

George Weston Limited / Loblaw Companies Limited

Modern Slavery **Act Report**

(Fiscal Year 2023)

1. Introduction

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”) requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. This is a joint report for George Weston Limited¹ (“**GWL**”), Loblaw Companies Limited and its subsidiaries² which have an obligation to publish a report under the *Act* (collectively, “**Loblaw**” and together with GWL, the “**Companies**”). This report refers to the 2023 fiscal year end, being December 30, 2023 for Loblaw and December 31, 2023 for GWL, and describes steps taken by the Companies in 2023. GWL, as a holding company, substantially relies upon the efforts of Loblaw, as the operating business, for the purposes of managing and monitoring its supply chain operations and compliance programs.

At Loblaw, our purpose is to help Canadians *Live Life Well*[®]. Advancing social equity is a key focus for our business and we are committed to doing this both in Canada and abroad. We recognize our responsibility to respect and protect the human rights of all people who support and intersect with our business, comprised of colleagues and employees in our stores and facilities and workers, including migrant and temporary labourers, in our supply chain network. Our customers trust that the products we sell in our stores come from suppliers that provide safe, fair, and ethical working conditions for workers; this expectation is addressed in [Our Position on Human Rights](#).

Loblaw’s commitment to prevent and reduce the risk of forced and child labour applies to our network of stores and facilities nationwide, our business partners and our worldwide supply chain network. We expect our business partners and suppliers (as well as their contractors, agents, subcontractors, sub-agents and labour agencies) to uphold these same principles within their operations and adhere to applicable human rights and employment standards laws.

2. Steps taken to prevent and reduce the risk of forced labour or child labour

In 2023, the Companies have taken the following steps to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the Companies or of goods imported into Canada by the Companies. More details on these actions are set out in the Report.

Governance and Training

1. Loblaw’s [Colleague Code of Conduct](#) (the “**Code**”) and training was updated to include a section on Human Rights, which calls out the importance of respecting human rights and prohibition of involuntary labour practices within our operations and supply chain. Colleagues across all Loblaw businesses completed their annual Code training and confirmation of their compliance with the Code. GWL’s [Code of Conduct](#) includes a commitment to respecting and enforcing human rights directly through its own activities or through its operating companies, including Loblaw. GWL’s Board of Directors and colleagues completed their annual Code review and confirmation of their understanding and compliance with Code obligations.
2. Loblaw launched mandatory human rights training, in October 2023, for select colleagues whose roles may require them to interact with Loblaw’s Suppliers.

¹ GWL is the controlling shareholder of Loblaw.

² Entities required to publish a report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and therefore covered by this group report are Loblaw Inc., The Real Canadian Liquor Store Limited, Quality Natural Foods Canada Inc., T&T Supermarket Inc., Canda Six Fortune Enterprise Co. Ltd., Shoppers Drug Mart Inc., Sanis Health Inc., Shoppers Home Health Care (Canada) Inc., Shoppers Drug Mart Specialty Health Network Inc., MediSystem Pharmacy Limited, and LM Canada Holdings Inc.

Supply Chain Audits and Human Rights Assessments

3. In accordance with Loblaw's Supply Chain Compliance program, in 2023, Loblaw completed more than 1,400 facility (factory) compliance audits within our supply chain; and permanently delisted 6 facilities³. The audit program is designed to confirm that suppliers providing goods to Loblaw uphold our [Supplier Code of Conduct](#) (the "Supplier Code"), which specifically references prohibition of involuntary labour practices.
4. Loblaw engaged ELEVATE, a third-party expert and leader in sustainability and supply chain services, in 2022 to conduct a Human Rights Due Diligence (HRDD) Assessment, which was completed in 2023. From this assessment Loblaw's inherent salient risks were identified and prioritized, further details are described in the risk of forced labour or child labour section of this Report.
5. Loblaw engaged Ergon Associates, a leading labour and human rights firm, and commenced a Human Rights Impact Assessment (HRIA) on the production of Broccoli and Cauliflower in Mexico, the United States of America (USA) and Canada; geographies from which Loblaw sources such produce.

