

BEYOND THE AISLES

SPRING 2022



Achieving More
TOGETHER



Hop through this spring edition and find **34 hidden Easter eggs** — one for each division and team!

OLA

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JEF

BY THE NUMBERS

We're one of America's fastest-growing retailers — check out our numbers as of Feb. 28, 2022:

45,938 total employees	↑↑↑↑↑↑↑↑↑↑↑↑↑↑↑↑
more than 43,891 customers served so far this year	more than 2,150 stores in 38 states
25 divisions & warehouses	
more than 2.1 billion items sold so far this year	

SXB

BREAKING GROUND

Pack your bags because we're heading South ... east! As we await the completion of our new Loxley distribution center later this year, we're forging ahead with store openings.

On Feb. 10, we cut the ribbon on our very first Louisiana-based store in Lafayette! Two more Gulf Coast locations opened their doors in March, and we're just getting started. We plan to open 20 additional stores throughout the Southeast by year's end.

The 564,000-square-foot LOX distribution center located in Loxley, Alabama, will feature sustainable elements like solar panels, LED lighting and an environmentally friendly refrigeration system. Once complete, the LOX warehouse will support up to 100 new stores in several regions:



Not only that, but the facility's grand opening will also see 200 jobs created! Keep an eye out for an update in our Summer Newsletter.

DID YOU KNOW?
 With the opening of the Lafayette store, Louisiana became our 38th state of operation! And once the LOX warehouse opens? It'll be our 26th regional headquarters.



A Bright FUTURE

Who doesn't like a little optimism at the start of a new year? We certainly do, and we're going to keep the momentum going all 2022. After all, we have plenty of reason to. Here's to our best year yet!

SBY

Breaking News

BRAND PURPOSE AND ASSETS

We did it! We caught lightning in a bottle with our newly developed Brand Purpose. Born out of a vision to become the most recognizable, iconic brand possible, we got to work and evolved our brand. The result? A Brand Book featuring new visual assets, a brand-new voice and a trailblazing brand character: Maverick on a Mission. More updates coming your way this year!

DIGITAL OPERATIONS

Coming soon to a store near you: electronic shelf labels! By early 2023, you'll find ESLs lining the shelves of every store — making it easier to adjust prices and on-sale dates in real time.

CURBSIDE

Curbside continued to expand in 2021, reaching nearly 60% of stores! The trend will press forward this year, providing shoppers with a flexible, convenient shopping channel and delivering on our core value of simplicity.

OAK

RPB

NFA



CHEERS TO 40 YEARS



Congrats to **Jack Spillman** on his 40th year with us!

- Started as an assistant store manager.
- Transitioned to store manager and spent 34 years in this role.
- Currently works in maintenance in the Valparaiso Division.
- **Fun fact:** Jack was selected out of 700 applicants to become an assistant store manager.

What's been your favorite part of your time at ALDI?

The full thing has been amazing. If I can go back and do it again, I would.

Seeing my employees improve and go on and become assistant store managers, store managers and even beyond that.

What lessons or wisdom have you learned in your 40 years with ALDI?

