

good  
from  
within

meijer®

2022 Corporate Impact Report







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**leadership**







# leadership letter

from Hank Meijer, Meijer Executive Chairman

I often wonder what my grandfather, Hendrik Meijer, and my father, Fred Meijer, would make of the world today. So much has changed since Hendrik opened his first grocery store in Greenville, Michigan, nearly 90 years ago. My dad was fourteen years old when the store opened, and he dedicated the rest of his life to building a company that cared for customers, communities and the environment – and treating everyone with dignity and respect. Even though the world looks very different today, I believe both would be so pleased with how their company has evolved while still maintaining the core values they lived by.

As this first-ever Meijer Corporate Impact Report shows, Hendrik and Fred’s legacies remain vital to our business. We can draw direct lines from the past to the present. For instance, during the Great Depression, our family’s first grocery store served approximately 60 percent of the customers in Montcalm County who relied on financial hardship programs. In 2022, as inflation challenged family budgets across our region, we lowered regular prices on nearly 1,000 everyday products. In doing the right thing, we honored our past: My dad believed in always providing value to all our customers.

Fred was deeply engaged in local civic affairs; as one example, he served on the board of directors for the Urban League of Grand Rapids (now the Urban League of Western Michigan). In recent years, Meijer has donated \$2 million to organizations that work to support and inspire people in historically underrepresented groups in our communities.

Fred was also a speaker at the first Earth Day celebration in Grand Rapids in 1970, and he spearheaded the company’s first environmental advocacy and recycling programs. Fast forward to 2022: Meijer launched a pilot program with Freightliner Trucks and introduced the first two all-electric semitrucks tested by a retailer outside of California. Just like in my dad’s time, we continue to work on reducing our environmental impact – both through tried-and-true solutions and by innovating where solutions aren’t yet clear.

These are only a few examples of how a small family business with strong core values helped shape the company our team members, customers, suppliers, and community partners value so highly today. Through every story we share in this report, I can’t help but feel grateful to the many people who have played

a role in making these achievements possible, and to those who continue to explore future innovations and opportunities. I am reminded of the plaque my father kept in his office. It held a Dutch expression, “Niet ik, niet jij, maar wij,” meaning, “Not I, not you, but we.”

That word “we” speaks to what makes this journey so special – it’s about people working together, succeeding together, and envisioning our future together. From those humble beginnings nearly 90 years ago to today, we’ve always stayed true to our purpose: Enriching lives in the communities we serve. Thank you for being an important part of our story – and our future.

Thank you,

Hank Meijer



# leadership letter

from Rick Keyes, Meijer President & CEO

Long before anyone spoke the phrase “corporate impact,” Hendrik Meijer and his son, Fred, built a business rooted in dignity and respect for all people and care for their communities and the environment.

In 1934, Hendrik opened a small grocery store that brought fresh, quality food at fair prices during the Great Depression. A little more than a decade later, in 1945, that family-owned business demonstrated its values by employing a 50 percent female staff. In 1962, Meijer pioneered the first supercenter shopping experience. Eight years later, Fred was a speaker at the first Earth Day in 1970 in Grand Rapids, Michigan. And while much has changed over the last nine decades, our values have not.

Today, Meijer stores span six states and serve more than 200 communities. Yet as our business grows, our past remains present. We’re still making sure our customers have access to a variety of quality products at fair prices. We’re still focused on

bringing small acts of kindness to every shopping trip, pharmacy visit and pony ride here at Meijer – while doing some big things, too, like nurturing a future that promotes human well-being and a healthy environment.

We are working to reduce our carbon emissions by experimenting with geothermal refrigeration, and conducting the first retail cold-weather electric semitruck testing outside of California. We offer customers a diverse range of quality products, build inclusivity into experiences, provide quality jobs, and foster openness within our sphere of influence. And when it comes to empowering communities, we lend our time, talents and resources to a range of experienced, effective organizations that sustain our communities. We live the Meijer purpose every day: Enriching lives in the communities we serve.

While this inaugural Meijer Corporate Impact Report is full of new information, it does not reflect a new direction for us. Meijer has always run our business in collaboration with our partners,

including team members, suppliers and customers. Likewise, we have always invested in our communities and promoted a healthy planet. This report is our opportunity to present these comprehensive efforts for the first time.

As we evolve to better serve our world, there’s one thing we’ll never change: Doing good from within. Good from our heritage, honoring our founding values. Good from within our business, empowering our own team members. And good from within our communities, innovating for the future.

Thank you,

**Rick Keyes**

Meijer President & CEO



**about  
meijer**



**meijer**





# about meijer

It's impossible to talk about Meijer as a company without talking about Meijer as a family. The Meijer family's experiences and principles, in business and in life, are the foundation for everything we do. Consider the following story.

In the late 1930s, when the Meijer family was running their first grocery store in Greenville, Michigan, young Fred Meijer had the idea to offer self-service. At the time, when customers walked into a store, they were greeted by someone who selected their groceries for them. With self-service, however, they would be able to select their own products throughout the store.

On the morning of the Michigan vs. Michigan State football game that year, Fred purchased about two dozen baskets for customers to use as they browsed the store. He built a small corral for the baskets and added a sign: "Take a basket, help yourself."

When he got home after the game, his father, Hendrik, wanted to talk. He told Fred, "Well, you know that sign you made that said, 'Take a basket, help yourself'? The people did. The baskets are all gone. They didn't serve themselves to groceries and return the basket to the counter. They helped themselves to the baskets."

This story illustrates two time-tested facts about Meijer. First, we have a long history of innovating to improve our business for customers, communities and the environment. And second, we don't always get it right the first time. Yet since the time of our founding, we have moved forward with a humble willingness to try

● ●  
***Everything now being done is going to be done differently, and it's going to be done better. And if we don't do it, our competitors will.***



**Fred Meijer**

new things. When an idea works — whether it's a pilot program, a team member's suggestion, or a new community partnership — we commit to doing everything we can for it to succeed.

Today, Meijer is based in Grand Rapids, Michigan, and operates more than 500 retail outlets, including supercenters, neighborhood markets, Meijer Grocery and Express locations throughout Michigan, Ohio, Indiana, Illinois, Kentucky and Wisconsin. We remain privately owned and employ more than 70,000 team members. Meijer pioneered the concept of "one-stop shopping," and our inventory has evolved through the years to include fresh produce and meat departments, as well as pharmacies, comprehensive apparel departments, pet departments, home goods, garden centers, toys and electronics.







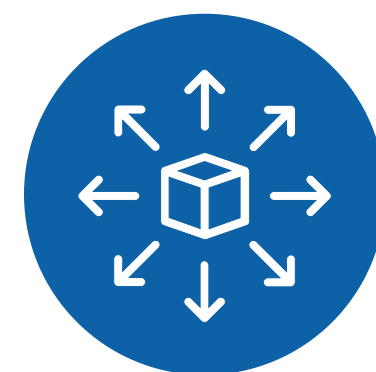
# meijer at a glance



**Meijer stores  
across 6 states**



**262  
Supercenters**



**8 Distribution  
Complexes**



**231 Meijer  
Express  
Locations**



**5 Manufacturing  
Facilities**



**5 Market  
format stores**



**More than  
70,000 team  
members**



**2 Meijer  
Grocery format  
stores**



# meijer purpose statement

••  
*Enriching lives in  
the communities  
we serve.* ••



## our values



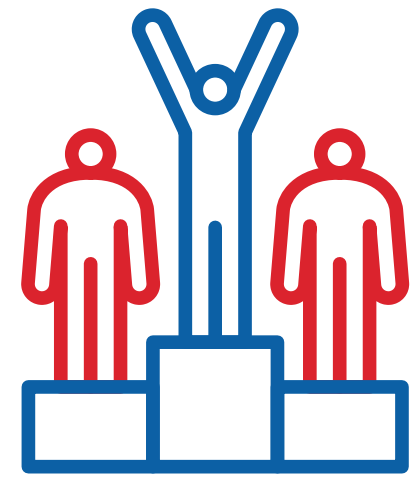
### CUSTOMER

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.



### FRESHNESS

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



### 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.



### 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.



### 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.

••  
**People respond best when treated  
as individuals, especially when  
treated with respect.**

••  
— Fred Meijer



# good from within



## honoring yesterday

The Meijer family's simple belief that we should treat everyone with dignity and respect is a standard we live by. We honor our founding values by creating a sense of belonging in all that we do.



## empowering today

Enriching lives in the communities we serve is an everyday ambition. Being good neighbors means getting involved and empowering others to ensure we all thrive together. We call it #meijercommunity.



## imagining tomorrow

We know that every decision we make today shapes the future. And we want to shape it for good. To do this, we promote environmental sustainability through four main pillars: carbon emissions, food waste, circular economy, and Great Lakes stewardship.



***Our number one job is to stay in business ... But our number one aim should be to be a good corporate citizen. I think these two goals are compatible.***



**Fred Meijer, 1995**



# about this report



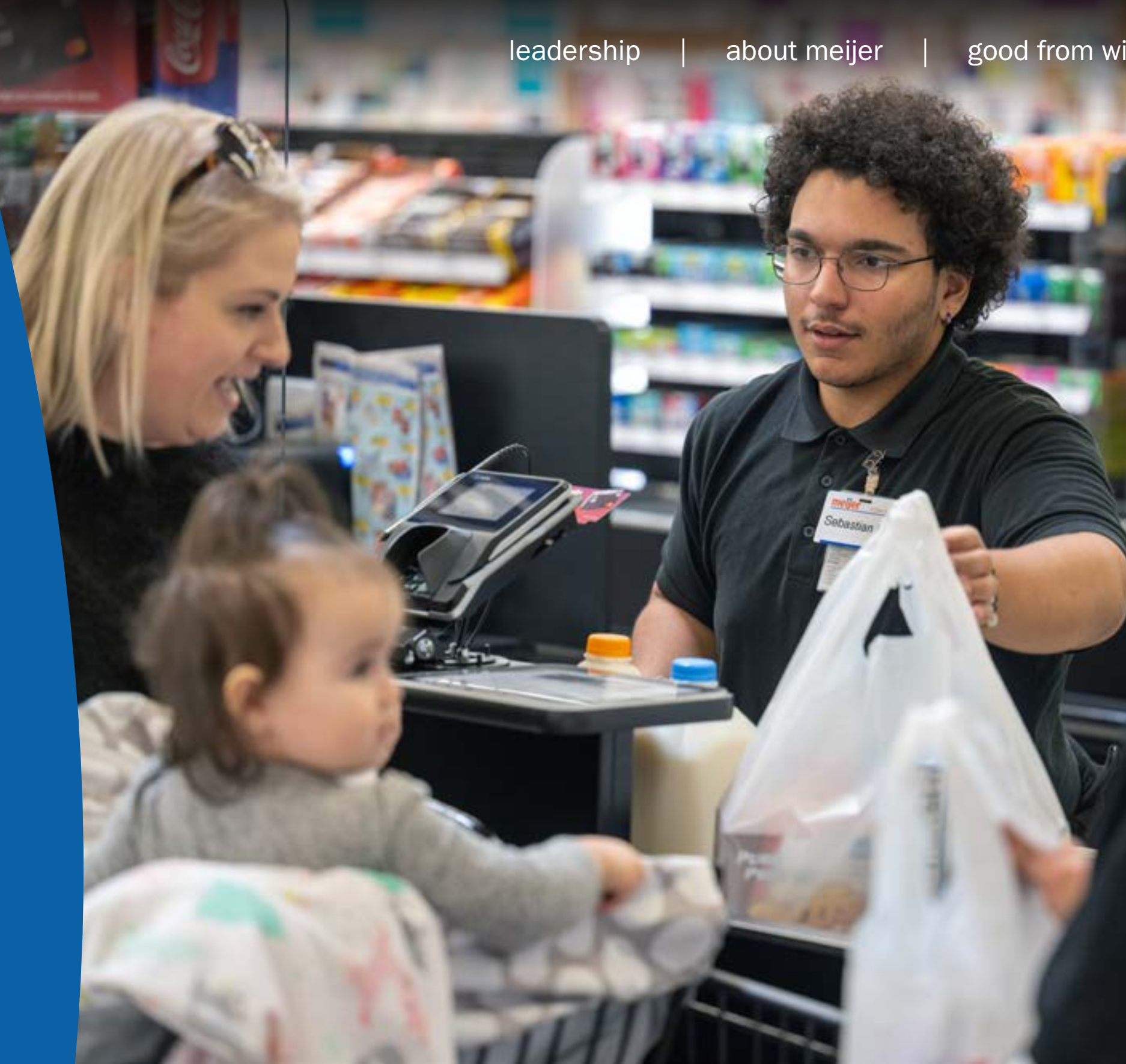


# meijer corporate governance

Since our company's founding in 1934, Meijer has been privately held and family-owned. 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.

