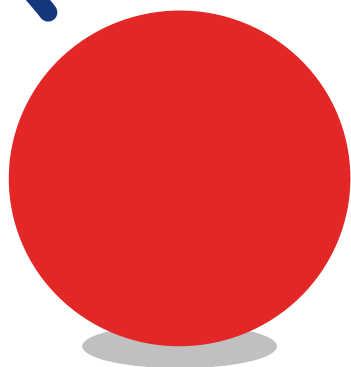




save  
a lot®

# A Lot of Good Report 2024



# A Lot of Good Report 2024

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## A Message from our CEO

From our start in 1977, the Save A Lot brand has been rooted in doing a lot of good—for customers, Retail Partners, and the communities we serve.

When Bill Moran founded Save A Lot, he recognized an unmet need for a smaller footprint grocery store offering value and quality while meeting local preferences in a way other grocery superstores could not. Bill envisioned a network where he could work directly with other local owners and operators to create a simple shopping experience that would help families put fresh, affordable, and delicious food on tables across the country.

Today, Bill's commitment to doing good still permeates every part of our business.

Our network of Retail Partner- and corporate-owned stores, corporate Support Center, and Distribution Centers work hard every day to meet customer needs with pride. Whether through offering outstanding value that helps shoppers save money, empowering local business owners, or supporting the local community when disaster strikes, Save A Lot teams are deeply committed to being an integral part of the neighborhoods we serve.

This report offers a behind-the-scenes glimpse into our business and some of the many stories that illustrate how we are doing "A Lot of Good" every day. Most importantly, we believe that good is the fuel that will enable long-term, sustainable, and profitable growth in our business for years to come.

We look forward to sharing our continued success and evolution.

Fred Boehler  
Save A Lot Chief Executive Officer



## About Save A Lot

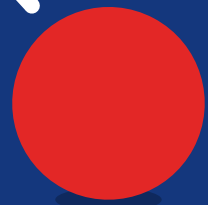
## About Save A Lot

### Business Snapshot

Save A Lot operates as both a bannered wholesaler and retailer, operating approximately 120 corporate stores while also serving nearly 170 independent, licensed Retail Partners who own and operate around 600 Save A Lot store locations across 30 states.

Serving a wide range of communities and customers, Save A Lot provides a convenient and affordable grocery shopping experience with a curated assortment of high-quality private label brands, national brand products, USDA-inspected meat, farm-fresh fruits & vegetables, and non-food items.





**Our  
Purpose  
& Values**

# Our Purpose & Values

We strive to be a reliable, value-driven food solution for families across the country.

We align our business to this framework by serving our stores and their customers through every step of our supply chain process.

## Our Mission:

We are dedicated to supporting our stores as they offer accessible, fresh food options to the communities we serve.

For our customers, Team Members, and local neighborhoods, we always hold true to these commitments:

**Value.** Low prices are core to who we are, but we must push ourselves to go beyond price and provide our customers with added value in all we do.

**Quality.** *Quality without compromise* is our pledge, and we integrate that pledge into every step of the shopping experience. We stand by our commitment to quality with our 100% money-back guarantee.

**Community.** As hometown grocers, we serve our neighbors and work hard to build good relationships. Everyone is welcome in the Save A Lot family.

## Our Values:

- Excellence:** We hold each other accountable for achieving great results.
- Respect:** We take pride in inclusivity and treat everyone we encounter with respect.
- Simplicity:** We look every day for ways to simplify how we work.
- Heart:** We're driven to make life better—for our customers, our Retail Partners, and our Team Members.

Each day, we are committed to bringing our core values to life.

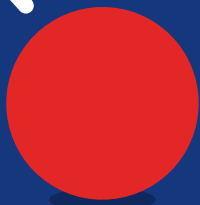
While it can be easy to lose sight of these principles, our values are the foundation of everything we do at Save A Lot—shaping the decisions we make, the talent we attract, and the way we engage with one another.

Excellence

Respect

Simplicity

Heart



## Our Leaders

# Our Leaders

## Executive Leadership Team

Save A Lot's Executive Leadership Team (ELT) is an integral part of the company's success, playing a critical role to ensure that the organization's strategic focus is aligned to deliver results.

Comprised of experienced leaders, the ELT collaborates to identify opportunities to enhance and improve the functionality of the Save A Lot business model.



**Fred Boehler**  
Chief Executive  
Officer



**Bill Mayo**  
Chief Operating  
Officer



**Mark Lacey**  
Chief Human  
Resources Officer



**Jennifer Hopper**  
Chief Information  
& Digital Officer



**Ben Hope**  
Chief Financial Officer



**Dave Buffa**  
Chief Legal Officer



**Chris Stanley**  
SVP Distribution Operations

## Board of Directors

Save A Lot's Board of Directors maintains responsibility for oversight of risk and financial performance for the organization. Most notably, the Board has played an important role in guiding Save A Lot through our ongoing business transformation.

Save A Lot's Board is comprised of six directors and three observers and maintains two working committees, each with three members:

**The Audit Committee** is charged with oversight of financial reporting and disclosure, with a direct view into external accounting teams and their performance. This committee also ensures Save A Lot adheres to established business conduct standards and helps guide risk assessment and management practices.

**The Compensation Committee** reviews and approves all forms of compensation to be provided to the executive officers and directors of the company. The committee establishes general compensation policies for the company and reviews, approves, and oversees the administration of employee benefits plans, including stock options or purchase plans. Additionally, the committee periodically reviews succession planning policies and practices.

### Members of the Board:

**Michael Motz, Chairperson**  
CEO, Staples U.S. Retail

**Andrew Schultz,**  
**Audit Committee Chairperson**  
Managing Member, Woodbine Consulting

**Cathy Skula,**  
**Compensation Committee Chairperson**  
CEO, The Maids International

**Justin Shaw**  
Operating Partner of CDPQ

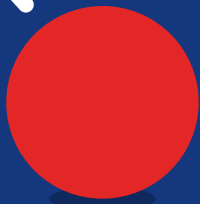
**Stéphane Gonthier**  
CEO, Sesami

**Fred Boehler**  
CEO, Save A Lot

**Greg Seketa, Board Observer**  
Executive Director, J.P. Morgan  
Asset Management

**Mohammed Kaddaha, Board Observer**  
Director, Private Debt, CDPQ

**Adam Searles, Board Observer**  
Managing Director & Co-Head of Research,  
Arbour Lane Capital Management



## Our Stores

# Our Stores

## Locally Owned & Operated

One of our greatest assets is our network of Retail Partners, many of whom live and work in the communities they serve. Positioned as a neighborhood value grocer, Save A Lot provides a sustainable business solution to local entrepreneurs wherever there is a need for convenient access to fresh, healthy, and affordable food. Save A Lot's unique business model offers owners and operators the flexibility to operate and thrive where other larger conventional grocers often can't.

By leveraging a curated assortment of products with an emphasis on the core items customers need most every day, Save A Lot locations can go to market in a smaller footprint—often as little as one-third the size of a conventional grocery store. The model also enables a leaner labor model, with lower operational costs.

As a result, Save A Lot is often the only store providing a complete grocery shop experience to customers, particularly in rural and dense urban areas.



## Celebrating Our Network

We love celebrating our stores and make a point to acknowledge and recognize Retail Partners and operators who continue to help us grow and evolve our network. In 2024 we were honored to help celebrate the following store openings, remodels, grand re-openings and anniversary events:

**North Charleston, SC** – Retail Partner Shannon McPherson opened his third Save A Lot location at 5060 Dorchester Rd. in January.

**Detroit, MI** – The Rabban Brothers completed renovations of seven Detroit-area Save A Lot stores in February.

**Live Oak, FL** – The Boris Brothers marked the re-opening of their Live Oak, FL Save A Lot location in March following a full remodel.

**Louisville, KY** – 1804 Dixie Hwy, owned by Mike Welch, celebrated 20 years serving the community in April.

**Philadelphia, PA** – Leever's Supermarkets hosted a grand re-opening in May in their M Street location, welcoming shoppers into a remodeled store.

**Leitchfield, KY** – The Houchens Food Group opened a new ground-up build in Leitchfield, KY in May to replace an older existing location in town.

**Russell Springs, KY** – Retail Partner Anchor Foods reopened the store at 238 E. Steve Warner Rd. on September 4, seven months after a fire destroyed it.

**Martin, TN** – Store owner E.W. James Group converted their existing conventional grocery store at 145 Commons Drive to a Save A Lot and marked the occasion with a grand opening in September.

**Chicago, IL** – Retail Partner Yellow Banana re-opened four of its Chicago-area stores after extensive back-to-the-studs remodels, with the final two stores reopening in 2025.

**Newburgh, NY** – Store owner Wilson Narvaez and his management team hosted a grand re-opening in December to welcome shoppers to an upgraded shopping experience.





## Maintaining Operational Excellence

# Maintaining Operational Excellence

As both a bannered wholesaler and retailer, Save A Lot prioritizes ensuring stores are equipped to operate efficiently and profitably.

Through nearly 50 years of success with our many Retail Partners, we have documented and recorded many of the best practices that, when implemented in store, help maximize sales and traffic.

The Store in a Box project consolidates these operational and merchandising best practices, providing a roadmap for operators to run a successful store. The program serves as a companion piece for other new programs created to increase our sales trajectory and deepen connections with customers.

To support a successful rollout of the Store in a Box program, the Talent Development team produced a suite of high-quality training videos tailored to key aspects of the initiative. These include an in-depth exploration of the Cut Fruit Program and a course on best practices for ordering perishables. Such resources empower store teams with the knowledge and skills needed to implement Store in a Box efficiently and confidently.

