



2023 IMPACT REPORT



TABLE OF CONTENTS

3	A LETTER FROM OUR CEO	23	OUR INGREDIENTS
4	INTRODUCTION	24	Food Safety
5	Our Company	25	Nutrition & Health
8	Sustainability Strategy and Progress	26	Animal Welfare
10	OUR PEOPLE	27	Sustainable Sourcing
11	Diversity, Equity & Inclusion	28	GOVERNANCE
13	Culture and Employee Experience	29	Sustainability Oversight
16	Community	30	Transparency & Accountability
18	OUR ENVIRONMENT	30	Data Privacy & Security
19	Climate & Emissions	31	APPENDIX
20	Energy	32	About this Report
21	Water	33	Materiality and Stakeholder Engagement
21	Waste	35	GRI Index
22	Packaging	44	SASB Index





“Together with our dedicated Team Members and supportive stakeholders, we pave the way for a sustainable future, where every meal served and every action taken embodies our commitment to Our People, Our Environment, and Our Ingredients.”

DAVID DENO

A LETTER FROM OUR CEO

Dear Friends,

I am delighted to present this inaugural Impact report, a significant milestone towards responsible and sustainable business practices. We are proud of the progress we have made in integrating sustainability considerations into our operations, and how we are contributing to a stronger future.

We care deeply about the quality and safety of the ingredients we serve. Our sustainable sourcing and rigorous food safety programs ensure that guests can fully enjoy every meal created in our restaurants, knowing how much care and consideration goes into serving them. This report features a few of the practices that bring that commitment to life.

In addition, we have detailed where we stand in reducing our greenhouse gas (GHG) emissions and waste, and how we are conserving resources and implementing sustainable sourcing practices. We work closely with suppliers to ensure that our operations align with our environmental responsibility.

None of this would be possible without the commitment of our dedicated Team Members. We recognize that people want to be part of something they can enjoy, be proud of, is fun, and that includes and values them. That is why we prioritize creating a safe, inclusive, and supportive workplace where Team Members can thrive. In this report,

we demonstrate our commitment to the well-being and development of Our People and the communities we serve.

As we begin publishing our progress, we aim to provide accurate and comprehensive information that enables meaningful insight. We welcome your feedback, suggestions, and ideas as we continue to evolve our sustainability strategy.

In conclusion, I would like to express my appreciation to our supportive stakeholders who have been instrumental in helping us to reach this moment. Working together, we are pursuing a more sustainable and responsible future.

Sincerely,

A handwritten signature in black ink, appearing to read "David Deno".

DAVID DENO
Chief Executive Officer
Bloomin' Brands, Inc.

INTRODUCTION

Since opening the first Bloomin' Brands restaurant in 1988, we have been dedicated to delivering an exceptional dining experience to our customers. Today, we recognize that an exceptional experience must include not just great food and service but also delivering results on a wide array of issues important to our customers and stakeholders. We are achieving this through a sustainability strategy and goals which are rooted in Bloomin' Brands' fundamental values of excellence and hospitality.



IN THIS SECTION

5 Our Company

8 Sustainability Strategy and Progress

OUR COMPANY

Bloomin' Brands, Inc. is one of the largest casual dining restaurant companies in the world, with a portfolio of leading, differentiated restaurant concepts. The company has four founder-inspired brands: Outback Steakhouse, Carrabba's Italian Grill, Bonefish Grill, and Fleming's Prime Steakhouse & Wine Bar. The company owns and operates more than 1,450 restaurants in 47 states, Guam and 13 countries, some of which are franchise locations. Bloomin' Brands' total revenue for the trailing 12 fiscal periods ending September 24, 2023 was \$4.6 billion.



OUR BRANDS



Outback Steakhouse®, the home of juicy steaks, spirited drinks, and Aussie hospitality. Enjoy steak, chicken, ribs, fresh seafood, and our famous Bloomin' Onion.



Carrabba's Italian Grill® uses only the best ingredients to prepare fresh and handmade dishes inspired by the many tastes of Italy and cooked to order in a lively exhibition kitchen.



Bonefish Grill® offers a flavorful and spirited neighborhood retreat. The menu features skillfully crafted dishes made with high-quality ingredients.



Fleming's Prime Steakhouse & Wine Bar® is a contemporary interpretation of the classic American steakhouse — boasting culinary mastery, signature style, and unrivaled attentive service.

OUR VISION

Become the premier company of restaurants with industry leading power brands.

OUR MISSION

Consistently deliver a compelling and differentiated customer and employee experience resulting in guests returning again and again.

OUR VALUES

We believe our success is built on a solid foundation of beliefs, mission, vision, and values. This foundation is what we call our Principles & Beliefs and these inform our welcoming culture and commitment to excellence.



HOSPITALITY

We act from our hearts and take care of Our People.

Leading with a spirit of positivity and creating memorable experiences. Being generous and accommodating and treating others like friends. Putting our restaurants first and removing barriers for those we serve.

FUN

We do what we love and love what we do.

Cultivating an environment that matches the spirit and energy of our restaurants. Having a sense of humor in our daily interactions and not taking ourselves or our work too seriously. Finding moments to celebrate together.



EXCELLENCE

We take pride in our work and in being and delivering our best.

Going beyond our comfort zones in pursuit of best-in-class performance. Setting ambitious goals and seeking continuous improvement. Demonstrating self-responsibility and upholding personal standards.

TRUST

We count on each other and believe we can only win together.

Being genuine and doing what we say we will do to support Our People and our restaurants. Making others feel safe to be open and honest. Assuming good intent, listening to learn, and empowering others to make meaningful contributions.

BELONGING

We embrace diversity, equity & inclusion and set the table for genuine connections.

Feeling valued and part of something bigger than ourselves. Accepting and valuing others for what they bring to the table. Being inclusive and enabling others to be their best selves.



HIGHLIGHTS

OUR PEOPLE

Over 1,000 members across five Employee Resource Groups (ERGs)

Held 15th Annual Community Service Day, contributing over 800 hours of service

80% of surveyed Restaurant Support Center Team Members intend to stay in their role over the next one to two years

Launched new internal leadership training programs

OUR ENVIRONMENT

Joined U.S. Roundtable for Sustainable Beef

90% of packaging is reusable or recyclable

14 million pounds of food donated to those in need through the Harvest Program over the past nine years

Became a member of the Clean Energy Buyers Association (CEBA)

OUR INGREDIENTS

Introduced sustainability supplier scorecard at the 2023 Supplier Summit

Purchased 66% of the eggs in the U.S., by year-end, from cage-free sources

Added global goal to ensure the pork we purchase is raised in group housing, once pregnancy is confirmed, by 2029

Participant of the National Restaurant Association's Kids LiveWell program

AWARDS



INTERNATIONAL FOODSERVICE
MANUFACTURERS ASSOCIATION
(IFMA)
2023 Silver Plate Award



NEWSWEEK
2023 America's Greatest
Workplaces for Women



FORBES
2023 Best Employers
for Diversity
(5th consecutive year)



FORBES
2023 – World's Top
Companies for Women

SUSTAINABILITY STRATEGY AND PROGRESS

Since 2019, we have been advancing our sustainability journey. We have determined the priority sustainability-related topics most relevant for Bloomin' Brands, developed a strategy to organize and create action plans for each topic by pillar, and set goals for each strategic area so that we can measure progress and stay accountable. In 2019, we carried out the company's first materiality assessment, an analysis of the key sustainability issues that are most relevant to our business, customers, and stakeholders. We refreshed this assessment in 2021. Additional information on our approach to determining material topics and the refreshed materiality assessment can be found on [page 33](#).



SUSTAINABILITY STRATEGY

We summarized the results of the materiality assessment into a three-pillar sustainability strategy: People, Environment, and Ingredients. Each of these pillars identifies the topics on which we want to drive progress and has informed our goal setting as we move forward.

GOALS AND PROGRESS

In 2021, we created a three-year plan to assess current performance; establish position statements, set goals, metrics; and create action plans for each issue in our strategy.

While we are implementing our strategy, it is important to acknowledge that new issues may arise, or the relevance of an issue may change, due to fluid external factors. To ensure our strategy addresses the potential need for change, we engage with investors, stakeholders, and external advisors often to maintain current perspectives and inform our approach.

OUR IMPACT GOALS AND PROGRESS

PILLAR	GOAL	CURRENT STATUS
OUR PEOPLE	Ensure all employees and potential employees have access to opportunities	<ul style="list-style-type: none">• 40% of Restaurant Management positions are filled by Women^[1]• 52% of hourly positions are filled by Women^[1]• 32% of Restaurant Management positions are filled by People of Color^{[1][2]}• 50% of hourly positions are filled by People of Color^[1]
OUR ENVIRONMENT	By 2030, reduce Scope 1 and 2 emissions by 46.2% compared to a 2019 baseline year, aligned with the UN Paris Agreement goal to limit global warming to 1.5° C Net-Zero GHG emissions (Scope 1 and 2) by 2050	16.3% ^[3] reduction in 2023 vs. 2019 Assessment underway
OUR INGREDIENTS	Cage-free eggs: <ul style="list-style-type: none">• 100% in U.S. by 2024• 100% in Brazil by 2025• 100% globally by 2030 90% of confirmed pregnant sows in group housing by 2029 60% of land-based proteins from suppliers that have deforestation-free supply chains by 2025	<ul style="list-style-type: none">• U.S.: 66%• Brazil: 30%• Globally: 48% 44% of the pork we purchase comes from group housing for pregnant sows. ^[4] Assessment underway

^[1] Data for U.S. employees

^[2] Denotes U.S. Team Members that identify as Black/African American, Hispanic/Latin, Asian, Native American, Pacific Islander, or two or more races.