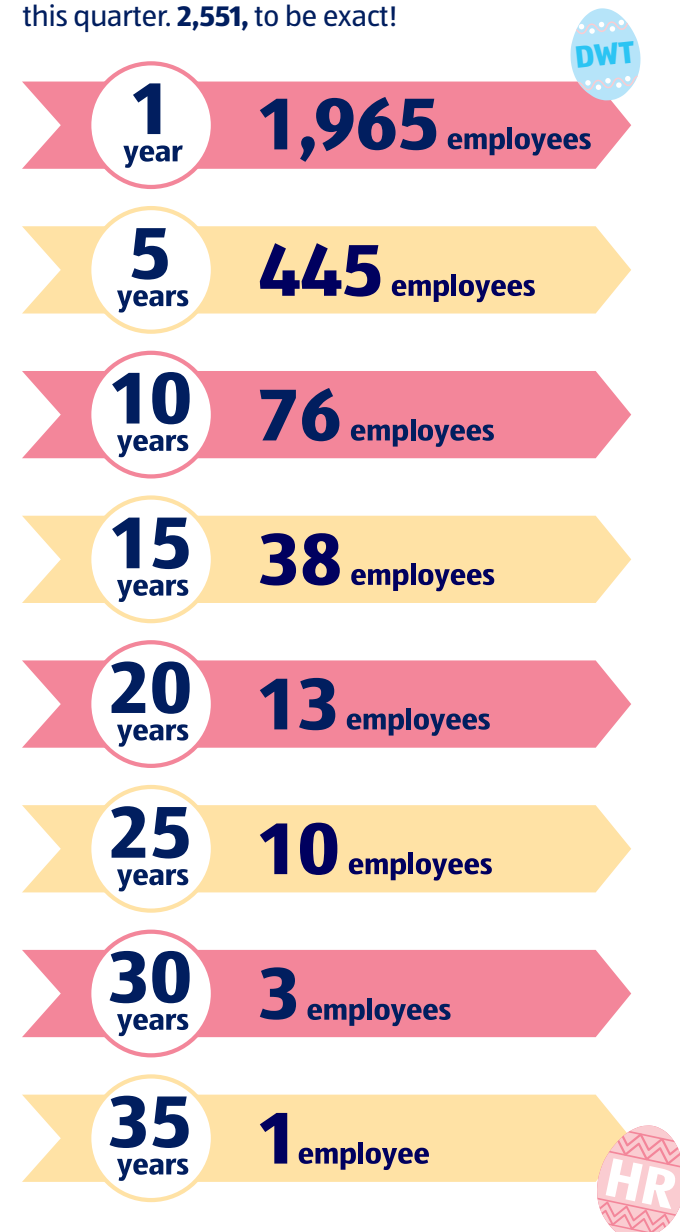
I have rules that made me last 40 years. The first two came from my dad:

1. Always be faithful to the company you work for.
2. Always try to be the solution to your company's problems, and don't be the problem for your company.
3. I also came up with a few rules for myself. Never think you're irreplaceable and never have problems before solutions.



ONE YEAR And Counting

We've got a lot of ALDiversaries to celebrate this quarter. **2,551**, to be exact!



Divisions Doing Good

We love to see you lend a helping hand, but what we love most is knowing it comes from a place of generosity. To us, **doing good** isn't simply the act of donating or volunteering; it's the spirit of sharing: one we can offer whenever, wherever!

NATIONAL OPERATIONS COMMITTEE



Directors and project managers and assistants and analysts, oh my! A group from the National Operations Committee

volunteered with the Akron-Canton Regional Foodbank. Together, the NOC team provided 3,760 meals for community members in need.

Hip hip hooray, NOC!

O'FALLON

Generosity has taken flight! For the first time ever, O'Fallon teamed up with the Salvation Army Angel Tree program and collected presents during the final weeks of November. In total, OFA gave gifts to 30 families. **Bravo, OFA!**



ROYAL PALM BEACH AND HAINES CITY



Teamwork makes the dream work! In 2021, the Royal Palm Beach and Haines City Divisions forged a relationship with Big Brothers Big Sisters, and, together, they ran two events. The first collaboration took place in August and provided backpacks full of ALDI products to kids returning to school. In November, RPB, HAI and Big Brothers Big Sisters joined forces again to supply families with Thanksgiving feasts. Around 30 employees participated and distributed over 600 meals to Big Brothers Big Sisters families!

ALDI donated \$30,000 to Big Brothers Big Sisters, making these events possible. **Encore RPB, HAI and ALDI!**

SHARE YOUR STORY!

Have a tale to tell? Send it to us at Communications@aldi.us, and it may just be featured in our next edition of *Beyond the Aisles!*



YEAR AROUND THE SUN



We're throwing a party for the planet because March 10 marked the first anniversary of our 2030 Vision: the ALDI international corporate responsibility strategy. Set to wrap in 2030, this initiative is built on four pillars: Carbon Footprint, Operations & Food Waste, Plastics & Packaging and Responsible Sourcing.

Buckle up! We're taking you on a behind-the-scenes tour of what we've been up to this past year.



CARBON FOOTPRINT

Reduce greenhouse gas emissions by **26%** by 2025.

- Over **120** stores and **12** warehouses around the country use green electricity from panels powered by the sun.
- This year, we plan to install solar panels on around **60** additional stores and the new Loxley warehouse.



