



# SERVING CANADIANS WITH PURPOSE





# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Dollarama’s FY23 SASB Index and ESG disclosure have been prepared in alignment with the Multiline and Specialty Retailers & Distributors industry standard, which SASB has identified as Dollarama’s primary Sustainable Industry Classification System® (SICS®) industry, as well as select indicators from other SASB standards relevant to our business (Food Retailers & Distributors; Toys & Sporting Goods; Household & Personal Products; Apparel, Accessories & Footwear; and Drug Retailers). In this index, FY23 refers to the 12-month fiscal period ended January 29, 2023, designated in our regulatory filings as Fiscal 2023, FY22 refers to the 12-month fiscal period ended January 30, 2022, designated in our regulatory filings as Fiscal 2022, and so on. All data provided pertains to Dollarama’s business as a whole and not to a particular sector of activity or product category and excludes Dollarcity. In some cases, indicators have been included in this index, but the information is not currently aggregated or quantified or is not disclosed by Dollarama at this time. Indicators suggested by a given standard not deemed applicable were excluded.

TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	MORE INFORMATION
<b>MULTILINE AND SPECIALITY RETAILERS &amp; DISTRIBUTORS</b>					
Energy Management in Retail & Distribution	(1) Total energy consumed (Gj) (2) Percentage grid electricity (3) Percentage renewable	Quantitative	CG-MR-130a.1	(1) FY21: 2,554,328 Gj FY22: 2,234,890 Gj FY23: 2,016,309 Gj  (2) FY21: 39% FY22: 42% FY23: 44%  (3) FY21: 23% FY22: 26% FY23: 28%  Fuel has been excluded as it represents only 1% of Dollarama’s GHG footprint.	
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	CG-MR-230a.1	We focus on maintaining high cyber security and data security standards to mitigate risks as much as possible. Our objective is to maintain 0 material data breaches at all times.	FY23 ESG Report, <b>p. 47-48</b> FY23 Annual Information Form, <b>p.17-18</b> FY23 Management’s Discussion and Analysis (MD&A), <b>p. 33</b>
Data Security	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	Quantitative	CG-MR-230a.2	(1) FY20-FY23: 0 material breaches (2) FY20-FY23: 0% (3) FY20-FY23: 0	FY23 ESG Report, <b>p. 47</b>

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	MORE INFORMATION
Labor Practices	<p>(1) Average hourly wage of in-store, warehouse and distribution centre employees by region</p> <p>(2) Percentage of in-store, warehouse and distribution centre employees earning minimum wage by region</p>	Quantitative	CG-MR-310a.1	<p>(1) Store employees: FY21: \$15.08 per hour (excluding premiums and benefits) FY22: \$15.57 per hour (excluding premiums and benefits) FY23: \$16.32 per hour (excluding premiums and benefits)</p> <p>Logistics employees: FY21: \$22.60 per hour (excluding premiums and benefits) FY22: \$23.33 per hour (excluding premiums and benefits) FY23: \$24.59 per hour (excluding premiums and benefits)</p> <p>(2) Store employees: FY21: 39% FY22: 39% FY23: 42%</p> <p>Logistics employees: FY21: 0% FY22: 0% FY23: 0%</p>	FY23 ESG Report, <b>p. 33</b>
Labor Practices	<p>(1) Voluntary turnover rate for in-store employees</p> <p>(2) Involuntary turnover rate for in-store employees</p>	Quantitative	CG-MR-310a.2	<p>(1) This information is not disclosed by Dollarama.</p> <p>(2) This information is not disclosed by Dollarama.</p>	
Labor Practices	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	CG-MR-310a.3	This information is not disclosed by Dollarama.	

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	MORE INFORMATION
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for  (1) management and (2) all other employees	Quantitative	CG-MR-330a.1	(1) Management: FY21: 41% female, 59% male FY22: 43% female, 57% male FY23: 44% female, 56% male  Dollarama defines management as its named executive officers, senior vice presidents, vice presidents, senior directors, directors, regional district managers and district managers.  (2) All other employees: FY21: 75% female, 25% male FY22: 74% female, 26% male FY23: 72% female, 28% male  Racial/ethnic group representation among both management and all other employees has not been aggregated or quantified by Dollarama at this time.	FY23 ESG Report, <b>p. 35</b>
Workforce Diversity & Inclusion	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	CG-MR-330a.2	This information is not disclosed by Dollarama.	
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	CG-MR-410a.1	This information is not disclosed by Dollarama. Dollarama is working towards better tracking of products certified to environmental and/or social sustainability standards.	FY23 ESG Report, <b>p. 14</b>
Product Sourcing, Packaging & Marketing	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	CG-MR-410a.2	Dollarama monitors multiple types of chemicals and substances and is working towards the elimination of some of them. Numerous processes are leveraged to ensure that products comply with Canadian regulations and our own standards.	FY23 ESG Report, <b>p. 12</b>
Product Sourcing, Packaging & Marketing	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	CG-MR-410a.3	In line with our business and product philosophy, Dollarama systematically works with its partners to minimize packaging as much as possible. This approach is mainly driven by our focus on value, to ensure that no unnecessary costs are generated, but it also supports our ESG strategy.	FY23 ESG Report, <b>p. 16</b>

