

meijer

**CORPORATE  
IMPACT  
REPORT  
2024**



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2024 was an exciting year as we celebrated 90 years of community impact. This remarkable milestone provided an opportunity to reflect on all we've achieved and plan for an even better future.

As I reflect on what has made Meijer successful over the last 90 years, I think about the three generations of family leadership who made it a priority to create a unique company culture focused on treating customers and one another with dignity and respect. Our culture once again led us to be recognized as a Great Place to Work® in 2024, for the sixth year in a row.

I also think about our humble beginnings and emphasis on providing value for our neighbors. The Meijer story began during the Great Depression in 1934, when Hendrik Meijer, a local barber in Greenville, Michigan, took a chance and opened Northside Grocery with his wife Gezina and their children, Johanna and Fred. The company was founded with a focus on taking care of customers by offering them quality food at an affordable price.

This small-town grocery store grew into what we've become today - a family-owned retailer with more than 500 locations, including distribution and manufacturing facilities, throughout six Midwest states. Our more than 70,000 team members are dedicated to serving customers and enriching lives in their communities.

From the beginning, it's been a priority to create a shopping experience for our customers that exceeds their expectations - with low prices, great service, and innovations that continuously evolve to meet their needs. We aim to provide value through our mPerks program, our Meijer brand products, and regular promotions that offer discounts on essentials like fresh produce, dairy, and meat.

When we say we care about the communities where we operate, we mean it. We've consistently donated a minimum of 6% of our annual profit each year to community organizations throughout the Midwest - and 2024 was no exception. I'm proud of how that giving spirit permeates our entire company. A great example is the \$3.1M donated to local community-based programs in 2024 chosen by our team members through our fourth annual Meijer Team Gives program. Since its launch, more than \$12 million has been directed to hundreds of Midwest non-profits our team members are passionate about through the Meijer Team Gives program.

We're a company that takes being a good neighbor seriously – because we know it makes a meaningful difference in the lives of our customers, team members, and the communities we serve. That was true 90 years ago. It's true today. And we're striving to take our impact to another level for the next 90 years.



**RICK KEYES**  
PRESIDENT & CEO

# ABOUT MEIJER



## ABOUT MEIJER

Meijer is a privately owned, family-operated business based in Grand Rapids, Michigan. 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\*