Complementing the videos, the team developed specific Store in a Box “Playbooks,” offering clear, actionable guidance for consistent and effective execution across our entire network.

Since the program’s introduction in August, more than 70 stores have been certified as Store in a Box locations, increasing overall sales by as much as 13% over stores without the best practices in place. Save A Lot teams are continuing to partner with Retail Partners to implement Store in a Box in additional stores throughout 2025, with a goal of 50% network completion by year’s-end.



**Profile:**  
**Ryan Barnes,**  
Regional Director,  
Retail Partner  
Operations

**Ryan is a long tenured Team Member spending the majority of his 20 years with Save A Lot in the operations sector.**

*“Store in a Box takes a back-to-basics approach to merchandising, focusing on connecting with our core consumers through exceptional handling and presentation, particularly in produce and meat. The second key element emphasizes showcasing our high-quality, low-price private label products—these displays undoubtedly leave a lasting impression on our customers!”*

**- Ryan Barnes**



**A  
Commitment  
to Value – Our  
Private Label  
Brands**

# A Commitment to Value – Our Private Label Brands

One of Save A Lot's longstanding commitments to customers is to provide access to value, often through our curated assortment of private brand products.

Bill Moran recognized from the start that offering private brand products—without significant advertising markups—were a tremendous way to provide outstanding quality with a low price in stores. Today Save A Lot boasts more than 50 unique, award-winning private label brands across all categories in the store.

We focus our innovation and development on the products we know our customers buy and use most often, ensuring they can make a full and complete shop, even on a limited budget. We follow a national brand equivalent model, making our products as close as possible to the national brand leader in the category, helping to drive and reinforce our quality perception for customers.

In 2024, we developed and launched 62 new items—including sodas, juices, condiments, sauces, paper goods, and more. We will continue this momentum through 2025, with another 151 new items planned throughout the calendar year.

**Sally re-joined Save A Lot in 2023, driven by our mission and impact we make in communities. She plays a pivotal role on our product development and merchandising leadership teams, helping to differentiate us from the competition.**

*"We work with well-known and trusted supplier partners to offer products that are as good or better than anything you can find in the market at a cost that is accessible to everyone."*

*Ask anyone in category management about their favorite part of the job, and they'll likely mention product selection. With private label, that role deepens—you're involved in everything from pricing and promotion to formulation and packaging design. The real reward? Seeing your work come to life on shelf, at checkout, and in the hands of happy customers."*

- Sally Fatzinger

**Profile:**  
**Sally Fatzinger,**  
Vice President,  
Center Store  
Merchandising



## Product Awards

We are proud of our award-winning brands and products. In 2024 we were thrilled to receive the following awards and accolades.

### Private Label Manufacturers Award (PLMA)

In 2024, Save A Lot private label product, Farmington Romano Cheese & Peppers Mild Italian Sausage, was selected to receive a Private Label Manufacturers Association (PLMA) Award.

The annual competition honors innovation and quality in the creation of private label programs. This Save A Lot product was selected from among 550 submissions from 72 retailers.

### Store Brands

Three Save A Lot private label products received a bronze distinction from Store Brands Editors' Picks, which recognizes the best in new product concepts and rollouts:

- Farmington Premium Romano Cheese & Peppers Mild Italian Sausage
- McDaniel's Iced Coffee Caramel Macchiato
- Tipton Grove Berry Juice Blend



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## Evolving to New Customer Needs



# Evolving to New Customer Needs

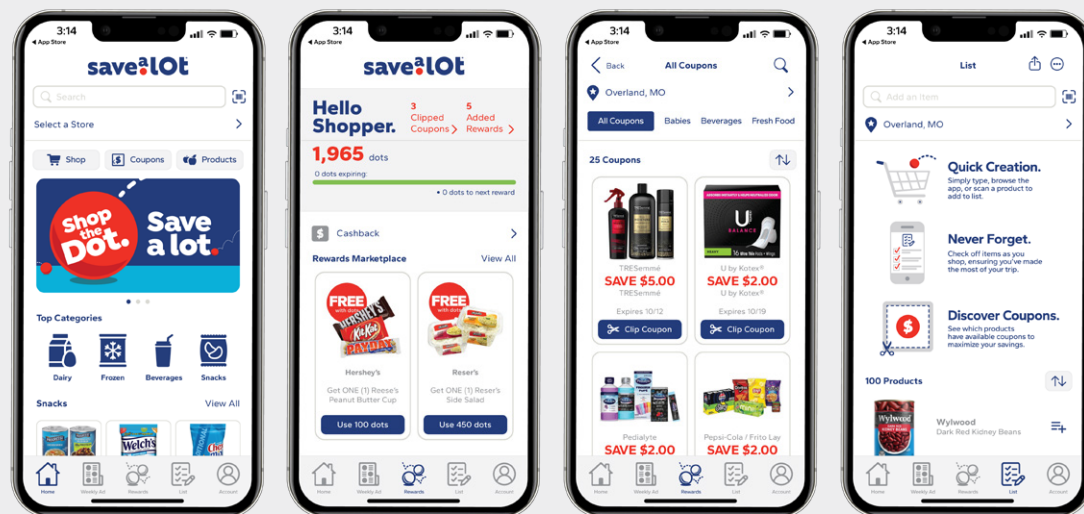
As customer needs continue to evolve and change, Save A Lot took steps in 2024 to adapt, offering new programs, platforms, and services to broaden how and when we reach shoppers.

## Save A Lot Rewards

In October 2024, Save A Lot debuted its first-ever loyalty program: Save A Lot Rewards.

Through an exclusive mobile app, shoppers can now earn points or “dots” to redeem for rewards at their local Save A Lot retailer. Save A Lot Retail Partners have the flexibility to target local offers to customers in addition to leveraging exclusive coupons and deals that deliver additional value for Save A Lot shoppers.

With over 400,000 app downloads across 650 participating stores, the Rewards program saved customers more than \$500,000 in its first three months.



**Profile:**  
**Katie Kobus,**  
Vice President  
of Marketing

Katie is a long-time Team Member at Save A Lot who has grown her career over 15 years from an intern to the senior leader of the Marketing function.

*“The Save A Lot shopper is always looking for extra value and great deals. Our new loyalty program helps us give them even more reasons to shop our stores and deepen their connections with the brand. On our side, we're building new insights into customers' behaviors and shopping patterns that will empower us to better cater to their needs through our promotional programs and everyday assortment.”*

- Katie Kobus

## eCommerce

Throughout the year, Save A Lot continued to expand its eCommerce presence, adding services like DoorDash, Uber Eats, Instacart and Grub Hub. By the end of the year, more than two-thirds of all locations were leveraging one or more eCommerce platforms and reaching new customers.

To further serve Save A Lot customers, we partnered with SNAP EBT Modernization Technical Assistance Center (SEMTAC) and the National Grocer's Association to support our stores in accepting online EBT payments. Stores began adding this functionality with a goal of full implementation of eCommerce in all stores by the end of 2025.

## Auto-Fulfillment

2024 marked Save A Lot's entry into on-demand, online grocery delivery through a partnership with Fabric, a leading provider of advanced fulfillment automation solutions. Our Brooklyn-based micro-fulfillment center opened in October, combining Fabric's automation with Save A Lot's affordable grocery essentials to enhance convenience for value-conscious customers.

Orders placed from the Brooklyn online storefront on the Uber Eats app are delivered to doorsteps by Uber couriers, bolstering Save A Lot's ongoing partnership with Uber and extending service to customers in the densely populated New York metro area. As testing of the new service continues, we hope to expand the concept into additional metro areas.

Our goals are to enhance affordability and accessibility for consumers, streamline operations, and offer competitive economics for Retail Partners.



## Ahorra Mucho

With the rapid growth of the Hispanic population in America, Save A Lot and Leevers Supermarkets launched a collaboration in 2024 to develop new grocery formats and in-store offerings to better serve Latino customers.

Our first major milestone was the introduction of Ahorra Mucho, a new discount brick-and-mortar grocery store and innovation center located in Aurora, Colo. Ahorra Mucho features unique Hispanic product assortments to test how new products and services may strengthen shopper loyalty.

Ahorra Mucho, which translates directly to Save A Lot, emphasizes the same value-driven and high-quality assortment shoppers expect from Save A Lot. The store features a greatly expanded, full-service circular meat counter centrally located in the middle of the store—a cornerstone of Hispanic cooking and a key battleground for winning the hearts of Hispanic shoppers.

Additional features, like a broader assortment of fresh produce and an in-house bakery, are designed to attract shoppers and deliver high-quality groceries at an affordable price point. The store operates as a test-and-learn facility, building insights to facilitate longer-term strategies for serving Hispanic customers across the wider Save A Lot network.