## about this report

This inaugural corporate impact report reflects Meijer leadership's desire to communicate the work we undertake every day to address issues of importance to all stakeholders, including team members, suppliers, community partners and others. Unless otherwise noted, the report covers progress, activities and data during the fiscal year that began January 30, 2022 and ended January 28, 2023.





good  
from  
within  
for  
people





# 2022 highlights: people

## team members

- Achieved Great Place to Work® certification for four years in a row
- First retailer granted GOLD certification by Michigan Veteran Affairs Agency for being a veteran-friendly employer
- Recognized by Disability:IN among Best Places to Work for Disability Inclusion for six years in a row
- Earned Human Rights Campaign Best Places to Work for LGBTQ+ Equality for three years in a row
- Introduced free online college education for Meijer team members – and doubled participation after the first year

## suppliers

- Hosted first-ever virtual Meijer Sustainability Summit to meet new vendors integrating sustainability into products and operations
- Attracted new, diverse suppliers, including Asian, Hispanic and LGBTQ+ owned brands, through targeted outreach and events
- Partnered with 842 diverse suppliers, an increase of more than 250 suppliers since 2020
- Launched Grow Academy, a mentoring program for existing diverse and local vendors

## customers

- Began accepting Supplemental Nutrition Assistance Program (SNAP) benefits as a payment option for Meijer Pickup and Meijer Home Delivery services
- Obtained waiver from the U.S. Department of Agriculture to offer special discounts on qualifying produce for SNAP customers
- Debuted ScripTalk assistance tool for pharmacy customers with vision issues
- Launched Tranquil and True intimate apparel in sizes S to 3X to continue to serve diverse body types





# good from within for team members, suppliers and customers

Hendrik and Fred Meijer's simple belief that we should treat everyone with dignity and respect is a standard we live by. We're committed to creating a sense of belonging when we're growing our team, creating policy, and even laying out our stores. We weave inclusivity and accessibility into operations, pricing and supplier recruitment. Just like we did nearly 90 years ago – and just like we'll do every day for the next 90 years.

## team members: meijer as a certified great place to work

When it comes to team members, Fred said it best in 1995: "No one person in our company is any more important than another."

Once on the job, team members experience the Meijer legacy in their work every day. Our company still operates under the Meijer family's fundamental belief in respect and dignity for all people.

Continuing to live by those values earned Meijer the Great Place to Work® certification for the fourth consecutive year. We also achieved Gold status as a veteran-friendly employer from the Michigan Veteran Affairs Agency. We are honored to be among the Best Places to Work for Disability Inclusion by Disability:IN for the sixth year in a row, and we are proud to have been named a Best Place to Work for LGBTQ+ Equality from the Human Rights Campaign Foundation for the third consecutive year.

### mCulture: team member feedback

We formally invite feedback from all team members through our annual mCulture survey. These surveys measure team member satisfaction and identify ideas for improving the team member experience. We know that actively listening to team member feedback is essential in cultivating a positive work environment and promoting a culture of open communication.

We conduct regular mCulture surveys that assess 16 critical aspects of team member engagement, including recognition, inclusion, care and more. Based on the survey results, we create action plans that benefit our team members and Meijer as a whole.

In 2022, our survey received a response rate of almost 80 percent. Our top strengths in 2022 included community impact, commitment to diversity and inclusion, and the respectful treatment of our team members. Our commitments to prioritizing team member feedback and implementing targeted improvements highlight our dedication to creating a workplace that is both supportive and engaging.



Meijer has achieved Great Place to Work® certification for four years in a row



First retailer to receive Gold certification



6th year in a row



3rd year in a row



## investing in you

In 2022, employers across the United States hired people for more than 4 million jobs, marking the second-best year for job creation since 1940.\* In response, Meijer continues to enhance current programs and consider new offerings to attract and retain talent. The cornerstone of this effort is Investing in You, a diversified set of benefit offerings that stretches beyond standard paid time off and health insurance. Investing in You supports team members' health and wellness, career and financial goals, and family needs through more than 40 offerings that can be tailored to each individual.



## benefits for mental health and wellness

We offer free behavioral health virtual therapy for team members and their household members. Team members can connect to a counselor however they feel most comfortable, whether it is via text, phone or video chat.

## benefits to support stronger finances

Investing in You addresses financial wellness by offering a free financial planning tool, plus complimentary coaching sessions with a financial professional. Meijer also provides a matching program for retirement contributions and a base match for all eligible team members.

## benefits for families

When team members grow their families, whether through birth or adoption, Meijer offers paid parental leave. This time is flexible, and team members can use it anytime during the first six months of being a new parent.

## career benefits: educational opportunities for team members

Meijer offers support for team members to reach their learning goals, whether they are enrolled in a GED or a PhD program – or an educational plan in between. Our company provides tuition reimbursement, as well as tuition discounts from partnering colleges and universities for team members and their families. Free academic advisory services help team members decide on the best school or program for their future plans.

Team members and their families are also eligible to apply annually for the Fred and Lena Meijer Scholarship. Managed by the Grand Rapids Community Foundation, scholarships are awarded up to \$10,000.

In 2022, Meijer launched free education in partnership with EdAssist. Team members have access to four world-class online universities, including Colorado State and Western Governors University, to complete their free college education. A special partnership with Purdue University Global offers an additional degree option at no cost to team members.

Team members are eligible for education benefits on the day they are hired. Participation in Meijer educational programs doubled from 2021 to 2022, and we look forward to continued program growth in the coming years.

\*Labor Market Boom Cooled Some in 2022, Wall Street Journal, Jan. 6, 2023



## Investing In You Benefits Program Categories

Team members can customize from more than 40 benefit programs in these categories to fit their needs.



Mental Health



Family



Health and Wellness



Education



Condition Management



Team Member Programs



Financial



Insurance & Income Protection



# meijer *Team*

## GIVES



# \$3M

In 2022, Meijer collaborated with team members across the company to identify more than 500 recipient organizations for \$3 million in corporate donations.

### meijer team gives

Inspired by our purpose — enriching lives in the communities we serve — in 2021 we introduced Meijer Team Gives, a community giving program where team members find unique opportunities to make a difference. Through this effort, Meijer empowers team members to help direct charitable contributions to local nonprofits that have an impact in their community.

In 2022, Meijer collaborated with team members across the company to identify more than 500 organizations to receive \$3 million in corporate donations. Not only did more money go into local communities last year but we also expanded the Meijer Team Gives program to include Team Member Resource Groups (TMRGs). Each TMRG received funds and decided how to channel the money to local organizations of interest. Team members from each group or field location worked together to determine how best to distribute their \$10,000 in donation funds.

Different groups approached the selection process in different ways. At our Muskegon, Michigan, store, for example, everyone voted by blind ballot. Based on the voting, they gave \$5,000 to support the work of the Child Abuse Council of Muskegon County and \$5,000 to support a local pet rescue service called Heaven Can Wait.

● ●

***We saw so much interest in volunteerism after the inaugural Meijer Team Gives, and it was amazing to see the way our team members became involved with the organizations we chose.***



**Tom Agrillo**  
Fruitport Meijer Store Director







## team member diversity, equity and inclusion

In the 1950s, when Meijer was still establishing itself in Grand Rapids, Fred was invited to join the board of directors for the Urban League of Grand Rapids. He jumped at the opportunity. Now called the Urban League of Western Michigan, the organization continues in its mission. “To provide the means to empower African Americans and other minorities to achieve economic self-reliance, parity and civil rights.”\* Our company still supports the organization’s work.

Fred was also an active member of the Grand Rapids Rotary Club and worked to integrate diverse members into the civic organization. In 1962, he nominated Paul I. Phillips to be the first African American member, and in the 1980s, he nominated two women, Gayle Wisner and Nan Van Andel, to be the first women in the club.

His view of an integrated society, where all people were given equal opportunity, came from his parents. Before becoming an entrepreneur, Hendrik Meijer worked in a foundry with people from all walks of life and saw that it was possible to respect and get along with one another. Fred’s mother, Gezina, was an

equal partner to Hendrik in the design and operation of the early Meijer stores and, later in life, served as Meijer company President and then Chairwoman of the board.

The Meijer family hired the company’s first female cashiers in 1940, a cohort that included Fred’s future wife, Lena (Rader) Meijer. Fred’s sister, Johanna, ran the family’s second store in Cedar Springs, Michigan, starting in 1942. Women continued to be integral to the Meijer business, and in the 1970s, Lena Meijer served on the first formal board of directors, overseeing an era of major company expansion. Female leadership further developed as the business evolved, and women advanced in all Meijer departments, from Learning Instruction, Payroll, and Pharmacy to Information Technology and Asset Protection.

This background sets the stage for our diversity, equity and inclusion (DEI) journey today. Since the Meijer family founded their first store, team members have upheld the family’s pledge to treat people with dignity

and respect. In 2020, Rick Keyes, Meijer President & CEO, expressed this commitment by signing the CEO Action Pledge for Diversity and Understanding. The following year, he brought the annual CEO Action Days of Understanding to Meijer as a single-day event for team members, and in the years since, we have expanded the experience into multiple days. During these events, team members participate in group dialogues and exercises to connect on the characteristics that tie people together and honor our differences.



● ●  
**Learn to enjoy and respect each other’s differences.**

● ●  
**Fred Meijer**

\*Urban League of Western Michigan: [www.grurbanleague.org/mission-statement](http://www.grurbanleague.org/mission-statement)



**90%** More than 90 percent of team members in Director-level roles and above have completed all three DEI training phases.

**200** In 2022, approximately 200 top leaders identified two to four actions or behaviors they could undertake to promote the value of different perspectives and cultures at Meijer.

**meijer leadership commitment to diversity, equity and inclusion**

Our DEI training focuses on company leaders, knowing they set the tone and culture for their teams. DEI training is carried out in three phases: building, leading, and driving a culture of inclusivity. Each phase is supported by self-paced activities that reinforce the lessons and skills from the training. Once leaders complete the training, the focus shifts to modeling, developing and expecting diverse, equitable and inclusive behaviors.

More than 90 percent of team members in Director-level roles and above have completed all three DEI training phases. Leaders are encouraged to explore actions they can take to foster inclusion within the teams they lead. Some have set aside time to talk about DEI topics with their teams. Others have taken individual actions, such as joining a Team Member Resource Group or volunteering in their community.



**pay equity at meijer**

Our commitment to DEI is reflected in our approach to pay equity and leadership compensation. Across the company, we regularly review and evaluate policies and practices with an eye to paying our team members fairly for performing similar work. We work with independent pay equity experts to track industry standards and ensure that we are meeting or outperforming them. This analysis reviews a range of criteria that affects team member pay, including performance, employment duration, role, location and other factors. As of 2022, women at Meijer earned 99.7 percent compared to their male counterparts, and minority team members earned 100 percent compared to their non-minority counterparts. We remain committed to pay equity at Meijer and know that paying our team members fairly helps us recruit and retain a diverse workforce.

**incentives tied to DEI goals**

In 2022, approximately 200 top leaders identified two to four actions or behaviors they could undertake to promote the value of different perspectives and cultures at Meijer. For Vice Presidents and above, representing about 40 leaders, successful completion of these actions and behaviors were tied to annual bonus compensation. As of 2023, this plan has been extended to all company directors, and President & CEO Rick Keyes will continue to review the goals every quarter with senior leadership. Our goal is to continue to create an inclusive environment where all team members can show up as their true and authentic selves.





# 2,099

From 2021 to 2022, membership in our six TMRGs more than doubled, from 975 members across all groups in 2021 to 2,099 members in 2022.

## team member engagement

Our company is committed to connecting team members to new opportunities, celebrating their contributions, and providing a safe and inclusive work environment for everyone.

### team member resource groups (TMRGs) create connection

TMRGs offer individuals the opportunity to come together and use their voices to create greater impact at Meijer. Each group has a governance structure that includes an executive sponsor, co-leads and a board. TMRGs are open to all Meijer team members, whether they identify with a particular group personally or as an ally.



**Mosaic** supports advocacy and awareness for people of color, people with diverse backgrounds, and people of different cultures and communities.



**mVets** focuses on supporting and promoting the development of armed service veterans and their families.



**mDAAG, the Meijer Disability Awareness and Advocacy Group**, focuses on advocacy and awareness for the disabled community.



**YoPro** focuses on supporting and promoting the development of young professionals (between the ages of 21 and 40) and those young at heart.



**The TMRG Collective** serves as an umbrella group that focuses on identifying and leveraging the intersectionality that exists between the TMRGs.



**Women at Meijer (WAM)** cultivates an inclusive environment that supports women in the development of their leadership skills while driving empowerment, engagement, professional development and community involvement.



**Meijer Pride** gives voice and support to our LGBTQ+ team members. The group engages, develops, retains and empowers team members through continuous improvement in company policies and the work environment. They also encourage inclusive support and provide networking opportunities for LGBTQ+ members.





# 40 Years of Service

## Ruby Recognition Celebrations

The Ruby Recognition Celebration honors our longest-tenured team members, celebrating milestones of 40 years or more. In 2022, 92 team members were honored with an invitation to a private breakfast in Grand Rapids with our senior leadership team and the celebrants' guests.

