



FLAVOR FOR FOOD



FLAVOR FOR

**GOOD**

THE WINGSTOP ESG PLATFORM

FLAVOR FOR ENVIRONMENT

FLAVOR FOR COMMUNITY

FLAVOR FOR PEOPLE



# FLAVOR FOR

# GOOD



## THE WINGSTOP ESG PLATFORM



### FLAVOR FOR FOOD

Our flavorful food is amplified through strong supplier partnerships and robust quality practices.

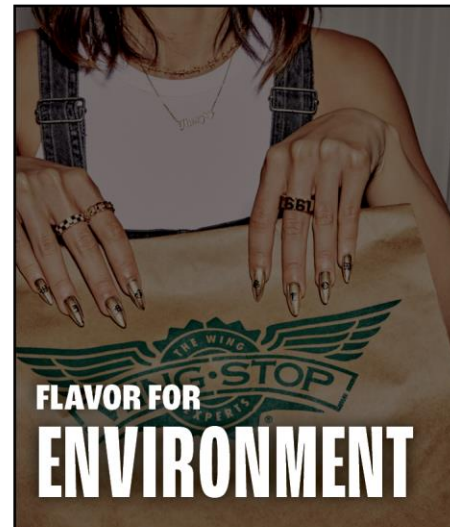
-  **Food Safety & Quality**
-  **Animal Welfare**
-  **Supplier Partners**



### FLAVOR FOR PEOPLE

Our team is our secret sauce and the foundation to our success.

-  **All Flavors Welcome**
-  **Employee Engagement**
-  **Doing the Right Thing**



### FLAVOR FOR ENVIRONMENT


Our restaurants and operations are designed with sustainability and potential environmental impacts in mind.

-  **Our Footprint**
-  **Waste Management**



### FLAVOR FOR COMMUNITY

Our spirit of service propels the good work being done throughout our communities.

-  **Wingstop Charitable Giving**
-  **Team Member Assistance**
-  **Giving Back**

**FLAVOR FOR**

**FOOD**

**At Wingstop, we are all about flavor, serving craveable food that's safe and high quality, follows animal welfare guidelines and is sourced from supplier partners that comply with our elevated standards and code of conduct.**

## **FOOD SAFETY & QUALITY**

### **SUPPLY CHAIN**

- Annual supplier audits performed in accordance with Global Food Safety Initiatives
- Temperature control and monitoring throughout the supply chain
- In-market quality reviews to assess supplier performance

### **IN RESTAURANT**

- Quarterly third-party QSC audits in each restaurant
- Food safety certification and training requirements for each restaurant
- Digitized checklists help ensure required food safety tasks are executed



## **ANIMAL WELFARE**

- All domestic poultry suppliers follow the National Chicken Council (NCC) Animal Welfare Guidelines, covering every phase of life including hatching, on-farm, transportation and processing, subject to verification
- We partner with chicken suppliers who meet the following animal wellbeing standards:
  - Raised in climate-controlled barns, where chickens are cage-free
  - Temperature, ventilation and lighting controlled
  - Protected from adverse weather and predators
  - Full access to feed and water
  - Raised with proper nutrition
  - Minimized stress prior to harvest



## **SUPPLIER PARTNERS**

- Our Global Supplier Code of Conduct outlines standards and business practices required of all direct and extended suppliers
- Key components include quality, health and safety; business integrity; labor standards; animal welfare/ sustainability/land use; and management practices



## FLAVOR FOR

# PEOPLE

Creating a culture of diversity and inclusivity, as well as employee engagement and integrity, are integral components of our business.

### ALL FLAVORS WELCOME



**50%**

Board Diversity<sup>1</sup>



**38%**

Wingstop Leadership<sup>1</sup>



**65%**

Franchisee Diversity<sup>1</sup>

### EMPLOYEE ENGAGEMENT

- Foster a culture of diversity & inclusion through recognition and education year round
  - Prioritize people development through Leadership Essentials Program to support new and current leaders, **with 97 participants to date**
  - Annual Engagement Survey drives workplace improvements, with **81% corporate team member engagement**
  - Members of the Women's Food Service Forum and Multicultural Foodservice & Hospitality Alliance



### DOING THE RIGHT THING

- Annual compliance activities include:
  - Certification of Code of Business Ethics and Compliance, and Anti Bribery and Corruption Policy
  - Team members complete Ethics Training, Unconscious Bias Training, and Anti Bribery and Corruption training upon hire, with refreshers throughout their Wingstop tenure
  - Annual Cyber Security Trainings with oversight by our CISO



1. "Diversity" is an individual who self-identifies as female or one who self-identifies as either an underrepresented minority or LGBTQ+





## FLAVOR FOR

# ENVIRONMENT

We are mindful of our footprint and the impact that decisions we make have on our environment, designing and operating our restaurants in an environmentally conscious way.

## OUR FOOTPRINT

- Our kitchen equipment – including fryers, water heaters, and line refrigeration units – is ENERGY STAR® rated and all refrigeration is CFC and HCFC-free.
- Use energy-efficient LED lighting in our restaurants, which consume only ~10% of the energy required by incandescent lighting
- Wall finishes are made from 100% recycled materials
- Utilize high-efficiency rooftop units for all HVAC

When comparing restaurant peer data, we believe our average per restaurant emissions number is a noteworthy differentiator. This comes from analyzing our Scope 1 and Scope 2 emissions in all company-owned restaurants and corporate office emissions from natural gas and electricity.



2024 (mtons CO2e)	
Scope 1 Emissions	2,330
Scope 2 Emissions	2,325
Scope 1 & Scope 2 Emissions	4,655
Average Emissions per Corporate Restaurant: 89	

## WASTE MANAGEMENT

### FOOD WASTE

- Offer “no drink” and “no dip” options, as opposed to automatic inclusion
- Recycled ~22M pounds of used cooking oil in 2024, equivalent to taking 4,600+ cars off the road each year
- Simple menu and operating model lead to minimal restaurant food waste

### SUSTAINABLE UNIFORM PROGRAM

- Uniform program features an array of clothing made from recycled plastic water bottles
- Since roll-out of this program, Wingstop has diverted over 2.3 million water bottles from landfills each year for uniforms

### RESTAURANT PACKAGING

- To go bags are produced with post-consumer recycled content of at least 40%
- Transitioned small dip cups, straws and cutlery to polypropylene, a curbside recyclable substrate in most domestic municipalities
- Paper towels and napkins made with recycled fibers
- Removed all domestic packaging product in the supply chain with intentionally added PFAS



**FLAVOR FOR**

# COMMUNITY

We are dedicated to amplifying the flavor of our communities through service by focusing on environment, education, sports, food and entrepreneurship.

## WINGSTOP CHARITABLE GIVING

Wingstop Charities began with the purpose of providing grants to local non-profit partners in communities where we operate. Through our Round Up program, guests are now able to contribute to the great work of these organizations, and we've been able to expand our funding capacity.

Through this growth, we've begun partnerships with No Kid Hungry and St. Jude Children's Research Hospital so we can continue to expand our reach and impact and have been able to contribute over \$6M to the community.



## TEAM MEMBER ASSISTANCE

Provide aid to team members, funded by other team members, in their moments of need. In 2023, we were able to increase our assistance by 42%. We also have a Morrison Family Scholarship Program, which helps fund educational opportunities for team members.



## GIVING BACK

Our corporate team participates in an annual All Team Volunteer Day, volunteering at Minnie's Food Pantry and Special Olympics. Groups can be found volunteering with organizations such as North Texas Food Bank, Bonton Farms, Bryan House, and Dallas Children's Advocacy Center.





# OUR ESG JOURNEY

