



—  —

# 2025

IMPACT REPORT

—





GOOD MADE EASY



As the worldwide leader in convenience, 7-Eleven, Inc., is in a unique position to make a real difference in our communities and for the planet we all share.

Our approach is called “Good Made Easy,” and it sums up our commitment to supporting people, protecting the environment, and promoting responsible choices.

The 2025 Impact Report shows how “Good Made Easy” guides our sustainability efforts through three key areas: People, Planet and Products.

### People



See how the 7-Eleven Cares Foundation and our in-store fundraising campaigns are helping communities thrive. Learn how partnerships with law enforcement make neighborhoods safer, and how we’re raising millions to give kids access to the medical care they need.

### Planet



Learn about the Green Challenge targets, setting the tone for our environmental initiatives and how they impact our customer experience.

### Products



Explore how we’re expanding the use of sustainable packaging and reducing food waste — all to benefit people and the planet.

I hope you’ll enjoy seeing all these efforts in action and are inspired by what we’re achieving together.

#### Treasa Bowers

Executive Vice President, Chief People and Sustainability Officer



Click to hear more from Treasa Bowers.





Health



Safety



Opportunity



7-Eleven is proud to be part of the neighborhoods we serve — showing up every day as an accessible, convenient and welcoming place where people can get what they need and where small moments of connection happen along the way.

Our commitment to being a good neighbor goes beyond our stores. We focus our philanthropic efforts across three areas: **Health, Safety** and **Opportunity** — supporting programs, nonprofits and community initiatives that help strengthen neighborhoods.

Supported by 7-Eleven, Inc., the 7-Eleven Cares Foundation helps bring this work to life through charitable giving, community investment and volunteer support. Together, we're creating meaningful, measurable impact by helping make neighborhoods stronger and safer and expanding access to opportunity and the resources people need to reach their full potential.

# 7 CARES DAY

In April 2025, the company hosted its annual 7Cares Day event to celebrate National Volunteer Month. Employees from the Enon and Irving Store Support Centers (SSCs) were invited to step away from the office and into the community for a day of service across North Texas and Central Ohio.

Employees volunteered with local organizations to help address some of our communities' most pressing needs in the areas of health, safety and opportunity.

Together, more than 400 employees contributed nearly 1,100 volunteer hours — a powerful display of community spirit and teamwork. To further amplify the impact, the 7-Eleven Cares Foundation donated \$2,000 to each participating organization, totaling \$24,000 in support of their vital missions.

We're proud to stand alongside our employees in helping to build thriving communities for years to come.

## North Texas

### Volunteers supported:

- Boys & Girls Clubs of Greater Dallas
- Bonton Farms
- Children's Health: Children's Medical Center Plano
- Equest Therapeutic Riding Center
- Minnie's Food Pantry
- North Texas Food Bank

## Central Ohio

### Employees shared their time at:

- Boys & Girls Club of Dayton
- Dayton Children's Hospital
- Dayton Foodbank
- Rebuilding Together Dayton
- Second Harvest Food Bank
- Springfield Promise Gardens



7CARES DAY 2025

400

employees

1,100

volunteer  
hours

\$24,000

donated





# Celebrating 30 Years of Operation Chill®

Building stronger, safer neighborhoods has always been central to how 7-Eleven shows up in the communities it serves. That same spirit powers Operation Chill®, the company's signature community outreach program that's been bringing law enforcement agencies and kids together for 30 years.

Launched in 1995, Operation Chill® is all about creating positive, everyday moments between law enforcement and young people. Officers hand out free Slurpee® drink coupons to kids they see demonstrating good behavior such as wearing a helmet while biking, picking up litter or simply holding the door open for someone.

The reward is simple and simply delicious — a coupon for a free small Slurpee drink at participating 7-Eleven®, Speedway® and Stripes® stores.

“Operation Chill is about much more than just a free Slurpee drink. It's about showing kids that small, positive actions matter,” said Treasa Bowers, Executive Vice President, Chief People and Sustainability Officer at 7-Eleven, Inc. “Over the past 30 years, we've seen how these moments help build trust, encourage good behavior and bring communities closer together, one Slurpee drink at a time.”

In 2025 alone, 7-Eleven shared nearly 640,000 Operation Chill coupons with law enforcement agencies across the country to reward kids in their local communities.

“Connecting with the community — especially our youth — is at the heart of what we do. A free Slurpee drink coupon may seem small, but it opens the door to meaningful conversations and trust-building moments between officers and kids,” said Detective P. Wolan of the Grapevine, Texas, Police Department. “Sometimes it only takes a small gesture to make a big impact. We're thankful to be part of a program that helps create the positive connections that are key to building strong, lasting relationships with the youth in our neighborhoods.”

Today, Operation Chill® has grown to include more than 1,300 law enforcement agencies across the U.S., with **24+ million** coupons distributed to date.



# Children's Miracle Network

## Life-Changing Care for Kids

In 2025, 7-Eleven raised more than \$14 million to support 113 local children's hospitals across the country. Children's hospitals are often the places families trust most and the funds raised make a direct impact at the local level, supporting lifesaving care, groundbreaking research and financial support for children and families.

This milestone was made possible by the generosity of 7-Eleven®, Speedway® and Stripes® customers, Franchise Owners, vendors, suppliers and employees. The total includes donations from year-round in-store fundraising at participating Speedway® stores, along with two additional in-store fundraising campaigns at participating 7-Eleven® and Stripes® locations.

Another major boost came from the 34th Miracle Tournament and Celebration Dinner in Dayton, Ohio, which raised more than \$3 million. More than 600 supporters came together to raise funds and celebrate the children whose lives are directly impacted through Children's Miracle Network.

*"At Children's Miracle Network, we are grateful for more than three decades of extraordinary support from 7-Eleven, Inc. From customers and Franchise Owners to employees nationwide, your generosity continues to shine, ensuring kids receiving care in every community receive the support they need from their local children's hospital," said Aimee J. Daily, Ph.D., President and CEO of Children's Miracle Network. "This sustained relationship demonstrates a deep commitment to children's health, inspiring hope and strengthening our shared mission throughout the year. Our goal is possible when we unite to make big change for all kids."*



7-Eleven, Inc.  
raised more than

**\$14 million**

to support 113 local  
children's hospitals  
across the country.