Tracking and Monitoring

6. In 2023, there was continued awareness, communication and monitoring of [Loblaw's Integrity Action Line](#) (IAL). Through corporate communication and visual guidance displayed at our stores, distribution centres and store support and corporate offices, the importance of speaking up was highlighted.

Disclosure

7. At Loblaw.ca, Loblaw has made publicly available [Tier 1 factories](#) who have made and shipped Joe Fresh branded end-product, including but not limited to, apparel, accessories, jewelry, umbrellas, and footwear.

3. Loblaw Structure, Activities and Supply Chains

Structure

GWL is a Canadian public company, founded in 1882 and listed on the Toronto Stock Exchange (TSX:WN). GWL is a holding company and the controlling shareholder of Loblaw Companies Limited, owning approximately 52.6% of Loblaw Companies Limited's issued and outstanding shares as of December 30, 2023. Loblaw Companies Limited comprises one of GWL's two operating segments. Loblaw Companies Limited is a Canadian public company incorporated in 1956 and listed on the Toronto Stock Exchange (TSX:L) which operates a food and pharmacy retail business through its subsidiaries. The registered office for each of GWL and Loblaw is 22 St. Clair Avenue East, Suite 700, Toronto, Canada M4T 2S5 and the National Head Office and store support office of Loblaw is located at 1 President's Choice Circle, Brampton, Ontario, Canada, L6Y 5S5.

Activities

Loblaw's purpose – helping Canadians *Live Life Well*[®] – is focused on the needs and well-being of Canadians who have billions of interactions with our business every year. As Canada's leading food and pharmacy retailer, Loblaw serves millions of Canadians through its extensive network of over 2,400 locations. With a wide range of offerings including groceries, pharmacy services, health and beauty products, apparel, and general merchandise, Loblaw strives to provide convenience and quality to its customers. Loblaw, along with its franchisees and associate-owners, employs approximately 220,000 full- and part-time colleagues and employees. Loblaw operates retail stores under the banners Loblaws[®], Zehrs[®], Your Independent Grocer[®], Real Atlantic Superstore[®], Dominion[®], Provigo[®], City Market[®], Valu-Mart[®], No Frills[®], Maxi[®] and Shoppers Drug Mart[®].

³ The delisted facilities were related to non-compliance with Supplier Code requirements, with one delisting due to suspected child labour. The number of delisted facilities has been updated as of April 1, 2024.

Loblaw takes pride in its robust control brand programs and markets products in the food, health and beauty and general merchandise categories under a number of brand names, including but not limited to: President's Choice®, PC® Organics, PC® Blue Menu®, PC® Black Label Collection, no name®, Farmer's Market™, Everyday Essentials®, Life at Home™, T&T®, Quo Beauty™ and LIFE BRAND®. Loblaw also offers Joe Fresh® branded apparel, accessories and footwear in many of its grocery stores, Shoppers Drug Mart stores, stand-alone Joe Fresh stores in Canada and online at JoeFresh.ca.

Governance

Loblaw has a robust governance structure in place to ensure our Human Rights programs, policies and practices are operationalized and effective. Oversight is provided at the senior executive level and includes a centralized Compliance and Ethics Department that oversees our regulatory compliance and ethics programs, an Environmental, Social and Governance ("ESG") executive Steering Committee and Supply Chain Compliance department. Board-level oversight is provided by the Risk and Compliance Committee of Loblaw's Board of Directors, whose mandate includes oversight of Loblaw's enterprise risk management process, regulatory compliance and ethics program, ESG, human rights initiatives and corporate policies and practices. In addition to the Risk and Compliance Committee, the Audit Committee is responsible for the oversight of the integrity of Loblaw's financial statements and related public disclosure, as well as ESG disclosures.

GWL is focused on advancing its ESG program at the corporate centre and supporting its operating businesses in advancing their own ESG programs based on a shared approach at the Weston Group level. GWL's Board of Directors is responsible for overseeing and monitoring GWL's approach, policies and practices related to ESG matters. The Governance Committee of GWL's Board of Directors is responsible for the oversight of GWL's governance practices, including the development and implementation of good governance principles, consistent with high standards of corporate governance. The Audit Committee of GWL's Board of Directors provides oversight of GWL's legal and regulatory compliance program and its enterprise risk management program and reviews the adequacy and effectiveness of applicable controls related to its ESG disclosures.

