

town & country

MARKETS

Town & Country Markets

2025 Sustainability Report



Contents

- 4 Climate & Energy**
- 6 Energy Efficiency**
- 8 Refrigeration**
- 9 Transportation & EV Charging**
- 10 Waste**
- 11 Packaging**
- 12 Responsible Food Sourcing**
- 14 Appendix**
 - Background Sources of GHG emissions**

Introduction



OUR VISION

Stewardship is at the heart of T&C. We care about how our actions today affect tomorrow's generations, so we look ahead and do what's right. As an Eating Company, we recognize the impact that we and our vendors have on the planet and our unique responsibility to work together to shape the health of future food systems.

5 environmental sustainability priorities guide our work:

CLIMATE ACTION | WASTE REDUCTION | MINDFUL PACKAGING
RESPONSIBLE FOOD SOURCING | EDUCATION & ENGAGEMENT

MEANINGFUL PROGRESS

2025 was a year of meaningful progress and honest reflection. We advanced energy efficiency across nearly every market, expanded community partnerships, and continued to lead in waste diversion. At the same time, we faced rising refrigerant emissions—highlighting the importance of the investments we are making in system upgrades and advanced leak detection—and saw setbacks in our packaging initiatives. This report highlights our progress and work ahead.

Climate & Energy



MEASURING OUR CARBON FOOTPRINT

As an Eating Company, addressing climate change is critical to the long-term resilience of our food systems and communities we serve. We measure our greenhouse gas emissions with a commitment to making meaningful reductions.

WHAT WE MEASURE

Scope 1, 2, and some scope 3 emissions are included in the GHG inventory. Scope 3 emissions were included based on the following criteria:

- Ability to measure with current internal resources
- Contribute significantly to the company's total anticipated scope 3 GHG emissions
- Offer potential for reductions the company can currently undertake or influence

METHODOLOGY

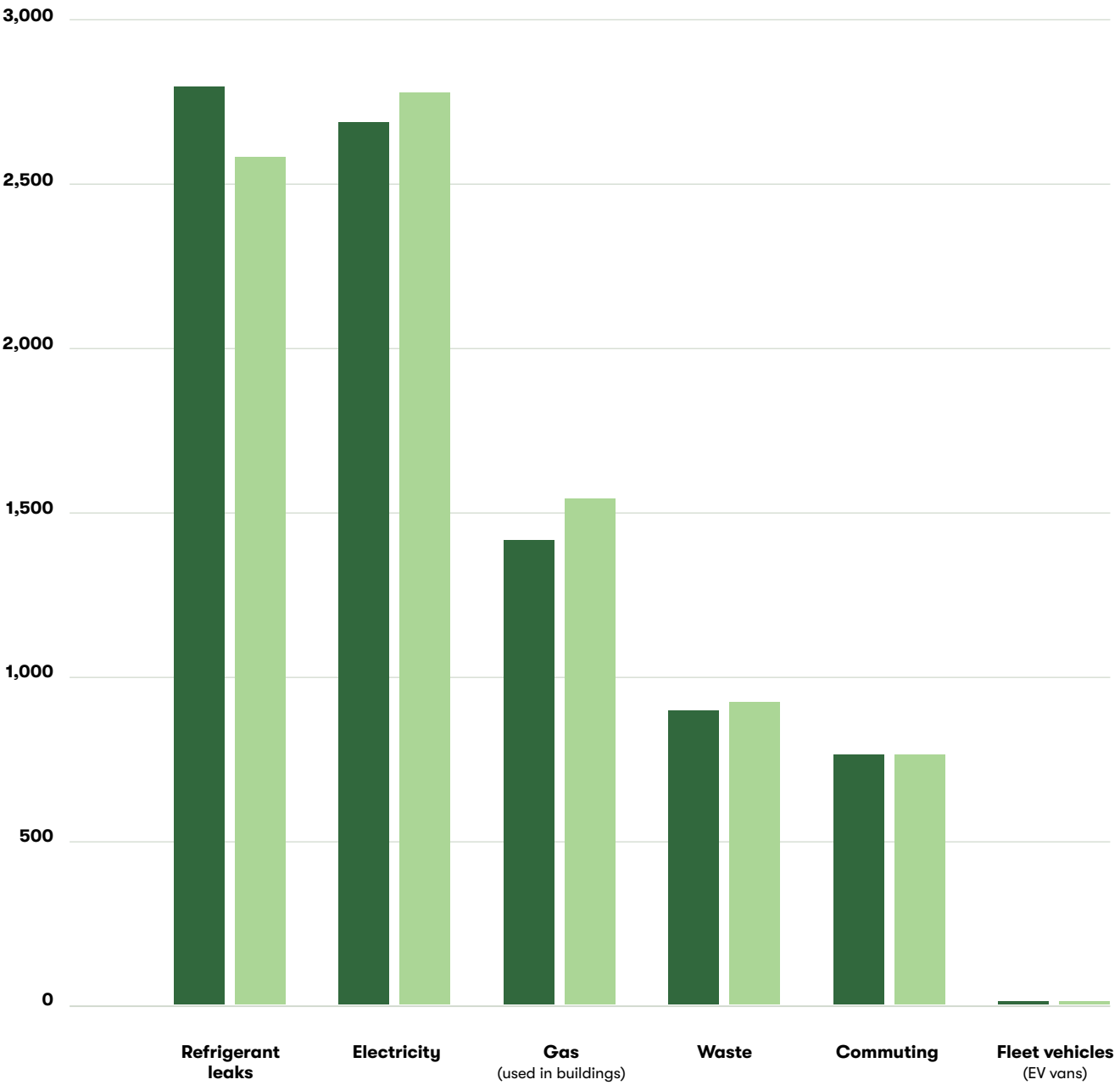
The GHG inventory follows the WRI's GHG Protocol Corporate Standard. Calculations are made using the EPA's GHG Emissions Calculator and associated emission factor data, as well as market-based emissions data from the utility companies that serve our locations.