In 2025, more than 50 Champion Children and their families — each representing their local children's hospital — were on hand to meet and interact with the tournament participants, share their personal stories and most importantly, have fun!



Check out this video for inspirational highlights from the 34th Annual Miracle Tournament and Celebration Dinner.



Since 1991, 7-Eleven, Inc.

has raised more than

**\$200 million**

for Children's  
Miracle Network.



# Project A-Game™ for the Win!

Project A-Game™, 7-Eleven's community grant program focusing on youth education, began in 2012 to help kids develop a strong foundation for success. Since its inception, 7-Eleven, Inc., Franchise Owners and the 7-Eleven Cares Foundation have given approximately 5,700 grants totaling a community investment of nearly \$4 million.

Open to all U.S. 7-Eleven Franchise stores in 2025, the program features a signature relationship with Boys & Girls Clubs of America (BGCA). Founded in 1860, BGCA provides a safe place for kids to grow. Clubs offer caring adult mentors, fun and friendship, and high-impact enrichment and development programs during critical non-school hours. Boys & Girls Clubs programming promotes academic success, good character and leadership, and healthy lifestyles. More than 5,400 Clubs serve 3 million young people through Club membership and community outreach nationwide.

Participating U.S. Franchise and corporate stores can get involved by applying for grants that provide youth development and educational opportunities for young people in their areas through the Boys & Girls Club or other qualified local programs. Additionally, new store grand openings generate a \$711 grant directed to the nearest Boys & Girls Club in the community.

All donations and matching grants are funded by the 7-Eleven Cares Foundation, proudly supported by 7-Eleven, Inc.



# From Shy Teen to National Advocate: How Ximena V. Found Her Voice Through the Boys & Girls Clubs of America

It's hard to imagine Ximena V. as shy and reserved. But the effervescent, whip-smart teen insists it's true. Hailing from McAllen, Texas, Ximena was far more comfortable keeping her head down than stepping into the spotlight.

She credits her transformation to the loving guidance of her parents and the leadership opportunities provided by her local Boys & Girls Club in McAllen. That transformation has already taken her to some heady destinations. In 2024, as part of Boys & Girls Clubs of America's national "Summit of America" program, she spoke movingly before the U.S. Congress about challenges facing today's immigrant youth. Just a year later, she was named Boys & Girls Clubs of America National Youth of the Year at a star-studded ceremony in Los Angeles hosted by Academy Award winner and Boys & Girls Clubs of America national spokesperson Denzel Washington.

Today, she's building momentum on her path of human rights advocacy, law and potentially even politics.

## Q&A with Boys & Girls Club of America's National Youth of the Year, Ximena V.

**Q** Let's start at the beginning. What were you like as a young kid?

I wanted to be a professional volleyball player! I grew up playing at the Boys & Girls Club and as I got older, I became even more involved by volunteering as a teenager. As a freshman, I started getting into programming after seeing people online building websites. I wanted to learn how to do it myself, so I began teaching myself and eventually created a few sites for Boys & Girls Club of McAllen — one focused on community environmental issues and solutions, and another on the rise of cell phone addiction among teens. Both are issues that feel especially important to my generation.

**Q** How did building websites lead you to advocacy?

Building websites made me think that maybe computer engineering or programming could be my career path. I also started looking at other STEM-related paths. The summer after my sophomore year, I did a chemical research internship at the University of Texas Rio Grande Valley. But the more I got involved with the Boys & Girls Club and their advocacy work, I realized I was most passionate about advocacy and law. So now I'm applying to colleges with strong programs in those areas, and I'm hoping to go to law school after I graduate. But I still really love my STEM-related courses and hope to continue doing research in STEM-related fields, too.



BOYS & GIRLS CLUBS  
OF AMERICA

"Being named Boys & Girls Clubs of America's National Youth of the Year is a great opportunity to advocate for what the Club can do for youth and what it did for me, and I want to share my story."



**Q** You characterize yourself as having once been quite shy.

I think it showed up most in how committed I was to school. I always did my assignments and wanted to get straight A's. I was very, very stubborn when it came to pursuing academic excellence. But yes, I was pretty shy, too! Through the Boys & Girls Club, I was able to find more of a balance, especially through volunteering. For example, on some weekends we'd go to a senior rehabilitation center to help out, and that helped me feel more connected and engaged with my community.

**Q** How did Boys and Girls Club give you other opportunities to engage with people?

Through my junior staff program for the Boys & Girls Club of McAllen, I was designated as the front-desk receptionist, which I thought was crazy. Me? I wasn't much of a talker. But being the receptionist was only the start; I wound up being on stage to host bingo night events and other larger events in front of hundreds of people. The Club and the resources it offered helped me in my journey to opening up and engaging more with people. Now I talk to everyone all the time!

**Q** Have you always been determined?

I truly owe a lot to my parents. They're amazing souls who continue to do a great job of guiding my brother and me to push for our goals and never stop dreaming. They planted the seed for perseverance, and the opportunities and resources presented by the Boys & Girls Club helped a lot of us not just see our goals but realize they're truly attainable.

**Q** How did the Boys & Girls Club help bring advocacy to life for you?

Through the Think, Learn, Create Change (TLC) program, teens at select Clubs receive mentorship to lead local advocacy projects and create community change. With the guidance of my mentor and dear friend Katherine M., Program Director at the Boys & Girls Club of McAllen, I focused on addressing the lack of resources for immigrant families and teens in our community. We spoke to immigration lawyers, which led to a meeting with Texas Senator Juan Hinojosa. We talked with him about implementing training programs for teachers in the Rio Grande Valley so that they're better equipped to help immigrant teens in schools.

