

The Meijer logo is displayed in white lowercase letters on a dark blue background. The background of the entire image is a photograph of a Meijer store building with large red 3D letters spelling 'meijer' on the exterior wall. The building is light-colored with a modern design, and there are some small plants and a parking lot visible in the foreground.

meijer

A white circular graphic with a dotted border containing the text 'GOOD FROM WITHIN CORPORATE IMPACT REPORT 2023'. The text is in blue, with 'CORPORATE IMPACT REPORT' in a larger, bold font.

GOOD FROM WITHIN
**CORPORATE
IMPACT
REPORT
2023**

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As we look back on another year of positively impacting our stakeholders, I find myself reflecting on Hendrik and Fred Meijer’s vision and their unwavering commitment to serving others and treating all people with dignity and respect. Their legacy continues to guide us as we navigate the ever-changing landscape of today’s world.

In 1934, Hendrik opened his first grocery store in Greenville, Mich. A humble beginning that would lay the foundation for what Meijer stands for today. His dedication to serving the community, even during the Great Depression, exemplifies our “good from within” approach to enriching lives in the communities we serve.

Back then, our store provided a lifeline for families facing financial hardship. Fast-forward to 2023, and our communities faced a different type of financial hardship: inflation continued to squeeze family budgets across the Midwest. But we stayed true to our roots. We picked up where we left off in 2022 and lowered prices on everyday products, ensuring that value remained at the heart of everything we do. Fred believed in this principle – providing value to all our customers, regardless of their circumstances.

Fred’s impact extended beyond our aisles. He was deeply engaged in local civic affairs and committed to improving the communities we call home. As those communities have expanded, so too has our investment in the people and places where our customers and team members live and work.

In 2023, we again donated at least 6 percent of our profits to programs that support hunger relief, environmental stewardship, and other unique local needs.

In response to a rise in food insecurity across our footprint, we increased our annual contribution by \$1 million to our *Simply Give* program that provides much-needed funding to food pantries across the Midwest. That additional money alone helped provide approximately 4 million meals* to individuals and families in need. Overall, we contributed more than \$9 million, the equivalent of 38 million meals*, to Midwest food pantries in 2023 through the *Simply Give* program.

In 2023, we also became the first retailer in the country to divert 10 million pounds of potential food waste through the Flashfood program, which prevents food from potentially entering landfills by offering customers deep discounts to purchase groceries nearing their sell-by dates.

We surpassed a key sustainability milestone in 2023 by exceeding our carbon emissions reduction goal one year early, an achievement we are extremely proud of. Additionally, we were recognized as a workplace leader and earned Great Place to Work® certification for the fifth year in a row.

As a generational, family-led company, we honor our past as we shape our future. We draw direct lines from Hendrik’s small store to our modern supercenters, always guided by the principles of integrity, community and respect.

We care about the communities we serve, and I hope you enjoy reading about the significant impact we made in them in 2023. Moving forward, we’ll continue to build upon the legacy of Hendrik and Fred. Together, we can make a difference from within – one aisle, one product, one act of kindness at a time.



RICK KEYES
MEIJER PRESIDENT & CEO

*1 meal = \$0.25, meal calculation is based on the approximate average cost of a meal from select food pantries across the Meijer footprint



GOOD FROM WITHIN
**ABOUT
MEIJER**





ABOUT MEIJER

Meijer is a privately owned, family-operated business based in Grand Rapids, Mich. From our humble beginnings as a local grocery store, we've grown to more than 70,000 team members working in more than 500 retail outlets, including supercenters, neighborhood markets, grocery stores, and express locations throughout Michigan, Ohio, Indiana, Illinois, Kentucky and Wisconsin.

Throughout our history, we've committed ourselves to providing value to our customers and serving our communities. We've also been, and continue to be, an innovative company, introducing new services to make life more convenient for our customers.

OUR PURPOSE



MEIJER VALUES

CUSTOMER

Fred Meijer always said, "Customers don't need us, we need them." At Meijer, we focus on our customers and thrive by meeting their needs and exceeding their expectations.

COMPETITION

Retail is a fast-paced business that demands continuous improvement and a passion to compete. We are committed to keeping our competitive spirit strong and staying nimble and flexible to win.