Supply Chain

Loblaw globally sources products, inclusive of Loblaw control brand products. Loblaw has developed a line of control brand products that are sold or made available throughout its store and digital networks. Loblaw's product development team works closely with third party vendors to develop and manufacture products for its control brands.

Loblaw actively sources goods for our control brands, inclusive of when Loblaw is the Importer of Record (IOR), from approximately 1,250 factories in 38 countries outside of Canada and the United States. The majority of these goods are sourced from the Asia and Southeast Asia regions and include food, non-food and apparel category products for our control brands.

4. Company policies and due diligence processes in relation to forced labour and child labour

Through formal policies, codes of conduct for colleagues and suppliers, comprehensive compliance standards and a robust governance framework, the Companies strive to uphold the rights of customers, colleagues and employees, as well as the many workers, including migrant and temporary labourers, across Loblaw's supply chain. Loblaw is committed to protecting human rights, founded on a strong belief in doing what is right, and Loblaw pledges to create a safe and inclusive experience for all colleagues and workers across our value chain and the many customers who choose our products.

Loblaw policies and practices are informed by the following international and industry-leading standards:

- The United Nations' Guiding Principles on Business and Human Rights (UNGPs) and Universal Declaration of Human Rights
- International Labour Organization Conventions
- The Consumer Goods Forum's Forced Labour Priority Industry Principles
- Local human rights laws

Loblaw's approach to Human Rights addresses the risk of modern slavery and is supported by its [Colleague Code of Conduct](#), [Supplier Code of Conduct](#) and [Our Position on Human Rights](#), which are publicly available at Loblaw.ca. These three governing documents set out Loblaw's responsibility and expectations to respect and protect the human rights of its customers, colleagues and employees, as well as the many workers, including migrant and temporary workers, across its supply chain.

GWL is committed to respecting and enforcing human rights, in line with the UNGPs. Additional details regarding GWL's commitment to human rights can be found in its annual [ESG Report](#), which is publicly available at Weston.ca.

Colleague Code of Conduct

Loblaw's [Code of Conduct](#) reflects our CORE values of Care, Ownership, Respect and Excellence, and reinforces our commitment to integrity, professionalism and accountability. Respecting and protecting human rights is a focus within our Code. Colleagues are encouraged to apply a human rights lens when conducting business activities and making ethically sound decisions. The Code is managed by the Compliance and Ethics Department and is reviewed annually and updated as necessary.

Supplier Code of Conduct and Contractual Obligations

Loblaw's supplier relationships are guided by the [Supplier Code of Conduct](#). It applies to both domestic and foreign producers and manufacturers that supply goods and services (whether for resale in our stores or not for resale), agents, brokers and other third parties (collectively, "**Suppliers**") who conduct business with Loblaw. Suppliers must share the Supplier Code with their contractors, agents, sub-contractors and sub-agents, including any labour agencies who are engaged to assist with providing goods or performing services for Loblaw (collectively, the "**Related Parties**").

By entering into standard terms and conditions or other contractual agreements with Loblaw, Suppliers and Related Parties, accept the terms of the Supplier Code and affirm compliance with its requirements. Loblaw's Supplier Code sets minimum expectations and guidelines for Suppliers and obligates them to comply with applicable laws, including those regulations related to forced and child labour. It focuses on worker rights and protections, with a particular emphasis on prohibiting child, forced and trafficked labour, as well as any discrimination, intimidation, abuse, harassment or violence against these workers. Furthermore, Loblaw's Supplier Code requires compliance with laws respecting workers' freedom of association and right to collectively bargain their terms and conditions of employment, which include compensation and working hours. The Supplier Code also requires that a grievance mechanism or complaint procedure exists to allow workers to report workplace concerns. Loblaw keeps records of all contractual counterparties, and our supplier contracts generally contain risk mitigation and enforcement provisions, including audit rights for Loblaw and termination rights based on material breach of contract.

Loblaw's Supplier Code is managed by the Compliance and Ethics Department and is reviewed annually and updated as necessary.