### team member appreciation: how we recognize and reward

At Meijer, team members can be recognized by leaders for their unique contributions and, just as important, they can receive special notes of recognition from their colleagues. Through the company's online recognition platform, mteam, team members and leaders can send and receive accolades for work well done. Leaders can also add points to a recognition in mteam, which the team member can redeem for merchandise, gift cards and more.

### legacy award program: the fred meijer award

Every year, Meijer team members honor colleagues or leaders who exemplify Fred Meijer's spirit of leadership by treating people with dignity and respect, acting generously and being of service to others. The Fred Meijer Award, the highest recognition that a team member can receive, is awarded to one recipient based on peer nominations. In 2022, this award went to Ben Negron, Store Director in Adrian, Michigan

Recipients of the Fred Meijer Award, including Ben Negron, become a part of company history as their achievement is recorded and shared in the Meijer Heritage Center for posterity.

### legacy award program: the president's award

The President's Award is given out annually to recognize team members' exceptional contributions to Meijer. Multiple team members can earn the President's Award by demonstrating exceptional customer service, team collaboration, and a passion to compete through relentless improvement and innovation. In 2022, Meijer granted the President's Award to six team members to honor their business contributions.

As Rick Keyes, President and CEO, said of the award winners, "Looking at the breadth of their accomplishments reminds us that an individual can always make a difference."

### new in 2022: the meijer impact award

This year, an extraordinary event led to the creation of a new company-wide recognition: The Meijer Impact Award. The award went to our team at the Tipp City, Ohio, distribution complex for their response to a tornado on June 8, 2022. Thankfully, leaders had trained extensively on safety protocols in the event of emergencies like this. Because of the team's quick action, there were no injuries despite extensive physical damage to the building, and they adapted quickly to manage the storm's impact. In March, the entire Tipp City team was recognized for their exceptional accomplishment and extraordinary acts of service.



## Ben Negron's Story

Ben is something of a celebrity in Adrian, Michigan, and for good reason. He's known for making time for customers and team members in a way that makes each person feel valued and respected. He's a humble leader who's always willing to offer up his time to help others grow. Ben has made an impact on his peers by being vulnerable about his own opportunities and inviting others to collaborate for team growth. Ben is also active in his community, living out the values Fred Meijer embodied. He founded and served as Executive Director of Hispanics of Lenawee Alliance (HOLA) and remains active in many Hispanic community events. He serves on community boards, volunteers, and can often be found working with members of the community to tackle important issues.



## team member safety and security at meijer

Meijer’s commitment to safety begins with our Core Value of Safety and Health and continues with our philosophy of “200% Accountability” – that is every team member is 100 percent responsible for their own safety and 100 percent responsible for the safety of others. Practicing 200% Accountability supports safe work behaviors and a focus on providing a safe place to work and shop for Meijer team members and customers.

Meijer’s Safety Program is a cross-functional effort that includes:

- More than 300 Safety Committee Teams across Retail and Supply Chain business areas for every facility comprised of both leadership and team members at each location
- Financial incentives for each of our 300 safety committee co-chairs for their commitments to leading their safety teams in their facilities
- More than 2,000 team members engaged in practicing 200% Accountability to deliver safety training and accountability for meeting our standards
- Monthly safety audits in each facility to ensure we are always validating our position in providing safe work environments for our team members and shopping environments for our customers



- Cross-functional partnerships between Safety Committee Teams and Corporate Safety, Regional Asset Protection, Integrated Leave Management, Risk Management, Store Operations, and Legal
- An American Heart Training Center consisting of 100 plus Heartsaver CPR Instructors certifying more than 7,000 Pharmacists, Technicians and Asset Protection Teams in First Aid CPR/AED and Seizure Awareness
- A Talent Development Design Team designated to training our teams with First In Class Safety Training designed to meet OSHA Compliance and Regulations

In 2022, we experienced a category 3 tornado in Tipp City, and our distribution team response demonstrated that safety training and protocols save lives. Led by Meijer safety experts, our company develops strategic playbooks and runs drills at every location, so team members know how to respond in the event of manmade disasters, such as an electrical grid failure, and natural events like the tornado in Ohio. Team members are also trained to de-escalate conflicts.

Additionally, Meijer manages a transportation fleet with approximately 235 active trucks and drivers. We continually test new trucking technology to improve safety, and all drivers complete rigorous safety training protocols as part of their work at Meijer.

Through every aspect of our safety policies and training, we work to ensure that Meijer team members return home to their families safely and without injury every single day.

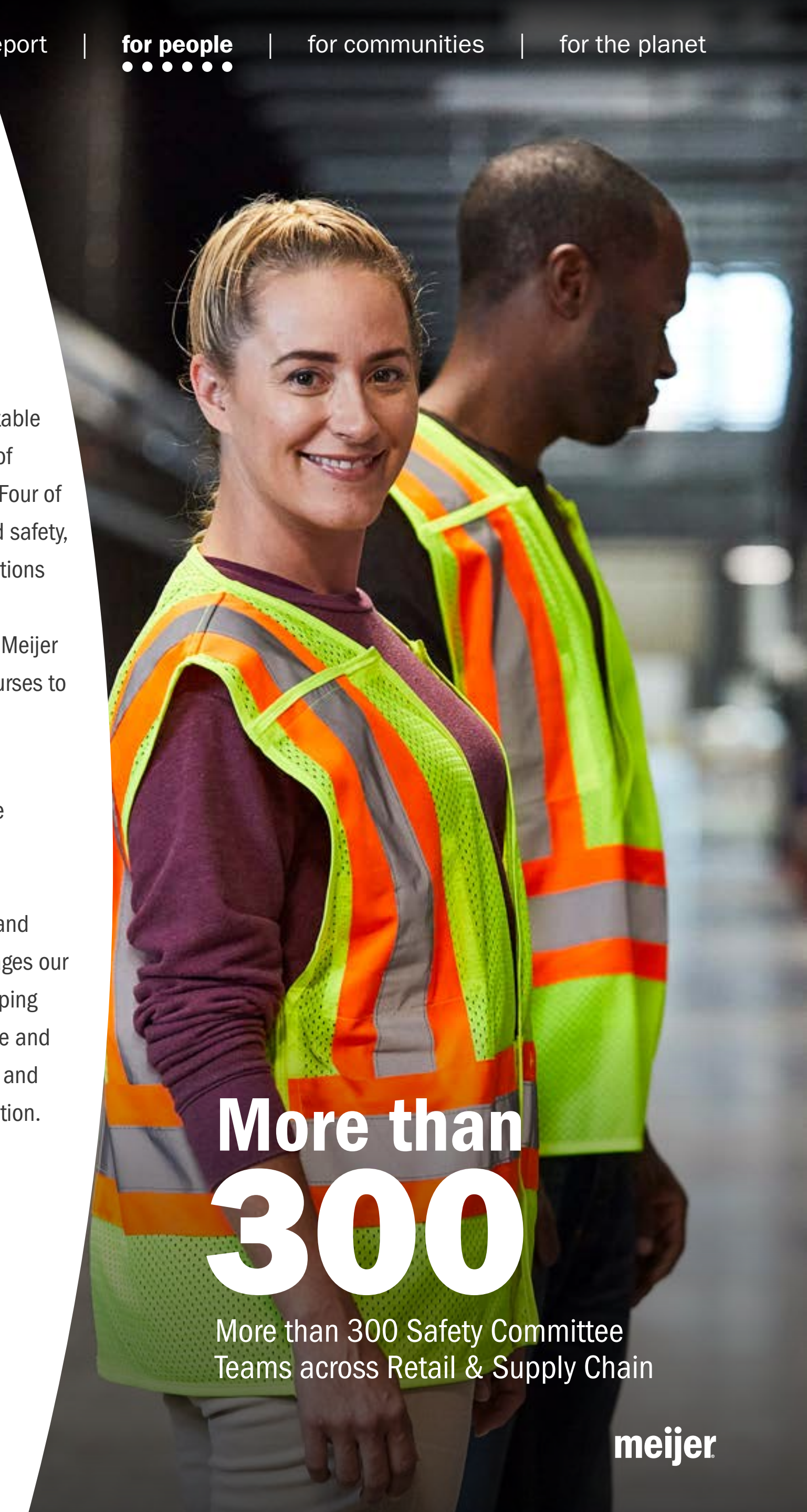
## compliance and information governance

We focus on compliance through the work of 23 Accountable Compliance Officers (ACOs), who oversee various areas of compliance necessary to the operation of our business. Four of these ACOs are full-time and are responsible for our food safety, pharmacy, environmental/sustainability, and retail operations compliance programs. ACOs report findings on key risk indicators to the Chief Compliance Officer every quarter. Meijer gives hundreds of compliance-related online training courses to team members throughout the year based on their roles and responsibilities.

Meijer also has an Information Management Governance Committee (IMGC) that oversees privacy, security and management of Meijer information. The IMGC maintains two subcommittees: 1) the Health Insurance Portability and Accountability Act (HIPAA) Governance Committee manages our operations and security measures as they pertain to keeping our patients’ personal health information safe and secure and 2) the Consumer Privacy Committee handles our privacy and security measures relating to customer personal information.

More than  
**300**

More than 300 Safety Committee Teams across Retail & Supply Chain





## meijer suppliers



### from multi-generational farms to new partnerships

One way we live our purpose of enriching lives in the communities we serve is through our long-standing partnerships with suppliers. In the produce department, for example, we have been working with several family farms for multiple generations, including a relationship with E. Miedema and Sons that dates back to when Hendrik and Fred bought vegetables for Meijer Thrift Market. And, as we honor our long-term supplier relationships, we continually welcome new vendors into Meijer.

### produce sourcing at meijer

Every time customers walk into a Meijer store, we want their first impression to be of top-quality products at a good value. Across our six-state footprint, we source from hundreds of growers and supplier partners who provide this level of quality and value in produce. We strive to source from local growers when seasonally appropriate, which can strengthen regional agriculture.

### the meijer sustainability summit

In June 2022, we hosted a virtual Meijer Sustainability Summit to connect with potential vendors across all product categories who integrate sustainability into their operations.

The event provided a chance for us to get to know new vendors with certifications that verify the environmental and social sustainability of their products. Certification claims include

carbon neutral production, fair trade practices, toxin free materials and ingredients, and organic farming practices.

Our customers are increasingly seeking products that protect human and environmental health. Through the Sustainability Summit, we met several promising vendors whose products we hope to showcase in our stores for a long time to come.

### global sourcing and the meijer supplier code of conduct

Our suppliers are required to adhere to the Meijer Supplier Code of Conduct. By complying with this code, every supplier agrees to follow all applicable domestic and local laws ensuring safe working conditions that are free from child or forced labor.

Social compliance audits ensure suppliers responsible for manufacturing Meijer Own Brand products meet our standards.

Suppliers must provide safe working conditions and legal wages. These third-party audits must show no evidence of child or forced labor.

If an audit uncovers a critical violation, the supplier is disqualified from doing business with Meijer for two years and must pass a social compliance audit through our third-party auditing service to be reinstated.

Meijer maintains a hotline for vendors to report safety and labor violations and for whistleblowers to alert us to auditor violations. Complaints about both factory and auditor violations are directed to our social compliance team and investigated as quickly as possible.