**71K**

Team Members

**276**

Stores

**239**

Meijer Express Locations

**6**

Midwest States

**7**

Distribution Facilities

**6**

Manufacturing Facilities

\*current figures as of Feb. 1, 2025

## 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 31 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.

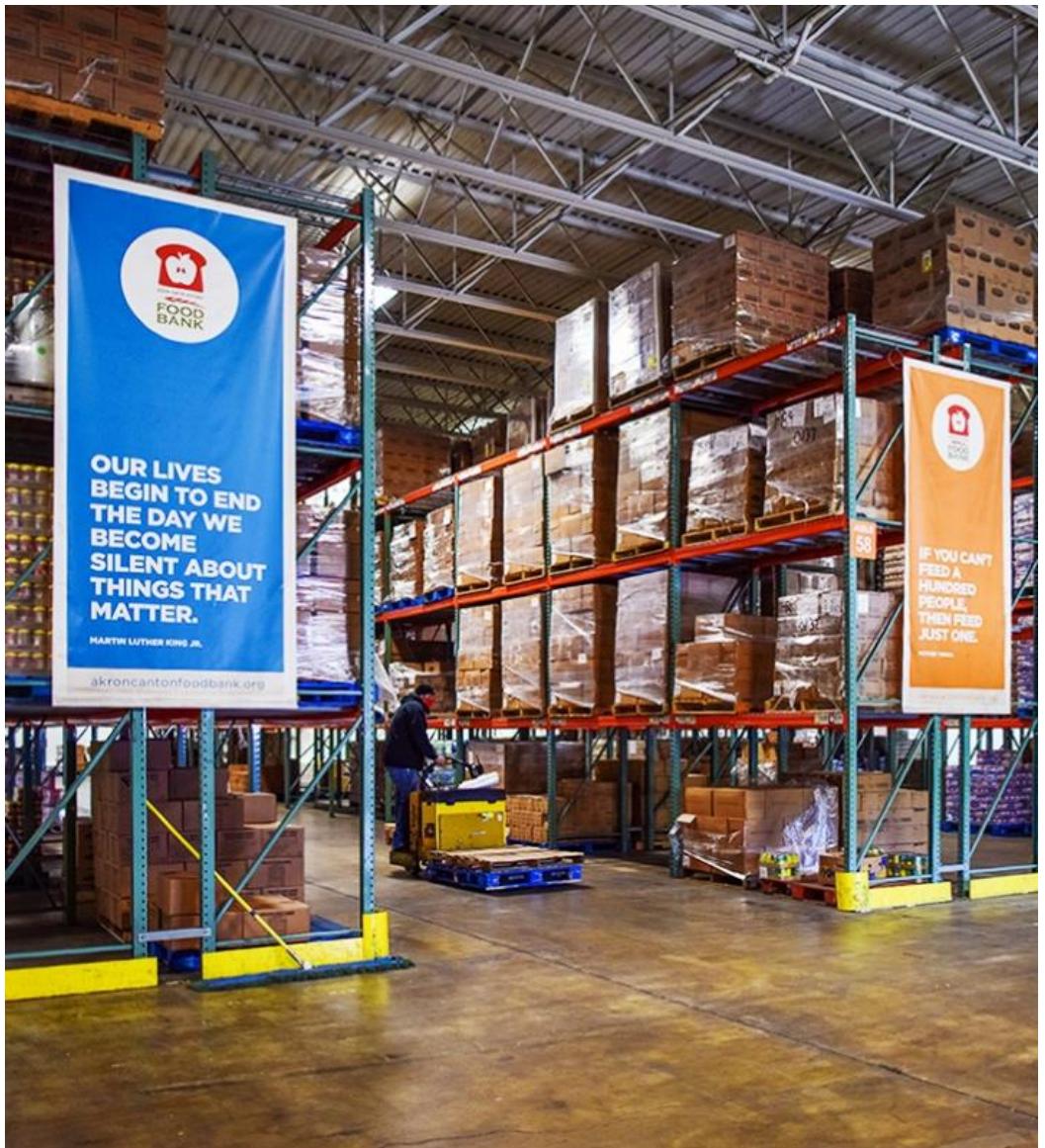
## ABOUT THIS REPORT

Our commitment to communicating our corporate responsibility efforts to stakeholders is unwavering. This report covers progress and activities during the 2024 fiscal year from January 29, 2024, to February 3, 2025.



## HUNGER RELIEF





# SIMPLY give

## A SIMPLE BUT POWERFUL IDEA: SIMPLY GIVE

Feeding those in need across the Midwest is a mission we take to heart, and our Simply Give program plays a vital role in that effort. In 2024, the program provided funding to nearly 500 food pantries throughout the region.

The success of Simply Give is made possible not only by our contributions but also through the generosity of our customers. We invite shoppers to add \$10 Simply Give donation cards to their purchases at checkout. Those donation cards are then converted into food-only gift cards that are distributed to local food pantry partners.

Through the end of 2024, Simply Give has contributed a remarkable \$97 million to food pantry partners across the region – a testament to the impact of collective giving.



## KEY ACHIEVEMENTS

**10M+**

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

**\$10M+**

in contributions in 2024 to food pantries throughout the Midwest through our Simply Give hunger relief program.

**4M**

meals provided to families during the 2024 Thanksgiving season\*.

**7,600**

youth facing food insecurity received ready to eat food.

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

## DRIVING IMPACT THROUGH THE MEIJER LPGA CLASSIC

The Meijer LPGA Classic for Simply Give remains one of the most significant initiatives to combat hunger in West Michigan. In 2024, in addition to the \$2 million the event raised for food pantries across the Midwest, we also continued a tradition we began in 2021 where the winner of the tournament selects a food pantry for a donation. This year's donation of \$25,000 went to The Other Way Ministries, a hunger relief organization selected by 2024 Meijer LPGA Classic Champion, Lilia Vu.

Over the years, the Meijer LPGA Classic has generated more than \$12 million for Simply Give. Beyond our financial contributions, the 2024 event also set a new attendance record, demonstrating the community's commitment to this popular annual event and to addressing food insecurity across our region.

## PARTNERING WITH FOOD BANKS FOR GREATER REACH

For more than 90 years, Meijer has been committed to feeding people in need, making hunger relief one of our longest-standing philanthropic efforts. Recognizing the vital role food banks play in the broader hunger relief network, we announced a surprise \$2.1 million donation in 2024 to 30 key food bank partners. This support helped these organizations better meet the needs of their communities, amplifying the impact of their efforts and creating a ripple effect of positive change throughout the Midwest.