See appendix – sources of GHG emissions to learn more about scope 1, 2, and 3 emissions.

COMPANY GREENHOUSE GAS EMISSIONS BY SOURCE

Measured in metric tons CO_{2eq}

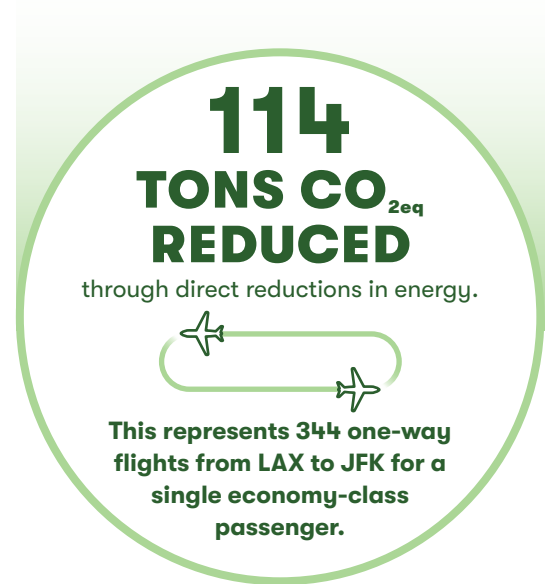
2025 2024



Energy Efficiency

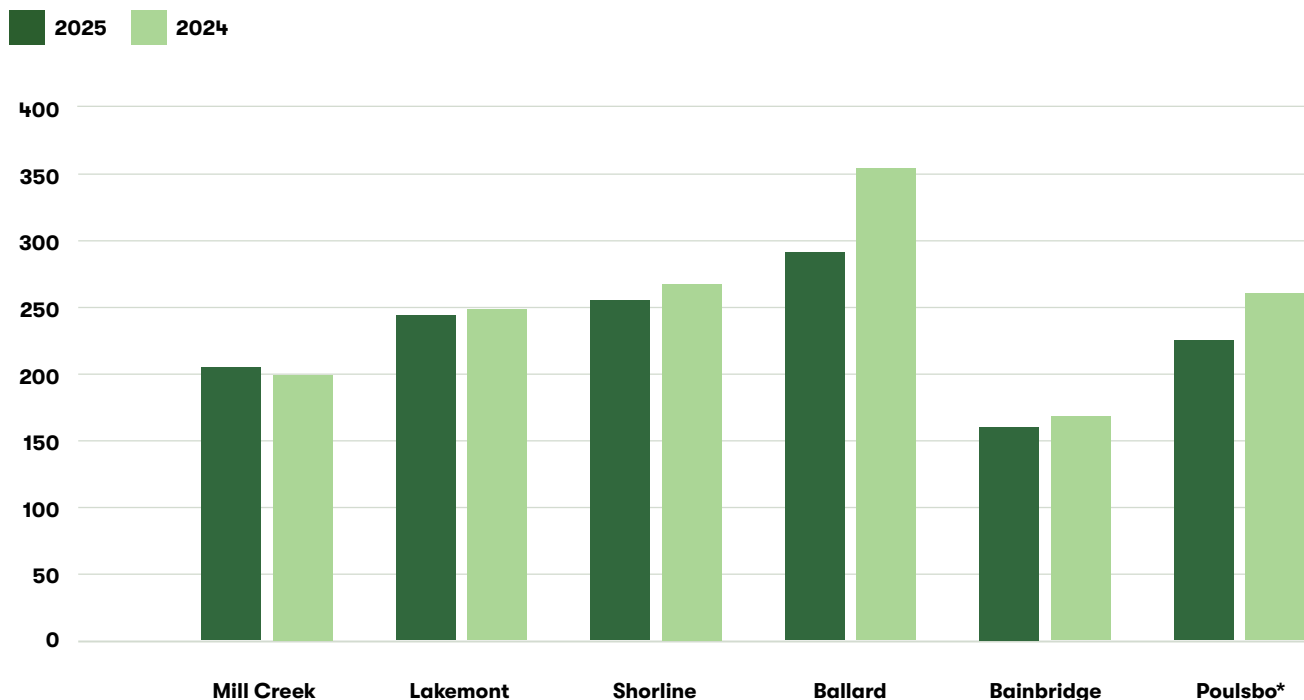
NEARLY EVERY MARKET AND ONE OFFICE BUILDING REDUCED ENERGY USE IN 2025

In 2025 we completed multiple energy efficiency retrofits at our markets including adding doors to open refrigerated cases, HVAC optimization, lighting controls, and other equipment upgrades. These improvements directly reduced the company's emissions.



TOTAL ENERGY USAGE

Weather normalized EUI (kBtu/ft²)



*Baseline year is 2023 for Poulsbo to capture changes before remodel.

POULSBO REMODEL

In 2024 we remodelled the Poulsbo market with energy efficiency as a top priority. Even with the addition of a restaurant with added energy-using equipment, we have seen a 15% reduction in both electricity and natural gas use annually.



\$94,000 in annual savings



90 U.S. homes could be powered with energy saved

**15%
REDUCTION
IN ENERGY**



**918
LINEAR FT
OF DOORS
ADDED**

CASE DOORS

918 linear feet of doors were added to refrigerated cases across four markets

Doors not only reduce energy but also maintain product freshness and reduce food waste during power outages.



Refrigeration

OUR MOST URGENT CLIMATE CHALLENGE

Many common refrigerant gases used in commercial refrigeration have very high global warming potentials—often thousands of times more potent than CO₂—so even small leaks can have a disproportionately large climate impact. As a result, managing and reducing refrigerant emissions is a critical part of lowering our climate footprint.