**As part of Leevers Supermarkets, one of Save A Lot's largest Retail Partners, Jorge has been integral in helping shape new concepts and options for better serving Save A Lot's Hispanic customer base.**

*"With the Hispanic population in the United States rapidly growing and wielding considerable buying power, it is essential to understand their unique culinary traditions and preferences. Ahorra Mucho provides us with a great platform to align with Hispanic consumers' culinary preferences and needs."*

- Jorge Gonzalez

**Profile:**  
**Jorge Gonzalez,**  
Director of Ahorra  
Mucho, Leevers  
Supermarkets

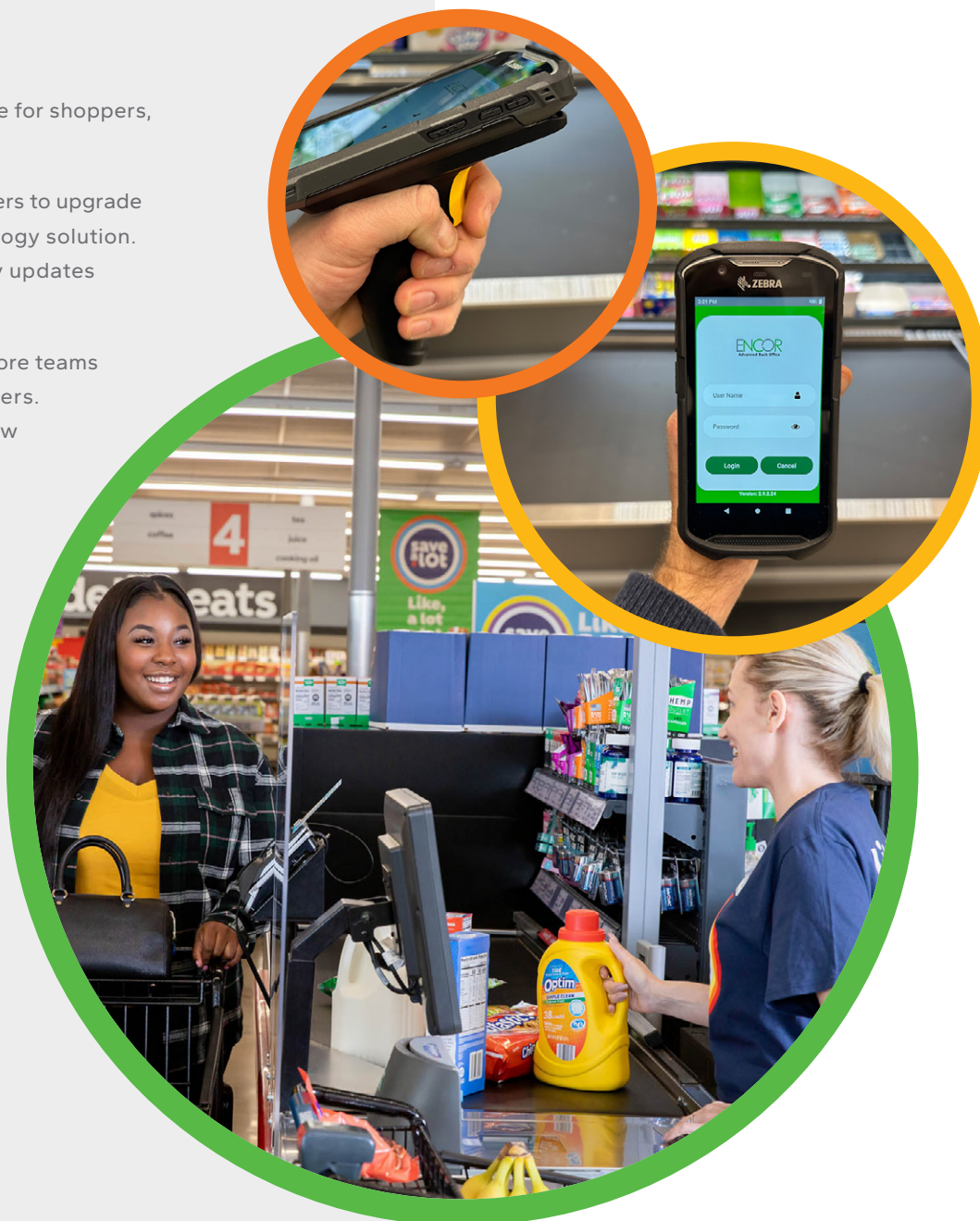


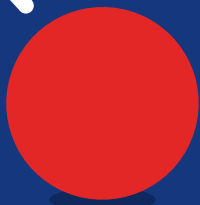
## In-Store Technology

While many projects focus on modernizing the Save A Lot experience for shoppers, we are also working to modernize Save A Lot's back-end operations.

Through June of 2024, Save A Lot partnered closely with Retail Partners to upgrade Save A Lot's primary point-of-sale system to Encor, an NCR technology solution. The system upgrades also paved the way for additional technology updates throughout the store.

Currently, the team is partnering with Symphony AI to evolve how store teams manage inventory and ordering from Save A Lot Distribution Centers. Deployments of the new technology began with introduction of a new Space Planning software solution and will continue throughout 2025 with a new ordering tool.





## Our People

# Our People

With a long career background in retail, Mark has been a leader within Save A Lot’s HR team since 2017. He was promoted to Chief Human Resources Officer in 2024 and has been instrumental in building a strong, people-focused culture across the organization.

*“Our people are our greatest strategic and competitive asset, and we are highly focused on how we recruit, hire, train and retain the very best talent. I’m proud of the steps we have taken to build momentum around our business strategy whilst also building a winning, engaging culture for our Team Members.”*

- Mark Lacey



At Save A Lot, we recognize that our success is intrinsically tied to the diverse and talented individuals who make up our workforce. We recognize that the foundation of our success lies in the talent and caliber of our people. Our hiring strategy is designed not only to identify and attract top talent, but to cultivate a workforce that aligns with our company values.

We believe that an inclusive workforce is a strategic advantage and work to create a culture where every voice is heard, respected, and celebrated. Our commitment to inclusivity extends across all levels of our organization, promoting a workplace where Team Members can be their true selves, and a perspective that collaboration drives innovation and creativity. Through our strategic recruiting practices and training, we strive to create an environment where everyone feels valued and can bring their authentic selves to work.

Similarly, we understand that a healthy, motivated, and engaged workforce is essential for our success. Our comprehensive wellbeing programs and benefits prioritize mental, physical, and emotional health, offering resources such as the Employee Assistance Program (EAP), flexible work arrangements, and access to health benefits.

We actively seek Team Member feedback through our annual survey, Team Voice, to ensure our wellbeing initiatives align with our company and Team Members’ needs. By fostering a culture that prioritizes work-life balance and personal development, we empower our people to thrive both inside and outside of work.

We provide a robust catalog of training resources for professional development to help Team Members realize their full potential, showcasing the importance of Save A Lot’s investment in their continuous growth and development. By fostering a learning culture, we not only enhance individual career trajectories, but also contribute to a skilled and adaptive workforce.

True engagement is at the core of our People Strategy, and we prioritize open communication and feedback from our Team Members around the organization. From company-wide & departmental Town Halls and monthly leadership communication to weekly check-ins with Team Members, we empower our leaders and individual contributors to work collaboratively and prioritize their own and team’s work with the common goals toward success.

## Recognition

At Save A Lot, we believe in recognizing outstanding achievements, celebrating exceptional performance, and expressing sincere gratitude for the dedication and heart our teams and partners bring every day. While we value formal recognition through awards, we also believe in the power of everyday appreciation. We offer Recognition stations in our Support Center to also encourage Team Members to celebrate daily contributions and accomplishments.

### 2024 End of Year Award Winners:

In 2024, we hosted our 3rd Annual End of Year Awards, honoring five extraordinary Team Members for their remarkable contributions and success at Save A Lot. Nominations for each award category are submitted by peers and reviewed by a cross-departmental voting committee. Winners are announced during our December organization-wide Town Hall.

**Hometown Hero:** Kerry Earl

**Living Our Values:** Debbie Kipp

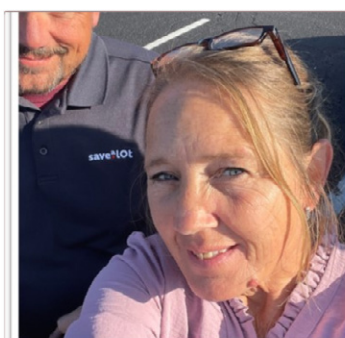
**Outstanding Leadership:** Ronnie Snyder

**Customer Service:** Linda Hofmann

**Rookie of the Year:** Brandan Belser



**KERRY EARL**  
**HOMETOWN HERO**



**LINDA HOFMANN**  
**CUSTOMER SERVICE**



**RONNIE SNYDER**  
**OUTSTANDING LEADERSHIP**



**BRANDAN BELSER**  
**ROOKIE OF THE YEAR**



**DEBBIE KIPP**  
**LIVING OUR VALUES**

## Retail Partner Awards

Our annual Retail Partner Awards recognize performance and accomplishments of stores and retailers for results in the previous year calendar year. Our 2023 program celebrated 9 Retail Partners across five categories.

**Customer Count Growth:** Stores with the highest year-over-year customer count growth

**1-4 Store Owner:** Portland, ME, owned & operated by John Hammontree

**5-10 Store Owner:** Pinckneyville, IL, owned & operated by the Sauer Group

**11+ Store Owner:** Denver, CO-Leetsdale, owned & operated by Leever's Supermarkets

**Sales Growth:** Stores with the highest year-over-year sales growth

**1-4 Store Owner:** N. Charleston, SC, owned & operated by Shannon McPherson

**5-10 Store Owner:** Pinckneyville, IL, owned & operated by the Sauer Group

**11+ Store Owner:** Denver, CO-Leetsdale, owned & operated by Leever's Supermarkets

**Store Managers of the Year:** Store managers with outstanding performance in 2023 across numerous factors, including sales, customer service, and teamwork

**1-4 Store Owner:** Kristen Hammond, Dyersburg, TN owned & operated by Joey Hays

**5-10 Store Owner:** Pamela Waters, Detroit, MI (Houston-Whittier), owned & operated by the Rabban Brothers/Jimmy Rabban

**11+ Store Owner:** Adan Olivas, Denver, CO-Leetsdale, owned & operated by Leever's Supermarkets

**Hometown Hero:** One Retail Partner who consistently demonstrates that a huge heart is a critical piece of the business.