^[3] Complete FY2023 data was not available at the time this report was published, however this data does represent a full calendar year (Oct. 2022 to Sep. 2023).

^[4] U.S. and Brazil





OUR PEOPLE

Our leaders, Team Members, and communities are what make the business thrive, and it is part of our values to ensure they thrive as well. We prioritize Team Member engagement; career growth; diversity, equity & inclusion; and community partnerships to create a lasting impact.

IN THIS SECTION

-
- 11 Diversity, Equity & Inclusion
 - 13 Culture and Employee Experience
 - 16 Community

DIVERSITY, EQUITY & INCLUSION

We believe that a healthy culture is one where all Team Members feel welcome, valued, and able to contribute their talents to the organization. We strive to infuse our ways of working with these attributes each and every day.

The Inclusive Leadership Team supports all aspects of the talent life cycle and helps promote an inclusive workplace for all Team Members. This team helps us ensure Team Members reflect the demographics of the communities we serve.

In 2023, of management positions, roughly one-third were held by People of Color and more than one-third by women.

OUR DE&I GOALS

COMMITMENTS

Ensure all employees and potential employees have access to opportunities

CURRENT STATUS

- 40% of Restaurant Management positions are filled by women (U.S.)
- 52% of hourly positions are filled by women
- 32% of Restaurant Management positions are filled by People of Color
- 50% of hourly positions are filled by People of Color



GENDER	
Female	51.2%
Male	48.8%



RACE AND ETHNICITY ^[1]	Percentage
White	49.5%
Hispanic or Latino	25.3%
Black or African American	17.1%
Two or More Races	4.0%
No Response/Do Not Wish to Answer	1.7%
Asian	1.6%
American Indian or Alaskan Native	0.5%
Native Hawaiian or Other Pacific Islander	0.3%



GENERATION ^[2]	Percentage
Gen Z	50.7%
Millennials	33.2%
Gen X	13.3%
Baby Boomers	2.7%
Traditionalists/Silent	<0.1%

^[1] Percentages may not add up to 100% due to rounding.

RECRUITING DIVERSE CANDIDATES

We have strengthened recruitment at colleges and universities to expand our reach. We have partnered with several institutions including Florida International University, Florida A&M University, the University of South Florida, and the University of Central Florida to create awareness of Bloomin' Brands as an employer of choice on campuses to help diversify the talent pipeline. We do this through scholarship programs with these universities, career fairs, and on-campus events.

EMPLOYEE RESOURCE GROUPS

Our five Employee Resource Groups (ERGs) aim to create a supportive and inclusive workplace environment by bringing together Team Members who share common backgrounds, experiences, and interests. Over the past several years, we have been developing and growing ERGs to enable Team

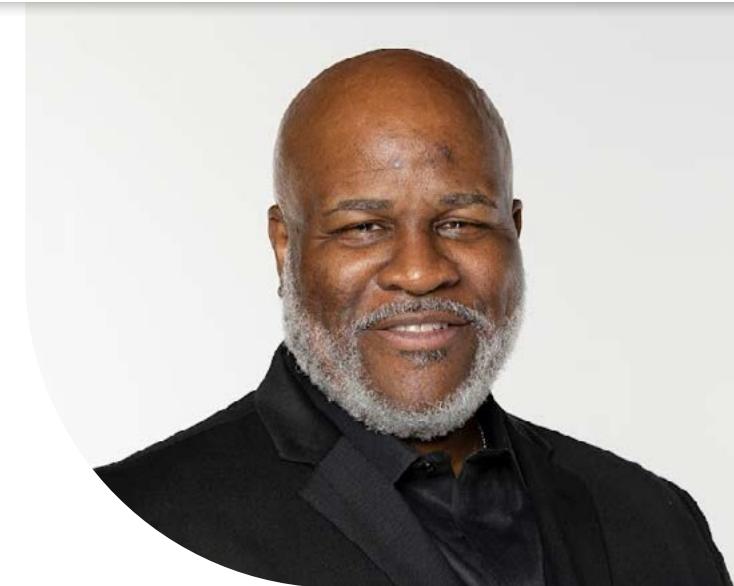


Members across our restaurants and the RSC to connect with their coworkers, find networking opportunities, and give back to their communities. Each ERG is supported by two Executive Sponsors dedicated to the group's overall success. As of December 2023, we had over 1,000 members across our five ERGs.

In 2023, we hosted the inaugural ERG Leaders Summit to discuss recent experiences, introduce a new resource kit, and facilitate connections between different ERGs. At the summit, these leaders were also able to share details with Executive Leadership on how Bloomin' Brands as an organization can continue to positively impact the employee experience.

ERGS AND MISSIONS

- **iAdelante!** — To embrace a forward-thinking mentality that will accelerate and celebrate the Hispanic and Latin Community
- **Belong** — To help members of our community (LGBTQ+ and Allies) by creating a safe space to exist, be empowered, and find acceptance
- **BIG** — To attract, nurture, and amplify Black talent at Bloomin' Brands
- **Bloomin' Balance** — To inspire our community to lead happy, healthy, and fulfilled lives through total and balanced wellness
- **Women's Interests Network (WIN)** — To accelerate the advancement of women working at Bloomin' Brands by sharing information, best practices, education, and experience, and in doing so, helping one another develop leadership skills and career advancing opportunities



BIG CAREER GROWTH

Coming out of the military, Walter P. Mack, III was looking for the same kind of camaraderie he had found in his troop in a civilian role — something he found as a cook for Outback Steakhouse in Knoxville, Tennessee back in 2004.

Walter cultivated this sense of community through progressive leadership roles over his career at Outback as well as through his membership in BIG, Bloomin' Brands' Employee Resource Group dedicated to amplifying Black talent. BIG helped expose Walter to Bloomin' Brands Team Members across the company, ultimately enabling him to learn about opportunities across brands. This inspired Walter to continue advancing his career, ultimately helping him grow into the role of Joint Venture Partner at Bonefish Grill.

CULTURE AND EMPLOYEE EXPERIENCE

We believe that our culture is the cornerstone of our business's profitability and strength. The experience we strive to cultivate in our portfolio of restaurants is one that exudes liveliness and enjoyment, creating memorable moments with friends and family. This culture not only enhances the overall value of a career at Bloomin' Brands but also fosters camaraderie among our Team Members, instills loyalty to the company, and ultimately drives positive business outcomes.

DEVELOPING TALENT WITHIN THE WALLS OF BBI

An important component of our people strategy is multi-brand and multifunction experience between restaurant operators and Restaurant Support Center (RSC) Team Members. We encourage collaboration between both groups to build connections, inclusion, and growth opportunities. We achieve this in several ways, including:

- Encouraging restaurant Team Members to interview for RSC roles and vice versa
- Seeking internal candidates for both restaurant and RSC roles
- Facilitating interactions through Employee Resource Groups (ERGs)
- Creating development program cohorts with Team Members from our restaurants and RSC

LEARNING & DEVELOPMENT

Team Members have regular reviews with their leaders to empower them to chart their career path and help them grow into new roles across the organization. A part of this is identifying if a Team Member needs additional support to advance through one of the three Es: Education, Exposure, or Experience. Once identified, we connect that Team Member with the right tools, whether it's training, mentorship, role rotation, or more.

We also have structured training programs to help equip Team Members for new roles, including but not limited to:

- **Leading People at Bloomin' Brands** — An internally-developed program for people managers in the RSC to build coaching skills. This program takes place over 12 months across three phases: online learning, a multi-day live workshop, and quarterly coaching with a member of the Executive Leadership Team (ELT). Of the inaugural group, 95 percent gave the program four or five out of five stars, and 100 percent reported they had learned key leadership principles needed to succeed.
- **Women of Color LeadHERship Development Program** — According to a McKinsey study, Women of Color are significantly underrepresented in leadership roles and have fewer mentorship opportunities, hampering their career growth. We partnered with a specialized executive coach to mentor 10 high-potential women in leadership roles in the company, focused on topics such as emotional



HELPING TEAM MEMBERS GROW

When Ana Miriam Guerrero joined Bloomin' Brands in 2014 as a Cold Side Cook, she didn't imagine how far she would grow in her career. Along her journey, she learned about iAdelante! — Bloomin' Brands' ERG dedicated to engaging and developing the Hispanic/Latin community — and joined their inaugural Courageous Conversation hosted in Spanish. She says her participation in the ERG program helped open her eyes to the possibilities available within Bloomin' Brands for someone like her.

