



# FY25 SASB INDEX

JUNE 2025

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Dollarama’s FY25 Sustainability Accounting Standards Board (“SASB”) Index has been prepared in alignment with the Multiline and Specialty Retailers & Distributors industry standard, which SASB has identified as Dollarama’s primary Sustainable Industry Classification System® (SICS®) industry, as well as select indicators from other SASB standards relevant to our business (Food Retailers & Distributors; Toys & Sporting Goods; Household & Personal Products; Apparel, Accessories & Footwear; and Drug Retailers). In this index, FY25 refers to the 12-month fiscal period ended February 2, 2025, designated in our regulatory filings as Fiscal 2025, FY24 refers to the 12-month fiscal period ended January 28, 2024, designated in our regulatory filings as Fiscal 2024, and so on. All data provided pertains to Dollarama’s business as a whole and not to a particular sector of activity or product category and excludes Dollarcity. In some cases, indicators have been included in this index, but the information is not currently aggregated or quantified or is not disclosed by Dollarama at this time. Indicators suggested by a given standard not deemed applicable were excluded.

Topic	Accounting Metric	Category	Code	Dollarama Data and Information	Related SASB Indicators
<b>Multiline and Speciality Retailers &amp; Distributors</b>					
<b>Energy Management in Retail &amp; Distribution</b>	(1) Total energy consumed (Gj) (2) Percentage grid electricity (3) Percentage renewable	Quantitative	<b>CG-MR-130a.1</b>	<p>(1) Energy consumed by Dollarama, directly purchased or not. FY20: 1,306,314 Gj FY24: 1,408,279 Gj FY25: 1,305,875 Gj</p> <p>(2) FY20: 69% FY24: 68% FY25: 72%</p> <p>(3) Dollarama’s percentage renewable metric includes purchased grid electricity and, as such differs from this SASB metric. Dollarama uses Natural Resources Canada’s definition of “renewable”, which includes hydro/wave/tidal, wind, geothermal, biomass and solar. FY20: 41% FY24: 42% FY25: 44%</p> <p>Fuel is excluded from all metrics as it represents about 2% of Dollarama’s GHG footprint.</p>	FB-FR-130a.1 HC-DR-130a.1

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Topic	Accounting Metric	Category	Code	Dollarama Data and Information	Related SASB Indicators
<b>Data Security</b>	Description of approach to identifying and addressing data security risks	Discussion and Analysis	<b>CG-MR-230a.1</b>	FY25 ESG Report, <b>p. 47</b> FY25 Annual Information Form, <b>p. 18, 19</b>	FB-FR-230a.2
	(1) Number of data breaches (2) Percentage that are personal data breaches (3) Number of customers affected	Quantitative	<b>CG-MR-230a.2</b>	(1) FY23-FY25: 0 material data breaches Dollarama's definition of material data breaches aligns with the SASB definition of a data breach, which excludes occurrences for which an entity has reasonable and supportable belief that the occurrence (i) does not pose a risk of damage to the entity's business performance or prospects and (ii) does not pose a risk of economic or social disadvantage to individuals.  (2) FY23-FY25: 0%  (3) FY23-FY25: 0  FY25 ESG Report, <b>p. 47</b>	FB-FR-230a.1
<b>Labor Practices</b>	(1) Average hourly wage of in-store, warehouse and distribution centre employees by region (2) Percentage of in-store, warehouse and distribution centre employees earning minimum wage by region	Quantitative	<b>CG-MR-310a.1</b>	<b>(1) Store employees:</b> FY23: \$16.20 per hour (excluding premiums and benefits) FY24: \$16.91 per hour (excluding premiums and benefits) FY25: \$17.61 per hour (excluding premiums and benefits)  <b>Logistics employees:</b> FY23: \$24.58 per hour (excluding premiums and benefits) FY24: \$25.41 per hour (excluding premiums and benefits) FY25: \$26.17 per hour (excluding premiums and benefits)	FB-FR-310a.1

