates 76% of our customers rated their shopping experience as excellent (score of 9–10 out of 10) in our banners in 2025 \$510.6M in capital investments	>97,000 colleagues working directly or indirectly for METRO >53,000 colleagues working directly for METRO 45% of our direct employees are women 45% of our Board of Directors is composed of women \$2,188.5M paid in salaries and benefits	\$316.8M in dividends paid to shareholders \$790.0M returned to our shareholders under our share buyback program \$126.4M of interest paid to debt holders	100% of our taxes paid in Canada \$430.7M in taxes paid to various levels of government (federal, provincial, municipal) \$41.5M in contributions paid to fund curbside collection costs in Québec, Ontario and New Brunswick



For a third consecutive year, METRO has been PRISM certified by Imagine Canada for donating at least 1% of pre-tax profits to local communities.

- Other distinctions and recognitions:
- 360° Donor Award from Food Banks of Québec
 - Commitment to Community Award from Second Harvest
 - Solidaires Award — Corporate Commitment from United Way Greater Montréal

Community investment

METRO's Community Investment Policy represents a lever to bring our purpose — to nourish the health and well-being of our communities — to life. It aligns our contributions around four leading principles through which we aim to help reduce social inequalities, especially as they pertain to food and health.



METRO Shared Kitchens

The very first METRO Shared Kitchens were inaugurated in 2025. Over time, this solidarity-based network will help improve access to healthy food — particularly for individuals facing food insecurity — while strengthening local community dynamics. By funding new professional kitchen infrastructures and enabling the sharing of facilities, personnel and material resources among organizations, this initiative provides them with the means to better meet their growing needs.

The METRO Shared Kitchens bring together various organizations and community groups within a given territory to offer culinary education workshops or to set up collective cooking groups. To date, two editions of the Shared Kitchens program have been launched in Québec, each spanning a four-year period. We anticipate that, once completed, these editions will lead to the creation of a total of 14 fully equipped kitchens. This year also marked the launch of the initiative in Ontario, in collaboration with Feed Ontario, where we expect the first edition to lead to the creation of four METRO Shared Kitchens.

We aim to build lasting connections between the METRO Shared Kitchens and the food stores and pharmacies in our networks, thereby supporting the kitchens' development. We expect the engagement of our teams — through volunteering activities, knowledge sharing via workshops, and participation in specific events — will contribute to the long-term sustainability of the kitchens.

Local procurement

METRO is a proud Canadian company, committed to supporting local communities. That's why we source from Canadian producers and suppliers whenever possible, and make it easier for customers to identify those products in our stores and pharmacies. In 2025, the political and economic context further fuelled consumer interest in local products — momentum that was reflected in sales across all our banners. We continued to prioritize local and Canadian products in our purchasing decisions, particularly those from the provinces in which we are present, ensuring that our offerings align with our customers' values, budgets and preferences. Teams worked diligently to enhance the visibility of local products in stores, online, and through various promotional tools such as the weekly flyer, both in print and digital formats, to make the shopping experience easier and help customers who want to prioritize local options to find them more easily.

We continued to rely on recognized certifications such as Foodland Ontario, Aliments du Québec, and Les Produits du Québec. Several initiatives were carried out to promote products bearing one or more of these certifications.

Many new products from Canadian companies were introduced this year across all our food and pharmacy banners in Québec and Ontario. Some of these products originate from our local purchasing program for small regional businesses with limited distribution capacity. Through this program, we are proud to offer ultra-local products in their region of origin. Others are available across our entire store network.

Resources

 [Community Investment Policy](#)

 [Local Purchasing Policy](#)



Our Performance

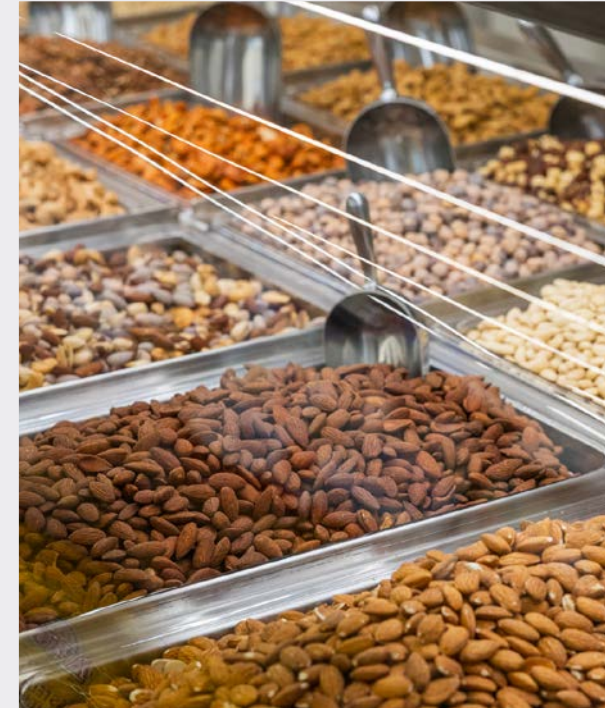
What if every metric told a story of progress, learning and impact?