"Being a part of the iAdelante! call and our women development program has made me realize that, as a Hispanic woman, I had no barriers to my success if I just believed in myself. These opportunities have truly inspired me to do more." Today, through the mentorship of her Joint Venture Partner and additional training provided by Bloomin' Brands, Ana is now a Managing Partner at Carrabba's in Charleston, South Carolina.

intelligence, enlisting allies, personal branding, and more. All attendees said they would recommend the program.

- **Bloom Through Mentoring** — Over a 12-month period, 27 RSC Team Members were matched with Officer-level leaders to receive mentorship and practice new skills. Roughly 70 percent of respondents said they intended to continue their mentorship relationship beyond the program. This program is an opportunity to develop and retain a more robust leadership talent pipeline.

EMPLOYEE ENGAGEMENT & RECOGNITION

We regularly communicate with our Team Members to understand their needs, concerns, and ideas through surveys and interviews. We conduct periodic pulse surveys for both restaurant and RSC Team Members. In early 2023, we also conducted a broader study to gauge Team Member sentiment, engagement, belonging, and their perspective on specific topics, such as compensation and benefits.

In our restaurants, we conduct in-person exit and stay interviews to learn about what could be improved and what's working well at the restaurant level. Brand leaders also make it a point to visit field operations and organize roundtable discussions with Team Members in order to directly receive feedback and establish a connection.

Recognizing the hard work and contributions of our Team Members is also important to drive engagement. More than 100 awards are presented throughout the year to Team Members to celebrate their achievements, including new awards from each brand President, as well as our CEO Award, "The Deno."

THE THREE Es OF DEVELOPMENT

Education — additional training, development, or mentorship

Exposure — learning about new opportunities that exist and gaining visibility with leadership

Experience — on-the-job training and opportunities to develop new skills



STRIKING THE BALANCE

In just 10 years at Bloomin' Brands, Jennifer North steadily rose through the ranks from the role of Bartender at a Fleming's Prime Steakhouse & Wine Bar to Wine Manager, Senior Manager, Regional Training Manager and finally to her current role as National Manager of Training. She attributes this success to support received from Bloomin' leaders and her role as Co-Chair of Bloomin' Balance, an ERG dedicated to employee health and wellbeing. Through the Co-Chair role, Jennifer said she had the chance to grow new skills that helped her with her job. She recommends anyone who is interested in an ERG to join one, even if they only have a small amount of time to commit, for the sense of belonging, fun, and new opportunities they provide.



BENEFITS & WELLNESS

The health and well-being of Team Members is of the utmost importance. Bloomin' Brands partners with external parties for annual benchmarking to ensure benefits are competitive and meaningful across the entire population. The information is validated annually and appropriate modifications are made where needed to ensure benefits continue to meet the needs of our diverse workforce. This is done through the lens of providing a competitive total rewards package.

TOTAL REWARDS

Our total rewards philosophy is to motivate and retain Team Members by offering what we believe to be, competitive salary packages. To align Team Member objectives with the Company, and ultimately stockholders, Bloomin' Brands offers programs that reward long-term performance. Additionally, we offer a well-rounded benefits package that includes the following, along with other benefits:

- Comprehensive health insurance coverage for Team Members working an average of 30 or more hours each week. This program includes wellness programs intended to proactively support healthcare and access to a health savings account that is eligible for employer contributions and is fully portable.
- Virtual therapy that takes place via mobile device or computer, allowing all Team Members, regardless of insurance enrollment with the company, to access help when and where they need it, along with guided meditation options. The mental well-being of Team Members is important to us.
- All salaried Team Members are eligible to participate in company sponsored retirement plans with access to financial wellness resources. Eligible Team Members participating in the 401(k) receive matching contributions.



HIGHLIGHTS FROM OUR 2023 PULSE SURVEY:

86%
response rate

2-point
improvement on Net Promoter
Score (NPS)

80%
intent to stay (over the next
1-2 years)



COMMUNITY

Since opening our first restaurant in 1988, we have been giving back to our neighbors and local communities — it's part of Bloomin's DNA. We proudly support the Tampa Bay community from the RSC in Tampa and in the communities we serve. During the company's 15th Annual Community Service Day, RSC Team Members contributed more than 800 hours of volunteer services.

Our giving strategy focuses on four key areas: Community, Diversity & Inclusion, Education & Mentoring, and Environment. Under each of these categories, we support non-profit partners through sponsorships, in-kind donations, and volunteering. To learn about in-kind food donations, read about the Harvest Program on [page 21](#).

SINCE 1999, WE HAVE DONATED:

14M

pounds of food through the Harvest Program

\$670K

of a \$1.25M commitment to support social justice and equality

38

scholarships and counting

2023 PHILANTHROPIC RECIPIENTS



COMMUNITY

Highlight: Meals on Wheels provides hot meals to seniors in need, delivered by a caring volunteer. Outback is a sponsor of their signature fundraising event, Nourish the Homebound Breakfast, which helped raise \$825K in 2023 to help ensure our elderly neighbors don't go hungry.

- Feeding Tampa Bay
- Meals on Wheels Tampa
- American Red Cross
- Habitat for Humanity of Pinellas & West Pasco
- Moffitt Cancer Center
- National Pediatric Cancer Foundation
- Heart Gallery of Pinellas & Pasco
- Clearwater Free Clinic



EDUCATION & MENTORING

Highlight: One of the 2023 Outback Steakhouse Scholarships, for exceptional students planning to attend a higher education culinary program, was awarded to Tampa high school senior, Axel Tomassini, Jr. Axel began his cooking journey in elementary school, continuing through high school where he graduated with a 3.6 GPA. Axel is using the scholarship to attend the Culinary Arts bachelor's program at Johnson & Wales University.

- Step Up for Students
- The Skills Center
- Big Brothers Big Sisters of Tampa Bay
- Boys & Girls Clubs of Tampa Bay
- Hillsborough Education Foundation
- Pinellas Education Foundation
- Junior Achievement of Tampa Bay
- Straz Center's Patel Conservatory
- Dali Museum – Student Surrealist Art Exhibit
- Endowment scholarships



DIVERSITY & INCLUSION

Highlight: In 2020, we launched a five-year partnership, totaling \$1.25 million, with the Urban League to support social justice and anti-discrimination that will include participation opportunities for Team Members across the country.

- St. Pete Pride
- Southeastern Guide Dogs
- Quantum Leap Farm
- Autism Speaks
- Urban League
- Sensory-Friendly Halloween Spree at Glazer Children's Museum



ENVIRONMENT

Highlight: In 2023, Bloomin' Brands helped build a new community nursery at the Tampa Bay Watch Marine Center, providing 1,800 plugs of native wetland plants to help protect shorelines from erosion, provide habitats for small fish, and filter pollutants and marine debris from entering our waterways. The wetland nursery program will help restore at least 20,000 sq. ft. of habitat in Tampa Bay.

- Tampa Bay Watch
- Keep Tampa Bay Beautiful
- The Florida Aquarium

EMPLOYEE GIVING

Our Team Members are passionate about supporting their communities and we enable Team Members to give back through several avenues:

- **Employee Resource Groups** — Our ERGs host community service events to support causes aligned with their groups' values. In 2022 and 2023, our ERGs hosted volunteering events to support cancer research and to honor Juneteenth and St. Pete Pride. See the next section for additional detail.
- **Gift Matching & Volunteer Grants** — Launched in 2022, we offer a 100 percent match of donations made by full-time RSC Team Members to an eligible non-profit organization, up to \$1,000 in 2023, limited to \$25K in total. We also awarded a \$200 grant to an organization when the Team Member contributed 10 or more volunteer hours in 2023.
- **Community Service Day** — In 2023, RSC Team Members participated in the 15th Annual Community Service Day, volunteering over 800 hours to support 16 non-profit organizations in Tampa Bay.
- **Disaster Relief** — Following natural disasters, Bloomin' Brands Team Members volunteer their time preparing and serving donated food to first responders, relief workers, and members of the community.
- **BBI Trust** — The BBI Trust is an employee assistance fund to support Team Members during times of personal crisis. The Trust is funded through voluntary donations by Team Members and helps with life challenges, including natural disasters, funeral expenses, and emergency-related travel expenses.

ERGS IN THE COMMUNITY

An important part of ERG membership is dedicating time to supporting communities that are aligned with the values of the resource group. ERGs give back through fundraising, volunteering, hosting events, and more. Highlights from the 2022 and 2023 seasons of ERG community service events include:

- **Miles for Moffitt** — Bloomin' Balance participated in the Miles for Moffitt Run to raise funds for life-saving cancer research and improve the lives of cancer patients. ERG members joined nearly 7,700 other people for this event. Our sponsorship and participation helped raise over \$1.4M.
- **Feeding Tampa Bay** — To honor Juneteenth, we hosted BIG Volunteer Day at Feeding Tampa Bay (part of the Feeding America network). BIG members packaged 8,370 meals for food insecure families in the 10-county area of West Central Florida.
- **St. Pete Pride** — For the third consecutive year, Bloomin' Brands sponsored the St. Pete Pride, represented by Belong. This is one of the largest Pride events in the Southeastern region, welcoming over 300,000 people to the Tampa Bay Area annually. Volunteers decorated and walked alongside a float in the parade, greeting community members with Bloomin' Brands swag and appetizer cards, while another group of Bloomin' Brands Team Members welcomed festival attendees to a tent where they played games and learned about opportunities to join our company.
- **Booker T. Washington Elementary** — The BIG ERG has established an ongoing partnership with Booker T. Washington Elementary School, providing support and service to students, teachers, and families. Activities include coordinating Back to School and Holiday Toy Drives, feeding teachers for Teacher Appreciation Week and honoring Juneteenth with community service at the school.