FAMILY

Meijer is a family business. We treat those we interact with like family. That means caring about each other's well-being, valuing each of our perspectives, and treating each other with dignity and respect.

FRESHNESS

We are known for freshness. Our focus on fresh food, creativity and innovation allows us to better serve our customers.

HEALTH & WELLNESS

The health, wellness and safety of our team members, customers and communities matter to us. We care about each other and make thoughtful investments in our physical, mental and emotional well-being.

MEIJER AT A GLANCE



70K Team Members

261 Supercenters

235 Meijer Express Locations

6 Midwest States

5 Market Format Stores

2 Meijer Grocery Format Stores

7 Distribution Complexes

6 Manufacturing Facilities





GOOD FROM WITHIN
**ABOUT
THIS
REPORT**



GOOD FROM WITHIN PHILOSOPHY

At Meijer, our roots run deep, anchored in a simple yet profound belief: That every person deserves to be treated with dignity and respect. The idea of doing “good from within” permeated our culture and how we go about our work long before corporate responsibility was popular.

As stewards of our communities, we honor our founding values by creating a sense of belonging in all we do. Whether it’s the friendly smile at the checkout, the community events we sponsor or the partnerships we forge, we strive to enrich lives. We’re not just a store; we’re a neighbor. And being a good neighbor means getting involved and empowering others to ensure we all thrive together.

CORPORATE GOVERNANCE APPROACH

Since our company’s founding in 1934, Meijer has been privately owned and family operated. Our Board of Directors includes family members, company leadership and independent directors. The Board, as well as the Finance and Audit committee and the Organization and Compensation committee, meet quarterly to review the overall direction and strategy of the company.

To ensure we uphold our standards and fulfill our compliance obligations, Meijer has engaged 29 accountable compliance officers (ACOs) across our organization – subject matter experts in core compliance functions, nominated by their leaders for their high level of integrity and passion for doing the right thing. Each ACO manages a compliance program for their discipline, working closely with the impacted business areas and our Legal department.

As their titles suggest, our ACOs are accountable for the effective performance of their compliance programs. As part of their responsibilities, our ACOs provide quarterly reporting and partner with their leaders, business partners and supporting attorneys on various action items throughout the year to ensure we are continuously improving our compliance programs. ACOs are a resource to our team members, developing effective training and answering questions in their area of expertise. ACOs also support and promote our culture of “See Something, Say Something,” by escalating concerns if they arise and encouraging others to do the same. At Meijer, we believe compliance is everyone’s responsibility, but we look to our ACOs to lead the way. They also work closely with each other, creating a network of awareness and support for compliance throughout Meijer.

“TREATING OTHERS WITH DIGNITY AND SHARING OUR GOALS AND PROBLEMS HAS HELPED A GROUP OF COMMON PEOPLE GO FAR BEYOND OUR WILDEST DREAMS.”
- FRED MEIJER

ABOUT THIS REPORT

Our commitment to communicating our corporate responsibility efforts to stakeholders is unwavering. This report covers progress and activities during the 2023 fiscal year from January 29, 2023, to February 3, 2024.





GOOD FROM WITHIN
FOR THE PLANET
2023
HIGHLIGHTS





50%

carbon emissions reduction goal exceeded 1 year ahead of schedule



CARBON EMISSIONS AND ENERGY

36%
of stores now have electric vehicle charging stations

939,844*
MWh of renewable solar and wind energy used in 2023, equivalent to powering 85,626 homes for one year

3 STRAIGHT YEARS
achieved the lowest corporate-wide refrigerant emissions rate out of all EPA GreenChill Program partners nationwide



GREAT LAKES STEWARDSHIP

~18,000
pieces of debris removed from the Great Lakes in 2023 through our expanded support of BeBot and PixieDrone trash removal efforts

25
Midwest locations included in robotic clean-ups in partnership with the Council of the Great Lakes Region



REDUCING FOOD WASTE

10M
pounds of potential food waste diverted from landfills through our partnership with Flashfood since 2021 (first Flashfood retailer to reach milestone)

FIRST
retailer to accept Supplemental Nutrition Assistance Program (SNAP) benefits through the Flashfood app



CIRCULAR ECONOMY

8M
pounds of plastic bags and film collected for recycling from Meijer operations, front-of-store collection bins, and community partners

*Renewable energy is accounted through renewable energy credits (RECs) obtained as part of Meijer's solar and wind virtual power purchase agreements (VPPAs). Equivalency value calculated using the U.S. EPA Greenhouse Gas Equivalencies Calculator on 8/8/2024.

