



## 2025 Impact Disclosure & Progress Report

<b>ABOUT SPROUTS</b>		
<b>Company Overview</b>	<b>2024</b>	<b>2025</b>
Gross sales	\$7.7B	\$8.8B
Same store sales growth	7.6%	7.3%
Total Stores	440	477
New stores opened	33	37
Total Team Members	35,000	36,000

<b>PRODUCTS</b>		
<b>Sustainable Sourcing</b>	<b>2024</b>	<b>2025</b>
Products sold with a social or environmental attribute	60%	60%
Sales from organic products	30%	33%
Produce sales from organic growers	47%	53%
Organic products in store	5,800	6,300
<b>Responsible Sourcing &amp; Animal Welfare</b>		
Fair Trade or equivalent products in store	1,200	1,300
Egg sales from cage-free or better production systems	100%	100%
Egg sales from organic, free-range or pasture-raised farms	78%	85%
Dairy product sales from organic, grassfed or pasture-raised farms	53%	56%
Sprouts Brand poultry that meets non-breed components of the BCC	61%	71%
Pork sourced from group-housed or crate-free production systems	75%	82%
Beef sales from grassfed or organic farms	58%	63%
Seafood sales meeting Sprouts' Responsible Seafood Policy	100%	100%
<b>Sprouts Brand &amp; Innovation</b>		
Sprouts Brand sales	\$1.7B	\$2.2B
Sprouts Brand products launched	300	530
Organic Sprouts Brand products	865	930
Innovation items launched	865	1,026

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<b>ENVIRONEMENT</b>		
<b>Waste Reduction</b>	<b>2024</b>	<b>2025</b>
Landfill diversion rate	71%	73%
Waste landfilled (tons)	40,290	39,910
Average annual landfill generated per store (tons)	92	84
Materials prevented or recycled (tons)	98,400	105,973
Food recovered for donation, animal feed or composting (tons)	35,098	37,265
Food Rescue donation program (tons)	17,383	18,246
Food Rescue donation program (meals equivalent)	29M	30M
<b>Packaging &amp; Circularity</b>		
Sprouts Brand products designed for curbside recyclability	548	620
Customer transactions using their own reusable bags	75%	70%
Single-use plastic checkout bags avoided	140M	170M
<b>Climate &amp; Energy</b>		
Scope 1 emissions (tCO <sub>2</sub> e)	123,096	124,659
Scope 2 emissions (tCO <sub>2</sub> e)	137,952	129,014
Scope 3 emissions (tCO <sub>2</sub> e) *	2,223,836	2,339,081
<b>Total GHG emissions (tCO<sub>2</sub>e)</b>	<b>2,484,884</b>	<b>2,592,754</b>
<b>Scope 1 and 2 emissions (tCO<sub>2</sub>e)</b>	<b>261,048</b>	<b>253,673</b>
Scope 1 & 2 carbon emissions intensity (tCO <sub>2</sub> e / 1,000 ft <sup>2</sup> )	22	20
Electricity (MWh)	385,904	411,783
Natural Gas (MWh)	187,387	197,575
Energy use intensity (MWh / 1,000 ft <sup>2</sup> )	47	47
Refrigerant leakage rate	22%	17%
Stores utilizing ultra-low GWP CO <sub>2</sub> refrigeration systems	24	30
Stores transitioned to lower GWP refrigeration systems	32	17
<b>Transportation</b>		
Distribution miles from Sprouts operated DCs	13,598,145	11,119,426
Average distribution miles per store	30,905	23,311
<b>Water Consumption</b>		
Total gallons	390,625,268	417,565,595
Average gallons per store	887,785	875,400

\*Scope 3 emissions are estimated using a combination of supplier activity data and modeled emissions factors. Year-over-year changes reflect both changes in business activity and methodology updates.

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<b>PEOPLE</b>		
<b>Community Impact</b>	<b>2024</b>	<b>2025</b>
Grants awarded to local non-profit partners	\$10M	\$10M
Disaster relief funds distributed	\$1M	\$1M
Nonprofit organizations and schools supported	578	550
Total volunteer hours by Sprouts team members	1,800	2,700
<b>Compensation &amp; Benefits</b>		
Average hourly pay – store team members	\$20.59	\$21.43
Bonuses paid – store team members	\$31M	\$31M
Team member discount savings	\$23M	\$26M
Health care premiums covered	73%	74%
401(k) eligibility	100%	100%
Paid parental leave coverage	100%	100%
Paid sick time & leave program coverage	100%	100%
Mental well-being & counseling access	100%	100%
<b>Training &amp; Workforce Development</b>		
Total in-store training hours	1.0M	1.1M
Leadership training hours	38K	43K
Training investment	\$21M	\$22M
Scholarships awarded	50	50
Annual scholarship funding	\$100K	\$100K
<b>Advancement &amp; Opportunity</b>		
Total team members promoted	6,200	5,900
Team member promotion rate	18%	16%
Internal promotion rate – store manager	54%	61%
<b>Workforce Composition &amp; Representation</b>		
Women in workforce	51%	50%
Underrepresented groups in workforce	50%	50%
Women in management - VP+	33%	29%
Underrepresented groups in management - VP+	15%	15%
Women in store-level promotions	53%	53%
Underrepresented groups in store-level promotions	51%	52%

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<b>GOVERNANCE</b>		
<b>Food Safety</b>	<b>2024</b>	<b>2025</b>
Food safety training hours delivered	16,000	19,000
In-store food safety audits completed	6,500	8,000
Sprouts Brand suppliers expected to meet (GFSI) standard	Yes	Yes
Food safety program integrated into ERM strategy with Board oversight	Yes	Yes
<b>Privacy &amp; Cybersecurity</b>		
Team members completing cybersecurity training	12,000	22,500
Cybersecurity training hours delivered	2,500	5,000
NIST Cybersecurity Framework	Yes	Yes
Board oversight of cybersecurity risks	Yes	Yes
<b>Board Profile</b>		
Independent Board members	88%	88%
Board members who are female and/or from underrepresented groups	38%	38%
Average years of tenure of Board members	7.6	8.6
Average age of Board members	64	65

### Additional Resources:

- 2025 SASB Index
- Climate-Related Financial Risk & Resilience Disclosure
- [Policies & Commitments](#)

### Disclaimer:

This Impact Disclosure contains select information on Sprouts Farmers Market’s impact strategy, programs, and performance. Certain metrics, including greenhouse gas emissions, may be estimated using established methodologies such as the GHG Protocol and are subject to change. Additional information is available in Sprouts’ Annual Report on Form 10-K and Proxy Report. All financial amounts are presented in U.S. dollars. This document may include forward-looking statements subject to risks and uncertainties that could cause actual results to differ materially.