Behind every data point lies a process, a commitment and a drive to do better. Measuring is learning. It means recognizing our successes — but also acknowledging our challenges. Our performance indicators go far beyond numbers: they reflect our achievements, our lessons learned and the efforts made to reach our goals. This section presents the ESG data that demonstrate our rigour, transparency and determination to improve.

In this section

[Scorecard](#)

[ESG Performance Data](#)



Scorecard

The following scorecard details our progress toward the objectives outlined in our 2022–2026 CR Plan, along with our contribution to the Sustainable Development Goals (SDGs) and related SDG targets. For more information on our CR Plan, click [here](#), and for more information on the SDG targets, click [here](#).

Objective	Status	2025 progress	SDG alignment	SDG targets
PRODUCTS AND SERVICES				
Responsible Procurement				
Require suppliers to respect working conditions across the supply chain, as set out in our Supplier Code of Conduct for responsible procurement	✓	We continued assessing our suppliers in categories identified as priorities: 83% of suppliers who completed our questionnaire meet our expectations regarding working conditions, representing close to 94% of the evaluated purchases.	8 DECENT WORK AND ECONOMIC GROWTH	8.5, 8.8
Offer fish and seafood products from responsible sources to preserve natural resources and encourage sustainable operating methods	✓	We documented the traceability of 99.9% of our fish and seafood purchases, and 99.5% of them meet the sustainability criteria set out in our Sustainable Fisheries and Aquaculture Policy .	14 LIFE BELOW WATER	14.4
Reduce deforestation across our food supply chain: Beef products: avoid products from areas in which the risk of deforestation is known to be high	✓	The origin is documented for more than 99% of our beef purchases, and none come from high-risk areas.	15 LIFE ON LAND	15.2
Reduce deforestation across our food supply chain: Palm oil: avoid the use of palm oil or use recognized certified sustainable palm oil	✓	Over 90% of our private brand food products containing palm oil use oil certified by the Roundtable on Sustainable Palm Oil (RSPO).	15 LIFE ON LAND	15.2
Require practices that aim to ensure animal health and welfare by our suppliers for unprocessed meat and cultured salmonids, milk, cheese and eggs	✓	All meat producers and slaughterhouses, as well as our suppliers of farmed salmonids, eggs, milk and dairy products that were assessed, meet at a minimum the Codes of Practice developed by the National Farm Animal Care Council (NFACC). These suppliers account for a significant share of our product offering in each of these categories.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION15 LIFE ON LAND	12.215.5
Offer products derived from sound animal health and welfare practices: Pork: broaden our offering of fresh pork products from sows that were not raised in gestation crates according to the transition rate of our suppliers	✓	The average conversion rate among our Canadian pork suppliers — who represent the majority of our purchases — stands at 78%. We continue to meet annually with our pork suppliers to encourage progress toward the industry-wide goal of phasing out gestation crates by 2029.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION15 LIFE ON LAND	12.215.5

Objective	Status	2025 progress	SDG alignment	SDG targets
PRODUCTS AND SERVICES				
Responsible Procurement				
Offer products derived from sound animal health and welfare practices: Eggs: sell eggs from cage-free hens in all our stores	✓	94% of our stores offer cage-free eggs.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 15 LIFE ON LAND	12.2 15.5
Do not market the main genetically modified products on the Canadian market	✓	We updated our list of products to monitor. It now includes corn, apples, potatoes, farmed Atlantic salmon, pink-fleshed pineapple, papaya, zucchini, summer squash and lettuce mixes. Among the suppliers in these categories, nearly 100% of our purchases were assessed and not using GMOs.	2 ZERO HUNGER 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	2.4, 2.5 12.2
Facilitate customers' access to organic products by providing them with more visibility and by better promoting them in stores and on our communication platforms	✓	We continue to increase the visibility and promotion of organic products. All Metro stores in Québec now offer, almost exclusively, fresh mushrooms, which account for nearly a quarter of sales in this category.	8 DECENT WORK AND ECONOMIC GROWTH 15 LIFE ON LAND	8.4 15.5
Assess the private brand cosmetic product portfolio to offer a responsible product line	✓	We enhanced our evaluation methodology and continued developing products that meet the criteria of our Responsible Cosmetics Statement , in collaboration with our suppliers, in preparation for the launch of a responsible cosmetics line in fall 2026.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2
Enhance our cosmetic and beauty product offer for people from diverse backgrounds	✓	We expanded our offering of beauty products tailored to Black and Asian communities. At Jean Coutu, the most popular brand for textured hair was integrated into the regular planogram, while the K-Bauty line was introduced across the entire Brunet network.	10 REDUCED INEQUALITIES	10.2