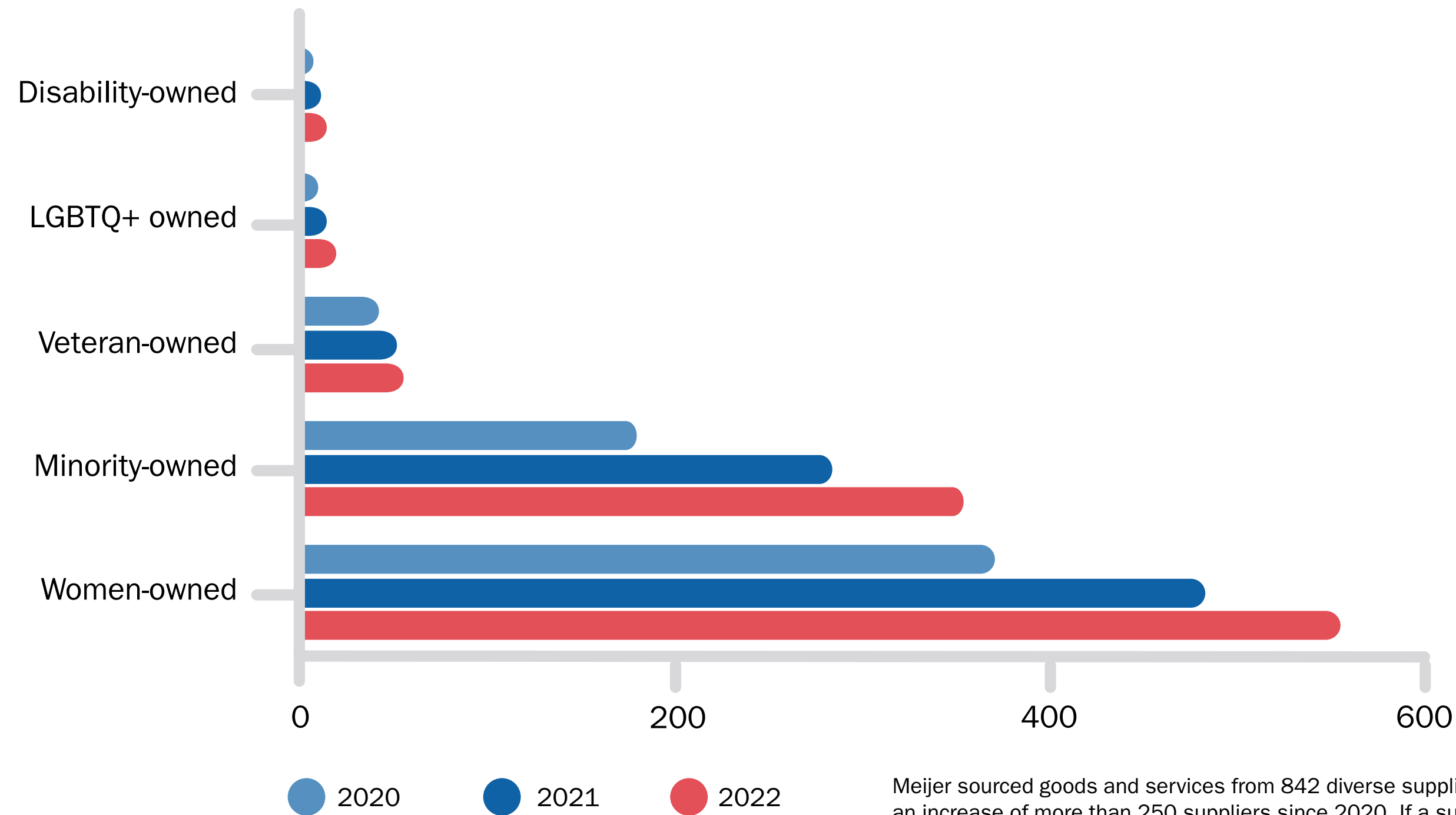


As a result of the Grow Academy, Soldadera Coffee, a certified minority-owned small business in Michigan, launched a line of Mexican-style cold brew coffee at Meijer. Soldadera brings natural flavors, culture, and rich history alive through their 3 flavors: Cinnamon, Café de Olla and Hibiscus.

● ●  
**Meijer is more than a company, it is a community. So many people from the Meijer team have come together to guide us from the basics to the major steps. We've gained so much knowledge in how to connect with our customer and in how to grow our business in a strategic and thoughtful manner.**

● ●  
 —Rodriguez-Garcia,  
 CEO Coffee Energy Officer

### diverse suppliers by type



Meijer sourced goods and services from 842 diverse suppliers in 2022, an increase of more than 250 suppliers since 2020. If a supplier falls into multiple categories, they are accounted for in all applicable categories.

### creating opportunities: diverse supplier recruitment

When a certified diverse supplier joins the Meijer roster, our team welcomes them with a robust program that includes onboarding, training and networking events to introduce them to how to do business with Meijer. Meijer team members who contract with suppliers for goods and/or services have long mentored up-and-coming entrepreneurs. Recently, we formalized this guidance through our Grow Academy for diverse suppliers. Grow supports suppliers through two different efforts: the Grow Academy and 1:1 Grow Mentorship. The Academy

convenes diverse suppliers quarterly to discuss topics related to how to grow their business with Meijer. In 2022, the Grow Academy presented foundational material on data insights, product innovation, marketing and social media.

Grow suppliers also receive 1:1 coaching from Meijer buyers, Supplier Diversity and other business teams. We provide and help suppliers find resources to strengthen their business, and this support is tailored to each supplier. In 2022, we mentored suppliers in developing brand strategy, product packaging, operating processes, and distribution capabilities, among other topics.

**842** Total Diverse Suppliers in 2022\*  
**A 45 percent increase in 3 years**

\*Number represents diverse suppliers providing goods or services to Meijer in FY 2022



## customers: meijer for all

With more than 500 Meijer locations – from supercenters to Meijer Express locations and every store format in between, stretching across six states – we serve a variety of customers. We want every person who walks into a Meijer store to feel welcome every day.

## cultural recognition events honor diversity

Meijer celebrates customer diversity through in-store cultural recognition events throughout the year. We start in January with activities to honor Dr. Martin Luther King, Jr. Day, then we host events for Black History Month, Women’s History Month, Pride Month, Hispanic Heritage Month and more.

### Our major month-long recognitions highlight three key areas:

- **Action.** Connecting brand actions and investments that strengthen our communities
- **Diverse Suppliers.** Telling the stories and promoting the products of diverse-owned businesses, artists and innovators
- **Product Experience.** Bringing together a collection of products that are representative of each community

## authentic product lines and campaigns

We believe Meijer should be as unique and varied as our customers. In 2016, we combined plus-sized and standard sized clothing together, eliminating the need for a separate plus-sized section. This effort removed barriers and put all Meijer fashion together in one place at the same price, so friends and family could shop together, regardless of size. In 2020, we launched the Confidence Beyond Measure campaign, featuring models ranging in size, shape, age, ethnicity and physical ability. This level of inclusivity authentically reflects the people we work with and serve every day.

In 2022, we expanded on this product vision with the introduction of our brand, Tranquil and True, an intimate apparel line that features garments for people of varying shapes and sizes. The apparel sizes range from S to 3X.

As Annette Repasch, Group Vice President of Softlines, said at the time of Tranquil and True’s debut, “We have a long-standing commitment to making sure all women feel confident and included when shopping our stores, so launching Tranquil and True is a natural next step. It offers the ease and simplicity women really want, while integrating the size inclusivity they have come to expect from us.”





### customer choice and value: many ways to save at meijer

Hendrik and Fred Meijer were committed to serving customers with dignity, respect and humility. Further, they understood that people choose to shop at Meijer. In return, it is imperative that we continue to offer them choices through innovative products and affordable prices.

**In response to the recent historic highs in inflation, Meijer lowered regular prices on more than 1,000 everyday products, including items recognized as essential for those hit hardest by the economy.**

We made it a priority to provide these customers with affordable, healthy foods at a great value.

In 2022, we began accepting SNAP benefits as a form of payment for Meijer Pickup and Meijer Home Delivery services and the Flashfood program.

**We also obtained a waiver from the U.S. Department of Agriculture to offer special discounts on qualifying produce for SNAP customers.**

During the holiday season, we waived delivery fees entirely for our SNAP customers.

### introducing meijer grocery, a new store concept and layout

Meijer is known for pioneering the supercenter, typically featuring more than 200,000 square feet of retail space with inventory from groceries and pharmacy to health and beauty and from pets to home goods and clothing. These stores serve our customers well, but we recognize that not every shopping trip requires a supercenter.

In 2022, we developed a new store concept built for shopping speed: Meijer Grocery. These smaller stores, ranging from 75,000 to 90,000 square feet, focus on items customers buy weekly. The fresh produce and deli departments are front and center, allowing customers to grab the one ingredient they need before cooking dinner. We added a Meijer pharmacy and a pet department, so people can quickly buy the key products they need regularly. Each store has a family restroom, equipped with an adult-sized changing table – a feature also available at several Meijer supercenters – for the added convenience and dignity of customers with disabilities and their caregivers.

With this smaller store footprint, Meijer Grocery can expand into more populated areas that cannot accommodate a supercenter. In January 2023, we opened the first Meijer Grocery stores in Lake Orion and Macomb Township in the metro Detroit area.



# \$8.4M

Meijer saved customers almost \$8.4M through our partnership with Flashfood.

● ●

Our communities see themselves in our stores – from people to products – and feel supported and valued.”

● ●

**Tim Williams**  
Vice President of Diversity & Inclusion at Meijer

**In January 2023, we opened the first Meijer Grocery stores in Lake Orion and Macomb Township in the metro Detroit area.**





### accessibility tools aid customers

We strive to help every customer quickly find what they need at their local Meijer, and improving accessibility is critical for driving inclusivity. Considering our



customers' different physical abilities, including personal mobility, vision and hearing, has been integral to our customer experience for a long time. In 1972, Meijer was the first retailer nationwide to introduce motorized shopping carts for people with mobility issues. One year later, we made motorized shopping carts available at all 32 Meijer shopping locations.

More recently, we launched a 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.

Launched in 2022, ScripTalk, an assistive technology for our pharmacy customers, reads prescription labels to visually impaired customers, allowing them to take control of their own medications. When a customer enrolls in this service, the pharmacist is alerted to affix a ScripTalk label to their prescription pill bottles. The customer then uses the ScripTalk app to hear the prescription label read aloud with directions for intake and side effect warnings.

### total health for customers: pharmacy

Today, we expect a pharmacy to be part of the grocery or supercenter shopping experience, but that was not always the case. In 1962, the Meijer family integrated a pharmacy into a supercenter with the debut of the Thrifty Acres store. Meijer continued to build upon this idea through the following decades and, in 2015, expanded pharmacy services through the acquisition of a specialty pharmacy. Across our footprint, Meijer pharmacies serve an essential role in providing access to health services for our customers every day.

### serving communities during covid-19

Our pharmacies proved to be a crucial network in serving our communities during the COVID-19 pandemic. Meijer worked

with federal, state and local officials, as well as nonprofits and religious groups, to administer COVID-19 vaccines and dispense antiviral medicine to vulnerable populations.

We partnered with the State of Michigan, the City of Detroit, Wayne County, United Way affiliates, the Henry Ford Hospital System and the Detroit Lions to launch a Federal Emergency Management Agency (FEMA) mass vaccination site at Ford Field. During the eight-week event, from March 2021 to May 2021, more than 240,000 people were vaccinated at the site.

In 2022, we continued to serve our customers by providing 881,000 COVID-19 vaccine booster shots.

### meijer drug take-back program

In 2019, Meijer Pharmacy commenced our drug takeback program. With secure drug takeback kiosks at each Meijer Pharmacy, customers are able to safely dispose of their unused, unwanted or expired medications. This program averts unused medications from entering local waterways and the environment and helps prevent personal harm through misuse. In 2022, over 63,500 pounds of medications were disposed of through our drug takeback program.

**63,500 lbs**

In 2022, over 63,500 pounds of medications were disposed of through our drug takeback program.

### reducing the cost of specialty medication

Meijer has a team solely dedicated to finding ways to help patients reduce their out-of-pocket costs for specialty medications through grants, foundations, manufacturer programs and other sources. During our 2022 fiscal year, this team reduced the cost of specialty medications for patients by over \$45 million.

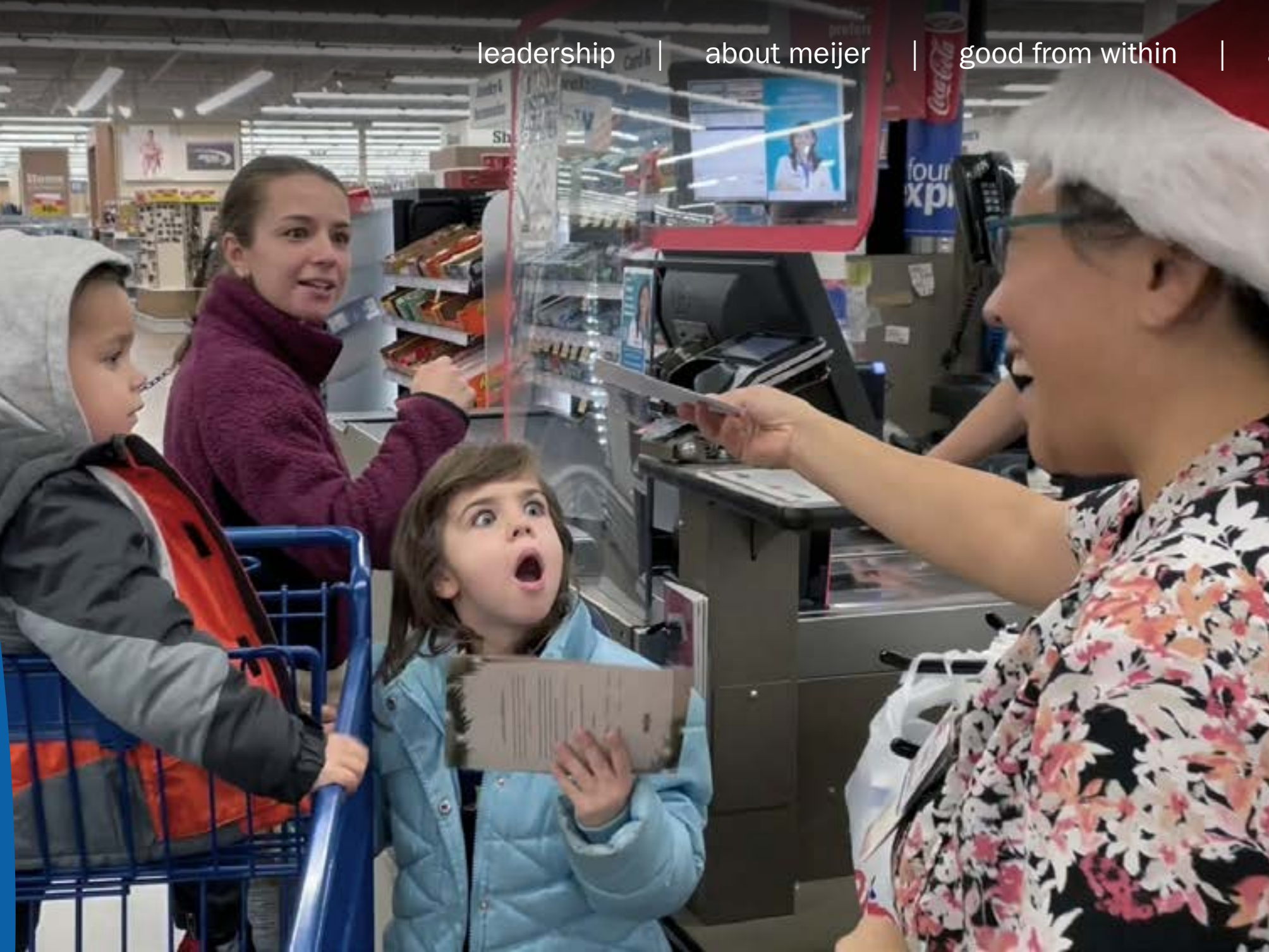
**\$45M**

During our 2022 fiscal year, Meijer reduced the cost of specialty medications for patients by over \$45 million.