Our work led us to Washington, D.C., in 2024, where we presented our research to Capitol Hill lawmakers. We received a grant to continue our work, and we're looking into a few solutions such as starting ESL (English as a Second Language) classes for parents and families at the Club. It was a thrilling experience that cemented my passion for advocacy.

**Q** In 2025, you were named Boys & Girls Clubs of America's National Youth of the Year. Is it weird being famous?

Very! (Laughs). News articles, radio and TV station interviews, and there was even a billboard in my hometown with my face on it! My school had a pep rally with every class from K through 12, and little girls were hugging me and cheering for me. It was crazy! I'm so proud to be here, and I'm proud to continue sharing the opportunities that the Boys & Girls Club have to offer.

**Q** What's something that you want parents and adults to understand about young Americans today?

I'd say please take the time to listen to us. I understand that kids can be troublesome or misbehave at times. But these same kids are well-intentioned and have dreams and aspirations. Through my experiences with the Boys & Girls Club, I've had the opportunity to meet amazing, talented and gifted kids from across the country who are passionate about trying to create change in their communities.

**Q** What would you say to the 7-Eleven, Inc. store teams about the importance of supporting their local Boys and Girls Club?

Grants from companies such as 7-Eleven are vital, especially to under-resourced areas where a lot of kids are from low-income families and don't have adequate school resources. Thanks to the generous grants from store leaders and Franchise Owners, kids can get the resources, support and guidance they need from their local Clubs. It truly makes a huge difference and has a lasting impact on lives and communities.





High Fives, Blue Lights and Refreshing Slurpee® Drinks

# 7-Eleven Shows Up for National Night Out

In 2025, the 7-Eleven Cares Foundation was once again a proud official sponsor of National Night Out — a nationwide event focused on bringing neighbors and local law enforcement together to build stronger, safer communities.

Each year, millions of people take part in National Night Out celebrations on the first Tuesday in August (or the first Tuesday in October in warmer states like Texas). These events range from block parties and cookouts to safety demonstrations, festivals and visits from local police, fire and emergency teams.

In 2025, we supported more than 80 National Night Out events across the country. In Wylie,

Texas, and Springfield, Ohio, the celebrations also marked the 30th anniversary of Operation Chill®, complete with the Slurpee® truck rolling in to help take things up a notch.

By bringing people together, these events gave stores a chance to connect directly with their neighborhoods and continue building strong, trusted relationships with local law enforcement — one conversation, one high-five and one Slurpee® drink at a time.

**At 7-Eleven, we pride ourselves on partnering with both the community and local law enforcement agencies. It's important for us be involved in these types of events — we want to get in the neighborhood and start conversations and build relationships.**

**Brian F. | Area Leader**



Click [here](#) to see NNO highlights



# Where a Slurpee® Drink Becomes a Bridge: How National Night Out Builds Community Trust

On October 7, 2025, thousands of families gathered in the Dallas suburb of Wylie, Texas, as smiling police officers strolled the streets and posed for photos. Kids climbed through SWAT trucks. Firefighters encouraged children as they dashed through obstacle courses. At the center of it all sat an unmistakable icon — the Slurpee® truck.

For Jocelyn D., Area Leader, the night was a clear sign of how far National Night Out has come.

“Four years ago, we showed up with just a small booth and a few giveaways,” she said. “We were there, but we weren’t really an integral part of it.”

That all changed in 2024, when the 7-Eleven Cares Foundation, supported by 7-Eleven, Inc., signed on as a proud supporter of National Night Out. As part of this relationship, 7-Eleven®, Speedway® and Stripes® stores support local National Night Out events in select markets across the country.

For Wylie’s National Night Out event, the company’s Operations and Asset Protection teams worked with local law enforcement to get fully invested. Attendance was massive: an estimated 10,000 people come together for an immersive, joy-filled and unmistakably community-driven event where making connections was a key focus.

“It wasn’t just about showing up,” Jocelyn added. “It was about showing what real connections look like.”

For Ernesto C., Zone Asset Protection Manager, the impact was immediate and personal. With more than 30 years in retail asset protection, he’s seen countless community initiatives. Few, he says, compare to this.

“This was the biggest National Night Out I’ve ever attended,” he said. “And it worked because it genuinely brought law enforcement, families and the community together.”

That sense of connection is exactly why National Night Out and our Operation Chill® program fit so naturally together. Operation Chill is best known for officers handing out free Slurpee® drink coupons to kids for demonstrating positive behaviors, and it has long served as a bridge between law enforcement and youth. National Night Out extends that bridge to entire neighborhoods.

“Operation Chill opens the door with kids,” Ernesto explained. “National Night Out opens it for everyone.”

For Jocelyn, the mission hits close to home because law enforcement runs in her family. Her uncle, father and brother all serve in public safety roles. She’s seen firsthand how perception can shape trust.





### Where a Slurpee® Drink Becomes a Bridge: How National Night Out Builds Community Trust *Cont.*

“Some communities don’t always see law enforcement in a positive light,” she said. “Events like National Night Out help change that. Kids don’t see uniforms as something to fear. They see heroes.”

Often, that shift starts with something simple: a conversation, a photo, a shared moment and sometimes even a Slurpee® drink.

At the Wylie event, children explored K-9 units, met sheriff’s deputies and posed with a vintage police car. Parents walked alongside them, introducing their kids to officers and public servants. For Ernesto, those interactions mattered most.

“Seeing parents guide their kids and shake officers’ hands reminds you how much good is out there,” Ernesto said. “That’s what community should feel like.”

Looking ahead, both Jocelyn and Ernesto see opportunities to build on that momentum beyond a single night in the fall. They envision smaller Operation Chill® events throughout

the year, perhaps tied to new store openings, or neighborhood events that can benefit from positive engagement and connections.

“Why wait for one night a year?” Jocelyn asked rhetorically. “Our stores are part of these communities every day.”

From an asset protection perspective, the benefits are clear.

“My job is safety,” Ernesto said. “These relationships help ensure our stores are safe places 24/7 for customers who might need something as simple as milk or medicine at 3 a.m.”