Objective	Status	2025 progress	SDG alignment	SDG targets
PRODUCTS AND SERVICES				
Health, Nutrition and Well-being				
Increase the total number of private brand products that foster healthy eating by 10% each year	✓	The number of private brand products categorized as healthy increased by nearly 11%.	2 ZERO HUNGER 	2.1
Develop tools to help customers make better food choices based on their lifestyles	✓	We created more opportunities to inform our customers by integrating health-related topics and themes more frequently into our communication tools.	2 ZERO HUNGER 	2.1
Define the offer of products that foster health and well-being in our pharmacy network	✓	The health and wellness programs launched in 2024 in our Jean Coutu and Brunet banners continued to be actively supported in stores and online. A dedicated online store, Well-being Essentials, will be launched in 2026 on Jean Coutu’s website.	3 GOOD HEALTH AND WELL-BEING 	3.4
Raise awareness of the importance of vaccination and make it as widely accessible as possible	✓	A significant increase in the number of COVID-19 and influenza vaccines administered was observed in our Québec pharmacies. Training sessions were offered to optimize the administration of targeted vaccines such as those for shingles, human papillomavirus (HPV) and pneumococcal infections.	3 GOOD HEALTH AND WELL-BEING 	3.8
Raise awareness concerning the appropriate use of medication and encourage people to take part in the program to recover expired and discontinued medication for safe disposal at the pharmacy	✓	We continued our efforts to raise awareness about the appropriate use of medication, notably through the promotion of the unused medication recovery program available in our pharmacies.	3 GOOD HEALTH AND WELL-BEING 	3.5
Raise awareness and support people who want to stop smoking	✓	We continued supporting people in their efforts to quit smoking, notably by highlighting cessation products and offering professional advice in-store.	3 GOOD HEALTH AND WELL-BEING 	3.4

Objective	Status	2025 progress	SDG alignment	SDG targets
PRODUCTS AND SERVICES				
Packaging and Printed Materials				
Reduce overpackaging and single-use plastic	✓	At Adonis, coloured plastic containers were replaced with recyclable fibre packaging, and Metro stores in Ontario completed the transition to aluminum containers for ready-to-cook meals.	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	8.4 12.2, 12.5
Optimize private brand food packaging by the end of 2025	✗	Although this objective was not met, we made significant efforts and continue to make progress by prioritizing materials with a lower environmental footprint. For example, the packaging of several Selection sliced cheeses was switched to a thermoformed packaging that meets our definition of recyclability. Our results are influenced by the complexity of packaging, the trade-offs required and technical constraints.	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	8.4 12.2, 12.5
Optimize the promotional material used in our food and pharmacy activities	✓	We reduced the weight of paper used in our flyers by nearly 50% compared to 2024.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2
Eliminate single-use packaging and disposable utensils and tableware at our administrative sites	✓	This objective was achieved in 2022.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.2

Objective	Status	2025 progress	SDG alignment	SDG targets
ENVIRONMENT				
Climate Change				
Reduce greenhouse gas (GHG) emissions by 37.5% by 2035 compared to 2020 for an average reduction of 2.5% per year	N/A	In 2023, this objective was replaced with the following five objectives.	7 AFFORDABLE AND CLEAN ENERGY 	7.3
Reduce absolute Scopes 1 and 2 GHG emissions by 42% by 2030		Our direct emissions have decreased by 2.9% compared to 2023.	7 AFFORDABLE AND CLEAN ENERGY 	7.3
Have 45% of our suppliers by spend with science-based targets by 2028		Supplier engagement is progressing well. Close to 40% of our suppliers already have science-based targets.	7 AFFORDABLE AND CLEAN ENERGY 	7.3
Reduce absolute Scope 3 GHG emissions from purchases of goods and services by 25% by 2030		Our Scope 3 emissions from purchases of goods and services remained relatively stable, with a slight increase of 1% compared to 2023. This year, we improved the accuracy of our estimates by expanding our emissions factor library by over 50% unique factors. This methodological progress strengthens our understanding of this complex source of emissions and provides a solid foundation for future reduction efforts across our supply chain.	7 AFFORDABLE AND CLEAN ENERGY 	7.3
Reduce absolute Scope 3 GHG emissions from downstream transportation and distribution by 25% by 2030		Emissions from customer travel to our stores have decreased by 8.2% compared to 2023.	7 AFFORDABLE AND CLEAN ENERGY 	7.3
Reduce Scope 3 FLAG GHG emissions by 30% by 2030		Our Scope 3 FLAG emissions remained relatively stable, with a slight decrease of 0.1% compared to 2023. While no reductions are reported this year, we are strengthening our understanding of this emission type and actively engaging with suppliers to raise awareness and improve future mitigation efforts.	7 AFFORDABLE AND CLEAN ENERGY 	7.3
Waste				
Improve the average diversion rate of all our establishments compared to 2020, with the view to achieving zero waste		Our overall store diversion rate reached 78.5%, reflecting an increase of more than 6% from 2024. Our distribution and production centres reached 89%, up 7% compared to 2024.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.5
Food Waste				
Reduce food waste in our activities by 50% by 2025 compared to 2016		We have reduced our food loss and waste in our stores by 27% compared to 2016, 4% more than last year, despite a consistent increase in food rescued through donations and food rescue apps.	2 ZERO HUNGER 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	2.1 12.3, 12.5