## GIVING THANKS – AND SUPPORT

Thanksgiving is not only a time to gather with family and friends, but also to extend a hand to our neighbors and share what we have. In 2024, we embraced the spirit of Thanksgiving by contributing a meal\* to Simply Give food pantry partners for every transaction that included a Meijer brand food product, such as Frederik's by Meijer, True Goodness by Meijer, or Purple Cow.

We also teamed up with the Detroit Lions and Gleaners Community Food Bank to tackle food insecurity over the Thanksgiving holiday. Together, our team helped the Detroit Lions pack and distribute 5,000 meal kits to families in need, totaling more than 158,000\*\* meals.

With more than 44 million Americans facing food insecurity, many of them our neighbors, efforts like these are not only vital but necessary. And as the need for support grows, so does our commitment.



**“IT'S BEEN WONDERFUL TO SEE THE MEIJER LPGA CLASSIC FLOURISH INTO ONE OF THE BIGGEST EVENTS ON THE LPGA TOUR AND MAKE SUCH A SUBSTANTIAL IMPACT ON HUNGER RELIEF THROUGH OUR SIMPLY GIVE PROGRAM.”**

**- RICK KEYES**

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

\*\* Number of meals based on an average calculation of 1.2 pounds per meal with each meal kit weighing 38 pounds.

## LOCAL COMMUNITY NEEDS





## LOCAL COMMUNITY NEEDS

### WHEN DISASTER STRIKES, MEIJER STEPS UP

In the spring and summer of 2024, following the devastating tornadoes that struck Southeast Michigan and parts of Northeast Ohio, Meijer swiftly mobilized to support people in the impacted communities. We worked with the South Central Michigan United Way to donate \$50,000 to support families who were displaced, lost their fresh food supplies due to power outages, or needed help with local shelters.

In Seven Hills, Ohio, Meijer partnered with the city to host a perishable food drive that provided essential groceries to residents in need. Similarly, in Mentor, Ohio, Meijer worked with the city to ensure that families whose lives had been disrupted by the storms could get the food and supplies they needed.

These efforts underscore Meijer's commitment to standing with communities during times of crisis and delivering timely assistance to help neighborhoods recover and rebuild. Meijer is proud to partner with local and national relief organizations to offer resources during difficult times and community emergencies.

### MEIJER TEAM GIVES: SUPPORTING CAUSES CLOSE TO HOME

Our team members play an essential role in our charitable efforts, and through the fourth annual Meijer Team Gives program, they nominated and selected local charities to receive surprise donations from Meijer. The program directed \$3.1 million to community-based organizations that provide critical services, such as assisting families in need for the holidays and back-to-school, temporary housing for cancer patients and their families while in treatment, food waste prevention, and recycling solutions.

Meijer Team Gives has quickly become a cherished tradition that underscores the power of giving back by empowering our team to help us make the most meaningful impact locally, a commitment we're excited to continue in the years to come.



## KEY ACHIEVEMENTS

**\$3.1M**

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

**\$1.5M**

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

**\$3M**

donated to the Joan Secchia Children's Rehabilitation Hospital in Grand Rapids, Mich., to help fund construction of a new facility, bringing more innovative care for young patients who've experienced a life-changing injury or illness.

## EMPOWERING CHILDREN AND FAMILIES

In 2024, we collaborated with a network of more than 170 schools across six-states to provide weekend meals to more than 7,600 children facing food insecurity. We also extended our support to Henry Ford Academy's Farm to School initiative, which provides free, locally sourced, and freshly prepared lunches to their high school students. Working in partnership with Kids' Food Basket and Grand Rapids Public Schools, the Meijer Weekend Meal Program delivered nutritious weekend meals that included healthy choices from fresh fruits, vegetables and granola to bean burritos, applesauce and cheese sticks.

## SUPPORTING LOCAL COMMUNITIES THROUGH TARGETED DONATIONS

Last year, we made a \$250,000 donation to Indianapolis-based organization, Damar Village (middle picture), an affordable living community designed especially for adults living with behavioral, developmental, and intellectual disabilities. The donation went directly toward the organization's plans for expansion, which included a new multi-purpose activity center and community space with teaching kitchens and an indoor track space. The new space officially opened to residents in October 2024, resulting in a promising future ahead for the community.

Meijer also made a \$250,000 donation to the Industrial Sewing and Innovation Center (ISAIC), a Detroit-based nonprofit organization. ISAIC focuses on training the next generation of textile and apparel manufacturing industry talent through a curriculum that combines technical skills, soft skills and digital literacy.

