



*For the*  
GOOD *of*  
ONTARIO

IMPACT REPORT 2025-2026

# INTRODUCTION & GOALS

Land Acknowledgment	02
Message from Our Interim President & CEO	02
About LCBO	03
Our Approach to Sustainability	04
Strategy at a Glance	05
Stakeholder Engagement & Materiality	06

# IMPACT ACHIEVEMENTS

2025–2026 KPI Overview	07
Good People	08
Good Planet	12
Good Partners	15

# LOOKING AHEAD

Integrating Sustainability	18
Supplier Code of Conduct	19
Charitable Donations	20
Looking Ahead	20



### LAND ACKNOWLEDGMENT

In the Spirit of Truth & Reconciliation, the **Liquor Control Board of Ontario (LCBO)** acknowledges that our retail stores, warehouses, and offices are located on the customary and traditional lands of the **Indigenous Peoples of this territory**, and we are grateful to have the opportunity to work on this land.



# CONTINUING *the* GOOD

**Every Action, for the Good of Ontario** is one of LCBO's core values and the inspiration behind the progress captured in our 2025-2026 Impact Report. Giving back, driving impact, and supporting the province is why we do what we do. This work has always been a point of pride for me and continues to help define the LCBO as a purpose-led organization driving industry-wide change.

This report brings to life our ongoing commitments to community investments, meaningful industry and charity collaborations, and sustainability. You'll see that we have continued to raise millions for critical institutions, support charity partners that do important work in communities across Ontario, and help local businesses and diverse entrepreneurs thrive, while driving environmental impact to protect not only the province but the planet.

This report also highlights our path forward. Last year, we shared that we were evolving our sustainability strategy to further align with Environmental, Social, and Governance (ESG) principles and elevate our Spirit of Sustainability (SoS) platform. Our renewed approach strengthens our well-established Good People, Good Planet, and Good Partnership pillars and holds us accountable to enterprise-wide targets. As an industry leader, we're purposefully holding ourselves to a higher standard.

While we are still early in this transition, it's exciting to see SoS take on new meaning and start to deliver more value in support of our mandate to create a more sustainable province.

This is a collective effort, where our team members, industry partners, and customers all play a role in driving our progress. Thank you to everyone who has actively participated in this evolving journey. Just as the needs of our communities continue to change, LCBO is committed to innovating to ensure our contributions to the province have a lasting impact on future generations.

As LCBO's Interim President & CEO, and a passionate champion of local and our organization's impact, it's a privilege to share what we've achieved together for the good of Ontario. Enjoy!

**Aaron Campbell**  
Interim President & CEO



*As an industry leader, we're purposefully holding ourselves to a higher standard.*

# Committed to THE GOOD

Committed to delivering value to Ontarians, LCBO is the province's trusted source of local and global beverage alcohol products. Our mission is to provide remarkable service as a responsible wholesaler and retailer, supporting local communities and businesses. We pride ourselves on offering our customers convenience and choice, providing **more than 38,000 products annually from more than 79 countries**.

We understand that Ontarians particularly value products from local vintners, craft brewers, craft cideries, and sprits producers. We are committed to **supporting the local beverage alcohol industry** and helping to shape a more sustainable province in line with one of LCBO's government mandates.

As a Crown agency, LCBO provides **meaningful financial contributions to the Government of Ontario** and the people of our province. Through our annual dividend, **we support public programs and services including healthcare, education, and infrastructure across Ontario.**

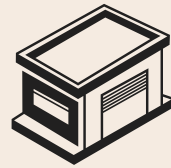
THIS YEAR,  
WE CONTRIBUTED

# \$1.76B

## Our Business



690+  
RETAIL STORES



5

REGIONAL  
WAREHOUSE FACILITIES



393

LCBO CONVENIENCE  
OUTLETS (LCOS)



5,000+

GROCERY AND  
CONVENIENCE OPERATORS



18,000

RESTAURANT AND BAR  
WHOLESALE CUSTOMERS



38,000+  
PRODUCTS FROM 79+ COUNTRIES

653 205  
QUALITY ASSURANCE TESTS  
CONDUCTED BY THE LCBO LAB

## Our Awards



# *Our approach to* SUSTAINABILITY

The purpose of LCBO is to serve the people of Ontario, and we use our Spirit of Sustainability platform to focus our collective energy on key commitments which drive forward the meaning of being a **purpose-led organization**.

Throughout the past year, we advanced and **refined our sustainability strategy** through a series of structured and data-driven initiatives. A few key milestones include the establishment of key performance indicators through a comprehensive enterprise-wide data mapping exercise; the design, implementation, and evaluation of seven pilot projects to baseline for key targets and initiatives; and the integration of consumer insights to inform strategic decision-making.

We are pleased to introduce the evolution of our sustainability strategy. It enables us to outline measurable targets, defined initiatives, and a governance mechanism to guide accountability and execution, and drive long-term value for LCBO. Our Spirit of Sustainability platform is

fully aligned with Environmental, Social, and Governance (ESG) principles, ensuring the creation of shared value for employees, customers, partners, and ultimately, the province of Ontario, while aligning to current and future regulated reporting standards.

This work continues to be brought to life in our three pillars: **Good People, Good Planet, and Good Partners**. In this year's Impact Report, we are pleased to present a selection of shared achievements and key highlights that reflect our collective efforts.

## *Our VISION*

Create a more **sustainable future** for Ontarians, while advancing **positive changes** within the beverage alcohol industry.





# Our Sustainability STRATEGY AT A GLANCE

## OUR THREE PILLARS

### GOOD PEOPLE

Improving the well-being of our customers, employees, and communities across Ontario.

## OUR STRATEGIC TARGETS BY 2030

#### DEI AND WELL-BEING

Lead the way in promoting diversity and accessibility and fostering an inclusive environment.

- Achieve gender parity (50% women and/or non-binary people) in senior management.
- Reach 30% senior management representation of members from other under-represented groups.
- Achieve Order of Excellence.

#### COMMUNITY IMPACT

Strategic community investment in line with the needs of Ontarians.

- Facilitate the investment of \$40 million between 2025 and 2030.

### GOOD PLANET

Advancing practices that minimize the environmental impacts our business creates.

#### WASTE MANAGEMENT AND PACKAGING

Reduce waste in our operations and in the packaging of the products we sell.

- Maintain a 75% waste diversion rate across our retail operations.
- Maintain an 85% waste diversion rate across our RSC operations.

#### CLIMATE CHANGE

Reduce emissions within our operational control and across our collective value chain.

- Reduce Scope 1 and 2 emissions in our operations.
- Reduce Scope 3 emissions through supplier, partner, and vendor engagement.

### GOOD PARTNERS

Catalyzing positive change within our industry.

#### INDIGENOUS PEOPLES PARTNERSHIPS

Be a respectful and supportive partner with the Indigenous Peoples of Ontario.