Objective	Status	2025 progress	SDG alignment		SDG targets
COLLEAGUES					
Equity, Diversity and Inclusion					
Increase the number of women and culturally diverse people in management positions	✓	The proportion of women in senior management positions increased compared to 2024, as did the proportion of people from culturally diverse backgrounds in management positions.	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	5.1, 5.5 8.5 10.2, 10.3
			10 REDUCED INEQUALITIES 		
Develop a pool of diverse talents	✓	We continued to develop a pool of diverse talents, notably through our mentoring program, new recruitment channels, internal promotions, special project assignments and training opportunities.	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	5.1, 5.5 8.5 10.2, 10.3
			10 REDUCED INEQUALITIES 		
Strengthen an inclusive organizational culture by raising awareness as well as educating and developing employees' skills as they pertain to ED&I matters	✓	We implemented several initiatives to raise awareness among our teams about equity, diversity and inclusion (ED&I) issues, notably through conferences on related topics. The launch of METRO Academy also helps broaden access to training — particularly on ED&I — for a wider audience of colleagues.	4 QUALITY EDUCATION 	10 REDUCED INEQUALITIES 	4.3, 4.4, 4.7 10.2

Objective	Status	2025 progress	SDG alignment	SDG targets
COMMUNITIES				
Socioeconomic Contribution				
Dedicate an amount equal to 1% of the average adjusted net earnings of the past three fiscal years to supporting communities	✓	Our financial contribution totalled \$8.6 million, and we raised an additional \$7.3 million, thanks to the generosity of our customers and suppliers.	2 ZERO HUNGER	2.1
Foster access to local fruits and vegetables in our food stores year-round	✓	We continued to prioritize Canadian products in our purchasing decisions, notably greenhouse-grown fruits and vegetables, which are available year-round.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY INNOVATION AND INFRASTRUCTURE	8.3 9.3
Facilitate the identification of local products in our food stores	✓	We improved the visibility of local products to make them easier to identify for customers who wish to prioritize them. We continued to rely on recognized certifications such as Aliments du Québec, Les Produits du Québec and Foodland Ontario .	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY INNOVATION AND INFRASTRUCTURE	8.3 9.3
Improve the variety of local products in our pharmacies	✓	Several new products from local companies were added to our offering, in both Jean Coutu and Brunet stores. We increased the visibility and identification of local products, both in-store and across our various customer communication platforms.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY INNOVATION AND INFRASTRUCTURE	8.3 9.3

ESG Performance Data

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
ABOUT METRO								
Food stores and pharmacies	Number	1,644	1,634	1,623	1,620	1,612		2-1
Food stores	Number	1,006	995	983	975	963	FB-FR-000.A	2-1
Pharmacies	Number	638	639	640	645	649	HC-DR-000.A	2-1
Distribution centres	Number	14	14	18	17		FB-FR-000.A	2-1
Total area of retail space	Square metres (m²)	2,043,610.1	2,016,343.0	1,986,794.0	1,962,986.9		FB-FR-000.B	2-1
Total area of distribution centres	Square metres (m²)	462,832.9	462,833.0	513,187.0	434,687.0		FB-FR-000.B	2-1
Total area of retail space — pharmacies	Square metres (m²)	513,845.8	513,383.0	512,040.0	512,616.6		HC-DR-000.B	2-1
Pharmacists (Food Basics and Metro pharmacies in Ontario)	Number	303	308	308	294		HC-DR-000.D	2-1
BUSINESS FUNDAMENTALS								
Product Quality and Safety								
Suppliers certified by a standard recognized by GFSI ¹ (private brands)	Percentage (%)	99.3%	98.9%	98.7%	98.8%	98.4%		
Suppliers certified by a standard recognized by GFSI (fruits and vegetables)	Percentage (%)	93.8%	94.1%	91.5%	91.4%	92.9%		
Purchases from suppliers certified by a standard recognized by GFSI (fruits and vegetables)	Percentage (%)	99.5%	99.5%	99.5%	99.1%	99.0%		
Suppliers certified by a standard recognized by GFSI (Cedar and Phoenicia brands products)	Percentage (%)	75.5%	73.5%	88.7%	82.4%			
Suppliers certified by a standard recognized by GFSI (Première Moisson industrial facilities [Dorion and Baie-D'Urfé])	Percentage (%)	90.0%	87.5%	90.5%	88.4%			
Sites certified by a standard recognized by GFSI (METRO integrated manufacturing sites)	Number	3	3	3	3			
Suppliers' allergen control program reassessed since 2022 (private brands)	Percentage (%)	25.0%	25.1%	50.0%	25.0%			
Suppliers' allergen control program reassessed since 2022 (Première Moisson industrial facilities [Dorion and Baie-D'Urfé])	Percentage (%)	34.2%	32.7%	51.2%	7.0%			
Customer Satisfaction								
Satisfaction survey respondents	Number	920,214	961,711	881,175	641,072	764,941		