ERGS SUPPORTING EACH OTHER

In 2022, our ERGs came together to host a Courageous Conversation, an all-company virtual meeting, themed "Honoring Our Veterans." This program invited Team Members to share their stories and the impact their military experience has had on their lives. Each of the panelists came from a different ERG, demonstrating both the diversity of our ERG membership and their willingness to come together to support each other.

OUR ENVIRONMENT

As a responsible company, we believe it is important to be accountable for our environmental impact, including greenhouse gas emissions, energy consumption, waste management, water conservation, and sustainable packaging. By addressing these issues, we are mitigating our carbon footprint and conserving natural resources. Our commitment to sustainable practices aligns with our core values and ensures long-term business resilience.

IN THIS SECTION

- 19 Climate & Emissions
- 20 Energy
- 21 Water
- 21 Waste
- 22 Packaging



REDUCING FUEL USE THROUGH LOGISTICS OPTIMIZATION

In 2023, through August we decreased the number of trucks between suppliers and distribution centers (DCs) by roughly 10 percent by enabling DCs to fulfill multiple order types. This allowed trucks to hold more orders which reduced trips, trucks on the road, and fuel consumption.

CLIMATE & EMISSIONS

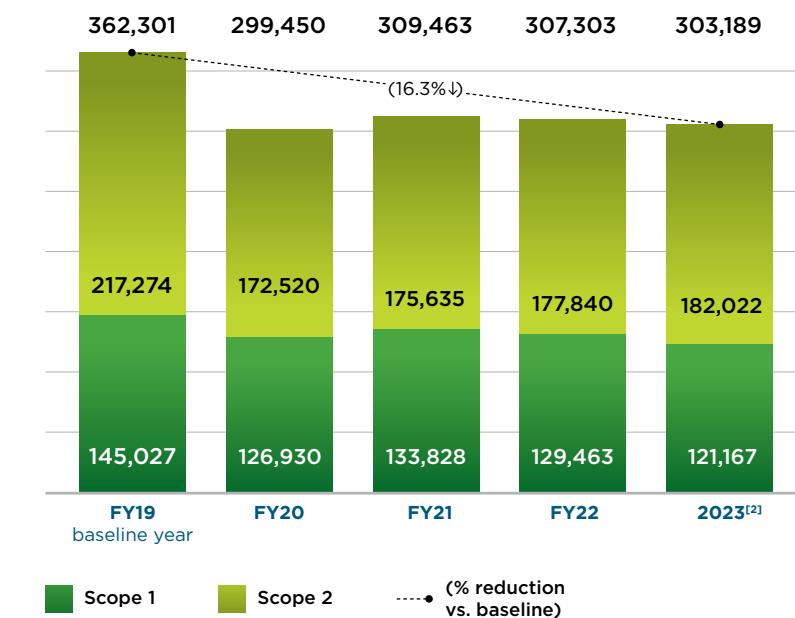
We acknowledge that climate change poses a growing risk to our business and the communities where we operate. Therefore, we are committed to addressing climate change by reducing greenhouse gas (GHG) emissions. We have set a goal to reduce direct emissions (Scopes 1 and 2) by 46.2% by 2030, and net zero emissions by 2050, compared to a 2019 baseline, in alignment with the Paris Climate Agreement. In 2023, we reduced Scopes 1 and 2 emissions by 16.3% compared to 2019 through capital investments and by increasing the efficiency of our operations, putting us on track to meet our goal.

We recognize that animal agriculture contributes to global climate emissions. We are measuring our Scope 3 emissions and engaging suppliers to gather more accurate data about their carbon footprints. In 2023, we joined the U.S. Roundtable for Sustainable Beef, an industry forum to collectively improve sustainability in the beef value chain. We intend to begin disclosing Scope 3 emissions in FY2025.

OUR CLIMATE GOALS

GOAL	CURRENT STATUS
By 2030, reduce Scope 1 and 2 emissions by 46.2% compared to a 2019 baseline aligned with the UN Paris Agreement goal to limit global warming to 1.5°C.	16.3% reduction in 2023 vs. 2019
Net-Zero GHG emissions (Scope 1 and 2) by 2050	Assessment underway

GHG EMISSIONS (MT CO₂e) MARKET-BASED^[1]



^[1] A market-based method reflects emissions from electricity that an organization has purposefully chosen (or its lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims.

^[2] Complete FY2023 data was not available at the time this report was published, however this data does represent a full calendar year (Oct. 2022 to Sep. 2023).

ENERGY

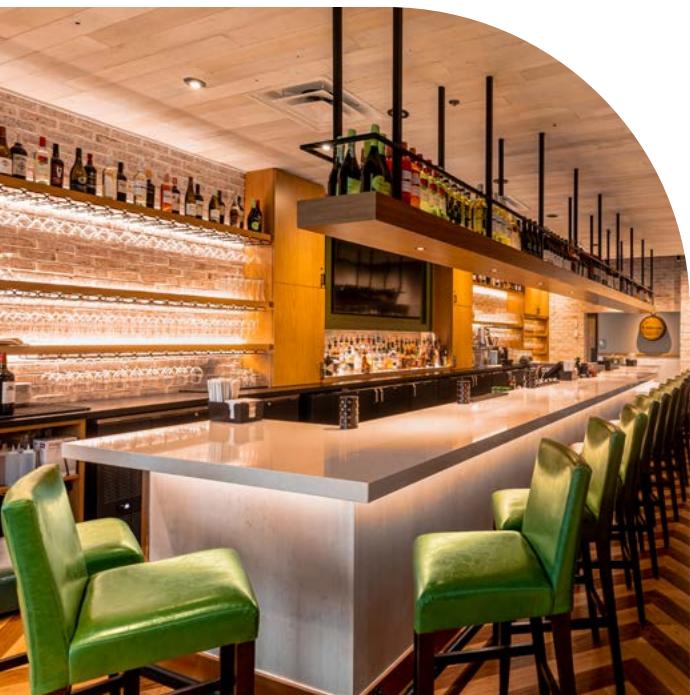
Reducing our reliance on fossil sources of energy helps us reduce Scope 1 and 2 emissions and address climate concerns. We have partnered with a renowned energy management consultancy to make our energy consumption more sustainable. Together, we are working on a comprehensive plan for procuring renewable energy. Our partner is conducting a thorough analysis of primary markets to identify both opportunities for renewable energy investments. We look forward to updating you on this progress.

ENERGY EFFICIENCY

In addition to exploring renewable energy options, we also seek to reduce energy usage through energy efficiency measures. We have been steadily retrofitting restaurants with LED lighting. All new restaurants open with LED lights. We have also installed higher efficiency equipment, such as smart thermostats, new HVAC systems, and kitchen appliances. A number of locations also have energy management systems in place to monitor energy usage. Every month, Joint Venture Partners receive a report detailing their location's energy usage to empower them to find reduction opportunities. Efforts like these helped us reduce Scope 2 emissions by 16.2% in FY23* compared to the baseline year of 2019.



We are a member of the Clean Energy Buyers Association to support the acceleration of the clean energy market in the United States.



INVESTING IN CLEANER EQUIPMENT

In 2022 and 2023, all company-owned Outback Steakhouse locations in the U.S. were remodeled to replace natural-gas powered grills with electric or electric-gas hybrid equipment. This resulted in a reduction of our Scope 1 and 2 emissions, and a reduction in food waste thanks to cooking efficiencies.

* This data represents a full calendar year (Oct. 2022 to Sep. 2023).

WATER

We respect water as a critical shared resource for all stakeholders in our communities. In our restaurants we strive to reduce water use by installing more efficient equipment and adopting less water-intensive practices. We have installed low-flow faucets, dishwasher spray nozzles, and pasta cookers. Additional changes include an updated floor care plan for washing floors, running full dishwasher loads, and regular leak inspections to reduce water use.

WATER CONSERVATION IN BRAZIL

We have successfully implemented an innovative water conservation system in all of our restaurants in Brazil. This system is designed to collect condensation from air conditioning units and utilize the drain water from ice machines to flush restrooms efficiently. This initiative allows us to reuse up to one thousand liters of water per day in each restaurant.



WASTE

As part of our commitment to environmental responsibility, we consider waste reduction essential. We strive to increase recycling efforts, promote responsible waste management practices, and minimize the amount of waste in landfills. To achieve this, we are dedicated to implementing the best practices that reduce waste at the source. Furthermore, we use local resources and infrastructure to incorporate recycling practices into our restaurants.

FOOD WASTE

Diverting food waste from landfill is doubly beneficial to the environment: it prevents methane emissions from entering the atmosphere and it can be converted into a useful resource, such as compost.