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				<p><b>(2) Store employees (at period end):</b>                      FY23: 42%                      FY24: 40%                      FY25: 39%</p> <p><b>Logistics employees (at period end):</b>                      FY23: 0%                      FY24: 0%                      FY25: 0%</p> <p>FY25 ESG Report, <b>p. 35</b></p>	
<p><b>Workforce Diversity &amp; Inclusion</b></p>	<p>Percentage of gender and diversity group representation for</p> <ul style="list-style-type: none"> <li>(1) executive management</li> <li>(2) non-executive management</li> <li>(3) all other employees</li> </ul>	<p>Quantitative</p>	<p><b>CG-MR-330a.1</b></p>	<p><b>Gender representation</b></p> <p>(1) Executive Officers                      FY23: 33% female, 67% male                      FY24: 33% female, 67% male                      FY25: 33% female, 67% male                      Dollarama defines Executive Officers as executives appointed by the Board of Directors. This differs from SASB definitions.</p> <p>(2) Management:                      FY23: 44% female, 56% male                      FY24: 46% female, 54% male                      FY25: 46% female, 54% male                      Dollarama defines Management as its named executive officers, senior vice presidents, vice presidents, senior directors, directors, regional district managers and district managers. This differs from SASB definitions.</p>	



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				<p>(3) All other employees:  FY23: 72% female, 28% male  FY24: 67% female, 30% male, 3% non-binary or not disclosed  FY25: 66% female, 34% male, less than 1% non-binary or not disclosed</p> <p><b>Diversity group representation</b></p> <p>(1) Executive Officers  FY24: 33% identified as visible minorities  FY25: 50% identified as visible minorities</p> <p>(2) Management  Dollarama does not track diversity group representation specifically among management at this time.</p> <p>(3) All other employees  As part of Dollarama’s FY25 employee survey, respondents could self-identify on a voluntary and anonymous basis, whether they identify as a visible minority or part of the Indigenous community.  FY25: 22% identified as a visible minority or a member of the Indigenous community</p> <p>See FY25 ESG Report, <b>p. 37</b></p>	
<b>Product Sourcing, Packaging &amp; Marketing</b>	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	<b>CG-MR-410a.2</b>	FY25 ESG Report, <b>p. 15</b>	CG-TS-250a.4 CG-AA-250a.1 CG-AA-250a.2
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	<b>CG-MR-410a.3</b>	FY25 ESG Report, <b>p. 18</b>	FB-FR-430a.4 CG-HP-410a.2



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<b>Food Retailers &amp; Distributors</b>					
<b>Food Safety</b>	(1) Number of recalls (2) Number of units recalled (3) Percentage of units recalled that are private-label products	Quantitative	<b>FB-FR-250a.2</b>	(1) FY23: 0 recalls FY24: 1 recall (multiple products) FY25: 4 recalls  (2) FY23: 0 units FY24: 416,529 units FY25: 67,835 units  (3) FY23: 0% FY24: 0% FY25: 18%  FY25 ESG Report, <b>p. 16</b>  Product Recalls section of our corporate website at <a href="http://www.dollarama.com/en-CA/corp/product-recalls">www.dollarama.com/en-CA/corp/product-recalls</a>	
<b>Product Labeling &amp; Marketing</b>	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	<b>FB-FR-270a.1</b>	FY23: 0 incidents FY24: 0 incidents FY25: 0 incidents	
<b>Labor Practices</b>	Percentage of active workforce covered under collective bargaining agreements	Quantitative	<b>FB-FR-310a.2</b>	FY23-FY25 : 0%	