Integrity Action Line (IAL)

Each of GWL and Loblaw have an IAL, which is part of their respective colleague whistleblower programs. Allegations of any breach of our policies or any non-compliant and unethical matters are taken seriously. At Loblaw, the IAL is also made available to all suppliers, related third parties and their workers. Reports to the IAL can be made anonymously and the privacy of the reporter is protected. The IAL tool can be used confidentially online (via a public domain) in English, French or Spanish, or by calling a toll-free number to submit a report in English, French, Mandarin, Cantonese, Punjabi, Spanish and Korean languages. Retaliation against anyone, including employees, colleagues, or workers, speaking up in good faith is strictly prohibited as specified in our Code and Supplier Code.

The Loblaw IAL is administered by the Compliance and Ethics Department and the GWL IAL is administered by the Legal Department, to objectively manage incidents to their resolution and assess any adverse impacts to operations and/or supply chain. Governance oversight of the IAL is provided by the Risk and Compliance Committee of the Board; the committee is informed of notable incidents or any emerging trends and themes requiring attention. These may inform changes to the organization's policies and processes.

Enterprise Risk Management

The enterprise risk management (ERM) process is designed to assist all areas of the business in managing appropriate levels of risk tolerance by bringing a systematic approach, a methodology and tools for evaluating, measuring and monitoring key risks, including workplace health & safety and regulatory compliance. The results of the ERM program and other business planning processes are used to identify emerging risks for the Companies, prioritize risk management activities and develop a risk-based internal audit plan.

Improvements relating to Joe Fresh® Apparel Manufacturing

Loblaw has taken significant steps to improve transparency within our international supply chain, specifically as it relates to apparel manufacturing and materials procurement. Loblaw works with leading international apparel brands, non-governmental agencies, and labour groups to improve industry working conditions, benefitting millions of garment workers globally. From 2021 onward, we have expanded our transparency and disclosure by listing the [Tier 1 factory locations](#) on our company website. We believe that by providing this disclosure to consumers and our stakeholder partners, we can better coordinate our efforts and support a more sustainable apparel industry.

5. Risk of forced labour or child labour being used and the steps we have taken to assess and manage that risk

At Loblaw, we are aware that our global supply chain and the industries in which we operate present a risk of forced labour and child labour. In 2022, Loblaw partnered with a third-party expert and leader in sustainability and supply chain services, ELEVATE, to conduct a Human Rights Due Diligence (HRDD) to evaluate our human rights and responsible sourcing procedures and policies against the UNGPs. In partnership with ELEVATE, a multi-step process (including, current state assessment, gap analysis, supply chain risk assessment and stakeholder engagement) was used to identify opportunities to strengthen policies and processes across the enterprise, including our international supply chain.

Through this process, management aligned to [five \(5\) inherent Salient Risks](#) – (1) forced labour; (2) child labour; (3) discrimination; harassment, and abuse; (4) livelihoods; and (5) occupational health and safety, which inform the ongoing work Loblaw will do on human rights and responsible sourcing. Salient Risks are defined as those risks having the highest potential impact to people's human rights as a result of the company's activities or business relationships. As per UNGP guidance, salient risks do not factor in mitigating steps that we as a company may be

taking on specific issues; instead, they focus on issues likely to be encountered due to the nature of our business. The measures noted below set out steps taken to assess and manage risk.

Supply Chain Compliance

Loblaw maintains a facility audit compliance team, comprised of audit compliance managers and production/factory auditors, with the core team in Toronto, supplemented by in market, on the ground teams, in China, Bangladesh, Thailand, Vietnam, Cambodia, and India. This team oversees Loblaw's supply chain compliance ensuring workplace condition assessments are conducted to our standards and that our products are sourced from approved factories. Our audits and audit compliance program are designed to confirm that suppliers providing goods to Loblaw uphold our Supplier Code, including provisions related to forced and child labour. We continuously review the supplier monitoring program to determine if an expanded scope of the program is necessary; and, as we are made aware of new considerations as they relate to our supply chain.

Prior to sourcing goods from a supplier, Loblaw has the factories, processing facilities, plants, farms, packing or other facilities, which are located outside of Canada and the USA, audited for (1) control brand products sourced by Loblaw; or (2) products for which Loblaw is the Importer of Record.