Houchens Food Group

**Retail Partner of the Year:** Retail Partners who demonstrate outstanding results across the business on all metrics (sales, customer count, purchases) as well as outstanding community involvement, team engagement and a commitment to the Save A Lot brand image

**1-4 Store Owner:** Shannon McPherson (stores in Tennessee and South Carolina)

**5-10 Store Owner:** Anchor Foods, (stores in Kentucky)

**11+ Store Owner:** Houchens Food Group, (multiple states)



## 40 Year Anniversaries

In 2024 we recognized four remarkable Team Members for 40 years of service. Reaching a 40-year milestone with one organization is an extraordinary and increasingly rare accomplishment. This remarkable tenure is a testament to their dedication, resilience, and a deep commitment to our mission and values. We were proud to celebrate these Team Members:

**Lori Caskey,**  
Distribution Manager Transportation

**Randy Osborne,**  
Inventory Control Supervisor

**James Owens,**  
Facilities Supervisor

**Brian Side,**  
Retail Operations Project Manager



## Hiring

Our people are our greatest asset. At Save A Lot, we understand that a streamlined recruitment process and a comprehensive Total Rewards strategy are critical to attracting and retaining top talent.

Our Talent Acquisitions team maintains a robust and methodical hiring process that is tied to our company values of Excellence, Respect, Heart, and Simplicity.

### Quick & Simple Application Process:

Applicants can apply online or with any mobile device. In many cases, we even make same-day job offers.

### Candidate Referral Program:

Great people know great people! More than 20% of our new hires are referrals from our current Team Members, who are financially rewarded for their efforts.

### Second Chance Employment:

Save A Lot supports the hiring and advancement of formerly incarcerated individuals. More than a decade ago, we acted to “ban the box” and removed any questions about prior criminal convictions on the initial job application. We provide conditional job offers to candidates before their background check and have individualized processes for all candidates who have a prior non-violent criminal record.

### Sourcing Practices:

We utilize our company website ([www.savealot.com/careers](http://www.savealot.com/careers)), internal candidate referral program, and other popular job posting tools such as LinkedIn and Indeed. In addition, we partner with local employment offices and numerous colleges and universities in proximity to our Support Center and Distribution Center locations.

### Pay Transparency in Job Postings:

We provide pay ranges or a starting rate of pay on job postings, so our applicants have visibility to our industry competitive wages before they apply. Additionally, our Talent Acquisitions team does not request previous compensation to set pay for external candidates.

### Selection Practices:

We insist that all Hiring Managers/People Leaders complete our in-house interview training workshops which include basic interview tips, dos and don'ts, instructions on how to use our structured behavior-based interview guides, and elements of unconscious bias training. The aim is to provide guidance on how to ensure a fair and equitable selection practice, while always choosing the right candidate for the role.

### Equal Opportunity Employment:

We are committed to equal opportunity employment. Our employment practices are based on job qualifications, performance, and conduct without regard to race, color, religion, national origin, age, sex, sexual orientation, marital status, height, weight, disability, genetic information, or any other legally protected status.

At Save A Lot, we are committed to attracting and selecting the highest caliber candidates to join our team.



## Engagement

Genuine engagement is at the heart of our people strategy, prioritizing the flow of open communication and the active solicitation of feedback from our teams.

We accomplish this through:

- **Enterprise-Wide Town Halls:** Hosted quarterly to highlight important and timely business updates and Team Member recognition.
- **Departmental Town Halls:** Regular meetings led by executive and functional leadership.
- **Business Bites:** Quarterly sessions led by stakeholders that examine initiatives, business KPIs, insights, and progress in depth.
- **ELT Ask Me Anything:** Sessions where Team Members can meet with our Executive Leadership Team and ask any questions they have about the business.

### Written communications with Team Members:

**Fresh News:** A weekly newsletter sent to Support Center Team Members outlining business updates, upcoming initiatives, and engagement opportunities.

**Leadership Notes:** A monthly newsletter for People Leaders highlighting timely information and initiatives happening across the business to be shared throughout the organization.

**Viva Engage:** An internal social network to connect Team Members across the business.

**Distribution Communications Bulletin:** A monthly Newsletter for Distribution Center Team Members that highlights enterprise-wide initiatives and activities.

**Screenly:** A digital signage platform that manages and displays content on screens across our Support Center and Distribution Centers to inform Team Members on timely information, safety procedures, and team recognition.



## Engagement (cont.)

### Team Voice:

In November 2024, Save A Lot launched its third annual Team Voice initiative. This comprehensive climate survey sought to solicit and assess Team Member opinions, feelings, perceptions, and expectations regarding a variety of factors pertinent to maintaining the organizational culture. These included opportunities for growth, management, working relationships, and work environment.

The online survey allowed Team Members to anonymously share their experience working at Save A Lot. 90% of Team Members participated in the survey, including 86% of Distribution Center Team Members and 97% of Support Center Team Members.

In addition to providing leadership with a snapshot of Team Member views and attitudes, the survey strengthened a working environment in which Team Members feel recognized and heard. The survey highlighted strengths in the Save A Lot culture, including clarity and alignment around roles and responsibilities and understanding what Save A Lot is doing, as well as key areas of opportunity for further refinement.

Throughout 2025, leaders across the organization will share the results with their teams and develop initiatives to address strengths and opportunities while aligning them to action plans.



### Volunteer Time Off (VTO):

Eligible Team Members can volunteer up to eight hours per calendar year and be paid at their normal pay rate. The intention of this program is to create community engagement opportunities for Save A Lot Team Members that are meaningful, purposeful, and help those in need.

At the same time, Save A Lot recognizes that participating in these activities will also enrich and inspire the lives of our teams. We are happy to support volunteer activities that enhance and serve the communities in which we live and work.

In 2024, Save A Lot Team Members in the Support Center volunteered 184 hours in their communities!



## Talent Development

Our commitment to nurturing talent is exemplified by the Save A Lot Talent Development team's multifaceted approach to personal and professional growth.

Anchored by a dedicated training team, we prioritize cultivating a culture of learning and awareness.

Our commitment extends to Learning Cart, an innovative eLearning system that empowers individuals with the essential tools and skills required for optimal job performance. A large focus of Learning Cart is dedicated to operational training for our Distribution Center teams and our Retail Partners, ensuring that they have easy access to world-class training. A pivotal aspect of our investment in people centers around our robust safety training program.

The impressive statistics from 2024 reflect our unwavering commitment—1,275 individual learners completed more than 12,000 courses. We also added 33 brand new courses to Learning Cart!

We are fully committed to shaping effective leaders within our organization and have made a significant investment in their success. Our comprehensive curriculum, which includes LEAD Leadership Training, Management Essentials, Environmental Health & Safety (EHS) Insights Training, Safety Observations Training, and Orientation collectively contribute over 250 hours of focused learning. This investment also represents a strategic approach to empower our Team Members, creating a skilled and motivated workforce that stands as a pillar of success for Save A Lot.

Our Tuition Reimbursement Program demonstrates our dedication to the holistic development of our Team Members. The program not only supports academic pursuits, but also underscores our belief in lifelong learning.

In 2025, we maintain a focus on new hire, distribution, and safety training initiatives while also concentrating on retail store training and compliance. The Talent Development team will continue to provide training resources to all areas of our business to meet Save A Lot's ever-evolving needs.

Our commitment to development is a holistic journey towards excellence.



## Total Rewards

At Save A Lot, one of our goals is to attract and retain top talent. That is why we offer our Team Members a competitive and comprehensive compensation and benefits program. We understand the importance of regularly reviewing and benchmarking our Total Rewards package to ensure our continued competitiveness.

To demonstrate our commitment to the programs and our continuous improvement mindset, we refresh our program whenever it is needed. We are proud to offer a benefits package that demonstrates our appreciation for all they do.

### Benefits:

We offer our team choice and value in plans and programs to meet their individual and family needs. Benefits that we offered (a mix of company-subsidized and Team Member-funded) to our full-time Team Members in 2024 included the following:

- 401(k) Plan with up to a 4% Company Match
- Auto/Homeowners Insurance
- Benefits Eligibility
- Birthday Day Off (Support Center)
- Career Development Opportunities
- Corporate Mortgage Benefit Program
- Critical Illness, Hospital Indemnity & Accident Insurance
- Dental Insurance (2 Options)
- Easily Accessible First Aid Kits & Automatic External Defibrillators
- On-Site Gym (Support Center)
- Income Protection Benefits (Life Insurance, Accidental Death & Dismemberment, Short-Term Disability, Long-Term Disability)
- Learning & Development
- Legal Program / Support (2 Options)
- Medical Insurance (3 Options, including 2 Consumer Directed Health Plans)
- Paid Time Off
- Recognition Programs
- Service Anniversary Awards
- Tax Advantaged Savings & Reimbursement Accounts
- Team Member Assistance Program
- Team Member Discount Program
- Tobacco Cessation Programs
- Tuition Assistance
- Vision Insurance
- Volunteer Day Off
- Wellbeing Program (Focus on Preventative Care)
- Wellness Rooms



**Profile:**  
**Brad Kline,**  
VP Human  
Resources

**Brad has been with Save A Lot for eight years, playing a key role in shaping our recruiting strategy, talent development initiatives, and total rewards philosophy.**

*"Total Rewards aren't just perks—they're powerful signals that a company values its people, which we do. When Team Members feel supported both personally and professionally, they're more engaged, motivated, and committed to doing their best work. It is our belief that by investing in our Team Members, they'll invest right back in us with loyalty, hard work, and a drive to help our business thrive."*

**- Brad Kline**

## Incentives:

We believe in fostering a performance-driven culture and supporting our Team Members with a robust Performance Development Program. This initiative includes annual goal setting and mid-year and annual performance discussions to ensure that our Team Members are being compensated based on their performance and market conditions.