EXCEEDING OUR CARBON EMISSIONS GOAL ONE YEAR EARLY

Environmental stewardship is a natural extension of our core values. In our view, reducing waste and conserving resources is just another way to leave the world a better place for the next generation.

In 2023, one year ahead of schedule, we exceeded our goal of reducing operational emissions by 50 percent (compared to where we were in 2018). Our original target date for reaching that goal was by 2025.

We attribute our accelerated progress to the clear vision we established for lessening our impact on the environment and to the dedication of everyone within our organization who committed to doing the hard work necessary to reach our goal. This included a focus on investing in virtual power purchase agreements, converting lighting at our facilities to LED, and continuing to closely manage refrigerant emissions.

LEADING THE WAY ON REFRIGERANT EMISSIONS

For the third consecutive year, Meijer was recognized by the U.S. Environmental Protection Agency's GreenChill Program for having the lowest corporate-wide refrigerant emissions rate out of all GreenChill partners nationwide. We've participated in this program since 2012 as part of our commitment to reduce our refrigerant leak rate, which is well below the industry standard.

We also initiated a natural refrigerant pilot in 2023, which is our first test of employing a remote carbon dioxide (CO2) refrigeration system for all remote display cases in a store.

The goal of the pilot is to gain operation and maintenance experience ahead of regulation changes and validate our calculations on energy and carbon savings. We expect to see an estimated 8.2 percent reduction in electricity use and roughly 16 percent total (direct and indirect) carbon emission reduction for the refrigeration equipment at this site.

PAVING THE WAY FOR EV TRANSPORTATION

In 2023, we expanded a partnership with EVgo Inc. – one of the nation's largest public, fast charging networks for electric vehicles – to install new fast charging stations (350kW chargers) at Meijer locations across Michigan and Ohio. This is in addition to the 24 fast charging ports EVgo has already installed at six Meijer locations, including in key metropolitan markets, such as Detroit, Cincinnati and Columbus.

Through our relationship with EVgo and other partners, we now have charging stations at 36 percent of our locations. As the nation moves toward a future of having more electric vehicles on the road, we're excited to help motorists find convenient ways to quickly charge their vehicles, while reducing emissions and meeting our company's sustainability goals.

REDUCING FOOD WASTE

We were an early and eager adopter in establishing a partnership with Flashfood – a program that provides deep discounts on groceries nearing their sell-by dates as a way of sending food home with shoppers rather than having that food go to waste. In 2021, we expanded the program to build on its early success.

In October 2023, we announced that our customers using the Flashfood app have diverted 10 million pounds of potential food waste from entering landfills since we started the program.

We're the first retailer nationwide to reach this milestone, and the first to accept Supplemental Nutrition Assistance Program (SNAP) benefits by an Electronic Benefit Transfer (EBT) card in the Flashfood app.

PROTECTING AND PRESERVING THE GREAT LAKES

Water is our most precious natural resource. We're fortunate in our area to have the world's largest body of fresh water. In 2023, we strengthened our commitment to protect the Great Lakes by donating to the Council of the Great Lakes Region's charitable arm so it can expand the use of BeBot and PixieDrone equipment to remove trash from the lakes and along their shores.

For those not familiar with these innovative devices, the BeBot is a remote-controlled device that sifts through sand to remove trash along beachfronts. The PixieDrone is a remote-controlled watercraft that skims the surface of the water to pick up floating trash in marinas, low flow rivers, and inland lakes

Together, these devices are helping to remove a portion of the 22 million pounds of plastic that pollutes the Great Lakes each year and other forms of trash along the Michigan, Ohio and Wisconsin lakeshores.