- Provide employees with access to Indigenous awareness training.
- Co-develop 1 joint initiative in partnership with an Indigenous community/organization.

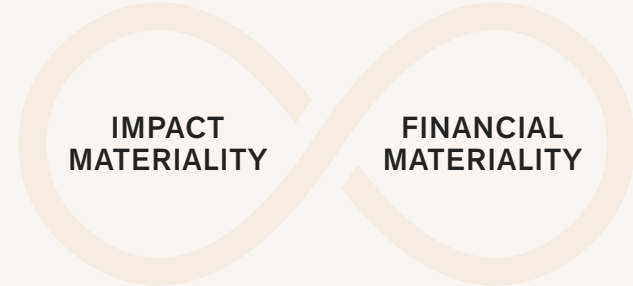
#### RESPONSIBLE PROCUREMENT

Catalyze positive change to increase representation of sustainable products and diversity in the industry.

- 20% of SKUs sourced from sustainably certified Ontario wine producers.

# Stakeholder ENGAGEMENT & MATERIALITY

In 2024, we carried out a double materiality assessment (DMA) to identify material ESG topics most relevant to LCBO. Materiality reflects the relative importance of each material topic based on its associated risks, opportunities, and impact across our value chain.



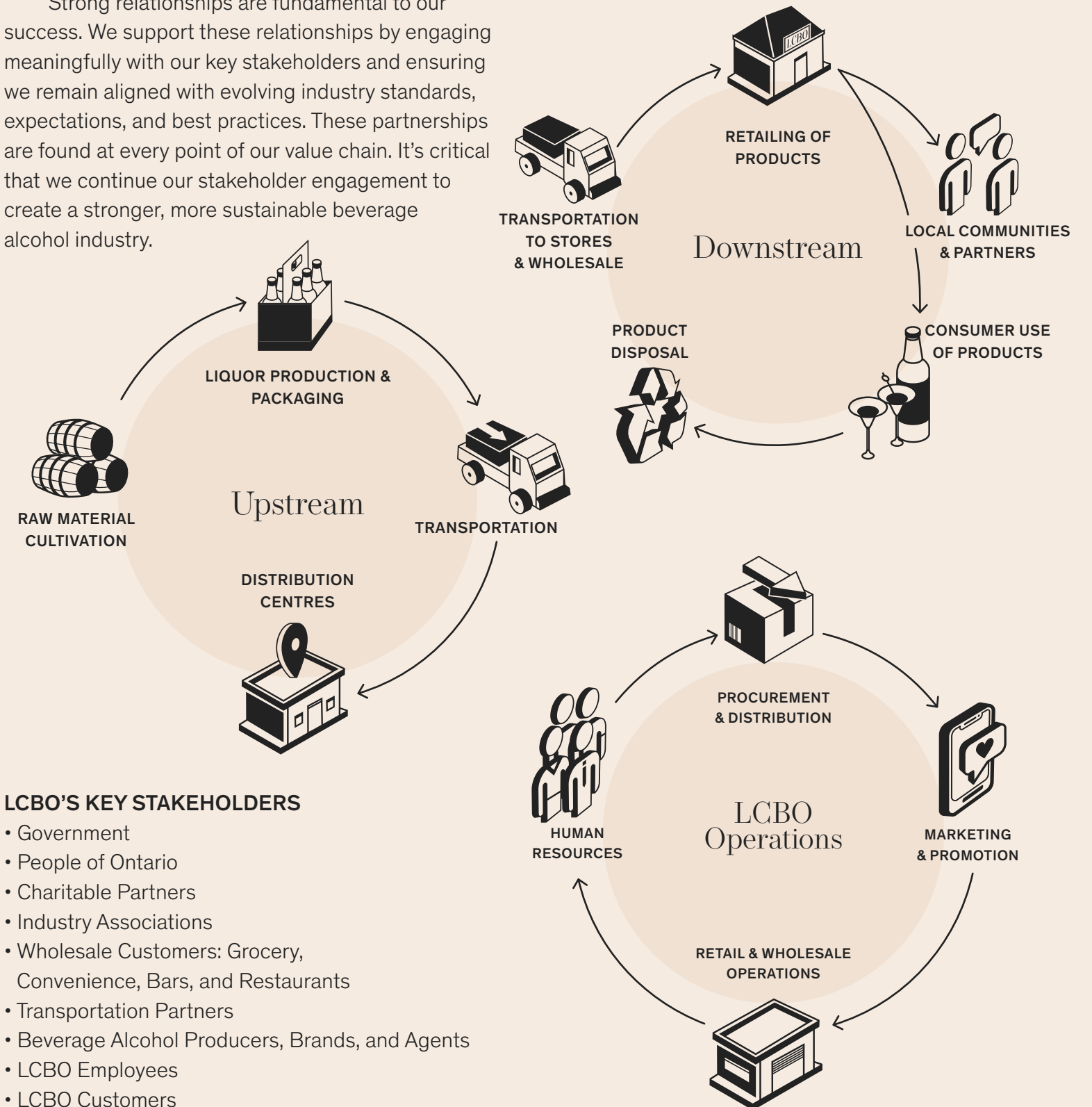
A DOUBLE MATERIALITY ASSESSMENT (DMA) CONSIDERS TWO TYPES OF MATERIALITY: TOPICS THAT CREATE AN OUTWARD-FACING IMPACT ON PEOPLE AND THE PLANET, AND AN INWARD-FACING IMPACT ON LCBO'S BUSINESS.

Through a comprehensive assessment that integrated industry and market research with engagement from both internal and external stakeholders, key ESG topics were identified and prioritized. The outcome is a set of **six material topics** that inform our sustainability strategy.

- 1. COMMUNITY IMPACT:** Drive strategic community investment in line with the needs of Ontarians.
- 2. DEI & WELL-BEING:** Lead the way in promoting diversity and accessibility while fostering an inclusive environment where people thrive.
- 3. CLIMATE CHANGE:** Reduce emissions within our operational control and across our collective value chain.
- 4. WASTE MANAGEMENT & PACKAGING:** Reduce waste in our operations and in the packaging of the products we sell.
- 5. RESPONSIBLE PROCUREMENT:** Catalyze positive change to increase representation of sustainable products and diversity in the industry.
- 6. INDIGENOUS PEOPLES PARTNERSHIPS:** Be a respectful and supportive partner with the Indigenous Peoples of Ontario.

## Our VALUE CHAIN

Strong relationships are fundamental to our success. We support these relationships by engaging meaningfully with our key stakeholders and ensuring we remain aligned with evolving industry standards, expectations, and best practices. These partnerships are found at every point of our value chain. It's critical that we continue our stakeholder engagement to create a stronger, more sustainable beverage alcohol industry.