Additionally, the company made a combined \$750,000 donation to two organizations in Northeast Ohio: the Cleveland Clinic Foundation and Greater Cleveland Food Bank. The Cleveland Clinic Foundation used the funds we provided to build a teaching kitchen at its Langston Hughes Community Health and Education Center while the Greater Cleveland Food Bank used the donation to provide meals for children and families experiencing food insecurity during the summertime.

## PROMOTING HEALTH AND WELLNESS IN OUR COMMUNITIES

At Meijer, we believe that strong, thriving communities are built on a foundation of good health. Toward that end, we partner with both national and local health organizations to advance physical and mental well-being across our six-state footprint. Our support extends to organizations tackling some of the most urgent health challenges, including the American Cancer Society, the Alzheimer's Association, and the Susan G. Komen Foundation for Breast Cancer.

We're also committed to promoting mental wellness through partnerships with groups like iUnderstand in Grand Rapids, Michigan, Ele's Place, with locations throughout Michigan, and Gilda's Club in both Grand Rapids and Detroit. By investing in these initiatives, we're working to foster healthier, more resilient communities for all.



## SMALL BUSINESS PARTNERSHIPS





### PARTNERING WITH SMALL BUSINESSES

At Meijer, our commitment to supporting small businesses is rooted in our history. Our founders were entrepreneurs who took a bold risk during the Great Depression – creating opportunity for their family while helping their community. That same entrepreneurial spirit continues to thrive within Meijer today and inspires our dedication to helping local businesses grow alongside us.

A cornerstone of this commitment is our GROW Academy – a development program launched in 2022 to empower our current vendor partners, many of whom offer products tailored towards the diverse needs of our customers. GROW Academy provides targeted training and support to help these businesses scale and succeed alongside Meijer.

From 2022 to 2024, we provided mentorship to 150 vendors to help them grow their business with us. Through a series of expert-led workshops, the program delivers education in essential areas such as data analytics, strategy development, marketing, co-branding, and even social media. Participants also benefit from personalized, one-on-one mentoring with Meijer merchants.

Recognizing that every business is on its own path – and that success is defined differently for each – we tailor our approach to meet each business where they are and help them move toward their individual goals. Whether it's expanding into more Meijer stores or diversifying product offerings, GROW Academy equips high-potential businesses with the tools and knowledge they need to thrive.



### KEY ACHIEVEMENTS

**120%**  
growth in vendor spend.

**\$100M**  
In incremental wages paid by  
our vendors since 2020.

meijer  
• • • • • • •  
GROW Academy

## OUR ROADMAP TO RETAIL: PREPARING NEW VENDORS FOR RETAIL SUCCESS

At Meijer, we believe that supporting small businesses begins well before their products ever reach our shelves. That's why we've developed a comprehensive vendor readiness program designed to help suppliers navigate the complexities of retail – from initial preparation to in-store execution.

This hands-on program covers every critical component of becoming retail-ready. We guide vendors through key steps such as obtaining UPC codes through GS1, ensuring proper product labeling and packaging formats, securing nutritional facts through certified labs, and meeting all necessary state and federal licensing requirements. We also offer access to incubator kitchens and lab testing to ensure product quality, safety, and shelf life.

Beyond compliance, we help vendors position their products for success with in-depth category research, pricing strategies, and competitive analysis. Our team works closely with suppliers on pitch preparation, from building compelling presentation decks to refining growth plans and sharpening messaging for customer engagement. Social media strategies and retail channel planning are also incorporated to help vendors expand their reach and connect with target audiences. Since 2020, we've seen 120% growth in vendor spend.

Our Merchandising Specialists proactively identify promising vendors on platforms like RangeMe up to 90 days before a category review. If selected, vendors receive personalized coaching in advance of their one-on-one buyer meetings. This experience is designed to showcase each brand – allowing buyers to taste, touch, and fully understand what makes the brand special.

By investing in these partnerships from the very beginning, we're helping vendors not only get on our shelves – but thrive there.

## ADAPTING TO THE CHANGING SOURCING LANDSCAPE OF CAGE-FREE EGGS

In 2016, we made a commitment to sell only cage-free eggs throughout our footprint based on growing customer preference and an evolving supply chain. A lot has changed since then, including differing state-by-state legislation, customer preferences, and highly-publicized issues in the poultry industry that have created challenges in the egg supply chain. Despite that, we're proud of the significant progress we've made. The majority of eggs we sell across our six-state footprint are now cage-free, including 100% in Michigan\* where we have our largest volume of stores. This great progress puts us in a strong position that we feel reflects the current dynamics. Moving forward, we will continue offering a significant inventory of cage-free eggs but will maintain a small amount of non-cage-free egg availability to help us manage through supply chain issues and meet customer preferences. We extend our sincere appreciation to all our partners and team members who helped us with this achievement.



