

Sustainability Accounting Standards Board (SASB) Disclosure 2024 Response

Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard (version 2023-12)

Accounting Metric	Category	Unit of Measure	Code	2024 Response
Energy Management in Retail & Distribution				
(1) Total energy consumed	Quantitative	Gigajoules (GJ)	CG-MR-130a.1	357,383
(2) Percentage grid electricity		Percentage (%)		42.3%
(3) Percentage renewable		Percentage (%)		42.2%
Data Security				
Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	Please refer to 2024 Annual Report & Accounts, Responsible Business Section, page 70
(1) Number of data breaches; (2) Percentage involving personally identifiable information (PII); (3) Number of customers affected	Quantitative	Number Percentage (%) Number	CG-MR-230a.2	We report breaches where appropriate to the relevant regulatory authorities but do not currently include it in our public reporting.
Labour Practices				
(1) Average hourly wage	Quantitative	Reporting currency	CG-MR-310a.1	We use this internally, but we do not currently include this in our public reporting.
(2) Percentage of in-store employees earning minimum wage, by region		Percentage (%)		We use this internally, but we do not currently include this in our public reporting.
(1) Voluntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	24.2%
(2) Involuntary turnover rate for in-store employees		Rate		We use this internally, but we do not currently include this in our public reporting.

Total amount of monetary losses as a result of legal proceedings associated with labour law violations	Quantitative	Reporting currency	CG-MR-310a.3	We use this internally, but we do not currently include this in our public reporting.
Workforce Diversity & Inclusion				
Percentage of gender representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	% of females: (1) 36.98% (management levels M3+); (2) 39.04%
Percentage of racial/ethnic group representation for (1) management and (2) all other employees		Percentage (%)		% of ethnic group representation: (1) 11.86% (management levels M3+); (2) 13.29%
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	We use this internally, but we do not currently include this in our public reporting.
Product Sourcing, Packaging & Marketing				
Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	We use this internally, but we do not currently include this in our public reporting.
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion & analysis	N/A	CG-MR-410a.2	Refer to 'Product Quality & Safety' section on page 52
Discussion of strategies to reduce the environmental impact of packaging	Discussion & analysis	N/A	CG-MR-410a.3	Refer to 'Packaging' section on page 44
Activity metrics				
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	(1) 228 stores; (2) 2 Distribution Centres
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m ²)	CG-MR-000.B	(1) 612,702 sq m (6,595,072 sq ft); (2) 92,836 sq m (999,280 sq ft)