PLASTICS & PACKAGING

Reduce packaging materials by **15%** and convert all ALDI-exclusive packaging to reusable, recyclable or compostable materials by 2025.

- We've added a new goal to this category: use **20%** post-consumer recycled content (material that's already been tossed into the recycling bin by consumers) in our plastic packaging by 2025.
- To date, we've updated over **62%** of our ALDI-exclusive packaging to be reusable, recyclable or compostable.



OPERATIONS & FOOD WASTE

Divert **90%** of operational waste by 2025 and strive to reduce food waste by **50%** by 2030.

- We're currently diverting **74%** of our operational waste companywide.
- In 2021, our Test Kitchen and participating stores composted close to **870** tons of food, the equivalent of approximately 1.74 million Belmont Super Premium Ice Cream Pints!



RESPONSIBLE SOURCING

Expand sustainable sourcing of coffee, while continuing to source cocoa and seafood sustainably.

- **53%** of everyday ALDI coffee products (non-ALDI finds) come from sustainable sources.
- **100%** of our everyday items made of wood or pulp are certified sustainable and come from well-managed forests.



2021 ENVIRONMENT+ENERGY LEADER 100

Congrats to one of our own who was named a 2021 Environment+Energy Leader 100 Honoree: **Dan Gavin!**

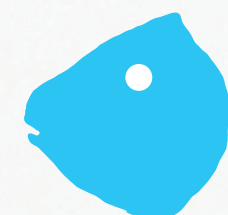
Please tell us your job responsibilities and day-to-day activities.

As vice president of national real estate for ALDI U.S., I am primarily responsible for developing and implementing our national growth strategy. In addition to the real estate aspect of my position, I also oversee the Facilities, Systems & Sustainability team that is responsible for equipment throughout our stores, such as refrigeration systems, HVAC units, lighting, building materials, solar arrays, etc.

Given my unique position overseeing both teams, I have a large impact on making our stores more energy-efficient and environmentally friendly.

What was a successful project or implementation you worked on that you can share?

Over the last several years, I have had the privilege of leading a more than \$5 billion, seven-year program to remodel more than 1,400 existing ALDI stores and open more than 800 new stores. As part of this project, we are implementing more environmentally friendly building materials, energy-efficient HVAC units, LED lighting and refrigeration systems that use natural refrigerants. Thus far, we have fitted more than 1,930 stores to include more energy-efficient LED lighting through the new build and remodel process.



GUESS WHAT!

The update on our new sustainable seafood commitment is here!

We strengthened our requirements to source all fresh, frozen, farmed and wild seafood from fisheries that are third-party certified as sustainable or from Fishery Improvement Projects by the end of 2025. We've also outlined new requirements for our food products containing fish and seafood ingredients.



A FOR AWARD WINNING

Awards? For spring? Groundbreaking. We don't have to wait until Q4 to share some of our wins (plus, we were too excited to wait)!

RETAILER AWARDS



BrandSpark®, a market research firm, conducted its annual survey to determine this year's winners of the BrandSpark Most Trusted Awards! We're

happy to report that shoppers voted us Most Trusted Discount Grocer in the U.S. and Most Trusted Small Format Grocery Store in the U.S.

dunnhumby

The results are in, and we continue to be ranked No. 1 for price by dunnhumby: an international firm specializing in customer data, consultation and technology services.



PRODUCT AWARDS



~ Research by BrandSpark ~

BrandSpark's sister company, Best New Product Awards Inc., is here with their own program: the Best New Product Awards! The BNPA targets everything from food and beverage to health and beauty. How'd we fare? Our products won in **15** different categories!

PRIZEWINNER PODIUM

Welcome to the first edition of Prizewinner Podium: where we feature some of our stellar standouts receiving recognition. Tag along for an exclusive look at the winners!

Wow your guests at teatime with our favorite chewy, cream-filled confections: **Specially Selected Macarons**. These macarons are walking around with their very first BNPA win (and they're proud of it)!



Say hello to **seven** wins in the 2022 Product of the Year Awards: only the planet's biggest consumer-chosen award for product innovation backed by over 40,000 votes by shoppers!

