

# PERFORMANCE SUMMARY

	Areas of Focus	Year <sup>21</sup>	Status	Progress and Initiatives
<b>FOOD</b>	<b>Responsibly source our top 10 priority food categories in the U.S. and Canada</b>	2030		<ul style="list-style-type: none"> <li>We advanced responsible sourcing efforts, including reaching 19% progress toward our 2030 goal through program implementation progress within our potato supply chain.</li> </ul>
	→ Have a comprehensive accounting of animal welfare best practices for beef, pork, chicken, eggs and dairy in the U.S. and Canada through the Wendy's Animal Care Standards Program	2024		<ul style="list-style-type: none"> <li>We achieved our goal of evaluating all our direct protein suppliers across each of these supply chains as well as select upstream suppliers in each area, including a mix of large and small farm operations. This work also expanded our knowledge of the scope of our indirect protein supply chain, which includes more than 20,000 farms and facilities.</li> </ul>
	→ Source 100% of our U.S. and Canadian beef, chicken and pork from suppliers that prohibit the routine use of medically important antibiotics	2030		<ul style="list-style-type: none"> <li>While our work through the ACSP has helped increase our supply chain visibility and opened the door to building new relationships with indirect suppliers, progress toward our goal remains challenging in our beef and pork supply chains. We achieved our chicken goal in the U.S. in 2019.</li> </ul>
	→ Achieve sector-specific targets through our membership with the <a href="#">U.S. Roundtable for Sustainable Beef</a>	Multiple		<ul style="list-style-type: none"> <li>We completed a water risk assessment of our direct beef suppliers, <a href="#">achieving</a> USRSB's 2025 direct supplier water tracing goal.</li> </ul>
<b>FOOTPRINT</b>	<b>Compared to a 2019 base year, reduce:</b>			
	→ Absolute Scope 1 and 2 greenhouse gas emissions by 47%	2030		<ul style="list-style-type: none"> <li>Absolute Scope 1 and 2 emissions decreased by 37%.</li> </ul>
	→ Scope 3 greenhouse gas emissions intensity by 55% per franchise restaurant	2030		<ul style="list-style-type: none"> <li>Emissions intensity per franchise restaurant decreased by 11%.</li> </ul>
	→ Scope 3 greenhouse gas emissions intensity by 55% per metric ton of purchased goods	2030		<ul style="list-style-type: none"> <li>Emissions intensity per metric ton of goods purchased increased by 1%</li> </ul>
	→ Absolute forest, land and agriculture Scope 3 greenhouse gas emissions by 33.3%	2030		<ul style="list-style-type: none"> <li>Absolute forest, land and agriculture emissions decreased by 6%.</li> </ul>
	<b>No deforestation across our primary commodities most at risk of deforestation</b>	2025		<ul style="list-style-type: none"> <li>For the first time, we sourced 100% of our global palm oil sustainably, aligned to RSPO standards.</li> </ul>
<b>Through the U.S. Department of Energy's Better Buildings® Challenge, reduce energy consumption in Company-operated restaurants by 20% per transaction, from a 2012 baseline</b>	2025		<ul style="list-style-type: none"> <li>Source energy per square foot decreased by 18% across the RSC and Company-operated restaurants reporting 2024 data; the number of franchise restaurants reporting WEC data increased by 54% year-over-year.</li> </ul>	
<b>Sustainably source 100% of our customer-facing packaging in the U.S. and Canada</b>	2026		<ul style="list-style-type: none"> <li>Across the U.S. and Canada, we completed our rollout of fry cartons and chili cups aligned to SFI's "certified sourcing" standard. This helped increase the percentage of our customer-facing packaging that is sustainably sourced to 76%.</li> </ul>	
<b>PEOPLE</b>	<b>Increase the representation of underrepresented populations among our Company's leadership and management, as well as the diversity of our franchisees</b>	2025		<ul style="list-style-type: none"> <li>Continued to leverage third parties to support broad reach of recruitment efforts, including organizations like the Central Intercollegiate Athletic Association, the National Sales Network and the Thurgood Marshall College Fund.</li> <li>Continued to invest in optional training and programming to heighten our culture, in partnership with our Employee Resource Groups.</li> <li>Continued to support franchise growth by helping to remove some of the common barriers to entry through programs like Build-to-Suit, a development program that minimizes a franchisee's capital investment and allows them to lease/sublease from Wendy's.</li> </ul>
	→ Increase representation of women in leadership			
	→ Increase representation of people of color in management and leadership			
	→ Understand and address what has been referred to as the "broken rung" of leadership			
	→ Increase representation of diverse and women-owned franchisees			
→ Continue to drive diversity on the Board of Directors				

<sup>21</sup> To be completed by the end of the stated year.