### LCBO'S KEY STAKEHOLDERS

- Government
- People of Ontario
- Charitable Partners
- Industry Associations
- Wholesale Customers: Grocery, Convenience, Bars, and Restaurants
- Transportation Partners
- Beverage Alcohol Producers, Brands, and Agents
- LCBO Employees
- LCBO Customers

# Our MEASURABLE IMPACT

## GOOD PEOPLE

### MODERATION MANDATE

653,205

QA TESTS PERFORMED THROUGH THE LCBO LAB ON 28,644 PRODUCT SAMPLES

38

ALCOHOL-FREE PRODUCTS OFFERED

483

EXTRA-LIGHT AND LIGHT BEVERAGE ALCOHOL PRODUCTS OFFERED

913

LOW-SUGAR BEVERAGE ALCOHOL PRODUCTS OFFERED

### COMMUNITY IMPACT

\$14.1M+

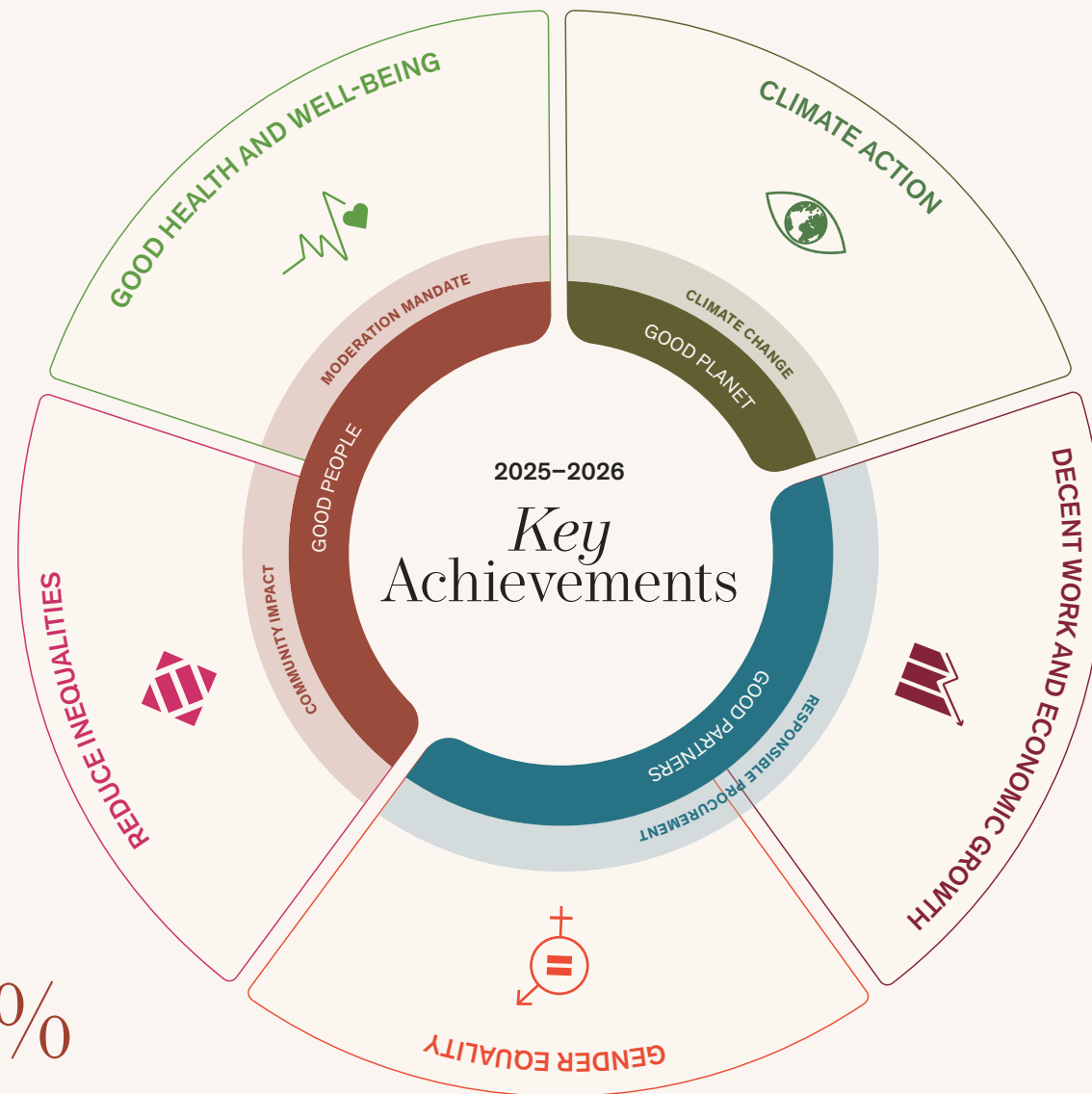
CHARITABLE DONATIONS SUPPORTING THE HEALTH AND WELL-BEING OF ONTARIO'S DIVERSE COMMUNITIES

33

IMPACT PARTNERS WHO SUPPORT BUILDING COMMUNITIES WHERE EVERYONE HAS EQUITABLE ACCESS TO THE ESSENTIAL RESOURCES THEY NEED TO LEAD HAPPY, HEALTHY LIVES

83%

CUSTOMERS AGREE LCBO MAKES A POSITIVE DIFFERENCE IN ONTARIO COMMUNITIES THROUGH ITS FUNDRAISING AND CHARITABLE PARTNERSHIPS



## GOOD PLANET

### CLIMATE CHANGE

93%

RETAIL SERVICE CENTRE WASTE DIVERTED FROM LANDFILLS

71%

CONTAINERS RETURNED BY CUSTOMERS THROUGH THE ONTARIO DEPOSIT RETURN PROGRAM, FUNDED BY LCBO

## GOOD PARTNERS

### RESPONSIBLE PROCUREMENT

48

DIVERSE WOMEN AWARDED THE SPIRIT OF INCLUSION INITIATIVE SCHOLARSHIP TO DATE

83%

CUSTOMERS WHO BELIEVE LCBO IS TAKING ACTION TO INCREASE DIVERSITY AND REPRESENTATION WITHIN THE BEVERAGE ALCOHOL INDUSTRY

22

GOOD PARTNERS CELEBRATED ON SOCIAL CHANNELS AND LCBO.COM FOR SUPPORTING SOCIAL IMPACT AND SUSTAINABILITY INITIATIVES

4,728

ONTARIO LOCAL BEVERAGE ALCOHOL PRODUCTS OFFERED, GENERATING OVER \$3B IN SUPPORT OF THE LOCAL ECONOMY

93%

CUSTOMERS CONFIDENT IN THEIR ABILITY TO FIND ONTARIO-BASED BEVERAGE ALCOHOL PRODUCTS AT LCBO

# GOOD PEOPLE



We're improving the well-being of our **customers, employees, and communities across Ontario.**

## FOSTERING INCLUSION *in the* BEVERAGE ALCOHOL INDUSTRY

Designed to create opportunities for diverse women to enter, advance, and succeed in the beverage alcohol industry, the **Spirit of Inclusion Initiative (SOII)** provides bursaries and scholarships, facilitates mentorship relationships, and identifies paid internship placements. The year 2025 marked five years since we launched the program, reflecting our commitment to enhancing industry diversity.