PRIZEWINNER PODIUM

Stop and smell the ... sharp cheddar! After all, it's spring, which means a fresh win: **Emporium Selection Extra Sharp Cheddar or**

Gouda Cracker Cuts. Pack a picnic with these cuts featuring a shiny new award from Product of the Year! Don't forget the wine: our **Peaks & Tides Sonoma Coast Pinot Noir** (another 2022 winner!).



TECHED OUT

Tech out what our National IT team has been up to! Clue: it's a lot. From increasing connectivity to bringing back a Teams favorite, we're building a virtual work environment that centers around you and our business needs. Thank you, NIT, for your hard work behind the scenes!



National Services & Divisions

Eureka — we cracked the code of safe and efficient virtual work! To establish this utopia of a digital workplace, we introduced a company-wide initiative, known as Information Governance, to manage our information.

As part of this endeavor, the NIT Infrastructure Collaboration & Coordination team launched Microsoft 365: a program ushering in a suite of new tools and transforming how we work, whether in office or at home!

The NIT Information Governance team also formed the Where to Store and Share Strategy to move us away from network drives toward MS Teams and SharePoint platforms (so we can move at the speed of light, or at least the speed of our internet providers).



Stores

Come one, come all to marvel at our newest in-store innovation: electronic shelf labels! Say goodbye to yе olde days of manual price changes and hello to a new age of automatic updates. By the end of 2022, we aim to have ESLs in 80% of our stores (yes, you read that right!). We won't judge if you run the aisles in celebration.



Our new electronic shelf labels in action!

Warehouses

Get plugged into ... Wi-Fi! The future is here, and we're here to meet it, which is why we've installed Wi-Fi **everywhere**. That means all warehouses and divisions now have the power of the Interweb to improve communications. Not only does this update make access to MyALDI for the latest employee updates easier, but it also provides better phone service in our warehouses and offices and free data for your phones during break!

Calling All Employees

Our business growth depends on your growth, which is why we're introducing a new Training & Development resource!

Meet MyAcademy: the new place for learning, designed to improve your experience. More information to come!





HOPPY EASTER, PEEPS!

The Easter egg hunt is over! We've filled a basket full of spring goodies just for you.



BRIOCHE FRENCH TOAST TOPPED WITH FRESH BERRIES AND WHIPPED CREAM

The only time we lay it on thick is when we're building this beauty.

Recipe courtesy of Kylie Mazon-Chambers of @cookingwithcocktailrings

Prep Time: 20 minutes
Cook Time: 15 minutes
Total Time: 35 minutes
Servings: 4

Directions:

1. Add the heavy cream and sugar to the bowl of a stand mixer fitted with the whisk attachment and beat on medium speed for 1 minute. Keep the mixture running while you add the sugar. Then increase the speed of the mixer to medium-high, beating until the cream forms stiff peaks, about 2 minutes. Cover and refrigerate the whipped cream until ready to use.
2. In a medium mixing bowl, whisk the eggs, vanilla extract and milk until the eggs fall off the whisk in ribbons. Add the mixture to a 9-by-13 baking dish and add the slices of brioche in a single layer. Let the slices sit for about 10 minutes so the egg mixture absorbs. Turn the slices of bread to soak the other side, letting them sit for an additional 5 minutes.
3. Heat a large nonstick saute pan or griddle pan over medium heat, add 2 tablespoons of butter and allow to melt. Working in batches, arrange 2 pieces of the soaked bread in the pan, making sure not to crowd them. Cook until golden brown on the bottom, about 4 minutes. Flip and continue cooking until golden brown, about an additional 4 minutes. If the bread browns too fast, lower the heat to medium-low.
4. Remove the slices and set on a plate. Then repeat with the remaining butter and bread until all are cooked. Divide the slices of toast among plates and top with whipped cream and berries. Dust with confectioners' sugar and serve with maple syrup.

Ingredients:

- 1 cup heavy whipping cream
- 1 tablespoon granulated sugar
- 4 large eggs
- 1 teaspoon vanilla extract
- 2 cups whole milk
- 1 loaf **Specially Selected** Plain Sliced Brioche Loaf
- 6 tablespoons **Simply Nature** Organic Unsalted Butter, plus additional for serving
- 1/2 cup raspberries
- 1/2 cup blueberries
- 1/2 cup blackberries
- 1/2 cup strawberries, quartered
- Confectioners' sugar as needed, for garnish
- Maple syrup as needed, for serving



SPRINGY VEGETABLE QUICHE

Spring into Easter with this state-of-the-art tart.

