2025 Impact Disclosure & Progress Report

ABOUT SPROUTS

Company Overview	2024	2025
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

PRODUCTS

Sustainable Sourcing	2024	2025
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
Responsible Sourcing & Animal Welfare		
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%
Sprouts Brand & Innovation		
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

SPROUTS FARMERS MARKET

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ENVIRONEMENT

Waste Reduction	2024	2025
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
Packaging & Circularity		
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
Climate & Energy		
Scope 1 emissions (tCO_2e)	123,096	124,659
Scope 2 emissions (tCO_2e)	137,952	129,014
Scope 3 emissions (tCO_2e) *	2,223,836	2,339,081
Scope 3.1 – Purchased goods and services (tCO_2e)	1,880,681,235	1,996,330,460
Scope 3.3 – Fuel- and energy-related activities (tCO_2e)	45,617,975	53,152,467
Scope 3.4 – Upstream transportation and distribution (tCO_2e)	78,887,272	82,231,658
Scope 3.5 – Waste generated in operations (tCO_2e)	28,351,846	30,018,257
Scope 3.6 – Business travel (tCO_2e)	6,019,651	4,841,856
Scope 3.7 – Employee commuting (tCO_2e)	63,121,174	57,044,368
Scope 3.12 – End-of-life treatment of sold products (tCO_2e)	121,157,172	115,461,540
Total GHG emissions (tCO_2e)	**2,484,884**	**2,592,754**
Scope 1 and 2 emissions (tCO_2e)	**261,048**	**253,673**
Scope 1 & 2 carbon emissions intensity (tCO_2e / 1,000 ft^2)	22	20
Electricity (MWh)	385,904	411,783
Natural Gas (MWh)	187,387	197,575
Energy use intensity (MWh / 1,000 ft^2)	47	47
Refrigerant leakage rate	22%	17%
Stores utilizing ultra-low GWP CO2 refrigeration systems	24	30
Stores transitioned to lower GWP refrigeration systems	32	17
Transportation		
Distribution miles from Sprouts operated DCs	13,598,145	11,119,426
Average distribution miles per store	30,905	23,311
Water Consumption		
Total gallons	390,625,268	417,565,595
Average gallons per store	887,785	875,400

*Scope 3 includes currently available categories. Estimates use supplier activity data and modeled emissions factors; year-over-year changes may reflect business activity and methodology updates.

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PEOPLE

Community Impact	2024	2025
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
Compensation & Benefits		
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%
Training & Workforce Development		
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
Advancement & Opportunity		
Total team members promoted	6,200	5,900
Team member promotion rate	18%	16%
Internal promotion rate – store manager	54%	61%
Workforce Composition & Representation		
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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GOVERNANCE		
Food Safety	**2024**	**2025**
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
Privacy & Cybersecurity		
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
Board Profile		
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.