Refrigerant leaks were our single largest source of emissions in 2025. Despite efforts over the last 18 months to better track and repair leaks, some of our systems are older and have had chronic leaks.

Although our leak rates are consistent with typical supermarket performance, we view this as one of our greatest opportunities to reduce emissions and have established ambitious goals to improve system performance and prevent leaks.



GOAL:
REDUCE
REFRIGERATION LEAKS
50%
BY 2030

OUR PLAN TO ACHIEVE THIS GOAL:

- ✓ **Transition from R-404A to R-448A, a lower global warming potential refrigerant**
- ✓ **Implement StoreConnect, an AI-driven early leak detection platform**
- ✓ **Strengthen preventative maintenance programs**

Transportation & EV Charging



ELECTRIC FLEET

From 2020–2026 T&C operated a small fleet of electric vans for grocery deliveries and daily inter-store transport.



CHARGE STATIONS

EV charging stations available at three markets: Shoreline, Poulsbo, and Bainbridge. Twelve DC fast chargers and two Level 2 chargers.



EV CAR SHARE

Partnership with ZEV co-op brings an EV car share to Ballard, expanding access to clean transportation for our employees and the community.



Waste

Town & Country has a long-standing waste diversion program that includes recycling, composting, and donating food to hunger relief organizations.

We strive for continued progress towards zero-waste.

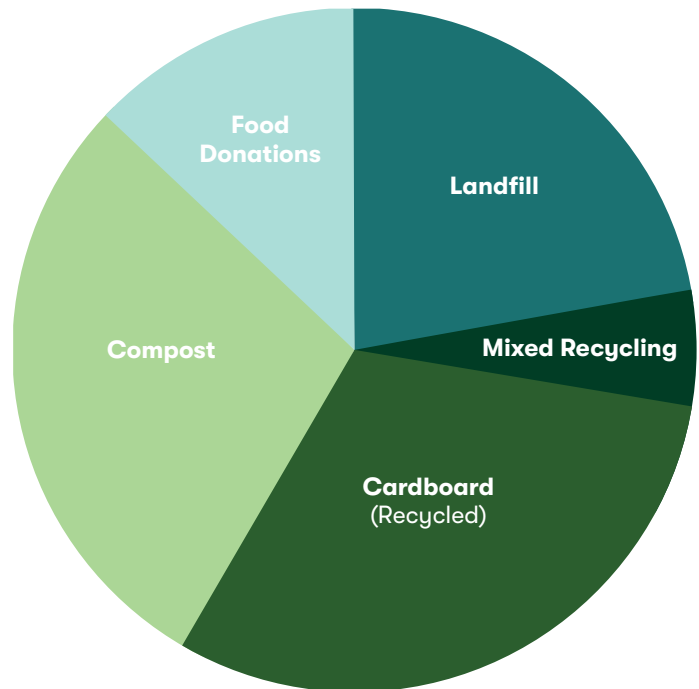
77%
**WASTE DIVERTED
FROM LANDFILL**



WASTE STREAMS

Measured by weight.