## HEALTH & WELLNESS



## MEIJER EXPANDS PROGRAMS TO SUPPORT ACCESS TO HEALTHY, AFFORDABLE FOOD

As part of our ongoing commitment to expanding access to healthy, affordable food, Meijer has introduced several new features and enhanced programs for customers using Supplemental Nutrition Assistance Program (SNAP) benefits.

In fact, we were the first retailer to accept SNAP benefits through our Meijer mobile app, allowing customers to pay for groceries – including fresh produce, milk, meat, and pantry staples – using an Electronic Benefits Transfer (EBT) card. Customers can use the app for grocery pickup, home delivery and in store using “Shop and Scan”. This convenient new feature can be used by families who receive \$40 in monthly summer EBT benefits per school-aged child to help purchase groceries.

In addition, we doubled the discount we offer on select milk products to 40% off any brand or size of 1% and fat-free milk for SNAP participants. This effort is part of the "Add Milk!" initiative under the USDA's Healthy Fluid Milk Incentives (HFMI) program, supported through a grant awarded by Auburn University's Hunger Solutions Institute. Since the original discount launched, more than 65,000 SNAP-eligible households have benefited, with that number expected to grow with the expanded offer.

Meijer continues to build on its leadership in food access through additional programs that include a 10% discount on qualifying produce purchases for SNAP participants and free Home Delivery for SNAP customers. These initiatives help make it easier for families to access nutritious food regardless of transportation or mobility challenges.

We were the first retailer in the country to accept SNAP benefits through the Flashfood app, which provides deep discounts on surplus and close-dated food.

We also participated in the Flint Pediatric Produce Prescription Program, managed by Michigan State University and the Hurley Children's Hospital Pediatric Public Health Initiative. The program offered \$15 vouchers to deserving families in Genesee County to help improve children's access to fresh produce that supports a healthier lifestyle. In 2024, 800 vouchers were redeemed at Meijer locations in the Flint area, unlocking over \$10,000 in fresh produce for underserved communities.

Together, these efforts reflect Meijer's comprehensive and inclusive approach to reducing food insecurity, stretching the value of SNAP dollars, and making nutritious options more accessible and affordable for families across the Midwest.



## KEY ACHIEVEMENTS

**108,000**

pounds of unused or expired prescription drugs safely disposed of through Meijer's drug take-back program.

**800**

families redeemed fresh produce vouchers as part of the Flint Pediatric Produce Prescription Program.

**27**

languages are now available for prescription label printing.

**3.1M**

pounds of medical paper waste securely recycled.

## MEIJER SUPPORTS NATIONWIDE EFFORT TO SAFELY TAKE BACK UNUSED MEDICATIONS

In 2024, Meijer once again participated in National Prescription Drug Take Back Day, a nationwide initiative led by the Drug Enforcement Administration (DEA) to encourage the safe disposal of unwanted, unused, and expired medications. The program is designed to prevent drug misuse, accidental poisoning, and environmental harm caused by improper disposal methods.

Since launching its drug take-back program in 2019, Meijer has collected nearly 200 tons of unneeded medications through clearly marked kiosks located near each of its in-store pharmacies. In 2024 alone, Meijer customers returned nearly 108,000 pounds – 54 tons – of medications for safe and proper disposal.

While National Prescription Drug Take Back Day serves as a helpful reminder, Meijer offers year-round disposal, which reflects its broader commitment to public health, safety, and environmental responsibility.

## HELPING PEOPLE WITH VISUAL OR LANGUAGE BARRIERS TAKE MEDICATION SAFELY

To better serve patients with visual impairments, we expanded ScripTalk talking labels to 80+ Meijer locations across the Midwest. These smart labels use a specialized QR code that allows prescription information to be read aloud, helping ensure accuracy and safety. For those who don't need audio support but still struggle with small print, the company also introduced large-font labels – making prescriptions easier to read and understand. It's part of a growing commitment to accessibility and patient care.

Our pharmacy also launched translation services that allow prescription labels to be printed in 26 different languages. Through our partnership with RXtran, patients can now receive their medication instructions in the language they understand best – promoting safety, clarity, and confidence in managing their health.