1 Global Food Safety Initiative.

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
PRIORITIES								
Products and Services								
Responsible Procurement								
Supplier Code of Conduct								
Suppliers targeted during the year	Number	1,177	1,025	1,018				
Suppliers evaluated during the year	Number	551	618	348				
Targeted suppliers since 2023	Number	2,494	1,402	1,018				
Targeted suppliers that did not participate	Percentage (%)	18.9%	7.7%	7.5%				
Targeted and assessed suppliers	Percentage (%)	29.3%	18.5%	7.3%				308-1, 414-1
Targeted and assessed purchases	Percentage (%)	68.7%	60.0%	30.0%				
Purchases compliance rate	Percentage (%)	91.4%	91.1%	85.8%				308-1, 414-1
Working conditions (private brands, meat and poultry, fish and seafood, fruits and vegetables)								
Suppliers evaluated	Percentage (%)	54.5%	49.9%	21.0%				414-1
Purchases evaluated	Percentage (%)	78.9%	79.5%	33.9%				
Purchases evaluated that meet our requirements	Percentage (%)	93.7%	93.7%	84.5%				

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Sustainable fisheries and aquaculture								
Purchases that meet the requirements of the Sustainable Fisheries and Aquaculture Policy (fish and seafood — fresh, frozen and canned)	Percentage (%)	99.5%	97.2%	98.4%	98.4%			
Purchases with traceability documented	Percentage (%)	99.9%	97.2%	98.6%	98.4%	99.2%		
Products sold in counter with traceability information when there is enough space to include it	Percentage of sales (%)	92.5%	96.4%	96.7%	95.9%	95.2%		
Private brand products sold with traceability information	Percentage of sales (%)	79.6%	79.3%	76.3%	74.9%			
Products purchased that are certified or made from raw material certified by a Global Sustainable Seafood Initiative (GSSI) recognized standard	Number	632	697	681	584			
Purchases that are certified or made from raw material certified by a Global Sustainable Seafood Initiative (GSSI) recognized standard	Percentage (%)	68.5%	65.6%	62.1%	58.3%			
Purchases in a continuous improvement program	Percentage (%)	48.0%	49.5%	50.5%	43.7%			
Continuous improvement programs performance ¹	Percentage (%)	99.3%	96.6%	97.8%	97.9%			
No deforestation criteria (private brand beef and beef from the perishable food section)								
Products with documented provenance ²	Percentage (%)	95.1%	96.6%	89.2%	89.5%			
Purchases with documented provenance ²	Percentage (%)	98.9%	99.1%	96.5%	97.5%			
Purchases with documented provenance ² that are sourced from regions not considered to be at high risk of deforestation	Percentage (%)	100.0%	100.0%	100.0%	100.0%			
Responsible palm oil criteria (private brand products)								
Products likely to contain palm oil that contain palm oil	Percentage (%)	21.2%	19.8%	20.4%	19.7%			
Products evaluated	Percentage (%)	100.0%	96.9%	98.0%	25.4%			
Products evaluated whose palm oil is RSPO certified	Percentage (%)	90.4%	84.5%	75.7%	74.4%			
Animal health and welfare (private brand and unprocessed meat and poultry purchased from producers ³)								
Suppliers evaluated	Percentage (%)	93.0%	90.9%	94.4%	89.2%			
Purchases evaluated	Percentage (%)	99.9%	99.3%	99.6%	97.5%			
Purchases evaluated that meet our requirements	Percentage (%)	100.0%	100.0%	100.0%	100.0%			

1 Proportion of our purchases that meet the programs' requirements.

2 Provenance: Country where the animal or plant was raised, caught or grown (compared to the origin, which is the country of last processing according to Canadian legislation).

3 METRO defines producer as any supplier owning at least one farm.

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Animal health and welfare (private brand and unprocessed meat and poultry purchased from slaughterhouses)								
Suppliers evaluated	Percentage (%)	100.0%	85.7%	85.0%	82.4%			
Purchases evaluated	Percentage (%)	100.0%	98.8%	98.3%	82.8%			
Purchases evaluated that meet our requirements	Percentage (%)	100.0%	100.0%	100.0%	100.0%			
Animal health and welfare (milk)								
Suppliers evaluated	Percentage (%)	76.9%	79.2%	60.6%	76.0%	69.2%		
Sales evaluated	Percentage (%)	99.4%	99.4%	99.4%	99.3%	99.3%		
Sales evaluated that meet our requirements	Percentage (%)	100.0%	100.0%	100.0%	100.0%	100.0%		
Animal health and welfare (cheese)								
Suppliers evaluated	Percentage (%)	58.1%	75.0%	54.6%	53.5%			
Products evaluated	Percentage (%)	99.6%	99.7%	70.3%	66.8%			
Products evaluated that meet our requirements	Percentage (%)	100.0%	100.0%	99.9%	100.0%			
Animal health and welfare (eggs)								
Suppliers evaluated	Percentage (%)	76.5%	86.7%	82.4%	78.6%	68.8%		
Products evaluated	Percentage (%)	97.5%	95.2%	97.6%	95.1%	94.7%		
Products evaluated that meet our requirements	Percentage (%)	100.0%	100.0%	100.0%	100.0%	100.0%		
Animal health and welfare (farmed salmonids)								
Suppliers evaluated	Percentage (%)	83.2%	74.4%	56.0%				
Purchases evaluated	Percentage (%)	94.2%	92.5%	74.6%				
Purchases evaluated that meet our requirements	Percentage (%)	100.0%	100.0%	100.0%				
Fresh pork								
Pork purchases of Canadian provenance	Percentage (%)	89.0%	90.2%	88.8%	92.3%		FB-FR-430a.2	
Average conversion rate of our Canadian pork product suppliers from gestation stalls to alternative housing	Percentage (%)	77.8%	65.0%	67.2%	58.5%	50.5%	FB-FR-430a.2	