# customer celebrations and connections in the local community

Every year, we celebrate the most wonderful time of the year with the Very Merry Meijer holiday program. We surprise random customers with a \$1,000 gift card at checkout, just as they are about to pay for their purchases. The shocked look on their faces is a gift that keeps giving to our team members for a long time. Through the program, more than 4,000 customers have received more than \$1.8 million in groceries, toys, clothes and electronics.





good  
from  
within  
for  
communities





# 2022 highlights: communities

## community giving

- Donated millions to community partners focused on Hunger Relief; Diversity, Equity and Inclusion (DEI); Sustainability; Health and Wellness/Safety and Security; and Local Causes
- Supported hundreds of food pantries and hunger relief programs in communities throughout our footprint, representing approximately 40 percent of our charitable donations in 2022

## DEI community giving

- Donated more than \$2 million to DEI initiatives in health, education, workforce development and economic impact

## simply give

- 2022 Meijer LPGA Classic tournament raised a record-breaking \$1.25 million for *Simply Give* program to fight hunger
- As of 2022 fiscal year end, Meijer raised more than \$79 million for local food pantry partners through the *Simply Give* program since 2008

## fighting childhood hunger

- Partnered with a network of 179 schools to provide weekend meals for more than 8,000 kids facing food insecurity
- Donated more than \$1 million to Kids Food Basket to provide take-home meals for children in need

## supporting the United Way

- Meijer team members donated more than \$1.3 million to support local United Way agencies within our six-state footprint





# good from within for communities

The Meijer family integrated their business into the local community from the start. In the 1930s, the Thrift Market, the first store owned by the Meijer family, served 60 percent of the families in financial hardship programs in Montcalm County, Michigan, during the Great Depression. According to Fred, local officials were astonished by this high rate of business with low-to-moderate-income customers and families, but Fred was not. He believed it came to be because “we provided value and treated people with dignity.”

Early company stories like this illustrate why today we describe Meijer as good from within. The spirit of connecting with others through dignity and respect continues to guide Meijer work in our local communities.

## giving time, talent and resources to community partners

In addition to using internal resources to directly address issues, we partner with local community experts to support our purpose. Every year, approximately 6 percent of our profit goes to programs that support hunger relief, DEI, sustainability, health and wellness, safety and security, and other unique local needs.

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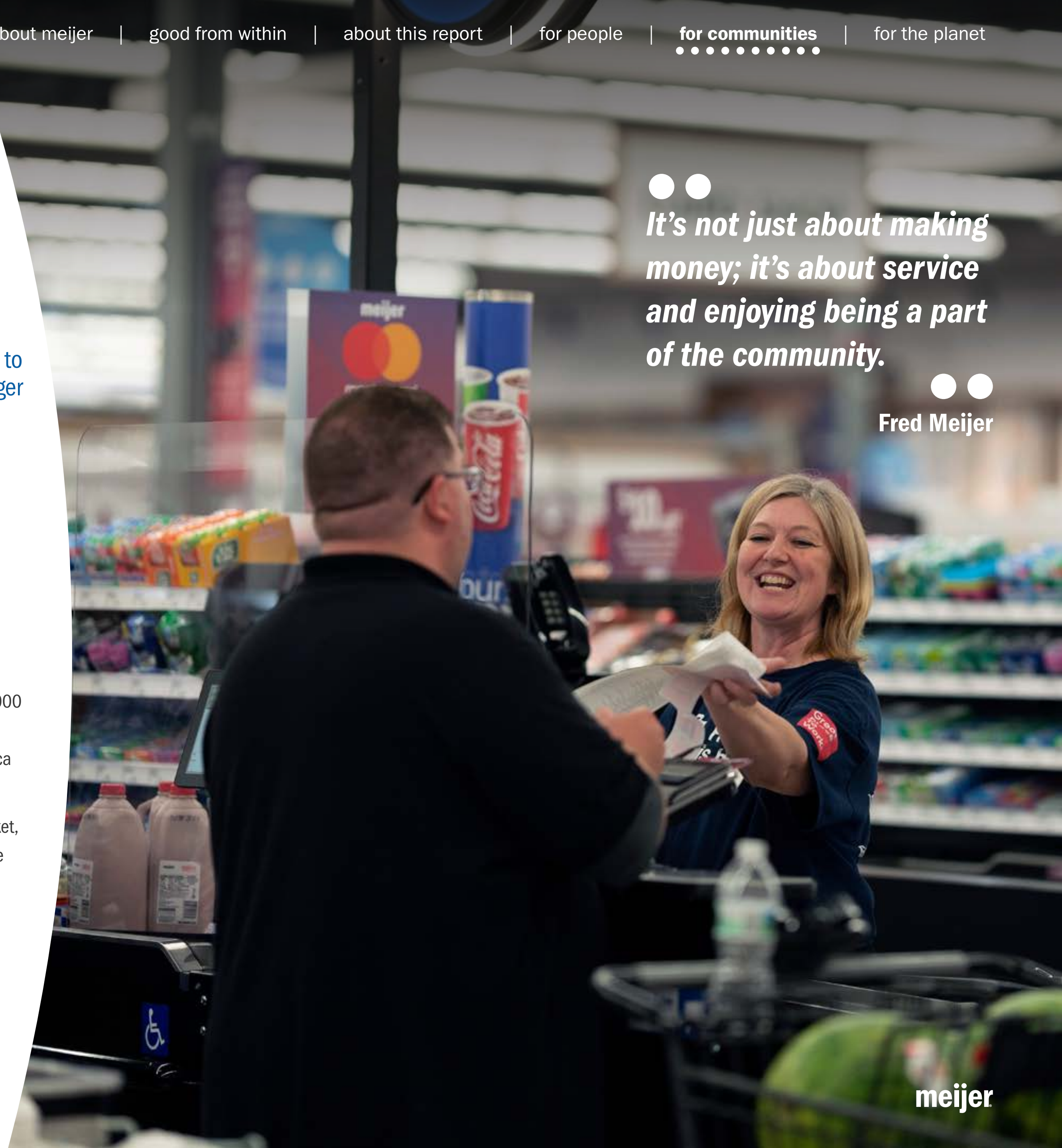
### alleviating child hunger

No child should ever go hungry and Meijer partners with multiple organizations to help bring this statement closer to reality. Last year, we worked with a network of 179 schools, across six states, to provide weekend meals to more than 8,000 young people facing food insecurity. Meijer also donated to the Healthy Kids, Healthy Summer program of Feeding America Eastern Wisconsin.

In March 2022, we continued our support for Kids Food Basket, a West Michigan nonprofit that provides nutritious, take-home sack dinners to school-aged kids in need. Meijer donated \$1 million to provide weekend meals for approximately 500 students from two Grand Rapids public elementary schools.

● ●  
*It's not just about making money; it's about service and enjoying being a part of the community.*

● ●  
Fred Meijer





● ●  
**Our partnership with Meijer and Simply Give is a godsend. Meijer always comes through for us, and I just want to say how grateful we are that you see the need and you respond to the need with open hearts.**

● ●  
**Claire Guisfredi**  
 Executive Director, North Kent Connect



**simply give**

In 2008, Meijer debuted *Simply Give*, our signature program to raise money and awareness for more than 400 food pantry partners across the Midwest. Since the program’s inception, our company has raised more than \$79 million to support people facing food insecurity, and the program continues to gather momentum.

Through the structure of *Simply Give*, every Meijer store partners with local food pantries that benefit from the program, and all donations from *Simply Give* stay within the store’s community. The money is primarily raised through a customer matching program that runs through all Meijer stores and the annual Meijer LPGA Classic for the *Simply Give* professional golf tournament.

Meijer customers show their generosity through *Simply Give* all year around. When a customer adds a \$10 Meijer *Simply Give* donation card to their transaction in-store or online, Meijer provides a \$10 gift card to food pantries in the neighboring area. The food pantries can use that gift card to provide the equivalent of 40 meals to families.\* The program rotates food pantries in a given area to keep all organizations as fully stocked as possible.

In addition to our consistent commitment to *Simply Give*, Meijer amplified this effort during the holiday season. During Thanksgiving week in 2022, we pledged to donate one meal for every customer purchase that included a qualifying Meijer



brand item. As a result of this campaign, in early 2023, we contributed an additional \$1 million, the equivalent of four million meals, to our food pantry partners across the Midwest. Another special occasion for *Simply Give* happens every year, typically in the week leading up to Father’s Day: The Meijer LPGA Classic tournament. This event brings the most talented professional female golfers from around the world to Grand Rapids, Michigan, every June.

In 2022, fans and attendees were enthralled when American Jennifer Kupcho clinched the top spot after a sudden-death playoff. Even more impressive, the tournament raised a record-setting \$1.25 million to fight food insecurity. With this latest contribution, the Meijer LPGA Classic has generated more than \$8.65 million to stock the shelves of community food pantries since our first tournament in 2014.

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



## diversity, equity and inclusion in our communities

Meijer believes in the value of belonging and creating environments where all people feel welcomed, supported, valued and meaningfully engaged. In 2021, Meijer donated \$1 million to 19 different chapters of the Urban League across the six states we serve. In 2020, we invested more than

\$5 million to support racial equity and help address gaps in economic impact, education/workforce development, and health outcomes for Black, Indigenous, and people of color communities. In 2021 and 2022, we committed another \$2 million to organizations that work to create a future of hope, equality and respect for historically underrepresented groups in our communities.

# \$10M

Meijer has invested \$10 million in support of DEI programs over the last four years.



Meijer invests in the African American Male Wellness Agency to help provide free community programs. The organization's signature event is the African American Male Wellness Walk/Run, and more than 100,000 people participate annually and receive free health screenings as part of the event. The walk/run began in 2004 and, in the years since, has grown to 16 cities, including Columbus, Detroit, Toledo, Akron, Cleveland and Youngstown — all communities Meijer serves. The group is dedicated to increasing the life expectancy of African American men through physical, mental and financial health services, as well as fatherhood and research.



*We really want to remove that barrier to health care. With Meijer getting involved, we were able to do more activations to serve a lot more people and, more importantly, provide free health screenings throughout the year.*



—Marlon Platt,  
Director of Business Development & Strategic Partnerships,  
African American Male Wellness Agency





## health, wellness, safety and security

Strong community ties are at the heart of everything we do, and we work to ensure our communities are as healthy as they can be. We partner with national and local health organizations to promote physical and mental well-being and safety.

Meijer provides funding to numerous organizations that address health issues, including the American Cancer Society, the American Heart Association and the Susan G. Komen Foundation for Breast Cancer, among others. We also support our communities through organizations that promote mental wellness, including I Understand: Love Heals, Ele's Place and Gilda's Club.

## unique local needs

Local community giving takes many forms but begins one of two ways:

- Meijer team members partner with community organizations to build strategic responses to issues that affect our communities.
- We respond directly to acute problems impacting specific communities in unique ways.

Our local giving efforts reflect our goal to strengthen each Meijer community by best serving its particular needs.

## offering disaster relief

Meijer also partners with local and national relief organizations to offer resources during difficult times and community emergencies. For instance, when a series of tornadoes struck Western Kentucky in December 2021, Meijer contributed \$250,000 toward the

State of Kentucky's tornado relief fund and gave monetary donations, food and gift cards to local organizations like the Salvation Army, Shelter Community Church and American Legion Post 295 in support of their disaster relief efforts.

## meijer family matters

When disaster strikes at home, and Meijer team members are directly affected, we support them through Meijer Family Matters. This program provides grants to team members in the wake of natural disasters, family emergencies, accidents, or if they are victims of abuse or crime. Team members can use the funding for anything from housing and transportation to funeral expenses in their time of need.

