

DOLLARAMA

SERVING CANADIANS
WITH PURPOSE

SASB INDEX
JUNE 2024



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Dollarama’s FY24 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, FY24 refers to the 12-month fiscal period ended January 28, 2024, designated in our regulatory filings as Fiscal 2024, FY23 refers to the 12-month fiscal period ended January 29, 2023, designated in our regulatory filings as Fiscal 2023, 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
Multiline and Speciality Retailers & Distributors					
Energy Management in Retail & Distribution	(1) Total energy consumed (Gj)	Quantitative	CG-MR-130a.1	(1) Energy consumed by Dollarama, directly purchased or not. FY20: 1,306,314 Gj FY23: 1,337,654 Gj FY24: 1,408,279 Gj	FB-FR-130a.1 HC-DR-130a.1
	(2) Percentage grid electricity			(2) FY20: 69% FY23: 66% FY24: 68%	
	(3) Percentage renewable			(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, and of “non-emitting”, which refers to nuclear. FY20: 41% FY23: 42% FY24: 42%	
Fuel is excluded from all metrics as it represents only 2% of Dollarama’s GHG footprint. The above metrics have been revised following heating and electricity consumption data improvements.					

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Topic	Accounting Metric	Category	Code	Dollarama Data and Information	Related SASB Indicators
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	CG-MR-230a.1	FY24 ESG Report, p. 51, 52 FY24 Annual Information Form, p. 16, 17, 33 FY24 Management’s Discussion and Analysis, p. 32, 33, 34, 36	FB-FR-230a.2
	(1) Number of data breaches (2) Percentage that are personal data breaches (3) Number of customers affected	Quantitative	CG-MR-230a.2	(1) FY22-FY24: 0 material data breaches Dollarama’s definition of material data breaches aligns with the SASB definition of a data breach, which excludes occurrences in 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) FY22-FY24: 0% (3) FY22-FY24: 0 FY24 ESG Report, p. 52	FB-FR-230a.1
Labor Practices	(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	CG-MR-310a.1	(1) Store employees: FY22: \$15.49 per hour (excluding premiums and benefits) FY23: \$16.20 per hour (excluding premiums and benefits) FY24: \$16.91 per hour (excluding premiums and benefits) Logistics employees: FY22: \$23.45 per hour (excluding premiums and benefits) FY23: \$24.58 per hour (excluding premiums and benefits) FY24: \$25.41 per hour (excluding premiums and benefits)	FB-FR-310a.1

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				<p>FY22 and FY23 metrics were recalculated to provide a yearly average in accordance with SASB’s calculation methodology and only include hourly employees.</p> <p>(2) Store employees (at period end): FY22: 39% FY23: 42% FY24: 40%</p> <p>Logistics employees (at period end): FY22: 0% FY23: 0% FY24: 0%</p> <p>See FY24 ESG Report, p. 37</p>	
<p>Workforce Diversity & Inclusion</p>	<p>Percentage of gender and diversity group representation for</p> <ul style="list-style-type: none"> (1) executive management (2) non-executive management (3) all other employees 	<p>Quantitative</p>	<p>CG-MR-330a.1</p>	<p>Gender representation</p> <p>(1) Executive Officers FY22: 33% female, 67% male FY23: 33% female, 67% male FY24: 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: FY22: 43% female, 57% male FY23: 44% female, 56% male FY24: 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: FY22: 74% female, 26% male FY23: 72% female, 28% male, FY24: 67% female, 30% male, 3% non-binary or not disclosed Since FY24, Dollarama tracks employees that self-identify as non-binary, or who do not disclose their gender.</p> <p>Diversity group representation In FY24, 33% of Executive Officers identified as visible minorities. Racial/ethnic group representation among all other employees has not been aggregated or quantified by Dollarama at this time.</p> <p>See FY24 ESG Report, p. 39, 40</p>	
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	CG-MR-410a.1	FY24 ESG Report, p. 16	FB-FR-270a.3 FB-FR-430a.1
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	CG-MR-410a.2	FY24 ESG Report, p. 14, 15	CG-TS-250a.4 CG-AA-250a.2 CG-AA-250a.1
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	CG-MR-410a.3	FY24 ESG Report, p. 17, 30	FB-FR-430a.4 CG-HP-410a.2