To expand the reach of SOII, we are continuing our support for Niagara College and George Brown College, while also supporting a new program at George Brown and introducing a new partnership with Algonquin College.



### WINE AND SPIRIT EDUCATION AT GEORGE BROWN COLLEGE

**George Brown College** is one of the first institutions in Toronto to offer the prestigious Wine and Spirit Education Trust (WSET) Level 4 Diploma in Wines, an internationally recognized, expert-level qualification covering all aspects of wine. Beyond financial support, participants benefit from mentorship opportunities with industry professionals. LCBO has contributed more than \$14K in scholarships for eligible recipients in the first cohort of this program.



### SOMMELIER TRAINING AT ALGONQUIN COLLEGE

In fall 2025, we provided \$10K to support students in the Sommelier College Certificate program offered by **Algonquin College** in Ottawa. The program gives students the skills and knowledge to enter or advance a career in the wine profession.



# 48

WOMEN AWARDED  
SCHOLARSHIPS TO DATE

# BUILDING BRIGHTER FUTURES *with* INDSPIRE



We continue to **support Indspire**, a charity that invests in the education of First Nations, Inuit, and Métis people. Through the **Building Brighter Futures program**, LCBO funds **scholarships for Indigenous students (19+) attending post-secondary institutions** across Ontario.

## \$225K

DONATED SINCE 2023 FOR THE BUILDING BRIGHTER FUTURES PROGRAM

## 33

SCHOLARSHIPS PROVIDED TO DATE THROUGH OUR PARTNERSHIP WITH INDSPIRE



**MARIE FRANCIS, MÉTIS NATION OF ONTARIO, BUILDING BRIGHTER FUTURES SCHOLARSHIP RECIPIENT**

*“LCBO’s support enabled me to pursue my dream of becoming an Occupational Therapist. Getting a Master of Science degree with two kids and a daily round-trip commute of 200 km was made possible with the funding that enabled me to focus on my studies and my family, without also having to work. It helped me show my kids that we are strong and we can do hard things. Thank you so much, LCBO, for that wonderful gift. I don’t think I could have done it without you.”*

# Partnering with MARCH OF DIMES CANADA



LCBO is proud to continue our partnership with **March of Dimes Canada**, a leading charitable organization dedicated to enhancing the independence and community participation of individuals with disabilities. Through this partnership, we are championing inclusivity by supporting the **Paving the Path to Work program**, which empowers individuals with disabilities to explore career opportunities and build essential employability skills.

This partnership aligns with **LCBO’s Multi-year Accessibility Plan** by addressing workplace barriers and promoting an inclusive environment for all. It also aligns with LCBO’s We Belong Here employment initiative, which, since 2023, has successfully hired over 100 employees with disabilities, including 10 participants from March of Dimes Canada. Together, these programs highlight LCBO’s commitment to creating opportunities that reflect the diverse communities where we operate.

## 51

INDIVIDUALS WHO COMPLETED THIS PROGRAM IN COMMUNITIES ACROSS ONTARIO

## \$100K

SUPPORT FOR PAVING THE PATH TO WORK IN 2025-2026

## \$100K

COMMITTED FOR 2026-2027



# Supporting our PEOPLE

## AWARD-WINNING PROGRAMS FOR HEALTH, SAFETY, AND WELLNESS

This year, **Excellence Canada** announced that LCBO achieved Platinum Recognition – one of the country’s highest distinctions, achieved by only a handful of organizations. Honouring both our Healthy Workplace and Mental Health at Work Standards programs, this award reflects the dedication, passion, and commitment of every LCBO employee. Our Spirit of Sustainability platform has played a critical role in earning this distinction, based on our sustainability efforts, community investment, and employee engagement – providing our employees with purpose-driven opportunities to engage meaningfully with our charitable partners.

## ENCOURAGING EMPLOYEE RESOURCE GROUPS

Bringing together our LCBO employees, **Employee Resource Groups (ERGs)** provide a way for people to connect based on personal common ground, such as gender, ethnicity, or other visible or invisible characteristics. Throughout the year, each group hosts a variety of networking events, seminars, and impactful conversations that support days of cultural significance, while also engaging with our Spirit of Sustainability charitable partners and our suppliers to assist with their good work.

ERGs are a great place for networking, community building, and learning about people – while celebrating diversity, fostering a more inclusive workplace, and building an increased sense of belonging.

We currently have four ERGs:



**ADAPTLCBO:** A group for those who identify as, support, or are allies of Persons with Disabilities to foster engaging and inclusive discussions and learnings.



**LCBO PRIDE NETWORK:** An inclusive and safe environment for all 2SLGBTQI+ people and their allies, empowering members to be their authentic selves.



**PEARLS (PROMOTING EQUITY AND RACIAL LONGEVITY SUPPORT):** A group for those who identify with and/or support racialized persons to amplify racialized voices, perspectives, and experiences.



**WOMEN'S ACTION ALLIANCE:** A safe space for women and their allies to address the unique challenges women face in their careers and lives, and strategies to overcome them.



## AMBASSADORS TO SHARE OUR GOOD CULTURE

In addition to our Employee Resource Groups, LCBO has our Good Culture Ambassador (GCA) program, including 800+ members across our organization from retail, corporate, and our warehouses. Our GCAs partner with teams from Spirit of Sustainability, DEI, and Workplace Wellness & Safety to champion a safe, inclusive, and purpose-driven culture across all our divisions.

*The GCAs build culture at a grassroots level by facilitating huddles with their teams year-round.*

### THE FOUR TOPICS LAST YEAR INCLUDED:

- Respectful Workplace & Ethics
- Unmasking LCBO’s Health, Safety, and Wellness Journey
- Peer-to-Peer Conflict Resolution
- Employee Giving



# Highlighting the LCBO QUALITY ASSURANCE LAB

As part of our Moderation Mandate, we ensure every product you find in-store and online is safe and meets Health Canada's regulatory standards. In fact, the LCBO Lab's standards are used as a benchmark by other Canadian liquor jurisdictions and alcohol producers.

## SUSTAINABLE PACKAGING

We successfully eliminated plastic carrier rings from all products imported and sold by LCBO and supported the introduction of alternative packaging options. As of September 2025, organizations across the plastics value chain are required to track and report to the Environment and Climate Change Canada (ECCC) the quantity of plastic released to market in the form of packaging. By better tracking plastic through its full life cycle, from manufacturing through importation and retailing, Canada will be better equipped to address plastic waste and pollution. Working closely with our suppliers, we are actively investigating and testing new product innovations that minimize the use of packaging materials or promote the elimination of plastic. In addition, Quality Assurance led the development and implementation of LCBO's framework for reporting the plastic packaging components in our LCBO products into a new Federal Plastic Registry.