But the real return goes beyond safety metrics or foot traffic. It’s about fostering a sense of belonging.

In Wylie, that feeling was unmistakable. And if Jocelyn and Ernesto have their way, it won’t be the last time a Slurpee® drink helps bring a community together — one kid, one conversation and one neighborhood at a time.



“Why wait for one night a year? Our stores are part of these communities every day.”



# 7-Eleven Canada, Inc. Turned Small Moments into Big Impact in 2025

In 2025, 7-Eleven Canada's commitment to building thriving communities wasn't confined to a single campaign or season: it showed up every day, in stores and neighborhoods across the country.

Anchored by its long-standing national partnership with Food Banks Canada and the expansion of the company's signature relationship with Children's Miracle Network, 7-Eleven Canada focused on one simple goal — making an impact where Canadians live, work and gather.

Few initiatives captured that spirit more clearly than Slurpee® Name Your Price Day. Held each fall, the one-day event invites customers to choose what they pay for a large Slurpee®, with 100 percent of proceeds benefiting Food Banks Canada. In 2025 alone, the event raised more than \$55,000 — enough to help fund 110,000 meals distributed through local food banks nationwide.

Later that year, 7-Eleven Canada partnered with Children's Miracle Network for a special fundraising

campaign on Giving Tuesday (Dec. 2, 2025) — donating 100 percent of the net proceeds from all fresh-baked cookies purchased in-store to local member hospitals. Customers purchased more than 27,500 cookies during the one-day campaign, resulting in a donation of nearly \$20,000.

That same commitment extended beyond store counters and into hands-on action. Throughout the year, 7-Eleven Canada employees volunteered their time with Food Banks Canada, including events at the Surrey Food Bank and the "After the Bell" program in Ontario. Designed to support children who rely on school meal programs, "After the Bell" delivers food packs throughout the summer months. In 2025, more than 215,000 food packs were distributed, with 7-Eleven volunteers assembling 560 food packs in just 90 minutes.





Support for children’s health took on a particularly personal tone during Halloween week. While many hospitalized children can’t participate in traditional trick-or-treating, 7-Eleven Canada teams brought the celebration to them by delivering Slurpee® drinks, coloring sheets and merchandise — along with coffee for more than 800 healthcare workers — at four children’s hospitals across British Columbia, Manitoba and Ontario. The holiday season followed with hands-on support at SickKids in Toronto, BC Children’s Hospital and Children’s Health Foundation in Manitoba.

At the store level, creativity and compassion flourished, too. At our Orangeville, Ontario, store, a customer built a decorative miniature wooden house to be raffled off in support of the Orangeville Food Bank. Customers who purchased a cookie were entered into a drawing and for each cookie sold, one cookie was donated to the food bank. Through this initiative, we were able to donate 1,000 cookies,

proving yet again that meaningful impact often starts with one idea and an engaged community.

All that collective effort didn’t go unnoticed. Food Banks Canada named 7-Eleven Canada as its “Growth Partner of the Year.” A dedicated partner to Food Banks Canada since 2013, 7-Eleven Canada more than doubled its annual donations to more than \$230,000 by asking customers to round up their purchase amounts in support of the food bank network. 7-Eleven Canada also collaborates with their vendors to expand their support for Food Banks Canada year over year.

Additionally, *Convenience Store News* recognized 7-Eleven Canada with its 2025 Impact Award for Community Service/Local Impact/Giving Back through its relationships with Food Banks Canada and Children’s Miracle Network. By showing up when it matters most, 7-Eleven Canada proves that everyday convenience can deliver extraordinary community good.



## American Red Cross (ARC)

The American Red Cross is there when people need help most — providing shelter, food and comfort in the wake of disasters. Each year, the organization responds to roughly 65,000 emergencies across the U.S., from single-family house fires to large, multi-state disasters.

In 2025, the American Red Cross responded to a surge of disasters nationwide including catastrophic floods in Texas, destructive wildfires in California and tornadoes across the Midwest. They provided shelter, food and more than \$130 million in financial assistance to households heavily impacted by these events, as well as by 2024’s hurricanes, all while continuing to manage persistently high rates of home fires.

And that’s only part of their mission. The American Red Cross provides about 40 percent of the donated blood supply in the U.S., teaches life-saving skills and supports veterans, service members and their families — work made possible by volunteers and the generosity of the public.

In 2025, the 7-Eleven Cares Foundation provided \$250,000 to help advance the American Red Cross’s disaster relief work for families across the U.S.



“When we nurture an environment where people feel comfortable being themselves and they can contribute freely, we’re able to innovate faster and be even more agile in this everchanging marketplace. We’re also better equipped to attract and retain stronger talent now and in the future.”

**Larry Hughes** | Vice President  
Corporate and Field Human Resources

## When We All Belong, Everyone Wins

Ensuring every customer feels welcome in our stores is a hallmark of the 7-Eleven family of brands. That commitment extends to our workforce, where we strive to create an environment in which employees feel seen, valued, connected and empowered to contribute their best.

When people feel a strong sense of connection, it fuels engagement, collaboration and innovation across the business.

7-Eleven’s Associate Business Resource Groups (ABRGs) play a key role in advancing this culture. These voluntary, employee-led groups align with the company’s mission, values and strategy while fostering inclusion across the organization. Open to all corporate employees, ABRGs provide opportunities to build leadership capabilities, strengthen networks and engage with colleagues who share common experiences or perspectives.

“ABRGs are a great way to expand your knowledge of the organization, take on growth opportunities and meet new people,” said Catherine M., Sr. Director, Business Transformation.

Through participation, members gain hands-on experience in strategic planning and project management, along with exposure to executive sponsors and senior leaders. They also support community events and partner with organizations nationwide. The impact is meaningful: 82 percent of members say their involvement enhances engagement and contributes to stronger business performance.



# BLACK HISTORY MONTH

## Honoring Black History Month

February marks Black History Month, which recognizes the remarkable journey, resilience and accomplishments of Black Americans. The month-long commemoration also offers the opportunity to reflect on the reality that Black history is also American history and a catalyst for ongoing social change and education.