We also utilize incentive programs to promote productivity, safety, business transformation, and personal growth. We are committed to investing in our Team Members and providing them with opportunities for growth and development.

## Team Member Wellbeing:

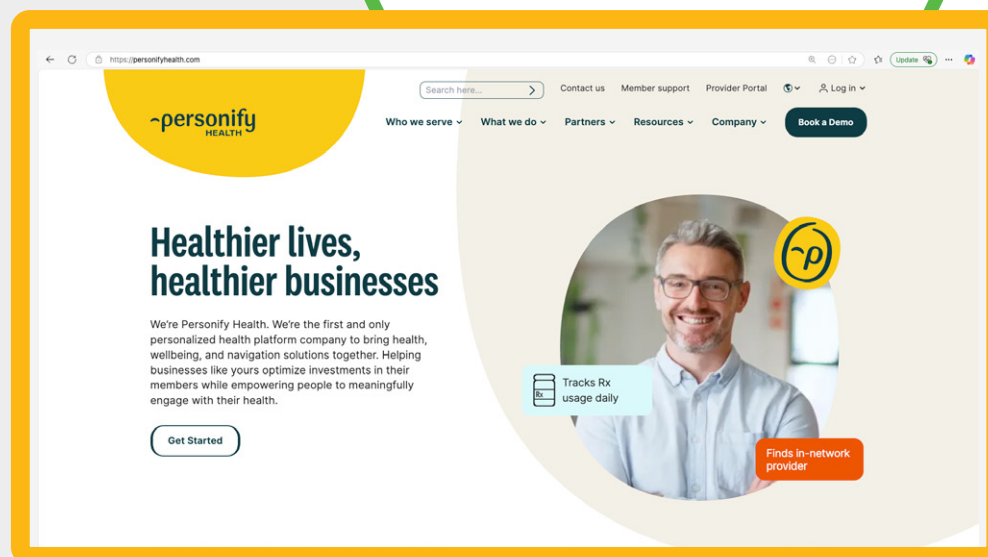
Our commitment to the wellbeing of our Team Members continues to flourish.

In 2024, more than 60% of our Team Members were enrolled in Save A Lot's Wellbeing Program. This program is designed to support Team Members' total health, providing them with tools to get active, get healthy, and live better every day.

Administered through Personify Health, the program is available to Team Members and their spouses, offering them a personalized experience. Through the Personify Health app, Team Members can track healthy actions, earning points that can be redeemed for gift cards and merchandise.

At Save A Lot, we believe that a healthy lifestyle is a happy lifestyle, and we are proud to support our Team Members in achieving their wellness goals.

~personify  
HEALTH



## Inclusive Workplace:

Save A Lot understands the importance of developing, appreciating, and maintaining a team that reflects the communities we serve. The organization instills an inclusive mindset in its leaders and throughout the company.

In 2024, we participated in:

### Sharing Cultural Heritage Months:

We highlighted several St. Louis-based small businesses for various Cultural Heritage Months, including Black History Month and Hispanic Heritage Month. Team Members were able to learn more about the Cultural Heritage Month and enter a drawing for a gift card to support a designated small business.

### National Supermarket Employee Day:

Each February 22, Save A Lot participates in National Supermarket Employee Day, an event created and promoted by the Food Industry Association (FMI).

Save A Lot arms its Area Business Consultants (ABC), who work directly with our Retail Partners and stores, with gift cards and encourages them to conduct spot recognition throughout the week to acknowledge above-and-beyond work in the stores. Each ABC captures photos of the recognition, which is then shared on Save A Lot's internal social media platform to spread the good news about great work.



International Women's Day:

Each female Team Member in our Support Center and Distribution Centers were given a card to commemorate the vital role women play in our company and throughout the United States. In addition, leaders gathered stories from Team Members that celebrated the successes of women at Save A Lot. These stories were shared internally throughout Women's History Month in March.



Pride Month:

In June, we highlighted a local, St. Louis-area owned LGBTQIA+ business in our Fresh News newsletter and on our internal social platform, Viva Engage.

In addition, Save A Lot made Pride Month Save A Lot t-shirts and sold them for a \$10 donation to support St. Louis Queer Support & Healing (SQSH), which aims to support and empower the queer/LGBTQIA+ community in the St. Louis Metro Area and beyond. Over \$1,000 was donated through the generosity of Team Members.



Twig:

Each year, the nationally acclaimed periodical, Progressive Grocer, dedicates an issue to the Top Women in Grocery. Save A Lot celebrates the contributions of female Team Members by nominating leaders for this recognition.



In 2024, ten women from our company received the Top Women in Grocery award. Those leaders were recognized through internal communications channels and during an enterprise-wide Town Hall.

# Congrats To Our Rising Stars!

Save A Lot is proud to celebrate & honor our 2024 Top Women in Grocery.

**Elise Agne**  
IT Data Engineer  
Data Insights

**Julie Hoff**  
Director Outbound Transportation

**Kathy Lessmann**  
IT Senior Data Management Specialist

**Mindy Morse**  
Supply Chain Planner

**Diane O'Shaughnessy**  
Senior Accountant

**Ashley Parle**  
Marketing Business Partner  
Field Support

**Joyce Pritt**  
Supply Chain Planner

**Traci Springer**  
Supply Chain Manager

**Tara Wolfe**  
HR Business Partner

**Ashley Woods**  
Marketing Business Partner  
Brand Programs

**TOP WOMEN IN GROCERY**

Thank you for your continued leadership and passion for serving our customers and retailers!

A solid red circle is positioned to the left of the 'Team Member Safety' text.

**Team  
Member  
Safety**

A large circular inset image shows a man with a beard and glasses, wearing a red t-shirt, operating a white forklift in a warehouse. The forklift has the number '2090' on its side. The background shows yellow industrial shelving units filled with boxes.

2090



# Team Member Safety

Ensuring the safety of our Team Members remains a paramount focus for us at Save A Lot. Delving deep into the fabric of our organization, from the heart of our Support Center to the pulse of our Distribution Centers, our commitment to safeguarding our greatest asset, our Team Members, is unwavering.

## Support Center and Distribution Centers

We continue to fortify our emergency response procedures in the Support Center with a comprehensive approach and our dedication to Distribution Center safety has been steadfast:

- **New Safety Policies & Programs:** Implemented new safety measures across all Distribution Center locations, including mandatory safety vests/shirts and daily safety messages, ensuring a safer work environment.
- **OSHA Recordable Reduction:** Achieved a 40% reduction in OSHA recordable incidents in Distribution Centers compared to the previous year, demonstrating significant progress in workplace safety.
- **Enhanced Training & Leadership:** Hired Safety Training Leads at multiple sites to drive consistency in safety training and protocols.
- **Increased Safety Engagement:** Expanded the number of safety observations, fostering a greater culture of proactive safety management.
- **Incident Review & Best Practices Sharing:** Implemented an Incident Review Process where Distribution Centers establish corrective and preventive actions while sharing best practices across the network to mitigate risks effectively.
- **Employee Satisfaction & Safety Perception:** Recorded an 80% positive response rate on safety-related topics in Team Voice, highlighting strong Team Member confidence in workplace safety measures.
- **SOPs:** Conducted a thorough review and revision of Standard Operating Procedures (SOPs) for tornadoes, earthquakes, fires, and active shooter scenarios.
- **eLearning:** Continued mandatory training on these critical topics through our Learning Cart Learning Management System (LMS).
- **Drills:** Executed safety drills to ensure that every Team Member is well-prepared to respond swiftly in the face of an emergency.

# Team Member Safety (cont.)

At Save A Lot, safety remains a cornerstone of our values. Through continuous training, knowledge-sharing, and transparent communication, we have created an environment where our Team Members can thrive confidently, knowing that their wellbeing is our top priority.

Stephanie has been with Save A Lot for 7 years growing in her career as a Facilities Manager, taking on an expanded role as we moved into a state of the art Support Center in 2018.

*"My primary goal is to ensure every Team Member goes home safely. Safety isn't just about rules; it's about creating a culture where we look out for each other. By staying educated, vigilant, and committed to being safe in the workplace, we can prevent accidents and ensure we thrive both at work and at home."*

- Stephanie Curran



Profile:  
Stephanie Curran,  
Facilities Manager



Brandon Belser,  
Director, Distribution Environment Health & Safety

Brandon joined the team in February 2024 and quickly made a significant impact by streamlining procedures and fostering a culture centered around safety and a people-first mentality.

*"Safety is important in Distribution, not just for compliance and productivity, but to protect the wellbeing of every team member. Safety ensures our Team Members leave the same way they came to work. I look forward to the day we achieve zero injuries."*

- Brandon Belser



## Our Communities

# Our Communities

Save A Lot is committed to giving back to the communities in which we live and work.

At our Support Center and Distribution Centers, and in partnership with our Retail Partners, we actively work with and support numerous charitable and community-based organizations.

Whether supporting local charities through in-store fundraisers, product drives, or events for their customers, our teams are passionate about making a difference.

## National Community Programming

### Bags for A Brighter Holiday:

Bags for A Brighter Holiday is Save A Lot's signature annual charitable program. During November and December, customers can help make a difference by purchasing a pre-filled bag of groceries to be donated to a local charity selected by the store. Each bag is stocked with private label and brand name food items, including pasta, stuffing mix, canned beans, and other pantry staples. As donations rise, so does the impact.

In 2024, customers donated more than \$350,000 worth of food to 480+ local charities. Seven stores donated more than 1,000 bags per store, earning them an additional \$500 donation for their charity partner.



### Hometown Heroes:

Save A Lot's newest community-based program, Hometown Heroes, continued to grow in 2024, recognizing people and organizations making a difference in the communities our stores serve. Nominated by Save A Lot shoppers, Team Members, and the general public for the good work they do, these exceptional community members have a chance to win a \$500 Save A Lot gift card.