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	MORE INFORMATION
<b>FOOD RETAILERS &amp; DISTRIBUTORS</b>					
Food Safety	(1) Number of recalls (2) Number of units recalled (3) Percentage of units recalled that are private-label products	Quantitative	FB-FR-250a.2	(1) FY23: 0 (2) FY23: 0 units (3) FY23: 0%	FY23 ESG Report, <b>p. 13</b> Product Recalls section of our corporate website at <a href="http://www.dollarama.com">www.dollarama.com</a>
Product Labeling & Marketing	Number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes	Quantitative	FB-FR-270a.1	FY23: 0 incident(s) resulting in a recall	
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Quantitative	FB-FR-270a.2	This information is not disclosed by Dollarama.	
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	Quantitative	FB-FR-310a.2	FY20-FY23: 0%	
Management of Environmental & Social Impacts in the Supply Chain	Discussion of strategy to manage environmental and social risks within the supply Chain	Discussion and Analysis	FB-FR-430a.3	Dollarama leverages several tools at its disposal, including third-party audits, to ensure that suppliers comply with Canadian regulations and its own standards. In FY23, almost half of our product volume was sourced from North American vendors. Our strategy captures these different risk levels to focus on products and vendors that are at greater risks.	FY23 ESG Report, <b>p. 38-42</b>

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	MORE INFORMATION
<b>TOYS &amp; SPORTING GOODS</b>					
Chemical & Safety Hazards of Products	(1) Number of recalls (2) Number of total units recalled (3) Percentage for private-label products	Quantitative	CG-TS-250a.1	(1) FY23: 0 (2) FY23: 0 units (3) FY23: 0%	FY23 ESG Report, <b>p. 13</b> Product Recalls section of our corporate website at <a href="http://www.dollarama.com">www.dollarama.com</a>
Chemical & Safety Hazards of Products	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	CG-TS-250a.3	This information is not disclosed by Dollarama.	
Chemical & Safety Hazards of Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	CG-TS-250a.4	Dollarama monitors multiple types of chemicals and substances and is working towards the elimination of some of them. Numerous processes are leveraged to ensure that products comply with Canadian regulations and our own standards.	FY23 ESG Report, <b>p. 12</b>
Labor conditions in supply chain	Number of facilities audited to a social responsibility code of conduct	Quantitative	CG-TS-430a.1	All vendors that must provide a social audit have all of their facilities audited.	FY23 ESG Report, <b>p. 41-42</b>
Labor conditions in supply chain	Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority non-conformance and (b) other non-conformances	Quantitative	CG-TS-430a.2	Between FY21 and FY23, 3 vendors were terminated.	FY23 ESG Report, <b>p. 41-42</b>
<b>HOUSEHOLD &amp; PERSONAL PRODUCTS</b>					
Packaging Lifecycle Management	(1) Total weight of packaging (2) Percentage of packaging made from recycled and/or renewable materials (3) Percentage of packaging that is recyclable, reusable, and/or compostable	Quantitative	CG-HP-410a.1	(1) This data is currently calculated only for certain materials and in certain provinces in the context of our participation in stewardship programs. (2) This information has not been aggregated or quantified by Dollarama at this time. (3) This data is currently calculated only for certain materials and provinces.	FY23 ESG Report, <b>p. 16</b>

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	MORE INFORMATION
<b>APPAREL, ACCESSORIES &amp; FOOTWEAR</b>					
Labor Conditions in the Supply Chain	<p>(1) Percentage of Tier 1 supplier facilities that have been audited to a labor code of conduct</p> <p>(2) Percentage of supplier facilities beyond Tier 1 that have been audited to a labor code of conduct</p> <p>(3) Percentage of total audits conducted by a third-party auditor</p>	Quantitative	CG-AA-430b.1	<p>(1) Dollarama's classification system currently identifies all manufacturers from whom it imports goods directly as Tier 1 suppliers.</p> <p>(2) At the end of FY23, Dollarama had 291 valid and satisfactory vendor social audit reports on file, which represent more than 90% of the vendors targeted by the social audit program. About 300 vendors were identified as in scope.</p> <p>(3) All social audits were conducted by third-party auditors.</p>	FY23 ESG Report, <b>p. 38-42</b>
Labor Conditions in the Supply Chain	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	CG-AA-430b.2	Between FY21 and FY23, three vendors were terminated.	FY23 ESG Report, <b>p. 41-42</b>
Labor Conditions in the Supply Chain	<p>(1) Description of the greatest labor risks in the supply chain</p> <p>(2) Description of the greatest environmental, health, and safety risks in the supply chain</p>	Discussion and Analysis	CG-AA-430b.3	Our current focus, from an audit perspective, is on human rights, health and safety. However, all vendors must sign and comply with the Vendor Code of Conduct which prohibits non-compliance with the local environmental regulations. The social audit also includes some elements with regards to environmental practices.	FY23 ESG Report, <b>p. 38-42</b>
<b>DRUG RETAILERS</b>					
Drug Supply Chain Integrity	<p>(1) Number of drug recalls issued</p> <p>(2) Total units recalled</p> <p>(3) Percentage for private-label products</p>	Quantitative	HC-DR-250a.2	<p>(1) FY23: 1, Hydrogen Peroxide</p> <p>(2) FY23: 43,642</p> <p>(3) FY23: 0%</p>	<p>FY23 ESG Report, <b>p. 13</b></p> <p>Product Recalls section of our corporate website at <a href="http://www.dollarama.com">www.dollarama.com</a></p>

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<b>MULTILINE AND SPECIALITY RETAILERS &amp; DISTRIBUTORS</b>					
	Number of: (1) retail locations and (2) distribution centres	Quantitative	CG-MR-000.A	(1) 1,486 retail locations (2) 7 warehouses and 1 distribution centre	
	Total area of: (1) retail space and (2) distribution centres	Quantitative	CG-MR-000.B	(1) Retail space: 15.5M square feet (2) Warehouses and distribution centre: 2.7M square feet	
<b>APPAREL, ACCESSORIES &amp; FOOTWEAR</b>					
	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	CG-AA-000.A	Dollarama's classification system currently identifies all manufacturers from whom it purchases goods directly as Tier 1 suppliers.	



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