## local sports partnerships serve meijer communities

From the child who steps up to bat for the very first time to the professional football player who scores the winning touchdown, Meijer communities are passionate about sports – and so are we. That's why we sponsor more than 375 youth sports programs, serving kids from kindergarten through high school. We provide funding to build and maintain athletic fields and facilities, run sports tournaments and more.

## supporting local United Way chapters

For more than 50 years, Meijer has partnered with the United Way to channel funding to dozens of local chapters in our region. During our 2022 campaign, Meijer team members allocated donations from their weekly paycheck to support their local United Way agency. We reached more than \$1.3 million in total donations.



***Meijer has partnered with the United Way for more than 50 years.***



good  
from  
within  
for the  
planet



m



# 2022 highlights: planet

## carbon emissions and energy

- Activated virtual power purchase agreements (VPPAs) to support remote renewable energy projects and decrease Meijer emissions
- Launched pilot program with Freightliner Trucks to track cold-weather performance of first two all-electric semitrucks tested by a retailer outside of California
- Earned lowest corporate-wide refrigerant emissions rate among retailers in U.S. EPA GreenChill Program

## food waste

- Diverted more than 4.19 million pounds of potential food waste through customer Flashfood program
- Donated more than 11.3 million pounds of edible food to local food banks through partnership with Feeding America

## circular economy

- Collected more than 8.2 million pounds of plastic bags and film from Meijer operations, front-of-store collection bins, and community partners for reuse and recycling
- Captured more than 287 million pounds of corrugated cardboard across our facilities for reuse and recycling

## great lakes stewardship

- Participated in launching two robotic technologies, BeBot and Pixie Drone, to clean Great Lakes beaches and waterways
- Implemented green stormwater infrastructure retrofits at Traverse City, Michigan, and Benton Harbor, Michigan, supercenters





# good from within for the planet

On April 22, 1970, Fred Meijer gave a speech in Grand Rapids to promote environmental stewardship on the first-ever Earth Day. At Meijer, his actions reflected his words. In the following year, Fred oversaw a test of the company's first glass recycling program and, during the 1970s, spearheaded the launch of company-wide programs for recycling, energy, and waste reduction.

In 1989, Fred was instrumental in carrying out a broad Meijer campaign called, "We care about the earth we share." This campaign communicated the range of environmental activities at Meijer and encouraged team members and customers to get involved through various events. Throughout his life, Fred was an advocate for the environment who steered his company to operate with respect for natural resources.

## decisions that shape the future

Building on the foundation Fred set in place, we know every decision we make today shapes the future. And we want to shape it for good. That's why we champion Great Lakes stewardship projects and work with suppliers to source materials as responsibly as possible for our own product lines. It's also what drives us to implement innovative energy solutions in our stores.

### four pillars of sustainability

Our environmental impact programs directly connect with our purpose of enriching lives in the communities we serve. We address sustainability through four main pillars:

-  carbon emissions
-  food waste
-  circular economy
-  great lakes stewardship

### engaging stakeholders to identify environmental priorities

Meijer periodically conducts environmentally-focused materiality assessments through interviews and web-based surveys with a variety of stakeholders, including customers, team members, suppliers, trade associations, academia and others. Our most recent assessment identified the following topics as priority areas of concern: addressing plastic pollution, reducing food waste and increasing recycling opportunities. Our team members work to address these and other areas of concern through a cross-functional Sustainability Council that meets quarterly. The council was founded to guide our short- and long-term sustainability strategy, objectives and activities.

## RECYCLING DIRECTORY



### Recycling Drop Off Centers In Michigan & Ohio

*This information has come from state, county and municipal sources. It is subject to change. New centers are opening and some may be discontinued. We suggest you call before you take your recyclable materials to a center to verify that they are accepting the items you have at that time.*

Published by **MEIJER**



Meijer has a history of supporting environmental stewardship through campaigns like this one from 1989-1990.

## As usual, Meijer is looking for ways to help you save a lot of green.

**Announcing the Meijer "Earth Friendly" Program.**

Until now, if you were concerned about the environment, the only choice you had at the supermarket was, "Paper or plastic?" But now, with the new Meijer "Earth Friendly" program, our store is full of choices for you.

With the help of some major manufacturers, we're working to get more environmentally friendly products to our shelves. And to identify these products, we've developed our exclusive Earth Friendly Seal. Soon you'll see the seal in our stores, mounted on shelves next to products making environmentally friendly claims on their labels so you can spot them at a glance.

But there's more to being "Earth Friendly" than stocking our shelves and putting up signs. And Meijer is doing more, every day.

**We care about the earth we share. So we're searching for ways we can all make a difference.**

In 1974, long before there were laws prohibiting the incineration of stone trash, Meijer voluntarily eliminated stone monuments and installed paper balers. Meijer was an early leader in the retail industry's paper recycling movement and today bales an estimated 37,000 tons of cardboard each year.

Earlier this year we joined the organization "Alternative Methods for Inter-personal Stability" in a tree planting campaign, giving 10,000 trees a new start.

Meijer is interested in more than just trees. For instance, 7 years ago we installed oil recycling tanks at 18 of our gas stations, giving thousands of do-it-yourselfers an alternative way to dispose of used motor oil. And soon we'll be distributing in-store brochures to give our customers information on the environment, and tell them the best ways to dispose of common household hazardous waste.

Of course, there's always more to be done. So Meijer will continue to search for ways that we can make a difference, and ways that you can help, too. Together, we can all save a lot of green.



This Meijer ad appeared in the Grand Rapids Press on October 23, 1989.



## reducing carbon emissions

Meijer calculates our company's carbon emissions per metric ton of carbon dioxide equivalent, or MT CO<sub>2</sub>e. In 2022, we announced our goal to reduce operational Scope 1 and Scope 2 emissions 50 percent by 2025 from a 2018 baseline. Since 2018, we have reduced our absolute carbon emissions by approximately 13 percent while continuing to expand operations. To measure our progress, we calculate emissions according to the Greenhouse Gas (GHG) Protocol and confirm our data through third-party verification.

Our reduction efforts begin with electricity, our largest emissions category. We focus on reducing emissions through energy efficiency and investing in renewable energy.

## increasing energy efficiency

To understand our strategy for energy efficiency, it helps to know the background of its development. Over a decade ago, in 2011, we set an ambitious goal called "20 by 20" in which we aimed to reduce our energy usage by 20 percent by the year 2020. After we met our 20 percent by 2020 goal, in 2021, we set a new goal to continue to identify and implement energy-saving initiatives over the next 5 years to reduce our annual energy usage by another 5 percent by 2025.

To advance the goal of reducing energy usage by 5 percent, we introduced a project to transition salesfloor lighting to LED. We started with an initial set of pilot locations, and after finding an energy savings of 23.5 percent in these locations, transitioned all main salesfloor lighting at Meijer stores to LED lighting and

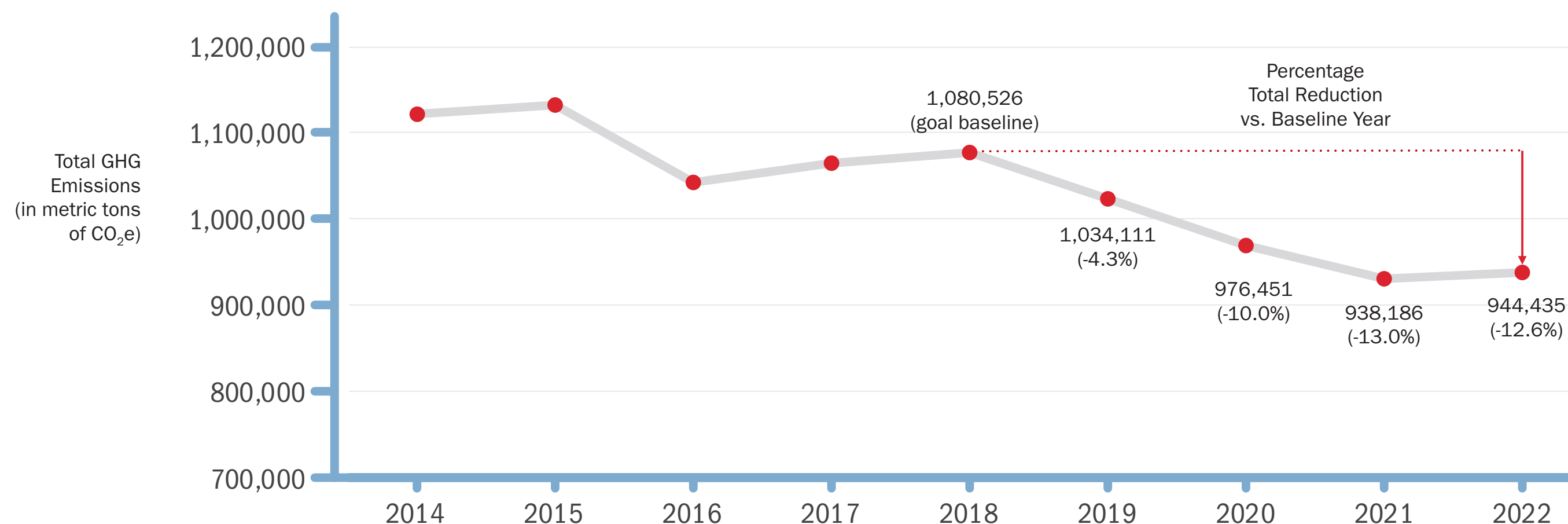
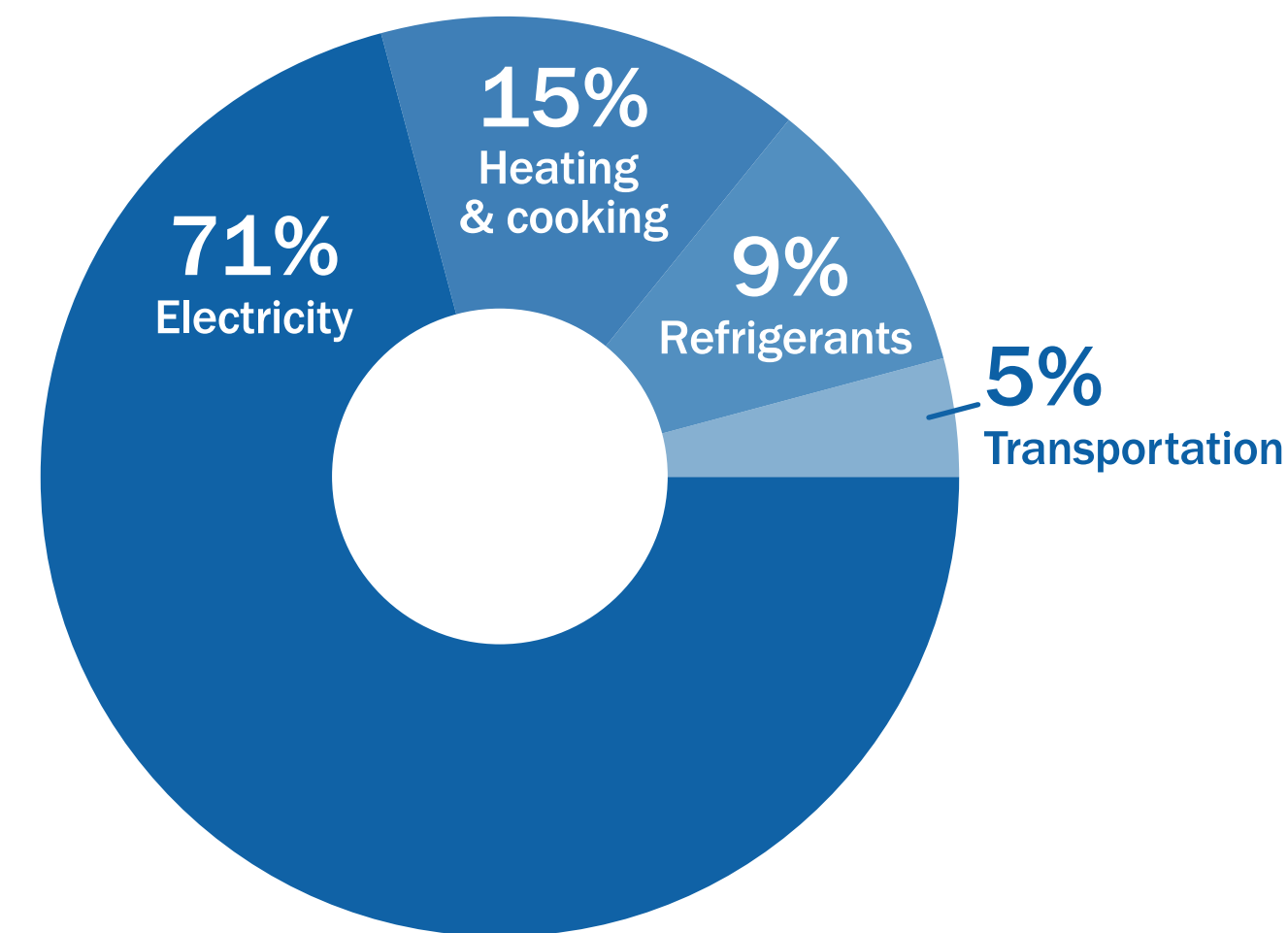
**50%** Goal: Reduce absolute GHG emissions 50 percent by 2025.

completed the project in 2021. Not only did this project reduce overall energy consumption and improve overall light quality, it also resulted in substantial savings for our company. Following the success of this accomplishment, we are now tackling LED retrofits in other categories of lighting within our stores.

