# CORPORATE ANNOUNCEMENT

**To:** All Teammates
**From:** Maureen Mulholland, EVP – Chief Legal Officer
**Date:** June 20, 2023
**About:** Monro Publishes ESG Report

## MONRO RELEASES THIRD ANNUAL ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT

We are proud to announce that Monro published its "2023 ESG Report" today. This is the Company's third annual publication covering its environmental, social, and governance (ESG) actions in fiscal year 2023. The report highlights the efforts our Company takes every day to:

- Create an inclusive and thriving culture for our Teammates.
- Deliver world class service for our Guests.
- Positively impact the communities we serve.
- Make sustainable decisions for the environment.

"We are proud of our accomplishments over the past year and optimistic for the years ahead as we continue to build lifetime relationships with our Guests," said President and CEO Mike Broderick. "Incorporating meaningful ESG practices into our strategy and operations is fundamental to creating sustainable value for our stakeholders."

The publication addresses Monro's recent progress and notable highlights to:

- Enhance the Teammate experience by digitizing workflow processes, introducing a new, formalized safety program, and increasing new hire training.
- Significantly reduce the number of Monro-owned cars and delivery vehicles on the road as the Company's distribution strategy shifted to better meet Guest needs.
- Participate in community solar projects, where offered.
- Begin implementing our community engagement strategy that uses Company-wide goals and objectives to embrace the unique needs of the diverse communities we serve.
- Enhance corporate governance including refreshment on the Board of Directors with four new independent and diverse directors added since 2017.

Monro's "2023 ESG Report" includes a mapping to certain metrics of the Sustainability Accounting Standards Board's (SASB) Multiline & Specialty Retailers and Auto Parts industries.

The publication, along with previous years' reports, is available to our Teammates and the public on Monro's corporate website at https://corporate.monro.com/esg/default.aspx.