Thanks to the hard work by members of 7-Network of Black Professionals (7NBP), one of our eight ABRGs, we were able to welcome retired U.S. Army General and current president of Hampton University, Darrell K. Williams, for an insightful conversation with employees.

As a three-star general and acclaimed business leader and educator, President Williams retired from the U.S. Army in 2020 after 37 years of service. His last military position was serving as the 19th director of the Department of Defense's Defense Logistics Agency, leading a global workforce of more than 26,000 civilian and military professionals. Today, he's responsible for creating an unparalleled higher education experience at Hampton University, one of the country's premier historically Black universities.



# JUNETEENTH

FREEDOM DAY

## Celebrating Juneteenth

The U.S. federal holiday of Juneteenth (June 19) is a significant moment in American history as it commemorates the emancipation of enslaved people in the United States. The holiday has its roots in Galveston, Texas, where on June 19, 1865, Union Major General Gordon Granger arrived to announce that all enslaved people were free — an announcement that came a full two and a half years after President Abraham Lincoln's Emancipation Proclamation had legally freed enslaved people in Confederate states. The order could not be enforced in Texas until Union troops arrived to take control.

7NBP played a critical role in celebrating Juneteenth 2025 by organizing a panel discussion with National Juneteenth Museum CEO Jarred Howard and Dione Sims, granddaughter of Opal Lee — known as the “grandmother of Juneteenth” — at the Store Support Center in Irving, Texas. The event also featured an uplifting live performance by the Dallas Black Dance Theatre.

**7NBP Network of Black Professionals**



Watch this video highlighting our Juneteenth celebration.

CELEBRATING  
**INTERNATIONAL  
WOMEN'S DAY!**

Saturday, March 8



**#AccelerateAction**



## International Women's Day and Women's History Month

As the world's leading convenience retailer, 7-Eleven is represented in more than 85,000 stores in 19 countries and regions, and women are a driving force across every aspect of our business.

That's why, every March, we're proud to celebrate Women's History Month to recognize the vital contributions of women to history, culture and society. This celebration honors the achievements and progress of women everywhere.

On March 8, we also celebrated International Women's Day (IWD) with countries and regions worldwide.

In partnership with the 7-Network of Executive Women (7NEW) ABRG, we

marked the month by supporting 2025's IWD theme, #AccelerateAction, and asking employees from around the world to help inspire others to positively impact women's advancement by striking the #AccelerateAction pose.

The result was a global celebration of the progress of women everywhere and an affirmation of what "belonging" truly means at 7-Eleven.



# ¡Hola!

## Celebrating Hispanic Heritage Month with Linda Alvarado

Every fall, Hispanic Heritage Month (HHM) recognizes the innumerable contributions of Hispanic and Latino communities to our country. The observation began in 1968 as “Hispanic Heritage Week” under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period from Sept. 15 to Oct. 15.

The 7-Eleven family of brands is proud to honor the rich histories and cultures of people whose ancestors hail from Spain, Mexico, the Caribbean and Central and South America.

As part of our HHM celebration, we were privileged to welcome Linda Alvarado for an in-depth fireside chat. A trailblazing entrepreneur, she spoke about her leadership style as President & CEO of Denver-based Alvarado Construction, Inc., which has built commercial, housing, government, industrial, institutional, environmental, heavy engineering, technology and utility projects throughout the United States.

The company’s project list includes the Denver Broncos Empower Field at Mile High, the Pepsi Center (also in Denver), the Phoenix and Colorado Convention Centers and the Denver Hyatt Civic Center Hotel, just to name a few.

She also reflected on becoming the first Hispanic owner of a Major League Baseball organization with the Colorado Rockies in 1991, as well as being named Businesswoman of the Year twice by the United States Hispanic Chamber of Commerce.

Alvarado credited her parents’ values of hard work, optimism and challenging the status quo for shaping her path, and we were grateful that she generously shared her insights with us.



“There’s no question that Linda Alvarado has made a meaningful impact through her leadership and determination, helping open doors and create greater opportunity for others.”

**TREASA BOWERS**  
Executive Vice President,  
Chief People and Sustainability Officer



## Honoring Military and Veterans

Near and dear to the 7-Eleven family of brands, each May we celebrate National Military Appreciation Month, including Memorial Day. The month gives us the opportunity to honor all those who have served the United States, especially those who made the ultimate sacrifice for our freedoms.

In partnership with 7-Veterans Outreach Organization, we kicked off our military tribute with the Irving, Texas Store Support Center (SSC) Rolling Remembrance Flag Ceremony on April 22 and at the Enon, Ohio SSC on May 8.

Rolling Remembrance is an annual PepsiCo, Inc. campaign and cross-country relay that raises funds for Children of Fallen Patriots Foundation, which supports families of military personnel who died in the line of duty. Started in 2015, the event features a 14,000-mile journey of an American flag originally flown on a combat mission in Afghanistan. This flag is carried by more than 50+ PepsiCo drivers, all of whom are

U.S. military veterans. At each stop along the way, the flag is passed from person to person as part of a special ceremony. During its first decade, the program has raised more than \$3 million and has funded more than 480 years of college education.

7-Eleven is a proud veteran-friendly employer, earning the Military Friendly designation for 12 consecutive years for its commitment to hiring veterans and military spouses. The company features a specialized Veteran Franchise Program, offers career opportunities and has hired thousands of veterans in both corporate and store-level roles.



Summer Just Got **7-Eleven** Times Better!

**SEVEBRATE**  
7-ELEVEN® DAY

07/11/2025



**DE+I**

## We All Belong at 7-Eleven

In 2025, 7-Eleven launched a new series profiling the wonderfully diverse employees across our company who are bringing their authentic selves to work every day and creating awesome experiences for customers. The popular series also asks each employee to reflect on what “belonging” means to them.

### From Cruise Ships to Human Resources Leader: Charting a Course to Success

Jessica D., Senior Human Resources Leader, excelled at dancing, singing and gymnastics in high school, and “wound up working on a cruise line as a singer and dancer for over six years. I was very fortunate to work my way up to be a cruise director and travel the world.”