Meijer has continued its partnership with Aira, an app that provides a free service to help customers who are blind or experience low vision shop either in our stores or online. The Aira app connects in-store shoppers with a fully trained support agent who virtually walks with them through the store to help answer questions and select products. Similarly, online shoppers can access Aira and work with support agents to place Meijer Pickup or Home Delivery orders.

## PAPER AND BOTTLE RECYCLING

Last year, we recycled more than 300,000 pounds of plastic pill bottles and caps from our pharmacies. Additionally, through our association with Stericycle – a leader in secure medical waste management – we recycled more than 3.1 million pounds of paper.



## TEAM MEMBER EXPERIENCE





## TEAM MEMBER EXPERIENCE

### INVESTING IN EDUCATION, EMPOWERING FUTURES

At Meijer, we believe that access to education opens doors – for our team members and their families. That's why we offer a variety of educational assistance programs designed to support personal and professional growth at every stage of life.

Our Tuition Reimbursement Program provides up to \$5,250 per year, the IRS maximum, to help cover the cost of tuition, fees, books, and other eligible academic expenses. Whether pursuing a GED, associate, bachelor's, master's, or doctorate degrees, or a certification program, team members can be reimbursed for their investment in education, as long as they pass the course or meet program requirements.

No matter which path they choose, team members don't have to navigate it alone. Meijer provides education counselors to guide them every step of the way – from selecting a school and program to completing the application process.

From 2023 to 2024, we saw a 40% increase in participation in all Meijer education programs. More than one-third of those who've used the tuition reimbursement program for three years or more have been promoted.

In addition, the Fred & Lena Meijer Scholarship supports both team members and their children in pursuing higher education. Eligible students can apply for financial support as they work toward their academic goals.

Through these programs, Meijer continues to invest in the future of its team members, empowering them and their families to grow, thrive, and achieve more.



## KEY ACHIEVEMENTS

**6th**

straight year Meijer was recognized as a Great Place to Work.

**4M**

times Meijer team members recognized one another through our mTeam program.

**20%**

discount on tuition for child care through the Learning Care Group.

## CELEBRATING EVERYDAY EXCELLENCE – 4 MILLION RECOGNITIONS AND COUNTING

At Meijer, appreciation is more than a value – it's a daily practice. Through our mTeam recognition program, team members have embraced a culture of gratitude, celebrating each other's contributions across the company. This easy-to-use online platform empowers team members to give shout-outs for meaningful moments – whether it's lending a hand, solving a tough problem, or simply going above and beyond.

In 2024 alone, mTeam was used more than 4 million times, highlighting the powerful impact of peer-to-peer recognition. Along with each message of appreciation, team members earn points they can redeem for gift cards, merchandise, memorable experiences – or even donate to a favorite charity.

By recognizing excellence at every level, mTeam helps strengthen our culture and ensures that everyone at Meijer feels seen, valued, and celebrated.



## INVESTING IN OUR TEAM MEMBERS WHO CARE FOR OTHERS

At Meijer, we know that caring for your loved ones – whether they're young children, aging parents, or family members with special needs – is one of the most important responsibilities you have. That's why we offer flexible support that helps ease the cost and stress of finding reliable care.

Each month, full-time team members can receive up to \$100 per person in care reimbursement, while part-time team members are eligible for up to \$50 per person. For example, a full-time team member with two children could receive as much as \$200 per month to help offset childcare expenses. This benefit supports care for children up to age 12, elderly family members, and dependents of any age with disabilities – helping to meet the diverse care needs of loved ones at every stage of life.

What sets this benefit apart is its flexibility. There's no requirement to use a licensed provider. So, whether you rely on a local daycare, a neighbor, or a trusted family member, you're eligible. Meijer encourages thoughtful caregiver selection and supports our team members' desire to choose the best fit for their family's needs.

Additionally, we've partnered with the Learning Care Group – a network of more than 1,000 schools under 11 respected brands – to give our team members priority access and discounted tuition. If you choose to enroll your child in one of these schools, you'll move to the top of any waiting list and receive a 20% discount on tuition, thanks to Meijer's 10% subsidy on top of a 10% discount from Learning Care Group.

These offerings reflect Meijer's deep commitment to helping our team members balance work and life – because supporting families is at the heart of who we are.