GOOD FROM WITHIN
FOR PEOPLE
2023
HIGHLIGHTS





5th year in a row as a Great Place To Work®



TEAM MEMBERS

DOUBLED

inaugural year's participation rate in our free education program, which offers access to five online universities starting on date of hire



SUPPLIERS

500

small business owners learned how to do business with Meijer through our Roadmap to Retail program



CUSTOMERS

20%

discount offered to SNAP-eligible participants on any brand or size of 1% and fat free milk purchased at Meijer, the only retailer in our Midwest footprint to participate in the "Add Milk" program

10%

discount on SNAP purchases of qualifying produce in all Meijer stores (also continued free curbside and home delivery for SNAP-eligible participants)

LAUNCHED

new Medicare Advantage Plan with Blue Cross Blue Shield of Michigan making it easier for Meijer customers to save money on health and wellness purchases

15%

discount offered to teachers on school and home office supplies and equipment

MEIJER EARNS GREAT PLACE TO WORK® RECOGNITION FOR FIFTH CONSECUTIVE YEAR

Part of doing good from within includes enhancing the experience of our team members by creating a culture that supports them professionally and personally. It’s important each team member feels a sense of belonging and has the resources they need to fully realize their potential.

Meijer was named a Great Place to Work® for the fifth consecutive year, demonstrating our ongoing commitment to championing a culture of dignity and respect for our team members. The Great Place to Work® certification recognizes employers for creating outstanding employee experiences based on responses to The Trust Index Survey™, an organization-wide assessment of culture. This survey measures employee feedback across organizational culture, credibility, fairness, respect, camaraderie and pride.

PARTNERING WITH SMALL & LOCAL BUSINESSES

Our founders were entrepreneurs who took a chance and created success for their family and community during the Great Depression. That entrepreneurial spirit continues to be alive inside Meijer today and fuels our passion for helping local and small businesses grow with us.

One of the programs at the heart of this work is our GROW Academy. The GROW Academy program is designed to offer training and development to help current vendor partners, many with offerings geared toward specific parts of our diverse customer base, reach their goals at Meijer.

The program offers a variety of educational training led by Meijer experts in vital business topics, including data analytics, marketing, co-branding, social media, and growth planning, as well as one-on-one mentoring from Meijer merchants. We know that every business is in a different place on its journey and that success looks different for everyone based on their own goals. That’s why we’re so pleased to be able to provide personalized development for these local and small business owners.

Meijer launched the GROW Academy program in 2022 as a resource for high-potential businesses to help them reach goals like expanding the number of stores carrying their products or diversifying their product assortment.

INCREASING ACCESS TO NUTRITIONAL FOOD

Feeding people has always been at the heart of what we do, and Meijer continually pursues innovative ways to improve people’s access to nutritional food – in our stores, and in our communities.

In December 2023, in conjunction with a grant awarded by Auburn University’s Hunger Solutions Institute, we were the only retailer in the Midwest approved to participate in a national campaign called “Add Milk” that offered people enrolled in the government’s Supplemental Nutrition Assistance Program (SNAP) 20 percent off any brand or size of 1 percent and fat free milk purchased online or at all Meijer supercenters, neighborhood markets and Express locations.

Also, thanks to a waiver pursued by Meijer and granted by the Food and Nutrition Service, a sub-agency of the U.S. Department of Agriculture, Meijer continued to offer free Home Delivery for SNAP-eligible customers and a 10 percent discount on SNAP purchases of qualifying produce in all our stores.

“FEEDING PEOPLE HAS ALWAYS BEEN AT THE HEART OF WHAT WE DO.”

- HANK MEIJER





LEGACY AWARDS RECOGNIZE OUTSTANDING TEAM MEMBERS

At Meijer, we've built a culture centered on the idea that our team members should treat our customers and each other as family. It's such an important aspect of who we are that we celebrate those individuals who embody humility, generosity and a passion for service throughout the year. The Legacy Awards, which include the President's Award and Fred Meijer Award, are our highest honors. In 2023, **Fred Walker**, our Lansing, Mich., Complex Director, received the Fred Meijer Award for his impeccable leadership and his participation in organizations like the United Way, Peckham Institute and the Lansing Community Center.