Once sourcing has begun, Loblaw has processes in place to audit working conditions as well as fire, structural and safety assessments (if applicable). Facilities located in designated high-risk locations, such as Southeast Asia, require a fire, structural and safety assessment to be conducted prior to Loblaw beginning to source from the facility.

Loblaw's audit program reinforces worker rights and safety by assessing and confirming these and other factors:

- labour is voluntary;
- workers are properly compensated;
- workers are not exploited;
- facilities comply with applicable employment standards (including minimum age);
- working hours are consistent with local laws and standards; and
- facilities meet health and safety laws and regulations.

Initial and annual facility compliance audits are typically conducted by third-party experts using a best-practice audit framework. In the countries where the core team is supplemented by in market, on the ground teams as stated above, where suppliers provide us with facility compliance audits using an alternative acceptable global framework, the core team conducts an equivalency review to ensure the audit meets our standards. In-market audit teams provide boots on the ground follow-up with remediation audits, additional information audits and verification of corrective actions.

If an audit identifies a compliance issue, including but not limited to, child labour, forced or bonded labour, or life-threatening health and safety situations, Loblaw will suspend relationships with those facilities (and/or supplier). Loblaw will work with suppliers to determine whether satisfactory remediation of the compliance issue is possible and will terminate relationships with suppliers who are unable or unwilling to remediate non-compliance.

Human Rights Impact Assessment – Broccoli and Cauliflower

As Loblaw continues its Human Rights journey and work on salient risk mitigation strategies, it is committed to conducting Human Rights Impact Assessments (HRIA) to understand risks in our supply chain and remediate those actions within our control, as well as collaborating with other industry partners, government and NGOs for actions that require larger industry engagement.

As noted above, Ergon Associates has commenced an HRIA related to the production of broccoli and cauliflower, in our supply chain, sold as standalone items and as ingredients in value-added products, such as florets, vegetable medleys and packaged salads, whether sold as national brands or under our control brand label. These product categories were prioritized and are closely associated with our salient human rights risks. To Loblaw's knowledge, no Human Rights Impact Assessment (HRIA) has been conducted for these commodities within our operating geography to date (including by other retailers).

The scope includes Mexico, the USA (Arizona/California), and Canada, with the goal of identifying and addressing potential human rights issues across critical supply chain activities such as primary farming, processing, and packaging of products. This assessment is being conducted through thorough documentation review, robust engagement with stakeholders and rightsholders, and fieldwork being completed at supplier sites. The assessment is being completed in two phases. Phase one has commenced in Mexico and the USA and phase two will focus on the Canadian harvest season. The results, along with recommended actions to address identified risks, will be published in 2024. This work will provide the enterprise with valuable insights, including a deep understanding of potential human rights impacts and their underlying causes, improved supply chain visibility, and recommended actions to address and remediate any potential negative impacts.

Loblaw recognizes the vital role HRIsAs play in promoting ethical sourcing, cultivating sustainable supply chains, and demonstrating responsible investment and due diligence, which ultimately safeguards our business interests and reinforces our commitment to ethical practices. Loblaw continues to prioritize understanding human rights risks within our supply chain, with a focus on forced labour and child labour.

Cotton Sourcing

Loblaw has enhanced its standing pledge with Joe Fresh® apparel and footwear suppliers, expanding their commitment to not knowingly source cotton or textile products using cotton produced in Uzbekistan and Turkmenistan, to include the Xinjiang Uyghur Autonomous Region (XUAR) of China due to widespread evidence that these countries employ forced and child labour in their cotton harvests. These regional restrictions are noted in our supplier agreements, and going forward we will require relevant suppliers to complete an annual attestation confirming that they are not sourcing from these regions. This was completed for 2023.

6. Remediation of any forced labour or child labour

At Loblaw, we may receive reports of forced or child labour through our supply chain compliance and factory audits program, our IAL, Non-Government Organizations (NGOs) or media reports. We have an established incident management and escalation process to ensure we respond effectively and on a timely basis.