## SIX YEARS STRONG: MEIJER NAMED A GREAT PLACE TO WORK® ONCE AGAIN

In 2024, Meijer was honored as a Great Place to Work® for the sixth consecutive year – an achievement that reflects our continued commitment to creating a workplace where all team members feel respected, supported, and empowered to grow. Based on responses to the Trust Index Survey™, the certification recognizes companies that foster a culture of credibility, fairness, respect, camaraderie, and pride.

Meijer offers weekly pay, team member discounts, flexible scheduling, and a comprehensive benefits package that includes paid parental leave, access to multiple health plans, 401(k) retirement options, and free college education. It's all part of how we invest in the success of our people and ensure that Meijer remains not only a Great Place to Work®, but a great place to build a career.

## HONORING EXCELLENCE: MEIJER CELEBRATES 2024 LEGACY AWARDS RECIPIENTS

Each year, Meijer recognizes outstanding team members whose dedication, leadership, and innovation reflect the values that have shaped our company for 90 years. The Legacy Awards – our highest internal honors – celebrate those who go above and beyond to serve our customers, communities, and fellow team members.

The prestigious Fred Meijer Award is given annually to one team member who embodies the spirit of our founder through humility, generosity, and a passion for service. This past year, Maureen Mitchell, Regional Vice President, received this honor. Over her 15-year career with Meijer, Maureen has consistently led with heart and purpose – mentoring colleagues, advancing key growth initiatives, and earning recognition across the retail industry, including being named one of the Top Women in Grocery.

We also proudly awarded the Earl Holton President's Award to five exceptional team members whose leadership, excellence, and innovation uphold the legacy of former Meijer President Earl Holton. This year's recipients include:

- Blaine Bishop, Associate ITS Manager.
- Candy Tam, Logistics Manager.
- Ethan Thomas, Store Director.
- Cassie Walker, Supply Chain Pharmacy Tech.
- Monica Wyant, Produce Business Manager.

What makes these awards especially meaningful is that nominations come from fellow team members – those who witness their peers' impact firsthand.



## EMPOWERING OUR TEAM TO PROTECT WHAT MATTERS MOST

At Meijer, our commitment to creating a safe environment for our team members and customers is rooted in our Core Value of Health and Wellness and driven by our 200% Accountability philosophy – the idea that every team member is fully responsible for their own safety and the safety of others.

But it's more than an idea.

It's also a set of standards and processes – a cross-functional safety program – that's designed to make good on our commitment to safety in every facet of our business and at every location.

We have more than 300 Safety Committee Teams – comprised of leadership and team members – working to uphold and improve safety in our facilities.

We conduct monthly safety audits and provide financial incentives to our Safety Committee Team members to encourage their vigilant oversight.

We partner across departments – Corporate Safety, Asset Protection, Risk Management, Legal, Store Operations and more – to ensure our robust safety measures are connected to, and supported by, the entire company.

The goal of all of these efforts – of our comprehensive training and culture of accountability – is to make sure our team members and customers feel safe when they enter a Meijer store.



## ENVIRONMENTAL STEWARDSHIP





## KEY ACHIEVEMENTS



### CARBON EMISSIONS

**39%**

of stores now have electric vehicle charging stations available to customers.

### 4 STRAIGHT YEARS

we achieved the lowest corporate-wide refrigerant emissions rate out of all EPA GreenChill Program partners nationwide.

**50%**

carbon emissions reduction target maintained.



### REDUCING FOOD WASTE

**30M**

pounds of potential food waste diverted through partnerships with Feeding America, Flashfood and our compost and animal feed vendor.



### GREAT LAKES STEWARDSHIP

**12,000**

pieces of litter removed from the Great Lakes in 2024 through our expanded support of BeBot and PixieDrone trash removal efforts.

**99**

times our BeBot and PixieDrones were used in clean up efforts.



### RECYCLING EFFORTS

**26,000**

pounds of baby gear collected.

**Nearly 10M**

pounds of plastic film recycled.

**257M**

pounds of cardboard recycled.

## CONTINUING TO FOCUS ON OUR CARBON FOOTPRINT

In 2023, we exceeded our goal of reducing operational emissions by 50 percent by 2025 (compared to 2018). In 2024, we maintained our 50 percent reduction target and continued to focus on initiatives that would help us in our efforts to be a good environmental steward.

As part of these efforts, we installed more than 2,300 solar panels on the rooftop of our Meijer supercenter in Sycamore, Ill. The supercenter, which opened in 2020, fits the solar panel roof criteria from the state and has plenty of favorable sun exposure.