## INDUSTRY PARTNERSHIPS

LCBO Quality Assurance chairs the National Quality Assurance Committee representing Canadian liquor jurisdictions, a forum that brings together all liquor jurisdictions across Canada to promote quality and safety of beverage alcohol, social responsibility, and the evolution of the beverage alcohol industry. Guided by values that promote consumer protection, health and safety, and adoption and evolution of industry best practices, this committee proactively monitors emerging local, national and global issues in the industry that affect product quality, packaging, health and safety. In the spirit of collaboration, it makes recommendations to industry and regulatory agencies to assist in developing regulations, standards, and policies that protect Canadian consumers.

## THE SWEETNESS ALGORITHM

Sugar levels alone don't always correlate with sweetness. To provide a clear understanding, we created an algorithm to assign wines a unique sweetness profile. We test for sugar and acidity levels, so you know how sweet or dry a wine tastes before you try it. Look for sweetness descriptors online and on store shelves.

## CAFFEINE CONTENT

Mixing alcohol with higher levels of caffeine can mask the effects of the alcohol, making you feel more alert and increasing the possibility of overconsumption. That's why we test products to ensure they contain no more than 30 mg of caffeine per serving.

## ORGANIC CERTIFICATION

At LCBO, all products bearing an organic production claim are validated by Quality Assurance to ensure they hold a valid organic certification, recognized under the Canadian Organic Regime. This protects consumers against fraudulent organic products that otherwise may enter the Canadian market.

## PRODUCT TESTING

We chemically analyze products to reveal any hidden contaminants or additives and to confirm that what's on the label is honest and true. We have also evolved our testing to detect the unauthorized use of glycerol. Our goal is to ensure Ontario consumers have access to safe, high-quality products they can trust and enjoy responsibly.

# PILOT PROJECT Highlight:

## RESEARCHING CONSUMER INSIGHTS

In collaboration with our research partner, LCBO conducted a comprehensive survey of more than 1,000 beverage alcohol consumers across Ontario to **assess awareness and perceptions of LCBO's sustainability initiatives**. The research aimed to deepen our understanding of consumer expectations, purchasing behaviours, sustainability preferences, and perspectives related to our material Environmental, Social, and Governance (ESG) topics.

Findings from this study directly informed the development and refinement of our sustainability strategy by identifying the ESG-related **issues that matter most to consumers** and highlighting opportunities to strengthen alignment with their priorities.

Additionally, the insights provide clear direction on the themes and messages that should be integrated into future communications, ensuring they are both meaningful and responsive to consumer expectations.

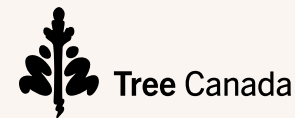


# GOOD PLANET



We're **advancing practices that minimize the environmental impacts** our business creates.

## GROWING BETTER PLACES TO LIVE *with* TREE CANADA



Planting millions of trees each year, **Tree Canada** is the only national non-profit organization dedicated to planting and nurturing trees in rural and urban environments across the country. We are proud to share that our LCBO campaign raised:

**\$1.1M**

IN 2025, SUPPORTING  
THE PLANTING OF 209K+ TREES  
ACROSS ONTARIO AND CANADA  
IN 2025-2026

**\$3.4M**

SINCE 2022, RESULTING IN 615K+  
TREES PLANTED ACROSS ONTARIO  
AND CANADA TO DATE

LCBO employees have been giving back to the communities where we live and play through tree-planting events hosted by Tree Canada. To date, we have offered over 31 tree-planting events attended by over 700 LCBO employees. Through these events, we have planted over 4,300 trees. That's enough trees to fill 12 football fields!



### REFORESTATION PROJECT SPOTLIGHT: OGOKI FOREST REGION

This year, a portion of the Tree Canada funds will support reforestation in Northern Ontario's Ogoki Forest region, which was devastated by wildfires in 2023, affecting nearly 50,000 hectares of forest. LCBO will contribute 76,367 trees towards this restoration effort – helping rebuild habitats, increase biodiversity, and support carbon capture. Through assisted natural regeneration and direct planting, this project aims to re-establish tree coverage, support wildlife, and improve air and water quality for a healthier environment.



## Our CLIMATE SCENARIO ANALYSIS

LCBO conducted a climate scenario analysis to inform our sustainability strategy and assess potential future climate-related risks and opportunities.

## PILOT PROJECT *Highlight:*

### ASSESSING SUSTAINABILITY CERTIFICATIONS

This year, Spirit of Sustainability initiated a pilot study to assess the current landscape of sustainability-related certifications within the wine product category. The objective of this work was to identify existing certifications, anticipate emerging certifications, and **determine which certifications align most closely with LCBO's long-term sustainability goals.**

This pilot supports the validation of sustainability efforts undertaken by LCBO's certified producers and provides the foundation for **establishing clear criteria for formally recognized sustainable certifications.**

These criteria will ultimately enhance consumer transparency, enabling customers to make more informed purchasing decisions and more easily identify sustainably produced products.

As an initial focus area, the team will strengthen LCBO's own sustainability leadership within Ontario. This includes understanding how we can expand the portfolio and performance of products listed with the certification of **Sustainable Winegrowing Ontario (SWO)**. This is our first step towards broader adoption of credible sustainability certifications across categories.

### PURPOSE

The exercise was intended to test business resilience considering climate-related risks and opportunities, relative to multiple possible futures. This enables us to make decisions in enhancing corporate strategy, risk management, and business planning. Additionally, it helps us to build internal capacity and awareness in engaging LCBO employees around climate change issues.