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Eggs from cage-free hens								
Stores that offer eggs from cage-free hens	Percentage (%)	94.5%	94.9%	93.1%	92.8%		FB-FR-430a.2	
Whole-egg products that are cage-free (Life Smart brand)	Percentage (%)	100.0%	100.0%	100.0%	66.7%	66.7%	FB-FR-430a.2	
Cage-free shell-egg product offering	Percentage (%)	33.1%	33.9%				FB-FR-430a.2	
Cage-free shell-egg sales	Percentage (%)	13.7%	13.0%				FB-FR-430a.2	
No GMO criteria ¹								
Suppliers evaluated	Percentage (%)	97.7%	98.4%	92.3%	76.3%			
Purchases evaluated	Percentage (%)	99.5%	99.7%	99.3%	99.7%			
Purchases evaluated that meet our requirements	Percentage (%)	100.0%	100.0%	100.0%	75.0%			
Health, Nutrition and Well-Being								
Private brand products that foster healthy eating (Irrésistible Life Smart, Irrésistible Organics, Irrésistible Naturalia, Irrésistible Gluten Free and Life Smart)	Number	656	592	521	475	402		
Increase of private brand products that foster healthy eating YoY (Irrésistible Life Smart, Irrésistible Organics, Irrésistible Naturalia, Irrésistible Gluten Free and Life Smart)	Percentage (%)	10.8%	13.6%	9.7%	18.2%	-6.3%		
Packaging and Printed Materials								
Single-use plastic shopping bags — food and pharmacy banners	Status	Eliminated	Eliminated	Eliminated	In-store banning in progress			
Variation of single-use plastic packaging compared to previous year								
Polystyrene foam trays (food banners, fresh products sections)	Percentage (%)	-3.4%	-5.6%	-4.5%	-5.5%			
Plastic wraps (food banners, produce section)	Percentage (%)	-4.9%	70.1%	-5.7%	-14.4%			
Single-use produce bags (food banners, produce section)	Percentage (%)	-0.2%	1.7%	2.9%	-5.7%			
Recyclability of packaging (food banners, fresh products sections)								
White polystyrene foam trays	Percentage (%)	100.0%	100.0%	84.9%	62.1%			
Clear PET containers	Percentage (%)	99.1%	92.8%	98.2%	97.0%			

1 The product categories covered are pink pineapple, summer squash, zucchini, sweet corn, lettuce mixes, papaya, apples and potatoes from the fresh fruit and vegetable section, as well as all farmed Atlantic salmon products.

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Variation of single-use plastic packaging in our store bistro areas compared to 2018								
Individually wrapped utensils	Percentage (%)	Eliminated	Eliminated	Eliminated	-66.8%			
Cutlery kits	Percentage (%)	Eliminated	Eliminated	Eliminated	-53.9%			
Flyers								
Variation of the total weight of the paper used in our food and pharmacy banner flyers compared to the previous year	Percentage (%)	-49.6%	-53.0%	-12.4%	-10.9%	-14.5%		
Private brands								
Average weight of private brand products packaging ¹	Weight (g)	50.8 g	48.7 g	49.0 g	47.0 g	48.8 g		301-1
Private brand products packaging components that are 100% recyclable or compostable — fibres only ¹	Percentage (%)	94.1%	93.8%	93.1%	93.0%	93.1%		301-1
Postconsumer materials in private brand products packaging ¹	Percentage (%)	38.6%	38.8%	38.0%	35.9%	35.1%		301-2
Environment								
Climate Change — Greenhouse Gas (GHG) Emissions and Energy ²								
GHG emissions (total)	Metric tonnes (t) CO ₂ e	8,773,354.7 ³	10,617,773.7 ³	8,739,605.5 ³	395,589.9 ³	396,023.5		
Direct (Scope 1) GHG emissions	Metric tonnes (t) CO ₂ e	339,724.2 ³	264,354.3 ³	359,060.8 ³	266,631.8 ³	264,654.8		305-1
Energy indirect (Scope 2) GHG emissions	Metric tonnes (t) CO ₂ e	29,755.8 ³	19,573.4 ³	21,353.7 ³	14,785.4 ³	14,668.3		305-2
Other indirect (Scope 3) GHG emissions	Metric tonnes (t) CO ₂ e	8,403,874.7 ³	10,333,846.0 ³	8,359,190.9 ³	114,172.7 ³	116,700.4		305-3
Scopes 1 and 2 GHG emissions intensity	Kilograms (kg) CO ₂ e/sq ft	14.49 ³	11.24 ³	15.58 ³	16.21 ³	15.83		305-4
Total GHG emissions intensity	Kilograms (kg) CO ₂ e/annual revenue	0.40 ³	0.50 ³	0.46 ³				305-4
Fleet fuel consumed	Gigajoules (GJ)	278,932.6 ³	262,541.1 ³	262,221.9 ³	278,425.6 ³	274,344.1	FB-FR-110a.1	
Gross global Scope 1 emissions from refrigerants	Metric tonnes (t) CO ₂ e	236,256.3 ³	166,867.6 ³	260,982.0 ³	167,592.4 ³	167,028.2	FB-FR-110b.1	
Operational energy consumed (including the fleet)	Gigajoules (GJ)	5,931,013.9 ³	5,531,727.4 ³	5,644,663.2 ³	5,764,368.7 ³	5,762,867.9	FB-FR-130a.1	302-1