In 2020, we have achieved the U.S. EPA's Food Loss and Waste Reduction Goal to cut our food-related waste in half or more, compared to 2014.

14M
pounds of food donated to people in need in the last nine years.

250K+
pounds of paper saved in 2023 by redesigning Outback menus to fit more items onto one page.



90% of carryout packaging in the U.S. is recyclable or reusable

100% of paper carryout bags are made from recycled material

PACKAGING

The primary function of our carryout packaging efforts is to enhance the off-premises experience for customers through more functional and higher-quality design and materials. At the same time, we recognize the importance of reducing the environmental impact of packaging and we are seeking sustainable alternatives.

We have made some inroads into identifying or substituting plastic packaging with more sustainable options. Of our current portfolio of packaging, 90 percent is recyclable or reusable, including paper carryout bags which are also made from 100 percent recycled content. Additionally, customers have the option to decline plastic cutlery from delivery orders and straws in-restaurant.

We intend to work with suppliers to refine our packaging strategy during the upcoming fiscal year, and look forward to sharing plans with you in future reports.

PACKAGING RECYCLABILITY, FY23

Total pounds of consumer packaging

23M

Percent recycled content

27%

Percent recyclable

90%

Percent reusable

67%



OUR INGREDIENTS

The success of our business depends on the eagerness of customers to dine in a Bloomin' Brands restaurant. Our operators ensure our meals are safe, facilities are clean, and that nutrition and allergen information is easily accessible. Beyond this, we also consider where ingredients are sourced using guidelines related to sustainability and animal welfare practices. These approaches help us give diners peace of mind while making our business more resilient.



IN THIS SECTION

-
- 24 Food Safety
 - 25 Nutrition & Health
 - 26 Animal Welfare
 - 27 Sustainable Sourcing

FOOD SAFETY

Food safety is the highest priority at Bloomin' Brands. We take active measures to safeguard the health and well-being of our customers. We ensure strict adherence to food safety policies and procedures and conduct risk assessment audits of restaurants and suppliers to minimize potential health risks, maintain trust in our brands, and provide the best possible dining.

SUPPLY CHAIN

At Bloomin' Brands, we are redefining dining excellence with an unwavering commitment to the highest standards of quality throughout our supply chain. Guided by five pillars — Supplier Quality Standards, Inspection and Testing, Supply Chain Transparency, Continuous Improvement, and Data-Driven Decision Making — we aim to create an unparalleled culinary experience for customers. By fostering open communication with our suppliers, rigorously testing products, and continuously seeking innovative solutions, we strive to ensure that each dish reflects our dedication to quality, transparency, and continuous enhancement. We believe that exceptional dining experiences begin with a steadfast commitment to excellence in every ingredient.

We have the ability to trace the origin of products to the production site or field level and conduct annual risk assessment audits of the manufacturing facilities and equipment of suppliers of high-risk food products, such as produce, seafood, and beef. All documents, such as food safety audits and certifications, specifications, and test results, are managed using a software platform that enables us to evaluate suppliers' performance on an ongoing basis. Bloomin' Brands has set a goal for all suppliers to be Global Food Safety Initiative (GFSI)-certified and receive a Food Safety Team risk assessment visit periodically during our engagement.

RESTAURANTS

We have developed a comprehensive food safety culture in our restaurants that leverages the skills of Team Members' industry-proven processes and the latest technology. A dedicated team is responsible for training restaurant staff on all food safety protocols, which are based on FDA food codes and state guidelines. All restaurant Team Members, including managers and hourly workers, are required to receive food safety training. Our robust processes involve rigorous inspections, adherence to strict hygiene practices, and regularly updating standard operating procedures.



Restaurants are also evaluated on a regular basis by federal and state regulators. In addition, a third-party partner conducts unannounced audits of each restaurant every year. These audits assess for cleanliness and sanitation, facility conditions, food handling and preparation, and more. Overall, in 2023, we surpassed internal food safety targets for restaurants. We issued one food product recall — parsley — and confirmed zero illness outbreaks.

100%
of our new U.S. suppliers are inspected to current good manufacturing practices and up to GFSI standards upon approval.

Our restaurants can flag food safety concerns directly to the Restaurant Support Center. This allows us to expedite investigations and promptly address issues.





NUTRITION & HEALTH

At Bloomin' Brands, we understand that dietary needs and preferences are constantly evolving. That's why we strive to cater to a variety of dietary requirements by offering diverse and customizable menu options. All Bloomin' Brands restaurants provide calorie information, as well as gluten-free and vegetarian options.

Additionally, we are committed to providing transparent information about nutrition and allergens, empowering guests to make informed choices that align with their individual requirements. We provide ingredient statements and nutritional information upon request. We also provide allergen information by menu item for each of the top nine food allergens, as defined by the FDA. These resources are available either online or upon request at all of our restaurants.

CHILDREN'S MEAL OPTIONS

We participate in the National Restaurant Association's Kids LiveWell program. As per the program, each of our menus has at least two meals and two sides that have been verified by registered dietitians as adhering to current U.S. government dietary guidelines. Children's menus also offer only water or 100 percent juice as beverage options.



ANIMAL WELFARE

We understand and share in stakeholder concerns regarding the welfare of animals in our food supply chains, and we recognize the importance of healthy animals to ensure we can provide high-quality, safe food.

As one of many buyers of animal products, we have standards for animal welfare that consider many requirements and expectations. While the animal-based proteins that we serve in our restaurants are not under our direct control during production, and most of our supply chains are several layers deep, we are committed to using our influence as a leading full-service restaurant organization to improve animal welfare.

Our suppliers share our commitment to offer safe, high-quality animal-based proteins in a manner that supports and balances the health of people, animals, and the environment.

We do not permit the routine use of antibiotics on animals in our supply chain in the absence of illness, though we do support their use to treat sick animals. We have revised and updated our positions on animal welfare and antibiotic usage to better align with the latest global standards.

We want animals in our supply chain to experience welfare standards aligned with the Five Domains Model for animal welfare framework:

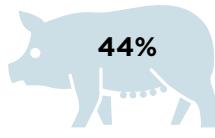
- Good nutrition
- Good environment
- Good health
- Good behavior
- Good mental state

To advance our animal welfare objectives, we have established goals pertaining to the sourcing of cage-free eggs and implementing group housing for pregnant sows.

We expect suppliers to adhere to our animal welfare and antibiotic commitments. All suppliers of land-based proteins for the U.S. market meet or exceed USDA standards. We are partnering with EcoVadis, an organization that assesses corporate sustainability performance and provides consulting services, to develop a supplier scorecard which will cover animal-product suppliers.



GLOBAL ANIMAL WELFARE GOALS

GOAL	CURRENT STATUS
Cage-free eggs:	
• 100% in U.S. by 2024	 66%
• 100% in Brazil by 2025	 30%
• 100% globally by 2030	 48%
90% of confirmed pregnant sows in group housing by 2029	 44%
<small>¹¹ U.S. and Brazil</small>	
44% of the pork we purchase comes from group housing for pregnant sows.¹¹	



SUSTAINABLE SOURCING

As a responsible business, our approach to sustainable sourcing is driven by a recognition of the importance of environmental stewardship for our company's long-term viability. We aim to minimize sourcing risk and the impact of business operations on the environment by engaging with suppliers and implementing sustainable sourcing goals.

SUPPLIER CODE OF CONDUCT

All Bloomin' Brands suppliers are asked to adhere to our Supplier Code of Conduct, which outlines our expectations for ethical conduct in the supply chain. The Supplier Code covers compliance with all relevant laws and regulations related to employment, human rights, the environment, and health and safety, as well as product recalls and anti-corruption. We reserve the right to assess or request third-party assessments of suppliers against the Supplier Code.



SUPPLIER SUMMIT

In 2023, we hosted our annual Supplier Summit to inform suppliers about sustainability trends in sourcing and our company's ambitions. Following the Summit, we integrated high-level questions regarding their approach to sustainability practices into our supplier scorecards. These scorecards are used to evaluate our top 30 suppliers based on expenditure, as well as suppliers of business-critical items. With this information, we have initiated discussions with each strategic supplier to gain insight into their progress and align our expectations accordingly.

OUR SUSTAINABLE SOURCING GOAL

We are partnering with EcoVadis to create a risk assessment and management plan related to sustainability that will roll out in the coming fiscal year.

This review will also help us evaluate progress toward our goal for 60 percent of land-based proteins to come from suppliers with deforestation-free supply chains by 2025. EcoVadis will enable us to collect more granular data and begin reporting on this goal in the coming year.



SUPPLY CHAIN RISK

Maintaining steady and reliable supply of primary ingredients is critical to ensuring ongoing service at our restaurants. To achieve this, we carry out resilience studies for each category within our supply chain, taking into account various climate-related factors, including the possibility of natural disasters. These studies enable us to establish contingency plans, which come into play in the event of any disruption in sourcing or the need to rely on secondary sources.

GOVERNANCE

At Bloomin' Brands, we believe that sound governance requires both ethical decision-making and long-term value creation for all stakeholders. This begins with the Board of Directors and cascades down to the Executive Leadership Team, Team Members, and Suppliers. By prioritizing our commitments, we are demonstrating responsible business practices and fostering trust within our communities.