Throughout the year, we received nearly 400 nominations and shared 51 finalists for a fan vote on Facebook. Sixteen winners were selected and celebrations were held in each of their nearby stores.



## Growth of the Healthy Benefits Program

In 2024, we continued to deepen our ties with providers of “healthy benefits” payment cards, which are issued by individual health plan administrators to their Medicare/Medicaid customers and can help cover the cost of goods and services that will help them live healthier, more productive lives.

Today 86% of stores can accept payment from the three largest third-party networks—Solutran (S3), InComm (OTC Network), and Nations Benefits—providing convenient access to healthy foods for millions of customers.

## Food Rescue & Food Donation:

Grocery items with damaged or mislabeled packaging are often unsellable. Similarly, consumers may shy away from purchasing items nearing their “best-by” dates—leading to unnecessary food waste.

To help ensure as much product as possible reaches families, Save A Lot partners with food banks and other organizations to assist with food rescue activities. Save A Lot Distribution Centers maintain relationships with local partners who repurpose these items for use in local pantries, shelters, and other charitable organizations.

Similarly, local Save A Lot locations often maintain relationships with local charity partners for food rescue opportunities. Many of these donations flow through food banks affiliated with Feeding America.



## Local Events & Activities

Because our stores are locally owned and operated, each has the flexibility to support the community in a manner that best suits its needs.

Here are just a few examples of the numerous projects and events our owners and operators took on in 2024.

### One-of-A-Kind Food Drive:

Store Manager Tammy Breed camped out on the roof of the Parchment, MI store to motivate the community to fill a school bus full of food for Loaves & Fishes and Sunnyside Church.

Nearly \$2,000 worth of food was donated during that time.

### Houchens Food Group Rallies for Charities:

Save A Lot's largest Retail Partner, the Houchens Food Group, makes community giving and engagement a core part of its strategy across all 92 of its locations.

In addition to rallying numerous community-specific drives and events for local organizations and residents, the group participates in several significant network-wide and regional fundraisers. Beneficiaries in 2024 included St. Jude's Children's Research Hospital (\$114,000), Center for Courageous Kids (\$75,000), Toys for Tots (\$11,000), and Food for Fairview for hurricane relief (\$30,000 plus \$129,000 in food donations).

With the additional funds raised in 2024, their store network has raised and donated over \$1 million to charity.



## Local Events & Activities (contd.)

### Cleveland Rally:

Following a streak of break-ins in a store in Cleveland Heights, Ohio, Save A Lot worked with well-known community activist Art McKoy, a longtime customer. McKoy partnered with the team not only to help stop the break-ins, but to also rally the broader community around the store.

With help from other community organizations like Black-on-Black Crime and neighbors, McKoy helped lead a rally showing support for the store and its future in the community. Nearly two dozen people showed up at the rally showing support for the store and encouraging the break-ins there to stop. Within a few weeks, the person responsible for the break-ins was taken into custody and the crime at the store stopped.

When another crime occurred in the store a few weeks later, McKoy and his team again acted quickly to show their support for the store. Within a few days, the person responsible for that crime was also taken into custody.

Having strong partnerships continues to demonstrate that when stores and the community work together, great outcomes are possible for stores, customers and Team Members alike.

### Save A Lot Partners with Leever's to Donate to 50 Families:

Save A Lot was proud to partner with Leever's Supermarket, Inc. for a second year in a row to provide Thanksgiving dinners to 50 families at the Bayer YMCA in St. Louis.

Leever's Supermarket, Inc., an employee-owned independent grocer, owns and operates 16 Save A Lot stores in the Greater St. Louis area.





## Disaster Relief

When disaster strikes a community, it is imperative that residents maintain access to clean water and food supplies. Save A Lot Retail Partners, Team Members, and stores often play an important role in these efforts, working to quickly open their doors as soon as power and water are restored.

Save A Lot also partners with retailers to help ensure local needs are met.

2024 was an unprecedented year with five hurricanes making landfall on the mainland United States, including two significant hurricanes tracking through Florida within the span of two weeks. From Category 4 Hurricane Helene on September 25 to Category 5 Hurricane Milton just two weeks later on October 9, devastating flooding spread across Florida and into Appalachia and the Southeast.

Throughout the year, Save A Lot and its partners remained at the ready to respond and support the communities we serve.

## Good Morning America Partnership

Following the devastating impact of Hurricane Milton, Save A Lot teamed up with Good Morning America to provide a \$10,000 donation to the Thaddeus Bullard Academy in Tampa, FL. The school is a magnet school in an area where more than 44% of children live in poverty.

Damage across the region impacted many families and students, prompting school officials to work overtime to ensure the children could re-establish learning and a safe daily routine, complete with healthy meals, in a stable school environment.

## Water Donations

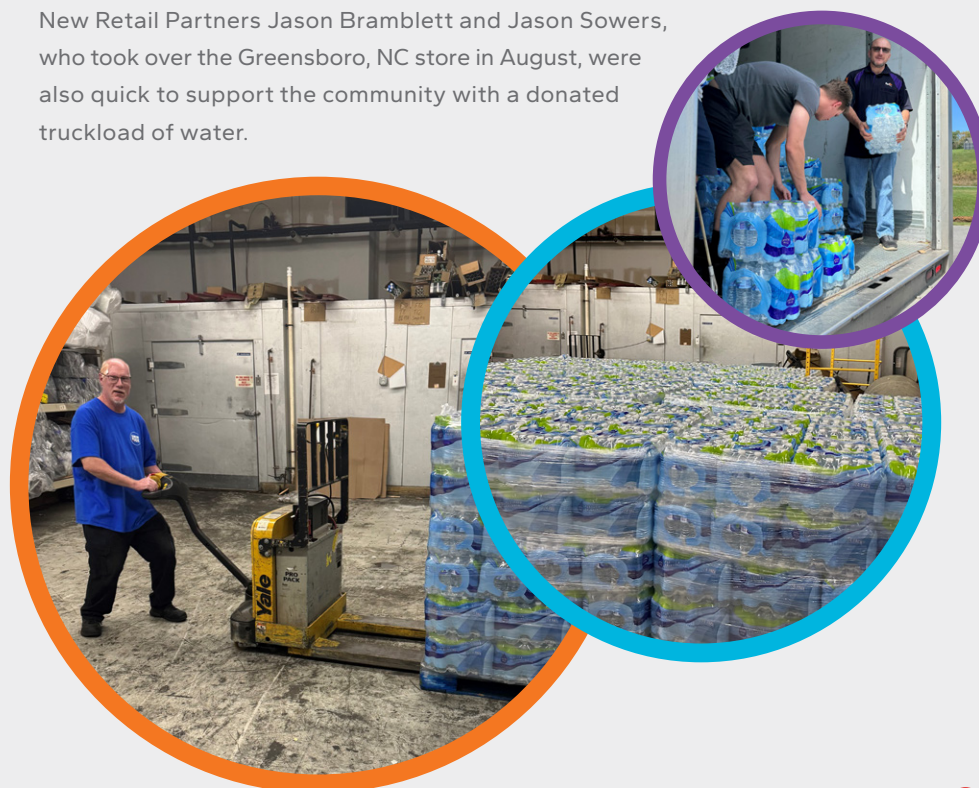
Ensuring communities have access to drinking water is one of the most impactful ways Save A Lot can support residents following a disaster. Each hurricane season, our Distribution Centers proactively purchase water in large quantities to be able to respond to these scenarios.

With powerful storms devastating the broader Midwest and Southeast, two Distribution Centers—our Williamsport, MD and Winchester, KY facilities—were immediately called on for additional support. Over the course of just a few weeks, Team Members at these two facilities assisted in shipping hundreds of additional cases to impacted stores and communities.

Much credit, however, goes to the Retail Partners and stores that extend their generosity further as part of the response.

Save A Lot's largest Retail Partner, the Houchens Food Group, took immediate steps to offer truckloads of free water to customers in heavily-hit Greenville and Rogersville, TN. The Houchens team also assembled volunteer teams to support cleanup efforts.

New Retail Partners Jason Bramblett and Jason Sowers, who took over the Greensboro, NC store in August, were also quick to support the community with a donated truckload of water.



## Community Profile: Boris Brothers

Each year, Save A Lot recognizes one Retail Partner that has gone above and beyond in service of their community, showing unwavering dedication and commitment to customers and neighbors. In 2025, Save A Lot recognized the Boris Brothers, who own and operate six stores across northwestern Florida.

A family-run business to its core, the Boris Brothers team consistently goes above and beyond to support those around them, demonstrating an extraordinary commitment to improving their community both inside and outside of their stores.

Some notable examples of their community involvement include:

- Regularly partnering with local high school athletics, supporting student athletes and fostering community pride.
- Gold Sponsor for the Hooked on Heroes initiative, which supports terminally ill children.
- Donating resources to the Lake City Battered Women's Shelter, helping those affected by domestic violence.
- Fostering a relationship with local Veterans Affairs hospitals, showing their appreciation for our veterans.
- Serving as the title sponsor for the annual Elks Club Golf Tournament, helping raise funds to support the less fortunate.
- As a Retail Partner often in the eye of the storm, they were on the front lines for Hurricane Helene relief efforts, providing essential water and food supplies to neighboring towns hardest hit by the storm, while also supporting residents in their own operating areas.

The Boris Brothers team works not only as a business owner and operator, but also as a true pillar of the community whose kindness resonates with customers and locals alike, forging lasting relationships.

Their selflessness and genuine commitment to making a positive impact elevate them as a true community champion in the Save A Lot network.