From 2021 to 2022, we decreased our overall energy usage by approximately 5.2 million kWh through the transition to LED lighting and other measures. This amounts to approximately .33 percent in company-wide energy reduction during a time when we continued to open new stores and expand our supply chain footprint.

We will keep exploring energy efficiency projects in our physical locations. At the same time, we understand that we need to accelerate our progress to achieve our ambitious goal to reduce carbon emissions by 50 percent by 2025. To do this, we turn to renewable energy investments to further cut our company emissions.

## current meijer ghg emissions by category







### investing in renewable energy

We are investing in renewable energy through virtual power purchase agreements (VPPAs) to decrease our company-wide emissions. Entering into these agreements allows us to financially support a renewable energy project, strengthen the country’s renewable energy infrastructure and reduce our net emissions through renewable energy credits (RECs).

The first project, the Pisgah Ridge Solar Project in Texas, is a solar farm with the potential to generate 250 megawatts of energy every year. It consists of solar panels spread out over more than 1,800 acres. Meijer signed a 15-year contract to participate in a VPPA from this solar field, amounting to approximately 33.2 percent of the project.



The Lacy Creek Wind Project, our second renewable energy effort, is also located in Texas. This project is made up of 108 wind turbines, stretching more than 60,000 acres and two counties. We signed a 12-year contract to participate in a VPPA with NextEra Energy Resources LLC to bring this work to life, and we are the largest participant at approximately 72 percent.

### No. 1 lowest refrigerant emissions in EPA greenchill program

Across the grocery sector, refrigerant leakage from product refrigeration systems is a significant source of emissions. To address this issue, the U.S. Environmental Protection Agency (EPA) established the GreenChill Advanced Refrigeration Partnership for food retailers across the country.



In 2022, for the second year in a row, the EPA recognized Meijer for having the lowest corporate-wide refrigerant emissions rate among all GreenChill Retail Partners.

This recognition acknowledged the 2021 calendar year when Meijer achieved a 6 percent leak rate – more than 19 percent below the industry average.

Meijer accomplished our pace-setting low leak rate due to several internal initiatives. Chief among them was the implementation of advanced leak detectors in commercial refrigeration across many stores. This proactive maintenance and early detection system will continue to have significant impacts. We estimate our 2022 leak rate to be at only 6.5 percent, a figure more than 18 percent below the industry average of 25 percent.



### exploring geothermal energy

In the spirit of Fred Meijer’s commitment to innovation, Meijer launched a pilot program for a geothermal refrigeration systems in Fort Wayne, Indiana, and Brunswick, Ohio, to further reduce our refrigeration impact. The geothermal pilot involves drilling 30 small wells 275 feet into the ground at each location. A system of pipes and pumps carry heat from the store’s refrigeration system and transfers it into the earth.

Preliminary pilot results in both locations show signs of a compelling decrease in total store emissions. We are excited about the early data from the geothermal system pilot and will continue to explore similar opportunities to reach our environmental goals.





### **electrifying the meijer trucking fleet**

Meijer drivers operate approximately 235 semitrucks to distribute and deliver goods across our six-state retail footprint. In December 2022, Meijer pioneered an effort to reduce emissions when we launched a pilot program with Freightliner Trucks and introduced the first two all-electric semitrucks tested by a retailer outside of California. On the day the battery-powered Freightliner eCascadia trucks debuted, one delivered a 44,000-pound food donation to Gleaners Community Food Bank in Detroit. The second truck remained parked at the site, and event attendees, including Michigan Gov. Gretchen Whitmer, were invited to tour it.

The two semitrucks use the Meijer Distribution Center in Lansing, where we have installed truck charging infrastructure, as home base. The trucks have an estimated 180-mile driving range between charges and will make deliveries in the Lansing region. Given our location, we are working with Freightliner to track the cold-weather performance of these vehicles.

Additionally, Meijer is investing in electric switchers to cut down on truck idling emissions and costs as we grow the electric trucking fleet. We are also testing electric refrigerated trucks for frozen foods with ThermoKing.

### **EPA smartway featured partner**

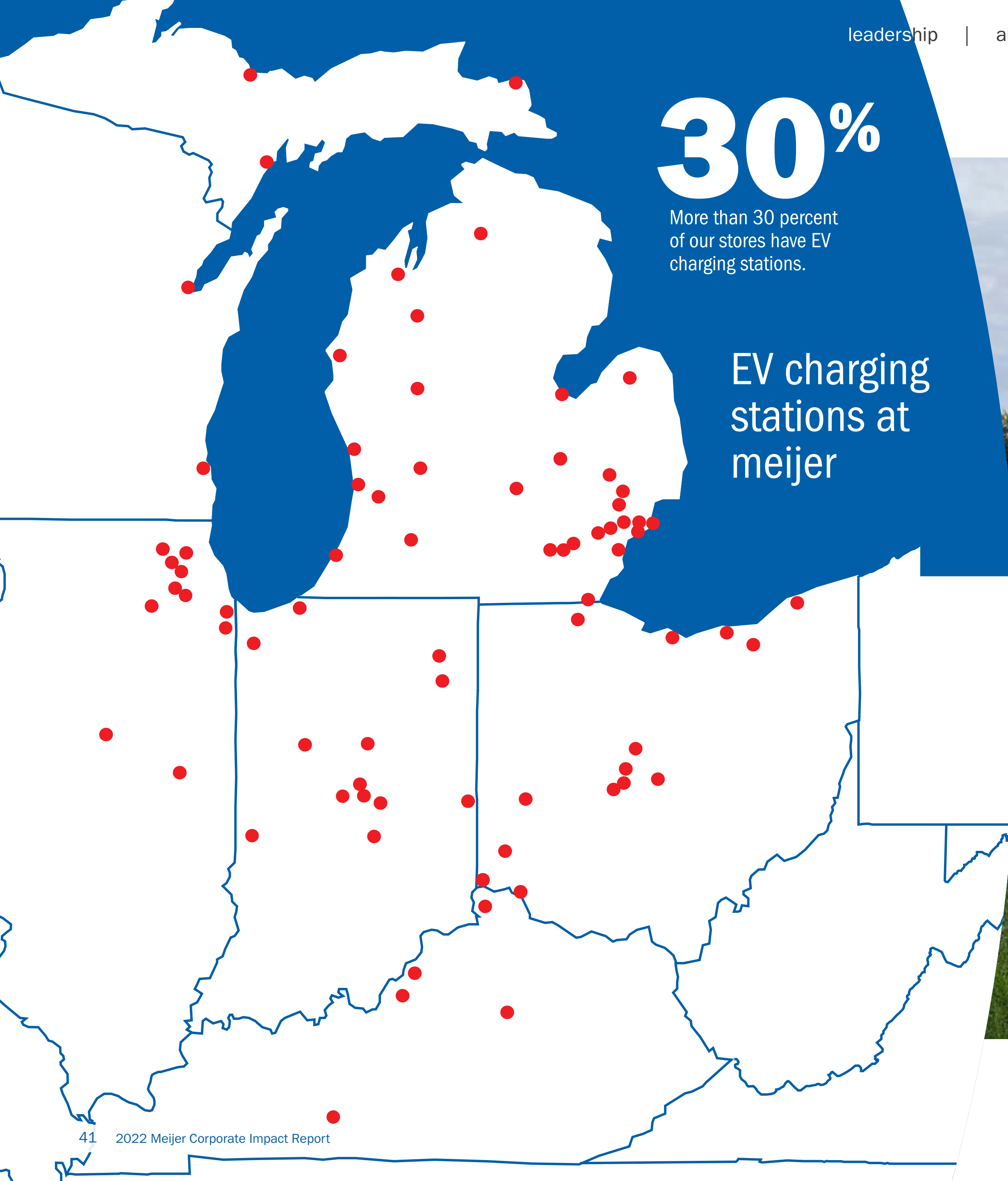
Meijer has participated in the EPA's SmartWay program since 2005 as a way to collaborate with the federal government and other companies to lower trucking fleet emissions. Since 2005, our fleet has become 17% more fuel efficient, even as we have increased the miles traveled. Our trucks also use 20 percent less fuel than they did in 2005.

As an EPA SmartWay Featured Partner, we have been recognized for SmartWay Excellence, an EPA Clean Fleet certification, every year since 2017.

● ●  
***Our work goes back to Fred Meijer. He always came into the office and asked, 'What's new? What are you working on?' He was never afraid to try something new. He showed us that you're not going to improve if you're not willing to step out of the box.***

● ●  
**David Hoover**  
Director of Outbound Logistics at Meijer





**building a network of EV charging stations for customers**

In 2010, we unveiled electric vehicle (EV) charging stations at three Meijer stores in Michigan as a way to enable EV adoption in our communities. Since those first chargers were installed, our collection of Meijer-owned or -hosted EV chargers has grown to include more than 30 percent of our stores. Dozens more are planned or in development.

Meijer is the largest Tesla Supercharger host in the Midwest.



## combating food waste

**50%** Goal: 50 percent store food waste diversion from landfill by 2030.

As one of the largest grocery retailers in the Midwest, it's no surprise that eliminating food waste is a top priority at Meijer. In this industry, there are multiple sources of food waste, from food scraps in the manufacturing process to finished products nearing or past expiration. In the past, this food was often discarded. At Meijer, however, we have been working on solutions to reduce all types of food waste for years.

We started by formalizing our food waste tracking system, so we know how much waste is generated and how to better monitor our progress in eliminating it. Our measurement and tracking system continues to be in development, and we are refining it regularly.

We have set the goal to reduce food waste per store by 50 percent by 2030 from a 2018 baseline. As we advance the programs and partnerships described below, along with other future initiatives, we will track and report our progress.

## sustainability meets value through flashfood

To keep good food out of the landfill, Meijer partners with Flashfood, a Canadian company that allows our stores to upload surplus close-dated foods to an app where customers can purchase them at a deep discount. The program provides strong value to customers and supports Meijer sustainability initiatives by reducing waste. In 2022, approximately 4.19 million pounds of food nearing its sell-by date was purchased by customers through the platform instead of ending up in a

landfill or as animal feed or compost. Most recently, Meijer became the first retailer nationwide to accept SNAP benefits for Flashfood purchases, allowing these customers to stretch their dollars further.