1 Excluding drug, health and beauty private brand products.

2 Values for 2024, 2022 and 2021 were calculated using our old calculation methodology and therefore cannot be directly compared with 2023 and 2025. Due to capacity constraints and the relevance of previous or interim years to our reference year, we have chosen to apply the new methodology only to the current year (2025) and the reference year (2023).

3 Data calculated on a rolling year concluding at the end of the third quarter of fiscal year.

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Waste — Stores								
Diversion rate ¹	Percentage (%)	78.5% ²	72.1% ²	66.0% ²	66.0% ²	67.0%		306-4
Total waste generated ¹	Metric tonnes (t)	174,093.8 ²	171,614.7 ²	169,043.5 ²	177,849.4 ²	173,483.5		306-3
Waste diverted from disposal ¹	Metric tonnes (t)	136,705.9 ²	123,705.1 ²	111,586.8 ²	117,327.6 ²	116,230.3		306-4
Waste directed to disposal ¹	Metric tonnes (t)	37,387.8 ²	47,909.5 ²	57,456.7 ²	60,521.8 ²	57,253.2		306-5
Waste — Distribution and Production Centres								
Diversion rate	Percentage (%)	88.8% ²	82.0% ²	71.0% ²				306-4
Total waste generated	Metric tonnes (t)	22,171.8 ²	17,353.6 ²	16,723.0 ²				306-3
Waste diverted from disposal	Metric tonnes (t)	19,678.7 ²	14,221.7 ²	11,795.0 ²				306-4
Waste directed to disposal	Metric tonnes (t)	2,493.1 ²	3,131.9 ²	4,928.0 ²				306-5
Food Loss and Waste								
Variation of food waste generated (corporate and franchised food stores) compared to 2016	Percentage (%)	-27.1% ²	-22.6% ²	-21.0% ²	-24.6% ²			
Food waste generated (corporate and franchised food stores)	Metric tonnes (t)	58,277.8 ²	60,002.6 ²	57,731.7 ²	52,162.5 ²		FB-FR-150a.1	306-3
Food loss and waste generated (distribution centres)	Metric tonnes (t)	4,391.7 ²	5,431.3 ²	3,544.6 ²	4,553.7 ²		FB-FR-150a.1	306-3
Food loss and waste generated	Metric tonnes (t)	62,669.5 ²	65,433.9 ²	61,276.3 ²	56,716.2 ²		FB-FR-150a.1	306-3

1 Corporate and franchised food stores.

2 Data calculated on a rolling year concluding at the end of the third quarter of fiscal year.

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Colleagues								
General Employee Data								
Employees ¹	Number	53,771 ²	51,020 ³	51,053 ³	49,026 ³			2-7
Employees (male) ¹	Number	29,613 ²	27,732 ³	27,766 ³	26,431 ³			2-7
Employees (female) ¹	Number	24,155 ²	23,285 ³	23,280 ³	22,593 ³			2-7
Employees (permanent) ¹	Number	53,257 ²	50,633 ³	50,653 ³	48,355 ³			2-7
Employees (temporary) ¹	Number	514 ²	387 ³	400 ³	671 ³			2-7
Employees (full-time) ¹	Number	19,996 ²	18,292 ³	17,749 ³	16,975 ³			2-7
Employees (part-time) ¹	Number	33,775 ²	32,728 ³	33,304 ³	32,051 ³			2-7
Equity, Diversity and Inclusion								
Women in senior management positions ⁴	Percentage (%)	31.6% ²	27.6% ³	27.6% ³	25.4% ³	24.1% ³		405-1
Women in management positions ⁵ (Directors) in administrative and distribution centres	Percentage (%)	34.3% ²	34.9% ³	34.5% ³	32.5% ³	23.7% ³		405-1
Women in management positions ⁵ (Directors) in stores	Percentage (%)	22.3% ²	22.4% ³	21.3% ³	20.5% ³			405-1
Women on the Board of Directors	Percentage (%)	45.5%	45.5%	30.8%	33.3%	33.3%		405-1
People from culturally diverse backgrounds in management and senior management positions ⁶	Percentage (%)	18.9%	18.4%	14.3%	12.0%			405-1
Women and people from culturally diverse backgrounds in the mentorship program ⁶	Percentage (%)	71.0%	74.0%	71.6%	63.0%			
Women in the succession plan ⁷	Percentage (%)	46.0% ²	43.0% ³	46.4% ³	49.0% ³			
Management positions ⁸ (all managers) filled internally, including lateral movements and promotions	Percentage (%)	77.0% ²	61.0% ³	56.0% ³	53.6% ³	56.0% ³		

1 Data available for employees in administrative centres, distribution centres and corporate and franchised stores.

2 Excluding Première Moisson.

3 Excluding Adonis, Phoenicia and Première Moisson.

4 A senior management position corresponds to that of an employee with the title of Vice President or President.

5 In this context, a management position corresponds to that of an employee with the title of Director.

6 Voluntary self-identification survey.

7 If a person is identified as a potential replacement for more than one position, that person is counted more than once.

