

# REPORTING AND GOVERNANCE

## Reporting

This report provides an overview of The Wendy's Company's actions and progress related to corporate responsibility.

Its content covers activities during the 2024 calendar year unless otherwise noted. Prior to this report, our most recent annual Corporate Responsibility report was published in April 2024 and covered the 2023 calendar year. The material business updates in this report primarily concern Wendy's U.S. and Canadian restaurants, which constitute nearly 88% of our restaurant footprint, unless otherwise indicated. Where this report mentions Wendy's as an employer, the reference is to The Wendy's Company and employees in our Company-operated restaurants, field support roles and corporate staff.

Wendy's recognizes leading reporting standards such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals (SDGs), and we strive to embed their principles and frameworks throughout our work and our reports. The reporting indices included at the end of this report reflect our disclosures against those standards. We also participate in voluntary disclosures, such as [CDP Corporate Questionnaire](#), and the Roundtable on Sustainable Palm Oil (RSPO) Annual Communication of Progress.

## Governance

Our [Board of Directors](#) oversees the Company's corporate governance strategy, policies and programs and monitors emerging best practices in corporate governance. Members of our Board serve on various standing committees, including those with oversight of our ESG strategy and objectives.

These Board committees include:

- [Audit Committee](#)
- [Compensation and Human Capital Committee](#)
- [Corporate Social Responsibility Committee](#)
- [Nominating and Corporate Governance Committee](#)
- [Technology Committee](#)

Additional information regarding our Board of Directors can be found in [The Wendy's Company's proxy statement](#) for our 2025 annual meeting of stockholders.

## Management

To build a sustainable and resilient supply chain, manage climate risk and support safe and responsible work environments, we implement and follow sound governance and risk management practices.

Wendy's Chief Financial Officer and Chief Corporate Affairs & Sustainability Officer jointly lead our ESG Steering Committee.

The ESG Steering Committee, made up of senior management personnel, is responsible for:

- Identifying and monitoring ESG risks and opportunities
- Setting global ESG strategies
- Overseeing activities and strategic rollouts across the business
- Approving ESG goals, key performance indicators (KPIs) and metrics

Cross-functional working groups support the ESG Steering Committee in shaping and carrying out our global ESG strategy and Good Done Right goals.