When she thinks about belonging, Jessica says: “One of the many things I love about 7-Eleven is that we strongly encourage you to show up as you want to be and bring your best self to work every single day. This is a safe space for everybody and it’s truly something we mean from our heart.”

Finally, Jessica notes that her career at 7-Eleven was written in the stars. “My daughter was born on January 7, 2011. 7-Eleven? Seriously? It’s fate that I’m here!”

## Adaptation in Action

When describing her upbringing in small-town Texas, 7-Eleven Senior Executive Assistant Rita S. says it was “a ‘Friday Night Lights’ kind of place where we all cheered the football team, attended pep rallies and grew up together. It was fun!”

Reflecting on her early career journey, she said: “I joined Big Brothers Big Sisters Lone Star as an administrative assistant, got promoted to support the CEO and stayed for 10 years. That journey really describes me, just throw me in and I’ll adapt.”

That adaptability served her well when she transitioned from a non-profit environment into corporate America at 7-Eleven.

“Belonging at 7-Eleven means I have the space to voice my opinions and share feedback to solve problems,” Rita says. “Through our Leadership Principles, 7-Eleven gives employees an opportunity to be courageous with our point of view and think and act like entrepreneurs. No matter what seat you’re in, your opinion matters because you’re the expert in that seat. Our Leadership Principles and Values aren’t just words on a poster; we stand by them from the top down.”

She remembers a particular “aha moment” about 7-Eleven’s place in American culture when talking with a Franchise Owner. “The Franchise Owner said, quite simply, with tears in her eyes, ‘Thank you, 7-Eleven, for making my American dream come true.’ And that got me. It still gets me. What we do has meaning. We’re helping people have livelihoods and businesses. We’re helping create a better quality of life for the communities that we live in and serve.”

**“I joined Big Brothers Big Sisters Lone Star as an administrative assistant, got promoted to support the CEO and stayed for 10 years. That journey really describes me, just throw me in and I’ll adapt.”**





Planet

## 7&i Green Challenge 2050

Our parent company, Seven & i Holdings Co., Ltd. (7&i), has established a portfolio-wide, long-term strategy aimed at advancing global environmental action. This strategy is known as Green Challenge 2050 and sets targets for 7&i's portfolio of companies, including 7-Eleven, Inc.

Aligned with the directives of Green Challenge 2050, 7-Eleven focuses our "Planet" environmental priorities on making it easier for customers, Franchise Owners, business partners and employees to work collectively toward a more sustainable future through targeted efforts.

[Learn more about 7&i's Green Challenge 2050 here.](#)



# Green Challenge Targets\*



**CO<sub>2</sub>e Emission Reduction Targets**  
(From stores; compared to 2013)

**2030**

**50%**  
CO<sub>2</sub>e reduction

**2050**

**100%**  
CO<sub>2</sub>e reduction

Aim to reduce emissions across supply chain



**Plastic Reduction Targets**  
(Proprietary products)

**50%** Sustainable material + **Zero** use of plastic bags

**100%** Sustainable material



**Food Waste & Food Recycling Targets**

**50%** Food waste reduction + **70%** Food waste recycling rate

**75%** Food waste reduction + **100%** Food waste recycling rate



**Sustainable Procurement Targets**  
(Proprietary products)

**50%** Raw food ingredients Sustainably sourced

**100%** Raw food ingredients Sustainably sourced

\*References to Green Challenge targets by year refer to the end of 7&i's applicable fiscal year (March 1 through the end of February) for that goal. 7-Eleven tracks its activities on a calendar year basis and reports in the subsequent calendar year.

## Green Challenge KEY INITIATIVES

### EMISSIONS

- Implement energy efficiency measures

### PACKAGING

- Explore more sustainable cup solutions (e.g., using post-consumer recycled content or compostable material)

### FOOD WASTE

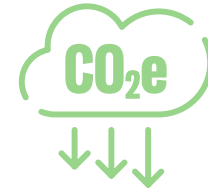
- Expand Too Good To Go to the U.S.
- Leverage AI to reduce food waste at point of production

### SOURCING

- Pursue sustainable sourcing of prioritized raw food commodities

## Reducing Emissions

As part of Green Challenge 2050, 7-Eleven is working toward reducing carbon dioxide equivalent (CO<sub>2</sub>e)\* emissions from U.S. and Canada stores by 50% by the end of 2030, compared with 2013 levels.



Based on our 2024 audited greenhouse gas emissions data\*\*, we reduced CO<sub>2</sub>e emissions from U.S. and Canada stores by 458,125 MTCO<sub>2</sub>e, or 33.3 percent, since 2013. This is equivalent to the emissions of nearly 106,860 gas powered vehicles for one year.\*\*\* Our 2024 audited data also reflects that approximately 23 percent of all electricity consumed by U.S. and Canada stores came from renewable sources.

These metrics reflect a decline in our progress compared to our 2023 audited

data resulting from a combination of factors. As a result, we are reassessing our path forward and remain committed to advancing progress where practical in line with business priorities and economic considerations. We look forward to reporting our 2025 GHG emissions performance once audited results are finalized. In the meantime, we are sharing examples of our ongoing energy efficiency efforts, renewable energy and other environmental initiatives.

\*7&i uses "CO<sub>2</sub>" for its target while SEI uses "CO<sub>2</sub>e" to define its target.

\*\*Audited greenhouse gas emissions data for 2025 was not yet available as of the date of this report.

\*\*\*EPA Greenhouse Gas Equivalencies Calculator.

# Energy Efficiency Highlights\*

Energy-efficient design is foundational to how we build and operate our stores.\* Throughout 2025, we continued implementing technologies and equipment upgrades across select locations to reduce energy usage. For example:

## LED Lighting

7-Eleven's LED lighting program is part of the company's energy-efficient store design standard and is a component of the company's strategy to reduce energy consumption in stores and support the company's efforts toward the CO2e reduction target.