### PROCESS

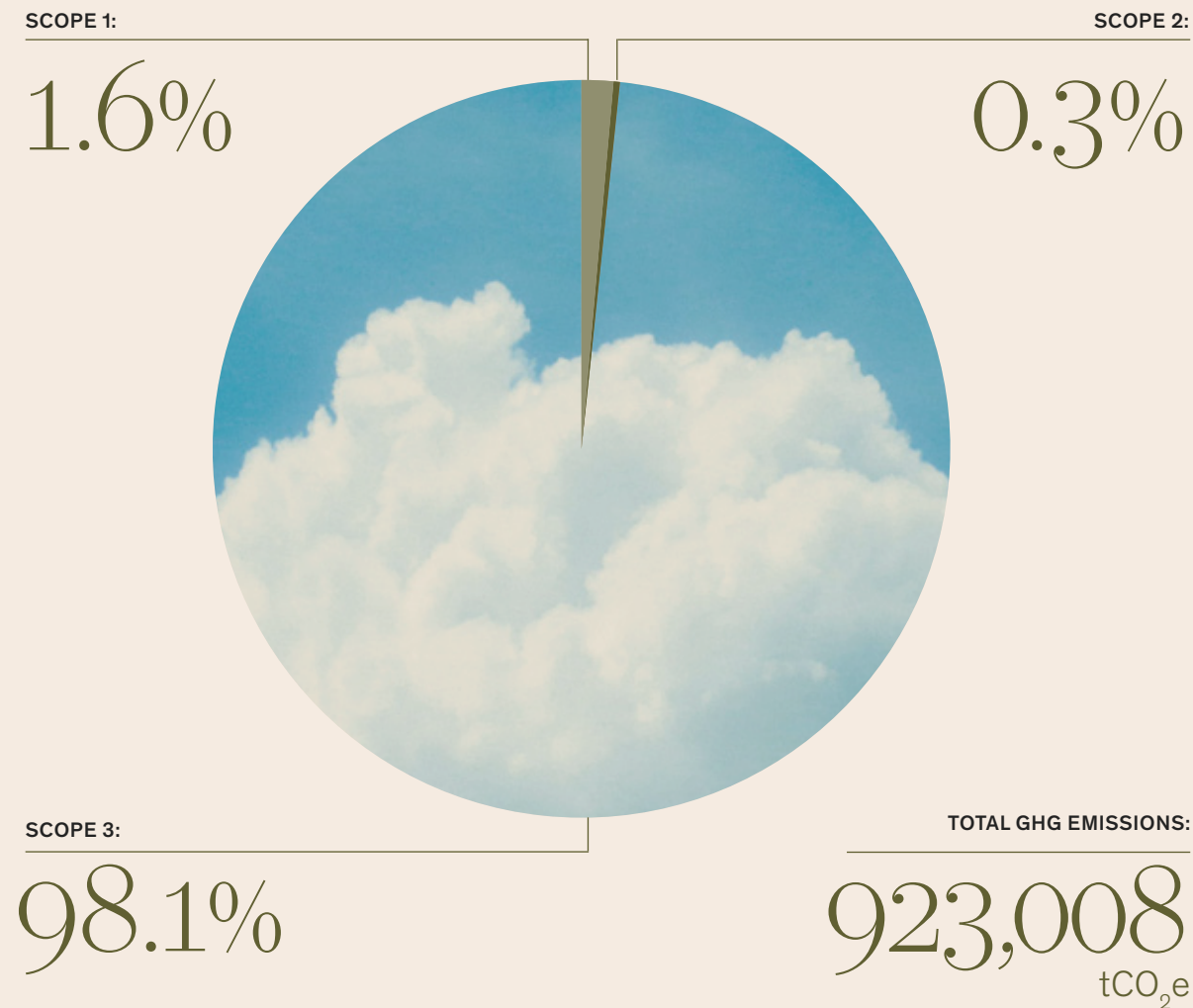
Three climate scenarios were evaluated, and 20+ climate-related risks and opportunities were identified and assessed. The discussions took place in five workshops conducted with 20+ representatives from Executive Leadership to Directors across the business, including staff from Enterprise Risk, Finance, Supply Chain, and Retail.

### RISKS AND OPPORTUNITIES

The analysis unveiled top risks and opportunities, helping to inform how climate change initiatives within our sustainability strategy should be prioritized. The organization faces potential physical and transitional risks impacting both our operations and the supply chain. Some examples of risks include rising raw material costs, regulatory pressures, stakeholder concerns, and climate-related physical hazards. The analysis also revealed that we can improve business outcomes by investing in local community climate resilience.

### MOVING FORWARD

Climate change management has been included in our Risk Register and Risk Profile, and initiatives will continue to be identified, assessed, prioritized, and monitored as they relate to climate-related risks and opportunities. We are implementing measures to ensure we're ready for whatever the future brings.



### ESTABLISHING OUR GREENHOUSE GAS (GHG) EMISSIONS INVENTORY

As part of the sustainability strategy development in 2023, we established LCBO's first comprehensive greenhouse gas (GHG) emissions inventory. We created a baseline for understanding our carbon footprint and supporting LCBO in developing decarbonization strategies to reduce GHG emissions and enhance our overall sustainability performance. The inventory was developed in alignment with the GHG Protocol Corporate Accounting and Reporting Standard. We conducted a detailed mapping exercise to establish our boundaries and identify emissions sources for Scope 1, Scope 2, and Scope 3 categories.

We engaged with over 100 of LCBO's direct Small and Medium Enterprise suppliers to understand the opportunities and limitations in establishing reporting parameters. This allowed our team to create a decarbonization roadmap within our operational control and by engaging directly with suppliers, partners, and vendors.

*The following three categories are combined to determine the total emissions*

SCOPE 1:  
14,638 tCO<sub>2</sub>e

Direct GHG emissions **from sources owned or controlled by the company.**

SCOPE 2:  
3,220 tCO<sub>2</sub>e

Indirect GHG emissions from the **generation of purchased electricity and purchased heat consumed by the company.**

SCOPE 3:  
905,150 tCO<sub>2</sub>e

Indirect GHG emissions which occur **in the value chain of the reporting company as a result of its activities.** These emissions occur at sources not owned or controlled by the company.

**SOURCE**

2023 GHG Emissions Inventory



## PILOT PROJECT *Highlight:*

### AUDITING OUR WASTE MANAGEMENT PRACTICES

Our team conducted comprehensive waste audits at two LCBO warehouse facilities and 10 retail stores to **assess the effectiveness of current waste management practices and identify opportunities for improvement, while also aiding us in establishing a waste management target.** The audits were designed to evaluate existing waste streams, quantify material composition, and determine achievable diversion rates to support future target setting.

This waste audit establishes a strong foundation for long-term environmental performance improvement, providing our team with the insights needed to proactively respond to evolving waste regulations and advance progress towards corporate sustainability objectives.

# GOOD PARTNERS



We're catalyzing **positive change within our industry.**

## Supporting CHILDREN'S CHARITIES ACROSS ONTARIO

To encourage the well-being of children and families across the province, LCBO **launched our annual fundraising campaign** across our retail network to support various Ontario children's charities. Thanks to the generosity of our customers, **we raised over \$6.5M in 2025.**

### THE IMPACT:



**Campfire Circle** will provide in-hospital recreational and skill-building programs for children facing life-threatening illnesses at SickKids, McMaster Children's Hospital, Children's Health Foundation, and CHEO.



**CHEO** in Ottawa will acquire an imaging machine to serve over 700 children annually, helping provide more accurate diagnoses for a wide range of conditions.



**Children's Health Foundation** in western Ontario will advance research for children with severe headache disorders, replace an x-ray machine used for over 35,000 pediatric exams annually, deliver injury prevention education in schools, and help Grade 5 students build healthy habits.



**MacKids** in Hamilton will invest in critical equipment, including new ventilators to provide life-saving support for children and newborns, and advanced monitors that deliver real-time data for faster, more effective care.