WE'D ALSO LIKE TO RECOGNIZE THE 2023 PRESIDENT'S AWARD WINNERS:

- **Brandon Ford:** Store Director in Avon, Ohio
- **Cris Jones:** Senior Real Estate Manager in Grand Rapids, Mich.
- **Amy Messing:** Coaching and Development Partner in Grand Rapids, Mich.
- **Sahar Nabud:** Cashier in Shelby Twp., Mich.
- **Chris Thurner:** Indirect Procurement Support Manager in Grand Rapids, Mich.

BRAD CHANEY TOOK ADVANTAGE OF MEIJER'S EDUCATION PROGRAM TO EARN A DEGREE

In the spring of 2022, Brad Chaney's life was a bit hectic. He was going to school full time at Central Michigan University while holding down a fulltime job as an inventory coordinator at the Mount Pleasant Meijer. "I was working 40 hours a week in an internship through school and 35 hours a week at Meijer," Brad said.

That's when his store's Retail Administrative Assistant approached him with an opportunity. With the support of his store leadership, Brad took advantage of the Meijer education benefits to pay a significant portion of his tuition. On top of that, Meijer allowed Brad to reduce his hours at work for a period so he could focus more on his schoolwork.



"They were so supportive and really helped me get across the finish line and graduate," Brad said. Brad earned his bachelor's degree in Business Administration in August 2023 and has plans to get a Master's degree. His advice to others? "If you're nervous, talk to someone at Meijer. They can help you achieve your goals."

Brad is just one of many team members who has used the education benefits Meijer offers team members. **In 2023, Meijer invested more than \$6 million into education benefits, including more than 155 scholarships** and access to nearly **270 universities and colleges** in which team members can take advantage of **free courses**, apply for **tuition reimbursement**, and receive **professional certifications**. All of which are **available to team members on their first day with Meijer.**

GOOD FROM WITHIN
FOR COMMUNITIES
2023
HIGHLIGHTS

NATE HURWITZ FIELD
WEST MICHIGAN MIRACLE LEAGUE

BALL	STRIKE	OUT
GUEST	2	HOME
22	INNING	22

meijer
NATE HURWITZ FIELD





HUNGER RELIEF

11M+

pounds of food donated to Feeding America to help our neighbors in need

\$9M+

in contributions to food pantries throughout the Midwest through our *Simply Give* hunger relief program

4M

meals* provided to families during the 2023 Thanksgiving season (for every transaction that included a Meijer brand food product, we donated funds to buy one meal at each food pantry)

8,000

youth facing food insecurity received ready to eat food (worked with a network of more than 175 schools across six states)



LOCAL GIVING

\$4.5M

donated to deserving local community-based programs chosen by our team members through our third annual Meijer Team Gives program

\$1.6M

pledged by Meijer team members to United Way chapters throughout our footprint

\$1M

donated to the West Michigan Sports Commission to help expand the Meijer Sports Complex (which serves youth and amateur sports, including adaptive sports like Miracle League baseball and softball), building upon years of support

274

Boys & Girls Clubs and Girls Who Code chapters received Meijer donations to support youth programming and inspire the next generation of leaders within our communities

*1 meal = \$0.25, meal calculation is based on the approximate average cost of a meal from select food pantries across the Meijer footprint

SIMPLY GIVE HUNGER RELIEF PROGRAM

One way we help feed the hungry throughout the region is through our *Simply Give* program. It provides much-needed funding to approximately 470 participating Midwest food pantries annually. In 2023, because of a persistent rise in food insecurity, we contributed an additional \$1 million to that program to provide an additional 4 million meals* to individuals and families in need.

In addition to our contribution, the Meijer *Simply Give* program receives a great deal of support from our generous customers. We encourage them to add \$10 *Simply Give* donation cards to their baskets at our checkouts or when they're using our Meijer Pickup or Home Delivery services. Then we convert those donation cards into food-only gift cards that are given to the local food pantry selected by the store.

Through 2023, the *Simply Give* program has contributed \$90 million to our food pantry partners since the program began in 2008.

