

## **ESG - FLAVOR FOR GOOD**



The Wingstop Way is a key to Wingstop's success and includes a core value system of being **Authentic, Entrepreneurial, Service-minded and Fun**. This value system extends to our ESG platform as we serve our guests, team members and franchisees, shareholders, supplier partners and the communities in which we do business.

# OUR FOCUS AREAS



## **FLAVOR FOR FOOD**

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



## **FLAVOR FOR PEOPLE**

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



## **FLAVOR FOR ENVIRONMENT**

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



## **FLAVOR FOR COMMUNITY**

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



## FLAVOR FOR FOOD

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

### FOOD SAFETY & QUALITY

### ANIMAL WELFARE

### OUR SUPPLIERS



## SUPPLY CHAIN

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



## IN RESTAURANT

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

## ANIMAL WELFARE

## FOOD SAFETY & QUALITY

## OUR SUPPLIERS

All domestic poultry suppliers follow the National Chicken Council (NCC) Animal Welfare Guidelines. These guidelines cover every phase of a chicken's life including hatching, on-farm, transportation and processing. These standards are subject to verification by both our internal FSQA team, which includes a PAACO (Professional Animal Auditor Certification Organization) certified auditor, as well as annual third-party audits to ensure these standards are adhered to.

We are proud to 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



## OUR SUPPLIERS

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## ANIMAL WELFARE

## FOOD SAFETY & QUALITY



Our supplier partners are an integral part of our business and this strong partnership helps us deliver on our commitments to operate with the highest standards of business conduct and deliver a high quality product to our guests. Our Global Supplier Code of Conduct was written to outline these standards and business practices that we require of all of our direct and extended suppliers and ensures that all parties involved in our supply chain are consistent with our high standards.

Key components of this Code include:

- Quality, Health, and Safety
- Business Integrity
- Labor Standards
- Animal Welfare/ Sustainability/ Land Use
- Management Practices

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[Click here to view the Supplier Code of Conduct](#)

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Our people are the foundation of our success and also our best flavor! Creating a culture of diversity and inclusivity, as well as employee engagement and integrity, are integral components of our business.

**ALL FLAVORS  
WELCOME**

**EMPLOYEE  
ENGAGEMENT**

**DOING THE  
RIGHT THING**

**DIVERSITY**

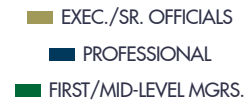


**WORKFORCE BY GENDER**

TOTAL WORKFORCE



FEMALE

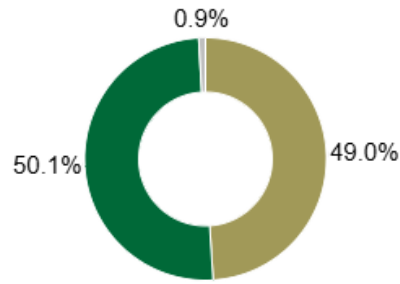


**RACE / ETHNICITY**

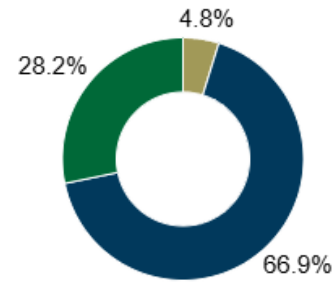
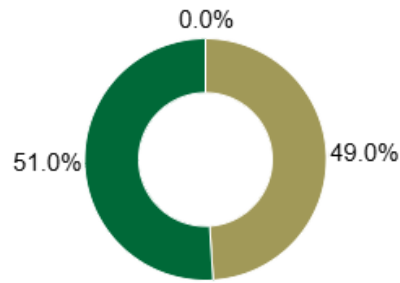


**53%**  
Wingstop  
Leadership<sup>1</sup>

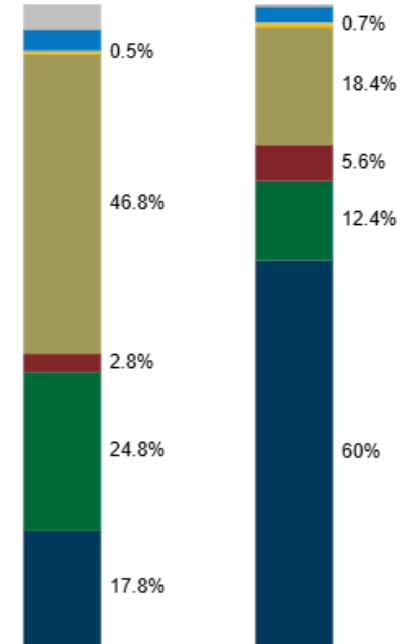
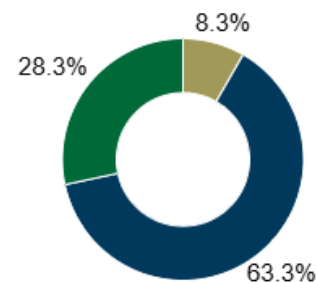
**60%**  
Franchisee  
Diversity<sup>1</sup>