Within our Supplier Code, Suppliers are required to monitor the compliance of their operations with the terms of the Supplier Code. Suppliers must share the Supplier Code with any Related Parties, such as their contractors, agents, sub-contractors and sub-agents, including any labour agencies who are engaged to assist with providing goods or performing services for Loblaw. Further, Suppliers are required to monitor Related Parties' compliance per the terms of the Supplier Code and immediately disclose any known violations to the IAL or Loblaw representatives. Such violations are escalated to the Compliance and Ethics department as necessary. Should a Supplier fail to comply with the Supplier Code, Loblaw reserves the right to require corrective action. If a Supplier fails to implement corrective action or fails to comply with the Supplier Code, Loblaw may, in its sole discretion and without any further obligation to Suppliers, suspend or terminate, in whole or in part, its relationship with the Supplier. Serious or repeated violations by a Supplier may result in factories or suppliers being delisted permanently.

7. Remediation of loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

To date there have been no identified or reported instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

8. Training provided to employees on forced labour and child labour

The Code, which is updated on a yearly basis, forms part of Loblaw's annual compliance training program that is mandatory for all colleagues within the Loblaw network. The Code and training include a detailed explanation of Loblaw's position on human rights, that involuntary labour (e.g., forced labour and child labour) is not tolerated at Loblaw and what employees should do if they become aware of human rights issues. Where employees work directly with Suppliers, they are instructed to familiarize themselves with the Supplier Code, and to ensure suppliers understand what is expected of them under the Supplier Code.

In October 2023, Loblaw developed and launched mandatory Human Rights-specific training for select store support roles within Procurement, Supply Chain, and Control Brand functions, including, but not limited to:

- Procurement, goods for resale and goods not for resale
- Facility Audit Compliance, including a team in Toronto, and in-market teams in China, Bangladesh, Thailand, Vietnam, Cambodia, and India
- Loblaw Brands
- Joe Fresh®, Product Development, Production and Sourcing

The scope of this training focuses on our policies and due diligence practices to address modern slavery, in addition to promoting awareness of our obligations under legislation, identifying key risk factors for human rights violations, reporting on human rights issues and our formal reporting requirements. Human Rights training assists in preparing our employees to meet our collective responsibility to respect and protect the human rights of our customers, colleagues and employees, as well as the many workers, including migrant and temporary workers, across our supply chain. This training will be rolled out to select colleagues at our subsidiaries.

9. Effectiveness assessments to ensure that forced labour and child labour are not being used in our business and supply chains

To reduce and prevent the risk of forced and child labour within our operations and supply chains, we assess the effectiveness of our actions to continuously improve our Human Rights program.

Activity	Measuring Effectiveness
Governance	<ul style="list-style-type: none"> • Risk and Compliance Committee provides oversight for Loblaw’s legal and regulatory compliance and ethics programs, including quarterly reporting on progress • Annual review of Colleague Code of Conduct and Supplier Code of Conduct and review of contract templates, as required, to address mitigation of modern slavery risk • Distribution of Supplier Code to Suppliers as updated and onboarding new Suppliers • Annual training on Code and human rights for impacted colleagues; including training completion percentages
Engagement	<ul style="list-style-type: none"> • Management board participation and engagement on human rights efforts • Priority of ESG to ensure commitment to supply chain accountability • Engaged with industry and association peers to continuously improve
Enterprise Risk Management	<ul style="list-style-type: none"> • The ERM program provides the business with the necessary guidance and tools to identify, assess, monitor and report risks, including those related to Human Rights
Monitoring	<ul style="list-style-type: none"> • Number of supply chain audits completed • Findings from the Supply Chain compliance program, including number of facilities delisted • Tracking of corrective actions and remediation of any forced or child labour risks identified • Monitoring NGO and media reports related to risk of forced or child labour and actioning as required
Grievance mechanism	<ul style="list-style-type: none"> • Monitoring Integrity Action Line reports from workers to understand risk and effectiveness of program.

Approval and Attestation

The Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of Loblaw Companies Limited and the Board of Directors of George Weston Limited.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

"Gordon M. Nixon"

Gordon M. Nixon

Independent Lead Director,
George Weston Limited
February 28, 2024

I have authority to bind George Weston Limited

"William A. Downe"

William A. Downe

Independent Lead Director,
Loblaw Companies Limited
February 28, 2024

I have authority to bind Loblaw Companies Limited