A FOOD DRIVE LIKE NO OTHER

The Meijer LPGA Classic for *Simply Give* has become one of the most impactful events in West Michigan. In 2023, the event raised \$1.25 million for food pantries across the Midwest.

In addition, we donated \$25,000 to Kids' Food Basket, a hunger relief organization chosen by the 2023 Meijer LPGA Classic Champion Leona Maguire – a tradition we began in 2021.

Including the 2023 event, the Meijer LPGA Classic has generated more than \$10 million for *Simply Give*. Beyond the tournament's contributions to *Simply Give*, the 2023 Meijer LPGA Classic also set attendance records.

“THE MEIJER LPGA CLASSIC CONTINUES TO BE GUIDED BY THE UNWAVERING SUPPORT OF OUR COMMUNITY.”

- RICK KEYES

**“STRIKING OUT HUNGER” WAS A HIT**

In 2023, we teamed up with the Detroit Tigers on an interesting campaign to help feed the hungry in our area. Each time a Tiger pitcher struck out an opposing batter throughout the season at a home game, Meijer and the Detroit Tigers Foundation contributed \$100 to the Meijer *Simply Give* program. The Tigers pitching staff went on to strike out a total of 1,374 batters, which generated \$137,400 in hunger relief funding.

As a part of our shared commitment to supporting communities, we and the Tigers organization will continue to partner on initiatives to feed more Michigan families in the future.

*1 meal = \$0.25, meal calculation is based on the approximate average cost of a meal from select food pantries across the Meijer footprint



WHY STOP AT GIVING THANKS WHEN YOU CAN GIVE SUPPORT

Thanksgiving isn't just a holiday on the calendar. It's a shared experience that unites us in gratitude. And one of the things we're most grateful for is the privilege to help feed the hungry – during this special time and throughout the year.

This past year, leading up to and through Thanksgiving, Meijer contributed one meal to its *Simply Give* food pantry partners for every transaction that included at least one Meijer brand food product (Meijer, Frederik's by Meijer, True Goodness by Meijer or Purple Cow).

There's an increased need for this kind of support. Food insecurity affects over 44 million Americans, many of whom are our neighbors, which makes our contributions even more necessary. And we have no intention of slowing down.



MAKING A DIFFERENCE IN THE LIVES OF CHILDREN

In 2023, we worked with a network of 175 schools, across six states, to provide weekend meals to more than 8,000 young people facing food insecurity. We also helped the Conductive Learning Center (CLC) of North America expand its existing programming and scholarship opportunities, as well as construct a new on-site playground. We've long supported the CLC, which helps children with motor disabilities related to complications of premature birth (such as cerebral palsy, spina bifida and brain injury) get the tools and education they need to be healthy, confident and self-reliant and achieve a joy-filled and rewarding life.

MEIJER TEAM GIVES SUPPORTS CAUSES IMPORTANT TO TEAM MEMBERS

Our team members participated in our third annual Meijer Team Gives program in which they nominate and select deserving charities close to their hearts to receive surprise donations from Meijer. Combined, our fall and spring initiatives directed \$4.5 million toward community-based organizations that help provide services, such as meaningful employment for people with intellectual and developmental disabilities, assisting the blind so they can become more independent, temporary housing for the homeless and coats to keep kids warm throughout the winter. The program has quickly become a team member favorite and is one we will continue in 2024 and beyond.



GOOD FROM WITHIN
**THE
FUTURE**



I'm grateful for the privilege of Meijer being able to spend so many years doing something that matters in our communities, helping to improve the lives of our team members, customers and neighbors along the way.

None of it would have been possible without the passion and commitment of each and every team member pulling together toward a common goal, and with a shared spirit to do good from within.

If you wake up every morning thinking about what you can do to uplift others, and then follow through on that in whatever way seems right for you, your days are going to be productive, worthwhile and filled with joy and a sense of purpose.

That has been our family's recipe for success all these years. As much as we've grown and changed, the principles we were founded on are as alive and relevant today as they ever have been. So, here's to remembering what got us to where we are and what will, without question, guide us as we move forward. It's been a fantastic journey, and we're honored to continue sharing it with all of you.



HANK MEIJER
MEIJER EXECUTIVE CHAIRMAN

meijer