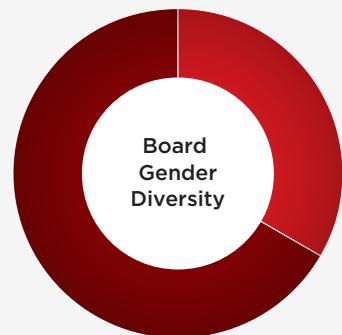
SUSTAINABILITY OVERSIGHT

We take managing material sustainability commitments very seriously and have created several levels of governance to create, oversee, and take action towards our objectives. The Nominating & Corporate Governance Committee of the Board of Directors is responsible for overseeing strategic direction of the program. The Committee receives detailed quarterly updates from the Bloomin' Brands Group Vice President of Corporate Affairs, as well as periodic updates as needed. The entire Board receives an update at every Board of Directors meeting.

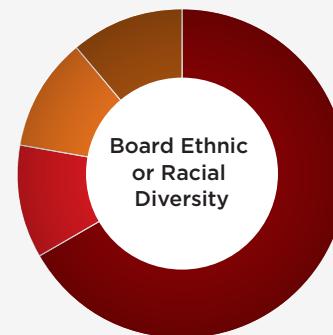
In 2023, we hired a Sr. Director, Sustainability who oversees progress towards our goals and creates programmatic action plans related to our material topics.

BOARD DIVERSITY

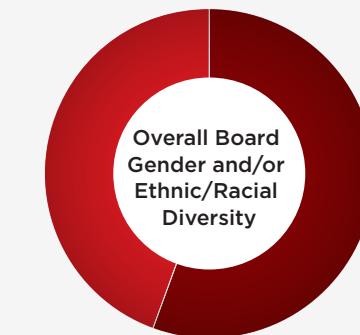
We seek Board members who can bring a wide range of backgrounds and experiences to our company, ensuring that we receive the necessary support and guidance. This includes gender and ethnic or racial diversity. In 2023, two-thirds of the Board was gender and/or ethnically/racially diverse.



GENDER ^[1]	
Female	33.3%
Male	66.7%



ETHNICITY OR RACE ^[1]	
White	66.7%
Black or African American	11.1%
Asian	11.1%
Two or More Ethnicities	11.1%



OVERALL DIVERSITY ^[1]	
Diverse	66.7%
Non-diverse	33.3%

^[1] Data as of December, 2023.

TRANSPARENCY & ACCOUNTABILITY

Operating with honesty and integrity is central to our Principles & Beliefs of being trusted to deliver exceptional quality and welcoming hospitality. We require leaders, Team Members and suppliers to adhere to our [Code of Conduct](#), which outlines our expectations for legal and ethical behavior on and off the job. It covers topics such as securing company property, accepting gifts, and respectful interactions, among others. We also require adherence to our Company policies and procedures, which provide detailed requirements and guidance for Team Members in support of the expectations described in our Code of Conduct.

RSC Team Members receive annual training on our [Code](#), as well as other topics, such as anti-bribery & anti-corruption, avoiding insider trading, preventing discrimination and harassment, confidentiality, and information security. Team Members in the field receive annual training on topics relevant to their roles which may also include the foregoing topics. Our company requires (and met during its 2023 annual training window) a minimum annual training completion rate at the RSC and by brand of 97%.

Suspected violations of the Code can be reported confidentially, and if desired anonymously, via our third-party online reporting platform or toll-free hotline, or directly to our Chief Legal Officer, Chief Compliance Officer, Human Resources, Head of Internal Audit, or a manager. Bloomin' Brands does not tolerate retaliation against those who make a report in good faith.



DATA PRIVACY & SECURITY

Protecting company data, as well as the data of our customers and partners, is critical to ensuring stakeholder trust. We maintain an email address where Team Members and others can report suspicious emails, phone calls, or in-person visits. We also have a host of policies to provide Team Members with guidance on protecting personal information, including our Confidential Information Policy, Information Technology Security Policy, Data Security Classification Policy, and others.

Specifically related to customer information, we adhere to Payment Card Industry (PCI) security standards and undergo annual PCI audits to ensure compliance. We also adhere to data privacy laws applicable to our business which includes providing applicable individuals with a method to exercise their data rights and request we take action with respect to their data. Applicable Team Members are trained annually on information security and handling confidential information.

APPENDIX



IN THIS SECTION

-
- 32 About this Report
 - 33 Materiality & Stakeholder Engagement
 - 35 GRI Index
 - 44 SASB Table

ABOUT THIS REPORT

We published this report to provide an overview of our company's operations and performance related to sustainability topics. This includes quantitative and qualitative information and progress toward our goals, using baseline data as noted throughout the report.

The report is for the time period of January 1, 2023 to December 31, 2023. In some cases, where noted within the report, data or information outside of this scope may appear for additional context or specification. This is our inaugural Impact report. We intend to report on an annual basis.

We referenced several reporting frameworks and standards to document our management. The 2023 Bloomin' Brands Impact Report was prepared with reference to the Global Reporting Initiative (GRI) Universal Standards and the Sustainability Accounting Standards Board (SASB) Standards. A GRI Content Index on page 35 and a SASB disclosure table on page 44 document our alignment with these reporting frameworks.

For the purposes of this report, the concept of materiality used in our disclosures is based on a definition of materiality specific to the assessment of sustainability issues, and does not correspond to the concept of materiality used

in the securities laws and disclosures required by the U.S. Securities and Exchange Commission (SEC). Issues that we identify as "material" from a sustainability perspective are not necessarily material to the Company under securities laws, rules, and regulations in place at publication.

The information contained in this report is provided as of the publication date of this report and is subject to change without notice. This report contains forward-looking statements, including but not limited to, plans, goals, and strategies to achieve certain results or goals. Any and all forward-looking statements are subject to internal and external uncertainties, risks, and opportunities that could change actual future performance, goals, or strategy. We assume no obligation to update any forward-looking statements contained in this report because of new information or future events or developments.

For additional information regarding this report and its contents, please visit our website — www.bloominbrands.com. We welcome feedback on our Report, along with our sustainability initiatives, programs, and performance. To share comments please email sustainability@bloominbrands.com.