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<b>Toys &amp; Sporting Goods</b>					
<b>Chemical &amp; Safety Hazards of Products</b>	(1) Number of recalls (2) Number of total units recalled (3) Percentage for private-label products	Quantitative	<b>CG-TS-250a.1</b>	(1) FY23: 0 recalls FY24: 1 recall FY25: 0 recalls  (2) FY23: 0 units FY24: 14,417 units FY25: 0 units  (3) FY23: 0% FY24: 100% FY25: 0%  FY25 ESG Report, <b>p. 16</b>  Product Recalls section of our corporate website at <a href="http://www.dollarama.com/en-CA/corp/product-recalls">www.dollarama.com/en-CA/corp/product-recalls</a>	
<b>Labor conditions in supply chain</b>	Number of facilities audited to a social responsibility code of conduct	Quantitative	<b>CG-TS-430a.1</b>	For FY25, about 250 vendors were identified as in-scope. These were audited, enabling us to reach our annual audit goal. All social audits were conducted by third-party auditors.  FY25 ESG Report, <b>p. 42</b>	CG-AA-430b.1
	Direct suppliers' social responsibility audit (1) nonconformance rate and (2) associated corrective action rate for (a) priority non-conformance and (b) other non-conformances	Quantitative	<b>CG-TS-430a.2</b>	Between FY23 and FY25, Dollarama terminated two business relationships due to the failure of a vendor to adequately meet the requirements of our social audit program. To date, Dollarama has terminated zero business relationships due to instances of forced labour or child labour.  FY25 ESG Report, <b>p. 42</b>	CG-AA-430b.2

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<b>Household &amp; Personal Products</b>					
<b>Packaging Lifecycle Management</b>	<ul style="list-style-type: none"> <li>(1) Total weight of packaging</li> <li>(2) Percentage of packaging made from recycled and/or renewable materials</li> <li>(3) Percentage of packaging that is recyclable, reusable, and/or compostable</li> </ul>	Quantitative	<b>CG-HP-410a.1</b>	FY25 ESG Report, <b>p. 18</b>	
<b>Apparel, Accessories &amp; Footwear</b>					
<b>Labor Conditions in the Supply Chain</b>	<ul style="list-style-type: none"> <li>(1) Percentage of Tier 1 supplier facilities that have been audited to a labor code of conduct</li> <li>(2) Percentage of supplier facilities beyond Tier 1 that have been audited to a labor code of conduct</li> <li>(3) Percentage of total audits conducted by a third-party auditor</li> </ul>	Quantitative	<b>CG-AA-430b.1</b>	For FY25, about 250 vendors were identified as in-scope. These were audited, enabling us to reach our annual audit goal. <ul style="list-style-type: none"> <li>(1) FY25 ESG Report, <b>p. 42</b></li> <li>(2) FY25 ESG Report, <b>p. 42</b></li> <li>(3) All social audits were conducted by third-party auditors.</li> </ul>	CG-TS-430a.1

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Topic	Activity Metric	Category	Code	Dollarama Data and Information	Related SASB Indicators
<b>Drug Retailers</b>					
<b>Drug Supply Chain Integrity</b>	(1) Number of drug recalls issued (2) Total units recalled (3) Percentage for private-label products	Quantitative	<b>HC-DR-250a.2</b>	(1) FY23: 1 recall FY24: 0 recalls FY25: 1 recall  (2) FY23: 43,642 units FY24: 0 units FY25: 18,876 units  (3) FY23: 0% FY24: 0% FY25: 0%  FY25 ESG Report, <b>p. 16</b> Product Recalls section of our corporate website at <a href="http://www.dollarama.com/en-CA/corp/product-recalls">www.dollarama.com/en-CA/corp/product-recalls</a>	
<b>Multiline and Speciality Retailers &amp; Distributors</b>					
	Number of: (1) retail locations and (2) distribution centres	Quantitative	<b>CG-MR-000.A</b>	(1) 1,616 retail locations (2) 7 warehouses and 1 distribution centre	
	Total area of: (1) retail space and (2) distribution centres	Quantitative	<b>CG-MR-000.B</b>	(1) 16.9 million square feet (2) 2.7 million square feet (including warehouses and distribution centre)	

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**DOLLARAMA** **\$1**<sup>plus</sup>