Recipe courtesy of Lindsay Ostrom of @pinchofyum

Prep Time: 10 minutes | Cook Time: 1 hour
Total Time: 1 hour, 10 minutes | Servings: 12

Ingredients:

- 1 tablespoon butter
- 1 shallot, minced
- 2 cups vegetables (mushrooms, asparagus and spinach)
- 8 **Simply Nature** Organic Cage Free Grade A Large Brown Eggs
- 1 1/4 cups heavy cream
- 1 cup **Emporium Selection** Shredded Gouda Cheese
- 1 teaspoon salt (more to taste)
- 2 unbaked **Bake House Creations** Pie Crusts

Directions:

1. Melt the butter over medium-high heat. Add the mushrooms, saute until browned and soft. Add the shallots, saute until fragrant. Add asparagus, saute until softened and bright green. Season with a pinch of salt.
2. Whisk eggs and heavy cream together. Add cooked veggies, cheese and salt.
3. Press pie crust into a 10-inch pie pan and gently crimp the edges so they look nice (this recipe is enough for two quiches, so just do this twice if you're making both at the same time).
4. Preheat the oven to 350°F. Poke tiny holes in the bottom of the crust with a fork. Bake the pie crust for 10 minutes until partially baked.
5. Pour the egg and veggie mixture into the pie dish (stop when you start to get to the top of the pie edges). Bake for 15 minutes.
6. Remove pan from oven and cover the pie edges with a foil crown, so the edges don't overbrown. Bake for another 15 minutes.
7. Slice and serve! Serve with a little spring mix salad, fruit or muffins for brunch goals. Yum.



HOW TO BUILD A PANCAKE BOARD

Bored with basic breakfast? Style this spread instead.

Recipe courtesy of Elizabeth Van Lierde of @college_housewife

Prep Time: 10 minutes | Cook Time: 20 minutes
Total Time: 30 minutes | Servings: 4

Ingredients:

- 12-16 pancakes, any shape or flavor!
- 1-2 bananas, sliced
- 1 cup raspberries
- 1 cup blueberries
- 1 cup strawberries
- Bacon, sausage or ham
- 1/2 stick butter
- 1/2 cup **Simply Nature** Organic Creamy Peanut Butter
- 1 cup **Specially Selected** 100% Pure Maple Syrup
- 1/2 cup chocolate chips
- 1/2 cup nuts

Directions:

1. Prepare pancakes and breakfast meat (bacon, ham or sausage) on a griddle. Place on a baking sheet covered with foil and warm in an oven at 250°F until the rest of the pancake board is ready.
2. Arrange bowls of berries, toppings and spreads into small vessels scattered on the board. Be sure to include spreader knives for peanut butter, Nutella, jam, etc.
3. Before serving, add warm pancakes and breakfast meat to the board. Serve with tongs and small plates for each person.










EASTER EGG HUNT

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-  - Olathe
-  - Royal Palm Beach
-  - Jefferson
-  - Oak Creek
-  - Saxonburg
-  - Salisbury
-  - Loxley
-  - National Finance & Administration



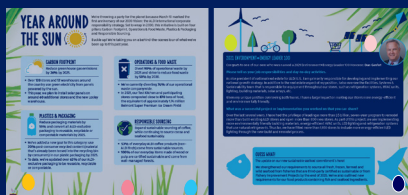
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-  - Denton
-  - South Windsor
-  - Hinckley
-  - Batavia
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-  - Frederick



OUR CORE VALUES

Our core values are what we live by as a company and guide the way we act with our customers, suppliers and each other.

CONSISTENCY

Consistency leads to reliability. We mean what we say. We are consistent in our dealings with people, product, price and all other aspects of our day-to-day professional life.

SIMPLICITY

Simplicity creates efficiency, clarity and clear orientation within our organization as well as for our customers.

RESPONSIBILITY

Responsibility stands for our commitment towards our people, customers, partners and the environment. It also includes principles such as fairness, honesty, openness, service orientation and friendliness.



Achieving More
TOGETHER.