# A Lot of Good in Our Support Center

Save A Lot maintains its primary Support Center in Saint Ann, MO, just outside St. Louis.

Team Members often dedicate time and resources outside of work to support the local community – and 2024 was no exception.

## Pedal the Cause

In October, a team of volunteers from the Support Center used their Volunteer Time Off to participate in the setup of Pedal the Cause, a regional cycling event designed to provide critical funding for cancer research at Siteman Cancer Center and Siteman Kids at St. Louis Children’s Hospital.

Team Members prepared snacks and break stations, and while the event was canceled due to weather the next day, their involvement laid a solid foundation for future participation and engagement.



**Profile:**  
**Paul Casserly,**  
 Category  
 Director

As a Category Director overseeing numerous product categories across the center store, Paul lives by our core values of heart and respect.

*“Pedal the Cause supports the critical research necessary to give hope to thousands of patients and their support partners that are cared for by Siteman Cancer Center.*

*Since my wife’s diagnosis in 2022, I have stood by her side through her active treatment and now as she navigates remission. I’ve been able to experience firsthand the commitment to patient care and wellbeing the Siteman team possesses. Joining this effort with my Save A Lot colleagues is my small way to give that hope to the next patient that walks in their doors.”*

- Paul Casserly



# A Lot of Good in Our Support Center (contd.)

## Biz Dash

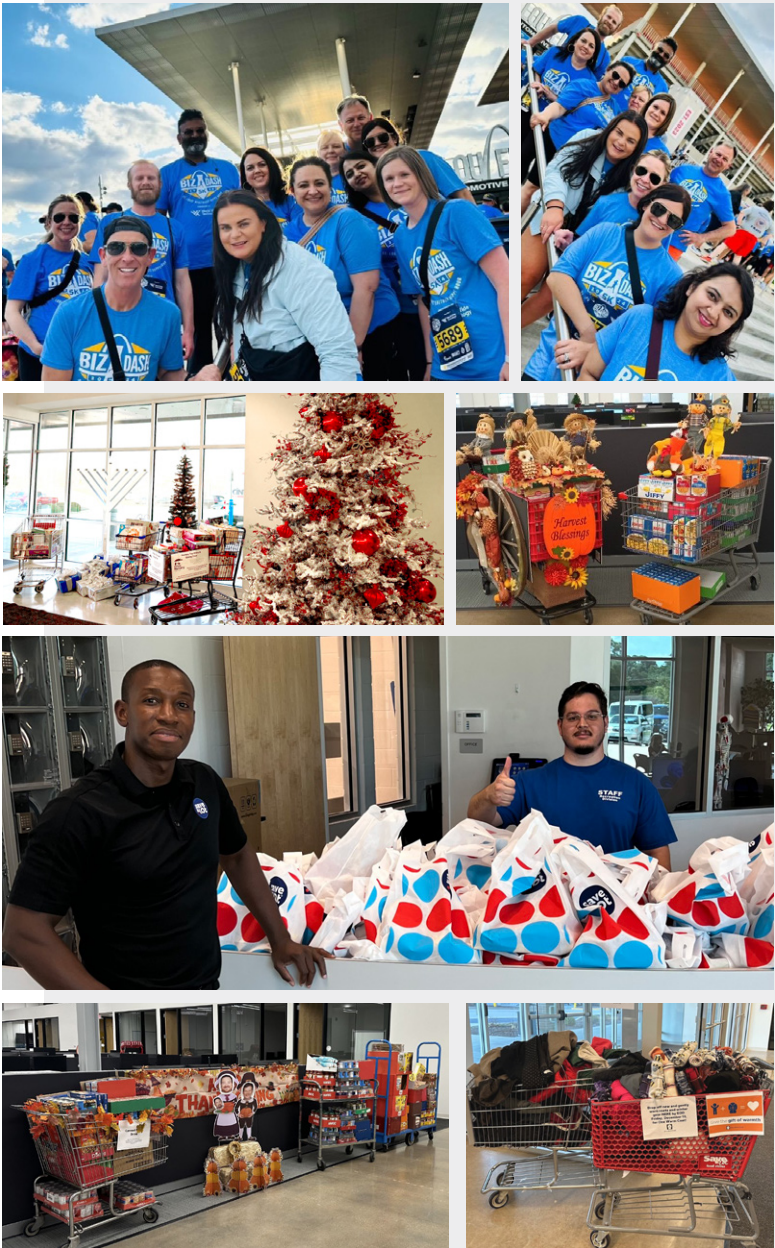
To encourage outdoor activity and wellbeing, each year Save A Lot sponsors runners and walkers to participate in the St. Louis Biz Dash, a 5K created by the St. Louis Sports Commission to promote health and wellness in the workplace.

In 2024, 12 Team Members met up near the new CityPark (now Energizer Park) Soccer Stadium to join in “St. Louis’s healthiest happy hour.”

## Donation Drives

Throughout the year, Save A Lot sponsors various donation drives, engaging the broader team and sparking friendly competition across departments:

- A prom dress drive in April collected 45 gently-used, gorgeous dresses to be donated to the St. Charles City-County Library District.
- Team Member Damian Osbourne at the Plant City Distribution Center coordinated the donation of goodie bags with snacks in May and October for children at the Sadye Gibbs Martin Community Center—a recreational facility used by other Team Members.
- In November, the team’s annual canned food drive competition collected and donated 1,505 pounds of food to the St. Louis Area Foodbank.
- Our annual toy drive in December collected over \$1,000 worth of donations ranging from children’s toiletries and books to teething toys, action figures, and DVDs for the Crisis Nursery of St. Louis.
- In December, a coat drive netted more than 50 gently-used coats for One Warm Coat. Save A Lot Team Member Sarah McNair further extended the program’s impact by hosting a scarf making session—adding an additional 43 handmade scarves to the donation.





**Our  
World**

# Our World

## Protecting The Environment: Our Philosophy

As we pursue sustainable growth, we are mindful of the ways in which our operations can interact with our world. We are committed to reducing our environmental footprint in the communities where we operate.

We are proud of the progress on and continuing attention to several sustainability initiatives:

- Fleet Fuel Management
- Energy Management
- Management of Air Emissions from Refrigeration
- Waste Diversion

These initiatives reflect Save A Lot's commitment to critical opportunities to make a difference in our world.

### Energy Management:

As a business that uses natural resources to operate, we're obligated to ensure responsible consumption. To better understand the regional and local impacts of using these natural resources, we track and measure our energy usage.

In addition to energy management, we understand that climate change and associated greenhouse gas emissions have the potential to impact our operations and how we serve our communities.

With better knowledge of our environmental impact, we can be more strategic in how we act to reduce our environmental footprint and mitigate business risks associated with climate change.





# Protecting The Environment: Our Philosophy (contd.)

## Fleet Fuel Management:

Our commitment to sustainability and efficiency is evident in our comprehensive approach to fleet management.

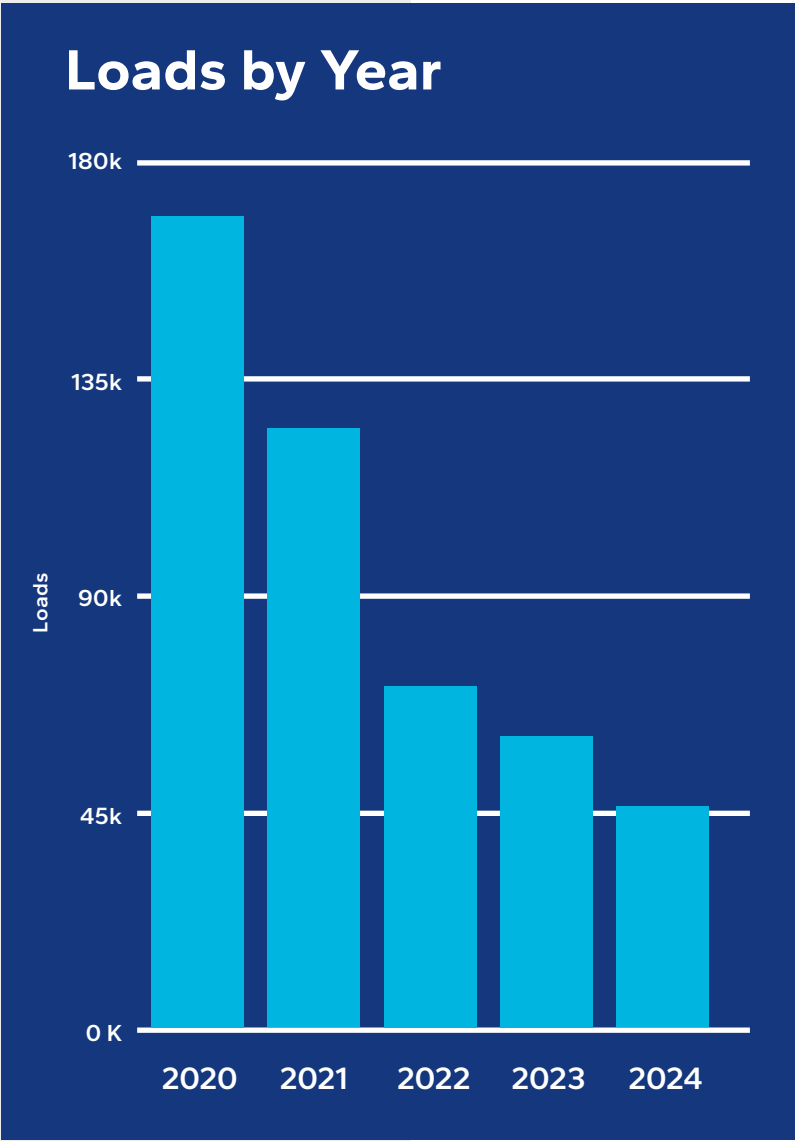
As one of the largest discount grocers in the country, we have implemented a holistic strategy to improve the efficiency of our outbound delivery truck fleet, which primarily consists of dedicated third-party carriers. Since delivering quality fresh produce and meat is at the core of Save A Lot’s business, we continually work to improve fleet efficiency and reduce our environmental footprint.