**SickKids** in Toronto will use campaign donations to replace outdated critical equipment, integrate artificial intelligence into patient care, and expand access to clinical care in Northern Ontario.

### *Did you know?*

100% of funds raised in-store – thanks to our generous customers, passionate employees, and partners – directly supports the local communities in which we live and work.

# IT'S GIVING *real* CHANGE

Since 2021, LCBO has been **supporting Pride and the 2SLGBTQI+ community in Ontario**. To date, LCBO has **raised \$9M+** through our **Love Pairs with Everything** campaign.

# \$1.5M

RAISED IN 2025



HERE'S HOW LAST YEAR'S FUNDS ARE MAKING A DIFFERENCE THROUGH ORGANIZATIONS ACROSS ONTARIO AND BEYOND:



1,250+ HIV SELF-TEST KITS DISTRIBUTED FROM JANUARY TO MARCH 2026 AND 3,550 YOUTH REACHED SINCE AUGUST 2025 THROUGH IN-PERSON OUTREACH EVENTS IN ONTARIO



1,462 OUTPATIENTS AND 103 IN-PATIENTS CARED FOR BY CASEY HOUSE IN THE 2025-2026 YEAR

## Egale

10,000+ PEOPLE WERE ENABLED ACCESS TO INCLUSION RESOURCES ON EGALÉ'S RAINBOW ACTION HUB



139 REFUGEES HELPED TO RESETTLE SAFELY IN CANADA BETWEEN JULY 2025 AND JANUARY 2026



13,922 2SLGBTQI+ NEWCOMERS TO CANADA SUPPORTED FROM JULY 2025 TO MARCH 2026

# TOTE-ALLY *Proud*

Inside  
Out



Our limited-edition Pride tote bags were available for purchase across 160 LCBO stores and online – with 100% of proceeds going to the **Inside Out 2SLGBTQI+ Film Festival** and their RE:Focus Fund program, providing travel grants and post-production support to women, trans, and non-binary filmmakers.

# \$60K+

RAISED FOR INSIDE OUT, THANKS TO THE GENEROUS SUPPORT OF CUSTOMERS AND TRADE PARTNERS



**JEFF SCHISLER,**  
MANAGER OF DEVELOPMENT AND  
STAKEHOLDER RELATIONS AT INSIDE OUT

*“LCBO’s support helps us provide resources and launch the careers of the next generation of queer filmmakers.”*



## Spotlight on WOMEN'S COLLEGE HOSPITAL



Our annual Equity campaign helps make a meaningful difference for women and other marginalized communities served by Women's College Hospital Foundation. Since 2019, the commitment of our employees and generosity of our customers has helped the LCBO raise more than \$13.7 million. Donations support Women's College Hospital's work across Ontario, funding research and innovation in areas like mental health and wellness, as well as critical services such as the Sexual Assault and Domestic Violence Care Centre and more, advancing equitable healthcare for diverse communities.

# \$1.5M+

RAISED FOR WOMEN'S COLLEGE HOSPITAL FOUNDATION THANKS TO THE GENEROUS SUPPORT OF CUSTOMERS

## Launching our SUPPORT LOCAL CAMPAIGN

Food insecurity is a complex issue that affects many individuals who don't know where their next meal will come from. According to a **Feed Ontario report**, between April 1, 2024, and March 31, 2025, Ontario's food banks served over one million people, who accessed food assistance programs more than 8.7 million times – the highest level of need on record.

In 2025, we introduced three new partners into our fundraising campaign program across our retail network, and we asked LCBO customers to make donations at checkout – resulting in an impressive show of support from across the province.



**CAROLYN STEWART,**  
CEO AT FEED ONTARIO

*"Feed Ontario and our network of food banks rely on the generosity of individuals and corporate partners like LCBO. At a time when more than one million Ontarians are turning to food banks for help, LCBO's generous support is helping keep food bank shelves full at more than 1,200 food banks and hunger-relief organizations in every corner of Ontario."*

# \$2.6M

RAISED AND DONATED

# 6M

MEALS PROVIDED TO ONTARIANS IN NEED THROUGH:



**7 Right to Food**  
community food centres



**1,200+ food banks**  
supported by **Feed Ontario**



**2,400+ non-profits**  
supported by **Second Harvest**

## Showing our SUPPORT FOR LOCAL FARMERS



Our limited-edition Support Local Farmers tote bags – designed by local artist Rachel Joanis – were available for purchase across 175 LCBO stores and online. A full 100% of proceeds directly supports the **Ecological Farmers Association of Ontario (EFAO)**, a grassroots organization that helps farmers adopt sustainable practices. Their farmer-led research is a powerful tool that can support improving operations across Ontario farms, and includes research on the environmental and economic effects of innovations. Funded topics range from soil health and pollinators to pasture regeneration.