## Higher-Efficiency Heating Ventilation and Air Conditioning (HVAC)

Implementing a proactive HVAC replacement strategy allows us to replace older HVAC units with new, high-efficiency models before end-of-life failure. These upgrades reduce unplanned downtime, improve customer and employee comfort and contribute to meaningful energy savings across our store network, with cost savings as an added benefit.



## Optimized Energy Management

Energy Management Systems (EMS) continue to play a central role in optimizing heating, cooling and refrigeration performance across our store network. In 2025, we expanded the use of EMS tools that remotely monitor store equipment, detect irregularities and adjust settings to maintain consistent, energy-efficient operation.



## Store Design Elements

In addition to these equipment installations, 7-Eleven implements energy-efficient design elements to help reduce energy consumption in stores, including:

### Building Envelope

- Low E Windows
- Structural Insulated Panels (SIP)

### Mechanical System

- Demand control ventilation
- Economizer control (free cooling)

### Electrical System

- Occupancy sensor (back of house)
- Daylighting harvesting — Photocells in skylights

\*Energy efficiency measures are implemented in some 7-Eleven® store locations.

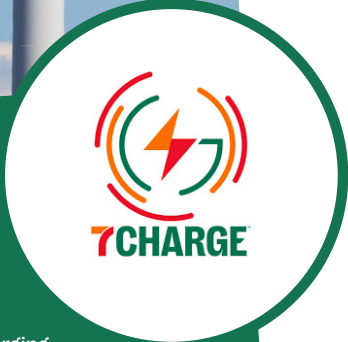


## Access to Alternative Fuels

7Charge™, our electric vehicle fast charging network and app, continues to give electric vehicle drivers a seamless and convenient charging and payment experience. Reliable and fast, 7Charge™ is available to customers on-the-go at select stores across the U.S. and Canada. The 7Charge™ app is currently available for download across Apple and Android devices.

Through December 2025, we operated 214 charging ports at 62 stores in eight states plus two Canadian provinces. Throughout 2025, customers purchased an estimated 5.2 million kWh of electricity through our network, equal to approximately 18 million e-miles charged.\*

\*U.S. Environmental Protection Agency on Fuel Economy and EV Range Testing



# Renewable Energy Highlights

Energy efficiency projects are just one part of our approach. We have also invested in renewable energy initiatives.

**In 2017**, 7-Eleven signed an agreement with TXU Energy to purchase wind energy for all Texas stores in competitive energy markets. In 2024, the company purchased more than 383,000MWh renewable energy from TXU Energy, providing power to more than 990 Texas stores. This program accounted for an estimated 51 percent of all 2024 renewable energy consumed by our stores in the U.S. and Canada.+

**Since 2020**, 7-Eleven has subscribed to a program to procure renewable energy for its Florida stores by using large-scale solar power generation facilities. In 2024, this program accounted for approximately 137,000 MWh, or 18 percent, of all renewable energy consumed by our stores in the U.S. and Canada.+

**As of 2021**, 7-Eleven began operating under agreements for off-site wind energy for its Illinois stores and community solar projects in Oregon. In 2024, the Illinois and Oregon agreements contributed approximately 84,000 MWh and 2,500 MWh of renewable energy, respectively.+

**In 2022**, 7-Eleven subscribed to a program for more than 37,000 MWh annually for off-site wind and solar energy in Nevada. This program delivered an estimated 44,700 MWh of renewable energy in 2024.+

+Audited greenhouse gas emissions data for 2025 was not yet available as of the date of this report.



## Promoting Responsible Consumption

Delivering products to our customers responsibly is an important initiative for 7-Eleven. That’s why we are working to reduce the environmental impact of how our products are manufactured, packaged and delivered to our customers who enjoy them.

This focus guides our transition toward more sustainable materials across our private brand and proprietary offerings. From production through end of life, we are working to increase the use of more environmentally preferable solutions, such as packaging that incorporates post-consumer recycled (PCR) content, and to reduce packaging where practical.

By thoughtfully improving packaging design, we aim to lessen our environmental footprint and minimize waste while continuing to elevate the quality and taste our customers expect.

## Pursuing Packaging Progress

Packaging plays an important role in product quality, customer experience and environmental impact. Through the Green Challenge, 7&i has established plastic reduction targets for packaging. 7-Eleven's pursuit of these targets informs how we evaluate materials, engage suppliers and design packaging systems across our portfolio.



## Less Plastic, Same Quality

In 2025, 7-Eleven transitioned the 7-Select Seeds & Nuts line to an improved packaging design that uses less plastic while maintaining the same product weight and quality. The redesigned packaging incorporates 18% less plastic compared to the previous version. Based on 2025 sales volumes, this meant a reduction of approximately 10,400 pounds (4.7 metric tons) of plastic used.

This improvement builds on the company's ongoing efforts to reduce plastic packaging across our private brand and proprietary offerings and reflects our continued effort to provide customers with more sustainable product options without compromising convenience, freshness or product integrity.

## The Significance of Straws

In 2025, 7-Eleven introduced straws made from Eastman Aventa™ cellulose biopolymer, utilizing cellulose sourced by the supplier from responsibly managed forests (PEFC/FSC certified), and engineered to be compostable in both home and industrial settings (BPI/TÜV Austria certifications).\* These straws maintain the performance and quality expected by customers from traditional straws while supporting responsible end-of-life outcomes. As 7-Eleven expands the use of these straws across its stores, the company is actively working to reduce plastic waste and support a more sustainable beverage experience.

\*Straw information provided by straw material supplier, Eastman.





## From Single-Use to Sustainable

In 2025, we introduced a new 7-Select™ aluminum water bottle that gives customers an alternative to traditional single-use plastic water bottles. This new bottle expands the company’s beverage portfolio with a recyclable aluminum option made primarily from lightweight, high-purity aluminum that can be recycled repeatedly without loss of quality.\*

### DESIGNED FOR CIRCULARITY

Material circularity refers to how well a material can be reused, recycled, composted or regenerated back into the economy at the end of its use, thus minimizing waste and the need for virgin raw materials.