Save A Lot’s transportation management system ensures that all orders to retail stores are shipped along the most efficient route considering the height and weight of our trucks. This system drives supply chain efficiencies in the transportation and delivery of products.

We also recognize that the transportation sector is the largest source of greenhouse gases in the United States, accounting for approximately 27% of total greenhouse gas emissions.

To address this issue, we partner with a transportation management solutions provider to empower our carriers with fuel consumption data to reduce costs and improve transportation network efficiency and sustainability. Our delivery fleet is comprised of 231 trucks that are, on average, only two years old. The dedicated third-party carriers continuously examine the trucks to retire them at the end of their useful life, replacing them with new models featuring updated design and fuel-efficient technology. These new trucks provide a higher mileage per gallon, reducing fuel emissions on each route.

By increasing the number of products in each delivery, we have been able to serve all Save A Lot stores with fewer trucks, decreasing fuel emissions.



## Protecting The Environment: Our Philosophy (contd.)

### Air Emissions from Refrigerants:

Refrigeration systems play a crucial role in ensuring the quality of products that are delivered to our stores. At Save A Lot, we are committed to investing in refrigeration solutions that conserve energy and have minimal environmental impacts.

We're working hard to reduce air emissions from refrigeration in our Distribution Centers by shifting to low-impact refrigerants. Traditional refrigerants can have an extremely high potential for global warming impact, which is why we've chosen to use alternative ammonia (NH3) refrigeration systems. Not only do they have zero global warming potential, but they also require less electricity for operations and can lead to reduced leakage and emissions of refrigerant gases.

Save A Lot takes pride in playing a role in minimizing our carbon footprint and contributing to the health of the planet.

### Waste Diversion:

Save A Lot recognizes the importance of responsible waste management and facilitates a recycling program to align with our commitment to sustainability. We understand the environmental impact associated with waste disposal and aim to minimize our footprint through our recycling initiatives.

Our environmental considerations include:

**Waste Reduction:** Save A Lot actively promotes waste reduction strategies within our operations by encouraging Team Members to adopt eco-friendly practices, such as minimizing the number of printers in our Support Center, promoting a paperless environment, using energy-efficient equipment, and reusable containers.

**Recycling Infrastructure:** To facilitate efficient recycling, we have established dedicated recycling receptacles across our Support Center facility.

We ensure that recyclable materials are collected and processed appropriately, preventing them from ending up in landfills or incineration plants.

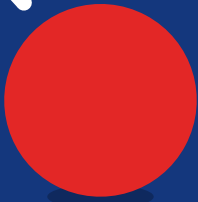
We work with our suppliers to make our display-ready corrugated cases easy to break down and require our vendors not to use any staples or other foreign objects that could hinder recycling.

**Food Donations:** We proudly partner with the St. Louis Area Foodbank to donate surplus food from meetings, tastings, and other events.

In 2024, we successfully donated over 13,000 pounds of food to the Foodbank, helping to provide equitable access to food for those in the St. Louis area.



Donated over  
**13,000 lbs**  
of food to the  
St Louis Area  
Foodbank



## Food Safety & Regulatory Compliance

# Food Safety & Regulatory Compliance

At every level of our organization, we strive to ensure the quality and safety of the products we receive, store, and send out to our Retail Partners. Our customers are at the center of everything we do, and we’re committed to providing them with safe, consistent high-quality products.

Our Distribution Center Food Safety Program ensures we meet regulatory requirements and foster best practice standards throughout our distribution network. The robust program includes DC site visits for pest control, good distribution practices, regulatory compliance, identifying opportunities for improvement, and delivering operational food safety training for Team Members. We collaborate with licensing and safety groups and provide subject matter expertise for audits and inquiries. Our facilities team also collaborates to implement DC Pest Control and our Cold Chain Program.

## Quality Assurance

Our Quality Assurance team leverages a comprehensive Supplier Quality Manual to proactively ensure the high quality of products we receive and to mitigate supplier risk. Our team works every day to manage critical product-related initiatives, including product evaluation, specification review, packaging and labeling review & approval, supplier approval, customer satisfaction, preference data capture, and product performance testing. We also value customer feedback and encourage it through our toll-free customer hotline and web reporting tool.

## Product Recalls

In the event of a quality issue or recall, the Quality Assurance team takes charge, coordinating with Merchandising, Distribution, Field Operations, Legal, Vendors, Communications and other stakeholders or agencies to issue recall notices and potential customer communications.

All product returns are tracked and logged at both the store and Distribution Center levels. The team also provides all relevant information back to the issuing vendor to resolve the matter promptly and efficiently. Our team takes every possible step to ensure our customers receive only safe, consistent, best quality products that are compliant with all applicable regulations.



Profile:  
**Mary Tegomoh,**  
 Director, Quality Assurance

**With a background in regulatory affairs and quality assurance, Mary has led Save A Lot’s quality initiatives since February 2024.**

*“In September 2024, we partnered with ReposiTrak to meet FSMA 204 traceability requirements, enabling seamless data exchange and enhancing our ability to quickly track and remove potentially harmful products. Our commitment to food safety extends beyond compliance, with ongoing initiatives like our ReposiTrak-powered compliance management program—now involving 272 vendors and over 3,000 submitted documents—ensuring safe, high-quality products across our supply chain.”*

- Mary Tegomoh

## ReposiTrak

In 2024, Save A Lot partnered with ReposiTrak to provide retailers, suppliers, and wholesalers with a robust solution suite to reduce risk and remain compliant with regulatory requirements.

Save A Lot uses two solutions: the Traceability Network, a system to help comply with the Food Safety Modernization Act Section 204 (FSMA 204); and the ReposiTrak Compliance Management Solution, to build efficiency with suppliers and ensure compliance with all applicable regulations and certification requirements.

While the deadline for FSMA 204 compliance has shifted back to 2028, Save A Lot is continuing the process of implementing the system, providing clear visibility for products from the manufacturer and grower, through our distribution network and into our stores.

## Animal Welfare – Our Egg Supply

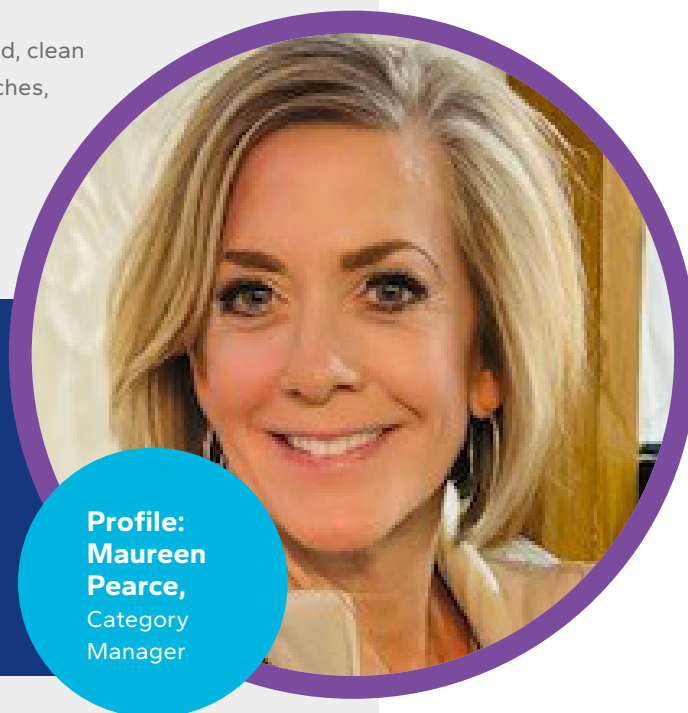
To ensure animal wellbeing initiatives continue to meet and exceed customer standards, Save A Lot has partnered with a UEP-certified shell egg supplier.

This certification, regulated by third-party inspectors, confirms hen are given adequate space, nutritious feed, clean water, and fresh air. Flocks are monitored daily to ensure hen well being, with sufficient access to nests, perches, and scratch areas. All employees of UEP-certified facilities are trained and held accountable to treat birds with care, while adhering to proper animal handling and strict biosecurity measures to protect food safety and hen health.

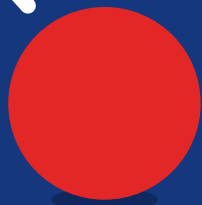
**Maureen's career at Save A Lot spans over a decade. She is an integral part of our Merchandising team, overseeing items in the dairy and cooler sections.**

*"Due to our strategic partnership and diligent planning with our shell egg supplier, we have been able to mitigate the impact of egg supply challenges over the last year, ensuring consistent availability of product at competitive costs for our customers. While the influence of avian influenza is still being felt today, our position and active management of the situation has been at the leading edge of the retail industry. We are extremely proud that our customers can count on Save A Lot for their affordable protein needs."*

**- Maureen Pearce**



**Profile:**  
**Maureen Pearce,**  
Category  
Manager



## Looking Ahead



# Looking Ahead

At our core, Save A Lot is a business that exists to provide families access to fresh, affordable, and healthy foods. Community is wired into the very heart and soul of our business model.

We will continue to identify and prioritize the ways we can make a positive impact for our Team Members, Retail Partners, and customers, while also taking action to support our environment and the long-term health and success of our company and store network.

We look forward to continuing to share our journey.

