

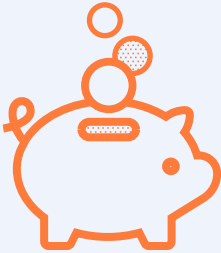
2021 Highlights



Launched Co-op Levy Share, working with employers to bring together over **£7 million to support hundreds of apprenticeships** for individuals from under-represented groups



As a result of our Safer Colleagues, Safer Communities campaign, **Scottish Parliament passed legislation making it an offence to assault, threaten or abuse a retail worker**



We aligned our pay rates with the Real Living Wage - giving Customer Team Members a **5.6% pay increase**



Over **7 billion** calories removed from our own brand products in 2021



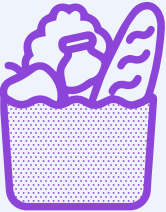
Over **16,000 members** have helped us shape our community missions through participating in Join In activity



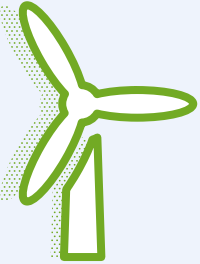
Together, we've **raised £100 million for local communities** since 2016, supporting over 25,000 causes across the UK



Thanks to over **£7 million¹** raised for Mind, SAMH² and Inspire, 50 new UK-wide services are building resilience to support mental wellbeing in communities



Launched our partnership with Hubbub, helping to double the size of the UK's Community Fridge Network from 100 to **200 locations**



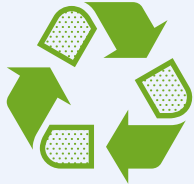
Launched our **10-Point Climate Plan** and climate justice campaign



We've **halved the carbon emissions** from running our business since 2016, **hitting our target three years early**



We're supporting WWF to **halve the environmental impact of UK shopping baskets** by 2030



100% of our own brand food packaging is easy to recycle via kerbside collection or our own closed loop system

¹ Since 2019 ² (Scottish Association for Mental Health)