US CENSUS



MALE



WINGSTOP

US CENSUS

Source: 2019 US Census data, Wingstop EEOC report for 2023. Percentages for Wingstop are based on a total 1,203 Corporate team members with 603 or 50.1% female and 589 or 49.0% male

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

## EMPLOYEE ENGAGEMENT

## ALL FLAVORS WELCOME

## DOING THE RIGHT THING

At Wingstop, we continue to foster a **culture of diversity and inclusion** through recognition and education throughout the year celebrating events such as Black History Month (February), Women's History Month (March), Asian American and Pacific Islander (AAPI) Heritage Month (May), Pride Month (June), and Hispanic Heritage Month (September).

**People development** is something that we are passionate about! Through our Leadership Essentials Program, we offer support to new and current leaders, promoting Humble, Hungry, and People-Smart leadership in line with the Wingstop Way.

Our annual anonymous **Engagement Survey** helps drive workplace improvements and measures engagement. We are proud to have extended this survey to all restaurant team members for the first time in 2023.



81%

GSC Team member engagement

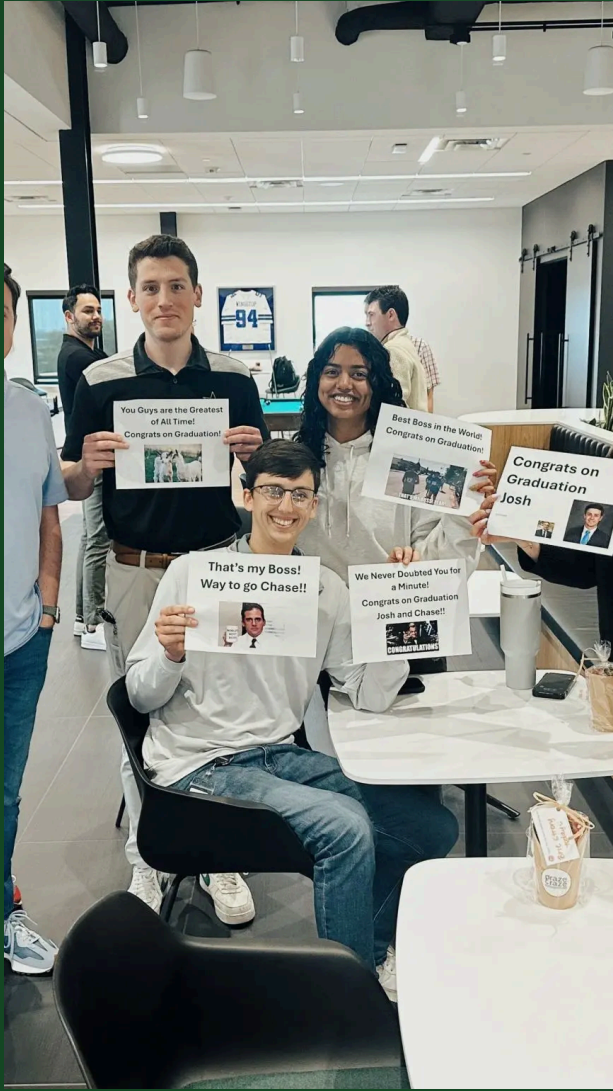


97

Leaders have completed Leadership Essentials Program







Through membership in industry alliances such as **Women's Food Service Forum** and **Multicultural Foodservice & Hospitality Alliance**, we are able to aid our team members in their career growth and advancement.

Team Member **wellbeing** is a priority, with resources including a competitive benefits package, wellness events and reimbursements, paid parental leave, and 24-7 access to mental health resources through a third-party provider.

We are consistently certified as a **Great Place to Work** and have been one of the Best and Brightest Companies in Dallas-Fort Worth since 2017. Additionally, we were recognized by Newsweek as one of America's Greatest Workplaces in 2024, by Franchise Business REVIEW as one of the Top Franchises for Women in 2024, and by QSR Magazine as one of the Best Brands to Work For in 2024.