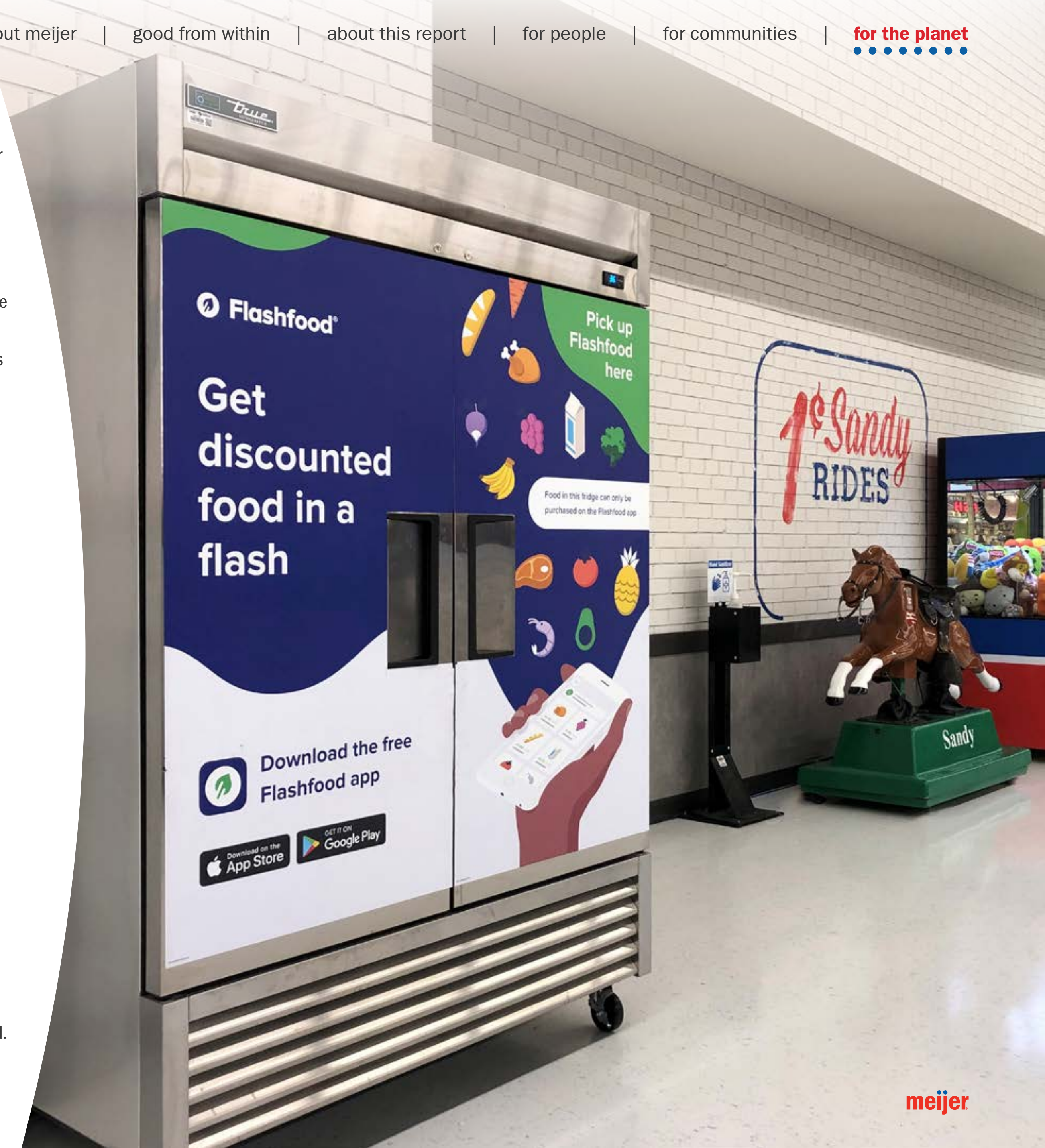
## food rescue through feeding america

Meijer diverts other foods from the landfill through a food rescue partnership with Feeding America. This nonprofit organization works with food manufacturers, farmers, retailers, grocery stores and restaurants to fight hunger by claiming usable but nearing expiry foods that outlets have previously discarded. Meijer stores that participate in this program donate to a food bank in their local area. Across all participating stores in 2022, Meijer collectively donated more than 11.3 million pounds of food to local food banks through collaboration with Feeding America.

## second life for food waste

While millions of pounds of edible food are diverted through the Flashfood and Feeding America programs, food scraps and rotten or damaged food are made useful through other outlets. At the stores, Meijer partners with a food waste collector to convert food waste to compost and animal feed. In 2022, almost 17 million pounds of food was given a second life through this program.

Not all potential food waste comes from store shelves. Meijer also works with partners to repurpose organic waste at the manufacturing level, where each facility's operations produce different byproducts. For example, in Tipp City, Ohio, the Meijer Purple Cow Creamery, a dairy facility, sends its milk waste to a livestock farm that uses it for animal feed. And in Grandville, Michigan, we work with a local composting company to keep waste from the food manufacturing process from being discarded.





# 70%

## building the circular economy

Over many years, Meijer has been working to recycle or repurpose company waste — and keep it out of area landfills. We have set the goal to achieve 70 percent total waste diversion company-wide by 2025. In 2022, we showed strong progress, as we estimate that we diverted approximately 66 percent of company waste from the landfill.

Goal: 70 percent total waste diversion company-wide by 2025.



## innovative partnerships enable waste diversion

For several decades, Meijer has partnered with PADNOS, an industry leader in recycling and scrap metal management, based in Holland, Michigan. This collaborative relationship currently supports recycling initiatives across the company.

In 2022, PADNOS and Meijer worked together to recycle 300 million pounds of material, largely consisting of cardboard and metals. This long-standing relationship has allowed Meijer to adapt to recycling market changes and challenges quickly. PADNOS has supported Meijer by identifying end markets for hard-to-recycle items, like plastic pill bottles. Where once things may have been discarded, now there is a greater possibility they will be reused.

Today, Meijer continues to explore reuse and recycling opportunities for waste streams across our operations through partnering with PADNOS and other innovators. By doing so, we

aim to capture waste as a resource for new uses and support the circular economy.

In 2022, we worked with a partner to recycle more than 8 million pounds of plastic film often not accepted by single-stream recycling facilities. In the past, this material has been processed

# 8M

8 million pounds of plastic film recycled

downstream into materials like composite lumber or blended into a Meijer parking lot.

In partnership with Dow Chemical, Meijer incorporated

# 944K

944,000 plastic bags were worked into a new parking lot at our Holland, Michigan location

approximately 12,500 pounds of post-consumer plastic film into a new parking lot at our Holland, Michigan, supercenter. That is equivalent to the weight of approximately 944,000 single-use bags. Our company provided the plastic film, and Dow engineers used a bonding technology to mix them into asphalt.

Last year, we also achieved our corporate goal to add “How to Recycle” labels on all Meijer True Goodness products. These labels help consumers better understand how to properly recycle or dispose of product packaging.

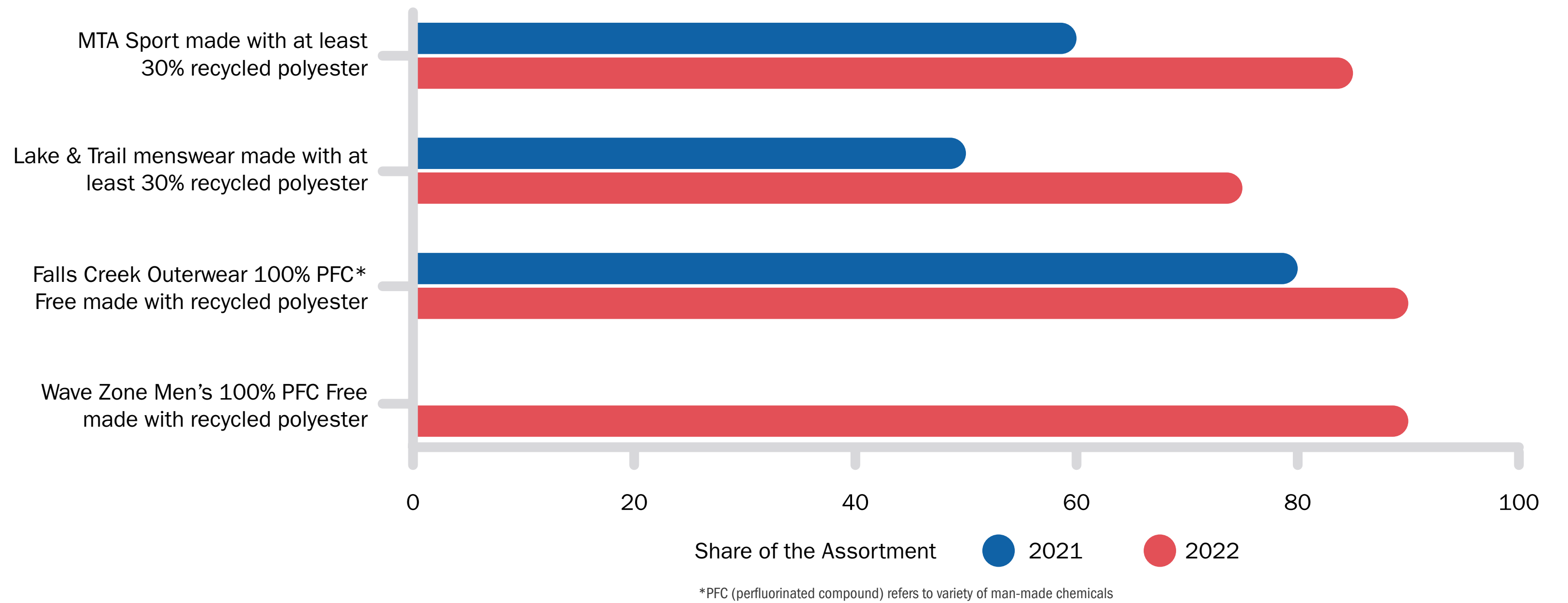
# 12.5K

12,500 pounds of post-consumer plastic were recycled in the parking lot project





### meijer progress in own brand apparel sustainability



### sustainable materials in meijer own brand clothing

In 2021, Meijer launched our own clothing assortments made from recycled polyester and 100 percent organic cotton. In our MTA Sport line, half of the assortment in the men's, women's and children's clothing is made from at least 30 percent recycled polyester. In our Lake and Trail menswear garments, half of the assortment is also made with at least 30 percent recycled polyester.

The Lullaby Lane made with organic cotton collection, a sub-brand of the Lullaby Lane brand for infants, is made with organic cotton and is OEKO-TEX® and Global Organic Textile Standard (GOTS) certified, which means the textiles are free from harmful chemicals and ensure organic status. The clothing is made with soft, 100 percent organic cotton, grown without synthetic pesticides.







The Pixie Drone is a water drone built to collect up to 132 pounds of microplastics and other materials per use.



One BeBot can cover up to 32,000 square feet of lakefront beach per hour.

# \$1.5M

In the past two years, Meijer gave end-of-year donations totaling more than \$1.5 million to the Council of the Great Lakes Region in the United States

## Great Lakes stewardship supports our home region

Across work and play, everyone benefits from a thriving natural environment. Meijer is committed to supporting organizations that strive to protect clean water and land for the communities we serve. In the past two years, our company gave end-of-year donations totaling more than \$1.5 million to the charitable arm of the Council of the Great Lakes Region in the United States. The Council brings together people from the United States and Canada “to drive commitment and action through dialogue groups, research, advocacy and programs” in the effort to protect the Great Lakes and surrounding land.

## expanding the great lakes plastic cleanup: bebot and pixie drone technology

Meijer collaborated with the Council, which used our donation to purchase cutting-edge devices to clean up the Great Lakes: The BeBot and the Pixie Drone. Both of these innovations will contribute to the Great Lakes Plastic Cleanup for years to come. The BeBot is an electric, remote-controlled beach cleaning robot that scours the sand to remove bottles, cans, particles of plastic and other debris. The machine uses a rake to clean across the beach and empties its trash into a basket for disposal and recycling. One BeBot can cover up to 32,000 square feet of lakefront beach per hour. In the first year, Meijer worked with

# 6,130 items

The BeBot pilot collected 6,130 pieces of debris, including plastic fragments, cigarette butts, foam pieces and more

the Council and Grand Valley State University to administer the BeBot. The collaborative pilot resulted in the collection of 6,130 items, including thousands of plastic fragments, cigarette butts, foam pieces and plastic fibers.

We will continue to partner with the Council and Grand Valley State University, as well as other schools and organizations, including Ohio State University/Ohio Sea Grant, University of Wisconsin-Oshkosh and the Watershed Center of Grand Traverse Bay, to deploy BeBot robots in 10 high-traffic beaches across Michigan, Ohio and Wisconsin in the coming years.

The Pixie Drone is a water drone built to collect up to 132 pounds of microplastics and other materials per use. It also collects water data, such as temperature, pH and salinity, to help our project partners interpret the conditions in the water. Through the partnerships noted above, Pixie Drones will operate in nine locations across our communities.

## gutter bins capture storm debris

In 2022, we worked with the Council of the Great Lakes Region to implement Gutter Bins into the paved surfaces surrounding several Meijer supercenters. The bins were installed in catch basins, and when it rains, they trap trash, microplastics and other debris that would otherwise flow into local waterways. We have installed Gutter Bins at nine Meijer locations to date, and each bin can capture hundreds of pounds of debris per year. Local partners will weigh the trash, characterize the waste, and track collection at each store.



## solving for storm runoff with green infrastructure

Meijer is taking the call to drive impact to our store infrastructure through new green stormwater building initiatives.

**In Traverse City, Michigan, we partnered with the Watershed Center Grand Traverse Bay organization to install five underground infiltration trenches and six connected bioretention cells in the store parking lot.**

These giant structures have the capacity to collect and filter approximately 400,000 gallons of stormwater after a 2-inch rain event, keeping debris out of nearby Kids Creek and preventing the stream from overflowing into surrounding wetlands.

## rain gardens in benton harbor protect local waterways

At the Benton Harbor Meijer in Michigan, we took a different approach to building green infrastructure to protect area waterways. We started by excavating a paved lot next to the store that previously hosted overflow parking. Along with this newly cleared space, we selected three smaller areas in the main parking lot to create rain gardens.

We filled the four areas with compost soil to filter stormwater. Then we added a regenerative aspect to these spaces and planted nearly two dozen different species of trees, shrubs, grasses and flowers, including purple coneflower and goldenrod to support pollinators. The rain gardens retain stormwater and prevent it from overflowing into nearby Ox Creek and other waterways — and they create a home for nature to grow and thrive.





## good from within for the future

Nearly 90 years ago, the Meijer family opened their first store guided by core principles: offer customers quality products at a good value, treat everyone with dignity and respect, protect the environment, and keep innovating. They extended these principles to their team members, suppliers and communities.

Today, the company they founded continues to do the same. Looking to the future, we plan to stay curious about the possibilities for a stronger business and a better world. And we will remain inspired by the people who started it all — the Meijer family.



*I sincerely believe that 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