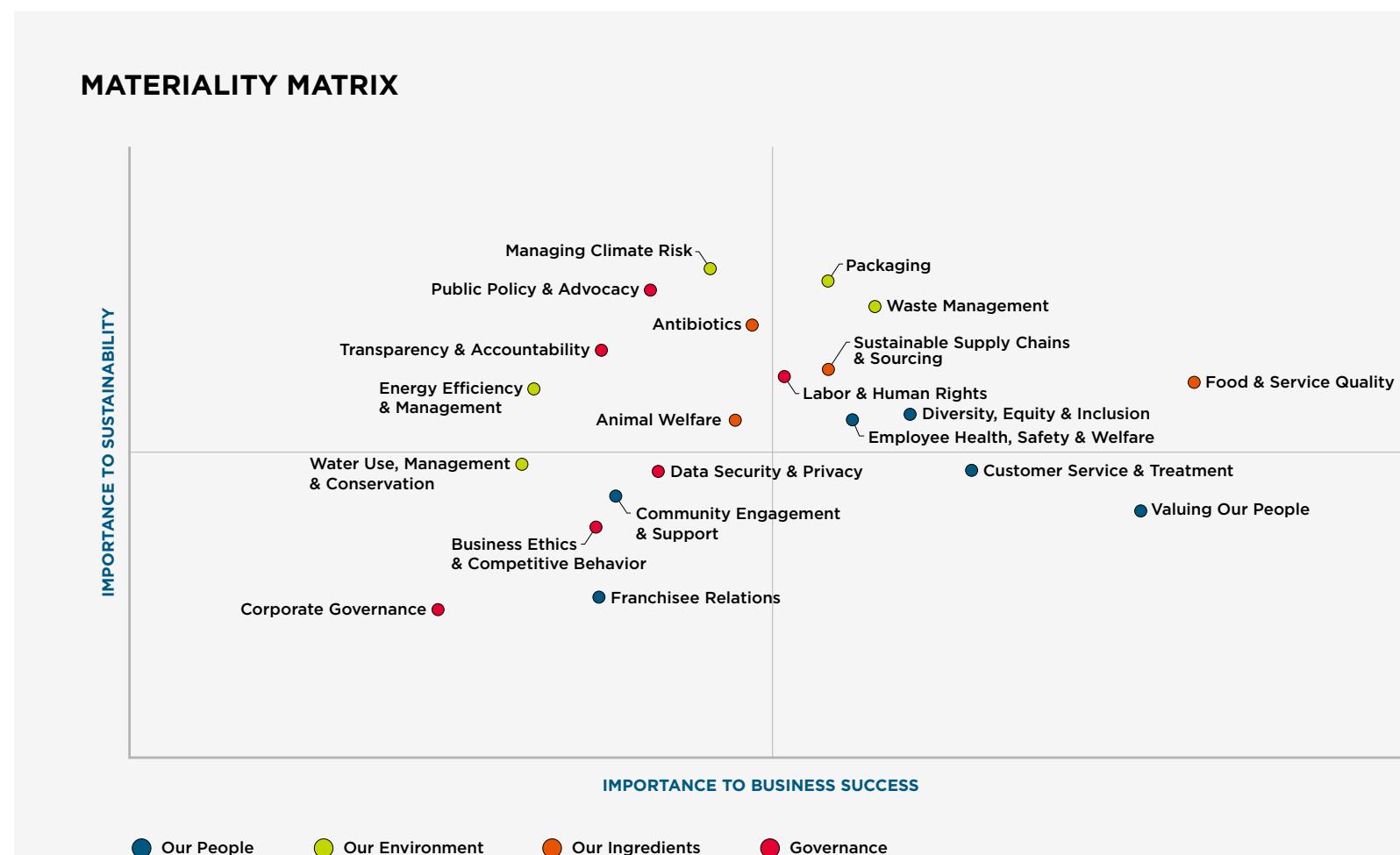
MATERIALITY AND STAKEHOLDER ENGAGEMENT

MATERIALITY

With the guidance and partnership of a third-party sustainable business consultancy, in 2019 we conducted an assessment to identify, define, and prioritize sustainability issues based on the importance to sustainability (considering external social and environmental impacts) and importance to business success (considering brand reputation and value, customer experience, operational excellence, talent attraction and retention, and supply chain continuity).

The issue list was informed by analyzing international sustainability frameworks and standards and other desktop research. Internal stakeholders representing the Restaurant Support Center (RSC) and our restaurant brands, were engaged through interviews, a quantitative survey, and internal workshops. External stakeholders representing investors and civil society were engaged via interviews. Insights were gathered to establish relative materiality scores for each issue, which were validated through a leadership workshop and finalized on the materiality map.

We carried out a refresh in 2021 that included an update of the material issue list and definitions to address evolving stakeholder priorities and emerging food and restaurant industry trends.



STAKEHOLDER ENGAGEMENT

Our stakeholders are core to our strategy and progress. We undertake regular and open communication with key stakeholders to inform our priorities and business strategy. The following table is an overview of our stakeholder engagement in 2023. The list of topics included is illustrative and not fully inclusive of all stakeholder engagement and communications.



STAKEHOLDER GROUP	ENGAGEMENT
Employees	Pulse surveys Anonymous hotline Development and training programs Town hall meetings
Guests	Email and phone Social media Frequent surveys via our loyalty program Industry surveys
Local communities	Corporate and employee giving Employee volunteerism Local nonprofit partnerships
Suppliers	Contracts Meetings Annual supplier summit
Investors	Direct engagement Earnings/investor calls Shareholder meetings
Industry associations	Meetings Conferences Workshops
Non-Governmental Organizations (NGOs), Universities, and Subject experts	One-on-one meetings Conferences Roundtables

GRI INDEX

GENERAL AND MATERIAL TOPICS

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 1: FOUNDATION		
	Statement of Use	Bloomin' Brands, Inc. has reported with reference to the GRI Standards for the period January 1, 2023 to December 31, 2023 unless otherwise noted in specific disclosures.
	GRI 1 Used	GRI 1: Foundation 2021
GRI 2: GENERAL DISCLOSURES		
2-1	Organizational details	Bloomin' Brands, Inc. is headquartered in Tampa, Florida. 10-K , p. 13
2-2	Entities included in the organization's sustainability reporting	10-K , pp. 5-6
2-3	Reporting period, frequency, and contact point	Unless otherwise noted, our inaugural 2023 Impact Report captures events that took place from January 1, 2023 through December 31, 2023. We plan to report on an annual cycle. We welcome comments and feedback on our report. Please contact us at sustainability@bloominbrands.com
2-4	Restatements of information	As this is Bloomin' Brand Inc.'s inaugural Impact report, we have no restatements of information to report.
2-5	External assurance	Bloomin' Brands is responsible for the preparation and integrity of the information in this report. We do not currently seek external assurance for data within this report.
2-6	Activities, value chain, and other business relationships	10-K , pp. 5-6
2-7	Employees	Employee metrics include full-time and part-time employees, Restaurant Support Center corporate personnel, Field Hourly Employees, and Field Management Employees. 10-K , pp. 12-13
2-8	Workers who are not employees	Bloomin' Brands uses contracted labor to meet fluctuating labor demands at our restaurants. Contractor headcount is not available.
2-9	Governance structure and composition	2023 Impact Report, Governance, Sustainability Oversight, p. 29 2023 Proxy Statement , pp. 5-15

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement , pp. 5, 13-14 Nominating and Corporate Governance Committee Charter
2-11	Chair of the highest governance body	Bloomin' Brands Website, Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Impact Report, Governance, Sustainability Oversight, p. 29 2023 Proxy Statement , p. 15
2-13	Delegation of responsibility for managing impacts	2023 Impact Report, Governance, Sustainability Oversight, p. 29
2-14	Role of the highest governance body in sustainability reporting	2023 Impact Report, Governance, Sustainability Oversight, p. 29
2-15	Conflicts of interest	Corporate Governance Guidelines , p. 7
2-16	Communication of critical concerns	2023 Proxy Statement , p. 15
2-17	Collective knowledge of the highest governance body	Bloomin' Brands Website, Board of Directors
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement , p. 12 Nominating and Corporate Governance Committee Charter
2-19	Remuneration policies	2023 Proxy Statement , pp. 15-17
2-20	Process to determine remuneration	2023 Proxy Statement , pp. 39-50
2-21	Annual total compensation ratio	2023 Proxy Statement , p. 63
2-22	Statement on sustainable development strategy	2023 Impact Report, A Letter from Our CEO, p. 3
2-23	Policy commitments	Code of Conduct Bloomin' Brands Website, Our Ingredients
2-24	Embedding policy commitments	Code of Conduct Supplier Code of Conduct
2-25	Processes to remediate negative impacts	2023 Impact Report, Governance, Transparency & Accountability, p. 30 Code of Conduct

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-26	Mechanisms for seeking advice and raising concerns	2023 Impact Report, Governance, Transparency & Accountability, p. 30 10-K , p. 13 Code of Conduct
2-27	Compliance with laws and regulations	Bloomin' Brands does not report the number of significant instances of non-compliance with laws and regulations due to confidentiality constraints. Code of Conduct
2-28	Membership associations	We are participants in a number of membership and industry organizations including, but not limited to, the following: <ul style="list-style-type: none">• Women's Foodservice Forum (WFF)• Multicultural Foodservice & Hospitality Alliance (MFHA)• National Diversity Council• Diversity Lab• National Restaurant Association (NRA)• U.S. Roundtable for Sustainable Beef• Clean Energy Buyers Association• Animal Agriculture Alliance• National Retail Federation
2-29	Approach to stakeholder engagement	2023 Impact Report, Appendix, Materiality and Stakeholder Engagement, Stakeholder Engagement, p. 34
2-30	Collective bargaining agreements	None of the associates in company-owned operations are covered by collective bargaining agreements.
GRI 3: MATERIAL TOPICS		
3-1	Process to determine material topics	2023 Impact Report, Appendix, Materiality and Stakeholder Engagement, Materiality, p. 33
3-2	List of material topics	2023 Impact Report, Appendix, Materiality and Stakeholder Engagement, Materiality, p. 33

ECONOMIC, ENVIRONMENTAL AND SOCIAL

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 201: ECONOMIC PERFORMANCE		
3-3	Management of the material topic	<u>10-K</u> , pp. 67-72 2023 Impact Report, Our Environment, Climate & Emissions, <u>p. 19</u>
201-1	Direct economic value generated and distributed	2023 Impact Report, Our People, Community, <u>p. 16</u>
201-2	Financial implications and other risks and opportunities due to climate change	<u>10-K</u> , pp. 27-28
GRI 205: ANTI-CORRUPTION		
3-3	Management of the material topic	<u>Code of Conduct</u>
205-2	Communication and training about anti-corruption policies and procedures	<u>Code of Conduct</u> 2023 Impact Report, Governance, Transparency & Accountability, <u>p. 30</u>
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
3-3	Management of the material topic	2023 Impact Report, Governance, Transparency & Accountability, <u>p. 30</u>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<u>Code of Conduct</u>
GRI 302: ENERGY		
3-3	Management of the material topic	2023 Impact Report, Our Environment, Energy, <u>p. 20</u>
302-1	Energy consumption within the organization	2023 Impact Report, Our Environment, Energy, <u>p. 20</u>
		Oct. 2022-Sep. 2023 FY 2019 (baseline) % Change ^[1]
	Total Energy Consumed (gigajoules, GJ)	1,908,828 1,994,181 -4.28%
302-3	Energy Intensity Ratio	Oct. 2022-Sep. 2023
	Energy intensity ^[2]	1,606.76

Methodology:

^[1] Percentage change is based on original calculation in kilowatt hours.

^[2] Energy intensity figure calculated by gross energy consumption divided by number of company-owned restaurants (n=1,188 as of Q3 2023.)