For the fourth consecutive year, we earned the lowest corporate-wide refrigerant emissions rate out of all EPA GreenChill Program partners nationwide. GreenChill is a voluntary partnership that works with the food retail industry to reduce refrigerant emissions and protect the environment.

Meijer also received SmartWay's 2024 Excellence Award – part of an EPA program that recognizes companies for performance and operational efficiency in the transportation emissions space.

## BEAUTIFUL SHORES, CLEANER WATERS, STRONGER COMMUNITIES

Because we are so close to the world's largest freshwater system, Meijer is committed to protecting the Great Lakes and preserving their beauty and health for generations to come.

To accomplish this, we've invested in beach cleanup technology in the form of BeBot and PixieDrone robotic equipment. BeBots clean beaches by sifting through sand to collect litter, while PixieDrones skim marinas, rivers, and inland lakes to capture floating debris. And these remote-controlled devices are making a measurable difference. In 2024, these devices picked up nearly 12,000 pieces of litter weighing a little more than 650 pounds.

We also expanded the program in Wisconsin with a \$250,000 donation to the Council of the Great Lakes Region Foundation to bring BeBot and PixieDrone cleanup technology to the Milwaukee River and nearby beaches.

In 2024, we hosted five volunteer cleanup events on Lake Michigan beaches where 271 individuals - including Meijer Team Members and vendor partners - collected over 300 pounds of litter. By combining technology, community engagement, and environmental stewardship, we're taking tangible steps to protect our freshwater resources from the ground up.



## APPLYING CIRCULAR ECONOMY PRINCIPLES TO MAKE LIFE BETTER FOR EVERYONE

The circular economy is a model of production and consumption that focuses on reusing, repairing, recycling and refurbishing goods to extend the overall product lifecycle and reduce waste.

It was with this spirit that last fall, Meijer introduced its first baby gear recycling event at all of its supercenter locations. The event offered families a convenient and responsible way to dispose of used, expired, or damaged baby items. The program accepted items such as car seats, strollers, and travel systems – products that are notoriously difficult to recycle due to their mixed material types. Meijer collected 26,000 pounds of material from the event and worked with an organization to break the gear into recyclable components.

In 2024, we also collected 9.4 million pounds of plastic film for recycling – including grocery bags, ice bags, dry cleaning bags, store packaging and material from community partners – that is not often accepted by single-stream recycling facilities. That is in addition to the more than 250 million pounds of cardboard we recycled in 2024 across our company.



## PIONEERING NEW WAYS TO ELIMINATE FOOD WASTE

Meijer diverted more than 10 million pounds of surplus food from landfills through our partnership with Feeding America. More than 16 million pounds of potential food waste at stores was diverted through our compost and animal feed program and 3.7 million pounds was diverted through our partnership with Flashfood – an app that connects grocery stores with consumers to sell surplus, or near expiration food at discounted prices.

Additionally, Meijer piloted a seed donation program in 2023 to distribute end of season seed packets, which would normally be disposed of due to regulations, to local food pantries and underserved families for planting the following season. The program took off and was expanded across all six-states where Meijer operates in 2024.



# OUR FUTURE



## NINETY YEARS STRONG. AND JUST GETTING STARTED

As we take time on this very special occasion to honor our history, we're more inspired than ever by the values that got us here.

**Customers:** they're at the center of everything we do, and every decision we make. By putting customer satisfaction at the forefront, we ensure that every innovation and investment is centered on meeting the needs of the people who walk through our doors every day.

**Competition:** we are competitive to our core. We want to earn the business of each and every customer who walks through our door. And we want them to come back. That means we focus on improving customer experience while staying nimble and flexible so we can discover trends that make our customers happy.

**Family:** we are a family business. While we have grown throughout the Midwest, our roots always lead back home. That is why we are focused on the communities where we operate – and why we care so much about supporting our customers, team members and the places they call home. Family isn't just a word to us – it's everything.

**Freshness:** we are known for our fresh produce, dairy, meat, and seafood. We take our commitment to freshness very seriously. We believe it sets us apart from our competitors, and we are proud of the fact that our products are fresh for our customers and their families.

**Health & Wellness:** we care about the health of our communities, customers and team members. This means that we make investments in physical, mental and emotional wellbeing in all the places we call home.

These values remain the bedrock of who we are and will continue to guide us into the future. Thank you for being a part of this incredible journey. Here's to 90 years of purpose, people, and progress – and to all the good that lies ahead.



**HANK MEIJER**  
MEIJER EXECUTIVE CHAIRMAN

# meijer