8 In this context, a management position corresponds to that of any managerial employee.

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Hiring processes for management positions ¹ (Directors) in which women were considered	Percentage (%)	83.0%	87.0%	71.0%	65.2%			
New hires for management positions ² (all managers) who are women	Percentage (%)	40.0%	47.0%	50.0%	50.5%			
Senior management ³ who have completed ED&I training	Percentage (%)	100.0% ⁴	100.0% ⁵	100.0% ⁵	100.0% ⁵			
Ratio of basic salary of women to men ⁶	Percentage (%)	100.3% ⁴	100.2% ⁵	99.8% ⁵	100.2% ⁵			405-2
Ratio of remuneration of women to men ^{6,7}	Percentage (%)	98.1% ⁴	97.9% ⁵	97.8% ⁵	98.3% ⁵			405-2
Employee Health and Well-being								
Total Recordable Injury Frequency Rate ^{8,9}	Rate	4.67	5.10 ¹⁰					403-9
Lost Time Injury Frequency Rate ^{8,11}	Rate			2.63 ¹²	2.65 ¹²	2.73 ¹⁰		403-9
Lost Day Severity Rate ^{8,13}	Rate				38.9 ¹²	35.9 ¹⁰		403-9
Employees covered by the Employee and Family Assistance Program (EFAP) ¹⁴	Percentage (%)	100.0%	100.0%	100.0%	100.0%			
Employees who are represented by a union	Percentage (%)	91.2%	90.5%	91.6%	91.6%	92.0%		
Collective bargaining agreements renewed in the year	Number	55	52	141	46	39	FB-FR-310a.2	407-1
Active workforce covered under collective bargaining agreements	Percentage (%)	80.9%	80.5%	81.2%	80.8%	81.4%	FB-FR-310a.2	407-1
Work stoppages	Number	0 ¹⁵	0 ¹⁵	1	0 ¹⁵		FB-FR-310a.3	
Total days idle	Number	0 ¹⁵	0 ¹⁵	59,088	0 ¹⁵		FB-FR-310a.3	

1 In this context, a management position corresponds to that of an employee with the title of Director, excluding Adonis, Phoenicia and Première Moisson.

2 In this context, a management position corresponds to that of any managerial employee, excluding Adonis, Phoenicia and Première Moisson.

3 A senior management position corresponds to that of an employee with the title of Vice President or President.

4 Excluding Première Moisson.

5 Excluding Adonis, Phoenicia and Première Moisson.

6 Non-unionized employees including Vice Presidents.

7 Inclusive of incentives, bonuses, overtime pay and all other cash payments received during fiscal year.

8 Employees in production sites, administrative centres, distribution centres, corporate and franchised stores as well as affiliated grocery stores.

9 Number of total recordable injuries incidents * 200,000/number of hours worked.

10 Data covers the fiscal year.

11 Number of lost time injuries or incidents * 200,000/number of hours worked.

12 Data covers a rolling year ending in fiscal period 12.

13 Number of lost work days/total number of recordable incidents.

14 Employees in administrative centres, distribution centres and corporate and franchised stores.

15 No work stoppages involved 1,000 or more workers.

Topic	Metric	2025	2024	2023	2022	2021	SASB	GRI
Communities								
Socioeconomic Contribution								
Corporate financial contributions	CAD	\$8.6M	\$8.0M	\$7.4M	\$5.5M	\$3.9M		
Employee donations	CAD	\$1.3M	\$1.2M	\$2.5M	\$1.6M	\$2.1M		
Customer and supplier donations	CAD	\$7.3M	\$6.8M	\$6.1M	\$6.8M	\$2.9M		
Food donation value ¹	CAD	\$81.6M	\$78.8M	\$63.0M	\$50.2M	\$46.9M		
Non-food donation value (pharmacy)	CAD	\$0.9M	\$1.0M	\$0.4M	\$1.2M			
Participating stores in METRO's food recovery program	Number	460	504	502	458	426		
Food recovered and redistributed via the One More Bite program ^{1,2}	Kilograms (kg)	9,359,391	8,550,910	4,054,365	4,537,329	4,701,319		
Equivalence in meals of food recovered and redistributed via the One More Bite program ^{1,2}	Number of meals	+18.7M	+17.1M	+8.0M	+9.0M	+9.4M		

1 Since some of the data is not available, it has been estimated.

2 Since 2024, data includes all distribution centres.

metro

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