DISCLOSURE	DISCLOSURE TITLE	RESPONSE				
GRI 303: WATER AND EFFLUENTS						
3-3	Management of the material topic	2023 Impact Report, Our Environment, Water, p. 21				
303-1	Interactions with water as a shared resource	2023 Impact Report, Our Environment, Water, p. 21				
GRI 305: EMISSIONS						
3-3	Management of the material topic	2023 Impact Report, Our Environment, Climate & Emissions, p. 19				
305-1	Direct (Scope 1) GHG emissions	2023 Impact Report, Our Environment, Climate & Emissions, p. 19				
305-2	Energy Indirect (Scope 2) GHG Emissions (Metric Tons CO ₂ e)	2023 ^[1]	FY 2022	FY 2021	FY 2020	FY 2019
	Location-based ^[2]	182,017	177,835	175,631	172,516	217,267
	Market-based ^[3]	182,022	177,840	175,635	172,520	217,274
305-4	GHG emissions intensity ^[4]	2023 ^[1]	FY 2022	FY 2021	FY 2020	FY 2019
	Emissions intensity	257	258	261	252	306
GRI 306: WASTE						
3-3	Management of the material topic	2023 Impact Report, Our Environment, Waste, p. 21 2023 Impact Report, Our Environment, Packaging, p. 22				
306-1	Waste generation and significant waste-related impacts	2023 Impact Report, Our Environment, Waste, p. 21				
306-2	Management of significant waste-related impacts	2023 Impact Report, Our Environment, Waste, p. 21				
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT						
3-3	Management of the material topic	2023 Impact Report, Our Ingredients, Sustainable Sourcing, Supplier Code of Conduct, p. 27 <u>Supplier Code of Conduct</u>				
308-1	New suppliers that were screened using environmental criteria	100% of our new U.S. suppliers are inspected to current good manufacturing practices and up to GFSI standards upon approval.				

Methodology:

^[1] Data includes 12 month period from October 1, 2022 through September 30, 2023.

^[2] A location-based method reflects the average GHG emissions intensity of grids on which energy consumption occurs, using mostly grid-average emission factor data.

^[3] A market-based method reflects emissions from electricity that an organization has purposefully chosen (or its lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims.

^[4] Emissions intensity figure calculated by gross total Scope 1 and 2 emissions divided by number of restaurants (n= 1,188), using a market-based calculation for Scope 2 emissions.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 401: EMPLOYMENT		
3-3	Management of the material topic	<u>Bloomin' Brands Restaurant Support Center Opportunities</u> 2023 Impact Report, Our People, Culture and Employee Experience, Benefits & Wellness, p. 15
401-1	New employee hires and employee turnover	Employee Turnover: Field Hourly Employees: 91% Field Management Employees: 22%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>Bloomin' Brands Restaurant Support Center Opportunities</u>
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of the material topic	10-K , p. 15
403-1	Occupational health and safety management system	10-K , p. 15
GRI 404: TRAINING AND EDUCATION		
3-3	Management of the material topic	2023 Impact Report, Our Governance, Transparency and Accountability, p. 30 2023 Impact Report, Our People, Culture and Employee Experience, Learning & Development, p. 13
404-1	Average hours of training per year per employee	2023 Impact Report, Our People, Culture and Employee Experience, Learning & Development, p. 13
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our Restaurant Support Center (RSC) and Field Joint Venture Partner, Director, and above receive regular performance and career development reviews.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of the material topic	2023 Impact Report, Our People, Diversity, Equity & Inclusion, p. 11 Bloomin' Brands Website, Inclusion
405-1	Diversity of governance bodies and employees	2023 Impact Report, Our People, Diversity, Equity & Inclusion, p. 11 2023 Impact Report, Governance, Board Diversity, p. 29

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 409: FORCED OR COMPULSORY LABOR		
3-3	Management of the material topic	Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Code of Conduct
GRI 415: PUBLIC POLICY		
3-3	Management of the material topic	Code of Conduct
415-1	Political contributions	Code of Conduct
GRI 416: CUSTOMER HEALTH AND SAFETY		
3-3	Management of the material topic	2023 Impact Report, Our Ingredients, Food Safety, p. 24
416-1	Assessment of the health and safety impacts of product and service categories	2023 Impact Report, Our Ingredients, Food Safety, p. 24
GRI 418: CUSTOMER PRIVACY		
3-3	Management of the material topic	10-K , pp. 20-21 2023 Impact Report, Governance, Data Privacy & Security, p. 30
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	10-K , pp. 20-21
ANIMAL WELFARE		
3-3	Management of the material topic	Bloomin' Brands Website, Our Ingredients 2023 Impact Report, Our Ingredients, Animal Welfare, p. 26 SASB FB-RN-430a.3 Supplier Code of Conduct
ANTIBIOTICS		
3-3	Management of the material topic	Bloomin' Brands Website, Our Ingredients 2023 Impact Report, Our Ingredients, Animal Welfare, p. 26 Supplier Code of Conduct
FOOD AND SERVICE QUALITY		
3-3	Management of the material topic	2023 Impact Report, Our Ingredients , pp. 23-27 Bloomin' Brands Website, Our Ingredients 2023 Impact Report, Our Ingredients, Food Safety, p. 24 2023 Impact Report, Our Ingredients, Nutrition & Health, p. 25

GRI 405: DIVERSITY AND OPPORTUNITY

EMPLOYEE DIVERSITY

GENDER	PERCENT
Women	51.2%
Men	48.8%

RACE AND ETHNICITY^[1]

RACE AND ETHNICITY ^[1]	PERCENT
American Indian or Alaska Native	0.5%
Asian	1.6%
Black or African American	17.1%
Hispanic or Latino	25.3%
Native Hawaiian or Other Pacific Islander	0.3%
Two or More Races	4.0%
White	49.5%
No response/Do not wish to answer	1.7%

EMPLOYEE REPRESENTATION BY LEVEL

EMPLOYEE REPRESENTATION BY LEVEL	WOMEN	MEN	PEOPLE OF COLOR
Restaurant Support Center	61%	39%	23%
Operations Leadership	40%	60%	32%
Hourly Team Members	52%	48%	50%

GENERATION^[1]

GENERATION ^[1]	PERCENT
Gen Z (1997-2012)	50.7%
Millennials (1981-1996)	33.2%
Gen X (1965-1980)	13.3%
Baby Boomers (1946-1964)	2.7%
Traditionalists/Silent (1945 and earlier)	<0.1%

^[1] Percentages may not add up to 100% due to rounding.

2023 BOARD REPRESENTATION ^[1]

GENDER	PERCENT	NUMBER
Men	66.7%	6
Women	33.3%	3
RACE/ETHNICITY	PERCENT	NUMBER
Asian	11.1%	1
Black or African American	11.1%	1
White or Caucasian	66.7%	6
Two or More Ethnicities	11.1%	1
AGE	PERCENT	NUMBER
30–50	11%	1
Over 50 years old	89%	8

^[1] Data as of December 2023.

SASB INDEX

CODE	CATEGORY	UNIT OF MEASUREMENT	METRIC	RESPONSE
ENERGY MANAGEMENT				
FB-RN-130a.1	Quantitative	Gigajoules (GJ) Percentage (%)	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	GRI 302-1
FOOD & PACKAGING WASTE MANAGEMENT				
FB-RN-150a.2	Quantitative	Metric tons (t), Percentage (%)	(1) Total weight of packaging, (2) Percentage made from recycled and/or renewable materials, and (3) Percentage that is recyclable, reusable, and/or compostable	(1) 11,491.047 tons (2) 27% (paper and aluminum) (3) 90% recyclable, 67% reusable (plastic)
FOOD SAFETY				
FB-RN-250a.1	Quantitative	Percentage (%)	Percentage of restaurants inspected by a food safety oversight body	100%
FB-RN-250a.2	Quantitative	Number, Metric tons (t)	(1) Number of recalls issued and (2) Total amount of food product recalled	(1) One (parsley) (2) N/A
FB-RN-250a.3	Quantitative	Number, Percentage (%)	Number of confirmed foodborne illness outbreaks, percentage resulting in U.S. Centers for Disease Control and Prevention (CDC) investigation	Zero
NUTRITIONAL CONTENT				
FB-RN-260a.2	Quantitative	Percentage (%), Presentation currency	(1) Percentage of children's meal options consistent with national dietary guidelines for children and (2) revenue from these options	2023 Impact Report, Our Ingredients, Nutrition & Health, Children's Meal Options, p. 25

CODE	CATEGORY	UNIT OF MEASUREMENT	METRIC	RESPONSE
LABOR PRACTICES				
FB-RN-310a.1	Quantitative	Rate	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	<u>GRI 401-1</u>
SUPPLY CHAIN MANAGEMENT & FOOD SOURCING				
FB-RN-430a.2	Quantitative	Percentage (%) by number, Percentage (%) by weight	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	(1) 48% (Global) (2) 44% of the pork we purchase (U.S. and Brazil) comes from group housing for pregnant sows
FB-RN-430a.3	Discussion and Analysis	n/a	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	2023 Impact Report, Our Ingredients, Animal Welfare, <u>p. 26</u> <u>Supplier Code of Conduct</u>



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