Let’s follow the aluminum can as a step-by-step example.



**1** Aluminum is used to manufacture a beverage can.

**2** The can (and the beverage within) are purchased, used and emptied.

**3** The empty can is deposited in a recycling bin and collected.

**4** The aluminum can is melted down and purified with minimal material loss.

**5** The recycled aluminum becomes a brand-new aluminum can — often within 60 days. The same material circulates repeatedly with no loss of quality, reducing the need for virgin aluminum.\*



By the end of 2025,  
the U.S. pilot program  
(of Too Good to Go)  
reached 170 stores  
with more than 9,000  
meals saved in Texas  
and Oklahoma.

# Reducing Food Waste

## Too Good to Go (to Waste)

From kitchens across the country to giant industrial companies, food production across the U.S. presents a challenging paradox: around 31 percent or 442 pounds of food per person goes to waste either through spoilage or sitting unsold on shelves. That’s about 74 million tons annually.\*

Yet, amid this mountain of discarded food, about 13.5 percent of U.S. households (or 47.4 million people), face food insecurity. Of that number, 14 million are children. Rescuing even a fraction of this food surplus could make a dramatic difference in terms of feeding those in need.\*\*

Say hello to “Too Good to Go,” a program that helps prevent what’s termed “avoidable food waste” by coordinating the sale of foods nearing their sell-by dates at reduced prices.

7-Eleven Canada recently marked its third year of engagement with Too Good to Go. During 2025, 439 7-Eleven stores across Canada offered the program and collectively helped save more than 138,439 meals from going to waste. The program is not only beneficial for the environment, but also a hit with customers, with 82 percent saying they’ll buy again.

“We were encouraged by the positive response to working with Too Good To Go in Canada starting in 2023,” said Michelle M., Vice President, Retailer Initiative and Operations Services at 7-Eleven. “We’ve since started rolling out pilot programs in the U.S. and are optimistic about the opportunity for greater impact.”

By the end of 2025, the U.S. pilot program reached 170 stores with more than 9,000 meals saved across Dallas, Austin and San Antonio, Texas, as well as Oklahoma City, Oklahoma.

“We’re rolling out the program very thoughtfully to ensure a seamless and simple experience for customers and stores alike,” added Michelle M. “In 2026, we’re looking at scaling up in Chicago and other locations, all with the goal of helping us prevent waste and making sure good food goes to its intended use.”

\*United States Environmental Protection Agency (EPA)

\*\*Feeding America

## New Customers, New Opportunities

Beyond reducing food waste, the program is introducing 7-Eleven to an entirely new audience. Michelle shared that approximately 50 percent of Too Good to Go customers had never previously shopped at a 7-Eleven location.

“The program increases traffic and brings in a bit of additional incremental revenue,” she said. “It’s all about balancing execution and capacity. We always appreciate the opportunity to serve new customers and showcase all our other great offerings.”

Michelle M., Vice President, Retailer Initiative and Operations Services at 7-Eleven couldn’t agree more, sharing, “Great products at irresistibly low prices and new customers too?! With ‘Too Good to Go,’ we’re offering a different and meaningful value proposition to the customer where everyone wins.”



### How Does It Work?

The “Too Good to Go” mobile app connects customers with local businesses such as restaurants, bakeries, grocers and of course, nearby 7-Eleven stores, that sell surplus food at reduced prices. Customers browse locations, reserve and pay for items via the app, then pick them up at their chosen store during a specified time.

**GET OUR SURPRISE BAGS  
for 1/3 of the price!**

Thank you for reducing food waste with us





# Responsible Sourcing

## Cage-Free Eggs

In 2025, 7-Eleven reported progress toward its goal of sourcing 100% cage-free eggs for all U.S. and Canada stores by 2025, based on available supply.

As of year-end 2024, 27% of primary egg volume across the family of 7-Eleven banners and brands in the U.S. and Canada came from cage-free sources.\* Within that progress, the U.S. private brand 7-Select line of shell and hard-boiled eggs were 100% cage-free.

We will continue to measure our progress, evaluate our goal as it applies to our current banners and brands and publish results annually.\*\*

\*Primary eggs are defined as shell and hard-boiled eggs and eggs used by our banners and brands as a main component in proprietary prepared foods. The family of 7-Eleven banners and brands includes 7-Eleven, Speedway, Stripes, 7-Select, Laredo Taco Company, Speedy Café and Raise the Roost Chicken and Biscuits.

\*\*Data for 2025 was not available as of the date of this report.



Forward-looking statements are generally identified through the inclusion of words such as “aim,” “anticipate,” “aspire,” “believe,” “commit,” “endeavor,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “seek,” “strive,” “target,” “will” and “work,” or similar statements or variations of such terms and other similar expressions. The forward-looking statements in this Report and the materials or websites cross-referenced concern 7-Eleven’s goals or expectations with respect to corporate responsibility, sustainability, employees, environmental matters, policy, procurement, philanthropy, data privacy and cybersecurity, and business risks and opportunities. Forward-looking statements inherently involve risks and uncertainties that could cause actual results to differ materially from those predicted in such statements. Forward-looking statements are not guarantees or promises that goals or targets will be met. 7-Eleven undertakes no obligation to update any forward-looking or other statements, whether as a result of new information, future events, or otherwise, and notwithstanding any historical practice of doing so. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The information included in, and any issues identified as material for purposes of, this document shall not be considered material for Securities and Exchange Commission (“SEC”) or other similar reporting purposes. In the context of this Report, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes. Website references and hyperlinks throughout this Report are provided for convenience only, and the content in the referenced websites is not incorporated by reference into this Report, nor does it constitute a part of this Report.

We’re proud of the impact we made in 2025 and are excited about the future. We’re focused on building thriving communities, protecting the environment and promoting responsible consumption, as well as making it easier for customers, Franchise Owners, business partners and employees to contribute to a sustainable and socially responsible future. To learn more about our 7Impact commitment, please visit our [website](#).