- 31% Cardboard (Recycled)
- 29% Compost
- 23% Landfill
- 13% Food Donations
- 5% Mixing Recycling



FOOD RESCUE PROGRAM

We donate as much unsold, edible food as possible to local food banks and hunger relief organizations to support our communities and reduce food waste.

1.2
**MILLION
POUNDS
DONATED**

COMPOST TRENDS

Compost volumes increased significantly at Mill Creek and Poulsbo due to the addition of Field House restaurants.

3
**EXTRA
TONS PER
MONTH**

COMMUNITY IMPACT

We collected and recycled 25,000 pounds of plastic film from our community.

25
**THOUSAND
POUNDS
RECYCLED**

Packaging



OUR COMMITMENT

We are committed to reducing our reliance on plastic and to sourcing packaging materials responsibly, with a focus on minimizing environmental impact while maintaining product quality and safety. We strive to source packaging that is made from renewable or recycled materials, is compostable or recyclable.

NAVIGATING A CHALLENGING YEAR

In 2024 we replaced nearly 1,000,000 units of plastic containers a year with bio-based compostable containers. After several years of meaningful progress, 2025 had several setbacks. Some of the sustainable packaging solutions we had previously adopted became unavailable due to shifting market dynamics, evolving regulatory requirements, and the limited scalability or supply of emerging alternative materials. These challenges underscored the complexity of transitioning to responsible packaging. We remain committed to continuous improvement and continue to pursue new pathways to advance responsible packaging across our operations.





Responsible Food Sourcing

SUSTAINABLE SEAFOOD COMMITMENT

We are committed to sourcing seafood that protects ocean health, supports resilient fish populations, and strengthens fishing communities. Guided by the Monterey Bay Aquarium's Seafood Watch recommendations and leading third-party certifications, we continually evaluate every fishery and farm we partner with to ensure they meet rigorous environmental, social, and animal-welfare standards. Our long-standing relationships with trusted vendors reinforce our ability to maintain transparency, uphold industry best practices, and bring responsibly sourced seafood to our guests every day.

TRAINING OUR STAFF

To support our first Celebrate Seafood Month, all our seafood department staff participated in an in-depth training to learn about sustainable seafood and the detail of our commitment. Employees across all departments also received higher-level education around our commitment.

Everything in our seafood department, food service, Maka Sushi, and Field House is either:



- ✓ **Rated Best Choice (green), or Good Alternative (yellow), from the Monterey Bay Aquarium Seafood Watch Program.**



Monterey Bay Aquarium
Seafood Watch

- ✓ **Comes from a fishery or farm with one of the following certifications:**

Marine Stewardship Council (MSC)
Alaska Responsible Fisheries Management (RFM)
Aquaculture Stewardship Council (ASC)
Best Aquaculture Practices (BAP) 2, 3, or 4 star form
Fair Trade Certified
Global G.A.P

- ✓ **From a fishery that's part of a recognized Fishery Improvement Project (FIP).**



- ✓ **Vetted by T&C's long-standing sustainable seafood consultant to meet our commitment.**





Background Sources of GHG Emissions

A company's greenhouse gas emissions come from three scopes that cover direct and indirect sources:

SCOPE 1

Emissions that come directly from on-site operations. For T&C this includes on-site gas combustion, refrigerant leaks, and company vehicles.

SCOPE 2

Indirect emissions from purchased electricity.

SCOPE 3

Indirect emissions from upstream and downstream products and services. For T&C this includes: transportation of goods to market, supply chain emissions of private label products, sourcing of ingredients for menu items, upstream and downstream impacts of packaging, employee commuting, business travel, end use of products, waste disposal, investments, and more.

We currently only measure a few of these sources.

SCOPE 1

DIRECT EMISSIONS



Refrigerant leaks



On-site gas combustion



Company vehicles

SCOPE 2

INDIRECT EMISSIONS



Purchased electricity

SCOPE 3

UPSTREAM AND DOWNSTREAM INDIRECT EMISSIONS



Business travel



Waste disposal



Transportation of goods



Employee commuting



Sourcing of ingredients



End use of products



Supply chain private label



Investments



Impacts of packaging



town & country

MARKETS

2025 Sustainability Report