## DOING THE RIGHT THING

## ALL FLAVORS WELCOME

## EMPLOYEE ENGAGEMENT



Annual compliance activities include:

- Annual certification of [Code of Business Ethics and Compliance](#)
- Annual certification of Anti Bribery and Corruption Policy
- Annual Cyber Security Trainings with oversight by our CISO

Team members complete Ethics Training, Unconscious Bias Training, and Anti Bribery and Corruption training upon hire with refreshers throughout their Wingstop tenure.

Employee's awareness of Whistleblower Hotline, which allows team members to report anonymous concerns, with oversight by the General Counsel and an Independent Board Member.



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

## OUR FOOTPRINT

## WASTE MANAGEMENT

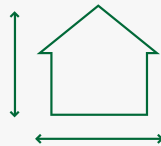
Each new Wingstop restaurant in the U.S. is designed and built in an environmentally conscious way. Our kitchen equipment, including fryers, water heaters, and line refrigeration units, are ENERGYSTAR® or similar specification-rated. Additionally, all refrigeration is CFC and HCFC-free.

We also specify energy-efficient LED lighting in our restaurants, which consumes only about ten percent of the energy required by incandescent lighting.

Our iconic metal wall finishes are made from 100% recycled materials and we utilize high efficiency rooftop units for all HVAC as well.

Wingstop partnered with a third party that calculated our emissions based on actual utilities data and, when necessary, allowable data estimates, in accordance with the GHG Corporate Accounting and Reporting Protocol. Scope 1 and 2 includes all company-owned and operated restaurants and the Global Support Center emissions coming from natural gas and electricity.

In analyzing our Scope 1 and Scope 2 emissions and comparing to restaurant peer data, we believe our average per restaurant emissions number is a noteworthy differentiator.



### General Restaurant Size

Approx 1,700 sq ft



### High Efficiency Equipment

Kitchen equipment is high efficiency and/or ENERGY STAR® rated



### LED Lighting

Specified in restaurants



	<b>2023</b> (mtons CO2e)
Scope 1 Emissions	2,001
Scope 2 Emissions - market-based	2,843
Scope 1 & Scope 2 Emissions	4,844

Average Emissions per Corporate Restaurant: 106

## WASTE MANAGEMENT

## OUR FOOTPRINT

### FOOD WASTE



### SUSTAINABLE UNIFORM PROGRAM

### RESTAURANT PACKAGING

- Offer “no drink” and “no dip” options as opposed to automatic inclusion
- Through our grease recycling initiative, we recycle ~17M pounds of used cooking oil 2023, which is equivalent to 1,750+ cars off the road each year
- Each guest order is fresh, cooked to order and wings are hand sauced and tossed to maximize that flavor and high quality Wingstop experience!

## SUSTAINABLE UNIFORM PROGRAM



## FOOD WASTE

## RESTAURANT PACKAGING

- Unveiled in November 2021, Wingstop has launched a new uniform program, which features an array of clothing made from recycled plastic water bottles
- Since roll-out of this program, Wingstop has consistently used over 2.3 million water bottles each year for uniforms, thus diverting them from landfills

## RESTAURANT PACKAGING



## SUSTAINABLE UNIFORM PROGRAM

## FOOD WASTE

- Restaurant carryout bags are produced with post-consumer recycled content of at least 40%
- Completed a transition in 2023 for 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



A spirit of service is at the heart of Wingstop. We are dedicated to amplifying the flavor of our communities through service by focusing on environment, education, sports, food, and entrepreneurship. In addition, as needs arise among our community of team members, we strive to provide resources and aid to help them in their time of need.

## WINGSTOP CHARITABLE GIVING

## TEAM MEMBER ASSISTANCE

## GIVING BACK

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

## WINGSTOP CHARITABLE GIVING

## GIVING BACK

Through our Team Member Assistance program, we are able to provide aid to team members, funded by other team members, in their moments of need. In 2023, because of the generosity of team members, we were able to increase our assistance by 42%. We also have a Morrison Family Scholarship Program, which helps fund team member educational opportunities for first generation college graduates.

[Click here to learn more about Team Member Assistance](#)



## GIVING BACK

## TEAM MEMBER ASSISTANCE

## WINGSTOP CHARITABLE GIVING

Annually, our GSC team participates in an All Team Volunteer Day, most recently volunteering at Minnie's Food Pantry and Special Olympics. Additionally, groups from our GSC can be found throughout the community volunteering with wonderful organizations such as North Texas Food Bank, Bonton Farms, Bryan House, and Dallas Children's Advocacy Center.



# OUR ESG JOURNEY