# \$43K+

SUPPORT FOR EFAO

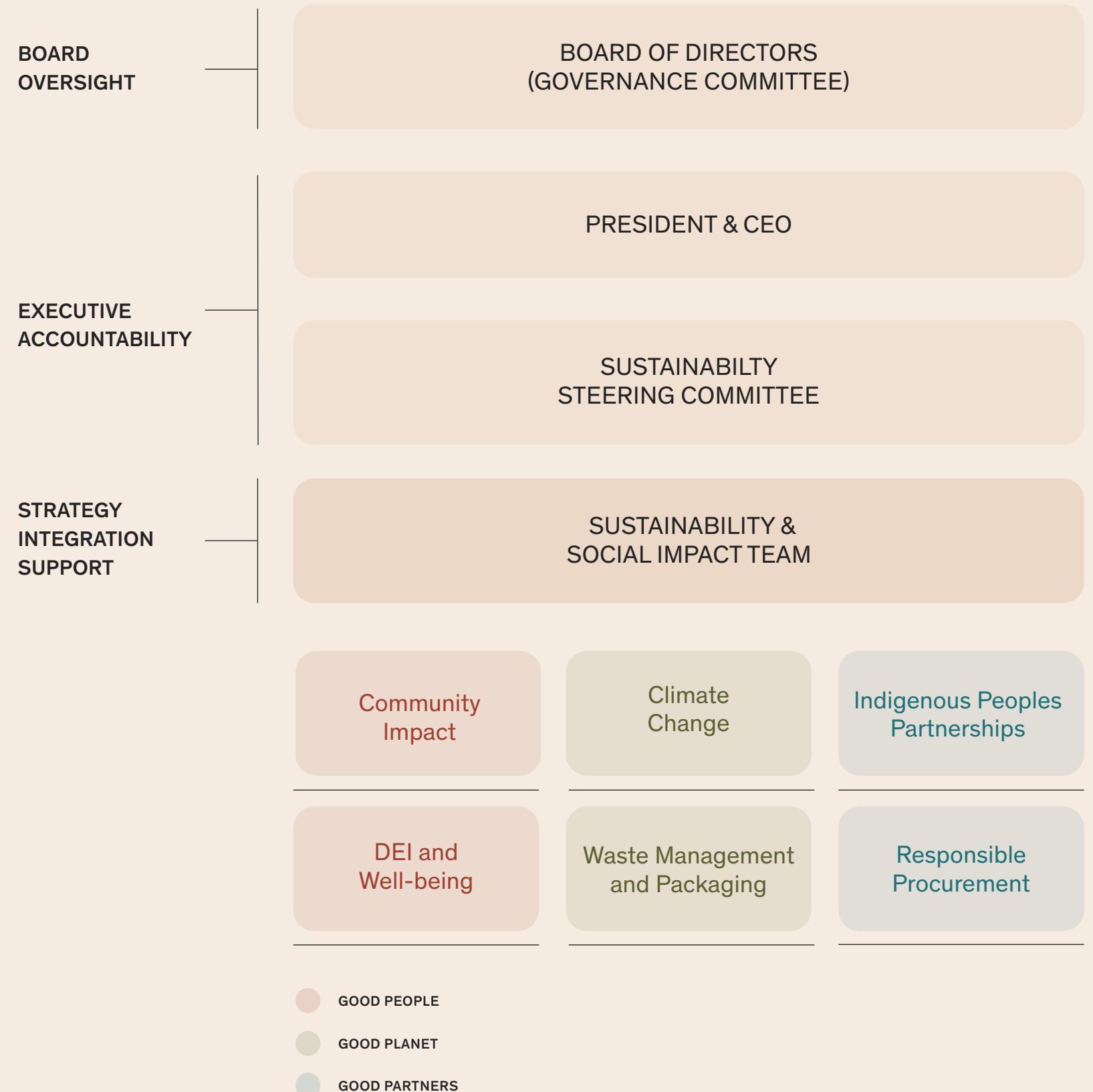


# *Integrating Sustainability* ACROSS OUR ORGANIZATION

To ensure the alignment of our commitments with our business priorities, **LCBO has developed a governance framework** that drives **full integration of sustainability across the organization.**

The framework defines accountabilities for every strategic priority within the Senior Leadership Team, ultimately overseen by LCBO's Board of Directors Governance Committee.

## *Our Governance Framework*





# Supplier CODE OF CONDUCT

To support our material topic of **Responsible Procurement**, we've made **key updates to our Supplier Code**, reflecting **our commitment to improve the sustainability of Ontario and the alcohol industry** by setting standards and leading by example.

Integrity, honesty, and transparency are central to the way in which the LCBO operates, and we expect the same of the people, companies, and other entities who provide goods, services, and/or deliverables to the LCBO. **The code** continues to outline the expectations of every supplier who wishes to maintain a business relationship with LCBO, holding our suppliers accountable to best practice standards regarding:

- Compliance
- Employment Standards
- Human Rights
- Environment
- Occupational Health & Safety
- Ethical Business Conduct
- Confidentiality, Privacy, and Information Security
- Advertising & Endorsements
- Intellectual Property
- Quality Assurance

## IMPROVING LABOUR PRACTICES

On January 1, 2024, the new *Fighting Against Forced Labour and Child Labour in Supply Chains Act* came into effect in Canada. Known as **Bill S-211**, the act was introduced to drive businesses to improve practices and report on the measures they take to prevent and reduce the risk that forced labour or child labour is used at any point in supply chains.

LCBO is in compliance with the act and takes seriously our responsibility to promote sustainable business and labour practices. We remain committed to taking a leadership role with respect to the ethical, social, and environmental practices of our industry. We are continuing to take steps in establishing various corporate policies and have due diligence in place to reduce the risk of such practices in our supply chains.



# Charitable DONATIONS

ALGONQUIN COLLEGE OF APPLIED ARTS	\$10,000.00
BLACKNORTH INITIATIVE	\$50,000.00
BLACK OPPORTUNITY FUND	\$40,000.00
CAMPFIRE CIRCLE	\$509,257.00
CANADA FETAL ALCOHOL DISORDER RESEARCH NETWORK	\$2,500.00
CANFAR	\$327,459.00
CAPITAL PRIDE	\$10,000.00
CASEY HOUSE	\$250,000.00
CHEO	\$905,594.00
CHILDREN'S HEALTH FOUNDATION LONDON	\$861,890.00
ECOLOGICAL FARMERS ASSOCIATION OF ONTARIO	\$43,797.82
EGALE CANADA	\$327,459.00
FEED ONTARIO	\$898,841.00
GEORGE BROWN COLLEGE	\$29,304.97
INDSPIRE	\$75,000.00
INSIDE OUT	\$60,000.00
ITALIAN CONTEMPORARY FILM FESTIVAL	\$15,000.00

MACKIDS	\$1,197,646.00
MARCH OF DIMES CANADA	\$100,000.00
NIA CENTRE FOR THE ARTS	\$8,701.00
NIAGARA COLLEGE	\$26,704.16
NORTH BAY PRIDE	\$2,400.00
PRIDE LONDON FESTIVAL	\$2,500.00
PRIDE TORONTO	\$45,200.00
RAINBOW RAILROAD	\$327,459.00
RIGHT TO FOOD	\$898,841.00
SECOND HARVEST	\$898,841.00
SICKKIDS FOUNDATION	\$3,100,000.00
THE 519	\$327,459.00
TREE CANADA	\$1,114,869.00
UNITED WAY	\$100,000.00
WINDSOR INTERNATIONAL FILM FESTIVAL	\$15,000.00
WOMEN'S COLLEGE HOSPITAL FOUNDATION	\$1,544,772.00
<b>TOTAL</b>	<b>\$14,126,494.95</b>

## LOOKING *to the* FUTURE

Next year, our priority for sustainability will be to **enhance transparency and accountability through comprehensive reporting on quantitative goals and key performance indicators (KPIs)**. These metrics will enable us to measure the outcomes of LCBO's efforts across all pillars of our sustainability strategy.

Our reporting will remain aligned with leading sustainability frameworks, while we continue to strengthen the maturity of our data collection and analysis systems to ensure accuracy and consistency. In addition, we will continue to deepen engagement with suppliers and key industry partners, fostering collaboration towards our shared objective of building a more sustainable beverage alcohol industry.

Our progress at LCBO would not be possible without the continued support of our customers, the dedication of our employees, and the collaboration of our industry partners. We take pride in leading by example as we work towards building a strong and sustainable future for Ontario.

*Thank you*  
FOR YOUR GENEROSITY  
AS WE WORK TOGETHER TO  
BUILD A STRONGER, MORE  
SUSTAINABLE ONTARIO.

JOIN US IN DOING GOOD.  
Learn more about LCBO's  
sustainability efforts:

*Follow us*

📷 @LCBO

[LCBO.COM/FORTHEGOODOFontario](https://www.lcbo.com/forthegoodofontario)