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Food Retailers & Distributors					
Food Safety	(1) Number of recalls (2) Number of units recalled (3) Percentage of units recalled that are private-label products	Quantitative	FB-FR-250a.2	(1) FY23: 0 recalls FY24: 1 recall (multiple products) (2) FY23: 0 units FY24: 416,529 units (3) FY23: 0% FY24: 0% FY24 ESG Report, p. 15 Product Recalls section of our corporate website at www.dollarama.com	
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	FB-FR-270a.1	FY23: 0 incidents FY24: 0 incidents	
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	Quantitative	FB-FR-310a.2	FY22-FY24: 0%	



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Toys & Sporting Goods					
Chemical & Safety Hazards of Products	(1) Number of recalls (2) Number of total units recalled (3) Percentage for private-label products	Quantitative	CG-TS-250a.1	(1) FY23: 0 recalls FY24: 1 recall (2) FY23: 0 units FY24: 14,417 units (3) FY23: 0% FY24: 100% FY24 ESG Report, p. 15 Product Recalls section of our corporate website at www.dollarama.com	
Labor conditions in supply chain	Number of facilities audited to a social responsibility code of conduct	Quantitative	CG-TS-430a.1	Since the launch of the Social Audit Program, 320 in-scope T1 vendors have been audited at least once. ESG Report, p. 45	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	CG-TS-430a.2	Between FY22 and FY24, 2 vendors were terminated. To date, Dollarama has not terminated a business relationship due to instances of forced labour or child labour, or any of the other zero tolerance issues outlined in the Vendor Code of Conduct. ESG Report, p. 45	CG-AA-430b.2
Household & Personal Products					
Packaging Lifecycle Management	(1) Total weight of packaging (2) Percentage of packaging made from recycled and/or renewable materials (3) Percentage of packaging that is recyclable, reusable, and/or compostable	Quantitative	CG-HP-410a.1	FY24 ESG Report, p. 17	

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Apparel, Accessories & Footwear					
Labor Conditions in the Supply Chain	<ul style="list-style-type: none"> (1) Percentage of Tier 1 supplier facilities that have been audited to a labor code of conduct (2) Percentage of supplier facilities beyond Tier 1 that have been audited to a labor code of conduct (3) Percentage of total audits conducted by a third-party auditor 	Quantitative	CG-AA-430b.1	<p>Since the launch of the Social Audit Program, 320 in-scope T1 vendors have been audited at least once.</p> <ul style="list-style-type: none"> (1) FY24 ESG Report, p. 45 (2) FY24 ESG Report, p. 45 (3) All social audits are conducted by a third-party auditor. 	CG-TS-430a.1
Drug Retailers					
Drug Supply Chain Integrity	<ul style="list-style-type: none"> (1) Number of drug recalls issued (2) Total units recalled (3) Percentage for private-label products 	Quantitative	HC-DR-250a.2	<ul style="list-style-type: none"> (1) FY23: 1 recall FY24: 0 recalls (2) FY23: 43,642 units FY24: 0 units (3) FY23: 0% FY24: 0% <p>FY24 ESG Report, p. 15</p> <p>Product Recalls section of our corporate website at www.dollarama.com</p>	

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Topic	Activity Metric	Category	Code	Dollarama Data and Information	Related SASB Indicators
Multiline and Speciality Retailers & Distributors					
	Number of: (1) retail locations and (2) distribution centres	Quantitative	CG-MR-000.A	(1) 1,551 retail locations (2) 7 warehouses and 1 distribution centre	
	Total area of: (1) retail space and (2) distribution centres	Quantitative	CG-MR-000.B	(1) 16.2 million square feet (2) 2.7 million square feet (including warehouses and distribution centre)	

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